

AGREEMENT
BETWEEN
LUCAS COUNTY CHILDREN SERVICES BOARD
AND
THE FEDERATION OF LUCAS COUNTY CHILDREN SERVICES
PROFESSIONAL, CLERICAL AND SERVICE EMPLOYEES
PROFESSIONALS GUILD OF OHIO

ATTORNEYS

MAY 1, 2022

TO

April 30, 2025

TABLE OF CONTENTS

Article 1	Recognition.....	3
Article 2	Definitions.....	3
Article 3	Management Rights.....	4
Article 4	Union Rights	5
Article 5	Union Security	7
Article 6	No Strike Pledge.....	8
Article 7	No-Lockout Pledge	8
Article 8	Labor-Management Meetings	8
Article 9	Non-Discrimination	9
Article 10	Layoff and Recall	9
Article 11	Health, Safety, & Courteous Treatment	12
Article 12	Grievance Procedure.....	13
Article 13	Employee Discipline	16
Article 14	Attorney Evaluations.....	17
Article 15	Professional Conditions	18
Article 16	Personnel Files.....	19
Article 17	Posting	19
Article 18	Probationary Periods	22
Article 19	Hours of Work.....	23
Article 20	Wages	23
Article 21	Vacation and Holidays	27
Article 22	Mileage Reimbursement.....	29
Article 23	Fringe Benefits	29
Article 24	Sick Leave and Leave of Absence.....	30
Article 25	Personal Leave.....	32
Article 26	Miscellaneous Working Conditions	32
Article 27	Break Room.....	33
Article 28	Training and Development.....	34
Article 29	De-Certification.....	35
Article 30	Provision Contrary to Law.....	35
Article 31	On Call Pay	35
Article 32	Heading Clause	35
Article 33	Leave Donation Program.....	35
Article 34	Jury Duty	37
Article 35	Temporary Work Level	38
Article 36	Term of Contract.....	40

Article 1 Recognition

Section 1

The Lucas County Children Services Board (hereafter referred to as "Employer") recognizes and acknowledges the Federation of Lucas County Children Services Professional, Clerical & Service Employees, Council 13 of the Professionals Guild of Ohio, (hereafter referred to as "Union") as the sole and exclusive collective bargaining representative of the employees included in the Bargaining Unit as follows: All employees in the classifications of Staff Attorney.

<u>Civil Service Title</u>	Job Title
Staff Attorney 1	Attorney 1
Staff Attorney 2	Attorney 2

Section 2

The following positions are excluded from the Bargaining Unit: All Supervisors, confidential, and management level employees; all other employees of Lucas County Children Services.

Article 2 Definitions

The following terms shall have the meaning indicated, as used in this Agreement:

- A. "Bargaining Unit" means a single unit composed of those employees covered by this Agreement.
- B. "Employer" means the Lucas County Children Services Board. For administrative purposes, the Executive Director of the Board shall be considered the Children Services Board designee.
- C. "Representative of the Union" means stewards, officers, and employees of the union.
- D. "Union" means the Federation of Lucas County Children Services Professional, Clerical, & Service Employees, Council 13, Professionals Guild of Ohio.

Article 3 Management Rights

Section 1

The Union shall recognize the right and authority of the Employer to administer the business of the Agency, and in addition to other functions and responsibilities which are not specifically mentioned herein, the Union shall recognize that the Employer has and will retain the full right and responsibility to direct the operations of the Agency, to promulgate rules and regulations and to otherwise exercise the prerogative of management, and more particularly including but not be limited to the following:

- A. To manage and direct its attorneys, including the right to select, hire, promote, transfer, assign, evaluate, layoff, recall, reprimand, suspend, discharge, reward, or discipline for cause, and to maintain discipline among attorneys;
- B. To manage and determine the location, type and number of physical facilities, equipment, programs and the work to be performed, including implementation of necessary action in emergency situations;
- C. To determine the Agency's budget, goals, objectives, programs and services, and to utilize personnel in a manner designed to effectively and efficiently meet those purposes;
- D. To determine the size and composition of the work force and the Agency's organizational structure, including the right to relieve employees from duty;
- E. To determine the hours of work, including overtime, work schedules, and to establish the necessary work rules for all;
- F. To determine when a job vacancy exists, the duties to be included in all job classifications, and the standards of quality and performance to be maintained;
- G. To require designated attorneys to submit to examination by a physician in accordance with the rules and regulations of the Ohio Department of Human Services or other regulatory agencies.

Section 2

The Union recognizes and accepts that all rights and responsibilities of the Employer not specifically modified by the Agreement or ensuing agreements, shall remain the function of the Employer.

Article 4 Union Rights

Section 1

The Employer agrees to furnish the Union President once during the month a list of personnel transactions which involve additions to or deletions from the Bargaining Unit. The Employer will include in the list attorneys promoted or transferred into or out of the Bargaining Unit. The list will show the names and effective date of the transaction.

Section 2

The Employer agrees to install Employer furnished bulletin boards of 2 feet x 3 feet size for posting of Union information to be located in mutually agreed upon areas, provided however that the bulletin boards provided to the Union under other agreements shall satisfy this provision. However, said bulletin boards shall not contain personal attacks, political comments against any county official or management employee and no slanderous and libelous material.

Section 3

The Union shall appoint not more than two (2) work area Stewards, one shall be designated "Chief Steward." The president of the Union shall notify the Employer in writing of the names and jurisdiction of each Steward. Such Stewards shall be recognized by the Employer as "Representatives of the Union." However, the Union may not have more than one Chief Steward, regardless of the number of bargaining units it represents. The Union Stewards shall not abuse this provision. Any suspected abuse of Stewards' release time shall be referred to the Labor-Management Committee.

Section 4

The Union President shall handle all Union related matters as conditioned in Section 3. The Union President shall allocate up to twenty-five (25) hours per week of Employer paid time to handle all Union related matters to stewards and officers of the Union. The Union shall have not more than one President receiving such time, regardless of the number of bargaining units it represents. Union allocated time shall be used to conduct Union business only, except strike and pre-strike activities, and no more than eight (8) hours per week shall be allocated to the work area steward. No time shall be allocated without prior notification to the attorney's supervisor. In emergency or short-notice situations or when a supervisor isn't readily available, prior notice may consist of an email left for the supervisor/covering supervisor. Any suspected abuse of allocated time shall be referred to the Labor-Management Committee.

The Union president, who has a court caseload, shall have a caseload which reflects a 25% reduction of the average caseload size within their respective departments.

Section 5

The Union shall possess the right to use the Employer's intra-agency mail delivery system for distribution of printed Union material. The Union may not use any other Employer communication system, including but not limited to electronic mail, voice mail, paging systems, etc., for group communications to employees. The Union shall not use either the mail delivery system or any other Employer communication systems to sanction, encourage, or assist a strike or work slowdown.

Section 6

Non-employee Representatives of the Union shall be permitted access to Employer work places but may not meet with employees during employee work time. Union related business shall not be conducted when children and/or clients are present and shall not interfere with the work of the attorney or the Employer.

Section 7

Subject to the needs of the Employer, paid administrative leave shall be granted to attorneys to attend workshops, conferences and conventions of the Union's affiliate organizations. In no event shall paid leave exceed ten (10) days per calendar year for all employees in all Employer bargaining units, but no more than two (2) days per calendar year for this Bargaining Unit.

Section 8

The Union President may attend, with the time allotted under Section 4 of this Article, any employee orientation programs.

Section 9

The rights accorded to the Union by this Agreement shall not be given to any other employee organization by the Employer except as may be required by law.

Section 10

The Employer shall provide the Union with one office for all Employer Bargaining Units. The Union shall not have access to this office during any strike or slowdown. The office shall include a file cabinet with lock, a desk, a typewriter, and a phone. The Employer shall pay all costs of local phone service including installation and maintenance of a separate phone number, except for toll calls which shall be paid by the Union, under penalty of disconnection of service for failure to do so. The Union holds harmless the Employer from any liability related to any materials, files, or equipment in the Union office and any activities conducted by the Union in the office. The Union agrees to indemnify the Employer for any liability, loss damage or claim arising out of the use of the office by the Union. The use of the office shall be limited to official Union business. Individuals

other than the Union President and Stewards shall obtain prior supervisor approval before conducting Union business in the Union office during their work hours.

