

AGREEMENT
BETWEEN
FRANKLIN COUNTY COMMISSIONERS
AND
AFSCME OHIO COUNCIL 8, AFL-CIO,
LOCAL 2049
Effective Through December 31, 2026

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PREAMBLE

This Agreement, entered into by the Franklin County Commissioners, hereinafter referred to as the "Employer", and the Ohio Council 8 and Local 2049 of the American Federation of State, County and Municipal Employees, AFL-CIO, hereinafter referred to as the "Union", has as its purpose the following:

To set forth the understandings and Agreements between the parties governing the wages, hours, terms and conditions of employment for those employees included in the bargaining unit as defined herein, and to provide a peaceful procedure for the resolution of differences in accordance with the grievance procedure contained herein.

ARTICLE 1 RECOGNITION

Section 1.1. The Employer recognizes the Union as the sole and exclusive representative for the purpose of negotiating wages, hours, terms and other conditions of employment for the employees of the Employer in the bargaining unit. Wherever used in this Agreement "bargaining unit" shall be deemed to include those individuals employed full-time and regular part-time by the Employer as set forth in the SERB certification, and any amendments thereto.

Section 1.2. Notwithstanding the provisions of this Article, management, confidential, professional, fiduciary, supervisory, casual, seasonal, temporary employees with no expectation of regular employment, and students whose primary purpose is education or training or who work as part-time employees less than fifty percent of the normal year shall be excluded from the bargaining unit.

Section 1.3. In the event of a change of duties of a position within the bargaining unit resulting in a reclassification of the position as determined by the Employer or in the event that the Employer establishes a new position, the Employer shall determine whether the new or changed position will be included in or excluded from the bargaining unit and shall so advise the Union President and Ohio Council 8 Staff Representative in writing. If the Union disputes the Employer's determination of the bargaining unit status, the parties will meet to attempt to resolve their disagreement. If the parties are unable to agree on the bargaining unit status of the position, the issue shall be subject to appeal by the Union to the State Employment Relations Board pursuant to Chapter 4117 of the Ohio Revised Code and the SERB Rules and Regulations.

If SERB determines that the position is appropriately within the bargaining unit, or if the parties agree the position is a bargaining unit position, the parties shall meet to discuss the rate of pay. If the parties reach impasse over the rate of pay for the new position, the Employer shall implement a rate of pay for the position for the duration of this Agreement, at which time the issue will become a subject for the next set of negotiations over a successor collective bargaining agreement.

ARTICLE 2 NON-DISCRIMINATION

Section 2.1. Neither the Employer nor the Union shall discriminate against any bargaining unit employee based on race (including traits that are historically associated with race), color, national origin, religion, sex, age, sexual orientation, transgender status, gender identity or expression, pregnancy (including childbirth, lactation, and related medical conditions), veteran or military status, legally recognized disability (physical, mental, intellectual, or learning), genetic information (including testing and characteristics), marital or civil union status, union membership or activity, and any other status protected by applicable federal, state, or local law.. The Employer agrees that it will apply the terms of this Agreement and its employment policies and work rules in a uniform and consistent manner.

Section 2.2. The Employer agrees not to interfere with, restrain, or coerce employees in the exercise of the rights guaranteed in Chapter 4117 of the Ohio Revised Code.

Section 2.3. The Union agrees not to interfere with, restrain or coerce employees in the exercise of their rights guaranteed in Chapter 4117 of the Ohio Revised Code.

Section 2.4. This contract shall comply with the Americans with Disabilities Act. When an employee with a disability, as defined by the ADA, asks the Employer for a reasonable accommodation under the ADA, the employee has a right to have Union representation, if he or she so chooses. The Employer will notify the Union in advance of any reasonable accommodation it proposes to make. The notice will include information about the nature of the disability and the accommodation. If the Union wants to discuss the proposed accommodation, it will give the employer a written request for a meeting to discuss the matter within five (5) working days of receipt of the notice. This meeting must be held before any accommodation is made. The Union agrees that it will cooperate with the Employer in developing a mutually agreeable reasonable accommodation for disabled employees which has the least impact upon the contract rights of other bargaining unit employees under the terms of this Agreement but satisfies the Employer's obligation under the law.

Section 2.5. All references to employees in this Agreement designate employees of all sexes and genders, and wherever the male gender is used, it shall be construed to include all employees.

ARTICLE 3 UNION SECURITY

Section 3.1.

- A. Dues Deduction: The Employer will make payroll deductions from the pay or wages of an employee effective the first full pay period after a check off card signed by the employee has been submitted. Amounts deducted will be remitted to the Controller, Ohio Council 8, and Local 1656 American Federation of State, County and Municipal Employees, AFSCME and AFL-CIO. The Union will give the

Employer written notice of the amounts to be deducted and the address to which the deducted amounts are to be sent.

- B. The Employer and the Union agree that fair share may no longer be deducted from non-members' pay. In the event that there is a change in the law that permits the collection of fees or other financial support from non-members, the Union and the Employer shall enter into good faith negotiations to address and permit the collection of such fees and/or financial support.
- C. The payroll deductions shall be made by the Employer bi-weekly. Monies deducted shall be remitted to the Union within fifteen (15) days of the date they are deducted. The employer agrees to submit two lists with each remittance of checkoff monies. (1) An alphabetical list of the name, current address, and last four numbers of the social security number of employees for whom a deduction was made and the amount of the deduction. (2) An alphabetical list of the name, current address and last four number of the social security number of the employees who were dropped from the previous checkoff list and the reason each was dropped.

Section 3.2.

- A. All bargaining unit employees who are members of the Union on the effective date of this Agreement and all present and future employees who become members of the Union, by submitting a signed dues deduction authorization to the Employer, shall continue to remain members of the Union in accordance with the authorization/checkoff agreement.
- B. Union membership Revocation/Maintenance of Membership: Employees who are members of the Union may revoke their union membership at any time by sending written notice to the Union of their desire to drop their union membership. Revocation of membership does not revoke union dues authorization, which may only be revoked as set forth below.
- C. Any voluntary dues checkoff authorization shall be irrevocable, regardless of whether an employee has revoked union membership, for a period of one (1) year from the date of the execution of the dues checkoff authorization and for year to year thereafter, unless the employee gives the Employer and the Union written notice of revocation not less than ten (10) days and not more than twenty-five (25) days before the end of any yearly period. Copies of employees' dues checkoff authorization cards are available from the Union upon request.
- D. Indemnification: The Union hereby agrees that it will indemnify and hold the Employer harmless from any claims, demands, suits, actions, proceedings and other forms of liability, including damages and costs, brought by any employee arising from any deduction made by the Employer for purposes of complying with any provision of this Article.

ARTICLE 4 NO STRIKE/NO LOCKOUT

Section 4.1. The Employer agrees not to cause, permit, or engage in any lockout of its employees during the term of this Agreement.

Section 4.2. The Union agrees that neither it, its agents, representatives, nor any of its members or any employees covered by this Agreement, individually or collectively during the term of this Agreement, shall for any reason, cause, permit or engage in picketing, a sit down, a strike, a boycott, a stand in, a slow down, a work stoppage, curtailment or restriction of production or interference or interruption of work or other interference with the Employer's business, including but not limited to a general strike, a sympathy strike, a slow down or other interference or interruption of work or the employer's business or operation.

Section 4.3. The Employer and Union agree that the Grievance Procedure of this Agreement is adequate to provide a fair and final determination of all grievances, arising under the terms of this Agreement. It is the desire of the Union and the Employer to avoid strikes and work stoppages and any and all other conduct set forth above in Section 4.2 of this Article.

Section 4.4. In the event that any employee or group of employees engages in any of the conduct described above in Section 4.2 during the term of this Agreement, the Employer has the exclusive right to discipline, up to and including discharge, any employee who engages or participates in such activities.

Section 4.5. The Union and its officers, agents and members shall not authorize, condone, ratify, permit, sanction or acquiesce in any of the activities described above in Section 4.2 of this Article and, should any such activities occur, the Union, by its officers, agents and members, shall be obligated to take affirmative steps to terminate such activities including but not limited to promptly ordering its members to resume their normal work duties, notwithstanding the existences of any picket line.

ARTICLE 5 MANAGEMENT RIGHTS

Section 5.1. To assure that the Employer continues to perform its legal duties to the public as required and limited by the Ohio and United States Constitutions, the Ohio Revised Code and Federal Statutes and to maintain efficient and responsive protection for the citizens of Franklin County, the Employer retains the right to determine agency policies, procedures, and to manage the affairs of the Agency in all respects.

Section 5.2. Management Rights. Except where otherwise specifically limited by this Agreement, the Employer retains all rights to manage the Agency, including, but not limited to, the rights to:

- A. Determine the overall mission of the Employer as a governmental unit, and take actions to carry out that mission;

- B. Determine the size and composition of the Employer's work force, the organizational structure of the Employer and the methods by which operations are to be performed by employees;
- C. Manage the Employer's budget, including but not limited to the right, within the provisions of the Ohio Revised Code, to contract out or subcontract any work or operation of the Employer, except that the Employer agrees to bargain with the Union over the effects of the contracting out or subcontracting;
- D. Determine the nature, extent, type, quality and level of services to be provided to the public by employees and the manner in which those services will be provided;
- E. Determine, change, maintain, reduce, alter or abolish the technology, equipment, tools, processes or materials employees shall use;
- F. Restrict the activity of an employee organization on the Employer's time except as set forth in this Agreement;
- G. Determine job descriptions, procedures and standards for recruiting, selecting, hiring, training and promoting;
- H. Assign work, establish and/or change working hours, schedules and assignments as deemed necessary by the Employer to assure efficient operations;
- I. Direct and supervise employees and establish and/or modify performance programs and standards, methods, rules and regulations, and policies and procedures applicable to employees;
- J. Hire, evaluate, promote, transfer (permanently or temporarily), reallocate, and take other personnel actions for non-disciplinary reasons in accordance with the relevant statutes, rules and regulations and this Agreement;
- K. Discharge, remove, demote, reduce, suspend, reprimand or otherwise discipline employees for just cause;
- L. Lay-off employees of the Employer, or abolish job positions, because of lack of work or funds, or under conditions where continued work would not be cost efficient;
- M. Determine, maintain, expand, change, alter, or reduce employees' compensation or benefits in conformity with the provisions of this Agreement and with notice and negotiation where appropriate;
- N. Determine matters of inherent managerial policy which include, but are not limited to, areas of discretion or policy such as the functions and programs of the Employer,

standards of services, its overall budget, utilization of technology, and organizational structure.

ARTICLE 6 LABOR MANAGEMENT COMMITTEE

Section 6.1. Philosophy. The Employer and the Union recognize the responsibility they have to make full use of the knowledge, talent and commitment of all who are involved in the delivery of services to the citizens of Franklin County. The Employer and the Union recognize the benefit to each of exploration and study of issues which may enhance or detract from the ability of the County to provide the highest standards of service. Toward this end the Employer and the Union agree to create and maintain labor management meetings as an active forum for the exploration of mutual concerns.

The Employer and the Union shall use this forum not as a substitute for collective bargaining nor as a mechanism for modifying the Agreement, rather the forum is seen as an adjunct to the collective bargaining process and as an aide in implementing and maintaining the Agreement. This forum will also be useful as a place to discuss issues which arise outside the context of collective bargaining but which represent impediments to a quality work environment or which threaten a department's ability to deliver services in an efficient manner. No issue which is the subject of a pending grievance will be decided in this forum unless mutually agreed to by the Employer and the Union.

Section 6.2. Time of Meetings. The Parties will arrange meetings, at least quarterly, on a mutually agreeable day and time.

Employee attendance should be limited to those employees who have direct knowledge or involvement with the issues to be specifically discussed at the meeting.

