

**2025**  
**OHIO CIVIL SERVICE &  
COLLECTIVE BARGAINING**  
**LAWS & RULES**  
**ANNOTATED**

Edited by  
Jonathan J. Downes, Esq.  
of the law firm of Zashin and Rich

Ohio Revised Code complete to April 2, 2025  
Ohio Administrative Code complete to December 31, 2024



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## Preface

For over 30 years, I have been involved in the compilation and edits of the Ohio Civil Service Law book. Designed for the practitioner, the *Ohio Civil Service & Collective Bargaining Laws & Rules Annotated* is an authoritative compilation of the statutes and state agency rules governing the administration of public employment in Ohio—with annotations to court decisions and selected agency opinions. It includes the full text of the civil service statutes, the collective bargaining act, and other laws that apply to the administration of public employees on a day-to-day basis. Public employees covered by this publication include state, county, city, city school, schools and township personnel.

The work originated while I was with the Ohio Department of Administrative Services, Division of Personnel. At that time, the only publication available was a pamphlet of the Ohio civil service laws, which lacked the rules of the State Personnel Board of Review.

The administrative rules of the State Employment Relations Board and State Personnel Board of Review are included for those who practice before the Boards. The SERB rules apply to all parties subject to the Collective Bargaining Act. The SPBR rules only apply to State and County agencies and generally not to any persons covered by a collective bargaining agreement. The SPBR rules do not apply to cities but are available for reference.

The annotations provided are critical in understanding these laws. Printed under applicable statutory provisions, these reference reported and unreported decisions from Ohio courts, and some federal court decisions as well as decisions of SPBR and SERB.

As in any legal research, the primary sources of statutes and rules contained in *Ohio Civil Service & Collective Bargaining Laws & Rules Annotated* should be reviewed for updates prior to concluding research.

Jonathan J. Downes  
Columbus, Ohio  
April 2025



## Foreword

This publication is a compilation of the laws and rules to assist in researching and practicing Ohio public employment and labor law. Prior to the 1992–93 Edition, it was published under contract with the State of Ohio Department of Administrative Services, Division of Personnel.

The 2025 Edition, edited by Jonathan J. Downes, an OSBA Certified Specialist in Labor and Employment Law of the Columbus and Cleveland law firm of Zashin and Rich, offers public officials, employers and employees, human resource managers, business consultants, and attorneys a convenient and up-to-date reference to the sources of law they refer to most often, in a concise and easy-to-use format.

The book contains Ohio Revised Code Chapters 124, “Department of Administrative Services—Personnel,” 1347, “Personal Information Systems,” 4111, “Minimum Fair Wage Standards,” 4116, “Prohibited Labor Requirements in Public Works Contracts,” and 4117, “Public Employees’ Collective Bargaining”—plus miscellaneous related statutes on public employment—all reprinted from *Baldwin’s Ohio Revised Code Annotated*, complete with case notes, cross references, and other annotations.

The 2025 Edition contains all relevant laws passed by the Ohio General Assembly through April 2, 2025.

State agency rules, reprinted from *Baldwin’s Ohio Administrative Code*, include civil service, administrative procedure, and public employee collective bargaining.

Compact and easy to use, the 2025 Edition contains a User’s Guide and a comprehensive subject index, and a compilation of Significant Recent Cases with Editor’s Synopsis and headnotes.

For additional information or research assistance contact the Reference Attorneys at 1-800-REF-ATTY (1-800-733-2889) or by Live Chat: Access via Westlaw. Contact our U.S. legal editorial department directly with your questions and suggestions by e-mail at [editors.us-legal@tr.com](mailto:editors.us-legal@tr.com).

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The Publisher  
April 2025



## About the Editor



**Jonathan J. Downes** is an attorney representing public and private employers throughout the State of Ohio including State agencies, cities, townships, counties, and State and Local public officials in labor relations and employment law. Mr. Downes also represents state elected officials, state agencies, and universities.

Mr. Downes earned his Bachelor of Science in Public Administration from Virginia Tech and his Juris Doctorate from Case Western Reserve University.

He is admitted to the Ohio Supreme Court, the United States District Court, and the United States Sixth Circuit Court of Appeals, is AV Preeminent rated by Martindale-Hubbell, is a Fellow in the College of Labor, and is certified by the Ohio State Bar Association as a Specialist in Labor and Employment Law.

Mr. Downes is a lecturer at the Fisher College of Business, Ohio State University, teaching “Labor Relations and Collective Bargaining” and “Employment Law for Human Resources Managers” in the Human Resource Management Master’s degree program.

Mr. Downes represents clients before the State Employment Relations Board, civil service commissions, the State Personnel Board of Review, courts of common pleas, federal district courts, and the appeals of matters through the Appellate and Supreme Courts of Ohio.

Mr. Downes also has extensive experience in collective bargaining and arbitration and impasse matters, negotiating over 500 labor agreements, including contracts for State-wide Departments, State Elected Office Holders, and numerous city, county and local governments. He has represented clients in over 200 arbitrations and impasse proceedings.

A frequent speaker, Mr. Downes participates in seminars in Ohio and nationally on civil service law, labor and employment law, collective bargaining, arbitration, and civil rights.

