

MEMORANDUM OF UNDERSTANDING #2020-02
BETWEEN THE CITY OF COLUMBUS
& COMMUNICATIONS WORKERS OF AMERICA, (CWA) LOCAL 4502
REGARDING PRECINCT ELECTION OFFICIAL LEAVE PROGRAM
FOR THE NOVEMBER 3, 2020 GENERAL ELECTION

Pursuant to Article 20, Section 20.2 of the Collective Bargaining Agreement between the City of Columbus and the Communications Workers of America, (CWA) Local 4502, the parties hereby agree to offer a *Precinct Election Official Leave Program* to encourage City of Columbus employees to work the General Election on November 3, 2020, for the Franklin County Board of Elections.

Precinct Election Official Leave Program Eligibility

Any employee who is a registered voter of Franklin County, who resides in the City of Columbus, and who meets the other requirements established by the law and the Franklin County Board of Elections may request Election Official Leave with pay for the purposes of being a judge of an election engaged by the Franklin County Board of Elections.

The employee must obtain written authorization for paid Precinct Election Official Leave from the Appointing Authority prior to contacting the Board of Elections to register as a judge of an election. The Appointing Authority reserves the right to reject an application based on operational need. Should several employees apply who perform a similar function and operational need dictates that not all may participate, then priority shall be given by the Appointing Authority on the basis of the order in which applications are received.

The Board of Elections reserves the right to refuse to place an employee with prior approval for Precinct Election Official leave if the employee's services are not needed on Election Day. In such an instance, the employee must report to work during the employee's regular work hours. Lastly, the Board of Elections may give priority to employees who have served as judges in prior elections.

Leave for Training

The employee will be required to attend Precinct Election Official training courses as mandated by Ohio law. Training will be conducted by the Franklin County Board of Elections. Training held during the employees normal working hours will be covered under the Precinct Election Official Leave Program. This paid leave for Precinct Election Official training will not be considered "hours worked" for the purpose of computing overtime. The employee's prompt return to work on the employee's next regular working day is expected, and violation of such is subject to the normal policies and procedures of the employee's appointing authority.

Election Leave & Pay

An employee using Precinct Election Official Leave is entitled to the regular compensation awarded to judges of elections under Ohio Law and as established by the Franklin County Board of Elections in addition to the employee's Precinct Official leave with pay. This leave with pay is not to be considered "hours worked" for the purpose of computing overtime. As verification that the employee serves as a Precinct Election Official on Election Day, the employee shall submit a copy of the employee's poll worker paycheck or pay stub provided by the Board of Elections subsequent to each election worked. Following Election Day, the employee's prompt return to work on the employee's next regular working day is expected, and violation of such is subject to the normal policies and procedures of the employee's appointing authority.

Expiration

The Precinct Election Official Leave Program is limited to the 2020 General Election occurring on November 3, 2020 and shall expire immediately thereafter.

An ordinance will be submitted to City Council requesting its acceptance of this MOU.

FOR THE CITY:



Nichole M. Brandon
Director of Human Resources

9/11/2020

Date

FOR CWA:



Susan Wilson
President, CWA Local 4502

9/10/2020

Date