Section 11

The Union shall be permitted to hold meetings on Employer property, providing the following conditions are met: 1) the Union shall not be allowed to hold any meeting on Employer property during any strike or slowdown; 2) meetings will be held during non-working hours; 3) reasonable notice shall be given by the Union to the Executive Director or his/her designee of any proposed meeting; 4) each supervisor shall make the decision as to adequate staff in-place before allowing attendance at Union meetings; 5) any costs incurred in the use of Employer property for Union meetings (i.e. call-in/call-back, clean up) shall be paid by the Union, and 6) any meetings shall be coordinated with the Security Office. Union requests for meeting space shall be treated as any other request for space. Employer meetings shall take precedence.

Article 5 Union Security

Section 1 - Dues Deduction

Pursuant to Section 4117.09 of the Ohio Revised Code, and upon notification from the union of membership, the Employer shall deduct dues from employee members upon receipt of a voluntary written authorization card. Dues shall be payable to Professionals Guild of Ohio.

Dues deductions shall be made in equal installments each pay period. The Union shall inform the Employer of the amounts to be deducted under this Article.

All sums deducted shall be forwarded to the union office, as designated by the Union, within ten (10) days after deductions were made. The Employer shall not be responsible for conditions in the County Auditor's office that cause delay.

Should the Fair Share fee law be overturned then all language pertaining to the Fair Share fee will be reinstated to the full extent allowed by the law.

Section 2

The Employer will deduct voluntary contributions to the Union's Committee on Political Education (COPE) from the pay of an employee upon receipt from the Union of an individual written authorization card voluntarily executed by the employee.

Monies deducted shall be remitted to the Union within fifteen (15) days of the date of deduction. Payment for PGO members shall be made to the Treasurer, Professionals Guild of Ohio Committee on Political Education, P.O. Box 7139, Columbus, Ohio 43205. The payment will be accompanied by an alphabetical list of names of those employees

for whom a deduction was made and the amount of each deduction. This list and payment must be separate from the list and payment of employees that had Union dues or fair share fees deducted.

An employee shall have the right to revoke a COPE authorization by giving written notice to the Union at any time.

Section 3

The Union agrees to indemnify the Employer and hold it harmless against any and all suits, claims, demands, and liability or damages or penalties that may arise out of or by reason of any action that shall be taken by the Employer for purpose of complying with the provisions of this Article.

Article 6 No Strike Pledge

Section 1

The Union shall not, directly or indirectly, call, sanction, encourage, finance and/or assist in any way, nor shall any individual members instigate or participate, directly or indirectly, in any strike, walkout, work stoppage or slowdown, at any operation or operations of the Employer for the duration of this Agreement.

Section 2

The Union shall cooperate with the Employer in continuing operations in a normal manner and shall actively discourage and endeavor to prevent or terminate any violations of Section 1. In the event a violation occurs, the Union shall promptly notify all attorneys that such action is prohibited and advise all attorneys to return To work at once.

Article 7 No-Lockout Pledge

The Employer shall not lock out any attorneys for the duration of this Agreement.

Article 8 Labor-Management Meetings

Section 1

The Employer's Executive Director or his/her designee shall meet on an as needed basis with representatives of the Union to discuss and attempt to resolve matters of concern.

Section 2

Composition of the total Labor-Management Meeting shall be limited to ten (10) representatives from both the Employer and the Union, regardless of the number of bargaining units included in such meetings. Meetings shall be limited to no more than twice a month, except upon mutual agreement of the parties.

Article 9 Non-Discrimination

Neither the Employer nor the Union and its officers and representatives shall discriminate for or against any attorney on the basis of race, religion, color, national origin, sex, marital status, employee organization membership, handicap, disability, political affiliation, or age as such terms are defined by law or sexual orientation only as it relates to non-economic benefits. There shall be no sexual harassment of employees. The Employer and the Union agree to abide by the provisions of applicable Federal, State, and local laws and executive orders regarding these matters. An attorney may elect either to file a grievance or to file a charge or complaint with the appropriate State or Federal administrative body or court to redress alleged discrimination. However, once an election by the attorney has been made, the attorney is deemed to have waived all rights to later pursue alternative methods of redress.

Article 10 Layoff and Recall

Section 1

When the Employer determines it is necessary to reduce the number of Bargaining Unit positions (other than through attrition of employees who resign, retire, are on leave, or are terminated for cause) because of:

1. Lack of funds (a current or projected deficiency of funding);
2. Lack of work (a current or projected decrease in the workload); or
3. Abolishment of positions (the deletion of positions because of a lack of continued need for the position(s)),

The procedures of this Agreement shall exclusively govern the layoff of employees.

Section 2

Not later than forty-five (45) days prior to any anticipated layoff of Bargaining Unit employees, the Employer shall notify the Union. Upon request, Employer and Union representatives shall meet and confer as soon as practicable in order to discuss steps to prevent and/or minimize the layoff of employees (if possible). Such steps shall include, but not be limited to:

- A. Offering other Bargaining Unit positions to employees in the affected classifications. Such an offer may only be made to an employee who is qualified for the position being offered. Seniority shall govern any choices among employees for such an offer. An employee who moves to a position in a different classification series shall serve a new probationary period equal in length to the initial probationary period established for that classification.
- B. Assisting employees who may desire and may be qualified to retire or resign.
- C. Assisting employees in the affected classifications in seeking and preparing for other employment.
- D. Prior to the layoff of any employee as provided in the order of layoff below, initial probationary employees (new hires) in the affected classification(s) will be terminated and have no rights under this article.

Section 3

Order of layoff: In the classifications selected for layoff, employees shall be laid off and have displacement rights in the following order:

1. Part-time temporary employees
2. Full-time temporary employees
3. Intermittent employees
4. Part-time permanent employees
5. Full-time permanent employees

Section 4

Within the order of layoff, employees shall be retained, laid off, and have displacement rights within their specific job classification series on the basis of seniority, as defined in Article 17 of this Agreement. The exception shall be when an employee, who would be retained, does not possess the minimum qualifications to perform the job responsibilities that remain. In such cases, the Employer shall possess the burden of proof and shall retain the most senior employee who is qualified to fill the position remaining after the layoff. There shall be no bumping or displacement rights from one job classification series to another.

Section 5

An employee in a classification affected by the layoff shall receive notice of his/her seniority date at least thirty (30) calendar days prior to the effective date of the layoff. Any alleged error regarding the employee's seniority date must be brought to the attention of the Human Resources Department within five (5) working days of the issuance of the seniority notice.

Employee's notification of layoff or displacement will be made at least fourteen (14) calendar days prior to the effective date. The Employer shall also post a seniority list of the affected classifications at least fourteen (14) calendar days prior to any anticipated layoff. In the event of a tie in seniority, tie breaker criteria will be as follows:

- A. hire date;
- B. date appointed to current classification series;
- C. casting of lots (casting of lots to be conducted by a representative of the Employer and the Union).

Section 6

The employee whose position is laid off or who is displaced shall have the right to fill an available vacancy within the employee's classification and appointment type, provided the employee executes a written request to exercise displacement rights within five (5) calendar days of notification of layoff. If a vacancy does not exist in the employee's classification and appointment type:

- A. The employee may displace the employee with the least amount of seniority in the same classification and the same, then successively lower, appointment types, provided that the displacing employee has more seniority than the employee being displaced.
- B. In the event displacement of a least senior employee in the same classification is not possible, the employee may displace into a vacancy in successively lower classifications in the classification series.
- C. If a vacancy does not exist in successively lower classifications and the employee has greater seniority than others in the classification series, the employee may displace the employee with the least amount of seniority in successively lower classifications and the same, then successively lower, appointment types within the classification series.

Section 7

An employee who displaces into a different position shall be paid according to the pay range assigned to the position, with no employee receiving more than the highest rate established for that position. The employee shall be placed on the same numbered step the employee was on prior to displacement.

Section 8

The Employer shall compile and post recall lists by seniority, classification and appointment type. Laid off employees and employees who displaced to a lower classification and/or appointment type shall remain on recall lists for one (1) year from the effective date of the layoff. The employee shall have recall rights to the classification

series from which the employee was laid off or displaced. Recall shall be in the reverse order of layoff. Employees must be qualified to perform the responsibilities required for the position in order to be eligible for recall. The Employer shall have the burden of proof with regard to the employee's minimum qualifications for the position.

