

# RECORD OF RESOLUTIONS

Resolution No. 2025-06R

Passed March 4 20 25

## RESOLUTION APPROVING A NEGOTIATED COLLECTIVE BARGAINING AGREEMENT WITH THE AFSCME AND AUTHORIZING THE CITY MANAGER TO EXECUTE THE AGREEMENT

**WHEREAS**, the City Council, through its authorized labor representatives, recently agreed to terms on a tentative agreement for a collective bargaining agreement with the Ohio Council 8, American Federation of State, County and Municipal Employees, AFL-CIO Local 1822 ("AFSCME"), and

**WHEREAS**, City Council desires to approve the negotiated agreement between City of Pickerington and AFSCME.

**NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF PICKERINGTON, FAIRFIELD AND FRANKLIN COUNTIES, OHIO:**

**Section 1.** The City Council hereby approves the collective bargaining agreement between the City of Pickerington and AFSCME effective from a copy of which is attached as Attachment A.

**Section 2.** Council directs and authorizes the City Manager take all necessary actions to finalize the language of the tentative agreement and execute the collective bargaining agreement on behalf of the City.

**Section 3.** It is found and determined that all formal actions of the City Council relating to the adoption of this resolution were adopted in an open meeting of this City Council, and that all deliberations of this City Council that resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements.

**Section 4.** This Resolution shall become effective at the earliest period authorized by law.

APPROVED BY:

Lee Gray, Mayor

DATE OF APPROVAL:

March 4, 2025

EFFECTIVE DATE:

March 4, 2025

ATTEST:

Heather Moore, City Clerk

**SPONSOR: CONSENT AGENDA**


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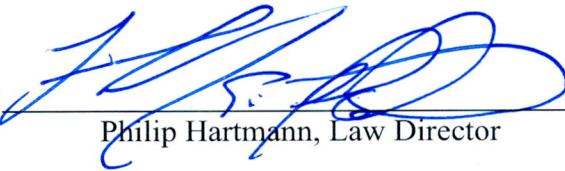
Passed March 4 20 25

AUTHENTICATION

This is to certify that this resolution was duly passed and filed with the City of Pickerington's Finance Director this 5<sup>th</sup> day of March 2025.

  
Chris Schornack  
Finance Director

APPROVED AS TO FORM  
& LEGALITY OF PURPOSE:

  
Philip Hartmann, Law Director

**AGREEMENT**  
**BETWEEN**  
**THE CITY OF PICKERINGTON, OHIO**  
**AND**  
**AFSCME LOCAL 1822**



**PICKERINGTON**

**Effective 2025-2027**

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## **ARTICLE 1 CONTRACT**

**Section 1.1.** This Agreement which is entered into by and between the City of Pickerington, hereinafter referred to as the "Employer," and the Ohio Council 8, American Federation of State, County and Municipal Employees, AFL-CIO, and Local No. 1822 hereinafter referred to as the "Union," has as its purpose the following:

To comply with the requirements of Chapter 4117 of the Ohio Revised Code, and to set forth the understandings and agreements between the parties governing the wages, hours, terms, and other conditions of employment for those employees included in the bargaining units as defined herein.

**Section 1.2.** If a court of competent jurisdiction finds any provisions of this Agreement to be contrary to law, or if by operation of law any provision of this Agreement is invalidated, such provision(s) shall be of no further force and effect, but the remainder of the Agreement shall remain in full force and effect. In the event of such invalidity, the parties will schedule a meeting at a mutually agreeable time, within thirty (30) days of one party's written request to the other, to discuss alternative language on the subject matter held to be or found to be invalid.

**Section 1.3.** No changes in this Agreement shall be negotiated during its duration unless the parties agree in writing to so amend the Agreement.

## **ARTICLE 2 RECOGNITION**

**Section 2.1.** The Employer recognizes the Union as the sole and exclusive bargaining agent for all employees included in the bargaining unit as a result of the State Employment Relations Board's orders of November 3, 1994, in Case Nos. 94-REP-06-0113/0114.

No. 94-REP-06-0113

Included: All Public Safety Dispatchers

Excluded: All management level employees, professional employees, guards and supervisors as defined in the Act, and all other employees.

**Section 2.2.** Upon the creation of any new job classification, the Union shall be notified. All current positions and classifications not specifically established herein as being included in the bargaining units shall be excluded from the bargaining units.

**Section 2.3.** All provisions of this Agreement are applicable to employees of both bargaining units unless otherwise stated in this Agreement.

**Section 2.4.** If the Employer adds a new job classification related to Bargaining Unit work, the Employer will meet with the Union regarding the inclusion or exclusion of the new classification within the bargaining unit. The Employer and the Union shall meet at least once to negotiate regarding the new classification and its rate of pay. Disputes regarding the inclusion or exclusion of a job classification within the bargaining units are not arbitrable.

If the determination regarding the new or changed position changes SERB's certification of the unit, the parties agree to jointly petition SERB first to amend/clarify the unit, and will include the position upon SERB's approval. This process will also be utilized if the change involves only a classification title change which is different than the SERB certification.

If the Employer and the Union cannot reach agreement, either may petition the State Employment Relations Board for unit clarification or amendment of certification, whichever is appropriate. This Section neither waives nor modifies any jurisdictional requirement of the State Employment Relations Board regarding petitions to amend certification or clarify a bargaining unit.

**Section 2.5.** The parties hereto recognize that provisions of Ohio Revised Code Chapter 4117 prevail regarding the dispute procedure, and that Group A Dispatchers of the bargaining unit are prohibited from withholding services as a result of an impasse in bargaining between the parties, and are required to utilize RC 4117.14, § 1 and 2).

### **ARTICLE 3 UNION RIGHTS AND REPRESENTATION**

**Section 3.1.** The employer shall grant reasonable access to non-employee representatives of the Union to attend meetings or perform duties, to the extent the meetings or duties are specifically allowed by this Agreement. Such permission shall not be withheld unreasonably.

**Section 3.2.** The Union shall designate no more than one (1) member to serve as steward for its bargaining unit members. The steward shall be recognized by the Employer. An alternate steward shall be named to serve when the steward is not available. The Local President or designee may serve as the employee's representative in the absence of the steward or steward designee.

**Section 3.3.** The Union shall provide the Employer an official roster of its local officers, assigned Union Representatives, and steward, which is to be kept current at all times by the Union and shall include the following:

1. Name
2. Jurisdictional area
3. Union position held
4. Work address and phone number of non-employee representatives

No employee shall be recognized as a Union representative until the Union has presented the Employer with written notice of that person's selection.

**Section 3.4.** Stewards or their designees, shall be granted a reasonable amount of paid time to investigate or process grievances. Stewards, or their designees, must first obtain permission from Management to investigate or process grievances on paid time. Such permission shall not be unreasonably denied. The writing and investigating of grievances shall be on non-work time, except where the employee has the permission of the City Manager or Manager's designee, to investigate a grievance during work time. In no event shall time spent writing grievances or investigating grievances be considered as overtime or paid time outside the employee's regular working hours. Management may grant permission to stewards, or their designees, to investigate or process grievances on paid time.

**Section 3.5.** Rules governing the activity of Union representation are as follows:

- A. The Union agrees that no official of the Union, employee or non-employee, shall interfere with, interrupt, or disrupt the normal work duties of employees. The Union further agrees not to conduct business during working hours, except to the extent specifically authorized herein.
- B. The Union representatives shall not enter any work areas of the Employer without obtaining permission from the City Manager or Manager's Designee, and shall not conduct Union activities outside of the scope of the permission.

**Section 3.6.**

- A. The employer agrees to provide the Union with one bulletin board for the exclusive use of the Union, to be located at mutually agreed locations.
- B. No defamatory, obscene, or politically partisan material shall be posted on the bulletin board. Material posted in violation of this section may be removed by the Employer and the responsible party disciplined if appropriate.
- C. All postings must bear the date of posting and signature of the local Union Official or steward who is responsible for the posting.
- D. The Union may post the following items without prior permission of the Employer:
  - 1. Notices of Union meetings;
  - 2. Notices of elections;
  - 3. Notices of social or recreational events;
  - 4. Notices of conferences or conventions;
  - 5. Notices of appointment of Union representatives;
  - 6. Notices of City job vacancies.

### **Section 3.7.**

The City agrees that it shall compensate up to three bargaining unit members who are regularly assigned members of the Union's negotiating committee up to 16 paid hours each to attend joint City and Union negotiation sessions for the purposes of negotiating a successor collective bargaining agreement. Such compensation shall be at the member's hourly rate of pay and shall not count as hours worked for purposes of overtime compensation. The Union agrees that it shall inform the City prior to the first joint negotiation session the names of the members who are assigned to the Union's negotiation committee and who are expected to attend joint City and Union negotiation sessions and who shall be eligible for compensation under this Section. Failure to notify the City in advance of the first joint negotiation session as required by this Section shall result in the forfeiture of compensation under this Section. In no case shall the City be obligated to pay any member of the Union's negotiating committee for more than 16 hours of pay regardless of the time spent by the member negotiating a successor collective bargaining agreement.

## **ARTICLE 4 UNION SECURITY**

**Section 4.1.** The Employer agrees to deduct Union membership dues in accordance with this Article for all employees eligible for the bargaining unit.

**Section 4.2.** The Employer agrees to deduct regular Union membership dues once each two (2) weeks from the pay of any employee in the bargaining unit eligible for such deduction upon receiving written authorization signed individually and voluntarily by the employee. Upon receipt of the proper authorization, the Employer will deduct Union dues from the payroll check for the next pay period in which dues are normally deducted following the pay period in which the authorization was received by the Employer. A check payable to AFSCME Ohio Council 8 will be remitted on a monthly basis to the Controller, 6800 North High Street, Worthington, Ohio 43085-2512. The Employer shall email, with each deduction and transmittal of dues/fees, the following lists of information in Excel or Text format to [oc8dues@afscme8.org](mailto:oc8dues@afscme8.org), subject line: Local, pay date --/--/--:

1. Dues List: name (last name, first name, middle initial), current address, phone number, department/work unit, last four digits of the social security number and the amount of the deduction for each employee, as well as the total amount of the deducted for all employees for the pay period of the report.
2. Non-member list. In alpha order by last name. The current name, address, phone number and department/work unit of each bargaining unit employees who are non-members.
3. Dropped Employees: In alpha order by last name, last four digits of the social security number, current address and phone number of bargaining unit employees who were dropped from the previous dues list and the reason each was dropped.
4. Total Remittance Amount

**Section 4.3.** The parties agree that the Employer assumes no obligation, financial or otherwise, arising out of the provisions of this Article regarding the deduction of Union dues. The Union hereby agrees that it will indemnify and hold the Employer harmless from any claims, actions, or

proceedings by any employee arising from deductions made by the Employer pursuant to this Article. Once the funds are remitted to the Union, their disposition thereafter shall be the sole and exclusive obligation and responsibility of the Union.

**Section 4.4.** The Employer shall be relieved from making such individual "check-off" deductions upon an employee's: 1) termination of employment; 2) transfer to a job other than one covered by the bargaining units; 3) layoff from work; 4) an unpaid leave of absence; or 5) written revocation of the check-off authorization in accordance with the terms of the check-off card/authorization card.

**Section 4.5.** The Employer shall not be obligated to make dues deductions from any employee who, during any dues months involved, shall have failed to receive sufficient wages to make all legally required deductions in addition to the deduction of dues.

