

MEMORANDUM OF UNDERSTANDING #2022-02

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

REGARDING HERO PAY

This Memorandum of Understanding ("MOU") is established 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. Pursuant to Section 3 of Ordinance No. 2072-2021, the Mayor or designee is authorized to extend "Hero Pay" to recognize service to the City and its citizens throughout the COVID-19 pandemic.

Whereas, the City and Local 4502 agree the City shall provide every employee in the Local meeting the definition of "frontline worker" under Section 1 of Ordinance No. 2072-2021, who was hired on or before January 29, 2021, "Hero Pay" in the amount of \$1,000.00, less applicable withholdings.

For those employees not meeting the definition of "frontline worker" under Section 1 of Ordinance No. 2072-2021, but who teleworked or worked remotely, the City shall provide employees hired on or before January 29, 2021, \$500.00, less applicable withholdings.

Pursuant to Section 2 of Ordinance No. 2072-2021, the City shall determine the employees meeting the definition of "frontline worker" and those who teleworked or worked remotely.

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

3/25/2022

Date

FOR CWA:



Susan Wilson
President, CWA Local 4502

3/25/2022

Date