He has written and lectured for various employer groups and associations including the American Arbitration Association, Ohio State Bar Association, Ohio Municipal League, State Employment Relations Board, Case Western Reserve University School of Law, County Commissioners Association

## ABOUT THE EDITOR

of Ohio, County Engineers Association of Ohio, Ohio Prosecuting Attorneys Association, Ohio Police Chiefs Association, Ohio Fire Chiefs Association, Government Finance Officers Association, and others.

Mr. Downes is a member of the American, Ohio, and Columbus Bar Associations' Labor Law Committees. He has testified before the Ohio Legislature. He served as co-chairman of OSBA's Public Sector Law Committee and Chair of its Special Committee to Review the Ohio Public Sector Labor Law, S.B. 133.

Mr. Downes is an active member, Past President, and Charter Member of the Ohio Public Employers Labor Relations Association. Mr. Downes was appointed by Governor Taft to serve as a member of the Ohio Civil Service Review Commission. He is also listed in "Who's Who in American Law".

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## **INTRODUCTION**

This handy compilation, edited by Jonathan J. Downes, a partner in the Columbus and Cleveland law firm of Zashin and Rich Co, LPA, offers public officials, employers and employees, business consultants, and attorneys a convenient and up-to-date reference to the sources of law they refer to most often, in a concise and easy-to-use format.

The book contains Chapters 124, “Department of Administrative Services—Personnel,” 1347, “Personal Information Systems,” 4111, “Minimum Fair Wage Standards,” 4116, “Prohibited Labor Requirements in Public Works Contracts,” and 4117, “Public Employees’ Collective Bargaining”—plus miscellaneous related statutes on public employment—all reprinted from *Baldwin’s Ohio Revised Code Annotated*, complete with notes of court decisions and agency opinions, cross references, and other annotations. In the feature “Significant Recent Cases” the editor highlights important cases that have been decided since the previous edition.

State agency rules, reprinted from *Baldwin’s Ohio Administrative Code, Approved Edition* include provisions on civil service, administrative procedure, and public employee collective bargaining, with cross references and annotations.

An excellent subject index speeds research.

## **PARTS OF THE BOOK**

### **Significant Recent Cases**

- Synopsis and casenotes from important new decisions as selected by the editor

### **Ohio Revised Code**

This edition contains:

- Selected Ohio Constitution sections related to public employment and labor law
- Selected provisions of Chapter 119, Administrative Procedure
- Chapter 124, Department of Administrative Services—Personnel
- Chapter 1347, Personal Information Systems
- Chapter 4116, Prohibited Labor Requirements in Public Works Contracts
- Chapter 4117, Public Employees’ Collective Bargaining, and
- Selected provisions from other chapters pertaining to state labor law

All Ohio Revised Code sections are published in their entirety, complete with annotations to state and federal court decisions (reported and unreported), legislative histories, and historical and statutory notes. Cross references to related statutes, constitutional provisions, court rules, administrative rules, and practice and study materials in other relevant publications offer an extensive network of sources for further research. (See 5 Steps for Successful Use, below.)

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### Ohio Administrative Code

Selected agency rules are reproduced from *Baldwin's Ohio Administrative Code*, Approved Edition and its updating service, *Baldwin's Ohio Monthly Record*:

- 123:1, Human Resources Division
- 123:7, Collective Bargaining Office
- 124, State Personnel Board of Review, and
- 4117, State Employment Relations Board

Agency rules are published in their entirety, complete with annotations to state and federal court decisions (reported and unreported), annotations to state agency opinions, and cross references to relevant Revised Code sections and to practice and study materials in other relevant publications. (See 5 Steps for Successful Use, below.)

### Index

An in-depth subject Index integrates topical references to all documents in the book. Index cross references are included to eliminate unnecessary duplication of entries under multiple headings and to assist users in researching related topics.

### 5 STEPS FOR SUCCESSFUL USE

#### 1. Find your subject and references in the Index.

The Index provides subject access to all constitutional, statutory, administrative, and procedural provisions contained in the volume.

Every effort has been made to afford quick and easy access to the material. Heading words and phrases include frequently used nonlegal terms as well as the language of the law. In addition, popular names of legislative Acts are represented. Cross references point to other headings where information on the same or related subjects may be found.

Index references are not to page numbers, but to sections of the constitution, statutes, and rules.

#### 2. Locate and read the referenced section of law or other document and its accompanying material—including history, historical and statutory notes, uncodified law, and commentary.

