

MEMORANDUM OF UNDERSTANDING #2006-07

THE CITY OF COLUMBUS

AND

**COLUMBUS MUNICIPAL ASSOCIATION OF GOVERNMENT EMPLOYEES/
COMMUNICATIONS WORKERS OF AMERICA
(CMAGE/CWA Local 4502)**

Regarding COPE

The purpose of this Memorandum of Understanding (MOU) is to set forth a procedure agreed to by the parties regarding a voluntary COPE checkoff. The City will deduct voluntary contributions on a monthly basis to the Communications Workers of America's Committee On Political Education (COPE) from the wages of a member upon receipt from the Union of an individual written authorization card voluntarily executed by the member.

The contribution amount will be certified to the City by the Union and shall be in the minimum amount of one dollar (\$1.00) per month. Money deducted shall be remitted to the Union no later than ten (10) days following the end of the payperiod in which the deduction is made if so approved by the City Auditor. Payment shall be made to the Treasurer of COPE and transmitted to CWA, 501 Third Street NW, Washington, DC 20001-2797. The payment will be accompanied by an alphabetical list of the names of those members for whom a deduction was made and the amount of the deduction. This list must be separate from the list of members who had union dues deducted and the list of employees who had fair share fees deducted.


A member shall have the right to revoke such authorization by giving written notice to the City and the Union at any time.

The City's obligation to make deductions shall terminate automatically upon receipt of revocation of authorization or upon termination of employment or transfer to a job classification outside the bargaining unit.

The Union hereby agrees that it will indemnify and hold the City harmless from any claims, actions or proceedings commenced by an employee against the City arising out of deductions made by the City pursuant to this Article.

This MOU may be terminated by either party giving to the other thirty (30) days prior written notice, but the duration shall not extend beyond August 23, 2008.

FOR THE CITY:



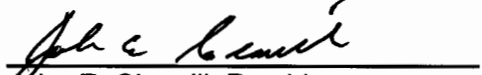
Chester C. Christie
Director of Human Resources

10/25/06

Date

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FOR CMAGE/CWA Local 4502:



John E. Cianelli, President

10-19-06

Date