

EMPLOYMENT RELATIONS BOARD

OF THE

STATE OF OREGON

Case No. UP-025-12

(UNFAIR LABOR PRACTICE)

EAGLE POINT EDUCATION)	
ASSOCIATION/OEA/NEA,)	
)	
Complainant,)	RULINGS,
)	FINDINGS OF FACT,
v.)	CONCLUSIONS OF LAW,
)	AND ORDER
JACKSON COUNTY SCHOOL DISTRICT #9,)	
)	
Respondent.)	
_____)	

Thomas K. Doyle, Attorney at Law, Bennett, Hartman, Morris and Kaplan, LLP, Portland Oregon, represented Complainant.

Jackie Marks, Legal, Labor & PACE Services Attorney, Oregon School Boards Association, Salem, Oregon, represented Respondent.

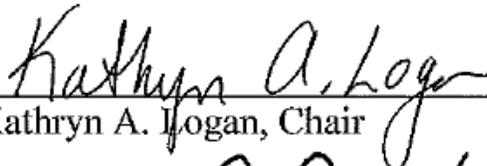
On February 18, 2014, Administrative Law Judge Julie D. Reading issued a recommended order in this matter. The parties had 14 days from the date of service in which to file written objections. See OAR 115-010-0090; OAR 115-035-0050(2). Neither party filed objections.

When neither party objects to a recommended order, we generally adopt the recommended order as our final order, and we consider any objections that could have been made to that order unpreserved and waived. *International Brotherhood of Electrical Workers, Local Union No. 659 v. Eugene Water & Electric Board*, Case No. UP-008-13, 25 PECBR 901 (2014). This final order is binding on, and has precedential value for, the named parties only. We do not publish the recommended order because it would not be of benefit to anyone other than the named parties.

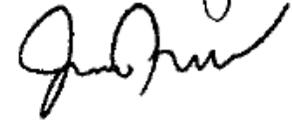
ORDER

1. The Board adopts the recommended order as the final order in this matter.
2. The District will cease and desist from violating ORS 243.672(1)(a).
3. Within 30 days of the date of this Order, the District shall sign and post copies of the attached notice to employees for a period of 30 days in prominent places.

DATED this 26 day of March 2014.



Kathryn A. Logan, Chair



Jason M. Weyand, Member



Adam L. Rhynard, Member

This Order may be appealed pursuant to ORS 183.482.



NOTICE TO EMPLOYEES
POSTED BY ORDER OF THE
STATE OF OREGON
EMPLOYMENT RELATIONS BOARD

PURSUANT TO AN ORDER of the Employment Relations Board in Case No. UP-025-12, *Eagle Point Education Association/OEA/NEA v. Jackson County School District #9*, and in order to effectuate the policies of the Public Employee Collective Bargaining Act (PECBA), we hereby notify our employees that:

The Employment Relations Board has found that the Jackson County School District #9 violated the PECBA by engaging in an unfair labor practice. The violation occurred when, during the 2012 strike, the District paid regular teachers their normal pay for working one five-hour shift, or paid regular teachers their normal pay, plus \$165 for working two five-hour shifts.

The Employment Relations Board has ordered the District to cease and desist from violating ORS 243.672(1)(a).

Dated this _____ day of _____, 2014.

EMPLOYER

By: _____
Jackson County School District #9

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED

This notice must remain posted in each employer facility in which bargaining unit personnel are employed for 30 consecutive days from the date of posting and must not be altered, defaced, or covered by any other materials. Any questions concerning this notice or compliance with its provisions may be directed to the Employment Relations Board, 528 Cottage Street N.E., Suite 400, Salem, Oregon, 97301-3807, phone 503-378-3807.