##### a. *Ohio Revised Code*

#### History

A complete legislative history, in reverse chronological order, follows each section of the Revised Code. It includes the effective date of the current version of the statute, followed by citations to all previous actions since its origin, either in the former General Code of Ohio or a subsequent enactment. For

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example, at one time, the history of **RC 119.12, Appeal by party adversely affected; notice; hearing; priority:**

(2006 H 187, eff. 7-1-07; 2000 H 506, eff. 4-10-01; 1998 H 402, eff. 3-30-99; 1998 H 606, eff. 3-9-99; 1992 S 359, eff. 12-22-92; 1990 H 282; 1988 H 708, H 529; 1986 H 428, H 769, H 412; 1984 S 102, H 37; 1983 H 67, H 260; 1982 H 317; 1979 H 102; 1978 H 590; 1977 H 634; 1972 S 89; 130 v H 539; 128 v 1116; 125 v 488; 1953 H 1; GC 154-73)

traced the section from its most recent amendment, at one time—by 2006 House Bill 187, effective July 1, 2007—back through previous legislative amendments ... by 2000 H 506, eff. 4-10-01; 1998 H 402, effective March 30, 1999; 1998 H 606, effective March 9, 1999; 1992 S 359, effective December 22, 1992; 1990 H 282; 1988 House Bills 708 and 529; 1986 House Bills 428, 769, and 412; 1984 Senate Bill 102 and House Bill 37; 1983 House Bills 67 and 260; 1982 House Bill 317; 1979 House Bill 102; 1978 House Bill 590; 1977 House Bill 634; 1972 Senate Bill 89; House Bill 539 in Volume 130 of the official *Laws of Ohio*; an Act located on page 1116 of Volume 128 of *Laws of Ohio*; an Act located on page 488 of Volume 125 of *Laws of Ohio*; and 1953 House Bill 1 (the Act that created the Revised Code) ... to its source in section 154-73 of the former General Code (GC) of Ohio.

To trace the GC section number, consult the Pre-1953 H 1 Amendment credits under Historical and Statutory Notes of RC 119.12. Credits are arranged in reverse chronological order back to 1876. See also the Comparative Section Table (Disposition of each General Code Section in the 1953 Ohio Revised Code) in *Baldwin's Ohio Revised Code Annotated*.

The effective dates of only the more recent versions of each section are printed. For in-depth historical research, consult previous session law volumes of *Baldwin's Ohio Legislative Service Annotated* (since 1971) and/or the official *Laws of Ohio*, published by the Secretary of State.

### Uncodified Law

Provisions of uncodified law affecting statutory interpretation are printed under related Revised Code sections. The following explanation of uncodified law was provided by the staff of the Ohio Legislative Service Commission:

Reports have been noted of lawyers and judges who have been reluctant to recognize as law portions of Acts of the Ohio General Assembly that have not been assigned a Revised Code section number. The Ohio Supreme Court, however, has without discussion recognized such enactments to be temporary statutes. *Voinovich v Bd. of Park Commrs.* (1975), 42 Ohio St. 2d 511, in its Syllabus so described an uncodified provision granting a limited time for a public agency to apply for remission of taxes levied on property used for a public purpose. The special right was necessary because of failure of the owner/district to apply for a justified exemption within the statute of limitations. The court upheld the law against a constitutional challenge that was not based on its uncodified status.

*Cowen v State* (1920), 101 Ohio St. 387, upheld a curative provision without a permanent section number, as to defects that already had occurred in the letting of certain state contracts. But the court declined an interpretation that would have made it available to forgive similar defects that might arise in the future. The failure of the General Assembly or the Attorney General (under his then authority) to assign a General Code section number was declared significant in determining its temporary effect.

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Section 103.131 of the Revised Code now grants to the Director of the Legislative Service Commission as “codifier of the laws” the power, where “an act of general and permanent nature” is passed without Revised Code section numbering to add the appropriate Revised Code section number(s). Clearly, this implies that there will be some laws enacted that are not general and permanent. Since the General Assembly commonly enacts matter that is not intended to be permanent, portions of the body of an Act that are not assigned a Revised Code number either by enactment of the General Assembly or by endorsement of the Director should be understood as uncodified statutes. *Cowen v State, supra*, at 392. During the time in which these uncodified statutes are intended to exist, they are as binding as a permanently numbered section of the Revised Code.

One common example of the use of uncodified law has been in instances in which changes are made in a remedial law. While it has been held that this validly may be made applicable to pending proceedings, R.C. 1.58(A)(4) would operate, in the absence of a contrary provision in the amendatory Act, to declare that proceedings pending on the effective date of the amendment would be conducted as though there had been no amendment. When the General Assembly has chosen to accompany the amendment of such codified law with a declaration concerning the circumstances in which the amendment will apply (e.g., to proceedings filed after the amendment’s effective date or to proceedings on claims arising after the effective date), it sometimes has been done in uncodified law. The theory has been that this provision will be applicable for only a limited time, so that placing it in permanent law was not necessary. When placed in a footnote to the section containing the remedial amendment, some readers apparently have not recognized that this footnote is one quoting verbatim a statute. The LSC staff intends to consider more frequent recommendations of placing such provisions in the Revised Code text.

Although laws are required to be both permanent and general to be placed in the Revised Code, there is no recognized instance of a section being left uncodified because it was found to be permanent but not general. Thus, it is generally appropriate to refer to these uncodified sections simply as temporary laws. Some will be neither permanent nor general. The most common examples of those can be found in a general appropriation act. Much of the text there is to control the use of or accounting for money appropriated, often to be expended for a project at a stated location. A special consideration about uncodified law in an appropriation act is that, in the absence of clear evidence to the contrary, it will be presumed to be effective for no longer than the appropriations, which are limited by Section 22 of Article II, Ohio Constitution, to two years.

