

**AGREEMENT**  
**BETWEEN**  
**LUCAS COUNTY CHILDREN SERVICES BOARD**  
**AND**  
**THE FEDERATION OF LUCAS COUNTY CHILDREN SERVICES**  
**PROFESSIONAL, CLERICAL AND SERVICE EMPLOYEES**  
**PROFESSIONALS GUILD OF OHIO**  
**SECRETARIES and RESIDUAL UNITS**  
  
**MAY 1, 2022**  
**TO**  
**APRIL 30, 2025**

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## 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, AFL-CIO (hereafter referred to as "Union") as the sole and exclusive collective bargaining representative of the employees included in the Bargaining Unit as follows:

1. All full-time and regular part-time secretaries.
2. All positions in the Residual Unit certified by the State Employment Relations Board in Case No. 2011-REP-02-0011.

<u>Civil Service Classification</u>	<u>Job Title</u>
Account Clerk 2	Account Clerk
	<i>Medical Payables Clerk*</i>
	<i>Account Payables Clerk B*</i>
	<i>Receivable/Payables Clerk A*</i>
	<i>Receivable/Payables Clerk B*</i>
	<i>Board and Care Payables Clerk*</i>
	Entitlement Program Facilitator A & B
	Health Care Facilitator
	<i>Payroll Specialist*</i>
Data Entry Operator 3	Operations Manager
Trainer	Computer Trainer/Help Desk Support Specialist
Paralegal/Legal Assistant 1	Paralegal
Programmer Analyst 2	Senior Analyst/Programmer Programmer/Analyst
Training Officer 1	<i>Training &amp; Development Specialist</i>

*\*Indicates positions/classifications not currently being used as of the signing of this contract.*

### Section 2

The following positions are excluded from the Bargaining Unit: Administrative Secretary to the Director of Human Resources, Administrative Secretary to the Executive Director, Administrative Secretary to Associate Director of Administrative Services, and

Administrative Secretary to the Associate Director of Services and Associate Director of Quality Improvement, and Administrative Secretary to the Deputy Director and all other employees.

## **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 all individual employees and those Children Services Board position titles established and identified as being included in the Bargaining Unit.
- 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.

## **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 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 employees, 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 employees;
- 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;

- 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 employees 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 this 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 employees hired and employees 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.

### 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 name 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, officers and other employee Representatives 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 and no more than eight (8) hours per week shall be allocated to any employee. No time shall be allocated without prior notification to the employee'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 carries Worker of Record (WOR) status cases, 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 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 its members or other employees. The Union shall not use either the mail delivery system or any other Employer communication system to sanction, encourage, or assist a strike or work slowdown.

#### Section 6

Representatives of the Union shall be permitted access to Employer workplaces. Union related business shall not be conducted when children and/or clients are present and shall not interfere with the work of the employee.

#### Section 7

Paid administrative leave shall be granted to employees 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.

#### 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, designated by the Union, in alpha order by last name, unique identifier, current address, phone number and department/work unit of each employee for whom a union dues deduction was made; the amount of the deduction for each employee and the total amount of dues deducted for all employees for the pay period of the report, 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 or failure in providing this information.

Should the Fair Share fee law be overturned then all language pertaining to the Fair Share fee will be reinstated to the full extend 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 employees that such action is prohibited and advise all employees to return to work at once.

## **Article 7 No-Lockout Pledge**

The Employer shall not lock out any employees 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 Meetings 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 employee 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 provided by this Agreement. 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 employee 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 employee has been made, the employee 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

All employees shall have the right to work in safe and healthful conditions. No employee shall knowingly be given any assignment that is dangerous to his/her physical safety or health. It is the responsibility of the employee to bring concerns he/she may have to the attention his/her supervisor. Nothing in this Article shall be construed as granting to any employee 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 employee 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. However, once an election by the employee has been made, the employee is deemed to have waived all rights to later pursue alternative methods of redress.

## 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. However, 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 appropriate department supervisor/manager or division director. The time frame for conducting the Step 2 meeting may be extended by mutual agreement of the parties. The department supervisor/manager or Division Director 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, deliver the Grievance form to the Human Resources Manager or designee and a meeting will be held within five (5) working days of his or her receipt of the form with the Division Director or his/her designee and the Grievant and/or his or her representative. The Division Director or his/her designee will answer the grievance within five (5) working days following the date of the meeting.

