

MEMORANDUM OF UNDERSTANDING #2021-02

BETWEEN THE CITY OF COLUMBUS
AND AFSCME, OHIO COUNCIL 8, LOCAL 2191
REGARDING NEIGHBORHOOD SOCIAL SERVICES FLEXIBLE SCHEDULING

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

Subject to provisions in Article 32.3, the parties agree to the following temporary amendment to Article 16 – Hours of Work/Overtime, effective June 28, 2021 and expiring June 30, 2022. Prior to expiration, the parties agree to meet to evaluate this pilot program and discuss extension.

Section 16.12(F) Neighborhood Social Services

- (1) All job classifications assigned to Neighborhood Social Services and its subprograms may be affected by this program scheduling.
- (2) Employees may have responsibilities which require them to respond to scheduled and/or emergent situations outside normal scheduled hours necessitating alternate scheduling and/or flexible schedules without payment of daily overtime to provide essential services and for the welfare of the employees.
- (3) Flexing schedules on an hour-for-hour basis may be requested by an employee and must be approved by the supervisor.
- (4) All flexing of hours, whether due to foreseeable or unforeseeable circumstances must take place within the same workweek under federal law. If not possible, any extra hours worked over forty (40) hours for the workweek will be considered as overtime under Section 16.3.

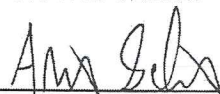
The parties agree to a pilot trial of these terms through June 30, 2022, but will work cooperatively to make any needed adjustments during the pilot term.

FOR THE CITY:


Mysheika W. Roberts, M.D., M.P.H.
Health Commissioner

6/28/2021
Date

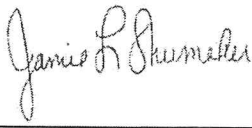
FOR THE UNION:


Tony Schroth
Staff Representative, Ohio Council 8

6/11/2021
Date


Nichole M. Brandon
Human Resources Director

7/6/2021
Date


Jamie Shumaker
President, AFSCME Local 2191

6/11/2021
Date