### Historical and Statutory Notes

Editorial notes are inserted where necessary to supplement and clarify legislative history or interpretation. They typically call attention to matters such as Special Endorsements from the Legislative Service Commission, reconciling multiple amendments to the same section; legislative discrepancies; typographical errors in the official text of an Act; multiple amendments that cannot be reconciled; deferred effective dates; and statutes repealed and reenacted under the same or different section numbers.

Occasionally a statute is affected by more than one Act in the same General Assembly, and later action fails to incorporate changes made by an earlier one. Section 1.52(B) of the Revised Code directs that the different versions are to be “harmonized, if possible, so that effect may be given to each.” If they are not reconcilable, the amendment “latest in date of enactment prevails.” Our editorial staff highlights

## USER'S GUIDE

multiple amendments by printing multiple versions of the section and/or by including a Special Endorsement from the Legislative Service Commission or other note of explanation.

When researching legislative intent, please consult *Baldwin's Ohio Legislative Service Annotated* for the precise language of each amendment (see Step 4, below).

Amendment Notes summarize significant changes in statute text under sections of particular interest to users—beginning with 1993 legislation.

### **Commentary**

Where appropriate, commentary from the Ohio Legislative Service Commission, the National Conference of Commissioners on Uniform State Laws, committees of the Ohio State Bar Association, and other professional groups, is included to assist in statutory interpretation.

### **3. Use the uniform and comparative law tables, cross references, and notes of decisions as a guide to related materials and to judicial and administrative interpretations.**

#### ***a. Uniform and Comparative Law Tables***

Where appropriate, Uniform Law Tables specify other jurisdictions that have adopted the same Uniform Laws enacted in Ohio.

Where appropriate, Comparative Laws cite selected references to other state statutes on the same or analogous topics.

#### ***b. Cross References***

For greater convenience and ease of use, cross references in this book are grouped under five categories—Cross References, Ohio Administrative Code References, and Law Review and Journal Commentaries.

#### **Cross References**

References to applicable Ohio constitutional provisions, related or supplemental Ohio Revised Code statutes, and Ohio court rules.

#### **Ohio Administrative Code References**

References to relevant administrative rules published in *Baldwin's Ohio Administrative Code*, Approved Edition.

#### **Code of Federal Regulations**

References to federal regulations (C.F.R.).

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### Research References

References are also provided to *Ohio Jurisprudence (OJur)*; *American Jurisprudence (Am Jur)*; and *American Law Reports (ALR)*.

References to West's practice manuals, handbooks, journals, and other works cite pertinent parts of these publications where explanatory text, forms, and other practice and study aids can be found.

### Law Review and Journal Commentaries

Informative articles and discussions in law reviews and bar journals are highlighted under this heading.

#### c. *Notes of Decisions*

Knowledge of how a statute has been interpreted and applied by the courts and administrative agencies is indispensable to a thorough understanding of the law. Notes of decisions, prepared by our attorney-editors, are short statements of the main points of law established in court cases and administrative adjudications.

Coverage of this material includes all reported Ohio court decisions; substantial coverage of unreported Courts of Appeals decisions since March 1, 2002 and selected unreported Courts of Appeals decisions between 1981 and March 1, 2002; selected decisions of the Ohio Court of Claims; federal cases construing or affecting Ohio law; Opinions of the Attorney General and the Ohio Ethics Commission; and selected decisions of the Public Utilities Commission, Board of Tax Appeals, Environmental Board of Review, Hazardous Waste Facilities Board, Reclamation Board of Review, Personnel Board of Review, State Employment Relations Board, Unemployment Compensation Board of Review, Ohio Civil Rights Commission, Ohio Elections Commission, and the Ohio Board of Professional Conduct.

Reported case note citations are made to official court reporter series, such as: *Ohio State Reports, Third Series* [Ohio St.3d]; *Ohio Appellate Reports, Third Series* [Ohio App.3d]; and *Ohio Miscellaneous Reports, Second Series* [Ohio Misc.2d]. A typical official citation—e.g., State ex rel. Koonce v Indus. Comm. (Ohio 1994) 69 Ohio St.3d 436—provides the year of the decision, volume number of the reporter preceding its abbreviated name, followed by the page number.<sup>1</sup>

Since decisions are often printed in more than one publication, parallel citations to the Ohio State Bar Association's *Ohio Bar Reports*, West's *Northeastern Reporter*, and other publications are inserted when available.

Case note citations for unreported appellate cases—e.g., Miller v Barker, No. 55914 (8th Dist Ct App, Cuyahoga, 9-21-89)—provide the name of the case, docket number, district court which rendered the opinion, county, and date of decision.<sup>2</sup> The Ohio Supreme Court's Rules for the Reporting of Opinions stated that unreported opinions "may be cited by any court or person" and "shall be considered persuasive authority." [Rep R 2(G)] Their discovery and retrieval have thus become essential parts of Ohio legal research and trial preparation. Annotations to leading cases from Ohio's twelve district Courts of Appeals provide access to more precedent—over 6,500 decisions since 1981. The

<sup>1</sup> Decisions after May 1, 2002 may include a citation to the Supreme Court of Ohio's official WebCite, for example, 2002-Ohio-1234.