Step 4 - If the Grievant is not satisfied with the answer given in Step 3, he/she shall, within five (5) working days of receipt of the answer, forward the grievance to Step 4 by forwarding 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 written 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 4, he/she may file a written request within five (5) working days for arbitration on 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 either jointly agree to an arbitrator or jointly request a list of seven (7) impartial arbitrators from the Federal Mediation and Conciliation Service.

The Employer and Union shall select an arbitrator by the alternate strike method within ten (10) working days of receipt of the list of seven (7) names submitted by the Federal Mediation and Conciliation Service. The Employer and Union shall alternate as the first to strike. Either the Employer or the Union shall have the option to completely reject the Federal Mediation and Conciliation Service list of arbitrators and request another list.

All other procedures relative to the hearing shall follow the rules and regulations of the Federal Mediation and Conciliation Service.

Any cost associated with obtaining a list or arbitrators shall be equally shared by the Employer and Union.

If the parties mutually agree, the arbitration shall be held in abeyance, pending the result of grievance mediation either through the Federal Mediation and Conciliation Service, the State Employment Relations Board or a similar agency.



## Section 8

The arbitrator's sole function shall be to interpret this Agreement and determine whether the Employer or the Union is failing to abide by its provisions. The arbitrator shall not have any authority to change, amend, modify, supplement, or otherwise alter the Agreement or any part thereof in any respect. The arbitrator 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 9

It is expressly understood that the ruling and decision of the arbitrator, 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 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 10

The arbitrator shall render in writing his/her 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 or his/her designee and the President of the Union and/or his/her designee.

## Section 11

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

## Section 12

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 employee shall be reduced (in pay or position), suspended, or removed except for the grounds stated in

Section 124.34 of the Ohio Revised Code. The employee may grieve a written reprimand, a reduction (in pay or position), a suspension, or removal.

## Section 2

Progressive discipline is the responsibility of the Employer; however, disciplinary action may vary depending on the severity of the offense. The Employer will give a copy of the written disciplinary actions to the affected employee.

## Section 3

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

## Section 4

Written reprimands will be removed from the employee's personnel file after twelve (12) months from the effective date providing there are no intervening disciplinary actions. 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 action remains in the employee'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 Employee Evaluations**

## Section 1

Each employee 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 employee to discuss the evaluation. Upon completion of the employee's evaluation conference, he/she will be provided with a copy of the completed evaluation for review and comment. Should the employee 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 employee'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 employee for his/her records. All written statements at levels of supervision higher than the immediate supervisor shall become part of the evaluation. The employee may respond within two (2) working days of receipt of the evaluation and the response will become part of the evaluation.

### Section 3

An employee 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 employees should reflect a standard expected of Public Employees who are responsible for the lives of children. However, each employee's life style is that individual's choice, provided that such life style shall not prevent the employee 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 Job Audits**

### Section 1

All employees shall be properly classified. If an employee feels he/she is not properly classified, he/she may request, in writing, a job audit. The request shall be sent to the Human Resources Director. Within five (5) work days of receipt of the request, a member of the Human Resources Department shall interview the employee. The employee may have a Union representative present at the interview. Based upon the employee's job duties and the current classification, the Human Resources Department shall render a decision. The decision shall be in writing, and sent to the employee and the Union President within twenty (20) work days of the interview. If the Human Resources Department decides to re-classify an employee, the employee shall be placed in the new classification at the beginning of the pay period following the decision. In the event there is not a classification that accurately describes an employee's job duties, the Employer and the Union shall meet to negotiate a new classification and a rate of pay.

## Section 2

The results of the job audit may be one of the following:

- A. Upgrade in classification
- B. Lateral - classification change
- C. No change
- D. Reassignment of improperly assigned duties

## Section 3

Job duties shall not be taken away from the employee during the audit procedure.

## Section 4

An employee shall have the right to appeal the decision to Step 3 of the grievance procedure within ten (10) work days of the receipt of the decision.

# **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

Employees shall be provided with a copy of any materials that will become part of their permanent personnel records while an employee of this Employer. At that time, the affected employee 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 five (5) 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 qualification; 6) deadline for submitting application; 7) regular hours of work are . . . 8) and other information deemed appropriate by the Employer.

## Section 3

Employees 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 employees 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 employee with the highest average annual evaluation score from the date of employment in his/her current classification series but not to exceed three (3) years prior to the date of his/her application. Points shall be awarded in descending order to employees with the second and third highest average scores.
- B. Seniority: 3 points shall be awarded to the most senior employee. Points shall be awarded in descending order to employees with the second and third highest seniority.

