MEMORANDUM OF UNDERSTANDING #2004-3
between
THE CITY OF COLUMBUS
and
COLUMBUS MUNICIPAL ASSOCIATION OF GOVERNMENT EMPLOYEES, COMMUNICATION WORKERS OF AMERICA (CMAGE/CWA), LOCAL 4502

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 14.12. Living 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 employee's donation of any portion of an adult liver, lung or pancreas or because of the employee'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 employee's donation of adult bone marrow.

Such leave shall be charged as Family Medical Leave (FMLA) as provided in Article 14 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 14.9(A).

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 9/9/04
Chester C. Christie Date
Director of Human Resources

FOR THE UNION:

Carnell Felton 9.7.04
Carnell Felton Date
President, Local 4502