The Employer shall notify the employee of recall by certified or registered mail sent to the last place of residence shown on the Employer's records. Each employee is responsible for providing the Human Resources Department with his or her current address. If the Employer has not received the employee's written acceptance of the offer of recall within ten (10) calendar days of the postmark, the offer shall lapse and the employee shall be removed from the appropriate recall list. If a laid off or displaced employee declines recall to the classification and appointment type he/she held prior to layoff or displacement, he/she shall be removed from the recall list.

Section 9

The Employer has no Ohio Department of Administrative Services filing obligations in relation to a layoff.

Section 10

Employees outside of the Bargaining Units who wish to displace into a Bargaining Unit position may do so only on the basis of seniority.

Section 11

The parties agree that the layoff and recall provisions of Article 10 specifically supersede the provisions of R.C. 124.321 through 124.328 as they apply to bargaining unit employees.

Article 11 Health, Safety, & Courteous Treatment

Section 1

No attorney shall knowingly be given any assignment that is dangerous to his/her physical safety or health. It is the responsibility of the attorney to bring concerns he/she may have to the attention of his/her supervisor. Nothing in this Article shall be construed as granting to any attorney any claim or cause of action against the Employer and/or its agents in an Administrative or court process for personal injury or property damage. An attorney may elect to file a grievance or to file a notice with the Division of Occupational Safety and Health in the Department of Industrial Relations.

Section 2

Every bargaining unit employee is entitled to equitable and courteous treatment by every other employee as provided by this provision. The use of language which would be commonly accepted as insulting, degrading, or intimidating, and/or other forms of harassment will not be permitted in working situations.

Complaints brought under this section shall be made in writing to the Human Resources Director within ten (10) working days of the incident. The written complaint must contain a) a summary of the incident, b) the name(s) of any witness(es) to the incident, and c) a notation that the complaint is being brought under this provision.

A complaint filed under this provision may not be filed under any other provision of this agreement or through any other internal policies or procedures, including but not limited to Article 9 Non-Discrimination, Article 12 Grievance Procedure, or the Affirmative Action Committee. If an employee elects to file a complaint with the appropriate State or Federal administrative body, the employee is deemed to have waived all rights to file a complaint under this provision or through any other internal Employer channel.

The Employer shall investigate complaints brought under this provision and, at its sole discretion, determine whether there has been a violation of this provision. The investigation will be expected to be completed within thirty (30) calendar days of the complaint. In the event factors exist that impact the ability to complete the investigation within thirty (30) calendar days, those factors will be shared with the Union. Any employee found in violation of this provision may be subject to corrective or disciplinary action as determined solely by the Employer. The Union will be provided a written report at the conclusion of the investigation.

Any determination resulting from the Employer's investigation under this provision is appealable directly to the Executive Director within ten (10) working days of the Union being provided the written report. This provision shall not be grieved to any level of the grievance procedure including arbitration.

Article 12 Grievance Procedure

Section 1

A "grievance" shall be defined as a dispute between an employee(s) and/or the Union and the Employer concerning the interpretation or application of the terms of this Agreement. No matter subject to the grievance procedure may be filed with the State Personnel Board of Review.

"Grievant" shall be defined as the employee(s) initiating a Grievance or the Union if it initiates the Grievance.

Section 2

Grievances shall be presented in accordance with the following procedures:

Step 1 - Informal Step: An employee with a Grievance shall orally communicate his/her Grievance within fifteen (15) working days of his/her knowledge of the alleged grievance, to his/her immediate supervisor and shall attempt to resolve it informally. If additional time is required to investigate the circumstances, the immediate supervisor shall have up to five (5) working days to answer the Grievance informally.

Step 2 - If the Grievant is not satisfied with the answer given in Step 1, he/she shall, within five (5) working days of receipt of the answer, reduce the Grievance to writing and deliver it to the Human Resources Department.

The written Grievance shall identify:

- 1) the aggrieved,
- 2) the facts,
- 3) all articles and sections believed to have been violated,
- 4) the informal attempt made to resolve the Grievance at Step 1, the immediate supervisor's answer at Step 1, and
- 5) the remedy sought.

The Human Resources Department will, upon receipt of a Step 2 Grievance, schedule a meeting to be held within five (5) working days between the Grievant and the Division Director or his/her designee. The time frame for conducting the Step 2 meeting may be extended by mutual agreement of the parties. The Division Director or his/her designee will answer the Grievance within five (5) working days following the date of the meeting.

Step 3 - If the Grievant is not satisfied with the answer given in Step 2, he/she shall, within five (5) working days of receipt of the answer, forward the Grievance to the Human Resources Manager or his/her designee. The Grievance and all facts involved shall then be forwarded to the Executive Director or his/her designee when the Executive Director is unavailable due to vacation, illness or leave of absence. The Executive Director or his/her designee will, upon request, hold a hearing with the Grievant and the Union representative within five (5) working days of the request and submit a written answer to the Grievant within five (5) working days of the hearing or receipt of the grievance if no hearing is requested. The grievance may not be amended after this level to the Executive Director or his/her designee.

Section 3

The Grievant shall have the right to process his/her Grievance himself/herself or to be accompanied by a Representative of the Union during hearings or meetings relative to his/her written Grievance. Meeting(s) will be scheduled at a mutually agreed time. The Union shall be notified by the Employer and shall be permitted to send an observer to all hearings.

Section 4

A group Grievance shall proceed immediately to Step 3 of the grievance procedure. Group Grievances shall list either the names of all the individual Grievants concerned or the types of employees affected. It shall indicate that it is being processed as a group Grievance.

Section 5

The time limits provided for in the Agreement may be extended only on mutual agreement of the parties. If the Grievant fails to file or advance his/her Grievance within the time limits prescribed by Section 2 in this Article, the Grievance shall be considered as satisfactorily answered by the last management representative responding to the Grievance. If management fails to timely hold a hearing or respond to a Grievance, the Grievance will be processed to the next step of the grievance procedure. However, in no event shall a Grievance proceed to arbitration without Union approval.

Section 6

If the Grievant is not satisfied with the written answer to his/her Grievance at Step 3, he/she may file a written request within five (5) working days for arbitration of the Grievance with the President of the Union. Such requests shall be considered by the Union, and the Union President shall communicate the decision of the Union to the Director of Human Resources within thirty (30) days from the expiration of the five (5) working days provided in this section.

Section 7

Within five (5) days following the receipt of the Union's request for arbitration, the Union and the Employer shall identify mutually acceptable dates to schedule the arbitration hearing.

The Grievance shall be submitted to a three-member arbitration panel consisting of a designee to be selected by the Union, a designee to be selected by the Employer, and a third party selected mutually by the Employer designee and the Union designee.

Section 8

The arbitration panel shall conduct a fair and impartial hearing of the Grievance hearing and record testimony from both parties.

Section 9

The arbitration panel's sole function shall be to interpret this Agreement and to determine whether the Employer or the Union is failing to abide by its provisions. The arbitration panel shall not have any authority to change, amend, modify, supplement, or otherwise alter the Agreement or any part thereof in any respect. The arbitration panel shall also apply any applicable Ohio Civil Service Laws, policies of the Employer, and Rules and Regulations of the Director of the Ohio Department of Administrative Services.

Section 10

It is expressly understood that the ruling and decision of the arbitration panel, within its function described herein, shall be final and binding upon the parties, provided that such decision conforms to State and Federal law and does not conflict with Management's Rights as described in Article 3 of this Agreement. The costs of any proofs produced at the direction of the arbitration panel, the fee of the mutually-selected arbitrator, and rent, if any, for the hearing room, shall be borne by the party calling for them. The fees of a Court Reporter shall be paid by the party asking for one; such fee shall be equally split if both parties desire a reporter.

Section 11

The arbitrator (s) shall render in writing his/her (their) findings and award as quickly as possible after the hearing, and shall forward such findings, award, and all supporting data to the office of the Executive Director and/or his/her designee and the President of the Union and/or his/her designee.

Section 12

In the event that the Employer desires to submit an issue to the arbitration panel, it may do so directly and bypass the Grievance procedure.

Section 13

Employee witnesses called by the grievant shall be in paid status when attending grievance meetings or arbitration hearings held during the witness' scheduled work time. Prior to the grievance meeting, the grievant shall provide to the Human Resources Department a list of witnesses and a synopsis of the issue(s) each witness will testify to. The Management representative hearing the grievance may limit the number of witnesses appearing at a grievance meeting.