**Section 4.6.** The parties agree that neither the employees nor the Union shall have a claim against the Employer for errors in the processing of deductions, unless a claim of error is made to the Employer in writing within sixty (60) days after the date such an error is claimed to have occurred. If it is found an error was made, it will be corrected at the next pay period that the Union dues deduction would normally be made, by deducting the proper amount.

**Section 4.7.** The Union shall notify the Employer in writing of any increase in the current dues being deducted. Such increase of dues shall be deducted in the second pay period following notification of any increase in dues.

**Section 4.8.** Except as otherwise provided herein, each eligible employee's written authorization for dues deduction shall be honored by the Employer for the duration of this Agreement. The parties agree that if laws related to dues authorization change during the life of this Agreement, that the parties shall enter into a Memorandum of Understanding regarding the change in law.

**Section 4.9.** The parties hereby incorporated by reference Section 4117.09(B) and (C), ORC. If there are any inconsistencies between the contents of this Article and Section 4117.09(B) and (C), the provisions in the Ohio Revised Code shall apply.

**Section 4.10.** Changes in the amounts to be deducted shall become effective on the thirtieth (30th) calendar day after their actual receipt by the Employer.

**Section 4.11.** Both the Employer and the Union intend that this Article be lawful in every respect. If any court of last resort determines any provision of this Article is illegal, that provision, alone, shall be void. Invalidation of any provision of this Article does not invalidate the remaining provisions. If a provision is judicially invalidated, the Employer and the Union shall meet within fourteen (14) calendar days after the entry of judgment to negotiate lawful alternative provisions.

**Section 4.12.** The Union intends that no provision of this Article violates the Constitution or Laws of either the United States of America or the State of Ohio. Therefore, the Union hereby agrees that it will indemnify and hold the Employer harmless from any claims, or proceedings by any employee arising from deductions made by the Employer pursuant to this Article. Once the funds

are remitted to the Union, their disposition thereafter shall be the sole and exclusive obligation and responsibility of the Union. The Union shall pay all court costs that may be expended in the defense of any suit or other legal proceedings brought to challenge this provision of this Agreement.

## **ARTICLE 5 GENDER/NONDISCRIMINATION**

**Section 5.1.** All references to employees in this Agreement designate both sexes, and whenever the male gender is used it shall be construed to include the male and female employees.

**Section 5.2.** The Employer agrees not to interfere with the rights of bargaining unit members to become members of the Union; and the Employer shall not discriminate, interfere, or coerce any employee because of Union membership or because of or regarding his activities as an officer or their representative of the Union.

**Section 5.3.** The Employer agrees that employees shall not engage in nor suffer sexual harassment. Complaints of sexual harassment shall be brought to the employee's supervisor or the Appointing Authority for investigation and action in accordance with the City's Policy against sexual harassment.

The Employer and the Union agree not to unlawfully discriminate against any bargaining unit employee because of that individual's age, race, color, genetic information, sexual orientation, religion, national origin, ancestry, sex, disability/handicap, or military status.

Employees shall use the City's internal investigation process first. However, if the employee is within ten (10) days of the filing deadline for an external administrative agency, the employee may file with the external administrative agency, as well.

**Section 5.4.** The Union agrees not to interfere with the rights of a member to refrain from or resign from membership in the Union; and the union shall not discriminate, interfere, restrain, or coerce any member for exercising the right to abstain from membership in the Union.

## **ARTICLE 6 GRIEVANCE PROCEDURE**

**Section 6.1.** A grievance is defined as an allegation that there has been a breach, misinterpretation or improper application of any term or terms of this Agreement.

**Section 6.2.** A grievance, under this procedure, may be brought by any member of the bargaining unit or by the Union. Where a group of the bargaining unit members desire to file a grievance

involving a situation affecting more than one member of the bargaining unit in a similar manner, one member selected by such group will process the grievance.

**Section 6.3.** All grievances must be processed at the proper step in the progression in order to be considered at the next step, unless mutually agreed to otherwise, or except as provided in Section 11.5. Grievances will be filed at Step 2 if the decision which caused the grievance was made by the Department Head/Chief.

Any grievance that is not timely appealed to the next step of the procedure will be deemed to have been settled on the basis of the Employer's answer at the last completed step.

Any grievance not answered by the Employer's representative within the stipulated time limits may be advanced by the employee to the next step in the grievance procedure. If the Employer representative does not respond within fourteen (14) calendar days, the grievance is deemed denied at that step.

The aggrieved employee or 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; however, the Employer must provide a written response at the first step. If the Employer does not provide a timely written response, the employee shall have an additional three (3) days to advance the grievance to the next step.

**Section 6.4.** A grievance must be submitted within fourteen (14) calendar days after the incident giving rise to the grievance occurs, otherwise it will be considered not to have existed.

**Section 6.5.** All written grievances must contain the following information to be considered:

- A. Aggrieved employee's name;
- B. Aggrieved employee's classification;
- C. Date grievance was first discussed;
- D. Date grievance is being filed in writing;
- E. Name of supervisor with whom grievance was discussed;
- F. Date and time of grievance;
- G. Where grievance occurred;
- H. Description of incident giving rise to the grievance;
- I. Articles and Sections of Agreement violated;
- J. Resolution requested.

The Union shall develop a grievance form which shall provide the information outlined in this Section. The Union shall have the responsibility for duplication, distribution and its own accounting of the grievance forms.

**Section 6.6.** 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 schedules. Every responsible effort shall be made by the Employer and the Union to resolve grievances at the earliest step possible. Whenever any time limit specified in this Article ends on a Saturday, Sunday or legal holiday, the end of such time limit shall be extended until 5:00 P.M. of the next day which is not a Saturday, Sunday or legal holiday. In furtherance of this objective, the following procedure shall be followed with regards to union grievances:

**Step 1:** In order for a grievance to receive consideration under this procedure, the grievant must identify the grievance to the appropriate supervisor within the time limit specified in Section 6.4 on a written form as specified in Section 6.5. The supervisor shall investigate and provide an appropriate answer in writing directly to the grievant or a representative of the grievant within fourteen (14) calendar days following the date on which the grievance was presented. However, the supervisor may not grant any relief requested in the grievance without first obtaining the written approval of the Chief, or in his absence, the Commander.

**Step 2:** If the grievance is not resolved in Step 1, the employee may, within fourteen (14) calendar days following the Step 1 reply, refer the grievance to the Chief. The Chief shall have fourteen (14) calendar days in which to schedule a meeting, if requested by either party, with the aggrieved employee. The Chief shall investigate and respond in writing to the grievant within fourteen (14) calendar days following the meeting date or fourteen (14) calendar days following receipt of the grievance, whichever is later.

**Step 3:** If the grievance is not resolved in Step 2, the employee may, within fourteen (14) calendar days following the Step 2 reply, refer the grievance to the City Manager. The City Manager shall have fourteen (14) calendar days in which to schedule a meeting, if requested by either party, with the aggrieved employee. The City Manager shall have the right to appoint a hearing officer to conduct a hearing concerning the subject matter of the grievance. The hearing officer may issue a report to the City Manager, but said report shall only be advisory. A copy of the hearing officer's report shall be provided to the Union President and the employee. The City Manager shall investigate and respond in writing to the grievant within fourteen (14) calendar days following the meeting date or fourteen (14) calendar days following receipt of the grievance, whichever is later.

**Section 6.7.** Either party may request the grievance be submitted to SERB mediation. All timelines submitted to the next step or to arbitration are held in abeyance until the mediation is completed.

**Section 6.8.** If a meeting or hearing is held pursuant to this Article, an employee acting as Union representative shall not be compensated for the time spent at the meeting or hearing during non-scheduled work times. The grievant shall not receive compensation if the meeting or hearing is held during non-work hours. However, the affected employee or employee acting as a Union Representative shall not forfeit compensation or benefits if the meeting or hearing is held during their normally scheduled hours.

## **ARTICLE 7 ARBITRATION**

**Section 7.1.** The union has the right to decide whether to arbitrate a grievance. Within fourteen (14) calendar days from the date of the answer on a grievance from the final step, the Union shall notify the Employer, in writing, of its intent to seek arbitration of the grievance.

**Section 7.2.** Within fourteen (14) calendar days following the receipt of the Union President's written notification of the Union's intention to proceed to arbitration, the parties shall follow the procedures of Division (A) below.

Within fourteen (14) calendar days following the receipt of the Union President's written notification of the Union's intention to proceed to arbitration, the City Manager, either personally or through an appropriate Employer designee, and the Union President or his designee, will request the Federal Mediation Conciliation Service (FMCS) to submit a panel of nine (9) arbitrators from Ohio. The Employer and the Union shall attempt to select one arbitrator from the list by mutual agreement. If an agreement cannot be reached as to one mutually acceptable arbitrator from the panel, an arbitrator will then be selected by the representatives of the parties by alternately striking names and selecting the final remaining name. Each party shall have the option to completely reject the list of names and request another list only once.

**Section 7.3.** The arbitrator shall conduct a fair and impartial hearing on the grievance, hearing testimony and evidence from both parties, unless the parties mutually agree to submit their dispute on written stipulations. The arbitrator shall not have the authority to add to, subtract from, modify, change or alter any provisions of this Agreement. The arbitrator shall expressly confine himself to the precise issue(s) submitted for arbitration and shall, absent mutual agreement of the parties, have no authority to determine any other issue not so submitted to him. The arbitrator shall not issue observations or declarations of opinion which are not directly essential in reaching a decision on the issue(s) in questions. The arbitrator shall not establish any new or different wage rates not negotiated as part of the Agreement. In disciplinary cases, the arbitrator shall have the authority to affirm, disaffirm or modify said discipline.

In the event of a monetary award, the arbitrator shall limit any retroactive settlement to the date the grievance was presented to the Employer in Step 1 of the grievance procedure. However, the arbitrator shall have the authority to award back pay when a disciplinary action is disaffirmed or modified.

**Section 7.4.** The question of arbitrability of a grievance may be raised by either party before the arbitration hearing of the grievance on the grounds that the matter is non-arbitrable or beyond the arbitrator's jurisdiction. The first question to be placed before the arbitrator will be whether or not the grievance is arbitrable. If the arbitrator determines that the grievance is within the purview of arbitrability, the grievance will be heard on its merits before the same arbitrator.

**Section 7.5.** The decision of the arbitrator shall be final and binding on the grievant, the Union and the Employer.

**Section 7.6.** The cost of the rental of the hearing room shall be borne equally by the parties. The expenses and fees of the arbitrator shall be borne equally by both parties. The expenses of any non-employee witness shall be borne, if any, by the party calling them. The fees of the court reporter shall be paid by the party asking for one; such fees shall be split equally if both parties desire a reporter, or request a copy of any transcripts. Any bargaining unit member whose attendance is required for such hearings shall not lose pay or benefits to the extent such hearing hours are during normally scheduled working hours on the day of the hearing.

**Section 7.7.** The arbitrator's decision will be in writing and shall be mailed to the Union and the Employer within thirty (30) days from the date the record is closed.

**Section 7.8.** Only discipline resulting in suspension, reduction in pay and/or position, discharge, or a violation of Agreement language shall be arbitrable under this Agreement. Written and verbal reprimands may be grieved to the final step of the grievance procedure, but may not be appealed to arbitration.

**Section 7.9.** Two (2) or more grievances may not be joined or consolidated except upon mutual agreement of both parties.

