



MEMORANDUM

To: University Classified Civil Service Staff
From: Larry M. Lewellen, Vice President for Human Resources
Date: December 2, 2009
Re: Modernization of the CCS Rules Governing
Performance Management, Corrective Action, and Probation
of Classified Civil Service Employees

In December 2006, the Ohio General Assembly passed Substitute House Bill 187, an effort to reform Ohio's laws governing civil service employment. This Act gives our Board of Trustees the authority to amend provisions of CCS rules governing Ohio State employees. It also makes clear that nothing in the Act changes any terms to an existing collective bargaining agreement. To the extent that our various labor contracts have pre-empted an issue we now seek to change, we will need to negotiate with the union for that change. Otherwise, the changes to our rules governing CCS staff will have the same impact on union members and non-union staff.

We have drafted revised Performance Management, Corrective Action, and Probation Classified Civil Service rules. A copy of the draft new rules, the current rules, and a summary of what will and will not change can be found online at hr.osu.edu/ccsmod.aspx.

During the December 7 – January 5 feedback period, we encourage you to review the draft rules and summary of changes, and provide your feedback in one of these ways:

E-mail your feedback to:

ccsmodernization@hr.osu.edu

Place "PM/CA/Prob" in the subject line

Send feedback via campus mail to:

CCS Modernization – PM/ CA/Prob
Office of Human Resources
1590 N. High St. Suite 300
Campus Mail

Attend a forum:

Columbus Campus

Friday, December 11, Noon – 1:30 p.m., 090 Science and Engineering Library

Tuesday, December 15, 12:30 – 2 p.m., 090 Science and Engineering Library

Medical Center

Friday, December 18, 2 – 3:30 p.m., Ross Auditorium Room H1213

Regional Campuses (*ATI, OARDC, Lima, Mansfield, Marion, Newark, OSU Extension Offices, Research Stations, and other non-Columbus locations*)

Tuesday, December 8, 1 – 2:30 p.m., phone forum

To receive dial-in instructions, register for the Regional Campus Phone Forum online at:

hr.osu.edu/ohrc/ld_customizedtraining.aspx

If you have questions, visit hr.osu.edu/ccsmod.aspx for more information.