Article 13 Employee Discipline

Section 1

The Employer may discipline for just and reasonable cause. No attorney shall be reduced (in pay, position, or vacation leave), suspended, or removed except for the grounds stated

in Section 124.34 of the Ohio Revised Code. The attorney may grieve a written reprimand, a reduction (in pay, position, or vacation leave), a suspension, or removal. Suspensions shall be a minimum of five (5) days, unless it is an unpaid suspension of less than five (5) days imposed for workplace rules infractions (in accordance with FLSA regulations.)

Section 2

Progressive discipline is the responsibility of the Employer; however, disciplinary action may vary depending on the severity of the offense. In cases of extreme misconduct, the first discipline may be removal. The Employer will give a copy of the written disciplinary actions to the affected attorney.

Section 3

When a meeting is scheduled between an attorney in the Bargaining Unit and his/her supervisor for disciplinary purposes (e.g. oral reprimand, written reprimand, reduction, suspension, discharges), including investigatory interviews, the attorney will be advised in advance and allowed to have a Representative of the Union present. The Union President will also be notified in advance of any meeting between an attorney in the Bargaining Unit and his/her supervisor which is held for disciplinary purposes. In the event the recommended discipline is suspension, reduction, or removal, a pre-disciplinary meeting will be held. The attorney and Union President will be notified in advance of the meeting.

Section 4

Written reprimands will be removed from the attorney's personnel file after twelve (12) months from the effective date providing there are no intervening disciplinary actions. Reductions of vacation leave of five (5) days or less or suspensions of five (5) days or less will be removed after twenty-four (24) months providing there are no intervening disciplinary actions after the effective date. The time that a disciplinary actions remains in the attorney's personnel file shall be extended for any period of leave of more than twenty (20) consecutive working days. The extended time shall be equal to the working days spent on leave.

Article 14 Attorney Evaluations

Section 1

Each attorney of the Employer will be evaluated by the immediate supervisor no less often than annually to assess current job performance, identify performance areas requiring improvement, and to establish performance objectives.

Section 2

The evaluator will meet with the attorney to discuss the evaluation. Upon completion of the attorney's evaluation conference, he/she will be provided with a copy of the completed evaluation for review and comment. Should the attorney desire to submit a written reply, he/she must do so within five (5) working days. If such a reply is submitted within this time frame (five working days), it shall be attached to the evaluation and accompany it through all Employer channels and become part of the attorney's permanent personnel record. After review by all the appropriate levels of the Employer, the Human Resources Department will send a copy of the evaluation and any attachments to the attorney for his/her records. All written statements at levels of supervision higher than the immediate supervisor shall become part of the evaluation. The attorney may respond within two (2) working days of receipt of the evaluation and the response will become part of the evaluation.

Section 3

An attorney who is on authorized unpaid leave of absence for more than two (2) weeks who returns to the same classification shall have his/her annual anniversary date extended in an amount equal to the time spent on unpaid leave. That date shall be his/her annual evaluation date.

Section 4

It is recognized by the Employer and the Union that the personal lives of attorneys should reflect a standard expected of Public Employees who are responsible for the lives of children. However, each attorney's life style is that individual's choice, provided that such life style shall not prevent the attorney from performing the duties assigned to him/her by the Agency to the standard expected of Public Employees who are responsible for the lives of children.

Section 5

Any changes in the evaluation instrument will be made by the Employer only after meeting with the Union to discuss any proposed changes.

Article 15 Professional Conditions

Section 1

Bargaining Unit members are professional attorneys who represent the Employer.

Section 2

Bargaining Unit members must comply with the Code of Professional Responsibility promulgated by the Ohio Supreme Court.

Section 3

Within the limits of the law, Bargaining Unit members and the Employer agree that they will maintain an attorney-client relationship. Included in that relationship is the assumption that Bargaining Unit members will maintain client confidentiality, to the extent that the law and the Code of Professional Responsibility permit.

Section 4

Bargaining Unit members may work for compensation for another employer or client if (a) such work presents no conflict of interest with the Employer, (b) does not interfere with the Bargaining Unit member's responsibilities to the Employer and (c) such work does not occur during regularly scheduled Employer work hours.

Section 5

Bargaining Unit members shall be provided with adequate available equipment and supplies for use in carrying out their assigned duties.

Article 16 Personnel Files

Section 1

Employees will be allowed to review their personnel files. Requests for appointments to review personnel files shall be directed to the Human Resources Department. Appointments will not be unreasonably delayed.

Section 2

Attorneys shall be provided with a copy of any materials that will become part of their personnel records while an employee of this Employer. At that time, the affected attorney may appeal the inclusion of such material pursuant to Article 12.

Section 3

Confidentiality of personnel information, insofar as consistent with law, shall be respected in all actions related to one's employment with this Agency.

Article 17 Posting

Section 1

A vacancy shall be defined as any newly created position in the Bargaining Unit or as any vacated position in the Bargaining Unit that the Employer elects to fill.

Section 2

When a vacancy occurs in the Bargaining Unit, the position (s) shall be posted on the Agency Intranet for a minimum of three (3) work days including the day of posting. Nothing in this section shall be construed to prohibit the Employer from filling vacancies on an interim basis until the vacancy is filled. Temporary positions shall not be posted. The position announcement shall state the following: 1) the Agency position title; 2) classification, grade and salary position; 3) location; 4) principal accountabilities (complete job description applies); 5) required qualifications; 6) deadline for submitting application; 7) regular hours of work are . . .; 8) and other information deemed appropriate by the Employer.

Section 3

Attorneys who meet the qualifications set forth in the posting, and who desire to apply, shall submit applications to the Human Resources Department for preliminary screening within the posting period. The Employer need not consider applications received after the required posting period is complete. The application must be in writing. The Employer reserves the right to extend the deadline for submitting applications in the event that no qualified applicants apply.

The Employer shall first consider applications made by permanent attorneys in the same classification as the vacancy. Points shall be awarded to such applicants in two (2) categories:

- A. Performance: 3 points shall be awarded to the attorney with the highest average evaluation score from the date of employment as an attorney but not to exceed three (3) years prior to the date of his/her application. Points shall be awarded in descending order to attorneys with the second and third highest average scores.
- B. Qualifications: 3 points shall be awarded to the attorney with the highest qualifications as determined by the Employer. Points shall be awarded in descending order to attorneys with the second and third highest qualifications.

The position shall be offered to the attorney applicants in order of the total number of points received, beginning with the highest. In the event of a tie in points, seniority shall be the determinant. If the three highest applicants refuse the position, the remaining attorney applicants shall be rated according to the process for awarding points. When an attorney is offered a position, (s) he shall have two (2) work days to either accept or reject the position. A candidate who fails to accept within two (2) work days will be deemed to have rejected the position.

The Employer is not obligated to offer the position to any attorney who by his/her past performance or conduct has demonstrated an inability to successfully perform all of the

duties/responsibilities of the position. The phrase "by his/her past performance or conduct" shall mean any documented performance issues, including but not limited to disciplinary actions, performance evaluations, memos or supervisory notes, where the Employer has provided the attorney with a copy of said documentation. Further, the phrase "has demonstrated an inability to successfully perform all the duties of the position" shall mean that a nexus exists between the documented past performance or conduct and the attorney's inability to perform the duties of the position being sought.

The Employer is not obligated to consider the application of anyone other than permanent attorneys in the Bargaining Unit.

Section 4

The Union President shall receive a copy of every job posting within two (2) days after it is posted. The Union President shall also be notified within five (5) days when the job has been filled and by whom. If the Employer does not plan to fill a vacancy, the Union President shall be notified as soon as possible.

Section 5

When an attorney moves laterally, (s)he shall be assigned to the step closest to, but not less than, his/her current rate of pay. When an attorney is promoted to a position with a higher Step 14 rate than his/her current pay range, (s)he shall be assigned to the step closest to but not less than his/her current rate of pay multiplied by one and five hundredths (1.05). When an employee is demoted, (s)he shall be placed on the same numeric step in the new pay range.

Transferred, promoted and demoted employees shall begin earning the new rate of pay, if any, beginning on the first day of the first full pay period in which the employee is in the position.

This provision shall apply to all moves within this bargaining unit and moves from other bargaining units represented by the Union at Lucas County Children Services.

