

MEMORANDUM OF UNDERSTANDING #2012-03
THE CITY OF COLUMBUS
AND
AFSCME, OHIO COUNCIL 8, LOCAL 1632

Regarding Domestic Partners

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 Sections 20.2(A)(3) and 20.2(A)(6) of the Collective Bargaining Agreement dated April 1, 2011 - March 31, 2014, as follows:

Article 20 – Sick Leave

Amend:

20.2(A)(3)

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

Amend:

20.2(A)(6)

Death of immediate family member for up to five (5) days per instance. For purposes of this Subsection, immediate family shall be defined as including the employee's spouse, domestic partner provided the terms of Ordinance No. 1077-2010, as amended, are met, child, step-child, foster child, brother, sister, parent, grandparent, grandchild, father or mother-in-law, son or daughter-in-law, brother or sister-in-law, stepfather or mother, stepsibling, a legal guardian or other person who stands in the place of a parent. Employees may also elect to use compensatory time or vacation leave instead of sick leave because of a death in the immediate family, or may use a day of compensatory time or vacation leave to attend the funeral of an Aunt or Uncle.

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.

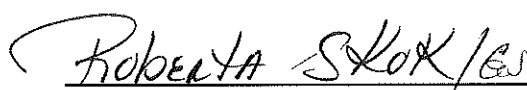
FOR THE CITY:



Chester C. Christie
Director of Human Resources

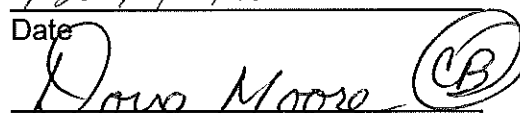
12-17-12
Date

FOR AFSCME:



Roberta Skok
Regional Director, Ohio Council 8

12-14-12
Date



Douglas C. Moore
President, AFSCME Local 1632

12-14-12
Date