The position shall be offered to the employee 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 employee applicants in the same classification shall be rated according to the process outlined for awarding points.

The Employer is not obligated to offer the position to any employee 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 employee 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 employee's inability to perform the duties of the position being sought.

If no permanent employee in the same classification applies for and accepts the vacant position, the Employer shall then consider applications made by permanent employees within the classification series of the vacancy. The process outlined for awarding points shall be applied. If no qualified candidate applies for the job, the Employer shall have the option of assigning the least senior employee within the classification to the job. The Employer is not obligated to consider the application of any employee outside of the classification series of the vacancy or outside of the affected Bargaining Unit.

When an employee 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.

#### Section 5

The Union President shall receive a copy of every job posting within two (2) days after it is posted throughout the Agency. 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 6

When an employee moves laterally, (s)he shall be assigned to the step closest to, but not less than, his/her current rate of pay. When an employee 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 7

When a position is permanently moved from one work unit to another work unit or from one work schedule to another work schedule (without any change in classification, salary position, principal accountabilities, or required qualifications), the Employer shall first offer

the position to the employees in the work unit or on the work schedule from which the position is to be taken. The position shall be given to the most senior such employee desiring it. If no such employee desires the position, the least senior employee shall be assigned to the position.

#### Section 8

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 employee is reinstated, the employee loses all previously accumulated seniority. An authorized leave of absence does not constitute a break in continuous service, provided the employee 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 9

An employee shall not be permitted to move from his/her initial position during the first year of service with the agency unless approved by the employee, the Employer, and the Union. After the initial period, an employee will be permitted only one (1) voluntary transfer in any three hundred sixty-five (365) day period. The count for the lateral transfer begins the day the employee signs the acceptance form. However, if an employee's position is abolished, any transfer agreed to by the employee as a result of that abolishment shall not be counted for purposes of this Section. Furthermore, an employee whose position is abolished shall be permitted up to one (1) additional voluntary transfer (for a total of two) during the three hundred sixty-five (365) day period following the abolishment.

### **Article 18 Probationary Periods**

#### Section 1

The initial (new hire) probationary period shall be 180 calendar days. The decision whether to terminate any employee during his or her initial probationary period or whether to terminate or continue the employment of any employee at the end of his or her initial probationary period is solely within the discretion of the Employer. The termination of a probationary employee 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 employees who are promoted into a different position/assignment shall also serve a 180-day probationary period during which the employee shall be returned to the same or

a similar position as his/her former position if the employee did not successfully perform all of the duties of the position.

### Section 3

All employees who are transferred or voluntarily demoted into a different position/assignment shall serve a 120-day probationary period during which the employee shall be returned to the same or a similar position as his/her former position if the employee did not successfully perform all of the duties of the position. An employee serving such a 120-day probationary period for a transfer or voluntary demotion and who is not permanently assigned to the 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 4

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

### Section 5

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

The normal work week shall be thirty-five (35) hours, Monday through Friday, 8:30 a.m. to 4:30 p.m. Employees shall not be paid for lunch time. With prior supervisory approval, employees may work flexible work days within the work week. The supervisor or manager may also direct an employee to work flexible work days within the work week, upon reasonable notice. No employee will be required to work a split shift without mutual agreement.

### Section 2

Extra work and overtime will be assigned on a seniority basis. Employees will not be excluded from overtime opportunities or extra hours based upon their rate of pay. In the



event that an employee works beyond forty (40) hours in a week, the employee shall receive time and one-half for all hours actually worked beyond forty (40). The employee may choose to be paid or to receive compensatory time. All overtime shall have prior supervisory approval.

## **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 has a two percent (2%) wage increase rolled into their hourly base.

Employees shall be paid in accordance with the following wage scale:

Effective 5/1/2022

	R1	R2	R3	R4	R5	R6	S1	S2
Step P	\$18.93	\$17.99	\$25.23	\$23.45	\$28.82	\$19.79	\$17.99	\$18.93
Step 1	\$19.50	\$18.53	\$25.98	\$24.15	\$29.68	\$20.38	\$18.53	\$19.50
Step 2	\$20.08	\$19.08	\$26.76	\$24.88	\$30.58	\$21.00	\$19.08	\$20.08
Step 3	\$20.69	\$19.66	\$27.56	\$25.63	\$31.49	\$21.63	\$19.66	\$20.69
Step 4	\$21.31	\$20.25	\$28.39	\$26.38	\$32.44	\$22.28	\$20.25	\$21.31
Step 5	\$21.93	\$20.85	\$29.24	\$27.18	\$33.42	\$22.94	\$20.85	\$21.93
Step 6	\$22.60	\$21.48	\$30.12	\$27.99	\$34.40	\$23.63	\$21.48	\$22.60
Step 7	\$23.28	\$22.13	\$31.02	\$28.84	\$35.43	\$24.35	\$22.13	\$23.28
Step 8	\$23.97	\$22.80	\$31.95	\$29.70	\$36.50	\$25.07	\$22.80	\$23.97
Step 9	\$24.69	\$23.47	\$32.92	\$30.60	\$37.60	\$25.82	\$23.47	\$24.69
Step 10	\$25.44	\$24.18	\$33.90	\$31.50	\$38.73	\$26.59	\$24.18	\$25.44
Step 11	\$26.20	\$24.91	\$34.92	\$32.46	\$39.89	\$27.40	\$24.91	\$26.20
Step 12	\$26.99	\$25.66	\$35.96	\$33.44	\$41.09	\$28.23	\$25.66	\$26.99
Step 13	\$27.79	\$26.43	\$37.04	\$34.42	\$42.33	\$29.07	\$26.42	\$27.79
Step 14	\$28.62	\$27.22	\$38.15	\$35.45	\$43.60	\$29.94	\$27.21	\$28.62

Effective 5/1/2023

	R1	R2	R3	R4	R5	R6	S1	S2
Step P	\$19.50	\$18.53	\$25.99	\$24.15	\$29.68	\$20.38	\$18.53	\$19.50
Step 1	\$20.09	\$19.09	\$26.76	\$24.87	\$30.57	\$20.99	\$19.09	\$20.09
Step 2	\$20.68	\$19.65	\$27.56	\$25.63	\$31.50	\$21.63	\$19.65	\$20.68
Step 3	\$21.31	\$20.25	\$28.39	\$26.40	\$32.43	\$22.28	\$20.25	\$21.31
Step 4	\$21.95	\$20.86	\$29.24	\$27.17	\$33.41	\$22.95	\$20.86	\$21.95
Step 5	\$22.59	\$21.48	\$30.12	\$28.00	\$34.42	\$23.63	\$21.48	\$22.59
Step 6	\$23.28	\$22.12	\$31.02	\$28.83	\$35.43	\$24.34	\$22.12	\$23.28
Step 7	\$23.98	\$22.79	\$31.95	\$29.71	\$36.49	\$25.08	\$22.79	\$23.98
Step 8	\$24.69	\$23.48	\$32.91	\$30.59	\$37.60	\$25.82	\$23.48	\$24.69
Step 9	\$25.43	\$24.17	\$33.91	\$31.52	\$38.73	\$26.59	\$24.17	\$25.43
Step 10	\$26.20	\$24.91	\$34.92	\$32.45	\$39.89	\$27.39	\$24.91	\$26.20
Step 11	\$26.99	\$25.66	\$35.97	\$33.43	\$41.09	\$28.22	\$25.66	\$26.99
Step 12	\$27.80	\$26.43	\$37.04	\$34.44	\$42.32	\$29.08	\$26.43	\$27.80
Step 13	\$28.62	\$27.22	\$38.15	\$35.45	\$43.60	\$29.94	\$27.21	\$28.62
Step 14	\$29.48	\$28.04	\$39.29	\$36.51	\$44.91	\$30.84	\$28.03	\$29.48