**Section 7.10.** Both the employee and the Employer shall have the right to present witnesses as are necessary for the explanation and investigation of the grievance. The employee and/or Union shall give twenty-four (24) hours advance notice whenever practicable to the Employer of the name(s) of any witness(es) requested before the applicable step of the grievance procedure. The Employer reserves the right to limit the number of witnesses.

**Section 7.11.** The procedures set forth in this Article shall be the sole and exclusive procedures for resolving any grievance or dispute which was or could have been raised by an employee covered by this contract. It is expressly understood that the procedures set forth in this article completely replace (and are not in addition to) any appeal process of the State Personnel Board of Review or of any such set of procedures.

## **ARTICLE 8**

### **INTERNAL REVIEW PROCEDURE**

**Section 8.1.** All internal investigations will be conducted in accordance with this Article and written policy established by the Employer. The Employer agrees to meet with representatives of the Union to discuss any contemplated changes in the policy.

**Section 8.2.** It is understood by the parties that the minimum requirements specified in Section 8.3 of this Article do not extend to day-to-day communication which occurs between a supervisor and an employee, including but not limited to, the following occurrences: performance evaluations; training; counseling sessions; work-related instructions; meetings; inquiries; or the furnishing of reports concerned with the initial investigation of an incident which does not involve the conduct of a formal internal affairs investigation at that point in time. However, when a supervisor or investigator has determined that an internal investigation interview of an employee is warranted due to allegations made against the employee, the employee shall be notified in writing that he/she is subject to such an investigation interview.

**Section 8.3.**

- A. Reasonably in advance of an investigation interview, written notification stating the charges made against an employee will be given to the employee. The employee will be provided a copy of the written charge. In addition, the employee will be notified at that time whether the charges are criminal or administrative in nature.
- B. Investigation interviews shall be scheduled so that the employee has a reasonable opportunity, not to exceed forty-eight (48) hours, to obtain a representative who shall be permitted, at the request of the employee, to be present during the investigation interview.

Written notification is to be provided at the beginning of the investigation interview as to the specific allegations which support the charge.

- C. When an anonymous complaint is made against an employee and no corroborative evidence is obtained after an inquiry or investigation, the complaint shall be classified as unfounded. However, if three (3) or more anonymous complaints of a non-criminal nature are received within a twelve (12) month period or three (3) or more anonymous complaints of a criminal nature are received within a twenty-four (24) month period, then the anonymous complaint(s) may be classified as other than unfounded.
- D. No employee under investigation or called as a witness shall be charged with insubordination for failing to answer questions at an investigation interview unless the employee is first advised of their Garrity rights.
- E. Until conclusion of the investigation, notification as to its status shall be provided to the employee within thirty (30) calendar days and every thirty (30) calendar days thereafter.

- F. Polygraph examinations may be administered to an employee as part of an investigation by order of the City Manager or her designees. Employees may be given a polygraph examination only if they are the focus of an investigation, suspected or admitted witness to an incident, or at the employee's written request. Polygraph examinations shall be limited to the specific incident(s) of the investigation and shall not be used to determine misconduct outside the scope of the investigation. Polygraph examinations will not be used when investigating a possible criminal conduct portion of an incident, unless mutually agreed upon.
- G. These same requirements, as they apply to polygraph examinations, shall apply to employees called as witnesses.
- H. All interviews will be: (1) on paid straight time pay; (2) held at a City-owned, leased, contracted or controlled facility or other location mutually agreed to, and (3) held at a time during or contiguous to the employee's work shift.

Union representatives are not entitled to compensation during the interview if scheduled during non-working hours.

## **ARTICLE 9 MANAGEMENT RIGHTS**

**Section 9.1.** To the extent provided by law, the Employer retains the exclusive right and authority to administer the business of the Employer in addition to other functions and responsibilities which are required by law, and the full right and responsibility to direct the operations of the department, to promulgate rules and regulations and to otherwise exercise the prerogatives of management, which more particularly include, but are not limited to, the following:

- A. 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 service, its over-all budget, utilization of technology, and organizational structure;
- B. Direct, supervise, evaluate and hire employees; Maintain and improve the efficiency and effectiveness of governmental operations;
- C. Determine the overall methods, process, means, or personnel by which government operations are to be conducted;
- D. Suspend, discipline, demote, or discharge for just cause, or layoff, transfer, assign, schedule, promote, or retain employees;
- E. Determine the adequacy of the work force;
- F. Determine the overall mission of the Employer as a unit of government;
- G. Effectively manage the work force;

H. Take action to carry out the mission of the public employer as a government unit.

**Section 9.2.** The Union recognizes and accepts that all rights and responsibilities of the Employer not otherwise restricted or modified herein and as permitted by law shall remain the exclusive function of the Employer, and that nothing herein shall be construed to restrict the Employer's inherent and exclusive rights with respect to matters of general managerial policy.

## **ARTICLE 10 PROBATIONARY PERIODS**

**Section 10.1.** Every newly hired employee will be required to successfully complete a probationary period. The probationary period shall begin on the first day for which the employee receives compensation from the Employer. The probationary period shall continue for a period of twelve (12) months. A probationary employee may be terminated at any time during his probationary period without resort to the grievance procedure. The employee shall have the ability to utilize the Grievance Procedure for matters other than termination.

If the Employer determines that a longer probationary period is warranted, the Employer may extend the employee's probation up to an additional three (3) months.

The Employer may shorten the probationary period at its discretion.

**Section 10.2.** A newly promoted employee will be required to successfully complete a probationary period for a newly hired position. The probationary period for a newly promoted employee shall begin on the effective day of the promotion and shall continue for a period of twelve (12) months.

If the Employer determines that a longer probationary period is warranted, the Employer may extend the employee's probation up to an additional three (3) months.

In the event a promoted employee is returned or voluntarily returns to his/her former position during probation, the employee(s) subsequently displaced will have no right to file a grievance relating to his/her being returned to his/her former positions.

The Employer may shorten the probationary period at its discretion.

## **ARTICLE 11**

### **DISCIPLINE AND RECORDS**

**Section 11.1.** No employee shall be disciplined except for just cause.

**Section 11.2.** Discipline may include:

- A. Verbal reprimand (with appropriate notation in employee's file)
- B. Written reprimand
- C. Suspension or demotion
- D. Termination

Except in instances of serious misconduct, discipline will be applied in a progressive and uniform manner. Normally, progressive discipline will be used for the same or similar offenses.

The Employer shall have the right, at its option, to offer an employee the right to forfeit accumulated vacation leave or compensatory time in lieu of a suspension without pay. If this option is offered by the Employer and accepted by the employee, the forfeiture shall be equivalent to a suspension for progressive disciplinary purposes, and such suspension is not subject to the grievance procedure herein.

**Section 11.3.** Whenever the Employer determines that an employee may be suspended or terminated for disciplinary reasons, the Employer shall notify the employee in writing of the charges against the employee, the nature of the discipline being contemplated and generally the explanation of the Employer's evidence supporting the allegations. The Employer shall designate a hearing officer to conduct a pre-disciplinary conference and shall notify the employee of the date and time of the conference at least twenty-four (24) hours in advance. An employee who is charged or his Union representative may make a request for a continuance. The request shall not be unreasonably denied.

Unless mutually agreed in writing otherwise, any discipline against an employee must be initiated within forty-five (45) days after the Employer's completed investigation of the event necessitating the discipline, except for a matter involving possible criminal action as solely determined by the Employer.

The employee shall have an opportunity to respond orally or in writing to the charges prior to discipline being imposed and may be accompanied by a Union representative during such response.

During the period prior to the imposition of discipline, the employee may be placed on administrative leave with pay. The decision whether to place an employee on administrative leave shall be made solely by the Employer.

**Section 11.4.** If a conference is held pursuant to this Article, an employee acting as Union representative who appears during non-work hours shall not be compensated for the time spent at the conference. The employee who is the subject of the discipline shall not receive compensation if the conference is held during non-work hours.

The hearing officer shall submit a written decision no later than thirty (30) days from the date of the final pre-disciplinary conference. If the written decision is not submitted within the time frame, no discipline shall be issued.

**Section 11.5.** Verbal and written reprimands shall be subject to the grievance procedure set forth in this Agreement but shall not be subject to arbitration.

The Union may appeal a disciplinary decision made by the City Manager directly to arbitration procedure set forth in this Agreement. Such appeal must be made within fourteen (14) calendar days of the employee's receipt of the disciplinary decision of the City Manager. In order to invoke the arbitration process, the appeal must be delivered by hand or received by the City Manager within this twenty-eight (28) calendar day period.

**Section 11.6.** Progressive disciplinary records shall be maintained as follows:

- A. Oral reprimands may be retained for no more than twelve (12) months after the date of issuance, provided that no intervening discipline occurs within this twelve (12) month period, and the record of an oral reprimand shall have no further force and effect and shall be removed from the file upon the written request of the employee.
- B. Written reprimands may be retained for no more than eighteen (18) months after the date of issuance, provided that no intervening discipline occurs within this eighteen (18) month period, and the record of a written reprimand shall have no further force and effect, and be removed from the file upon written request of the employee.
- C. Suspensions of three (3) days or less may be retained for no more than two (2) years after date of issuance provided that no intervening discipline occurs within this two (2) year period, and suspensions of four (4) days or more may be retained for no more than three (3) years after the date of issuance provided that no intervening discipline occurs within this three (3) year period, and the record of a suspension shall be removed from the file upon request of the employee. When removed from the file, it shall have no further force and effect. The City Manager shall have the discretion to retain records of suspensions in the employee's file beyond the stated time limits if he/she deems it appropriate due to the serious nature of the incident.

**Section 11.7.** Every employee shall be allowed to review and copy any of his personnel file (except open internal affairs files and background files) at any reasonable time upon written request to the City Manager. An employee may also authorize his Union Representative to review his personnel file.

An employee shall be permitted to review a closed internal affairs investigation file. However, no document which is not available for inspection pursuant to Ohio Revised Code Section 149.43 shall be made available to the employee.

**Section 11.8.** Should an employee have reason to believe there are improper or inappropriate documents in his file, the employee may notify the City Manager, in writing, of the alleged improper or inappropriate information. The employee shall have the right to submit a written statement detailing his objections to the materials in question.

**Section 11.9.** An employee's signature on any performance evaluation shall be viewed by the parties only as a representation that the employee has read it and shall not be viewed as a representation that the employee has concurred in any or all of the contents or comments therein. The employee shall, upon request, receive a copy of the evaluation in its final form and nothing shall be added thereafter. The employee shall be afforded the opportunity to make remarks germane to the evaluation on the form. The employee will receive only one annual evaluation each calendar year.

**Section 11.10.** No discipline which does not include as a part of its normal distribution a copy to the employee, or which does not originate with the employee, shall be placed in the personnel file until the employee is afforded an opportunity to sign the document and be provided with a copy. Unsubstantiated anonymous material shall never be placed in the employee's personnel file

## **ARTICLE 12 LABOR/MANAGEMENT MEETINGS**

**Section 12.1.** In the interest of sound labor/management relations, either party may call for a meeting, but not more than two (2) per year unless the parties mutually agree to meet more than two (2) per year. The City Manager and/or his/her designee(s) shall meet with not more than two (2) representatives from each of the bargaining units and one (1) non-employee representative of the Union to discuss those matters set forth in Section 12.2. Upon mutual agreement, non-participants may be included in meetings if they are thought to have information or resources which could assist in the resolution of agenda items.

