

MEMORANDUM OF UNDERSTANDING (MOU) #2009-01
BETWEEN
THE CITY OF COLUMBUS
AND
AFSCME LOCAL 1632

Regarding Unpaid Holidays for 2009

Pursuant to Section 32.3 of the Collective Bargaining Contract between the City of Columbus and the American Federation of State, County, and Municipal Employees, Ohio Council 8, Local 1632, the parties hereby agree to amend the Collective Bargaining Contract (CBC) dated April 1, 2008 - March 31, 2011, 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 unpaid holidays. The provisions of this MOU apply to those employees whose salaries are paid through the General Fund (full or partial); Division of Refuse Collection (all funds); Department of Recreation and Parks (all funds); Department of Development (all funds); 240 Fund; and Department of Technology. The following holidays as outlined in Article 17 of the CBC will be observed, but not paid.

- (1) Memorial Day
- (2) Independence Day
- (3) Labor Day
- (4) Columbus Day
- (5) Thanksgiving Day

Being in unpaid status for any of the abovementioned holidays will not result in a break in continuous service, loss of seniority, loss of holiday pay for time worked on a holiday, loss of service credit, loss of sick leave reciprocity, loss of insurance eligibility, reduction in OPERS employee contribution, or eligibility for perfect attendance incentive payment for any employee.

Employees working a four (4) day, ten (10) hour work schedule will be required to take the first four (4) holidays listed above without pay, not to exceed forty (40) hours of unpaid time.


Any holidays bid as guaranteed holidays as provided in Section 17.7 of the CBC will be observed, and employees shall not work.

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

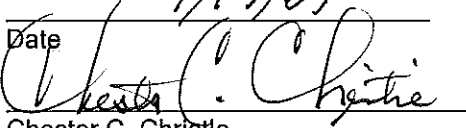
All other provisions of the CBC apply.

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:

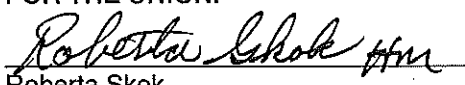

Michael B. Coleman
Mayor

Date

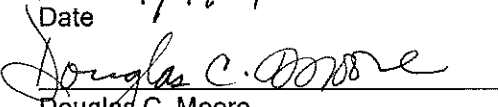

Chester C. Christle
Human Resources Director

Date

FOR THE UNION:


Roberta Skok
Regional Director, Ohio Council 8

Date


Douglas C. Moore
President, AFSCME Local 1632

Date