Effective 5/1/2024

	R1	R2	R3	R4	R5	R6	S1	S2
Step P	\$20.09	\$19.09	\$26.77	\$24.87	\$30.57	\$20.99	\$19.09	\$20.09
Step 1	\$20.69	\$19.66	\$27.56	\$25.62	\$31.49	\$21.62	\$19.66	\$20.69
Step 2	\$21.30	\$20.24	\$28.39	\$26.40	\$32.45	\$22.28	\$20.24	\$21.30
Step 3	\$21.95	\$20.86	\$29.24	\$27.19	\$33.40	\$22.95	\$20.86	\$21.95
Step 4	\$22.61	\$21.49	\$30.12	\$27.99	\$34.41	\$23.64	\$21.49	\$22.61
Step 5	\$23.27	\$22.12	\$31.02	\$28.84	\$35.45	\$24.34	\$22.12	\$23.27
Step 6	\$23.98	\$22.78	\$31.95	\$29.69	\$36.49	\$25.07	\$22.78	\$23.98
Step 7	\$24.70	\$23.47	\$32.91	\$30.60	\$37.58	\$25.83	\$23.47	\$24.70
Step 8	\$25.43	\$24.18	\$33.90	\$31.51	\$38.73	\$26.59	\$24.18	\$25.43
Step 9	\$26.19	\$24.90	\$34.93	\$32.47	\$39.89	\$27.39	\$24.90	\$26.19
Step 10	\$26.99	\$25.66	\$35.97	\$33.42	\$41.09	\$28.21	\$25.66	\$26.99
Step 11	\$27.80	\$26.43	\$37.05	\$34.43	\$42.32	\$29.07	\$26.43	\$27.80
Step 12	\$28.63	\$27.22	\$38.15	\$35.47	\$43.59	\$29.95	\$27.22	\$28.63
Step 13	\$29.48	\$28.04	\$39.29	\$36.51	\$44.91	\$30.84	\$28.03	\$29.48
Step 14	\$30.36	\$28.88	\$40.47	\$37.61	\$46.26	\$31.77	\$28.87	\$30.36

Range

	<u>Job Title</u>	<u>Civil Service Classification</u>
R1	Account Clerk	Account Clerk 2
	Computer Trainer/Help Desk Support Specialist	Trainer

	Entitlement Facilitator A	Account Clerk 2
	Entitlement Facilitator B	Account Clerk 2
	Health Care Facilitator	Account Clerk 2
	<i>Payroll Specialist*</i>	<i>Account Clerk 2*</i>
R2		
R3	Media and Digital Communication	Layout Design Artist
R4	Operations Manager	Data Entry Operator 3
R5	Programmer/Analyst	Programmer Analyst 2
	Senior Analyst/Programmer**	Programmer Analyst 2
	Training & Development Specialist	Training Officer 1
R6	Paralegal	Paralegal/Legal Assistant 1
S1	Secretary	<i>Secretary 1*</i>
S2	Secretary	Secretary 2

*\*Indicates positions/classifications not currently being used as of the signing of this contract.*

**\*\*The salary for the senior analyst/programmer classification shall be adjusted by an increase of three percent (3%) into the base rate.**

## 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

### Secretaries Unit:

Effective May 1, 1999, any new hire in this unit will not be paid less than the probationary rate as set forth in Section 1 of this Article.

## **Article 21 Call Back Pay**

### **Section 1**

When an employee has left the Employer's premises and is called back to work after his/her regular shift, the employee shall be guaranteed a minimum of three (3) hours pay, at the appropriate rate of pay.

## **Article 22 Vacation and Holidays**

### **Section 1**

Full time employees shall earn vacation according to the following schedule:

<b>YEARS OF SERVICE</b>	<b>DAYS OF VACATION</b>
-------------------------	-------------------------

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 employees on a prorated basis each biweekly pay period. 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 employees who work at least 24 hours per week, shall receive pro-rated, paid vacations based on the above schedule.

### **Section 3**

Full time employees 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 employees (24 or more hours/week) are entitled to the following holidays with pay:

January 1

June 19

July 4

4th Thursday in November

Friday following 4th Thursday in November

December 25

Part time employees are entitled to holiday pay for holidays observed on an employee's day off. Payments for the holiday will be for the normally scheduled hours not to exceed seven (7) hours. The part time employee shall not work on the holiday unless approved in advance by the Employer. Part time employees shall be reimbursed at one and one half their normal rate of pay in addition to holiday pay for such holidays worked.

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 25<sup>th</sup>, 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 1<sup>st</sup> 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 25<sup>th</sup> and January 1<sup>st</sup> holiday at some time other than the days specified herein for holiday purposes, the agency will close whenever the court closes.

In the even 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 4<sup>th</sup>, Christmas, New Years when these holidays are observed on a different day (e.g., July 4<sup>th</sup>, Christmas, New Years falling on a Saturday or Sunday, observed Friday or Monday.)

## **Article 23 Mileage Reimbursement**

### **Section 1**

With prior supervisory approval, employees 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 employees for parking expenses when such parking has received prior supervisory authorization and a valid receipt of expenditure is presented.