<sup>2</sup> Decisions after May 1, 2002 may include a citation to the Supreme Court of Ohio's official WebCite, for example, 2002-Ohio-1234.

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Supreme Court itself is now citing these cases, so users without knowledge of or access to them are at a significant disadvantage.<sup>3</sup>

Some unreported cases are later selected by the Supreme Court Reporter for official publication in *Ohio Appellate Reports*. When this occurs, our editors substitute the official reporter citation for the unreported case cite.

Annotations to federal cases cite official court reporter series, such as *United States Supreme Court Reports* [U.S.]; *Federal Reporter, Second Series* [F.2d]; *Federal Supplement* [F.Supp.]; *Bankruptcy Reporter* [B.R.]; and *Federal Rules Decisions* [F.R.D.]. For recently decided cases prior to official publication, citation is made to the *United States Supreme Court Reporter* [S.Ct.].

To ensure accuracy, our editors verify all case citations and research subsequent court action. Our goal is to provide the most reliable and up-to-date information possible. However, annotations are only a starting point in the process of complete case law research. For most purposes, the text of relevant decisions and opinions should be read in full.

Case decisions and other annotations are not referenced in the Index; however, all annotations are organized into subject categories. Annotations are classified under numerous topic headings and subheadings to speed research. For convenience, the headings are numbered and listed alphabetically preceding the case notes under each statute section.

Under each section and within each subject category, case notes are printed in reverse chronological order by level of court—Supreme Court, Courts of Appeals, and trial courts.

#### **4. Consult *Baldwin's Ohio Legislative Service Annotated (OLS)* for possible recent changes to your Ohio statutory section.**

##### *Ohio Revised Code changes*

*Baldwin's Ohio Legislative Service Annotated (OLS)* provides statutory and case note updates to your book between publication of annual editions. Periodically, all new laws are printed and delivered to subscribers.

*OLS* pamphlets also include Case Notes, containing summaries of recent court decisions and other annotations.

When researching a particular section of law in *OLS*, look it up in Table 2, and follow the pamphlet and file number reference to the text of the Act that affects your section. When researching by topic, use the Index to Laws.<sup>4</sup>

<sup>3</sup> Unreported decisions issued since May 1, 2002 also carry a citation to the official WebCite, and now have the same precedential value as reported cases.

<sup>4</sup> Westlaw® may also be consulted for such information.

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5. Consult *Baldwin's Ohio Monthly Record (OMR)* for possible recent changes to your agency rule.

### Ohio Administrative Code changes

*Baldwin's Ohio Monthly Record (OMR)* provides administrative rule updates to your book between publication of annual editions. Following each month, all new agency rules are printed and delivered to subscribers.

Monthly issues also include new case notes and other annotations.

When researching a particular rule, look it up in the RULE NUMBER TABLE, and follow the pamphlet number reference to the text of the new rule. When researching by topic, use the SUBJECT INDEX.

## ABBREVIATIONS

A	Amended	Brook L Rev	Brooklyn L Rev
A B A J	American Bar Association Journal	BTA	Ohio Board of Tax Appeals
Abs	Ohio Law Abstract	B U L Rev	Boston University Law Review
Admin L Rev	Administrative Law Review, American Bar Association	Bull	Weekly Law Bulletin
Akron L Rev	Akron Law Review	Bus Law	Business Lawyer
AFSCME	American Federation of State, County and Municipal Employees	Cap U L Rev	Capital University Law Review
Alb L J Sci & Tech	Albany Law Journal of Science and Technology	Case W Res L Rev	Case Western Reserve University Law Review
ALR	American Law Reports Annotated	CC	Ohio Circuit Court Reports
ALR2d	American Law Reports Annotated, Second Series	CCA	United States Circuit Court of Appeals
ALR3d	American Law Reports Annotated, Third Series	CC(NS)	Ohio Circuit Court Reports, New Series
ALR4th	American Law Reports Annotated, Fourth Series	CCR	Rules of Court of Claims of Ohio
ALR5th	American Law Reports Annotated, Fifth Series	CD	Ohio Circuit Decisions
ALR Fed	American Law Reports Annotated, Federal	CFR	Code of Federal Regulations
Am	Amended, Amendment	CF Stds	Court Facility Standards
Am Crim L Rev	American Criminal Law Review	Ch	Chapter
Am Dec	American Decisions	Cin B Ass'n Rep	Cincinnati Bar Association Report
Am Jur	American Jurisprudence	Cir	Circuit Court
Am Jur 2d	American Jurisprudence, Second Series	Cities & Villages League	Cities and Villages, Ohio Municipal
Am L Rec	American Law Record	CIV DISC	Civil Discovery
Am L Reg	American Law Register	Civ R	Rules of Civil Procedure
Am Rep	American Reports	CJC	Code of Judicial Conduct
App	Appellate Court	C.J.S.	Corpus Juris Secundum
App	Ohio Appellate Reports	Clev B J	Cleveland Bar Journal
App(2d)	Ohio Appellate Reports, Second Series	Clev L Rec	Cleveland Law Record
App(3d)	Ohio Appellate Reports, Third Series	Clev L Reg	Cleveland Law Register
App R	Rules of Appellate Procedure	Clev L Rep	Cleveland Law Reporter
Ariz L Rev	Arizona Law Review	Clev-Marshall L Rev	Cleveland-Marshall Law Review
Art	Article	Clev St L Rev	Cleveland State Law Review
Assn	Association	CMR	Court-Martial Reports
A-TF	Amended and Transferred From	Colum Hum Rts L Rev	Columbia Human Rights Law Review
A-TT	Amended and Transferred To	Colum J Gender & L	Columbia Journal of Gender and Law
Auth	Authority	Colum J L & Soc Probs	Columbia Journal of Law and Social Problems
B	Weekly Law Bulletin	Columbus B Briefs	Columbus Bar Briefs
Babbitt's Ohio Mun Serv	Babbitt's Ohio Municipal Service	Co	Company
Baldwin's Ohio Sch LJ	Baldwin's Ohio School Law Journal	COC	Ohio Court of Claims
Baldwin's Ohio Sch Serv	Baldwin's Ohio School Service	Comm	Commission
Bd	Board	Commr	Commissioner
Bldg	Building	Com.Pl.	Common Pleas Court
B.R.	Bankruptcy Reporter	Conf	Conflicting
		Const	Constitution
		Cornell L Rev	Cornell Law Review
		Corp	Corporation

