

**MEMORANDUM OF UNDERSTANDING (MOU) #2017-03  
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, 2017 through 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).