ARTICLE 7 UNION REPRESENTATION

Section 7.1. The Employer will recognize a Chief Steward and nine (9) employees, selected by the Union, to act as Stewards for the purpose of processing grievances and attending meetings in accordance with the provisions of this Agreement. Of the nine (9) employee stewards: (a) no more than four (4) can be selected from the same Department or Agency; (b) no more than two (2) can be selected from the same Department or Agency that has sixty (60) or fewer bargaining unit members; (c) no more than one (1) can come from the same Department or Agency that has twenty-five (25) or fewer bargaining unit members; and (d) no more than two (2) can be selected from the same work group within the same Department or Agency. The Union may designate one (1) alternate Steward in Public Facilities Management Department to act in the absence of the Steward(s). In addition, the Employer will recognize the President, Vice President, Secretary and Treasurer as officers of the local Union and a staff representative of Ohio Council 8, AFSCME,

AFL-CIO as a Union representative. No employee shall be recognized by the Employer as an officer, Steward or alternate Steward of the local Union or as a staff representative of Ohio Council 8, AFSCME, AFL-CIO until the Union has presented the Employer with written certification of that person's selection or appointment.

Section 7.2. Whenever possible, the investigation and writing of grievances shall be conducted outside of scheduled work hours. In any event, each Department shall be limited to no more than two (2) work hours per week for investigating and writing grievances, unless the Department Director, at their sole discretion, agrees to extend that period of time. Union attendance at grievance hearings shall be limited to one grievant, and in the case of a class grievance, the Union may designate no more than two people to represent the class, and one Union Steward or one employee Union Officer. The grievant, Steward's, or employee Union Officer's attendance during regular work hours shall be without loss of pay. Designated Union members, with the agreement of Management, may attend labor management meetings and contract negotiations during their working hours without loss of pay. Union members who attend such meetings after their scheduled working hours shall do so without pay.

Section 7.3. Staff representatives of Ohio Council 8, AFSCME, AFL-CIO will be recognized by the Employer and admitted to the Employer's facilities, at a time which does not disrupt the operations of the Department, for the purpose of investigating and processing of grievances or attending meetings as permitted herein, upon receipt of reasonable advance notice to the appropriate Director or their designee.

Section 7.4. Rules governing the activity of Union representatives are as follows:

(1) An Officer, Steward or alternate Steward of the local Union shall not leave their assigned work area to conduct Union business until he has been released by their immediate supervisor. The Union shall not conduct Union activities pertaining to the investigation or processing of a grievance in any work areas without notifying and obtaining the prior approval of the Director or their designee. Other Union activities are to be done in non-working times in non-working areas. Release time to conduct Union business in accordance with this provision shall not be unreasonably withheld by the Employer.

Section 7.5. During a reduction of force, the listed Union representatives may be retained out of line of seniority in the following sequence provided that they can perform the full scope of the required duties on a forthwith basis:

1. President
2. Vice President
3. Secretary
4. Treasurer
5. Stewards
6. Alternate Stewards

Section 7.6. Each year, up to two (2) duly elected or selected delegates to the State or National Conventions who are in the bargaining unit shall be allowed to attend such functions. To the extent

any such time is during such delegates scheduled working hours they shall be allowed to take vacation, and if vacation is exhausted, to take approved leave without pay up to five (5) working days if not disruptive to County operations or scheduling. The Union will notify the Employer of the names of those employees one (1) month in advance of the event.

Each year, the stewards and local Union employee officers identified in Section 7.1 of this Article shall be permitted to attend one day of Union steward training with pay. The Union will notify the Employer five (5) work days in advance of the names of those employees attending.

Section 7.7. The Union shall be permitted to construct, install and maintain a Union bulletin board at the Union's cost at the following reporting locations at the time clocks or in break rooms:

- Franklin County Dog Shelter and Adoption Center (Shelter time clock location)
- Northland Job and Family Services Building (PFM time clock location)
- Franklin County Board of Elections, Morse Rd (Print Shop location)
- Franklin County Memorial Hall (PFM time clock location)
- Public Facilities Management East Complex (PFM time clock location)
- Offices of Franklin County Department of Economic Development and Planning (EDP break room location)
- 80 East Fulton Street Service Building (PFM time clock location)
- Franklin County Courthouse Basement (PFM time clock location)
- Franklin County Courthouse Purchasing (Purchasing break[ile] room location)
- Franklin County Correctional Corrections Center II (PFM time clock location)
- And at other facilities at reporting locations as mutually agreed to by both parties

The bulletin boards shall be no larger than 2 feet by 3 feet. Union information shall not be posted on any other bulletin boards. The bulletin boards shall be for the Union's exclusive use and only Union related material shall be posted on these boards. No material may be posted which is disparaging or defamatory towards County officials, supervisors, or management. Racial, religious, sexual, or other unlawfully discriminatory or offensive communications may not be posted on the Union bulletin boards, and if they are posted and the Union is advised to remove them, the Union shall do so immediately.

Section 7.8. The Union shall be permitted, upon prior notification to the Employer, to place ballot boxes at reporting locations of members of the bargaining unit, for the purpose of collecting members' ballots on all Union issues subject to ballot. Such box shall be the property of the Union and neither the ballot box nor its contents shall be subject to the County's review. At the conclusion of any voting period, the Union shall immediately remove any ballot.

Section 7.9. The Union President will be given nine (9) hours of release time per work week to conduct union business during regularly scheduled working hours. The Employer will permit Union Officers, not the President, up to four (4) hours of release time per work week to conduct union business during regularly scheduled working hours. The scheduled release time will be determined by mutual agreement of the Union representative and the relevant Agency Director.

Scheduled release time can be withheld by the Employer if disruptive to County operations or scheduling.

Section 7.10. The Employer shall facilitate, during the first two (2) weeks of a new employee's employment, one hour of time for the Union to meet with the new hire to introduce them to the Union. For the purpose of this Section, the Union President or their designee shall be released from work duties at a time mutually agreeable to the parties. The time used by the Union President or their designee for these meetings shall be inclusive of the time provided in Section 7.9.

ARTICLE 8

NO OHIO DEPARTMENT OF ADMINISTRATIVE SERVICES

The Employer and the Union agree that for purposes of this Agreement, it is understood that the Ohio Department of Administrative Services shall have no authority or jurisdiction as related to matters covered by this Agreement, and any other post-employment matters pertaining to wages, hours, terms or conditions of employment, including, but not limited to, involuntary disability separation. Employees in the bargaining unit cannot pursue rights pursuant to the State Personnel Board of Review.

ARTICLE 9

THE DISCIPLINARY SYSTEM

Section 9.1. In order for the Employer to maintain a desirable standard of employee conduct and level of productivity, certain policies must be enforced. Department heads have the responsibility of administering disciplinary policies concerning employees within each Department. Some misconduct may justify immediate suspension or dismissal however, generally, the Employer follows the concept of progressive discipline. The Department Directors may, at their discretion, forgo advancing to a higher level of progressive discipline in particular cases. Exercising this latter option shall not establish a precedent with respect to the disciplinary matters covered by this article. Nothing precludes the Employer from utilizing positive steps, including counseling, to correct an employee's inappropriate action or behavior. However, corrective counseling is not considered discipline. If an employee violates a County, Departmental or Agency rule or policy, disciplinary action may be necessary, including the following steps:

1. An Oral Reprimand (documented) will be conducted with an employee if there is an indication of unsatisfactory work or poor behavior.
2. A Written Reprimand will be given to the employee to let the employee know where they have fallen short of the Employer's standards of conduct. Employees will also be told if their conduct has placed their jobs in jeopardy, and penalties for continued violations will be outlined.
3. A Suspension with or without pay, by the Appointing Authorities.

4. Dismissal or Removal with notice of discharge, by the Appointing Authorities.

In all cases of oral reprimand, written reprimand, suspensions or removals, the employee, and the Union President, shall be issued a copy of a notice of such and shall be informed that the order will be made a part of their personnel file. Notice to the Union President shall be issued by hand-delivery or by e-mail to the e-mail address designated by the Union. Employees may, at this point, file a response or objection to the disciplinary action. This response or objection will be placed in the employee's personnel file. Employees will be asked to sign any disciplinary notice, as proof that they actually received the notice.

In the case of any severe rule violation by an employee, the employee may be removed without prior warnings, following an investigation of the incident.

Section 9.2. Non-probationary employees shall not be disciplined except for just cause.

Section 9.3.

A. Status of Investigation

The Employer's investigation shall be completed in a reasonable time period, however it is agreed by the parties that when criminal charges are involved or when alleged violations of other local, state, or federal laws, or Commissioners' resolution warrants extensive investigation, or upon mutual consent of the parties, the investigation time period may be necessarily extended. When an employee is contacted by the Employer to be interviewed about allegations regarding the employee's work-related performance or conduct the employee will be informed verbally that they are the subject of an investigation that could lead to discipline except when potential criminal charges are involved. After the initial verbal notification of investigation, the Employer will provide written notification to the employee and the Union President of the status of the investigation every 30 days until the investigation is completed. Employer's failure to provide the verbal notification or written notification of the status of the investigation shall not be used to invalidate any subsequent discipline resulting from the investigation.

B. Notice of potential discipline involving suspension or discharge.

Whenever the Employer and/or their designee determines that there may be cause for an employee to be suspended or discharged, the employee and Union President shall be apprised of the alleged charges in writing, along with any supporting documentation available at that time. The charges and supporting documentation shall be served to the Union President by hand-delivery or by e-mail to the e-mail address designated by the Union.

C. Meeting with the Agency Director Prior to the Pre-Disciplinary Hearing.

Prior to the pre-disciplinary hearing in Human Resources, the Union, the Employee, or the Employer may request a meeting with the Agency Director or Designee in the absence of the Director, to share available information and positions regarding the anticipated discipline. However, the Union or the Employer shall not be precluded from providing additional documentation or information at the pre-disciplinary hearing.

D. Notice of the Pre-Disciplinary Hearing.

The Human Resources Department will provide a notice of the pre-disciplinary hearing to the employee and the Local Union President at least five (5) working days, Monday-Friday, excluding holidays, prior to the scheduled hearing.

E. Pre-Disciplinary Hearing.

For discipline of non-probationary employees, the Human Resources Department shall conduct the pre-disciplinary hearing no later than thirty (30) days after the Director's disciplinary recommendation has been submitted to the Human Resources Department. The Union shall have the right to be present at any pre-disciplinary hearing to represent the employee and may or may not present evidence at the pre-disciplinary hearing.

Section 9.4. Any employee in disagreement with the disciplinary action taken by the Employer may file a grievance in accordance with the grievance procedure contained in this Agreement. Notice shall be given to the Union President when discipline has been finalized by the Board of Commissioners.

Section 9.5. All actions of record (oral reprimands, written reprimands, suspensions, reductions and removals) will be permanently maintained in each bargaining unit member's personnel file. In addition, the following provisions apply:

- A. In any case in which an action of record is disaffirmed by an arbitrator, or by a court of competent jurisdiction, or where a settlement agreement so requires, such action of record shall not be considered in any further action.
- B. An Oral Reprimand (documented) shall not be used for any purpose if six (6) months have passed since the date of the reprimand, provided that the employee has had no further disciplinary action during this period. This provision shall be applied retroactively such that it applies to all existing disciplinary documentation contained within the employee's personnel file.
- C. Written reprimands shall not be used for any purpose if twelve (12) months have passed since the date of the reprimand, provided that the employee has had no

further disciplinary action during this period. This provision shall be applied retroactively such that it applies to all existing disciplinary documentation contained within the employee's personnel file.

- D. Suspensions of three (3) days or less shall not be used for any purpose if eighteen (18) months have passed since the date of the suspension, provided that the employee has had no further disciplinary action during this period. This provision shall be applied retroactively such that it applies to all existing disciplinary documentation contained within the employee's personnel file.
- E. Suspensions of more than three (3) days shall not be used for any purpose if two (2) years have passed since the date of the suspension, provided that the employee has had no further disciplinary action during this period. This provision shall be applied retroactively such that it applies to all existing disciplinary documentation contained within the employee's personnel file.

Section 9.6. An employee shall be allowed to review their personnel file after requesting to do so through the chain of command in writing. Personnel documents will be provided electronically.