## **Article 24 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 (41<sup>st</sup>) 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 employee 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 employee'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 employee has exhausted all available paid leaves prior to the effective date of the disability retirement as determined by OPERS; and 3) the employee 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 employee 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 employee to recover lost wages to the extent that payment has been made by the Employer pursuant to this section. At the election of the employee, this benefit shall not be available or shall be reduced if it results in reducing or eliminating the employee's OPERS disability retirement benefit.

# Article 25 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 employees 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 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 the mandatory requirements of FMLA, the Employer shall grant a leave of absence, without pay, for child care of a newborn and/or the care of a newly-adopted child. Combined FMLA and Employer granted leave shall not exceed six (6) months. 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. Employees on a child care leave will return only to vacant positions for which they are qualified.

Employees on leave will not be eligible for health insurance benefits unless the employee elects to retain insurance by making pro rata monthly payments to the Employer of one hundred percent (100%) of premium payments. Upon election to continue insurance, the employee 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 employee. Employees whose maternity/paternity leave exceeds three (3) months and who have not already had two (2) months of insurance provided by the Employer while in unpaid status during the previous twelve (12) months shall be eligible for the following benefit: If the employee remains employed by the Employer for one year after return from leave, and had a minimum of four (4) years of continuous employment with the Employer at the time of the leave, the Employer shall reimburse to the employee the first two (2) months of premiums paid by the employee, that, but for the leave, would have been paid by the Employer.

The employee will retain unused sick leave credit while on leave, but will not accrue additional sick leave while on leave. The employee will not be entitled to any other leave provided by this Agreement while on child care leave.

### Section 5

Employees 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 unit. Employees 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 26 Personal Leave

Employees 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 1<sup>st</sup> to be used by April 30<sup>th</sup> of the following year. Each day may be taken in half-day increments. Personal leave shall not be cumulative.

Proration is as follows:

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

## Article 27 Miscellaneous Working Conditions

### Section 1

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

### Section 2

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

### Section 3

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.

## **Article 28 Break Room**

### **Section 1**

All employees shall be provided with adequate break space at 705 Adams.

### **Section 2**

Employees shall be relieved of all duties on break or lunch unless an emergency arises. If an employee is called back to work during his/her lunch, he/she shall be paid for the time worked.

### **Section 3**

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

## **Article 29 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 any position with 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 agency position(s) 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 ~~\$1500.00~~ \$2000.00 per quarter/ ~~\$2000.00~~ \$2,500.00 per semester and ~~\$6000.00~~ \$7,500.00 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.

## **Article 30 De-Certification**

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

### **Article 31 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 32 On Call Pay**

Employees shall not be required to be on-call.

### **Article 33 Heading Clause**

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

### **Article 34 Subcontracting**

#### **Section 1**

The Employer may continue to contract out Bargaining Unit work on the current limited basis i.e. based on a temporary need of the Employer for particular position not to exceed 120 days. However, if the Employer determines to move the work of Bargaining Unit employees to any other employer, including but not limited to any private employer, governmental agency, non-profit organization, volunteers, or volunteer organization, the Employer will notify the Union of its intention to do so and may require that this Article 34 of the Agreement be reopened for negotiation.

#### **Section 2**

When the Employer determines it is necessary to contract services which supplement the work of the computer analysts/programmers, notwithstanding Section 1 of the Article, the Employer may do so provided that such contracting does not directly result in the abolishment of an existing bargaining unit position and provided that such contracting does not result in the layoff of a bargaining unit employee.

The Employer retains the right to contract for training and trainers, in accordance with current practice, provided that such contracting does not directly result in the abolishment

of an existing bargaining unit position and providing that such contracting does not result in the layoff of a bargaining unit employee.

## **Article 35 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 (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-five (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 36 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 37 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 (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 38 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.

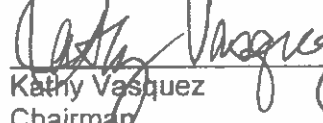
FOR THE UNION

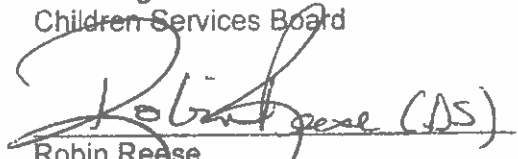
  
Steve Kowalik

Chauncey Mason  
Executive Director  
Professionals Guild of Ohio

  
Lynette Pinkelman  
President  
Council 13

FOR THE EMPLOYER

  
Kathy Vasquez  
Chairman  
Children Services Board

  
Robin Reese  
Executive Director  
Children Services Board

Date: 12-21-2022