

Resolution 2026-032

A Resolution Responding to A Grievance Filed by IAFF Local 1441

The Board of Trustee of Franklin Township, Franklin County, Ohio, met in person in a Emergency Meeting at 9:00a.m. on Friday, February 13, 2026, at 2193 Frank Road, Columbus, Ohio. The trustee marked below made a motion for the adoption of the following resolution:

Trustee Fleshman Trustee Fuller Trustee Blevins

WHEREAS, pursuant to the Collective Bargaining Agreement between Franklin Township and IAFF Local 1441 (the "CBA"), the Board of Trustees must render a decision based upon "Step 5" of the grievance process identified within the CBA.

NOW THEREFORE, BE IT RESOLVED, by the Board of Trustees of Franklin Township, Franklin County, Ohio, that:

Section 1. The correspondence labeled "Step 5 Grievance Response – Grievance: Resolution 2025-195, 2026-018, CFD Agreement" (the "Response") and attached hereto as Exhibit A is adopted and approved as the Board's response to the grievance discussed therein.

Section 2. All formal actions of this Board of Trustees concerning and relating to this Resolution were passed in an open meeting of the Board of Trustees, and that all deliberations of the Board of Trustees and any of its committees that resulted in such formal action were in a meeting open to the public, in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code.

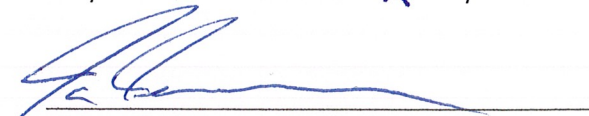
Section 3. This Resolution shall be in full force and effect immediately upon its adoption.

The following trustee marked below seconded the motion: (check one)


Trustee Fleshman Trustee Fuller Trustee Blevins

Roll was called for the adoption of the resolution, and the vote was as follows:


Fleshman: YES/ NO Fuller: YES/ NO Blevins: YES/ NO



John Fleshman, Trustee



Brenda Fuller, Trustee



Mike Blevins, Trustee

Adopted: February 13th, 2026

February 13, 2026

Board of Trustees

Mike Blevin
John Fleshman
Brenda Fuller

Administrative Assistant

Nicole Randazzio

Town Hall/Admin. Offices

2193 Frank Road
Columbus, OH 43223
(P) 614-279-9411
(F) 614-279-6097

Police Department

Byron Smith, Police Chief

Road Department

Jim Stevens, Road Superintendent

Fire Department

Robert Arnold, Fire Chief

Station 193 (currently closed)

2193 Frank Road
Columbus, OH 43223

Station 192

4100 Sullivant Avenue
Columbus, OH 43228

Scott Meyer
President Local 1441

RE: Step 5 Grievance Response
Grievance: Resolution 2025-195, 2026-018, CFD Agreement

Dear Scott Meyer:

The Board of Trustees of Franklin Township, Franklin County, Ohio (the "Township") is in receipt of the Grievance filed by Kyle Cook on January 24, 2026 (the "Grievance"). Pursuant to Article 43 of the Collective Bargaining Agreement (the "Agreement") entered into between the Township and IAFF Local 1441 (the "Union"), consider this letter to be the Step 5 response of the Board of Trustees (the "Board").

The Grievance alleges that, by virtue of the Township entering into an Intergovernmental Agreement (the "Intergovernmental Agreement") with the Columbus Fire Department ("Columbus FD") that authorizes the Columbus FD to temporarily operate out of Township-owned facilities, the Township has violated Article 1; Article 13, Section 1; and Article 24, Section 4 of the Agreement. The Grievance also alleges "improper" conduct of the Township but fails to cite to a section of the Agreement.

The Board has carefully reviewed the Agreement and relevant facts, and for the following reasons has determined that no violations of the Agreement have occurred and the Grievance has no merit:

- **Article 1** of the Agreement has not been violated as it does not prohibit the Township from allowing the Columbus Fire Department ("Columbus FD") to utilize facilities that are owned by the Township. By entering into the Intergovernmental Agreement, the Township has not "hired" or contracted with Columbus FD to perform any fire protection service or any union work. The Township has not "assigned" Columbus FD employees to specific locations. The Township has no authority to direct or control the operations of the Columbus FD. In fact, the Township has no financial obligation to Columbus under the Intergovernmental Agreement. Rather, the Township has simply provided a temporary space for the Columbus FD to use for their own operations while the Columbus FD's facilities are undergoing renovations.
- **Article 13, Section 1** of the Agreement, has not been violated as it does not prohibit the Township from permitting a third party to use Township-owned facilities. The fact that Columbus FD is temporarily operating out of Township facilities does not relate to the Township's personnel assignments outlined within Chapter 1, Section 126 of the Rules.
- **Article 24, Section 4** of the Agreement has not been violated as the Township has not hired new personnel. Furthermore, separate from anything related to this Grievance, the Township has already exhausted the call-back list, and any employee who was laid off has declined to return.

With respect to other allegations within the Grievance that fail to cite to any specific provision of the Agreement, the Township finds that no violation of the Agreement has occurred. For the sake of clarity, the Township responds to those vague allegations as follows:

- The Grievance alleges that there were “multiple discrepancies regarding the issuance and adoption” of resolutions of the Board. The Grievance cites to no provision within the CBA that the Board has allegedly violated and provides no information as to how the actions of the Board are allegedly grievable actions under the CBA. Even if the Union had set forth relevant information regarding an alleged breach of a provision of the CBA, it is a Board decision as to how it handles the adoption and execution of its agreements with third parties, and not subject to collective bargaining.
- The Grievance alleges that the Township has engaged in an unfair labor practice by entering into the Intergovernmental Agreement. Procedurally, filing a grievance is an improper mechanism for alleging an unfair labor violation. Regardless, the Township finds that there is no unfair labor practice. The Township has not locked out the Union or assigned Columbus FD to perform union work. The Township has provided a temporary space for Columbus FD to operate out of while their own facilities are being renovated.

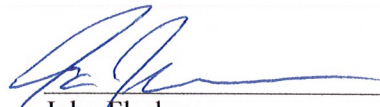
Finally, this is not the first time that the Township has permitted Columbus FD to use Township-facilities for Columbus FD’s operations. Specifically, in or around 2019, Columbus FD ran Ladder 12 out of Station 192, which, in turn, established a past practice.

For the reasons set forth herein, the Board rejects the Grievance.

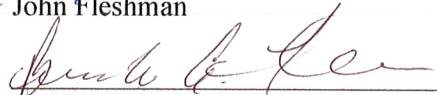
Sincerely,
FRANKLIN TOWNSHIP BOARD OF TRUSTEES



Mike Blevins



John Fleshman



Brenda Fuller

February 13, 2026

Board of Trustees

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Mike Blevin
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Receipt of Response to grievance

Grievance: Resolution 2025-195, 2026-018 – CFD Agreement

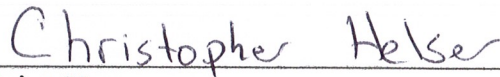
Response submitted to IAFF Local 1441 on the 13th day of February 13, 2026.

Submitted by:

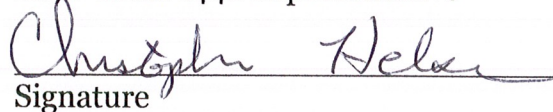


Franklin Township
Mike Blevins, Trustee (Chairman of the Board)

Received by:



Print Name
IAFF Local 1441 Representative



Signature
IAFF Local 1441 Representative (printed above)