ARTICLE 10

GRIEVANCE AND ARBITRATION PROCEDURE

Section 10.1. The term "grievance" shall mean an allegation by the Union that there has been a breach, misinterpretation, or improper application of this Agreement. The grievance procedure shall not be used to affect changes in the Articles of this Agreement nor those matters not covered by the Agreement. The grievance procedure shall be the sole and exclusive remedy for resolving disputes between the parties, except that as to disciplinary matters, grievances pertaining to a verbal or written reprimand may only be appealed through Step 2 of the grievance procedure. However, a written reprimand that is not solely attendance-related may be appealed through Step 3. A grievance pertaining to a suspension, removal or termination shall automatically commence at Step 3 of the grievance procedure, and is subject to Step 5, arbitration. The only recourse for a suspension or termination is through the grievance and arbitration procedure and cannot be pursued through the State Personnel Board of Review.

Section 10.2. All grievances must be timely processed at the proper step in order to be considered at subsequent steps. The Union may withdraw a grievance at any point by submitting in writing a statement to that effect, or by permitting the time requirements at any step to lapse without further appeal. Any grievance which is not submitted by the Union within the time limits provided herein shall be considered resolved based upon management's last answer. Any grievance not answered by management within the stipulated time limits shall be moved to the next step. All time limits on grievances may be extended upon mutual written consent of the parties.

Section 10.3. It is the mutual desire of the Employer and the Union to provide for prompt adjustment of grievances, with a minimum amount of interruption of the work schedule. The Employer and the Union agree to make a responsible effort to effect the resolution of grievances at the earliest step possible. In furtherance of this objective, the following procedure shall be followed:

Step 1: In order for an alleged grievance to receive consideration under this procedure, the grievant, either alone or with the appropriate Union Steward, if the former desires, or the Union in cases of policy or class action grievances, must identify, in writing, signed by the grievant and/or the Union Steward, the alleged grievance to the affected employee's immediate supervisor within ten (10) work days after the employee or the Union gains knowledge of the occurrence that gave rise to the grievance. The grievance shall identify the particular articles and sections of the Agreement that were alleged to have been violated. The supervisor shall investigate and provide an appropriate answer within five (5) workdays following the date on which the supervisor was presented the written grievance.

If the grievance involves the employee's immediate supervisor, the grievance may be filed directly at Step 2 of the grievance procedure.

Step 2: If the grievance is not resolved in Step 1, the grievance shall be appealed to the employee's Department Head within five (5) work days of receipt of the Step 1 answer. The Department Head shall have five (5) work days in which to schedule a Step 2 grievance meeting with the aggrieved employee and their Steward. The Department Head shall investigate and respond in writing to the grievance within five (5) work days following the meeting date.

Step 3: if the grievance is not resolved in Step 2, the appropriate Union Steward, may appeal the grievance to the Human Resource Director or designee within five (5) work days after receiving the Step 2 answer or after receipt of discipline finalized by the Board of Commissioners pursuant to Article 9, section 9.5. The Human Resource Director or designee shall have five (5) work days in which to schedule a meeting with the aggrieved employee, the Local Union President or designee, or the Steward, and an Ohio Council 8 representative. The Human Resource Director or designee shall investigate and respond to the grievant and the Local Union President within five (5) work days following the Step 3 meeting.

Step 4: If the grievance is not resolved in Step 3, the appropriate Union Steward, may appeal the grievance to the County Administrator or designee within five (5) work days after receiving the Step 3 answer. The County Administrator or designee shall have five (5) work days in which to schedule a meeting with the aggrieved employee, the Local Union President or designee, or the Steward, and an Ohio Council 8 representative. The County Administrator or designee shall investigate and respond to the grievant and the Local Union President within five (5) work days following the Step 4 meeting.

Step 5 Arbitration: If the grievance is not satisfactorily settled in Step 4, the Union may make a written request that the grievance be submitted to arbitration. A request for arbitration by the Union must be submitted within thirty (30) calendar days following the date the grievance was answered in Step 4 of the grievance procedure. In the event that the grievance is not referred to arbitration

by the Union within the time limit prescribed, the grievance shall be considered resolved based upon the Step 4 reply.

Prior to requesting a list of impartial arbitrators, the parties may, by mutual agreement, submit the grievance to mediation. Thereafter, the parties, by mutual agreement, will notify the Federal Mediation Conciliation Service ("FMCS") or the State Employment Relations Board ("SERB") within five (5) working days after a request to mediate has been made by the Union or the Employer asking FMCS or SERB to appoint a mediator to assist the parties in resolving the dispute. The mediator will schedule a meeting with the parties and their representatives as soon as possible after the notice has been received. The mediation process will be accordance with the processes developed and in place with the FMCS or SERB. The parties mutual agreement to mediate the grievance shall not extend the time required in this section for the Union to request arbitration. The parties may mutually agree to mediate the grievance even if a notice to arbitrate has not been filed by the Union. If the grievance cannot be resolved in mediation, or the parties do not mutually agree to submit to mediation, the Union may forward the grievance to arbitration.

The Union shall request a list of seven (7) impartial arbitrators from the Federal Mediation and Conciliation Service (FMCS) and shall submit a copy of such request to the Employer. Upon receipt of the list of seven (7) arbitrators, the parties shall meet to select an arbitrator. If the parties are unable to mutually agree on an arbitrator an arbitrator will be selected by the parties by alternative strike with the parties right to strike the first name being determined by a flip of the coin.

The arbitrator shall hold the arbitration hearing promptly and issue their decision within thirty (30) days after the closing of the record, unless mutually agreed otherwise by the parties. The arbitrator shall limit their decision strictly to the interpretation, application or enforcement of those specific articles and/or sections of this Agreement in question. The arbitrator shall not have the authority to add to, subtract from, modify, change or alter any provision of this Agreement, nor add to or subtract from or modify the language therein in arriving at their determination on any issue presented that is proper within the limitation expressed herein. The award of the arbitrator will be final and binding upon both parties.

The arbitrator's award and the arbitration proceedings identified in this Article are subject to the relevant provisions of Chapter 2711 of the Ohio Revised Code.

All costs directly related to the services of the arbitrator shall be borne by the party that loses the arbitration. If the parties cannot agree upon appropriate payment, that matter will be referred back to the arbitrator for a decision on payment. Expenses of any witnesses shall be borne, if any, by the party calling the witnesses. The fees of any court reporters shall be paid by the party asking for same, such fees shall be split equally if both parties desire a court reporter's recording or request a copy of any transcript. If a grievance is settled prior to a scheduled arbitration hearing the parties shall split the cost of any cancellation fees.

An employee, steward or Union officer requested to appear at the arbitration hearing by either party and whose presence is necessary shall attend without necessity of a subpoena. The Employer shall compensate an employee who is on duty and scheduled to work at the time of the arbitration

hearing and whose attendance is necessary and required by either the Union or the Employer at the employee's applicable rate of pay, solely for the period of time it is necessary for him to attend and testify at the hearing. Where practicable, the employee witness shall be placed on call for purposes of their attendance at an arbitral hearing so that the Employer does not necessarily incur increased costs. It is agreed that any request for attendance shall be made in good faith.

Section 10.4. All grievances should contain the following information and will be filed using the grievance form mutually agreed upon by both parties.

1. The aggrieved employee's name and signature.
2. The aggrieved employee's classification.
3. Date grievance was first discussed and name of supervisor with whom the grievance was discussed.
4. Date grievance was filed in writing.
5. Date and time grievance occurred.
6. The location where the grievance occurred.
7. A description of the incident giving rise to the grievance.
8. Specific articles and sections of the Agreement violated.
9. Desired remedy to resolve the grievance.

Amendments to a grievance shall not be made, other than by mutual agreement of the parties once a request for arbitration has been submitted.

Section 10.5. A grievance may be brought by an employee covered by this Agreement with the appropriate Union Officer, Committee Person, or Steward; where a group of bargaining employees desire to file a grievance involving an incident affecting several employees in the same manner, one employee shall be selected by the group to process the grievance with the appropriate Union Officer, Committee Person, or Steward. Each employee to be included in such grievance shall be named on the grievance.

Section 10.6. Any grievance that originates from a level above the first step of the grievance procedure may be submitted directly to the step or level from which it originates by mutual agreement of the parties.

Section 10.7. For the purposes of this Article, work days shall be defined as Monday through Friday and shall exclude Saturday, Sunday and recognized holidays.

ARTICLE 11 MISCELLANEOUS

Section 11.1. Substantial changes in the methods of operation, tools and/or equipment of a job shall be the prerogative of the Employer. To the extent that changes affect the wages, hour, terms and conditions of employment, the parties shall meet to bargain over the changes and the effects of those changes prior to implementation.

Section 11.2. Any rate and classification mutually agreed to by the Employer and the Union or implemented by the Employer after the parties reach impasse shall become a part of the wage agreement attached hereto.

Section 11.3. Any matters not specifically addressed by this Agreement, but addressed by the Employee Handbook will be governed by the Employee Handbook. The Union will be given reasonable prior notice of any change to the Employee Handbook and upon the Union's request, the change will be presented to the Labor/Management Committee prior to implementation.

Section 11.4. Whenever the context so requires, the use of the words herein in the singular shall be construed to include the plural, and words in the plural, the singular. Words, whether in the masculine, feminine or neutral genders, shall be construed to include all of these genders. By the use of either the masculine or feminine genders it is understood that the use is for convenience purposes only and is not to be interpreted to be discriminatory by reason of sex.

If SERB determines that the position is appropriately within the bargaining unit, or if the parties agree the position is a bargaining unit position, the parties shall meet to discuss the rate of pay. If the parties reach impasse over the rate of pay for the new position, the Employer shall implement a rate of pay for the position for the duration of this Agreement, at which time the issue will become a subject for the next set of negotiations over a successor collective bargaining agreement.

ARTICLE 12 WORK RULES

The Employer's Agencies and Departments will implement reasonable work rules. The Employer's Agencies and Departments shall provide the Union and the Union President with a copy of the work rules or the Departmental Memo's considered to be Work Rules by the Agency or Department effective from the date of this contract at least ten (10) working days prior to implementing the work rules, unless an emergency would prevent such prior notice.

Upon request by the Union, the parties shall meet to discuss the implementation of these work rules. The scheduling of this meeting will not delay implementation of a work rule.

ARTICLE 13 PROBATIONARY PERIODS

Section 13.1. Every newly hired employee will be required to successfully complete a probationary period. The probationary period for new employees shall begin on the first day for which the employee receives compensation from the Employer and shall continue for a period of one hundred and twenty (120) calendar days. If an employee is absent from work during their probationary period for a total of five (5) working days or more, the employee's probationary period shall be extended by the number of days the employee is absent from work. A newly hired probationary employee may be terminated any time during their probationary period and shall have no appeal through the grievance procedure contained herein over such removal. Probationary periods may be extended for one (1) thirty (30) day period upon notice to the Union, on a case by case basis.

Section 13.2. A newly promoted employee will be required to successfully complete a probationary period in their newly appointed position. The probationary period for a newly promoted employee shall begin on the effective date of the promotion and shall continue for a period of one hundred and twenty (120) calendar days. If the employee evidences unsatisfactory performance or chooses not to retain the promotional position, the employee will be returned to their former position if the position is vacant or the employee makes a written request to the proper Director within five (5) working days requesting to be returned to their former position, however, the provisions of Section 13.1 above do not apply. An employee who returns to their former position during their probationary period is entitled to their former rate of pay and all contractual benefits to which they would be entitled had they not promoted. An employee who fails to satisfactorily perform the duties of their newly appointed position, may be terminated for cause, during the probationary period, subject to the Grievance and Arbitration Procedure.

Section 13.3. Probationary employees shall not be eligible for promotion to any other position until they have completed their probationary period. This provision may be waived by mutual agreement of the parties.

ARTICLE 14 SENIORITY

Section 14.1. Seniority shall be defined as an employee's uninterrupted length of continuous service, excluding leave without pay that does not fall within the Family Medical Leave Act, with the Employer as a full-time employee or as a regular part-time employee (pro-rated). An employee shall not have seniority for the initial probationary period as provided in Article 13, however, upon completion of the probationary period, seniority shall be retroactive to the date of hire with the Franklin County Commissioners.

Section 14.2. The Employer shall provide the Local Union President with a copy of a seniority list during January of each year. The seniority list shall be listed by classification and shall contain, in order of seniority, the name and date of hire of each employee.