**Section 12.2.** An agenda will be furnished by the party requesting the meeting at least ten (10) working days in advance of the scheduled meeting with a list of the matters to be taken up at the meeting. If the Union requests the meeting, the names of its representatives who will be in attendance will be provided to the Employer along with such list. The purpose of such meeting shall be to:

- A. Discuss the administration of this Agreement;
- B. Notify the Union of changes made by the Employer which affect bargaining unit members;

- C. Discuss grievances which have not been processed to third-party adjudication step of the procedure;
- D. Disseminate general information of interest to the parties;
- E. Discuss ways to increase productivity and improve efficiency;
- F. Consider and discuss health and safety matters relating to employees;
- G. Notify the Union of changes made by the Employer as permitted by the collective bargaining agreement which affect bargaining unit members of the Union, including advising on new or combined classifications;
- H. Give the Union representatives the opportunity to share the views of their members and/or make suggestions on subjects of interest to their members, including interpretations of the Agreement where such discussions may prevent the necessity of filing a grievance.
- I. Consider recommendations for changes from the Employer or Union in policies, operating procedures, rules, and/or regulations.

**Section 12.3.** It is further agreed that if special labor/management meetings have been requested and mutually agreed upon, they shall be convened as soon as feasible.

**Section 12.4.** Written responses reasonably requested by the Employer or the Union during such meetings in regard to items raised by either party who attended such meetings, shall be furnished to the receiving party within ten (10) days after such meetings, unless the parties mutually agree to a time extension.

### **ARTICLE 13 LAYOFF AND RECALL/JOB ABOLISHMENT**

**Section 13.1.** The Employer shall determine when a layoff or job abolishment is necessary. Reasons for reduction in force shall include: a current or projected deficiency of funding to maintain current or to sustain projected levels of staffing or operation; a current or projected temporary decrease in the workload; or the abolishment of positions for efficiency of operation, reasons of economy, or for lack of work.

**Section 13.2.** The Employer will determine in which classifications, departments, and divisions layoffs will occur. Employees will be laid off beginning with the least senior and progressing to the most senior up to the number of employees that are to be laid off in the affected classification and department. All remaining senior employees must possess the skills and ability to perform the remaining work.

In the event that a reduction in force within a classification occurs, the following steps shall be taken:

- A. Layoffs of employees shall occur in the following order:
  - 1. Emergency
  - 2. Casual
  - 3. Seasonal
  - 4. Intermittent
  - 5. Temporary
  - 6. Probationary
  - 7. Part-time
  - 8. Full-time
- B. The remaining employees in the classification shall be laid off in inverse order of bargaining unit seniority; however, all remaining senior employees must possess the skills and ability to perform the remaining work.
- C. An employee affected by a layoff may displace (bump) a less senior employee within the same or lower pay range, provided such senior employee possesses the qualifications for such new position. An employee who elects to bump shall have five (5) days after receipt of a layoff notice to request displacement rights. The employer will respond to the request within five (5) work days.
- D. Each employee to be affected by a layoff shall be given written notice no less than thirty (30) calendar days prior to the action, stating the effective date of the action and reason for layoff. The Employer agrees to discuss with the Union the impact of a layoff or job abolishment on bargaining unit members prior to the Employer's notification to the affected employees.
- E. Volunteers, welfare-workfare persons, job corps members and similarly situated individuals shall not be utilized to perform the work of laid-off employees except in emergency situations.
- F. For each classification in which a reduction occurs, the Employer shall prepare a reinstatement list by classification, and names of all employees shall be placed on the list in reverse order of their layoff selection. If a vacancy in a classification occurs, the Employer will send a certified announcement to the last known address of employees eligible to be recalled to that classification. The employee highest on the reinstatement list who responds will be given the vacant posting. All recalled employees are required to give written response of his/her intent to report to work within fourteen (14) calendar days following the recall notice unless other written arrangements have been made between the employee and the Employer. An employee who properly gives written response of his/her intent to report for work, but is not at that instance recalled, shall maintain recall rights for twenty-four (24) months from the initial date of that layoff.

- G. Employees on layoff shall be notified of openings in comparable classifications other than the classification from which the employee was laid off, and shall have the right to submit a bid.
- H. No vacancy in a job classification may be filled by promotion or permanent transfer until all recall rights to that classification have been exhausted.
- I. Notice of recall from a layoff shall be sent to the employee by certified mail with a copy to the Union. The mailing shall be to the last mailing address provided by the employee. Employees have an obligation to keep the Employer advised of their current mailing address.
- J. An employee who is recalled shall be reinstated at a current rate of pay to match the length of time the employee was absent, all seniority will be reinstated as if the employee was in paid status while laid off.

## **ARTICLE 14**

### **SENIORITY**

**Section 14.1.** Seniority shall be computed on the basis of uninterrupted continuous service as a full time employee with the City.

The following situations shall not constitute a break in continuous service:

- A. Absence while on approved leave of absence;
- B. Absence while on approved sick leave or disability leave;
- C. Military leave;
- D. A layoff of two (2) years or less;

The following situations constitute breaks in continuous service for which seniority is lost:

- A. Discharge for just cause;
- B. Retirement;
- C. Layoff for more than two (2) years;
- D. Failure to return to work within fourteen (14) calendar days of a recall from layoff absent extenuating circumstances such as illness, injury, or disability;
- E. Failure to return to work at the expiration of leave of absence; and
- F. Resignation

**Section 14.2.** "Seniority" as defined in Section 14.1 of this Article shall apply wherever the term "seniority" is used in this Agreement and seniority shall apply when all other factors considered by the City Manager are relatively equal.

**Section 14.3.** "Seniority" applies only where that specific term is used and shall not be confused with "years of service" used to calculate vacation entitlement, sick leave conversion entitlement, etc.

**Section 14.4.** "Seniority" shall be adjusted for all time on disciplinary suspension, which time shall be deducted from the employee's seniority.

## **ARTICLE 15 WORK RULES**

**Section 15.1.** All new work rules, policies, regulations and changes to existing work rules, policies and regulations shall be posted prior to implementation. A copy shall be provided to the Union President of each bargaining unit as designated in Section 3.3 of the Agreement.

The posting of work rules in conspicuous and customary places shall constitute notice to all employees.

**Section 15.2.** The Employer agrees that all work rules shall be applied uniformly under similar circumstances within the group or groups of employees to whom such rules are directed. Any charge that a work rules has not been applied uniformly may be the subject of a grievance.

**Section 15.3.** Nothing contained in this Article shall be construed in any manner as a limitation to the Employer's rights to alter its work rules, policies or regulations.

**Section 15.4.** The portions of the Code of Personnel Policies and Procedures Manual not inconsistent with this contract are hereby adopted by reference.

**Section 15.5.** The Employer will determine the work schedule for bargaining unit employees. The normal workweek shall also be Monday through Friday, except the Employer reserves the right to alter this normal workweek schedule and/or work hours to meet operational needs. The Employer will meet with the union prior to implementing any proposed schedule change. The Employer will post work schedules for the division and employees will select their schedule by seniority.

## **ARTICLE 16**

### **VACANCIES AND POSTINGS**

**Section 16.1.** The Employer shall determine when a vacancy exists. The Employer shall post, internally on the bulletin board specified for such postings, vacancies which occur or are imminent within the City except in those cases where an employee is eligible for reinstatement from layoff to the vacant position. Each announcement shall specify the title and nature of the job, the required qualifications, and the deadline and place of application. Each announcement shall be posted for ten (10) working days, including the date it was first posted. Any employee who wishes to be considered for a vacancy shall file a written application with the Human Resource Director no later than the end of the posting period. Applications not timely filed shall not be required to be considered. Employees who are on an approved vacation may file a written application with the Human Resource Director not later than three (3) working days following the employee's return from the approved vacation. Job postings shall be sent to the Union President at the same time as posting. Nothing herein shall prevent the Employer from posting job postings externally at the same time as the internal posting. The City will endeavor to hire qualified internal candidates before hiring external candidates.

**Section 16.2.** The Employer will consider the following criteria in selecting the successful applicant: seniority, experience, ability to perform the work, records of attendance and discipline, and education. The Employer will select the most qualified applicant based on these criteria.

## **ARTICLE 17**

### **WAGES**

**Section 17.1.** Effective upon the parties ratifying this contract, permanent bargaining unit employees covered by this Agreement shall be paid in accordance with the following wage ranges and rates:

<b><u>CLASSIFICATION</u></b>	<b><u>PAY RANGE</u></b>
Public Safety Dispatcher 1	D1
Public Safety Dispatcher 2	D2
Public Safety Dispatcher 3	D3

**Pickerington Dispatchers Wage Structure**

	<b>Current</b>	<b>2025</b>	<b>2026</b>	<b>2027</b>
	Increase %	<b>4.5%</b>	<b>4.5%</b>	<b>4%</b>
<b>D1</b>				
<b>Step 1</b>	<b>\$24.01</b>	<b>\$25.09</b>	<b>\$26.22</b>	<b>\$27.27</b>
<b>Step 2</b>	<b>\$24.99</b>	<b>\$26.11</b>	<b>\$27.28</b>	<b>\$28.37</b>
<b>Step 3</b>	<b>\$25.98</b>	<b>\$27.15</b>	<b>\$28.37</b>	<b>\$29.50</b>
<b>Step 4</b>	<b>\$27.02</b>	<b>\$28.24</b>	<b>\$29.51</b>	<b>\$30.69</b>
<b>Step 5</b>	<b>\$28.10</b>	<b>\$29.36</b>	<b>\$30.68</b>	<b>\$31.91</b>
<b>Step 6</b>	<b>\$29.19</b>	<b>\$30.50</b>	<b>\$31.87</b>	<b>\$33.14</b>
<b>Step 7</b>	n/a	n/a	n/a	n/a

**Pickerington Dispatchers Wage Structure**

	<b>Current</b>	<b>2025</b>	<b>2026</b>	<b>2027</b>
	Increase %	<b>4.5%</b>	<b>4.5%</b>	<b>4%</b>
<b>D2</b>				
<b>Step 1</b>	<b>\$24.99</b>	<b>\$26.11</b>	<b>\$27.28</b>	<b>\$28.37</b>
<b>Step 2</b>	<b>\$25.98</b>	<b>\$27.15</b>	<b>\$28.37</b>	<b>\$29.50</b>
<b>Step 3</b>	<b>\$27.02</b>	<b>\$28.24</b>	<b>\$29.51</b>	<b>\$30.69</b>
<b>Step 4</b>	<b>\$28.10</b>	<b>\$29.36</b>	<b>\$30.68</b>	<b>\$31.91</b>
<b>Step 5</b>	<b>\$29.19</b>	<b>\$30.50</b>	<b>\$31.87</b>	<b>\$33.14</b>
<b>Step 6</b>	<b>\$30.42</b>	<b>\$31.79</b>	<b>\$33.22</b>	<b>\$34.55</b>
<b>Step 7</b>	<b>\$31.60</b>	<b>\$33.02</b>	<b>\$34.51</b>	<b>\$35.89</b>

**Pickerington Dispatchers Wage Structure**

	<b>Current</b>	<b>2025</b>	<b>2026</b>	<b>2027</b>
	Increase %	<b>4.5%</b>	<b>4.5%</b>	<b>4%</b>
<b>D3</b>				
<b>Step 1</b>	<b>\$26.23</b>	<b>\$27.41</b>	<b>\$28.64</b>	<b>\$29.79</b>
<b>Step 2</b>	<b>\$27.28</b>	<b>\$28.51</b>	<b>\$29.79</b>	<b>\$30.98</b>
<b>Step 3</b>	<b>\$28.37</b>	<b>\$29.65</b>	<b>\$30.98</b>	<b>\$32.22</b>
<b>Step 4</b>	<b>\$29.47</b>	<b>\$30.80</b>	<b>\$32.19</b>	<b>\$33.48</b>
<b>Step 5</b>	<b>\$30.71</b>	<b>\$32.09</b>	<b>\$33.53</b>	<b>\$34.87</b>
<b>Step 6</b>	<b>\$31.92</b>	<b>\$33.36</b>	<b>\$34.86</b>	<b>\$36.25</b>
<b>Step 7</b>	<b>\$33.21</b>	<b>\$34.70</b>	<b>\$36.26</b>	<b>\$37.71</b>

**Section 17.2.** Full-time employees shall be hired at Step 1, except as provided in Section 17.3 below. Full-time employees will move from Step 1 to Step 2 upon completion of their probationary period. After one (1) year of service in Step 2 the full-time employee will move to Step 3. Further step movement will continue each year until the employee has reached the top step in the pay range. Employees who are promoted (to a position with a higher pay range within the same division of the employee's department) shall be placed in the same step in their new job's pay range and shall advance through the remaining steps (if any) in accordance with this Article. In the event the bargaining unit reveals and provides information indicating that a wage adjustment may be necessary for specific classifications within the bargaining unit, such wage review may be performed by the Labor Management Committee (LMC), upon initiation by AFSCME.

