

MEMORANDUM OF UNDERSTANDING #2021-02

BETWEEN THE CITY OF COLUMBUS
AND COMMUNICATIONS WORKERS OF AMERICA (CWA), LOCAL 4502

REGARDING JUNETEENTH

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 amend the Collective Bargaining Agreement, dated April 24, 2020 – April 23, 2023, to be effective beginning in 2022.

Whereas, Article 12, Section 12.1 of the Agreement shall be amended as follows:

Section 12.1. Holidays Observed.

The legal holidays observed by the City and for which full-time non-seasonal employees are to be compensated shall be as follows:

- (1) New Year's Day, January 1
- (2) Martin Luther King's Birthday, the third Monday in January
- (3) President's Day, the third Monday in February
- (4) Memorial Day, the last Monday in May
- (5) Juneteenth, June 19**
- ~~(6)~~ Independence Day, July 4
- ~~(7)~~ Labor Day, the first Monday in September
- ~~(8)~~ Veterans Day, November 11
- ~~(9)~~ Thanksgiving Day, the fourth Thursday in November
- ~~(10)~~ Christmas Day, December 25
- ~~(11)~~ Any other holidays proclaimed by the Mayor
- ~~(12)~~ Employee's Birthday - If the employee's birthday falls on an above-named holiday, the employee shall be granted and compensated for one additional holiday. The Appointing Authority will allow the employee to take his/her birthday holiday within a year (365 days) from when the employee's birthday occurs, upon appropriate request by the employee, with approval of the Appointing Authority or designee. If the employee's birthday falls on February 29, the holiday for the purpose of this Section shall be considered as February 28 unless otherwise authorized by the Appointing Authority.

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

FOR THE CITY:



Nichole M. Brandon
Director, Department of Human Resources

6/23/2021

Date

FOR CWA:



Susan Wilson
President, CWA Local 4502

6/23/21

Date