Section 14.3. Seniority shall be broken when an employee:

- A. Quits or resigns;
- B. Is discharged for just cause;
- C. Is laid off for a period equal to the amount of seniority the employee had on the date of layoff or nine (9) months, whichever is the least;
- D. Fails to report to work when recalled from lay-off within ten (10) working days from the date the Employer sent the notice of recall to the employee by certified mail to the employee's last known address as shown on the Employer's records;
- E. Fails to report for three (3) consecutive work days unless extraordinary circumstances excuse their failure to report; however, this also constitutes just cause for termination;
- F. Fails to report or is unable to report to work after having exhausted all paid and unpaid County approved leaves of absence, sick leave and vacation leave provided for under the terms of this Agreement, while on an approved County non-paid status, for a continuous period of six (6) months; or
- G. Retires.

Section 14.4. Classification seniority shall be defined as an employee's total length of continuous service within their job classification.

ARTICLE 15 HOURS OF WORK

Section 15.1. The work week for regular full-time employees shall be forty (40) hours in five (5) days of eight (8) consecutive hours each day or where applicable, the work week shall be forty (40) hours in four (4) days of ten (10) consecutive hours each day, exclusive of the time allotted for meals during the period starting 12:01 a.m. Monday to midnight Sunday.

The work schedule for bargaining unit employees shall not be changed without a fourteen (14) calendar day notice to the employee and the Union prior to the change. However, upon mutual agreement of the parties the fourteen (14) calendar day period may be waived. Upon receiving notice of a change in work schedule, the Union may request a meeting to discuss the effects of such change. The parties will schedule that meeting expeditiously and in a manner that minimizes impact on Employer operations. Unreasonable delays in scheduling the meeting will not delay implementation of the change in work schedule.

Section 15.2. For each shift, employees will be allotted up to a sixty (60) minute unpaid meal break and two (2) fifteen (15) minute paid breaks. All breaks shall be scheduled by the Employer.

Employees may request their preferred length of unpaid meal break, but final determinations of schedules will be made by the Employer based upon operational needs with consideration of seniority, where possible.

ARTICLE 16
OVERTIME COMPENSATION, COMPENSATORY TIME
AND EMERGENCY CALL IN POLICY

Section 16.1. Employees who work more than forty (40) hours in a work week and are non-exempt under the Fair Labor Standards Act, will be paid overtime at the rate of one-and-one-half times their regular straight time rate. For the purposes of computing overtime, an overtime eligible employee will receive overtime compensation for hours actually worked in excess of forty (40) hours per work week. A paid holiday shall constitute hours actually worked for purposes of overtime pay. Lunch time, vacation, and sick leave are not to be considered as hours worked for computing overtime. All overtime must have prior approval by the Director or designee unless circumstances prevent the obtaining of approval. Unless an employee's personnel file contains a notation that the employee is exempt, the employee is considered non-exempt for purposes of this provision.

Where practical, overtime shall be administered on a voluntary basis; otherwise, it shall be mandatory that each employee scheduled to work overtime must perform the job assignment within their given classification. The distribution of voluntary overtime will be based upon a rotational system with consideration given to qualifications, seniority, and will be limited within a classification. Employees who fail to report for voluntary or mandatory overtime will either be disciplined or removed from the voluntary overtime list for an appropriate period of time.

Employees who work overtime shall have the option of electing to receive compensatory time in lieu of overtime pay. Compensatory time off shall be granted at the rate of one and one-half (1-1/2) times the amount of overtime worked in excess of forty (40) hours in a work week. Compensatory time shall be used at times acceptable to and approved by the bargaining unit employee's Director or designee. A maximum of 80 hours of compensatory time may be accrued at any time by any bargaining unit employee. Compensatory time must be used within 180 days after the work week in which it is earned, or it will be paid out.

Section 16.2. An employee, called in outside of their scheduled shift, will be paid for three hours. The call in pay will be at the overtime rate. If the amount of time for the call in exceeds three hours, the employee will be paid for the total amount of time worked at the overtime rate. If the amount of time for the call in is less than three hours, the employee will still be paid for three hours at the overtime rate.

ARTICLE 17 MILITARY LEAVE

A paid military leave of absence shall be granted to employees for a period not to exceed twenty-two (22) working days (176 hours) per calendar year. Prior approval for leave must be obtained from the Board of Commissioners and a request for leave must be submitted to the Agency Director. To qualify for this paid leave, the employee must show their military orders to their director prior to reporting for duty. The employee shall be paid their regular rate of pay for this period. For the purpose of computing vacation or sick leave, paid military leave will count as full service with the County.

Employees called to active duty pursuant to military orders shall receive from the Board of Commissioners, a cash payment of \$500.00 for each dependent child per calendar year while in a military leave of absence status.

After the 22 working days of pay for military leave is exhausted, an employee performing uniformed military service may use available vacation, compensatory, or personal time upon request. The employee will be placed in "Military Leave of Absence without Pay." The employee will remain in a military leave of absence without pay status until either the employee returns from uniform service to an active work status or a new calendar year provides the employee with a new twenty-two (22) working day period of paid military leave of absence.

Extended voluntary military leave without pay shall be granted to the employee upon submittal of military orders prior to the requested leave.

Employees on extended voluntary military leave without pay shall receive seniority for the time spent in the military service. However, vacation credits and sick leave do not accumulate during extended voluntary military leave. Upon returning from such leave and upon making timely application for reemployment, an employee shall be returned to their former position or equivalent position of employment and responsibility. Such a returning employee will receive any wage adjustments that the employee would have clearly earned had the employee been in active pay status.

Employees who are called to active military duty beyond the required 22 paid working days in any one calendar year pursuant to an executive order issued by the President of the United States or an act of Congress, shall be granted an active-duty military leave of absence and will receive the following:

Payment of wages in the amount of their regular wages less whatever amount such employee may receive as military pay.

Such payment will be made to the affected employee from the time short-term military leave of absence with pay is exhausted until the end of each calendar year the employee is still in active status or for the duration of the employee's service in the active military, whichever time period is less.

The employee will not receive payment under this provision if their military pay is greater than their wages paid by the County.

An employee, who is otherwise eligible for such benefits, shall continue to receive health and life insurance benefits as defined by the County benefits plan for the duration of such employees' active military service under this provision.

Employees on active duty leave under this provision shall receive seniority for the time spent in active duty. However, vacation credits and sick leave do not accumulate during an active duty leave.

Upon returning from an active duty leave and upon making timely application for reemployment, an employee shall be returned to their former position or equivalent position of employment and responsibility. Such a returning employee will receive any wage adjustments that the employee would have clearly earned had the employee been in active pay status.

ARTICLE 18 COURT LEAVE

Employees shall honor subpoenas issued to them. Upon receipt of a subpoena, the employee should contact their supervisor and complete the "Request for Leave" form indicating the dates for which court leave and/or jury duty will be necessary. A copy of the subpoena should be attached to the form "Request for Leave." Employees will be paid their regular rate of pay while serving on a jury. All compensation received for court and jury duty, less parking expenses, is to be remitted by the employee to the payroll clerk, unless such duty is performed outside of the employee's normal working hours. If an employee is subpoenaed to attend a hearing on behalf of the Employer or if an employee is subpoenaed by the court on work related matters, the time spent by the employee in attendance at the hearing shall be considered hours worked for purposes of compensation. However, under these circumstances, the employee would be required to remit any compensation from the court to the Employer.

Attendance at such hearings does not necessarily relieve the employee for the full work shift. If the employee can be reasonably expected to leave work in time to reach the hearing or return to work following the hearing, he is expected to do so. For instance, if the employee does not have to report for jury/court duty until 12:00 noon or after, the employee must work the normal morning schedule. If an employee is released from service prior to or at 12:00 noon, the employee is expected to work the afternoon schedule. Any day the employee is not required to appear as a potential juror/witness, the employee must report to work.

When an employee must appear in court for personal reasons, paid court leave cannot be granted. It is not considered proper to pay employees when appearing in court for criminal or civil cases when the case is being heard in connection with the employee's personal matters, such as traffic court, divorce proceedings, custody, appearing as directed with a juvenile, etc. The employee may apply for vacation leave in these circumstances.

ARTICLE 19

SICK LEAVE USAGE, PAID FAMILY LEAVE AND WELLNESS INCENTIVE

Article 19.1. Sick Leave. Full-time employees earn sick leave at the rate of 4.6 hours for 80 or more hours while on active pay status in any pay period. The time credited is strictly proportionate to the hours in paid status in each pay period up to the 4.6-hour limitation for any pay period. Part-time employees are not eligible for sick leave.

Sick leave is charged in minimum units of .25 hours. Employees are eligible for sick leave only for days on which they would otherwise have been scheduled to work. Sick leave payment will not exceed the normal workday or work week earnings.

Sick leave will be granted to employees, upon approval of the Department Director for the following reasons.

1. Illness or injury of the employee or a member of the employee's immediate family living in the same household or persons covered under the Family and Medical Leave of Absence policy. (In the case of a member of the immediate family not living with the employee, the Director may credit sick leave when it appears justified.)
2. Immediate Family.

For purposes of sick leave immediate family members are mother, father, sister, brother, spouse, domestic partner, child, spouse or domestic partner's child, grandparent, grandchild, mother- or father-in-law, sister- or brother-in-law, son- or daughter-in-law, legal guardian or other person who stands in the place of a parent.

3. Medical, dental or optical examination or treatment of the employee or a member of the immediate family living in the same household. (In the case of a member of the immediate family not living with the employee, the Director may credit sick leave when it appears justified.)
4. When, through exposure to a contagious disease, either the health of the employee would be jeopardized or the employee's presence on the job would jeopardize the health of others.

Employees failing to comply with sick leave rules and regulations will not receive sick pay. Application for sick leave based upon a known misrepresentation shall result in disciplinary action up to and including dismissal and shall result in refund to the County of salary or wage paid during sick leave. If an employee is off more than three (3) days on sick leave, the employee must provide a written doctor's excuse to their supervisor. Falsification of, or a failure to produce a doctor's excuse shall be grounds for disciplinary action up to and including dismissal.

If the Employer has a reasonable basis to believe an employee sought sick leave based upon a known misrepresentation, it may, at its discretion, require the employee to provide a written

doctor's excuse to their supervisor to verify the illness. Falsification of, or a failure to produce a doctor's excuse shall be grounds for disciplinary action up to and including dismissal.

Upon retirement, resignation or death, from active County service after eight (8) or more years with the County or with any of Ohio's political subdivisions, an employee may elect to be paid in cash for one-fourth (1/4) of the accrued but unused sick leave credit up to a maximum of 360 days, and subject to the limitations indicated below. This payment will be based upon the employee's rate of pay at the time of retirement. Upon accepting such payment, all other sick leave credit accrued up to that time will be eliminated.

Upon retirement, resignation or death, from active County service after eighteen (18) or more years with the County or with any of Ohio's political subdivisions, an employee may elect to be paid in cash for one-half (1/2) of the accrued but unused sick leave credit up to a maximum of 360 days, subject to the limitations indicated below. This payment will be based upon the employee's rate of pay at the time of retirement. Upon accepting such payment, all other sick leave credit accrued up to that time will be eliminated.

Such payment will be made only once to any employee. That is, an employee who returns to County Service after retirement, termination or resignation may accrue and use sick leave as before but may not convert the unused sick leave at the time of a second retirement.

In all cases of sick leave conversion to cash, an employee must remain separated from service for a minimum of sixty (60) days before payment can be made.

Payment for Sick Leave Credit eliminates all accrued Sick Leave Credit earned by the employee up to the time of conversion.

Section 19.2. Wellness Program. The Employer shall maintain a Wellness Incentive Program as an incentive to minimize sick leave and increase attendance. Certain eligible full-time employees will be permitted to convert a determined amount of unused sick leave to either a cash payout, or to an equal number of personal leave hours. Additional details and processes regarding this program can be found in the Franklin County Employee Handbook. In the event the Wellness Incentive Program is removed from the Franklin County Employee Handbook, the parties will agree to negotiate details for the purposes of this agreement.