Section 6

Seniority shall be defined as the uninterrupted length of continuous service with the Agency. A termination of employment lasting less than sixty-one (61) days shall not constitute a break in continuous service. Once continuous service is broken, unless the attorney is reinstated, the attorney loses all previously accumulated seniority. An authorized leave of absence does not constitute a break in continuous service, provided the attorney returns to service following the expiration of the leave. However, time spent on unpaid leave of absence beyond thirty (30) days shall not be counted in determining accumulated seniority.

Section 7

An Attorney shall not be permitted to move from his/her initial position during the first year of service with the Employer unless approved by the attorney, the Employer, and the Union.

Article 18 Probationary Periods

Section 1

Attorneys new to the position (new hires and promotions) shall serve a 180-day probationary period.

The decision whether to terminate any newly hired attorney or demote a promoted attorney during his or her probationary period or whether to terminate or continue the employment of any newly hired attorney or demote a promoted attorney at the end of his or her probationary period is solely within the discretion of the Employer. The termination or demotion of a probationary attorney is not subject to review through the grievance procedure contained in the Agreement, nor may the decision be reviewed or reversed by an arbitrator or arbitration panel under this Agreement.

Section 2

All attorneys who are transferred or voluntarily demoted into a different attorney position/assignment shall serve a 120-day probationary period during which the attorney shall be returned to the same or a similar position as his/her former position if the attorney did not successfully perform all of the duties of the position. An attorney serving such a 120-day probationary period for a transfer or voluntary demotion and who is not permanently assigned to the attorney position, may grieve the failure of the probationary period if the Union believes that the Grievance is meritorious and the burden of proof in any such Grievance is on the Employer.

Section 3

A period in inactive pay status shall not be counted toward any probationary period. The probationary period of an individual attorney may be extended only upon the written agreement of the Employer, the individual attorney and the Union.

Section 4

Employees who have resigned from the agency can request reinstatement within one year to their resigned classification. The employee must have completed their initial probationary period with the agency and a vacancy must exist within that classification.

The request for reinstatement must be approved by the employees' previous supervision with final approval from the Executive Director. When the employee is approved for

reinstatement, the employee will not serve a probationary period and will be reinstated to the same step and grade they resigned.

Article 19 Hours of Work

Section 1

Attorneys shall be allowed to utilize a flexible work schedule within the established two-week pay period. Any variance from the Employer's standard business hours of 8:30 a.m. to 4:30 p.m. Monday through Friday, must have prior supervisory approval. The needs of the Employer are the primary consideration when a standard work schedule variance is granted.

Section 2

Extra hours worked in a pay period are first used to offset any time taken off for vacation, sick, or special flex leave. Attorneys will accumulate special flex time for any remaining hours worked beyond 70 in a pay period.

Section 3

Attorneys may use up to ten (10) days of accumulated special flex time for special flex leave within a one (1) year period. The one (1) year period includes the twelve (12) months preceding the pay period in which November 1st falls. In the event that an attorney exhausts the ten (10) days of accumulated special flex time, the attorney may use up to ten (10) additional days of accumulated special flex time.

Use of accrued special flex time is based on the needs of the Employer and is subject to prior supervisory approval. If not used, special flex time will be lost twelve (12) months from the date it is accrued. Special flex time cannot be cashed out.

Article 20 Wages

Section 1

The wages of each employee and wage scale shall be increased by the following percentages:

- Effective May 1, 2022 – 4% percent general wage increase with \$1000 lump sum
- Effective May 1, 2023 – 3% percent general wage increase with \$1000 lump sum
- Effective May 1, 2024 – 3% percent general wage increase with \$1500 lump sum

Employees shall receive step increases on their anniversary dates unless they are at or above the top step of the assigned pay range.

Employees on Step 14 or beyond of their applicable pay grade on or before May 1, 2010 have a two percent (2%) wage increase rolled into their hourly base.

Employees shall receive step increases on their anniversary dates unless they are at or above the top step of the assigned pay range.

Effective 5/1/2022, the wages for the Attorney 1 position listed below:

Attorney 1

	Hourly	Bi-Weekly	Annual
Step P	\$32.88	\$2,301.60	\$59,841.60
Step 1	\$33.88	\$2,371.60	\$61,661.60
Step 2	\$34.90	\$2,443.00	\$63,518.00
Step 3	\$35.95	\$2,516.50	\$65,429.00
Step 4	\$37.02	\$2,591.40	\$67,376.40
Step 5	\$38.13	\$2,669.10	\$69,396.60
Step 6	\$39.27	\$2,748.90	\$71,471.40
Step 7	\$40.46	\$2,832.20	\$73,637.20
Step 8	\$41.66	\$2,916.20	\$75,821.20
Step 9	\$42.91	\$3,003.70	\$78,096.20
Step 10	\$44.21	\$3,094.70	\$80,462.20
Step 11	\$45.53	\$3,187.10	\$82,864.60
Step 12	\$46.89	\$3,282.30	\$85,339.80
Step 13	\$48.30	\$3,381.00	\$87,906.00
Step 14	\$49.75	\$3,482.50	\$90,545.00

Effective 5/1/2023, the wages for the Attorney 1 position listed below:

	Hourly	Bi-Weekly	Annual
Step P	\$33.87	\$2,370.90	\$61,643.40
Step 1	\$34.90	\$2,443.00	\$63,518.00
Step 2	\$35.95	\$2,516.50	\$65,429.00
Step 3	\$37.03	\$2,592.10	\$67,394.60
Step 4	\$38.13	\$2,669.10	\$69,396.60
Step 5	\$39.27	\$2,748.90	\$71,471.40
Step 6	\$40.45	\$2,831.50	\$73,619.00
Step 7	\$41.67	\$2,916.90	\$75,839.40
Step 8	\$42.91	\$3,003.70	\$78,096.20
Step 9	\$44.20	\$3,094.00	\$80,444.00
Step 10	\$45.54	\$3,187.80	\$82,882.80
Step 11	\$46.90	\$3,283.00	\$85,358.00
Step 12	\$48.30	\$3,381.00	\$87,906.00
Step 13	\$49.75	\$3,482.50	\$90,545.00

Step 14	\$51.24	\$3,586.80	\$93,256.80
---------	---------	------------	-------------

Effective 5/1/2024, the wages for the Attorney 1 position listed below:

	Hourly	Bi-Weekly	Annual
Step P	\$34.89	\$2,442.30	\$63,499.80
Step 1	\$35.95	\$2,516.50	\$65,429.00
Step 2	\$37.03	\$2,592.10	\$67,394.60
Step 3	\$38.14	\$2,669.80	\$69,414.80
Step 4	\$39.27	\$2,748.90	\$71,471.40
Step 5	\$40.45	\$2,831.50	\$73,619.00
Step 6	\$41.66	\$2,916.20	\$75,821.20
Step 7	\$42.92	\$3,004.40	\$78,114.40
Step 8	\$44.20	\$3,094.00	\$80,444.00
Step 9	\$45.53	\$3,187.10	\$82,864.60
Step 10	\$46.91	\$3,283.70	\$85,376.20
Step 11	\$48.31	\$3,381.70	\$87,924.20
Step 12	\$49.75	\$3,482.50	\$90,545.00
Step 13	\$51.24	\$3,586.80	\$93,256.80
Step 14	\$52.78	\$3,694.60	\$96,059.60

Attorney 2

Effective 5/1/2022, the wages for the Attorney 2 position listed below:

	Hourly	Bi-Weekly	Annual
Step P	\$34.63	\$2,424.10	\$63,026.60
Step 1	\$35.66	\$2,496.20	\$64,901.20
Step 2	\$36.73	\$2,571.10	\$66,848.60
Step 3	\$37.84	\$2,648.80	\$68,868.80
Step 4	\$38.97	\$2,727.90	\$70,925.40
Step 5	\$40.13	\$2,809.10	\$73,036.60
Step 6	\$41.35	\$2,894.50	\$75,257.00
Step 7	\$42.58	\$2,980.60	\$77,495.60
Step 8	\$43.87	\$3,070.90	\$79,843.40
Step 9	\$45.18	\$3,162.60	\$82,227.60
Step 10	\$46.53	\$3,257.10	\$84,684.60
Step 11	\$47.92	\$3,354.40	\$87,214.40
Step 12	\$49.37	\$3,455.90	\$89,853.40
Step 13	\$50.84	\$3,558.80	\$92,528.80
Step 14	\$52.37	\$3,665.90	\$95,313.40

