

**MEMORANDUM OF UNDERSTANDING (MOU) #2017-03 (Updated 2019)  
BETWEEN**

**THE CITY OF COLUMBUS ("City")  
AND  
Local No. 67, International Association of Fire Fighters  
REGARDING PAID CAREGIVER LEAVE**

This Memorandum of Understanding is entered into between the City of Columbus, Ohio (hereinafter "City") and Local No. 67 of the International Association of Fire Fighters (hereinafter "Union").

The City and Union agree as follows:

Effective August 1, 2019, full-time employees who meet the following criteria are eligible for up to four (4) weeks of Paid Caregiver Leave (PCL). Employees must have:

1. Completed one (1) year of continuous full-time City service;
2. Worked for a least one thousand two hundred and fifty (1,250) hours over the twelve (12) month period preceding the leave;
3. Not taken any PCL in the preceding rolling twelve (12) month period measured backward.

PCL may be taken when the employee's covered family member has a serious medical condition as defined by the Family Medical Leave Act (FMLA) requiring the employee's care.

Covered family members under the FMLA are the employee's spouse, son, daughter or parent as defined in the FMLA Regulations.

PCL benefits are as follows:

1. The eligible leave period of four (4) weeks begins on the date the employee requests leave to care for an eligible family member with a serious health condition.
2. Eligible employees may receive a total Paid Caregiver Leave benefit of four (4) weeks; this program shall provide for payment to the employee from the fifteenth (15th) day of the qualifying event for a maximum of two (2) weeks of PCL benefits at seventy percent (70%) of current salary.
3. During the waiting period only, employees may elect to use vacation, compensatory time, unpaid leave, or sick leave subject to the provisions of Article 27, section 27.4(d).

4. During the four (4) weeks of PCL, the employee may, if he/she so desires, and subject to the provisions of Article 27, section 27.4(d), elect to use all, or part, of his/her accumulated but unused sick leave in order to make up any difference between one hundred percent (100%) of his/her gross wages and the amount which he/she receives under the PCL program. If a member exhausts all sick leave benefits, other approved leave may be granted by the Appointing Authority.
5. PCL must be taken as one continuous block of leave and may not be taken intermittently.
6. Any PCL which is granted for reasons permissible under FMLA leave shall count toward the twelve (12) week per year limitation.

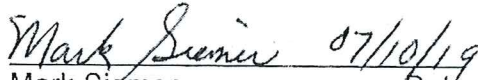
DURATION

This MOU remains in full force and effect until the expiration of the collective bargaining agreement, dated November 1, 2017 through October 31, 2020, and may be extended thereafter by mutual agreement of the parties.

FOR THE CITY:

  
Nichole M. Brandon      Date  
Director of Human Resources

FOR THE UNION

  
Mark Siemer      Date  
President, IAFF Local 67

  
Ned Pettus, Director      Date  
Department of Public Safety