## ABBREVIATIONS

CP .....	Common Pleas Court	Fla L Rev .....	University of Florida Law Review
CPR .....	Code of Professional Responsibility	Forum .....	Forum, American Bar Association
CRC .....	Ohio Civil Rights Commission	F.R.D. ....	Federal Rules Decisions
Crim LJ Ohio .....	Criminal Law Journal of Ohio	FR Serv .....	Federal Rules Service
Crim R .....	Rules of Criminal Procedure	FR Serv(2d) .....	Federal Rules Service, Second Series
CSCR .....	Cincinnati Superior Court Reports	F.Supp. ....	Federal Supplement
CSS .....	Court Security Standards	GC .....	General Code of Ohio
Ct .....	Court	Geo L J .....	Georgetown Law Journal
D .....	Ohio Decisions	Gotherman's Ohio Mun. Serv .....	Gotherman's Ohio Municipal Service
Dayton .....	Dayton Reports	Gov Bar R .....	Supreme Court Rules for the Government of the Bar
Dayton B Briefs .....	Dayton Bar Briefs	Gov Jud R .....	Supreme Court Rules for the Government of the Judiciary
dba .....	doing business as	H .....	House Bill
DC .....	District Court	Harv L Rev .....	Harvard Law Review
Dept .....	Department	HCR .....	House Concurrent Resolution
Dick L Rev .....	Dickinson Law Review	Health LJ Ohio .....	Health Law Journal of Ohio
Dist .....	District	HJR .....	House Joint Resolution
Div .....	Division	HR .....	House Resolution
Dom Rel .....	Domestic Relations Court	HWFB .....	Hazardous Waste Facility Board
Domestic Rel LJ Ohio .....	Domestic Relations Journal of Ohio	Inc .....	Incorporated
DPID Reg .....	Death Penalty Indigent Defense	Ind L J .....	Indiana Law Journal
DR .....	Disciplinary Rules, Code of Professional Responsibility	Indus Rel Rep .....	Industrial Relations Report
D Repr .....	Ohio Decisions, Reprint	Iowa L Rev .....	Iowa Law Review
Duq L Rev .....	Duquesne Law Review	IRC .....	Internal Revenue Code
E .....	Enacted	J Fam L .....	Journal of Family Law (University of Louisville)
EBR .....	Environmental Board of Review (pre 1997)	J L & Com .....	Journal of Law and Commerce
EBR .....	Environmental Review Appeals Commission (1997 and after)	J L & Educ .....	Journal of Law and Education
EC .....	Ethical Considerations, Code of Professional Responsibility	J L & Health .....	Journal of Law and Health
Ed .....	Education	J Min L & Pol'y .....	Journal of Mineral Law and Policy
eff. ....	Effective	J Nat Resources & Env'tl L .....	Journal of Natural Resources and Environmental Law
Elections Op .....	Ohio Elections Commission Opinions	Joint Legis Ethics Comm .....	Joint Legislative Ethics Commission
Env'tl LJ Ohio .....	Environmental Law Journal of Ohio	Jud Cond .....	Code of Judicial Conduct
Env'tl Monthly .....	Environmental Monthly	Juv .....	Juvenile Court
ERAC .....	Environmental Review Appeals Commission	Juv R .....	Rules of Juvenile Procedure
Ethics Op .....	Ohio Ethics Commission Opinions	Ky Bench & B .....	Kentucky Bench and Bar
Evid R .....	Ohio Rules of Evidence	Ky LJ .....	Kentucky Law Journal
ex rel. ....	on the relation of	Lake Legal Views .....	Lake Legal Views, Lake County Bar Association
Fam L Quar .....	Family Law Quarterly, American Bar Association	Law & Fact .....	Law & Fact, Cuyahoga County Bar Association
F .....	Form	LBA Bull .....	Louisville Bar Association News Bulletin
F. ....	Federal Reporter	L.Ed. ....	Lawyers' Edition, United States Supreme Court Reports
F.2d .....	Federal Reporter, Second Series	L.Ed.2d .....	Lawyers' Edition, United States Supreme Court Reports, Second Series
F.3d .....	Federal Reporter, Third Series	Legal Reference Serv Q .....	Legal Reference Services Quarterly
F. Cas .....	Federal Cases		
Fed .....	Federal		