Section 19.3 Paid Family Leave. In order to allow employees paid time to provide parental care following the birth or adoption of a minor child and/or care for a covered family member who has a serious medical condition, eight weeks, three hundred twenty (320) hours of leave may be permitted. Full-time employees who have completed one year of employment with the Employer and have an active FMLA on file for the qualifying event can apply for this leave once every calendar year. Additional details regarding this program can be found in the Franklin County Employee Handbook.

ARTICLE 20 LEAVES OF ABSENCE

Section 20.1. Leave Without Pay. A Leave of Absence Without Pay for personal reasons may be granted upon request for periods not in excess of 12 weeks at the sole discretion of the Board of County Commissioners. Time on such Leave of Absence shall not be counted as time in service for purposes of determining seniority or vacation rights. Such Leave may be extended beyond 12 weeks upon written recommendation of the Department Head and with the approval of the Board of County Commissioners. Upon the employee's return from such Leave, the employee will be reinstated in their former position or one of substantial equivalence.

Leave Without Pay is defined as any absence in which an employee does not or is not able to use another form of Leave (i.e., sick leave or vacation). An employee does not have the option to take Leave Without Pay.

There are two types of Leave Without Pay: authorized and unauthorized.

Authorized Leave Without Pay is reserved for those instances where, in the judgment of the Appointing Authority, an exceptional circumstance exists, and permission is granted for the employee to take an authorized Leave Without Pay. In such instances, the absence will not be grounds for disciplinary action. It is the employee's responsibility to complete a written request for such Leave, including the reasons for the Leave and the dates for which such leave is being requested.

Unauthorized Leave Without Pay occurs when an employee's request for Leave Without Pay is not deemed to be an exceptional circumstance and is denied by the Appointing Authority. In cases of Unauthorized Leave Without Pay, the absence may be considered for possible disciplinary action.

- A. For the duration of either leave without pay, the Employer will maintain the employee's health coverage under the "group health plan" under the same circumstances and costs to employees that coverage would have been provided if the employee would have been working and had not taken leave. The employee will be required to pay to the Employer health insurance premiums paid by the Employer during leave without pay.

Section 20.2. Family and Medical Leave. Employees are afforded up to twelve (12) weeks of Family and Medical Leave in compliance with The Family and Medical Leave Act of 1993 and Franklin County Policy BOC-46.01. Rules and regulations may be found in 29 CFR Part 825.

Section 20.3. If it is found that leave is not actually being used for the purpose for which it was granted, the Employer may cancel the leave and direct the employee to return to work by giving written notice to the employee. An employee may return to work before the scheduled expiration of leave if requested in writing by the employee and approved by the Employer.

Section 20.4. All leaves of absence (and any extensions thereof) must be applied for in writing and, if granted, will be granted in writing on forms provided by the County (copy to the employee). An employee will be notified within five (5) working days from the date application was made.

ARTICLE 21 TUITION REIMBURSEMENT POLICY

Employees are encouraged to further their education in keeping with the Board of Commissioners' commitment to improve employee skills within County government.

The program criteria for the tuition reimbursement program are detailed in the Employee Handbook, Franklin County Policy BOC-52.01. All required forms can be found on the Board of Commissioners Human Resources Office of Training and Development website.

ARTICLE 22 LAYOFFS

Section 22.1. Layoffs. Whenever it becomes necessary, because of a material change in duties, organization, or shortage of work or funds, to reduce the number of employees in any Department of the County, the notice of a layoff shall be filed with the Commissioners' office.

Upon receipt of such notice, the Appointing Authorities shall certify the names of those to be laid off, based on their seniority within their classification, but in the following order:

1. Emergency employees.
2. Seasonal employees.
3. Provisional employees.
4. Probationary employees.
5. Regular part-time employees.
6. Regular full-time employees.

The names of employees released shall be placed at the top of the reemployment list in order of their seniority within classification.

Section 22.2. Notice of Layoff. The employee shall be given at least twenty (20) calendar days advance written notice of layoff indicating the circumstances which made the layoff necessary, unless an emergency arose that would not permit twenty (20) calendar days advance notice.

Section 22.3. Bumping Rights. Employees whose job classifications are reduced shall have the right to bump another Bargaining Unit employee with less overall seniority (Section 13.1) in any equal or lower rated classification in the same department wherein they are qualified to perform the work. Employees who wish to bump a less senior employee shall give notice to the employer within five (5) calendar days of receiving their layoff notice. Qualified employees in a clerical classification series position affected by a layoff may bump a junior employee in the same series in another department.

Section 22.4. Payment of Vacation Credit and Compensatory Time. In the event an employee is laid-off, he shall receive payment for any earned but unused vacation and compensatory time no later than twenty (20) work days after the layoff.

Section 22.5. Recall Rights. All employees shall be recalled to their classification in the reverse order of their layoff. Employees who have been laid-off shall be eligible for recall for a period of twelve (12) months from the effective date of the layoff. An employee on layoff will be given ten (10) work days' notice of recall from the date on which the Employer sends the recall notice to the employee by certified mail (to his last known address as shown on the County's records).

Section 22.6. Time limits. Employees must notify the Employer within the ten (10) work day notice period of their acceptance or rejection of the offer of recall. Failure to notify the Employer within the established ten (10) work day period shall be deemed a rejection of the offer of recall and result in an immediate termination of seniority and employment and no further offer of employment shall be made.

ARTICLE 23 JOB POSTING

Section 23.1. When a vacancy occurs within the following Franklin County Board of Commissioners' Agencies: Animal Control, Economic Development And Planning, Fleet Management, Office on Aging, Public Facilities Management, Purchasing – the vacancy will be posted internally for five (5) days for the exclusive consideration of employees within the same agency or job classification. Before a vacancy is posted externally or a new position is created within the bargaining unit and the Employer determines to fill said vacancy or position, a written notice will be sent to the Union President who may post the notice on the Union bulletin board. Franklin County will post the notice on the County Portal and in all departments in the County and may be advertised in local or other publications, at the discretion of the Employer.

A non-probationary employee may apply for any posted vacancies for which they qualify. Internal candidates must submit the application and a resume by the end of the posting deadline.

Section 23.2. Each posting shall indicate:

- (1) Job title and brief description
- (2) Unit and Supervisor
- (3) Salary
- (4) Minimum qualifications

If there are changes in the posting prior to selection, the opening shall be reposted.

Section 23.3. All bargaining unit applications timely filed will be reviewed by the Employer for minimum qualifications. All internal bargaining unit applicants meeting the minimum qualifications will be granted an interview solely for posted bargaining unit positions. The Employer, at its sole discretion, will determine the number of outside candidates to be interviewed.

The Employer will select the most qualified applicant for the position based upon, but not limited to, the following criteria: the interview, demonstrated skill, work experience, education, work record, attendance, disciplinary records and overall ability to perform the job responsibilities. Applicants currently working in the classification that has the vacancy, shall be given priority in filling the vacancy. In the event that an internal and external applicant are deemed to be equal, the internal applicant shall be given priority in filling the vacancy. In the event that two or more internal applicants are determined to be equal for a given position, the applicant with the most seniority, as defined in Article 13, Seniority, shall be selected. When seniority is equal, the employee with the highest last four digits in their social security number will be awarded the position.

All applicants afforded an interview will be notified in writing of their selection or non-selection within five (5) work days after the approval is received from the Franklin County Board of Commissioners.

Section 23.4. Employees who bid on or transfer into Community Based Correction Facility requiring successful completion of a drug screening will be required to comply with that facility requirement. The drug testing requirement will be included in the job posting.

ARTICLE 24 TEMPORARY TRANSFERS

A temporary transfer shall not normally exceed twelve (12) weeks, except (1) to fill a vacancy caused by an employee being on sick or approved leave of absence, (2) to provide vacation relief scheduling, (3) or to meet an emergency. When an employee remains in the temporary position for a period in excess of ten (10) working days, on the 11th consecutive working day and thereafter, the employee shall be paid the higher of the two rates between the rate of the position in which they are transferred, and the rate of their regular position, until they are returned to their regular position. Upon working the 11th consecutive day, the appropriate wage rate will be applied retroactively to the first day worked in the higher position in the most recent consecutive sequence of working days. Positions that remain open beyond twelve (12) weeks shall be posted pursuant to Article 23, Job Posting.

ARTICLE 25 VACATION LEAVE AND CONVERSION OF ACCUMULATED UNUSED VACATION LEAVE CREDIT TO CASH

All full-time employees earn annual vacation according to their number of years of service as follows. Vacation accrual will commence with the first pay period following approval of this Agreement by the Franklin County Commissioners.

1. Less than six months of service:
No Vacation
2. Six months of service but less than 5 years:
80 hours per year
(10 working days)
3. 5 years of service but less than 10 years:
120 hours per year
(15 working days)
4. 10 years of service but less than 15 years:
160 hours per year
(20 working days)
5. 15 years of service but less than 20 years:
180 hours per year
(22.5 working days)
6. 20 years or more of service:
200 hours per year
(25 working days)

The service required in each instance need not be continuous. However, completion of a total of six months of full-time service is required before eligibility for any vacation leave is established. Upon completion of six months of service, an employee will be credited forty (40) hours of vacation leave. An employee shall have their prior service with an Ohio county, municipal corporation, township, or state agency counted for the purpose of computing the amount of the employee's vacation leave.

Vacation is credited each biweekly pay period at the rate of 3.1 hours per pay period for those entitled to 80 hours of vacation per year; at 4.6 hours for those entitled to 120 hours per year; at 6.2 hours for those entitled to 160 hours per year; 6.9 hours for those entitled to 180 hours per year; and at 7.7 hours for those entitled to 200 hours per year.

Under no circumstances may an employee accumulate or be paid for vacation leave in excess of the total accrual for three (3) years plus vacation accrued in the current year.

No vacation leave shall be carried over for more than three (3) years. An employee is entitled to compensation at the employee's current rate of pay for the prorated portion of any earned but unused vacation leave for the current year to the employee's credit at the time of separation, and in addition shall be compensated for any unused vacation leave accrued to the employee's credit for the three (3) years immediately preceding the last anniversary date of employment. The maximum carryover on an employees' anniversary date of employment is three (3) years of vacation accrual. Employees can continue to accrue vacation for the current year without forfeiting

vacation. The maximum amount of vacation accrual is three (3) years plus the current year's accrual.

All vacations shall be scheduled and approved in advance by the Department Director or designee, as deemed appropriate. On or before February 1st of each year, employees will be given an opportunity to indicate on a Request for Leave Form their Vacation Leave preferences, and promptly thereafter, a written vacation schedule will be prepared by the Director with preference given to employees according to their job position seniority. Employees who subsequently change or add to their vacation requests shall be scheduled for vacation on a first come first serve basis, with the approval of management and as long as it does not disrupt the smooth and effective operation of the County. Additionally, a subsequent change or addition to a vacation request shall not displace the established vacation schedules of any other employee. Employees must give at least twenty-four (24) hours' notice to the Employer prior to taking Vacation Leave. Extended vacations (five (5) working days or more) should be requested thirty (30) days in advance. If an employee wishes to cancel an approved Vacation Leave, they must submit to the Payroll Officer of the Department a Request for Leave Form rescinding the Vacation Leave.

All employees hired after this Agreement goes into effect will only be able to transfer to this Employer Vacation Leave previously accrued and unused while working for the Franklin County Board of County Commissioners.

Part-time employees (those working less than forty (40) hours per week) shall earn vacation on a prorated basis.

Upon separation or death, accumulated Unused Vacation Leave Credit is converted to a cash payment calculated at the employee's rate of pay at the time of separation or death.

When separation from service is in the form of a transfer to another public agency, the employee may elect to convert their unused Vacation Leave balance to cash or have the unused balance transferred, if the receiving employer agrees.

Payment for Vacation Leave Credit eliminates all accrued Vacation Leave Credits earned by the employee up to the time of conversion.