Effective 5/1/2023, the wages for the Attorney 2 position listed below:

	Hourly	Bi-Weekly	Annual
Step P	\$35.67	\$2,496.90	\$64,919.40
Step 1	\$36.73	\$2,571.10	\$66,848.60
Step 2	\$37.83	\$2,648.10	\$68,850.60
Step 3	\$38.98	\$2,728.60	\$70,943.60
Step 4	\$40.14	\$2,809.80	\$73,054.80
Step 5	\$41.33	\$2,893.10	\$75,220.60
Step 6	\$42.59	\$2,981.30	\$77,513.80
Step 7	\$43.86	\$3,070.20	\$79,825.20
Step 8	\$45.19	\$3,163.30	\$82,245.80
Step 9	\$46.54	\$3,257.80	\$84,702.80
Step 10	\$47.93	\$3,355.10	\$87,232.60
Step 11	\$49.36	\$3,455.20	\$89,835.20
Step 12	\$50.85	\$3,559.50	\$92,547.00
Step 13	\$52.37	\$3,665.90	\$95,313.40
Step 14	\$53.94	\$3,775.80	\$98,170.80

Effective 5/1/2024, the wages for the Attorney 2 position listed below:

	Hourly	Bi-Weekly	Annual
Step P	\$36.74	\$2,571.80	\$66,866.80
Step 1	\$37.83	\$2,648.10	\$68,850.60
Step 2	\$38.96	\$2,727.20	\$70,907.20
Step 3	\$40.15	\$2,810.50	\$73,073.00
Step 4	\$41.34	\$2,893.80	\$75,238.80
Step 5	\$42.57	\$2,979.90	\$77,477.40
Step 6	\$43.87	\$3,070.90	\$79,843.40
Step 7	\$45.18	\$3,162.60	\$82,227.60
Step 8	\$46.55	\$3,258.50	\$84,721.00
Step 9	\$47.94	\$3,355.80	\$87,250.80
Step 10	\$49.37	\$3,455.90	\$89,853.40
Step 11	\$50.84	\$3,558.80	\$92,528.80
Step 12	\$52.38	\$3,666.60	\$95,331.60
Step 13	\$53.94	\$3,775.80	\$98,170.80
Step 14	\$55.56	\$3,889.20	\$101,119.20

Section 2

OPERS pick up shall be as follows: the Employer shall designate each bargaining unit employee's mandatory contribution to OPERS as "picked up" by the Employer as

contemplated by Internal Revenue Service Rulings 77-462 and 81-36, although they shall continue to be designated as employee contributions as permitted by Attorney General Opinion 82-097, in order that the amount of the bargaining unit employee's income reported by the Employer as subject to federal and Ohio income tax shall be the employee's total gross income reduced by the then current percentage amount of the bargaining unit employee's mandatory OPERS contribution which has been designated as "picked up" by the Employer, and that the amount designated as "picked up" by the Employer shall be included in computing final average salary, provided that no employee's salary is increased by such "pick up" nor is the Employer's total contribution to OPERS increased thereby.

Section 3

For attorneys hired after May 1, 1997, beginning salaries shall be determined at the sole discretion of the Employer, but shall not be less than the probationary rate set forth in Section 1 of this Article.

Article 21 Vacation and Holidays

Section 1

Full-time attorneys shall earn vacation according to the following schedule:

Years of Service	Days of Vacation
Less than 1	0 work days
1-4	15 work days
5-19	20 work days
20-24	25 work days
25 or more	30 work days

Vacation shall be earned and credited to attorneys on a prorated basis each bi-weekly pay period. Vacation leave shall not be taken without the Employer's prior approval. Such leave shall be administered in conformity with the Ohio Revised Code and the Rules and Regulations of the Department of Administrative Services.

Section 2

Part time attorneys who are scheduled to work at least 21 hours per week, shall receive pro-rated, paid vacations on the above schedule.

Section 3

Full time attorneys are entitled to the following holidays with pay:

January 1

Third Monday in January

Third Monday in February

Last Monday in May

June 19

July 4

First Monday in September

Second Monday in October

November 11

Fourth Thursday in November and the Friday following

December 25

Part time attorneys who are scheduled to work at least 24 hours per week are entitled to the following holidays with no reduction in salary:

January 1

June 19

July 4

Fourth Thursday in November

Friday following Fourth Thursday in November

December 25

Holiday leave shall be administered in conformity with the Ohio Revised Code and the Rules and Regulations of the Department of Administrative Services.

Section 4

The Agency will close the last work day before and/or the first work day after December 25th, when the Lucas County Juvenile Court closes. Any such closure will directly match the closure of the Lucas County Juvenile Court. In the event of a closure, full-time employees who are required to work will be paid one and one half times their regular rate of pay for hours worked while the Agency is closed, in addition to holiday pay.

In addition to the above, the Agency will close the last work day before, and/or the first work day after, January 1st when the Lucas County Juvenile Court closes. Any such closure will directly match the closure of the Lucas County Juvenile Court. If the court closes during this December 25th and January 1st holiday at some time other than the days specified herein for holiday purposes, the agency will close whenever the court closes.

In the event the Juvenile Court does not close, all employees are expected to work and will be paid their regular rate of pay.

Section 5

Full-time and part-time employees are entitled to one and one-half times their regular rate of pay for hours worked on July 4th, Christmas, New Years when these holidays are observed on a different day (e.g., July 4th, Christmas, New Years falling on a Saturday or Sunday, observed Friday or Monday.)

Article 22 Mileage Reimbursement

Section 1

With prior supervisory approval, attorneys shall be reimbursed at the rate permitted for deduction by the Internal Revenue Service, for the use of their personal motor vehicles to conduct authorized Employer business. Reimbursement shall be made on the basis of miles driven and in accordance with IRS regulations.

Section 2

The Employer will reimburse attorneys for parking expenses when such parking has received prior supervisory authorization and valid receipt of expenditure is presented.

Article 23 Fringe Benefits

Section 1

Full time and part time employees shall receive life insurance benefits, hospitalization, vision and health plan(s), drug prescription card plan(s), and dental plan(s), as provided by the Lucas County Commissioners and in accordance with the Lucas County Employee Benefits Eligibility Rules. In the event of a change in or deletion of benefits provided by the Lucas County Commissioners, either party may reopen the contract to negotiate whether those changes or deletion shall be made. As used herein, the word "benefits" includes costs; i.e., co-payments, deductibles and increased premiums. Both parties shall have ten (10) days after the Employer notifies the Union of a change in or deletion of benefits in which to serve a notice to negotiate. However, if the Union is afforded the opportunity to bargain over fringe benefits with the Lucas County Commissioners, the contract cannot be reopened.

Reopener negotiations shall proceed under the following mutually agreed upon alternative dispute resolution procedure:

- A. Negotiations shall continue for a maximum of thirty (30) days from the date of service of the notice to negotiate.
- B. If, at anytime following the service of the notice to negotiate, the parties have not reached agreement, either party may demand the intervention of the Federal

Mediation and Conciliation Service for purposes of mediation. The parties specifically agree that there shall be no fact-finding on the matters in dispute.

- C. If, after thirty (30) days from the service of the notice to negotiate, the parties have engaged in mediation but have not reached agreement, the Union may serve a ten-day strike notice and may strike on the forty-first (41st) day following service of the notice to negotiate.
- D. Unless and until altered by bargaining, the changes in benefits provided to full time and part time employees by the Lucas County Commissioners shall, subject to the provisions of this Article, be provided by the Employer to full time and part time employees, but benefits no longer provided by the Lucas County Commissioners need not be provided by the Employer.

Section 2

The Employer will honor the current state law regarding the liability of its employees. The Employer has the right to purchase liability insurance for one or more of its employees.

