

MEMORANDUM OF UNDERSTANDING #2018-01
BETWEEN THE CITY OF COLUMBUS
AND COMMUNICATIONS WORKERS OF AMERICA,
LOCAL 4502


REGARDING HOLIDAYS, PERSONAL BUSINESS DAYS
AND SICK LEAVE RECIPROCITY

The City of Columbus and the Communications Workers of America (CWA) Local 4502, (herein "bargaining unit") hereby agree to the following terms, which shall be effective upon passage of City Council unless stated otherwise in this agreement.

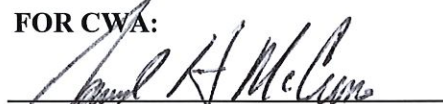
1. The bargaining unit will observe "Veterans Day, November 11" as a holiday instead of "Columbus Day, the second Monday in October" under Article 12.1 (Holidays Observed) of the Agreement.
2. Full-time bargaining unit members shall receive "three (3) eight (8) hour" Personal Business Days instead of "two (2) eight (8) hour" Personal Business Days under Article 10 (Personal Business Days) of the Agreement. Part-time bargaining unit members shall receive "two (2) four (4) hour" Personal Business Days instead of "one (1) four (4) hour" Personal Business Days under Article 10 (Personal Business Days) of the Agreement. Only bargaining unit members that are employed with the City at the beginning of pay period 8, on April 8, 2018, or any time thereafter, shall be eligible for the additional Personal Business Day. The additional Personal Business Day shall be effective and available for use beginning in pay period 8. The additional Personal Business Day shall not be retroactive.
3. Bargaining unit members are eligible to elect to receive up to a maximum of "eighty (80) hours" of unused sick leave annually instead of "seventy-two (72) hours" of unused sick leave under Article 13.4 (Annual Sick Leave Reciprocity Payment) of the Agreement. Any reference to "seventy-two (72) hours" shall be regarded as and have the effect of "eighty (80) hours" in Article 13.4.
4. This agreement shall be enforceable pursuant to Article 8 of the Agreement.
5. This MOU shall remain in full force and effect for the duration of the Agreement in accordance with Article 27.

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

FOR THE CITY:


Nichole M. Brandon
Director, Department of Human Resources

FOR CWA:


David H. McCune
President, CWA Local 4502

Date

3/15/18

Date

3/15/18