ARTICLE 26 HOLIDAYS

Section 26.1. All regular full-time bargaining unit employees shall be entitled to the following paid Holidays as set forth below:

New Years
Martin Luther King Day
Presidents Day
Memorial Day
Juneteenth (June 19th)

Independence Day
Labor Day
Veterans Day
Thanksgiving Day
The day after Thanksgiving/Native American Heritage Day
Christmas Day

Section 26.2. Employees shall be compensated for said holidays during the pay period within which they were observed provided the employee is in active pay status during the week within which they were observed. For the purposes of this section, "active pay status" shall mean hours actually worked, or paid leaves.

Section 26.3. If any of the above holidays fall on a Sunday, the following Monday shall be observed as the holiday. If any of the above holidays fall on a Saturday, the preceding Friday shall be observed as the holiday. Part-time employees shall be paid holiday pay for that portion of any holiday for which they would normally be expected to work.

Section 26.4. Employees who are not scheduled to work on a designated holiday shall be paid for eight (8) hours work at applicable straight time or ten (10) hours for employees required by the Employer to work a schedule of four (4), ten (10) hour days. Employees who work on a designated holiday shall be compensated at the rate of one and one-half (1-1/2) times their normal rate of pay in addition to their holiday pay. When work is required to be performed on a designated holiday, the work shall be distributed by classification seniority in the following manner: volunteers shall be sought beginning with the most senior employee. If not enough employees volunteer, then the Employer may mandate work beginning with the least senior employee. Beginning with the employee's fourth (4th) designated holiday worked in a single calendar year, time worked on a designated holiday shall be compensated at the rate of two (2) times their normal rate of pay in addition to their holiday.

Section 26.5. Personal Days. Employees shall be entitled to one (1) personal day. These must be used by October 31 each year. They shall be scheduled and must receive approval in advance by the department director or his/her designee, based upon the operational needs of the department. It shall be scheduled in the same manner as vacation leave.

Section 26.7. All paid holidays outlined in this article are eight (8) hours in duration or ten (10) hours for employees required by the Employer to work a schedule of four (4), ten (10) hour days.

ARTICLE 27

EXPENSE AND REIMBURSEMENT

Expense and reimbursement will be governed by the Board of County Commissioners Employee Handbook.

ARTICLE 28 HEALTH AND SAFETY

Section 28.1. It is agreed that safety must be a concern and a responsibility of both parties. Therefore, the Employer accepts its responsibility to provide safe working equipment and vehicles. Supervisory personnel shall see that the safety rules and safe working methods are followed by employees. Employees shall accept the responsibility to operate equipment and work vehicles in a safe and proper manner and to follow all safety rules and safe working methods of the Employer. All unsafe vehicles or equipment must be reported in writing to the next higher authority in charge as soon as said unsafe working conditions are known.

In the event an employee is asked to perform a work assignment that the employee believes to present an imminent (life-threatening) danger to themselves or others, the employee shall have the right to consult with a union representative prior to performing the task. The Union may request a discussion with an Employer representative to verify the safety of the assignment. The parties agree to hold these discussions in an expeditious manner to cause the least impact to the Employer's operations as possible.

Section 28.2. Safety Equipment. The Employer shall provide safety equipment to employees as required by applicable safety standards and Ohio law.

Section 28.3. Safety Committee. There shall be a Joint Union Management Health and Safety Committee. The Committee shall be composed of an equal number of Employer and Union representatives. The Union representatives shall be selected by the Local Union President.

The Joint Committee will perform the following functions:

1. Meet on a quarterly basis per year, or more frequently when necessary.
2. Make recommendations for the correction of unsafe or harmful working conditions and elimination of unsafe or harmful practices, solely for the purposes of consideration.
3. Promote health and safety education.
4. Receive in writing the identification of any potentially toxic substance to which bargaining unit employees are exposed together with material data sheets, if any.
5. Review applicable safety standards and County safety practices for compliance with those standards and practices.

The Committee shall keep minutes of their meetings and provide copies of the minutes to the Union.

The Employer shall pay Union members of the Committee at their regular rate of pay for all time spent on Committee business during working hours; however, the Committee members must receive prior approval from the Director before engaging in Safety Committee business. Requests

to attend to Safety Committee business will not be unreasonably denied, but the Committee business may not unreasonably disrupt County business.

ARTICLE 29

P.E.O.P.L.E. CHECKOFF

The Employer will deduct voluntary contributions to the American Federation of State, County and Municipal Employee International Union's Public Employees Organized to Promote legislative Equality (P.E.O.P.L.E.) Committee from the pay of an employee upon receipt from the Union of an individual written authorization card voluntarily executed by the employee.

The contribution amount will be certified to the Employer by the Union. Monies deducted shall be remitted to the Union within thirty (30) days of the date they are deducted. Payment shall be made to AFSCME PEOPLE and transmitted to AFSCME Ohio Council 8, Columbus Region, 6800 N. High Street, Worthington, OH 43085. The payment will be accompanied by an alphabetical list of the names of those employees for whom a deduction was made and the amount of the deduction. This list must be separate from the list of employees who had union dues deducted and the list of employees who had fair share fee deducted. The Union agrees to forward a confirmatory list to the employer.

An employee shall have the right to revoke such authorization by giving written notice to the Employer and the Union at any time.

The Employer'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.

All P.E.O.P.L.E. contributions shall be made as a deduction separate from the dues and fair share fee deductions.

ARTICLE 30

TELEWORKING

Teleworking arrangements are a management option and not an employee right that an employee can expect or demand. The Employer understands that teleworking arrangements may improve an employee's work/life balance and increase employee productivity. However, there is also value to in-person interactions and in many cases a need for being in-person to best serve the public. Additional details and processes regarding the Employer's use of teleworking arrangements can be found in the Franklin County Employee Handbook Telework policy.

ARTICLE 31 HEALTH INSURANCE BENEFITS

Section 31.1. The Union agrees to accept the County's medical benefits plan provided to other employees under the direct auspices of the Franklin County Board of Commissioners during the term of this Contract, in a manner consistent with other provisions of this Article. Any changes implemented in the overall County plan design will be discussed prior to implementation with the Joint Benefits Committee, of which AFSCME Ohio Council 8, AFL-CIO Local 2049, is a member.

Section 31.2. Employees will continue to pay 12% of the health insurance premium and the employer will continue to pay 88% through the term of this agreement. Rates may increase, decrease, or stay the same depending upon the financial resources of the plan.

Section 31.3. Employees who work less than thirty (30) hours per week on a regular basis will not be eligible for health insurance benefits.

Section 31.4. All employee contributions paid by the employee will be paid for under IRS Chapter 125 on a pre-tax basis, in accordance with the rules set forth by the IRS.

Section 31.5. The Employer shall provide and pay the premiums for individual life insurance coverage with a death benefit at the current level. The plan will only be modified if Franklin County's life insurance plan is modified, and the Union will be given prior notice of the change and upon request by the Union, a County Representative will meet with the Union and explain the changes in the plan.

ARTICLE 32 JOB DESCRIPTION

Section 32.1. All bargaining unit employees shall be provided with an accurate description of their job. The Employer agrees it will review job descriptions and update or modify them as appropriate. At least five (5) working days prior to implementing the updated or modified job description, a copy of the updated or modified job description will be provided to the affected bargaining unit employee, and to the Union President.

Section 32.3. Job Audits. Employees who believe they have been assigned job duties outside of their current classification salary level, may request a job audit. An employee may request no more than one (1) job audit during the term of the Agreement. Employees shall complete a Job Audit Form agreed upon by the Employer and the Union. A copy of the Job Audit Form is attached to the Agreement as Appendix 1. The employee shall complete their portion of the form and then provide the form to their supervisor. Once the supervisor is provided a complete Job Audit Form they will have fourteen (14) days to complete their portion and return it to Human Resources. After receiving the completed form, Human Resources has forty-five (45) days to issue a decision. The following outcomes could occur:

- A. If it is found that the employee is performing duties which meet the classification concept and which constitute a substantial portion of the duties (i.e. twenty percent (20%) or more of the employee's time if to a higher classification or eighty percent (80%) of the employee's time if to a lower classification) specified in another classification specification, immediate discontinuance of the inappropriate duties could be ordered.
- B. If the parties agree, the employee could be reclassified to a higher pay grade, the employee's rate of pay shall be adjusted to the minimum of the new grade or adjusted to increase the current rate by approximately 4%, whichever results in the greater increase.
- C. If the duties performed are contained in a lower classification and performed eighty percent (80%) or more of the time, the parties could agree to reclassify the employee to the lower classification. If their current rate of pay exceeds the maximum rate of pay for the new range, the employee shall not receive pay increases until the maximum rate of pay for the new pay grade is adjusted.

Grievances filed regarding job audits shall be submitted at Step 4. The Union shall be notified of the outcome of the job audit when the employee is notified.

ARTICLE 33 UNIFORMS/FOUL WEATHER GEAR

The Employer will provide or make available to employees uniforms and foul weather gear, where applicable, in accordance with their Department's current policy and rules governing uniforms, including footwear with the input of the County Risk Management Department. Foul weather gear may consist of articles such as bib overalls and jackets, rain gear, gloves and ~~boots~~ footwear.

The Employer will provide one pair of safety footwear upon initial employment for each employee who the Employer believes needs them to perform his/her job duties safely, and replaced as needed, including those employees in the following classifications: Maintenance Worker; Custodial Worker; Parking Facility Attendants; Parking Attendant/Security Assistant; Landscaper; Deputy Dog Warden; Maintenance Worker Crew Leader; Painter; Paint Crew Leader; Service Technician; Press Operator; Printing Technician; Print Shop Operator; Information System Support Specialist; Mail Processor; Carpenter; Carpenter Crew Leader; Locksmith; Mechanic; Equipment Installer Lead; Equipment Installer Assistant; Oil Change Technician; Housing Inspector; Zoning Enforcement Officer; Housing Inspector; Zoning Inspector; Plumber; Telephone Technician; Telecommunications Support Analyst; Building Inspector; Electrician; Safety and Security Technician; Environmental Technician; Dock Worker; Building Plans Examiner; and Fire Systems Technician. The Employer, at its sole discretion, will determine the type of footwear to be provided.

Employees who are provided safety footwear shall be required to wear the safety footwear and uniform designated for his or her department or trade.

The Franklin County Board of Commissioners agrees to pay for and provide employees primarily engaged in outdoor job functions with sunscreen.

ARTICLE 34

FLEET MANAGEMENT TOOL & CERTIFICATIONS POLICY

Section 34.1. Tool Allowance

The Department of Fleet Management will make specialized tools available for its employees' use if specialized tools are required to service a particular vehicle. The specialized tools, although available for the employees' use, will remain the property of the County.

The County will make a toolbox and basic tools available upon hire to every employee in the Oil Change Technician and Mechanic classifications. These tools will be selected by the County and will consist of tools relevant to the needs of the Department of Fleet Management. These tools are referred to as the Basic Tool Kit. The Basic Tool Kit is the property of the County and may not be removed from the worksite. Upon completion of fourteen (14) months of continuous service in one of these identified classifications, the County will transfer ownership of the Basic Tool Kit to the employee. The County will only transfer ownership of a Basic Tool Kit to an employee once during their service in the Department of Fleet Management. Transfer or promotion into another identified position will not result in the provision of an additional Basic Tool Kit. Upon transfer of ownership of the Basic Tool Kit to the employee, it is the employee's responsibility to maintain and replace items in the Basic Tool Kit.

The County will credit every employee in the classification of Mechanic, Oil Change Technician, Equipment Installer Lead, Equipment Installer, and Equipment Installer Assistant on the first day of the calendar month Fifty dollars (\$50.00) per month applicable towards the purchase of tools as determined necessary by the employee. The tools purchased must be directly related to the performance of the job duties of the employee. While the tools belong to the employee and the employee is permitted to take the tools home, while the employee is at a worksite, the tools must be at the worksite too. The maximum balance that an employee can have on account is one thousand dollars (\$1,000.00). There is no cash out value upon separation. Employees may accrue, but not access this tool allowance until successful completion of their new hire probationary period; this limitation does not apply to employees serving a promotion probationary period.