Section 3

If a full time attorney with ten (10) or more years of service with the Employer receives a disability retirement from OPERS, the Employer shall pay sixty percent (60%) of the attorney's daily wage (7 hours per day at the regular rate of pay) not to exceed thirty (30) work days if the following conditions are met: 1) There is a period of one or more work days between the date of disability as established by OPERS and the effective date of the commencement of OPERS disability retirement benefits; and 2) the attorney has exhausted all available paid leaves prior to the effective date of the disability retirement as determined by OPERS; and 3) the attorney has not received and is not eligible to receive compensation for wages or lost wages from the Employer, or worker's compensation, or benefits from OPERS or any third party; and 4) the days for which compensation is sought are regularly scheduled work days. In the event the Employer pays the attorney pursuant to the provisions of this section and it is later determined that the employee is entitled to receive compensation from a third party for lost wages, the Employer shall be subrogated to the rights of the attorney to recover lost wages to the extent that payment has been made by the Employer, pursuant to this section. At the election of the attorney, this benefit shall not be available or shall be reduced if it results in reducing or eliminating the attorney's OPERS disability retirement benefit.

Article 24 Sick Leave and Leave of Absence

Section 1

All sick leave and leave of absence procedures utilized by the Employer shall be consistent with the Rules and Regulations of the Department of Administrative Services and the Ohio Revised Code.

Section 2

A copy of the Rules and Regulations of the Department of Administrative Services and the Ohio Revised Code governing sick leave and leave of absence for attorneys shall be available in the Human Resources Department.

Section 3

Upon retirement (OPERS) or death of an employee eligible to retire (OPERS), he/she or the estate will be reimbursed according to the following graduated scale:

- 20 or more years of service, as of 1/1/13 cash-out 25% of leave balance, up to 65 days.
- 10 years – 20 years of service, as of 1/1/13 cash-out 25% of leave balance, up to 50 days.
- Less than 10 years, as of 1/1/13 cash-out 25% of leave balance up to 40 days.
- New hires (hired after January 1, 2013), cash-out 25% of leave balance, up to 30 days.

Section 4

In addition to current mandatory requirements of Federal Law, the Employer shall grant a leave of absence, without pay, not to exceed three (3) months, for child care of a newborn and/or the care of a newly-adopted child. The employee must notify (when possible) the Employer in writing at least thirty (30) calendar days in advance of the date the leave is to commence. Attorneys on a child care leave will return only to vacant positions for which they are qualified. Attorneys on leave will not be eligible for health insurance benefits unless the attorney elects to retain insurance by making pro rata monthly payments to the Employer on one hundred percent (100%) of premium payments. Upon election to continue insurance, the attorney must pay in advance, the monthly premium payment to the Employer on or before the tenth (10th) day of the month. Failure to timely pay premiums when due shall permit the Employer to cancel insurance coverage for the attorney. The attorney will retain unused sick leave credit while on leave, but will not accrue additional sick leave while on leave. The attorney will not be entitled to any other leave provided by the Agreement while on child care leave.

Section 5

Attorneys returning from an approved leave within 120 days shall be returned to the same position. The "same" position shall be a position with the same number of hours, same job description, and in the same department. Attorneys returning from an approved leave greater than 120 days will be returned to a position in the same classification.

Section 6

Employees shall be granted up to five (5) days leave from their sick leave bank for the death of an immediate family member. "Immediate family" as defined as an employee's spouse or significant other ("significant other" as used in this definition means one who

stands in place of a spouse and who resides with the employee), parents, children, grandparents, siblings, grandchildren, brother-in-law, sister-in-law, daughter-in-law, son-in-law, mother-in-law, father-in-law, step-parents, step-children, step-siblings, or a legal guardian or other person who stands in the place of a parent (in loco parentis). The employer shall not count sick leave used for the purpose of bereavement leave against the employee during the annual performance review cycle.

Article 25 Personal Leave

Attorneys shall be granted three (3) days leave with pay annually for personal or family business. Days will be prorated upon hire as provided below. Thereafter, employees will be entitled to three days each May 1st to be used by April 30th of the following year. Each day may be taken in half-day increments. Attorneys are responsible for clearing, or getting coverage for, their court calendar when using personal leave. Personal leave cannot be cumulative.

Proration is as follows:

- Hired May 1st through August 31st: 3-days
- Hired September 1st through December 31st: 2-days
- Hired January 1st through April 30th: 1-day

Article 26 Miscellaneous Working Conditions

Section 1

Smoking is prohibited in Agency buildings, vehicles, and personal vehicles when transporting clients.

Section 2

Adequate parking conditions will be maintained. Employees that are not eligible to park in the attached garage will be offered the option of either paid parking in the Colton Lot or Ontario Lot or paid a parking stipend of twenty (\$20) per pay period for each pay period in which he/she is in active work status anytime during the pay period. All employees who are parking in the attached garage as of March 31, 2018, will be provided paid parking in the attached garage in lieu of the stipend and other options provided in this section. The parking stipend will remain in effect for eligible employees in active pay status whose approved absence from work does not exceed thirty (30) calendar days.

In the event the Agency should relocate from the present building and parking is made available at no cost to the employee, the parking stipend will be eliminated in total from

the employees pay, beginning the first pay period following the relocation of the Agency.

In the event the agency should relocate from the present building and parking at no cost to the employee is not available or should parking in the attached garage, Colton Lot and Ontario Lot no longer be available, employees will be provided a parking stipend of twenty (\$20) per pay period for each pay period in which he/she is in active work status anytime during the pay period. The parking stipend will remain in effect for eligible employees in active pay status whose approved absence from work does not exceed thirty (30) calendar days.

Section 3

Attorneys may not be required to use a language other than English in the course of their duties.

Section 4

Attorneys shall be required to have a cell phone in working order and will provide the Employer with the cell phone number. The Employer shall provide Attorneys with a cell phone allowance of ~~\$20.00~~ \$25.00 for each pay period in which he or she is in an active work status anytime during a pay period.

Section 5

Supreme Court registration fees will be paid by the Employer. Employees may elect to join either the Toledo Bar Association or the Ohio Bar Association. Dues for one bar association will be paid by the employer so long as funds are available to cover the cost.

Article 27 Break Room

Section 1

All attorneys shall be permitted access to break room space at 705 Adams.

Section 2

The agency will provide a lactation room in accordance with the Federal law requirements.

Article 28 Training and Development

Section 1

The Tuition Reimbursement Committee shall include three (3) members appointed by the Union to represent all Bargaining Units.

Section 2

Release time to take courses and tuition reimbursement will be administered in accordance with guidelines as may be amended from time to time by the Tuition Reimbursement Committee. Notwithstanding those recommendations, however, full time employees may request and, workload permitting, shall be granted release time of up to six (6) hours per week or be reimbursed for tuition for up to two (2) successfully completed courses per semester/quarter, provided that such courses are related to ~~the employee's~~ any position within the agency, or such courses are related to a non-caseworker employee's pursuit of a social work degree. The Employer reserves the right to deny release time for related classes based on workload requirements or criteria established by the Tuition Reimbursement Committee. If the course(s) is (are) not related to an agency position or in pursuit of a social work degree, and written justification supporting the request for reimbursement is provided by the employee, the Employer in its sole discretion may permit reimbursement. Reimbursement per employee shall not exceed ~~\$1,500.00~~ \$2,000.00 per quarter/ ~~\$2,000.00~~ \$2,500.00 per semester and ~~\$7,500.00~~ \$6,000.00 per year. The Employer shall reimburse employees for tuition fees upon successful completion of the course(s). The cost of books, laboratory fees, parking, and other related fees shall not be paid by the Employer. Release time may also be granted for workshops and seminars. In no event shall the Employer be obligated to approve more than \$50,000.00 annually for all bargaining units. In the event the annual cap amount is reached, the Employer, at its sole discretion, may increase the annual amount. The employee must sign an agreement form to stay with the agency for a three (3) year timeframe from the date the employee receives their degree. Employees that do not stay for the three (3) year timeframe will be required to repay the agency a pro-rated amount of the monies received for education unless re-employed at another Child protection agency.

Section 3

The Tuition Reimbursement Committee shall make all decisions regarding the implementation of the Tuition Reimbursement Program.

Section 4

Notwithstanding the other provisions of this Article, the Employer agrees to reimburse attorneys for Ohio Supreme Court approved continuing legal education credit which is directly related to the attorney's work for the Employer. However, location, time, and manner for such seminars are subject to supervisory approval. The Employer will provide

or reimburse attorneys for no less than the minimum required CLE training pursuant to the rules of the Ohio Supreme Court. Requests for reimbursement will ordinarily be submitted within thirty (30) days from the date the expense is incurred.

Article 29 De-Certification

De-certification of the Union will be pursuant to state law and is not grievable.

