

# The Ohio Association of Public Safety Directors



Jonathan has over 30 years of experience in practicing labor and employment law in Ohio and has successfully negotiated over 500 labor agreements and has presented over 100 impasse proceedings and 100 arbitrations. He represents cities, townships, counties, school districts, and public officials throughout the State of Ohio. Jonathan also represents private employers in employment matters. He has argued cases before the Ohio Supreme Court and the United States Sixth Circuit Court of Appeals.

Jonathan is rated AV Preeminent by Martindale Hubbell. Jonathan has been selected as one of the "Best Lawyers in American – Employment and Labor Law" every year since 2010, as an "Ohio Super Lawyer" every year since 2004, and one of "Central Ohio Top Lawyers" since 2009. He is also certified by the Ohio State Bar Association ("OSBA") as a Specialist in Labor and Employment law. He lectures frequently on many topics including state and federal employment and labor law developments, civil rights, civil service, arbitration and collective bargaining. Jonathan served on the Civil Service Review Commission for the State of Ohio, authored "Civil Service Law in Ohio" and edits the Westlaw annual publication of the "Ohio Civil Service and Collective Bargaining Laws Annotated". He is a member of the Ohio State and Columbus Bar Associations. Jonathan was a member of the Ohio State Bar Association's Board of Governors for the Labor and Employment law section, is a member of the Ohio Management Lawyers Association and a charter member and past president of the Ohio Public Employers Labor Relations Association.

## **Seminar: Cracking the Union Contract Nut** **Changing Difficult and Restrictive Terms in Union Contracts**

**Speaker:** Jonathan Downs, Esq.  
Biography: [http://zrlaw.com/attorney\\_jjd.htm](http://zrlaw.com/attorney_jjd.htm)

**Date:** August 22, 2014

**Time:** 8:30 – 9:00 Registration  
9:00 – 12:00 Seminar

**Place:** Middletown Municipal Building  
1 Donham Plaza  
Middletown, OH 45042-1932

**Cost:** \$50 Per Person -- \$150 for group of four  
*\* make checks payable to  
Ohio Association of Public Safety Directors  
\* payment accepted in advance, at door, or by  
post-billing*

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**This seminar will address how employers can prepare for and work to modify terms of union contracts. This session will:**

1. Identify specific restrictive contract provisions
2. Outline how to prepare support/justification for modifications
3. Include examples of successfully changed contract provisions
4. Provide specific resources, research to support proposals for modifications

**Contract Provisions to be addressed will include:**

1. Health/medical Insurance
2. Manning/Manpower provisions
3. Drug Testing
4. Discipline
5. Past Practice Provisions

**This session is designed to those who negotiate and/or administer union contract.**

**\* If you have particular provisions you would like to have discussed, please send it to us in advance in an email.**

**Register by Email: [jbrown@omloho.org](mailto:jbrown@omloho.org)**

*\* for registration, we merely request name, title, and jurisdiction*