Section 34.2. Pilot Certification Incentive Program

The Department of Fleet Management encourages employees to obtain and maintain voluntary certifications that demonstrate mastery of certain skills. The parties seek to pilot a program to provide additional incentives for the completion and maintenance of certain certifications. Employees in the classification of Mechanic, Oil Change Technician, Equipment Installer Lead, Equipment Installer, and Equipment Installer Assistant have the opportunity to obtain designated

certifications and earn \$0.50/hour for each certification earned and maintained, up to a maximum of \$1.50/hour. The approved designated certifications are attached in Appendix 4 and may be updated upon mutual agreement of the parties.

ARTICLE 35 SEVERABILITY/LEGALITY

Section 35.1. Should any part of this Agreement or any provision contained herein be declared invalid by operation of law or by a final tribunal of competent jurisdiction, it shall be of no further force and effect, but such invalidation of a part or provision of this Agreement shall not invalidate the remaining portions and they shall remain in full force and effect.

Section 35.2. Upon written request by either party, the parties shall meet at mutually agreeable times to modify any invalid provisions through good faith negotiations.

ARTICLE 36 WAGES

Section 36.1. Upon ratification of the Agreement by the bargaining unit and approval by the Franklin County Commissioners, each bargaining unit employee will receive three percent (3%) increase to their base hourly wage rate or \$1.00 an hour, whichever is greater, effective the first full pay period encompassing January 1, 2024. All wages, including overtime and compensatory time, are to be retroactive to the pay period encompassing January 1, 2024. Only those employees who are employed in the bargaining unit on the date that the collective bargaining agreement is approved by the Franklin County Board of Commissioners will be entitled to a retroactive wage increase.

Effective the first full pay period encompassing January 1, 2025, each bargaining unit employee will receive a three percent (3%) increase to their base hourly wage rate or \$1.00 an hour, whichever is greater.

Effective the first full pay period encompassing January 1, 2026, each bargaining unit employee will receive a three and one half (3.5%) increase to their base hourly wage rate or \$0.75 an hour, whichever is greater.

Wage increase to the base wage rate will be implemented even if it exceeds the maximum caps of the pay range for that job classification during the term of the Agreement. The minimum pay ranges for each pay grade listed for each bargaining unit member classification is in Appendix 3.

Section 36.2. Within the paycheck relative to the first full pay period encompassing the date on which the Agreement becomes effective, each employee employed in a bargaining unit position will receive an annual cash bonus of two hundred dollars (\$200). Each employee employed in a bargaining unit position on January 1, 2025 will receive an annual cash bonus of two hundred

dollars (\$200) within the first paycheck encompassing January 1, 2025. Each employee employed in a bargaining unit position on January 1, 2026 will receive an annual cash bonus of two hundred dollars (\$200.00) within the first paycheck encompassing January 1, 2026. None of the annual cash bonuses described in Section 36.2 of the Agreement will be applied to employees' base wages.

Section 36.3. In addition to the percentage increases and the adjustment to the base wages range identified above, each bargaining unit employee who has completed a minimum of five (5) years up to ten (10) years of service with the County, shall receive service credit lump sum pay of three hundred dollars (\$300.00). Each bargaining unit employee who has completed ten (10) years but less than fifteen (15) years of service with the County shall receive service credit lump sum pay of four hundred twenty-five dollars (\$425.00). Each bargaining unit employee who has completed fifteen (15) years but less than twenty (20) years of service with the County shall receive service credit lump sum pay of four hundred fifty dollars (\$450.00). Each bargaining unit employee who has completed twenty (20) years but less than twenty-five (25) years with the County shall receive service credit lump sum pay of four hundred seventy-five dollars (\$475.00). Each bargaining unit employee who has completed twenty-five (25) years or more of service with the County shall receive service credit lump sum pay of five hundred twenty-five dollars (\$525.00).

Years of service shall be determined annually as of November 1 for the current year. The service credit pay will not be applied to the base wage rate of the employee. The service credit lump sum pay shall be paid out on the first pay day in December. The employee must be employed in the bargaining unit at the time payment is distributed in order to receive this service credit lump sum payment.

Section 36.4. Tenure Adjustments

In order to address compression concerns within the bargaining unit, upon ratification of this agreement and after application of the wage increases referenced in Section 36.1 for the pay period encompassing January 1, 2024 and any adjustments necessitated by Section 36.5, all employees will receive the following increase:

Years of Service as of 1/1/2024	\$ per hour
Less than 1 year	\$0.00
1 year < 3 years	\$0.25
3 years < 5 years	\$0.50
5 years < 10 years	\$0.75
10 years < 15 years	\$1.00
15 years < 20 years	\$1.25
20 years or more	\$1.50

Only those employees who are employed in the bargaining unit on the date that the collective bargaining agreement is approved by the Franklin County Board of Commissioners will be entitled to a tenure adjustment pursuant to this section.

Section 36.5. Pay Grade Minimums

Effective with the pay period which includes January 1, 2024, the following changes to the pay grade minimums will occur as a result of increasing the minimum wage to \$18.50 an hour:

Grade 1:	\$18.50 an hour	Grade 8:	\$21.29 an hour
Grade 2:	\$18.60 an hour	Grade 9:	\$22.05 an hour
Grade 3:	\$18.75 an hour	Grade 10:	\$22.81 an hour
Grade 4:	\$19.00 an hour	Grade 11:	\$23.58 an hour
Grade 5:	\$19.50 an hour	Grade 12:	\$24.34 an hour
Grade 6:	\$19.76 an hour	Grade 13:	\$25.48 an hour
Grade 7:	\$20.53 an hour		

Individual current employees who are below the new minimum rate upon the effective date and after application of the annual increases set forth in Section 36.1 for the pay period encompassing January 1, 2024 shall be increased to the minimum rate for their pay grade.

Section 36.6. Any employee promoted after the ratification of this Agreement by the Board of Franklin County Commissioners will be placed at the minimum level of the appropriate pay range or will receive a five percent (5%) promotional increase, whichever is greater.

Section 36.7. New employees will be paid at the minimum rate of the range for their classification and will not receive a wage increase at the end of the probationary period. Current probationary employees will be paid at the minimum rate of the range for their classification and will not receive a wage increase at the end of the probationary period.

Section 36.8. When the Employer determines an employee would benefit from individualized training, a training officer will be assigned to that employee. The training officer selected by the Employer may be a member of the bargaining unit. If a bargaining unit member is assigned to training, the Employer will pay the assigned training officer an additional \$2.00 per hour while training. Each Agency will develop their own training program and determine the need for using a training officer. This section does not apply to any training identified in the position descriptions of any classification.

Section 36.9. In recognition of the value of retention within the bargaining unit, those employees with at least five (5) years of service with the bargaining unit on January 1, 2025 will receive a one-time retention lump sum incentive of four hundred dollars (\$400.00). This incentive will be received during the pay period following the pay period encompassing January 1, 2025. This one-time incentive will not be applied to employees' base wages.

ARTICLE 37 SHIFT DIFFERENTIAL

A differential in pay of seventy-five cents (\$0.75) per hour over the regular hourly rate shall be paid to all employees who are scheduled for second shift for all hours the employee is in active paid status, except shift differential shall not be paid in addition to regular pay for any hours of leave with pay.

A differential in pay of one dollar (\$1.00) per hour over the regular hourly rate shall be paid to all employees who are scheduled for third shift for all hours the employee is in active paid status, except shift differential shall not be paid in addition to regular pay for any hours of leave with pay.

ARTICLE 38 INJURY LEAVE PAY

The Parties recognize that there may be some situations where an employee sustains a work-related injury that causes the employee to be absent from work and the Ohio Workers' Compensation System does not provide wage replacement benefits. Depending on the situation there could be as much as seven work days for which temporary total disability compensation is not paid pursuant to the Ohio Workers' Compensation System. This article is solely designed to address that seven day gap. Should the Ohio Legislature or the Ohio Bureau of Workers' Compensation or the Ohio Industrial Commission modify Ohio Workers' Compensation Legislation or Administrative Rules during the term of this Agreement to provide compensation inclusive of the seven day gap, the Parties agree that this Article shall become void upon the effective date of the Legislation or Administrative Rule.

When a bargaining unit employee sustains a work-related injury or occupational disease and is unable to perform the essential functions of their job because of the work-related injury, the employee may be eligible to receive up to a maximum of seven days of injury pay to cover full or partial days the employee is off work and is not otherwise provided compensation under the Ohio Workers' Compensation System. The County will provide injury pay to eligible employees at the employee's base hourly rate of pay.

To be eligible for injury pay the employee must have a workers' compensation claim that has been certified by the Employer or allowed pursuant to a final administrative order issued by the Ohio Bureau of Workers' Compensation, the Ohio Industrial Commission of Ohio or a court order. Secondly, the employee must complete the Accident Report Form for Injured Employees (ARFIE) within 48 hours following the injury or first disability date for an occupational disease unless the employee is physically incapable of reporting. The employee shall not receive injury pay for any days if the injured employee refuses to return either to modified duty or transitional duty under any temporary restrictions given by the physician of record and the County states it will accommodate the injured employee under these same temporary restrictions.

ARTICLE 39 OTHER LEAVES

Section 39.1. Bereavement Leave

All full-time employees are provided three (3) days of paid leave upon the death of an immediate family member.

For purposes of bereavement leave immediate family members are mother, step-mother, father, step-father, sister, step-sister, brother, step-brother, spouse, domestic partner, child, step-child, spouse or domestic partner's child, grandparent, grandchild, mother- or father-in-law, sister- or brother-in-law, son- or daughter-in-law, legal guardian or other person who stands in the place of a parent.

Employees may supplement their bereavement leave with up to two (2) days of accrued leave.

Employees may also use other accrued leaves such as vacation or personal leave upon the loss of a relative, household member or other person not included in the definition of immediate family.

Supervisors are encouraged to be flexible in granting requests to extend leave beyond the paid bereavement leave benefit when operational needs would not be unduly adversely impacted.

Section 39.2. Personal Leave

The Employer will provide all employees employed as of January 1, 2024 a one-time allotment of eight (8) hours of personal leave. The Employer will provide all employees employed as of January 1, 2025 a one-time allotment of eight (8) hours of personal leave. The Employer will provide all employees employed as of January 1, 2026 a one-time allotment of eight (8) hours of personal leave. This personal leave has no cash value and will expire on December 31, 2026.

The Employer shall provide employees hired after January 1, 2024 with twenty-four (24) hours of personal leave. This leave will be credited to newly hired employees upon completion of their first pay period after hire. This leave has no cash value and no expiration date.

Personal leave may be used in no smaller than quarter-hour increments. All requests for personal leave must be submitted electronically for approval or denial via the agency's payroll system. If an employee wishes to cancel an approved personal leave, they must electronically rescind the personal leave.

Employees may only receive personal leave pursuant to this section once during the term of the contract.

ARTICLE 40
DURATION OF AGREEMENT

Section 40.01. This Agreement shall be in effect upon approval by the Franklin County Board of Commissioners and shall remain in full force and effect until 11:59 p.m., December 31, 2026.

If either party desires to modify or amend this agreement upon its termination, it shall give written notice of such intent to a representative of the other party no earlier than one hundred and twenty (120) calendar days prior to nor later than ninety (90) calendar days prior to the expiration date of this Agreement. Such notice shall be by certified mail with return receipt requested. Without mutual signed agreement by the parties to extend the terms of this Agreement, the Agreement will terminate at 11:59 p.m., December 31, 2026.

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FRANKLIN COUNTY

Charlotte Ashcraft

2/22/2024

Charlotte Ashcraft Director, Franklin County Fleet Management	Date
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Megan Perry-Balouier

2/22/2024

Megan Perry-Balonier
Director, Franklin County Purchasing

Kaye Persinger

2/22/2024

Kaye Persinger Date
Director, Franklin County Animal Care &
Control

Laura Repasky

2/22/2024

Laura Repasky
Director, Franklin County Human Resources

AFSCME OHIO COUNCIL 8,
AFL-CIO, Local 2049

Jonathan Brillhart

2/22/2024

Jonathan Brillhart	Date
Local President	

Anthony Schroth

2/20/2024

Tony Schroth	Date
Assistant General Counsel, Ohio Council 8	

Approved as to form by:

Theresa Dean

2/22/2024

Assistant Prosecuting Attorney	Date
Franklin County, Ohio	

APPENDIX 1

Bargaining Unit Members of AFSCME Ohio Council 8, AFL-CIO, Local 2049

TO BE COMPLETED BY EMPLOYEE – PLEASE PRINT CLEARLY	
Employee Name:	Immediate Supervisor:
Classification:	Department/Unit:
Have You Previously Completed Job Audit?	If You Answered Yes, Approximately When Did You Complete It:
YES (please circle)	NO

SECTION 1 – ESSENTIAL JOB FUNCTIONS

These are the duties and responsibilities of the job. They involve the fundamental nature of the job, occupy a large proportion of the employee's time or require specialized expertise.

