

MEMORANDUM OF UNDERSTANDING #2012-01
THE CITY OF COLUMBUS
AND
FRATERNAL ORDER OF POLICE, OHIO LABOR COUNCIL, INC.

Regarding Domestic Partners

Pursuant to Article 2.4(A) of the Collective Bargaining Contract between the City of Columbus and the Fraternal Order of Police, Ohio Labor Council, Inc., the parties hereby agree to amend the Collective Bargaining Contract dated April 2, 2010 - April 1, 2013, as follows:

Article 1 – Definitions

Amend:

"IMMEDIATE FAMILY" includes spouse, **domestic partner provided the terms of Ordinance No. 1077-2010, as amended, are met**, son, daughter, brother, sister, parent, grandparent, grandchild, stepfather, stepmother, stepbrother, stepsister, stepson, stepdaughter, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandparent-in-law, half brother, and half sister, and persons who stand in place of a parent. **[Note: This definition does not apply to the Family and Medical Leave Act.]**

Article 20 – Sick Leave

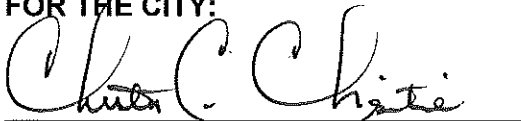
Amend:

20.2(A)(4)

Sickness of a spouse, **domestic partner provided the terms of Ordinance No. 1077-2010, as amended, are met**, child, step-child, and upon prior approval of the Chief of Police, a family member who is dependent for his/her health and well-being on the member. **[Note: This definition does not apply to the Family and Medical Leave Act.]** Members shall be granted not more than five (5) workdays in any calendar year for sickness **of family members listed herein** in the immediate family. The Chief of Police or designee may require a certificate of the attending physician before paying any member under this Paragraph. In special cases where the Public Safety Director deems that more than five (5) workdays are necessary, the Director may, in his/her sole discretion, grant such leave.

An ordinance will be submitted to City Council requesting its acceptance of this MOU, and the effective date will be established by City Council's acceptance.

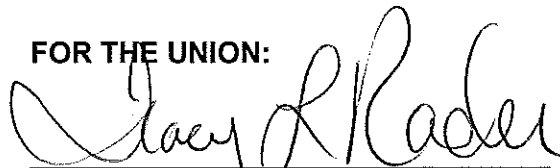
FOR THE CITY:



Chester C. Christie
Director of Human Resources


1-2-13
Date

FOR THE UNION:



Tracy Rader
Staff Representative

Date



Jacalyn Chappelle
OLC Representative

12-19-12
Date