**Section 17.3.** New Full-time employees, who possess necessary experience relevant to the position, may be hired at Step 1, Step 2, or Step 3 of the appropriate pay range, depending upon the quality of such experience. Such newly hired employees will move to the next step upon completion of their probationary period. After one (1) year of service in that step, the employee shall move to the next step. Further, step movement will continue each year until the employee has reached the top step in the pay range.

**Section 17.4.** Part-time employees may go to Step 5 in the pay range. After 2080 hours of service in Step 1, the part-time employee will move to Step 2. After 2080 hours in Step 2, the part-time employee will move to Step 3. After 2080 hours in Step 3, the part-time employee will move to Step 4. After 2080 hours in Step 4, the part-time employee will move to Step 5. Existing part-time employees shall be grandfathered in at their current step and the calculation of hours in said step shall commence for each part-time employee as of December 24, 2001.

**Section 17.5.** All hours worked in excess of forty (40) hours for all bargaining unit members per week shall be compensated at the rate of one and one-half (1½) times the employee's hourly rate of pay. Scheduled shifts shall not be adjusted to avoid paying overtime, except by mutual agreement between management and the employee.

**Section 17.6.** Overtime occurrences will be offered equally within the department.

**Section 17.7.** Employees called back into work after the end of the regular shift or called in on a day or at a time the employee would have normally been off duty, shall be entitled to a minimum of three (3) hours pay at time and one-half (1½). Two (2) or more call-ins within a three (3) hour period shall be considered one (1) call-in.

**Section 17.8.** Vacation days, holiday leave, and personal days shall be considered as hours worked for computing overtime. Hours worked on a holiday for which an employee receives compensation at time and one-half (1½) shall not be counted in computing eligibility for overtime. No other hours which are paid at time and one-half (1½) shall be counted in computing eligibility for overtime, except as provided in this section. No hours worked for an Employee other than the City of Pickerington shall be counted in computing eligibility for overtime. At no time shall any of the hours described in this section be pyramided for computing overtime. Mandatory overtime will be paid at time and one-half.

**Section 17.9.** All employees shall be entitled to longevity pay after five (5) years of full-time service. Longevity pay will be five hundred dollars (\$500.00). An additional fifty dollars (\$50.00) shall be paid for each year thereafter of full-time service. Payment shall be made in a lump sum, payable on the employee's fifth (5th) service anniversary and each service anniversary thereafter and shall be included in the next regular pay following the employee's anniversary date.

Longevity pay shall be paid to an employee upon the employee's retirement, either voluntarily or by disability. Such payment shall be pro-rated from the employee's most recent anniversary date to the date on which the separation occurs. In the event of an employee's death, the payment shall be paid to the employee's spouse or secondarily to his estate.

**Section 17.10.** In lieu of overtime pay as provided above, the Employer may grant, at the employee's request, compensatory time.

If permitted by the Employer, compensatory time shall be granted at the rate of one and one-half (1½) hours of compensatory time off for each hour of overtime worked.

The maximum amount of compensatory time an employee may have as an accrual balance at any one time is forty (40) hours. Any overtime worked which would increase the employee's accumulated compensatory time above this maximum shall be paid at the appropriate overtime rate. Compensatory time may not be carried forward from one payroll year to the next. Any compensatory time which an employee has accumulated as of the end of the payroll year shall be paid to the employee at his/her rate of pay in effect during the last pay period of the year. This payment shall be made with wages earned during the last pay of the payroll year.

Compensatory time off shall be granted, upon a member's request, where the use of compensatory time does not unduly disrupt departmental operations. The member must submit a written request on a standardized form and receive approval from the Employer prior to taking compensatory time off.

Upon separation from employment, employees shall be paid for their accrued but unused compensatory time at their current straight-time hourly rate.

**Section 17.11.** Employees may trade shifts pursuant to the Employer's established policy, however, both ends of the trade must take place during the same week so long as the trade does not result in overtime pay to either or both employees. Requests for shift trades within the Dispatch unit must be in writing and signed by both employees.

**Section 17.12.** For tax deferment purposes, the full amount of the statutorily required Employee contribution to the Public Employees Retirement System ("The Fund") shall be withheld from the gross pay of bargaining unit members. No bargaining unit member subject to this "pick-up" shall have the option of choosing to receive the statutorily required Employee contribution to the fund or of being excluded from the "pick-up." The parties agree that the City will not incur any additional costs in the deferment of said federal and state income taxes. Should the Rules and Regulations of the Internal Revenue Service of the fund change, making this procedure unworkable, the parties agree to return to the former contribution method followed by the City.

**Section 17.13.** A differential in pay will be accorded to dispatchers who are assigned to work any shift other than the first shift on any calendar day. Shift differential shall be paid at \$1.25 per hour for assigned second and third shift work. Shift differential shall only be paid for hours actually worked and shall not be paid on sick leave, vacation leave, personal leave, bereavement leave, etc.

Shift differential shall only apply to overtime for hours worked beyond the dispatchers regularly scheduled shift that are worked on second and/or third shift.

**Section 17.14.** A differential in pay will be accorded to employees who are regularly scheduled to work weekends (Saturday and Sunday). Weekend differential shall be paid \$.40 per hour.

Weekend differential shall apply to overtime for hours worked beyond the employees' regularly scheduled shift. Weekend differential shall only be paid for hours actually worked and shall not be paid on sick leave, vacation leave, personal leave, bereavement leave, etc.

**Section 17.15.** Any Dispatcher selected by the Chief of Police, or the Chief's designee, to perform the duties of TAC/ATAC officer, shall be compensated at an additional two dollars (\$2.00) per hour for a maximum of forty (40) hours per month.

## **ARTICLE 18 INSURANCE**

**Section 18.1.** The Employer will provide the same hospitalization, surgical, major medical prescription drug, vision, and/or dental coverage that is provided to non-union, non-administrative City employees. If the City discontinues health care for non-bargaining employees, the City agrees to provide Health Care Insurance for bargaining unit employees. Bargaining unit employees will pay the same contributions toward the monthly premiums as the non-union, non-administrative City employees' pay.

The City also agrees to fund the Health Savings Account (HSA) at not less than the same funding as non-union employees.

Members who are newly hired during the year shall have the City's contribution to their HSA prorated based upon the number of full months to be potentially employed by the City in the initial year of hire.

Members shall pay to the City the prorated amount of the City's annual HSA contribution, based upon the number of full months remaining in the calendar year, when they are no longer enrolled and participating as current City employees in the high deductible health insurance plan by reason of separation from employment (for any reason other than the Member's death, or disability retirement from City employment) or as a result of a Member's election not to participate in the City's health insurance plan coverage. The City is authorized to collect the above payments through payroll deduction from the Member's wages, year-end or terminal pays.

It is recognized that, in order to comply with the terms of the Affordable Care Act and/or to avoid imposition of any excise tax thereunder during the term of this Agreement, the City may make modifications to medical, dental, vision, and prescription insurance coverage for Members and their families to ensure such compliance and/or to avoid the imposition of such tax; provided that prior to making such modifications, the City shall notify the Union of the coverage it intends to modify, and provide the Union with a meaningful opportunity to discuss and provide input regarding the modification being considered. Such modifications shall not in any way deprive Members of their right under this Agreement to receive medical, dental, vision, and prescription insurance coverage for themselves and their families. Such modifications shall be applicable to all other employees of the City not covered by another collective bargaining agreement.

**Section 18.2.** The Employer will maintain life insurance for each full-time employee in the amount of \$75,000 dollars.

## **ARTICLE 19**

### **WORKING OUT OF CLASSIFICATION**

**Section 19.1.** A bargaining unit member assigned by the City Manager or her designee to accept responsibilities and carry out the duties of a position or rank above that which he or she normally holds, shall be paid at the rate of the higher classification provided that the employee:

- A. Performs the duties of the higher position or rank for at least five (5) consecutive work days. The pay shall be retroactive to the first day of the assignment; or
- B. Has performed the duties of the higher position for more than eighty (80) hours in a payroll year. The higher rate of pay will start on the eighty first (81<sup>st</sup>) hour and every hour worked in the higher position until the end of the payroll year.

**Section 19.2.** In connection with the efficient operation of the City, the Employer has the right to temporarily transfer an employee to a different classification to fill-in for vacations, to fill-in for sick leave, or for emergencies. Such transfers shall not exceed thirty (30) calendar days except for sickness or leave of absence or unless mutually agreed to between the Union and the City.

**Section 19.3.** An employee transferred to a lower paying classification shall receive his/her regular rate of pay for the duration of the temporary transfer.

## **ARTICLE 20**

### **UNIFORMS AND EQUIPMENT**

**Section 20.1.** The Employer shall provide all non-probationary employees with all equipment and clothing which is required by the Employer and such clothing (uniform) must be worn by the employee at all times during work hours. The Employer may provide, and/or the Employees may request, other specialty items of clothing or equipment. Such items are to be provided at the Employer's discretion. The City Manager will designate the type of uniforms for bargaining unit members. The Employer will consult with the Union, prior to selecting any new uniforms.

**Section 20.2.** The Employer shall provide for the cleaning of uniforms in a manner prescribed by the Employer. The cleaning service does not include alterations.

**Section 20.3.** The Employer shall repair or replace all required equipment items required by the Employer which are excessively worn or rendered inoperable not due to negligence on the part of the employee, per current practice. Employees are responsible for the repair or replacement of excessively worn or inoperable equipment which is due to negligence on the part of the employee.

**Section 20.4.** Members whose uniforms are damaged in the actual performance of the duties of their positions, may request the Employer to replace the damaged item. The Employer may replace the item.

**Section 20.5.** An employee must return all uniforms and equipment issued by the Employer when he/she terminates his employment with the Employer. An employee shall not receive his final paycheck until such time as all uniforms and equipment issued to the employee has been returned.