What major activities and roles is the position responsible for? Please describe essential functions in the space provided below. When possible, describe job functions based upon natural groupings of work activities, and label these groups as essential job functions. Please limit the number of job functions to 3-4 areas and provide the percentage of time spent on each function. (The percentages should add up to 100 %.)

1.

 _____ % ESSENTIAL FUNCTION
2.

 _____ % ESSENTIAL FUNCTION

3.

_____ % ESSENTIAL FUNCTION

4.

_____ % ESSENTIAL FUNCTION

PERFORMANCE AREAS & TASKS

A. Data/Information Used

List below the type(s) of Data/Information you RECEIVE and/or REVIEW.

(EX: billing invoices, drafts of letters, time sheets, customer records etc.) Beside each item describe why you receive it and what you do with it.

TYPE OF REPORT ETC.	WHY YOU RECEIVE IT & WHAT YOU DO WITH IT
_____	_____
_____	_____
_____	_____
_____	_____

List below the type(s) of Data/Information you must PREPARE.

TYPE OF REPORT ETC.	WHY YOU PREPARE IT & WHAT YOU DO WITH IT
_____	_____
_____	_____

_____	_____
_____	_____

List below the type(s) of Data/Information to which you REFER.

TYPE OF MANUAL/BOOK ETC.	PURPOSE FOR WHICH YOU REFER TO IT
_____	_____
_____	_____
_____	_____

B. Human Interaction/Communication

List the people or groups with whom you must communicate in the performance of your work.
(EX: clients, immediate supervisors, co-worker etc.) Beside each person or group, state the purpose for which you interact. (EX: give directions, advice, receive advice or directions, instruct, assist etc.)

PERSON/GROUP	PURPOSE OF COMMUNICATION
_____	_____
_____	_____
_____	_____
_____	_____

C. Equipment, Supplies, Materials Used

List below the equipment that you use in the performance of your work. (EX: computer, printer etc.) Beside each describe the purpose for which you use it.

TYPE OF EQUIPMENT	PURPOSE FOR USE
_____	_____
_____	_____
_____	_____
_____	_____

SECTION 2 – EDUCATION & EXPERIENCE

A. Check the areas below which most accurately describe the amount of classroom education required to perform the tasks and responsibilities of your current position. Beside the area checked, describe the type of training required.

AREA OF FOCUS

- ☐ **High School diploma/GED required** _____
 - ☐ **Vocational/technical diploma** _____
 - ☐ **College Coursework** _____
 - ☐ **Associate's Degree** _____
 - ☐ **Bachelor's Degree** _____

B. Please list all special certifications or licenses required for your position. If none please put N/A.

SECTION 3 - CHANGES IN JOB FUNCTIONS

THIS QUESTION IS TO BE ANSWERED BY EMPLOYEES WITH THREE YEARS OR MORE SENIORITY

HAS YOUR JOB CHANGED IN THE PAST THREE YEARS? IF SO, HOW?

After completing this form, please sign and date it and give it to your immediate supervisor.

EMPLOYEE

DATE

SUPERVISOR REVIEW

Please review the employee's responses carefully to see whether you think the information provided accurately describes their position. Do not change the employee's responses. Write any additions or exceptions you would make to the employee's responses below. Please indicate a page number and topic area for easy reference.

I have reviewed the content of the questionnaire and agree that the responses are reflective of the position except as noted above.

Supervisor Signature

Date

Supervisors are to return the signed forms to their agency Assistant Director or Director. The form will then be forwarded to Human Resources.

--

APPENDIX 2

TO: Human Resources Administrator

With this form, I am hereby withdrawing from Union membership of Local 2049 under the terms of Article 3 – Check Off.

Print Name

Date

Signature

APPENDIX 3
AFSCME Salary Grades

Salary Grade	Minimum
1	\$18.50
2	\$18.60
3	\$18.75
4	\$19.00
5	\$19.50
6	\$19.76
7	\$20.53
8	\$21.29
9	\$22.05
10	\$22.81
11	\$23.58
12	\$24.34
13	\$25.48
14	\$27.01
15	\$28.03

<u>Range Annual</u>
<u>\$38,480.00</u>
\$38,688.00
\$39,000.00
\$39,520.00
\$40,560.00
\$41,100.80
\$42,702.40
\$44,283.20
\$45,864.00
\$47,444.80
\$49,046.40
\$50,627.20
\$52,998.40
\$56,180.80
\$58,302.40

<u>Pay Grade</u>	<u>Title</u>
1	Custodial Worker Dock Worker Printing Technician
2	Client Data Tech Mail Processor Radio Dispatcher Custodial Technician
3	Clerical Specialist Home Repair Assistant Parking Attendant/Security Assistant Parking Facility Attendant Receptionist Redemption Clerk Support Service Clerk Telephone Operator
4	Kennel Attendant

<u>Pay Grade</u>	<u>Title</u>
5	Administrative Secretary 1 Fiscal Clerk Landscaper Maintenance Worker Veterinary Assistant
6	Fiscal Support Analyst Painter Press Operator Social Work Assistant
7	Deputy Dog Warden 1 Home Repair Inspector Maintenance Worker Crew Leader Oil Change Technician Paint Crew Leader Service Technician Telecommunication Technician Mail Processor Lead

<u>Pay Grade</u>	<u>Title</u>
8	Animal Adoption Assistant Locksmith Kennel Attendant 2
9	Administrative Assistant 1 Building Permit Clerk Carpenter Communications Assistant Deputy Dog Warden 2 Electrician Equipment Installer Assistant Mechanic Plumber Safety/Security Technician
10	Behavior Coordinator Carpenter Crew Leader Environmental Technician Foster Coordinator Planning Project Coordinator Rescue Coordinator Zoning Enforcement Officer
11	Equipment Installer IT Support Analyst Safety/Security Tech Crew Leader Telecommunications Support Analyst Volunteer Coordinator Support Analyst Lead
12	Building Inspector Sr. Purchasing Coordinator Electrician 2
13	Building Plans Examiner Equipment Installer Lead IT Support Analyst 2 Environmental Technician 2

APPENDIX 4 – Fleet Certifications List

Fleet employees in the classifications of Oil Change Technician, Mechanic, Equipment Installer Assistant, Equipment Installer, and Equipment Installer Lead will have the opportunity to obtain supplemental pay for the following certifications. Franklin County's fleet is predominately Ford, and these class titles are from that course structure. If an employee has equivalent certifications from different vehicle manufacturers those will be considered based on the relevance to the Fleet vehicle makeup. ASE certifications will be reviewed and considered based on equivalent training.

Electrical System (34) (this is a prerequisite for all other courses)

Brakes (38)

Steering and Suspension (33)

Climate Control (35)

Gasoline Engine Performance (31)

Gasoline Engine Repair (32)

Manual Transmission and Drivetrain (36)

Automatic Transmissions (37)

Advanced Electrical (39)

High Voltage Systems (43)

High Voltage Battery Repair (44)

Certificate Of Completion

Envelope Id: B2F9B6CE60DE48C3AB2A1893E00EE147

Status: Completed

Subject: Complete with DocuSign: AFSCME Contract 2024-2026 (Final).pdf

Source Envelope:

Document Pages: 54

Signatures: 7

Certificate Pages: 5

Initials: 0

AutoNav: Enabled

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Envelope Originator:

Laura Repasky

373 S. High Street

Columbus, OH 43215

laura.repasky@franklincountyohio.gov

IP Address: 198.30.81.2

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laura.repasky@franklincountyohio.gov

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Location: DocuSign

Signer Events**Signature****Timestamp**

Anthony Schroth

tschroth@afscme8.org

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(Optional)*Anthony Schroth*

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Jonathan Brillhart

jxbrillh@franklincountyohio.gov

Security Level: Email, Account Authentication
(Optional)*Jonathan Brillhart*

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Signed: 2/22/2024 2:11:20 PM

Signature Adoption: Pre-selected Style

Using IP Address: 198.30.81.2

Electronic Record and Signature Disclosure:

Accepted: 2/20/2024 6:49:59 PM

ID: 006a77ac-305e-469f-912f-c5d9f93337dd

Charlotte Ashcraft

charlotteashcraft@franklincountyohio.gov

Security Level: Email, Account Authentication
(Optional)*Charlotte Ashcraft*

Sent: 2/22/2024 2:11:23 PM

Viewed: 2/22/2024 2:17:10 PM

Signed: 2/22/2024 2:21:57 PM

Signature Adoption: Pre-selected Style

Using IP Address: 198.30.81.2

Electronic Record and Signature Disclosure:

Accepted: 2/22/2024 2:17:10 PM

ID: 0735dc54-db6c-4e0d-8fee-61de85e6b1f9

Kaye Persinger

kpersinger@franklincountyohio.gov

Security Level: Email, Account Authentication
(Optional)*Kaye Persinger*

Sent: 2/22/2024 2:11:23 PM




Viewed: 2/22/2024 2:52:55 PM

Signed: 2/22/2024 2:53:31 PM

Signature Adoption: Pre-selected Style

Using IP Address: 198.30.81.2

Electronic Record and Signature Disclosure:

Signer Events	Signature	Timestamp
Accepted: 2/22/2024 2:52:55 PM ID: 8f2fa2fb-0a90-4c21-8a3f-d3829e07cbe0		
Laura Repasky laura.repasky@franklincountyohio.gov Director Franklin County Human Resources Security Level: Email, Account Authentication (Optional)	 Signature Adoption: Pre-selected Style Using IP Address: 198.30.81.2	Sent: 2/22/2024 2:11:24 PM Viewed: 2/22/2024 2:43:47 PM Signed: 2/22/2024 2:43:56 PM
Electronic Record and Signature Disclosure: Not Offered via DocuSign		
Megan Perry-Balonier mabaloni@franklincountyohio.gov Director Franklin County Purchasing Security Level: Email, Account Authentication (Optional)	 Signature Adoption: Pre-selected Style Using IP Address: 166.137.115.14 Signed using mobile	Sent: 2/22/2024 2:11:24 PM Viewed: 2/22/2024 4:11:46 PM Signed: 2/22/2024 4:13:31 PM
Electronic Record and Signature Disclosure: Not Offered via DocuSign		
Theresa Dean tdean@franklincountyohio.gov Deputy Director, Labor & Employment Security Level: Email, Account Authentication (Optional)	 Signature Adoption: Pre-selected Style Using IP Address: 198.30.81.2	Sent: 2/22/2024 4:13:33 PM Viewed: 2/22/2024 4:54:57 PM Signed: 2/22/2024 4:55:10 PM
Electronic Record and Signature Disclosure: Accepted: 2/22/2024 4:54:57 PM ID: b6e6002a-7a98-4110-941d-c13af19880bc		
In Person Signer Events	Signature	Timestamp
Editor Delivery Events	Status	Timestamp
Agent Delivery Events	Status	Timestamp
Intermediary Delivery Events	Status	Timestamp
Certified Delivery Events	Status	Timestamp
Carbon Copy Events	Status	Timestamp
Witness Events	Signature	Timestamp
Notary Events	Signature	Timestamp
Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	2/20/2024 8:33:35 AM
Certified Delivered	Security Checked	2/22/2024 4:54:57 PM
Signing Complete	Security Checked	2/22/2024 4:55:10 PM
Completed	Security Checked	2/22/2024 4:55:10 PM
Payment Events	Status	Timestamps
Electronic Record and Signature Disclosure		

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