

MEMORANDUM OF UNDERSTANDING (MOU) #2009-01
between
THE CITY OF COLUMBUS
and
FRATERNAL ORDER OF POLICE/OHIO LABOR COUNCIL, INC.

REGARDING 2009 UNPAID DAYS IN LIEU OF LAYOFF

Pursuant to Section 2.4 of the Collective Bargaining Contract (CBC) between the City of Columbus and the FOP/Ohio Labor Council, Inc., the parties hereby agree to amend the CBC dated April 2, 2007 - April 1, 2010, as follows:

In an effort to avoid further layoffs as a result of the \$13 million 2009 budget deficit, the parties agree, in lieu of a five (5) day layoff which the City could impose, to forfeit forty (40) hours of paid time. The provisions of this MOU apply to all bargaining unit members.

An amount of money equal to forty (40) hours of unpaid leave will be deducted proportionately over the payperiods between the dates of acceptance of this MOU by City Council and December 25, 2009 by dividing the forty (40) hours by the number of payperiods remaining during that period. For example, if this MOU is accepted by City Council on June 1, 2009, the amount of money equivalent to 2.7 hours of each member's pay will be reduced each payperiod, not to exceed an amount equal to forty (40) hours of paid time. This provision will apply to any new hires for the number of payperiods remaining from the time of hire to December 25, 2009, and such time must be scheduled within two (2) weeks of employment. Any member on disability leave during the subject period shall forfeit an amount of money equal to 2.7 hours of the member's pay for the number of payperiods not on disability leave, not to exceed an amount equal to forty (40) hours of paid time; and such unpaid time shall be scheduled within two (2) weeks of returning from disability leave, if applicable.

The unpaid forty (40) hours shall be scheduled in the same manner as vacation (casual leave); specifically by completing and having a request for unpaid leave approved which will be granted based on seniority. Forty (40) hours of time off shall be taken before December 25, 2009. If the time is not scheduled and approved by December 25, 2009, for whatever reason, time off for the unpaid leave will be forfeited.

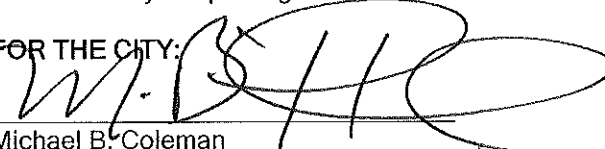
Scheduled time off as a result of taking the forty (40) hour unpaid leave will not result in a break in continuous service, loss of seniority, loss of holiday pay, loss of service credit, loss of sick leave reciprocity, loss of insurance eligibility, loss of vacation accrual, or reduction in OPERS employee contribution.

No paid leave may be taken for the unpaid day, i.e., sick leave, vacation, etc.

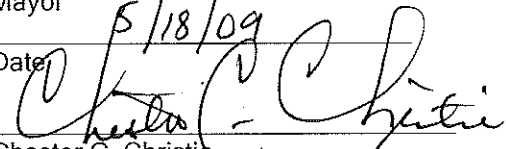
All other provisions of the CBC apply.

An ordinance to accept this MOU will be submitted to City Council, and the effective date will be determined by the passage date of the ordinance.

FOR THE CITY:

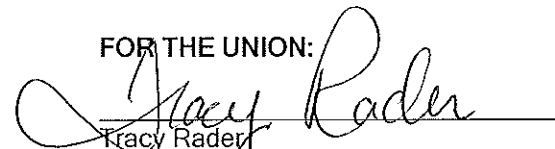

Michael B. Coleman
Mayor

Date

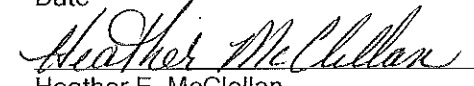

Chester C. Christie
Human Resources Director

Date

FOR THE UNION:


Tracy Rader
Staff Representative

Date


Heather E. McClellan
OLC Representative

Date