MEMORANDUM OF UNDERSTANDING #2017-03

BETWEEN THE CITY OF COLUMBUS
AND AFSCME, OHIO COUNCIL 8, LOCAL 2191
REGARDING PAID PARENTAL LEAVE

The City of Columbus ("City") and AFSCME, Local 2191 agree as follows:

Effective August 1, 2017, full-time City employees who meet the following criteria are eligible for up to six (6) weeks of Paid Parental Leave (PPL). Employees must have:

1. Completed one (1) year of continuous full-time City service;
2. Worked for a least one thousand two hundred and fifty (1,250) hours over the twelve (12) month period preceding the leave;
3. Not taken any PPL in the preceding rolling twelve (12) month period measured backward.

PPL qualifying events are the following:

1. Birth of a child, provided the employee is the biological parent, or the spouse or domestic partner of the biological parent, or a legal guardian of the child.
2. Permanent placement of an adoptive child, provided the employee is the adoptive parent, or the spouse or partner of the adoptive parent, and must reside in the same household as the newly adopted child.

PPL benefits are as follows:

1. The eligible leave period of six (6) weeks begins on the date of the qualifying event (i.e., birth of a child or permanent placement of an adoptive child). PPL is not intended to extend disability leave, and therefore will not be used at the end of disability following the same event.
2. Eligible employees may receive a total Paid Parental Leave benefit of six (6) weeks; this program shall provide for payment to the employee from the fifteenth (15th) day of the qualifying event for a maximum of four (4) weeks of PPL benefits at seventy percent (70%) of current salary.
3. During the waiting period only, employees may elect to use sick leave, vacation, compensatory time or unpaid leave time.
4. During the six (6) weeks of PPL, the employee may, if he/she so desires, elect to use all, or part, of his/her accumulated but unused sick leave in order to make up any difference between one hundred percent (100%) of his/her gross wages and the amount which he/she receives under the PPL program, provided that all new (current year) sick leave accruals are exhausted before an employee may use the available balance in his/her old sick leave bank. If an employee exhausts all sick leave benefits, other approved leave may be granted by the Appointing Authority.

5. PPL must be taken as one continuous block of leave and may not be taken intermittently.
6. Any PPL which is granted for reasons permissible under FMLA leave shall count toward the twelve (12) week per year limitation.
7. While an employee is paid PPL benefits, vacation accruals shall cease. Holidays shall be paid at the PPL benefit rate as set forth in item #2.

DURATION

This MOU remains in full force and effect unless and until terminated by either party with thirty (30) days' written notice.

City of Columbus:

Teresa C. Long, M.D., M.P.H.
Health Commissioner

8/22/2017
Date

Nichole Brandon
Human Resources Director

9/6/17
Date

For The Union:

Stephen M. Roberts
Staff Representative, Ohio Council 8

8/14/17
Date

Jamie Shumaker
President, AFSCME Local 2191

8/8/17
Date