## ABBREVIATIONS

Louisville Law . . . . .	Louisville Lawyer	Ohio B Ass'n Serv Letter . . .	Ohio Bar Association Service Letter
LRA . . . . .	Lawyers Reports Annotated	Ohio C.C. . . . .	Ohio Circuit Court Reports
LRA(NS) . . . . .	Lawyers Reports Annotated, New Series	Ohio C.C.N.S. . . . .	Ohio Circuit Court Reports, New Series
Ltd . . . . .	Limited	Ohio C.D. . . . .	Ohio Circuit Decisions
May Ed R. . . . .	Mayor's Court Education and Procedure Rules	Ohio Civ Prac J. . . . .	Ohio Civil Practice Journal
Md L Rev . . . . .	Maryland Law Review	Ohio Ct.Cl. . . . .	Ohio Court of Claims
Mental Disability L Rep. . . . .	Mental Disability Law Reporter	Ohio Com.Pl. . . . .	Ohio Common Pleas Court
Mercer L Rev . . . . .	Mercer Law Review	Ohio Dec. . . . .	Ohio Decisions
Mfg . . . . .	Manufacturing	Ohio Dec. Reprint . . . . .	Ohio Decisions, Reprint
Misc . . . . .	Ohio Miscellaneous Reports	Ohio F.Dec. . . . .	Ohio Federal Decisions
Misc(2d) . . . . .	Ohio Miscellaneous Reports, Second Series	Ohio L Rep . . . . .	Ohio Law Reporter
M J . . . . .	Military Justice Reporter	Ohio Law . . . . .	Ohio Lawyer
Muni . . . . .	Municipal Court	Ohio Law Abs. . . . .	Ohio Law Abstract
Nat'l L J . . . . .	National Law Journal	Ohio Misc. . . . .	Ohio Miscellaneous Reports
N D L Rev . . . . .	North Dakota Law Review	Ohio Misc.2d . . . . .	Ohio Miscellaneous Reports, Second Series
N.D.Ohio . . . . .	Northern District Ohio	Ohio N.P. . . . .	Ohio Nisi Prius Reports
N.E. . . . .	Northeastern Reporter	Ohio N.P.N.S. . . . .	Ohio Nisi Prius Reports, New Series
N.E.2d . . . . .	Northeastern Reporter, Second Series	Ohio N U L Rev . . . . .	Ohio Northern University Law Review
NEA . . . . .	National Education Association	Ohio Sch Boards Ass'n J . . .	Ohio School Boards Association Journal
Neb L Rev . . . . .	Nebraska Law Review	Ohio St. . . . .	Ohio State Reports
N Ky L Rev . . . . .	Northern Kentucky Law Review	Ohio St.2d . . . . .	Ohio State Reports, Second Series
N Ky St L F . . . . .	Northern Kentucky State Law Forum	Ohio St.3d . . . . .	Ohio State Reports, Third Series
NP . . . . .	Ohio Nisi Prius Reports	Ohio St B Ass'n Rep . . . . .	Ohio State Bar Association Report
NP(NS) . . . . .	Ohio Nisi Prius Reports, New Series	Ohio St LJ . . . . .	Ohio State Law Journal
Nw U L Rev . . . . .	Northwestern University Law Review	Ohio Tax Rev . . . . .	Ohio Tax Review
O . . . . .	Ohio Reports	Ohio Trial . . . . .	Ohio Trial, Ohio Academy of Trial Lawyers Education Foundation
OAC . . . . .	Baldwin's Ohio Administrative Code	OJur 3d . . . . .	Ohio Jurisprudence, Third Series
OAG . . . . .	Opinions of the Ohio Attorney General	OLS . . . . .	Baldwin's Ohio Legislative Service Annotated
OAPSE . . . . .	Ohio Association of Public School Employees	OMR . . . . .	Baldwin's Ohio Monthly Record
OBR . . . . .	Ohio Bar Reports	OO . . . . .	Ohio Opinions
OCA . . . . .	Ohio Courts of Appeals Reports	OO(2d) . . . . .	Ohio Opinions, Second Series
O Const . . . . .	Ohio Constitution	OO(3d) . . . . .	Ohio Opinions, Third Series
OCRC . . . . .	Ohio Civil Rights Commission	Or L Rev . . . . .	Oregon Law Review
OEA . . . . .	Ohio Education Association	ORC . . . . .	Baldwin's Ohio Revised Code
OFD . . . . .	Ohio Federal Decisions	OS . . . . .	Ohio State Reports
OFT . . . . .	Ohio Federation of Teachers	OS(2d) . . . . .	Ohio State Reports, Second Series
Ohio . . . . .	Ohio Reports	OS(3d) . . . . .	Ohio State Reports, Third Series
Ohio App . . . . .	Ohio Appellate Reports	OSLJ . . . . .	Ohio State Law Journal
Ohio App.2d . . . . .	Ohio Appellate Reports, Second Series	OS Unrep . . . . .	Ohio State Unreported
Ohio App.3d . . . . .	Ohio Appellate Reports, Third Series	O.Supp. . . . .	Ohio Supplement
		Otto . . . . .	Otto's Supreme Court Reports
		Pa B A Q . . . . .	Pennsylvania Bar Association Quarterly
		Pa Law . . . . .	Pennsylvania Lawyer

