

MEMORANDUM OF UNDERSTANDING #2025-07
THE CITY OF COLUMBUS,
DEPARTMENT OF RECREATION AND PARKS AND
CWA LOCAL 4502
Separation of COAAA Employees

The Department of Recreation and Parks and Communications Workers of America Local 4502 agree to the following relating to the separation of all Central Ohio Area Agency on Aging ("COAAA") employees from City employment effective December 31, 2025.

1. **Terminal Pay:** Employees' terminal pay will be calculated according to the Collective Bargaining Agreement between the City of Columbus and CWA Local 4502 dated April 24, 2023 through April 23, 2026 ("CBA"), including but not limited to, as applicable, Article 11, Article 12, Article 13, Article 15, and Article 17. All employees will receive their terminal pay on or before March 31, 2026, except to the extent that employees opt for their PTO payment, specifically, to be effectuated in three equal installments under Section 11.5 of the CBA. More specifically as to the timing of the terminal payments, the City will ask CWA employees whether they intend to deposit their terminal pay into Deferred Compensation and will prioritize payments to those employees who indicate that they do. The City shall publish the payment schedule, including names and date of payment, on or before December 8, 2025.
2. **One-Time Lump Sum Payment:** In addition to any amount CWA 4502 members may be entitled to under the CBA, each affected COAAA employee who remains employed as of December 31, 2025, will receive a one (1) time payment in the applicable gross amount listed below, less applicable withholdings:
 - a. Less than 5 years of service: \$2,000.00
 - b. 5 to 9.9 years of service: \$2,300.00
 - c. 10 to 19.9 years of service: \$2,900.00
 - d. 20 to 29.9 years of service: \$3,700.00
 - e. 30 or more years of service: \$4,600.00

To the maximum extent permitted by law, employees shall be permitted to deposit Lump Sum Payments into Deferred Compensation. All payments not subject to Deferred Compensation shall be made to employees on or before January 8, 2026.

3. By entering into this agreement, the City does not admit to any violation of the CBA or any wrongdoing whatsoever. The Union additionally agrees to waive any and all rights it may currently or subsequently possess to receive any reparation, restitution, or redress, or equitable remedy for the separation of COAAA employees from City employment, including the right to resort to administrative appeal or through the institution of legal action. The Union specifically agrees to withdraw any actions which are currently pending, including Grievance No. 02-2025. The terms of this agreement are enforceable by the Union through the grievance and arbitration procedures in the 2023-2026 Collective Bargaining Agreement and any successor agreement between CWA and the City of Columbus. The Union acknowledges reading this MOU and that it is making a knowing and voluntary waiver of rights as set forth above.

[SIGNATURE PAGE FOLLOWS]

CITY OF COLUMBUS:



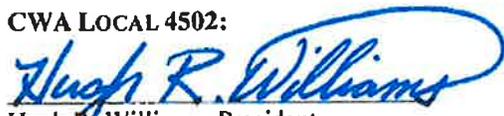
Christopher C. Moses, Director
Department of Human Resources

11/17/25
Date

Bernita A. Reese by Steve Hill
Bernita A. Reese, Director *by Steve Hill*
Department of Recreation and Parks *Deputy Director*

11-17-2025
Date

CWA LOCAL 4502:



Hugh R. Williams, President
CWA Local 4502

November 17, 2025
Date