**Section 20.6.**

A. The Employer shall provide the dispatchers with the following items which shall constitute initial issue: short sleeve shirts (3); long sleeve shirts (3); slacks (3) (or skirts, if necessary for religious reasons); ID Card; Belt; Headset (1). A taxable uniform allowance of four hundred dollars (\$400.00) will be paid once annually on the first pay period of the year.

B. All uniform items provided by the City will be used exclusively while at work for the City.

**ARTICLE 21  
TUITION REIMBURSEMENT**

**Section 21.1.** The City may provide for tuition reimbursement for full-time employees based upon the following criteria:

1. The employee has successfully completed their new probationary period.
2. Classes must be taken as part of a degree-seeking or certification program at an accredited institution of higher education.
3. Budgetary appropriations have been approved; the Department Head has granted approval for the course of study prior to the employee taking any classes; and the employee has signed a repayment agreement according to the terms set forth in number 6 below.
4. The degree and/or certification being sought is required for a position within the City organizational structure. Any advanced degree must be directly related to the employee's current position.
5. Registration fees and textbooks for Distant Learning Programs or Internet Programs for degrees from accredited institutions of higher learning will qualify for reimbursement. Any software or hardware expenses where the student makes such a purchase for any classes, those on campus or through an off-campus program, will not be counted towards costs eligible for reimbursement.

Upon meeting these requirements, receiving a passing grade of a "B" or better, and providing documentation for grades, all registration fees, and textbooks, the employee may be reimbursed up to \$3000 per calendar year. No reimbursements will be made for travel, meals, and parking. All reimbursements will be consistent with all IRS regulations in effect at the time of the reimbursements for reporting an employee's gross income on the W-2 form.

6. Should an employee voluntarily resign employment within three (3) years of receipt of any tuition reimbursement hereunder, the employee shall reimburse the City the proportionate amount of tuition reimbursement he or she received within the three (3) year period prior to separation from service. Such reimbursement may be deducted by the City from any terminal leave pay due to the employee.

Less than one (1) year ..... reimburse 66%  
More than one (1), but less than three (3) years ..... reimburse 33%  
More than three (3) years ..... reimburse 0%

The above time period begins on the first day of class.

## **ARTICLE 22 VACATION**

**Section 22.1.** The following shall be the vacation accrual rate for employees:

<b><u>AFTER COMPLETED YEARS OF SERVICE</u></b>	<b><u>HOURS OF ACCRUED VACATION</u></b>	<b><u>MAXIMUM ACCUMULATION HOURS</u></b>
0-5	96	184
6-7	112	208
8	120	220
9	128	232
10	136	244
11	144	256
12	152	268
13	160	280
14	168	292
15	176	304

**Section 22.2.** All vacation leaves shall be taken at the discretion of the employee with the approval of the City Manager or his or her designee as per the current practice. The employer will circulate a vacation leave request form to all employees in the department. The list must be completed by all employees in the department by no later than February 15 of the calendar year. The list will be given to the employee with the greatest over all seniority first, and then passed down according to seniority. After February 15<sup>th</sup> of the calendar year, vacation requests shall be considered on a first come first serve basis. Vacation requests may only be denied based upon operational needs, and shall not be unreasonably denied.

**Section 22.3.** Vacation leave shall accrue to regular full-time employees in the amount specified in Section 1 of this Article. Should a bargaining unit employee not be able to schedule his or her vacation prior to end of the payroll year if requested and denied by the Employer, the hours unused above the applicable maximum accrual rate will automatically be converted into paid compensation at the rate of the pay in effect in the pay period immediately preceding the end of the payroll year, and will be included in the first paycheck immediately preceding the end of the payroll year. At the first pay period in September, the City shall notify all appropriate employees of excess time, which must be used or lost.

**Section 22.4.** The following rules shall govern the use of vacation:

A. An employee who is separated from City service through removal, reassignment, retirement, or a layoff and who has unused vacation leave to his credit, shall be paid in a lump sum for such unused vacation leave to his credit at the time of separation.

B. Upon the death of an employee, any unused vacation leave to his credit shall be paid in a lump sum to the surviving spouse or the estate of the deceased. The leave shall be paid out at the employee's current rate of pay at the time of death.

C. All vacation hours shall be paid in full at the applicable straight time rates.

D. Employees on vacation may be recalled to duty for extraordinary situations as determined by the Employer; however, if an employee is ordered to work while on approved vacation leave he/she shall be paid at one and one-half (1½) times his regular rate of pay for all hours worked. The period of time the employee is called back to work will not be deducted from his vacation time.

E. Vacation time shall be taken in increments of at least two (2) hours unless otherwise approved by the City Manager.

E. Vacation credit shall not be earned while an employee is in non-pay status (unpaid leave-of absence, disciplinary suspension, etc.).

## **ARTICLE 23 HOLIDAYS/PERSONAL DAYS**

**Section 23.1.** The following shall be considered legal holidays for employees:

The City Manager may grant up to four (4) paid hours off in recognition of Christmas Eve and up to four (4) paid hours off hours in recognition of New Year's Eve.

- New Year's Day, January 1st
- Martin Luther King Day, third Monday in January
- Memorial Day, last Monday in May
- Independence Day, July 4th
- Labor Day, first Monday in September
- Thanksgiving Day, fourth Thursday in November
- Day after Thanksgiving Day
- Christmas Eve, December 24<sup>th</sup>
- Christmas Day, December 25<sup>th</sup>
- New Year's Eve, December 31st

**Section 23.2.** For each holiday listed above, employees shall receive his/her regular hourly rate of pay as holiday pay. If an employee works on a holiday, he/she will also be paid at the overtime rate of one and one half ( $1\frac{1}{2}$ ) times his/her regular rate of pay, and at the rate of two and one-half ( $2\frac{1}{2}$ ) times the member's regular hourly rate for overtime hours.

For each holiday listed in Section 23.1, a full-time employee shall receive eight (8) hours of holiday leave. Employees, including newly hired, who work a different schedule of hours greater than eight (8) hours may supplement holiday pay by utilizing vacation time, personal leave, compensatory leave, or leave without pay.

Dispatchers have the option to receive either holiday pay or holiday leave for each of the above listed holidays. Dispatchers must designate which option they wish to take in the pay period in which the holiday occurs. Holiday leave can be scheduled as vacation, and any accrued holiday leave must be used prior to vacation leave. Any holiday leave that has not been used by the end of the payroll year will be converted into the employee's vacation bank, not to exceed the maximum accumulation identified in Section 22.1. Holiday leave for dispatchers must be used in increments of eight (8) hours.

**Section 23.3.** Holiday pay will be included in the paycheck covering the pay period in which the holiday occurred.

**Section 23.4.** All regular full-time employees will receive three (3) regular personal days and one (1) emergency personal day for a total of four (4) personal days per year paid at the employee's current rate of pay except for newly hired employees. Newly hired employees will be eligible to receive personal days on a pro-rated basis as indicated by the schedule below:

<u>Hired Between</u>	<u>Personal Days Granted</u>
January 1 — March 31	4
April 1 — June 30	3
July 1 — September 30	2
October 1 — December 31	1

Personal days are also known as floater days. Personal days may not be carried over from year to year and may not be converted to cash. Personal days shall be scheduled at the employee's

discretion with the approval of the Supervisor. The granting of personal day requests shall be subject to the scheduling needs of the city. A request for personal leave must be given with at least forty-eight (48) hours' notice. The annual emergency personal day will not be subject to the 48-hour notice. Instead, a member shall notify the department no later than two (2) hours prior to the beginning of their scheduled shift. Personal days shall be used in increments of at least one half an hour and shall be used by the last pay period of the payroll year. An emergency day must be used in an eight (8) hour increment and shall be used by the last pay period of the year. Employees who have used any of their personal days including the emergency day and resign or retire prior to October 1 must repay such personal days, on a prorated basis. This payback amount is calculated by multiplying the number of pay periods not worked in the payroll year by 1.23 to arrive at the amount of personal leave to be paid back. Such repayment may be made in case or unused vacation days. The Chief of Police may designate eight (8) blackout days annually by January 15th on which Emergency Days may be denied.

## **ARTICLE 24 SICK LEAVE**

**Section 24.1.** Effective with the first full pay period of 2013 each full-time employee will receive three and one tenth (3.1) hours of sick leave per bi-weekly pay period. There will be no maximum accumulation on sick leave. Sick leave shall be taken in increments of at least one (1) hour.

**Section 24.2.** An employee may request sick leave for absences resulting from:

- A. Illness or injury of the employee;
- B. Exposure of the employee to a contagious disease which would have the potential of jeopardizing the health of other employees or of the public;
- C. Necessary medical, dental, psychological, or optical examination by a licensed practitioner, when such examination cannot be scheduled during non-work hours;
- D. Inability to work due to pregnancy, childbirth and related medical conditions;
- E. Illness, injury or pregnancy-related conditions of the employee's immediate family where the employee's presence is reasonably necessary for the health and welfare of the employee or affected family member. For this paragraph "immediate family" shall include the spouse, children and parents.

**Section 24.3.** The Employer maintains the right to investigate any employee's absence. Employees may be required to furnish proof of illness as evidenced by a physician's statement, or other satisfactory written statements of the employee as required by the City Manager or his designee.

A physician's statement may only be required under the following circumstances:

- A. If an employee is absent for more than three consecutive days.
- B. If an employee is absent from work on more than four (4) occasions during a twelve-month period. Intermittent periods of sick leave for the same illness or injury, certified to by a physician, shall be counted as one occasion of absenteeism if they occur within a period of thirty (30) days.
- C. Where there is a reasonable suspicion of sick leave abuse.

**Section 24.4.** Any employee requesting sick leave must notify the Employer in the manner prescribed by the Employer. The employee must give the reason for the sick leave request and location of convalescence, if different than the home address. If the employee is not at the location given, he/she shall provide a valid reason for his failure to be at the given location. Failure to provide the location, or absence from the stated location without a valid reason, may result in disciplinary action.

**Section 24.5.** No employee will be eligible for sick leave if he/she performs work for another employer within twenty-four (24) hours after the end of a shift for which the employee reported off as sick.

**Section 24.6.** Beginning with the seventh time and each time thereafter an employee is granted sick leave under Section 24.2 in any calendar year, the first three (3) work days of each such leave shall be granted without pay, except as follows:

- A. Where the use of sick leave is substituted for FMLA leave under Section 28.8(A) of this Agreement;
- B. Where the use of sick leave is for bereavement purposes under Article 25 of this Agreement; or
- C. Where the Department Head approves the employee's request to change the absence to other paid leave.

If the employee has no other leave balance, the employee may use remaining sick leave balance, but such hours of sick leave shall not count as hours worked for purposes of overtime computation.

Use of sick leave for the same illness or injury, when certified by a physician and when such usage is approved by the Department Head, shall be counted as one (1) absence for the purpose of this section if the use of sick leave occurs during a period of thirty (30) calendar days from the time the employee returns to work. An office visit, pre-approved at least seventy-two (72) hours in advance, shall not be counted as a sick leave occurrence. The Department Head may request a physician's statement verifying the pre-approved office visit.

For good cause, the Department Head may waive any restrictions upon sick leave use contained in this section.

**Section 24.7.** An employee must comply with all rules and regulations on sick leave, in order to receive sick leave pay. Falsification of sick leave documents is grounds for dismissal.