## ABBREVIATIONS

Pa St B Ass'n Bull . . . . .	Pennsylvania State Bar Association Bulletin	Traf R . . . . .	Ohio Traffic Rules
PBR . . . . .	Personnel Board of Review	Trial . . . . .	Trial, Association of Trial Lawyers of America
PConf . . . . .	Possibly or Partially Conflicting	TT . . . . .	Transferred To
Pepp L Rev . . . . .	Pepperdine Law Review	Twp . . . . .	Township
Prob . . . . .	Probate Court	UCBR . . . . .	Unemployment Compensation Board of Review (pre 1997)
Prob & Trust J . . . . .	Probate and Trust Journal	UCBR . . . . .	Unemployment Compensation Review Commission (1997 and after)
Prob LJ Ohio . . . . .	Probate Law Journal of Ohio	UCC . . . . .	Uniform Commercial Code
Civ Discovery Edition . . . . .	PRO/GRAM Civil Discovery Edition	U Cin L Rev . . . . .	University of Cincinnati Law Review
Civ Litig Edition . . . . .	PRO/GRAM Civil Litigation Edition	U Colo L Rev . . . . .	University of Colorado Law Review
PUCO . . . . .	Public Utilities Commission of Ohio	U Dayton L Rev . . . . .	University of Dayton Law Review
R . . . . .	Repealed	U Pa L Rev . . . . .	University of Pennsylvania Law Review
RBR . . . . .	Reclamation Board of Review (pre 1997)	U Pitt L Rev . . . . .	University of Pittsburgh Law Review
RBR . . . . .	Reclamation Commission (1997 and after)	U Rich L Rev . . . . .	University of Richmond Law Review
RC . . . . .	Ohio Revised Code	U.S. . . . .	United States Supreme Court Reports
R-E . . . . .	Repealed and Reenacted	USC . . . . .	United States Code
RRD . . . . .	RC 119.032 rule review date(s)	USCA . . . . .	United States Code Annotated
Rep R . . . . .	Supreme Court Rules for the Reporting of Opinions	USLW . . . . .	United States Law Week
RS . . . . .	Revised Statutes of Ohio	USP.Q. . . . .	United States Patent Quarterly
S . . . . .	Senate Bill	USP.Q.2d . . . . .	United States Patent Quarterly, Second Series
St Mary's L J . . . . .	St. Mary's Law Journal	U Tol L Rev . . . . .	University of Toledo Law Review
SCR . . . . .	Senate Concurrent Resolution	v . . . . .	versus
S.Ct. . . . .	United States Supreme Court Reporter	v . . . . .	volume, Ohio Laws
SCt R . . . . .	Rules of Practice of the Supreme Court of Ohio	VCC R . . . . .	Rules of Court of Claims of Ohio, Victims of Crime Compensation Section
S.D. Ohio . . . . .	Southern District Ohio	Vill L Rev . . . . .	Villanova Law Review
SERB . . . . .	State Employment Relations Board	W . . . . .	Withdrawn
Shingle . . . . .	The Shingle, Philadelphia Bar Association	W . . . . .	Wright's Ohio Supreme Court Reports
SJR . . . . .	Senate Joint Resolution	Wall. . . . .	Wallace's Supreme Court Reports
SR . . . . .	Senate Resolution	Wake Forest L Rev . . . . .	Wake Forest Law Review
Stat . . . . .	Statutes	Washburn LJ . . . . .	Washburn Law Journal
State Employment Rel . . . . .	State Employment Relations	WL . . . . .	Westlaw reference number
Sub . . . . .	Substitute	W.L.B. . . . .	Weekly Law Bulletin
Sup R . . . . .	Rules of Superintendence for Courts of Ohio	WLG . . . . .	Weekly Law Gazette
TC . . . . .	Tax Court (United States)	WLJ . . . . .	Western Law Journal
Temp L Q . . . . .	Temple Law Quarterly	WLM . . . . .	Western Law Monthly
Temp L Rev . . . . .	Temple Law Review	Workers' Compensation . . . . .	Workers' Compensation Journal of Ohio
TF . . . . .	Transferred From	W Reserve U L Rev . . . . .	Western Reserve University Law Review
Title Topics . . . . .	Title Topics, Ohio Land Title Association	Wright . . . . .	Wright's Ohio Supreme Court Reports
TJS . . . . .	Trial Court Jury Use and Management Standards		
Tol B Ass'n News . . . . .	Toledo Bar Association Newsletter		

## ABBREVIATIONS

We welcome your comments, criticisms, and suggestions for future improvements to *Ohio Civil Service & Collective Bargaining Laws & Rules Annotated*. If you have any questions or require further information, please contact Customer Service at 1-800-328-4880 or by submitting an online request through our Support center on [legal.thomsonreuters.com](http://legal.thomsonreuters.com).