Article 30 Provision Contrary to Law

If a tribunal of competent jurisdiction should find any provision of this Agreement not to be in conformity with the laws or regulations of the State of Ohio or the United States of America, the parties will meet to attempt to negotiate any necessary change in the Agreement relative to the affected provision only, and the remainder of this Agreement shall continue in full force and effect. Nothing in this Agreement shall be construed to prevent the Employer from meeting its mandatory obligations imposed by law, provided, however, that the Employer must bargain in good faith regarding the affect of such obligations on wages, hours, terms and other conditions of employment, as well as any term of this Agreement.

Article 31 On Call Pay

No attorney shall be required to be in an on call status.

Article 32 Heading Clause

Articles are named for purposes of identification only and are not to be interpreted as inclusive for a particular subject.

Article 33 Leave Donation Program

Section 1

An employee may voluntarily donate that employee's accrued but unused sick or vacation leave to another employee who has no accrued but unused paid leave and who has a critical need for it due to a catastrophic or terminal injury or illness of the employee or a member of the employee's immediate family for whom the employee is caring. For purposes of this Article, immediate family shall be defined as a spouse, child (biological, adoptive or step), parent, step parent, or, with proper documentation, childhood guardian of the employee.

Section 2

The determination of whether an employee is eligible to receive donated leave shall be by majority vote of the Leave Donation Committee. The Leave Donation Committee shall have two (2) members appointed by the Employer and two (2) members appointed by the Union. The Committee shall select its chairperson.

Section 3

An employee may receive donated leave up to the number of hours the employee is scheduled to work each pay period. The following conditions must be met:

- A. The employee or a member of the employee's immediate family has a catastrophic or terminal injury or illness;
- B. has exhausted or has no accrued paid leave;
- C. has provided the Employer with medical certification of the medical condition; if the leave is for care of a member of the immediate family, the medical statement must also certify the necessity of the employee's presence; and
- D. is not eligible for any worker's compensation or disability benefits program or has applied for but has not received, or has exhausted, any paid leave, any worker's compensation or disability benefits program payments for which the employee is eligible. In the event a disability benefits program provides only partial wage replacement, the employee would be eligible to receive supplemental donated leave for the remainder of the employee's regular wage. If receiving supplemental donated leave, the employee must provide verification from the disability benefits program.

Section 4

An employee may donate not more than a combined total of seventy hours (70) hours of sick or vacation leave (to one or more employees in a payroll fiscal year) if the donating employee:

- A. Voluntarily elects to donate sick or vacation leave and does so with the understanding that donated leave will not be returned; and
- B. donates a minimum of seven (7) hours; and
- C. retains a sick leave balance of at least four hundred and fifty-five 455 hours if donating sick leave; or
- D. retains a vacation leave balance of at least one hundred-fifty (105) hours if donating vacation leave.

The leave to be donated will be credited to the recipient one hour for each hour donated.

Section 5

The Leave Donation Program will be administered by the Payroll Office on a pay period-by-pay period basis. Employees using donated leave shall be considered in active pay status and shall accrue leave and be entitled to any benefits to which they would otherwise be entitled. Leave accrued by an employee while using donated leave, shall be used, if necessary, in the following pay period before additional donated leave may be received. Time spent on donated leave shall not count toward the probationary period of an employee who receives donated leave during his/her probationary period. Donated leave shall be considered sick or vacation leave but shall never be converted into a cash benefit.

Section 6

Employees who wish to donate sick or vacation leave shall certify, in writing, on forms provided by the Employer:

- A. The name of the employee for whom the donated leave is intended;
- B. the number and type of hours to be donated (a minimum of seven (7) hours is required);
- C. that the donation of leave will not reduce the employee's vacation leave balance below one hundred-five (105) hours or the employee's sick leave below four hundred and fifty-five 455 hours; and
- D. that the leave is donated voluntarily and the employee understands that the donated leave will not be returned under any circumstances.

No employee shall be required or forced to donate leave.

Section 7

The Employer respects an employee's right to privacy. However, the Employer may, with permission of the employee who is in need of leave, inform employees of their co-worker's critical need for leave.

The Employer shall not solicit leave donations from employees.

Article 34 Jury Duty

Section 1

Employees on all shifts who are called to jury duty shall be excused from work and paid their regular rate of pay for the actual hours that they serve on jury duty on their scheduled work day(s). The time excused from work and the amount of pay the employee receives when serving on jury duty shall not exceed the employee's scheduled work hours for the

day(s) served on jury duty. Employees are required to report to work for the remainder of their scheduled hours if they are excused from jury service early.

Section 2

Prior to the date of service, the employee is required to provide a copy of the jury duty notice to his/her supervisor. In order for the employee to receive paid leave under this section, he/she must secure verification from the Clerk of Courts in which he/she served, on a form provided by the Employer, evidencing the fact of his/her having been required to serve, the number of hours/days actually served, and amounts paid by the court. The verification form and any compensation or reimbursement for jury duty must be remitted to the Employer (Payroll Office) for paid jury duty leave to be granted.

Article 35 Temporary Work Level

Section 1

Whenever an employee is temporarily assigned to perform duties of a different classification or a position with a higher pay range than is the employee's own, he/she shall be eligible for a working level pay adjustment (TWL). This would include an assignment where the employee is required to perform the duties of his/her position as well as the duties of a vacant position on a temporary basis. The TWL must be assigned at the direction of the supervisor or manager.

Section 2

~~Compensation while serving in a TWL shall be the difference between the employee's regular hourly rate of pay, at the applicable step of the higher pay range for the higher classification. The applicable step shall be the step in the higher pay range which is approximately four percent (4%) higher than the current step rate of the employee. If a step does not exist in the higher pay range that guarantees the employee approximately a four percent (4%) increase, the employee's regular rate of pay will be increased at least four percent (4%). A TWL shall in no way affect any other pay supplement, which shall be calculated using the employee's normal classification salary base. An employee will receive an increase of five percent (5%) based on his or her current regular rate of pay for any position at the same or lower pay grade. An employee will receive an increase of ten percent (10%) based on his or her current regular rate of pay for any position in a higher pay grade.~~

Section 3

A TWL shall not exceed ninety (90) consecutive work days unless mutually agreed to by the parties.

Section 4

~~An employee shall be eligible for a TWL when:~~

- ~~A. The TWL position is a higher pay grade.~~
- ~~B. The duties have been traditionally performed or required by a higher
_____ classification.~~
- ~~C. A TWL shall be paid for the actual time spent by the employee
_____ performing the higher classification duties.~~

Article 36 Term of Contract

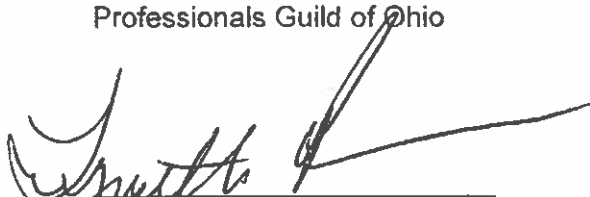
This Agreement is subject to approval of or rejection by the Lucas County Commissioners as the "appropriate legislative body" under Section 4117.10 (B), Ohio Revised Code.

This Agreement will remain in effect from May 1, 2022, to April 30, 2025. In the event that either party wishes to terminate or amend this Agreement, notice must be given no later than sixty (60) days prior to May 1, 2025.

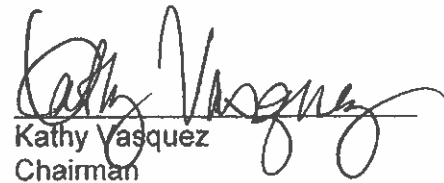
The existing Agreement will remain in effect until a new Agreement is reached or until either party terminates this Agreement.

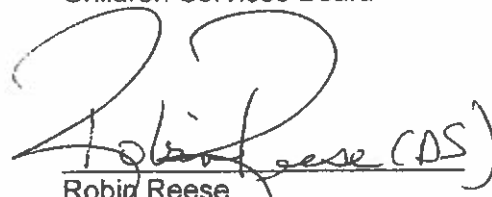
FOR THE UNION


Steve Kowalik
Chauncey Mason
Executive Director
Professionals Guild of Ohio


Lynnette Pinkelman
President
Council 13

FOR THE EMPLOYER


Kathy Vasquez
Chairman
Children Services Board


Robin Reese
Executive Director
Children Services Board

Date: 12-21-2022