

**MEMORANDUM OF UNDERSTANDING (MOU) #2017-02
BETWEEN**

**THE CITY OF COLUMBUS ("City")
AND
Local No. 67, International Association of Fire Fighters
REGARDING PAID PARENTAL LEAVE**

This Memorandum of Understanding is entered into between the City of Columbus, Ohio (hereinafter "City") and Local No. 67 of the International Association of Fire Fighters (hereinafter "Union").

The City and Union agree as follows:

PPL qualifying events are the following:

1. Birth of a child, provided the employee is the biological parent, or the spouse or domestic partner of the biological parent, or a legal guardian of the child.
2. Permanent placement of an adoptive child, provided the employee is the adoptive parent, or the spouse or partner of the adoptive parent, and must reside in the same household as the newly adopted child.

PPL benefits are as follows:

1. The eligible leave period of six (6) weeks begins on the date of the qualifying event (i.e., birth of a child or permanent placement of an adoptive child).
2. Eligible employees may receive a total Paid Parental Leave benefit of six (6) weeks; this program shall provide for payment to the employee from the fifteenth (15th) day of the qualifying event for a maximum of four (4) weeks of PPL benefits at seventy percent (70%) of current salary.
3. During the waiting period only, employees may elect to use vacation, compensatory time, unpaid leave, or subject to the provisions of Article 27, section 27.4(d), sick leave.
4. During the six (6) weeks of PPL, the employee may, if he/she so desires, and subject to the provisions of Article 27, section 27.4(d), elect to use all, or part, of his/her accumulated but unused sick leave in order to make up any difference between one hundred percent (100%) of his/her gross wages and the amount which he/she receives under the PPL program. If a member exhausts all sick leave benefits, other approved leave may be granted by the Appointing Authority.
5. PPL must be taken as one continuous block of leave and may not be taken intermittently.
6. Any PPL which is granted for reasons permissible under FMLA leave shall count toward the twelve (12) week per year limitation.

