

MEMORANDUM OF UNDERSTANDING #2012-03
THE CITY OF COLUMBUS
AND
COLUMBUS MUNICIPAL ASSOCIATION OF GOVERNMENT
EMPLOYEES/COMMUNICATIONS WORKERS OF AMERICA
(CMAGE/CWA Local 4502)

Regarding Domestic Partners

By mutual agreement between representatives of the City of Columbus and the Columbus Municipal Association of Government Employees (CMAGE)/CWA Local 4502, Article 1 and Section 13.2(A)(3) of the collective bargaining agreement, April 24, 2011 – April 23, 2014, are amended to include the following changes:

Article 1 – Definitions

Amend:

“Immediate Family” – means spouse, domestic partner provided the terms of Ordinance No. 1077-2010, as amended, are met, son, daughter, brother, sister, parent, grandparent, grandchild, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepsister, stepbrother, stepson, stepdaughter, half-brother, and half-sister, and legal guardian or other person who stands in the place of a parent. **[Note: This definition does not apply to the Family and Medical Leave Act.]**

Article 13 – Sick Leave

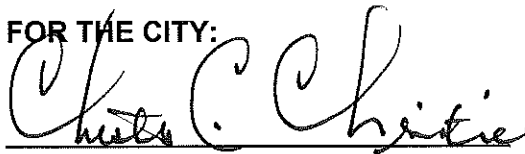
Amend:

13.2(A)(3)

Sickness of a spouse, domestic partner provided the terms of Ordinance No. 1077-2010, as amended, are met, child, stepchild, and upon prior approval of the Appointing Authority, a family member who is dependent upon the employee for his/her health and well-being. **[Note: This definition does not apply to the Family and Medical Leave Act.]**

An ordinance will be submitted to City Council requesting its acceptance of this MOU, and the effective date will be established by City Council's acceptance.

FOR THE CITY:



Chester C. Christie
Director of Human Resources

1-14-13
Date

FOR CMAGE/CWA:



David H. McCune
President

12/31/12
Date