

MEMORANDUM OF UNDERSTANDING #2004-1
between
THE CITY OF COLUMBUS
and
FRATERNAL ORDER OF POLICE, CAPITAL CITY LODGE NO. 9

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 31.5 Living Donor Leave.

Effective January 1, 2004, a member 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 member 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 Article 32 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 32.1.

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:


Chester C. Christie Date
Director of Human Resources

FOR THE UNION:


William A. Capretta Date
President, Capital City Lodge No. 9