



Legislation Details (With Text)

File #: 1193-2019 **Version:** 1

Type: Ordinance **Status:** Passed

File created: 4/23/2019 **In control:** Administration Committee

On agenda: 5/6/2019 **Final action:** 5/9/2019

Title: To accept Memorandum of Understanding #2019-01 executed between representatives of the City of Columbus and the Communications Workers of America, (CWA) Local 4502 to amend Appendix B (classification listing) of the Collective Bargaining Agreement, dated April 24, 2017 through April 23, 2020, by recoding the FLSA designations for six (6) CWA Local 4502 classifications; and to declare an emergency.

Sponsors:

Indexes:

Code sections:

Attachments: 1. MOU #2019-01 (re FLSA Appendix B) signed, 2. FLSA Exemption Audit Executive Summary (00222423xA768F)

Date	Ver.	Action By	Action	Result
5/9/2019	1	CITY CLERK	Attest	
5/8/2019	1	MAYOR	Signed	
5/6/2019	1	COUNCIL PRESIDENT	Signed	
5/6/2019	1	Columbus City Council	Approved	Pass

Section 20.2 of the Collective Bargaining Agreement with the Communications Workers of America, (CWA) Local 4502 and the City of Columbus, April 24, 2017 through April 23, 2020, requires that any modifications to the Agreement be agreed to by the parties. Memorandum of Understanding #2019-01 has been executed by the parties to amend Appendix B (classification listing) by recoding the Fair Labor Standards Act (FLSA) designation for six (6) CWA Local 4502 classifications as follows: CWA Local 4502 classification Programmer Analyst will change from D-Class (Non-exempt, Overtime Eligible) to E-Class (Exempt, Overtime Ineligible); CWA Local 4502 classifications Legal Investigator/Paralegal (U), GIS Analyst, EMS Instructor II, Latent Print Examiner II, and Polygraphist will change from E-Class (Exempt, Overtime Ineligible) to D-Class (Non-Exempt, Overtime Eligible).

The passage of this ordinance indicates City Council's acceptance of Memorandum of Understanding #2019-01, a copy of which is attached hereto.

Emergency action is recommended in order to allow for expedient implementation.

To accept Memorandum of Understanding #2019-01 executed between representatives of the City of Columbus and the Communications Workers of America, (CWA) Local 4502 to amend Appendix B (classification listing) of the Collective Bargaining Agreement, dated April 24, 2017 through April 23, 2020, by recoding the FLSA designations for six (6) CWA Local 4502 classifications; and to declare an emergency.

WHEREAS, representatives of the City of Columbus and the Communications Workers of America (CWA), Local 4502, entered into Memorandum of Understanding #2019-01, a copy of which is attached hereto, which amends Appendix B of

the Collective Bargaining Agreement between CWA Local 4502 and the City of Columbus, dated April 24, 2017 through April 23, 2020, by recoding the Fair Labor Standards Act (FLSA) designation for six (6) CWA Local 4502 classifications; and

WHEREAS, Memorandum of Understanding #2019-01, amends Appendix B of the Collective Bargaining Agreement as follows: CWA Local 4502 classification Programmer Analyst will change from D-Class (Non-exempt, Overtime Eligible) to E-Class (Exempt, Overtime Ineligible); CWA Local 4502 classifications Legal Investigator/Paralegal (U), GIS Analyst, EMS Instructor II, Latent Print Examiner II, and Polygraphist will change from E-Class (Exempt, Overtime Ineligible) to D-Class (Non-Exempt, Overtime Eligible).

WHEREAS, emergency action is recommended in order to implement the terms of the Memorandum of Understanding in a timely manner; and

WHEREAS, an emergency exists in the usual daily operation of the City in that it is immediately necessary to amend the Collective Bargaining Agreement between the City of Columbus and CWA Local 4502, dated April 24, 2017 through April 23, 2020, by accepting Memorandum of Understanding #2019-01; thereby preserving the public peace, property, health, safety, and welfare; Now, Therefore,

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF COLUMBUS:

SECTION 1. That Memorandum of Understanding #2019-01 amends Appendix B of the Collective Bargaining Agreement between CWA Local 4502 and the City of Columbus dated April 24, 2017 through April 23, 2020.

SECTION 2. That City Council, in the best interests of the City, hereby, recognizes and accepts Memorandum of Understanding #2019-01, a copy of which is attached hereto, executed between representatives of the City of Columbus and CWA Local 4502.

SECTION 3. That for the reasons stated in the preamble hereto, which is hereby made a part hereof, this ordinance is hereby declared to be an emergency measure, and shall take effect and be in force from and after its passage and approval by the Mayor, or ten (10) days after passage if the Mayor neither approves nor vetoes the same.