**Section 24.8.** Upon on the death of an employee, all unused sick leave to his credit shall be paid in a lump sum to his surviving spouse, or secondarily to his estate, hour for hour at the regular rate of pay at the time of the employee's death.

**Section 24.9.** Employees hired prior to July 1, 2012 who work for ten (10) or more consecutive years with the City of Pickerington shall, upon retirement from employment with Pickerington, be compensated for one-half ( $\frac{1}{2}$ ) of his unused sick leave (excluding transferred in sick leave from another Ohio Political subdivision) up to a maximum of six hundred (600) hours of total pay. The pay rate per hour shall be the employee's final hourly pay rate. "Retirement" shall mean service or disability retirement pursuant to a State of Ohio retirement plan, and will commence immediately upon separation with the City.

Employees hired on or after July 1, 2012 who work for ten (10) or more consecutive years with the City of Pickerington shall, upon retirement from employment with the City, be compensated for one-quarter ( $\frac{1}{4}$ ) of their unused City of Pickerington sick leave accrual. This payout calculation will result in no more than three hundred (300) hours of total pay. The pay rate per hour shall be the employee's final hourly pay rate. "Retirement" shall mean service or disability retirement, pursuant to a state of Ohio retirement plan, will commence immediately upon separation with the City.

**Section 24.10.**

- A. After 480 hours have been accumulated (excluding transferred-in sick leave from another Ohio political subdivision), an employee would be eligible once a year to "sell back" sick leave at one-third their current hourly rate, retaining not less than 480 hours accumulation. The maximum annual sell back is 240 hours of sick leave.
- B. Employees who take sixteen (16) or fewer hours in the preceding twelve (12) months shall accrue one (1) additional vacation day.

**Section 24.11.** In the event an employee uses all of his/her sick leave, other employees may donate sick leave time to said employee. The donated sick leave time shall be deducted from the grantor's accumulated sick leave and credited to the recipient employee's account.

**ARTICLE 25  
BEREAVEMENT LEAVE**

**Section 25.1.** In the event of the death of an employee's mother, father, sister, brother, current spouse, child, current mother-in-law, current father-in-law, current stepchildren, current daughter-in-law, current son-in-law, current stepmother, current stepfather, current stepbrother, current stepsister, grandmother, grandfather, grandchildren, legal guardian or other person who stands in the place of a current parent, or for whom the employee stands in loco parentis. The employee

shall be granted three (3) consecutive calendar days off to attend the funeral or to attend to any other necessary business. Employees will be paid their regular rate of pay for scheduled work days during the three (3) consecutive calendar days. Additional days may be approved by the City Manager on a case-by-case basis. These additional days shall be deducted from sick leave unless the employee does not have sufficient accumulated sick leave, in which case the days shall be deducted from other accumulated leave.

## **ARTICLE 26 INJURY LEAVE**

**Section 26.1.** All employees who are unable to perform the duties assigned them due to injury or disease directly attributed to their employment and while in the line of duty shall, without loss of sick leave, be allowed injury leave for a period of three (3) months with regular rate of pay for each service connected injury. The authorization of the injury leave is a matter of administrative discretion and the Employer will decide in each individual case if injury leave is to be granted. Injury leave may be extended another three (3) months by the City Council upon such terms as the Council, in its sole discretion, may establish. If the Employer denies a request for injury leave, the employee may file a grievance.

**Section 26.2.** Injury leave may be granted to an employee only for injuries determined by a licensed physician. The Employer retains the right to review medical records of the employee and further, the employee may be required to submit to medical examination by a physician retained by the Employer for the purpose of establishing the validity of the claim for injury leave.

**Section 26.3.** An employee must file and process a claim with the Ohio Bureau of Workers' Compensation in accordance with City policy in order to be eligible for injury leave.

**Section 26.4.** Application for injury leave must be made in writing to the City Manager, on a form prescribed by the Employer. In the event the employee is unable to file the application, the Union may do so on the employee's behalf.

**Section 26.5.** If the Ohio Bureau of Workers' Compensation denies the employee's application, the employee may be eligible for sick leave.

**Section 26.6.** If the employee is found to be in violation of any federal, state, or city law, or any city work rule or regulation applicable to wearing or using proper safety devices provided by the Employer, he/she shall not be granted injury leave. The Employer agrees to process a valid claim by a bargaining unit employee for workers' compensation as a top priority item.

## **ARTICLE 27 MILITARY LEAVE/JURY DUTY**

The City shall follow all local, state, and federal laws regarding military leave and jury duty currently in effect or as amended in accordance with applicable law.

**ARTICLE 28**  
**FAMILY AND MEDICAL LEAVE**

**Section 28.1.** Eligible bargaining unit employees shall be provided family and medical leave in accordance with the Employer's Family and Medical Leave Act policy currently in effect or as hereafter amended in accordance with applicable law. The City utilizes a 12-month, rolling forward year for determining eligibility for FMLA and requires that paid leave run concurrently with FMLA leave. The City reserves the right to require a fitness for duty exam before an employee returns from FMLA leave for their own serious health condition.

**ARTICLE 29**  
**NO STRIKE/NO LOCKOUT**

**Section 29.1.** Inasmuch as this Agreement provides machinery for the orderly resolution of grievances, the Employer and the Union recognize their mutual responsibility to provide for uninterrupted services to the citizens of Pickerington.

The Union agrees that it will, within two weeks after the date of the signing of this Agreement, serve upon the Employer a written notice, which will list the Union's authorized representative who will deal with the Employer and make commitments for the Union.

The Union agrees that neither it, its officers, agents, representatives, or members will authorize, instigate, cause, aid, condone, or participate in any strike, work stoppage or any other interruption or operations or services of the Employer by bargaining unit employees.

**Section 29.2.** Any officer or trustee of the union, upon notice from the Employer of such job action, shall take whatever affirmative steps, reasonably within his/her ability, that are necessary to end such job action, and will not, in any fashion or manner, encourage, ratify, condone, suggest, or participate in any such job action.

**Section 29.3.** The Employer agrees that neither it, its officers, agents or representatives, individually or collectively, will authorize, instigate, cause, aid or condone any lockout of bargaining unit members during the term of this Agreement, unless those members have violated Section 1 of this Article.

**ARTICLE 30**  
**WAIVER IN CASE OF EMERGENCY**

**Section 30.1.** In cases of emergency declared by the President of the United States, the Governor of the State of Ohio, the Mayor of Pickerington (or other person with the authority to declare a state of emergency pursuant to Pickerington Ordinance No.88-93), or the Federal or State Legislature, such as acts of God, civil disorder or civil disaster, the following conditions of this Agreement may be temporarily suspended by the Employer:

A. Time limits for the processing of grievances; and,

B.All agreements relating to the assignment of employees.

**Section 30.2.** Upon the termination of the emergency, grievances filed prior to the emergency shall be processed in accordance with provisions outlined in the grievance procedure of this Agreement and shall proceed from the point in the grievance procedure to which the grievance(s) had properly progressed, prior to the emergency.

### **ARTICLE 31 ENTIRE AGREEMENT**

**Section 31.1.** The Employer and the Union acknowledge that during negotiations which preceded this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter within the scope of collective bargaining negotiations and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

Therefore, for the life of this contract, the Employer and the Union each voluntarily waive the right, and each agree that the other shall not be obligated to negotiate collectively with respect to any subject matter not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated and signed this Agreement.

The provisions of this Agreement shall constitute the entire agreement between the parties and all prior negotiated agreements not contained herein, and all rules, or regulations not contained herein shall not be binding upon the parties to the Agreement. This Agreement may be altered, changed, added to or deleted from or modified only through the voluntary consent of the parties in a written and signed amendment.

### **ARTICLE 32 DURATION/AMENDMENT**

**Section 32.1.** This Agreement shall be effective upon signing and continue in full force and effect until midnight on December 31, 2027.

**Section 32.2.** If either party desires to modify or amend this Agreement, it shall give written notice of such intent no earlier than one hundred 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.

**Section 32.3.** The dispute resolution procedure set forth in Ohio Revised Code Chapter 4117 shall be applicable to successor negotiations.

## **ARTICLE 33**

### **MISCELLANEOUS**

**Section 33.1. Job Audit.** The parties agree that job titles shall be positive to job duties and pay commensurate for the same shall be received.

In the event an employee feels their job has changed to the point they are no longer classified properly, it is their responsibility to contact the Union. In the event the Union feels that the employee's request is meritorious and the Manager fails to request a change in a timely manner, the Union, after notice to the Supervisor and Manager, shall request the Personnel Appeals Board to perform a review of the employee's existing job classification and point factoring for the position. The Union shall have the right to arbitrate the decision of the Personnel Appeals Board. Any employee who has been denied a reclassification cannot apply for another job audit until twelve (12) months has expired from the previous denial.

The arbitrator shall have no authority to consider any job description other than as established by the Employer nor alter or amend such descriptions in any way. The arbitrator shall have no authority to establish or create new job descriptions.

Should it be determined that an employee's job duties are not positive to his/her existing job title, then the Personnel Appeals Board shall have thirty (30) working days either to so reclassify the employee or eliminate those job duties from the employee's work that necessitated the reclassification.

**Section 33.2. Contracting Out.** The Employer agrees any contracting or subcontracting shall not be used for the sole purpose of eliminating or eroding bargaining unit members. Except for emergencies involving the public health, welfare, and safety, the City agrees that contracting work which will result in a reduction of the bargaining unit by termination or lay-off will be discussed with the Union thirty (30) days prior to the letting of contracts. At the meeting, the Union shall be afforded the opportunity to convince the City it would be more cost effective to the City for such work to be performed by existing employees.

**Section 33.3. Leaves Without Pay.** Where unpaid leave is not otherwise authorized as a matter of law, the authorization of a leave without pay is solely a matter of administrative discretion and each request will be decided by the Employer on a case-by-case basis, taking into consideration the operational needs of the Employer. An employee, upon returning back to work, shall return at the same position and benefit status as previously received prior to the unpaid leave status.

**Section 33.4. Lunch and Rest Periods.**

- A. All employees are entitled to meal periods with the length designated by the Department Head. Lunch scheduling is subject to approval by the employee's immediate Supervisor.
- B. Lunch periods which are uninterrupted by call to duty are excluded from compensable time. Lunch periods shall be at least one-half (½) hour. Lunch periods which are

interrupted by authorized calls to duty must be counted as compensable time, since the employee would not be considered to be relieved of all duties.

- C. Employees who are completely relieved from call to duty during their approved lunch period are not subject to requesting permission to leave their work premises during their scheduled lunch period.
- D. Every employee who works four (4) or more consecutive hours is encouraged to take, one (1) fifteen (15) minute paid break during that four (4) hour period. Two (2) such breaks are permitted per eight (8) hour workday. Breaks may not be taken at the beginning or end of the workday or in combination with the lunch break. Break time may not be accumulated. Sometimes, the work demands may cause a break not to be possible.

**Section 33.5. Dispatcher Shift Bidding.** Dispatchers shall be permitted to bid on shifts annually. The schedule for bidding must be posted by November 1<sup>st</sup>. Shifts shall be awarded based on overall seniority. Shift bidding requests shall not be unreasonably denied. Should any shift assignment vacancy occur during the year and prior to October 1 there shall be one interim bidding process for that opening resulting in one (1) schedule change for one (1) member. The vacancy shall be posted for five (5) calendar days. The most senior member responding to the posting shall be given the assignment. Subsequent vacancies occurring from the initial interim bid shall be filled, at the discretion of management, by assigning the least senior member. Prior approved leave and training conflicts impacted by the interim bid shall be decided in favor of the member who did not change schedules. The City shall endeavor to ensure that Dispatchers are not routinely scheduled such that any Dispatcher is required to work multiple shifts per week with eight hours or less between shifts.

