

MEMORANDUM OF UNDERSTANDING #2004-1
between
THE CITY OF COLUMBUS
and
FRATERNAL ORDER OF POLICE/OHIO LABOR COUNCIL, INC.

REGARDING LIVING ORGAN/BONE MARROW DONOR LEAVE

City Council passed Ordinance No. 1103-2004 on June 21, 2004 amending the Management Compensation Plan by providing leave for employees who donate a living organ or bone marrow to be effective January 1, 2004. Through the passage of Ordinance 1103-2004, City Council directed the Director of Human Resources to take appropriate steps to extend a similar benefit to all City employees. Therefore, the contract shall be amended as follows:

Section 22.8. Living Organ Donor Leave.

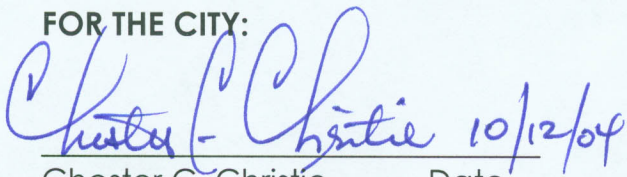
Effective January 1, 2004, a full-time employee in active service will be eligible to receive regular pay for up to two hundred forty (240) hours of leave per year for the member's donation of any portion of an adult liver, lung or pancreas or because of the member's donation of an adult kidney.

A full-time employee in active service is eligible to receive regular pay for up to fifty-six (56) hours of leave per year for the member's donation of adult bone marrow.

Such leave shall be charged as Family Medical Leave (FMLA) as provided in Section 22.6 of the contract and shall be subject to the twelve (12) week per year limitation for the length of an FMLA leave provided the employee qualifies as provided in Section 22.6. If an employee qualifies for FMLA leave, the employee will not be required to exhaust sick and vacation leave benefits as provided in 22.6(H) until the living organ donor leave has been exhausted.

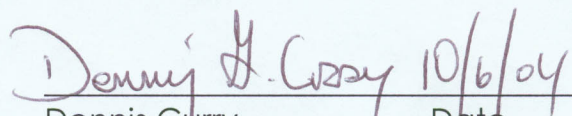
Paid time off pursuant to this section is subject to review of appropriate medical documentation by the Director of Human Resources or designee.

FOR THE CITY:

 10/12/04

Chester C. Christie Date
Director of Human Resources

FOR OLC:

 10/6/04

Dennis Curry Date
OLC Representative