

SIDE LETTER #17

June 2, 2022

Tony Schroth
Chief Negotiator
AFSCME, Ohio Council 8
6800 North High Street
Worthington, Ohio 43085-2512

Dear Tony:

The purpose of this letter is to clarify recent discussions regarding application of distribution of overtime regarding voluntary overtime and overtime scheduling regarding mandatory overtime for sections, groups, units, and teams within the Environmental Health branch of Columbus Public Health.

Distribution of overtime regarding voluntary overtime

Over the years, the practice for distribution of overtime has been to limit overtime equalization lists for voluntary overtime distribution to the employees assigned to specific sections, groups, units, or teams. For example, only employees assigned to the Food Protection group would be permitted on the Food Protection overtime equalization list.

The current collective bargaining agreement (CBA) terms provide that "Employees within the same classification and with the same work capabilities within the same reporting location who are participating in the overtime provisions shall have an equal opportunity to earn voluntary overtime pay." [Section 16.4(A) Distribution of Overtime. Overtime Eligibility]

After discussion, in order to provide more equitable voluntary overtime opportunities across the Environmental Health branch, and more consistent with current CBA terms, the overtime equalization lists within the Environmental Health branch will be opened for voluntary sign-up by all employees in PH Environmental Health Specialist-in-Training (1831), PH Environmental Health Specialist I, and PH Environmental Health Specialist II, with the same work capabilities needed for the work assignments, without regard to each employee's assigned section, group, unit or team.

Overtime Scheduling regarding mandatory overtime

Scheduling of mandatory overtime will continue to be made with first consideration to the team, unit, group, and/or section where an operational need for overtime is required, with the understanding that Columbus Public Health may make mandatory overtime assignments outside the team, unit, group and/or section where operational need for overtime is required when mandatory overtime scheduling for all employees within that team, unit, group, or section are exhausted and the operational need continues to exist.

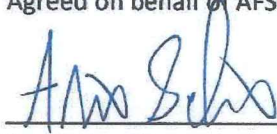
Please sign in the space provided below if the foregoing reflects the agreement of the parties.

Sincerely,



Kevin G. Williams
Human Resources Officer
Columbus Public Health

Agreed on behalf of AFSCME Local 2191



Tony Schroth
Chief Negotiator