## **ARTICLE 34 PEOPLE CHECK-OFF**

**Section 34.1.** The Employer shall deduct voluntary contributions to the American Federation of State, County and Municipal Employees International Union's Public Employees Organization to Promote Legislative Equality (PEOPLE) Committee from the pay of an employee upon receipt from the Union of an individual written authorization card voluntarily executed by the employee.

**Section 34.2.** The contribution amount shall be certified to the Employer by the Union by transmission of a copy of the authorization card. Monies deducted shall be remitted to the Union monthly. Payment shall be made to the treasurer of PEOPLE and transmitted to AFSCME, AFL-CIO, P.O. Box 65334, Washington, D.C. 20035. The payment shall be accompanied by an alphabetical list of names of those employees for whom a deduction was made and the amount of the deduction.

**Section 34.3.** An employee shall have the right to revoke such authorization by giving written notice to the Employer and 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 classification outside the bargaining unit.

All PEOPLE contributions shall be made as a deduction separate from dues deductions.

## **ARTICLE 35 MEDICAL EXAMINATIONS**

**Section 35.1. Examinations — General.** The employer may require an employee to submit to a medical examination, by a physician chosen by the City, in order to determine an employee's ability to perform the essential functions of their position or if the employee poses a direct threat to themselves or others. Examinations shall be required when ordered by the Employer and shall only be based upon reasonable cause.

**Section 35.2. Examination and Appeals.** The Employer will pay for the cost of such an examination required by the Employer. The employee may also submit/request a second opinion by a physician of the employee's choice at the employee's expense. If the two reports conflict, a third opinion shall be rendered by a neutral physician chosen by mutual agreement of the Employer and the employee. If mutual agreement cannot be reached in a timely manner, then the physicians for the City and the employee will together choose a third physician for the third examination and opinion.

**Section 35.3. Leave While Exam Pending.** If the Employer requires an examination, the employee may be placed on administrative leave with pay. In lieu of administrative leave, the Employer may temporarily place an employee, who is subject to such examination, in alternative duty. A failure to attend a scheduled examination as ordered by the Employer may be deemed insubordination and subject the employee to the disciplinary provisions of this Agreement.

**Section 35.4. Uses of Leave.** If after examination as per the procedure in Section 35.2, an employee is found to be unable to perform the material and substantial duties of their position, then the employee may request to utilize appropriate accumulated, unused leave and other leave benefits. The Employer will also initiate/assist with application for Disability separation if applicable.

## **ARTICLE 36 SUBSTANCE ABUSE AND TESTING**

**36.1. Purpose.** The City and the Union recognize that the ability of an Employee to properly perform their duties depends, in part, on a workplace which is free of substance abuse. In an effort to promote public safety, it is the purpose of the Article to provide a method for responding to the risks presented by the presence of substance abuse in the workplace.

**36.2. Definitions.** The following definitions shall govern this Article:

- A. "Legal drug" means prescribed drugs or over-the-counter drugs which have been legally obtained for the user and are used for the purpose for which they were prescribed and manufactured.
- B. "Illegal drug" means any drug (1) which is not legally obtainable, or (2) which is legally obtainable but has not been legally obtained, and prescribed drugs not being used for prescribed purpose. Illegal drug includes, without limitation, cannabis, cannabis derivatives, and cannabinoids.

**36.3. Prohibited Conduct.** For purposes of this Article, the following conduct is prohibited:

- A. Reporting to work or working under the influence of alcohol;
- B. Consuming or possessing alcohol at any time while on duty, or anywhere on any City premises or in any City vehicles;
- C. Possessing, using, selling, purchasing, manufacturing, receiving, dispensing or delivering any illegal drug at any time and at any place except when authorized in the line of duty;
- D. Abusing or misusing any prescription or legal drug.

**36.4. Testing Permitted.**

- A. Random Testing. The City may conduct random, unannounced testing of Employees for alcohol and drug usage at an annual percentage rate of twenty-five percent (25%) of the average numbers of Employees employed in the unit. The selection of Employees for random testing shall be made by a scientifically valid method, such as a random number table or computer-based random number. Under the selection process, each Employee shall have an equal chance of being tested each time selections are made.
- B. Reasonable Suspicion. The City reserves the right to test any Employee for alcohol or illegal drug use where a trained supervisor has a reasonable belief that the Employee is under the influence of drugs or alcohol while at work. When an Employee has been ordered to undergo reasonable suspicion testing, he or she shall be placed on Administrative Leave pending receipt of the test results. If the test results are negative, the Employee shall be returned to their assigned duties. If the test results are positive, the Employee will be disciplined in accordance with City policy.
- C. Pre-Employment Testing. Nothing in this contract shall limit the right of the City to conduct any alcohol or drug tests it may deem appropriate for persons seeking employment prior to their date of hire. The parties agree that the Union has no role or responsibility with regard to any such pre-employment testing.
- D. Fitness for Duty. Members shall be subject to a drug and alcohol as part of a lawfully ordered fitness for duty exam.
- F. Post-Accident. Members shall be subject to a drug and alcohol test when involved in an accident which results in more than \$100 worth of property damage or with which there is a reasonable belief that drugs or alcohol contributed to the accident.

**36.5. Order to Submit to Testing.** An Employee's refusal or failure, when ordered, to submit within the time limits provided hereinafter to a test permitted by this article shall subject the Employee to discipline and/or discharge in the discretion of the City.

**36.6. Testing Determination.** Upon determining that a Employee must submit to a breath and/or urinalysis test for alcohol or drug usage either through random testing, the supervisor shall give the Employee an opportunity, prior to the test, to request the presence of, or to seek the advice from an Union representative. The Employee and the Union representative, if available, shall be given an opportunity to communicate any information or other explanation relevant to the circumstances to the supervisor. The supervisor shall then determine, after considering all of the circumstances, whether the test shall be administered. If a union representative is requested by the Employee but is unable to be present ninety (90) minutes after the Employee is informed of the testing, the supervisor may proceed with the testing without the union representative. The union representative, if available, may accompany the Employee to and be present with the Employee at the collection site. The City may place the Employee subject to testing on paid administrative leave pending receipt of the test results.

**36.7. Testing Procedure and Results.**

- A. The lab selected to do drug testing shall be federally certified. The facility collecting and testing breath samples shall hold all legally necessary licenses.
- B. Prior to submitting a specimen, the Employee will be asked to sign a consent-refusal form, and shall be subject to discipline, up to and including discharge, for refusing to sign such a form.
- C. The collection and processing of urine samples shall, in the case of drug testing, comply in all material and applicable respects to the procedures set forth in the most recent revision of "HHS: Mandatory Guidelines for Federal Workplace Drug Testing Program" initially published on April 11, 1988 in 53 Federal Register 11970. The collection, processing and testing of urine samples in the case of alcohol testing shall comply with the procedures set forth in 49 C.F.R. part 40.
- D. With regard to drug testing, where the Employee provides a sufficient urine sample at the time of the original sample collection, this sample shall be split and placed in two (2) separate containers at the collection site. In the presence of the Employee at the testing site, and without leaving the Employee's sight each urine sample taken shall be placed in two (2) sterile collection containers which shall be each be sealed by placement of a tamperproof seal over the bottle cap and down the sides of the bottle, and labeled and then initialed by the Employee. The collection of urine samples shall allow individuals privacy unless there is reason to believe that the Employee being tested may alter or substitute the specimen to be provided. The sample within the first container shall be sent to the testing laboratory, and the sample within the second container shall be stored at the test collection site.

The laboratory shall commence testing of the sample within the first container only if the sample is received in an undamaged condition, properly sealed and labeled, and properly initialed by the Employee. The certified laboratory shall first conduct an initial screening of this sample. If the test results from the screening are negative, the City Manager will be so advised and the testing procedure will be concluded. If illegal drugs or alcohol are found in the sample as a result of the screening, then that sample shall be submitted for confirmatory testing. The initial screening shall be accomplished by means of thin layer chromatography (TLC) or equally reliable testing methods and the confirmatory test shall be accomplished by means of gas chromatography/mass spectrometry (GS/MS). If the test results from the confirmatory test are negative, the City Manager will be so advised and the testing procedure will be concluded. If, as a result of the initial screening and confirmatory test, the test result is positive, the Employee will be contacted directly by a Medical Review Officer ("M.R.O.") and will be given the opportunity to explain the reasons for a positive test result. Should the Employee offer an explanation that in the judgment of the M.R.O. sufficiently explains the positive test result, the M.R.O. will consider the results as negative and the City Manager will be so advised and the testing procedure will be concluded. The M.R.O. may verify a test as positive without interviewing the Employee if more than five (5) days elapse after the M.R.O. first attempts to contact the Employee.

With regard to drug tests, if the test results are positive, and the Employee has not offered an explanation to the M.R.O. sufficient to cause the M.R.O. to consider the results negative, the City Manager shall be notified and the City Manager or his or her designee shall in turn contact the Employee. The City will provide Employees who test positive for drugs with an opportunity to have the split urine specimen tested by a clinical laboratory or hospital facility of the Employee's choosing, at the Employee's own expense, providing the Employee notifies the City within seventy-two (72) hours of receiving the positive results and provided further that the laboratory or clinic and the testing procedure, including chain of custody, meets or exceeds the standards established in this contract. If the Employee does not request the testing of the sample within the second container after the sample within the first container tests positive, or if the Employee requests the testing of the sample within the second container and it also tests positive for an illegal drug or alcohol, rehabilitative or disciplinary action shall be taken.

- E. With regard to alcohol testing, tests shall be performed by an individual certified under federal standards. An initial positive alcohol level of .04 grams per 210l of breath shall be considered positive for purposes of authorizing the conduct of the confirming alcohol test. If initial screen results are negative, i.e., below the positive level, testing shall be discontinued. Only Employees with screen test results that are positive on the initial screen shall be subject to confirmation testing for alcohol. With respect to confirmation testing, a positive alcohol level shall be .04 grams per 210l of breath.

**36.8. Disciplinary Action.** Employees who have violated this article with regard to the misuse of legal drugs, the use of illegal drugs, or the prohibited conduct set forth above shall be subject to discipline up to and including discharge in the discretion of the City.

**36.9. Changes in Testing Procedures.** The parties recognize that during the life of this Contract, there may be improvements in the technology of testing procedure which provide more accurate testing. In that event, the parties will discuss any such improvements with the Union. If the parties are unable to agree, the City shall have the authority to change the testing procedure.

**36.10. Confidentiality.** All testing and actions taken under or pursuant to this Article shall be kept confidential to the extent permitted by federal and state law, except where disclosure is warranted to comply with the provisions of this contract relative to disciplinary action taken against an Employee.

SIGNATURE PAGE

This Agreement is signed and entered into on this 4th of May, and is hereby in full force and effect until December 31, 2027.

FOR THE CITY OF PICKERINGTON

Greg C. Butler

Chris Schuman

Stephanie Cheney

J. A. S.

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FOR AFSCME, AFL-CIO

Monique Heltmann

Chris

Joseph

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