

MEMORANDUM OF UNDERSTANDING #2014-05  
THE CITY OF COLUMBUS  
AND  
AFSCME, OHIO COUNCIL 8, LOCAL 1632

Regarding Local 1632 Family and Medical Leave Act (FMLA)

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 Section 24.7(B)(5) of the Collective Bargaining Agreement dated April 1, 2014 - March 31, 2017, as follows:

**Article 24 – Leave Without Pay**

The language added herein to Section 24.7(B)(5) pertaining to use of accrued paid leave taken concurrently with FMLA, accurately reflects the current practice of the City of Columbus and is in accordance with the FMLA and the Department of Labor.

**Amend:**

**24.7(B)(5)**

- (A) The Family and Medical Leave Act requires employers to provide notice to employees of their rights and responsibilities under the FMLA. The City uses the Department of Labor Wage and Hour Division (WHD) publication 1420 to accomplish this notice and has included WHD publication 1420 in Appendix E. The City will implement the FMLA in accordance with the FMLA and Department of Labor FMLA regulations which may be in effect from time to time. The City specifically reserves all of its rights to rely upon and apply the FMLA and the Department of Labor FMLA regulations in its administration of FMLA leave regardless of the fact that the statute and regulations are not duplicated in this article.
- (B) In addition to the above paragraph, the City also:
- (5) Requires employees to substitute accrued paid leave for FMLA leave in the following order: sick leave, disability leave if applicable, and vacation. In addition, after an employee has exhausted all sick leave and vacation, an employee may request to use compensatory time for any FMLA-qualifying reason.

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

FOR THE CITY:

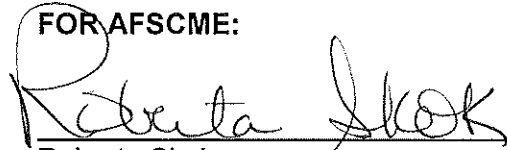


Chester C. Christie  
Director of Human Resources

9-23-14

Date

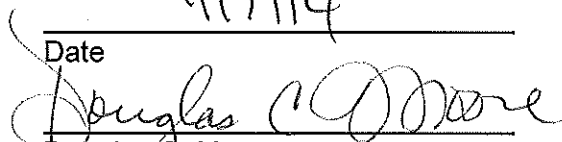
FOR AFSCME:



Roberta Skok  
Regional Director, Ohio Council 8

9/17/14

Date



Douglas C. Moore  
President, AFSCME Local 1632

9/17/14

Date