

CONTRACT BY AND BETWEEN

**TRUMBULL COUNTY BOARD OF
HEALTH**

AND

**OHIO CIVIL SERVICE EMPLOYEES
ASSOCIATION**

AFSCME LOCAL 11, AFL-CIO

March 23, 2011

Through

March 23, 2014

SECTION 2. SICK LEAVE AND INJURY LEAVE.

Sick leave shall be granted to employees who are unable to work because of illness or injury of the employee or a member of his/her immediate family or because of medical appointments or other ongoing treatment. The definition of "immediate family" for purposes of this Article shall be: spouse, significant other, child, grandchild, parents, mother-in-law, father-in-law, son-in-law, daughter-in-law, grandparents, brother, sister, brother-in-law, sister-in-law, or legal guardian or other person who stands in place of a parent.

A period of up to **SEVEN (7)** working days of sick leave will be allowed for parenting during the postnatal period or following an adoption.

SECTION 3. EMPLOYEES RESPONSIBILITY

An employee on sick leave shall inform his immediate supervisor of the fact, at least thirty (30) minutes after the starting time, except in case of provable inability to make a telephone call and providing further that the call shall be made as soon as possible thereafter.

SECTION 4. FRACTION OF A DAY

Absence for a fraction of a day that is chargeable to sick leave in accordance with those provisions shall be charged proportionately in amounts of not less than one-half (1/2) hour increments.

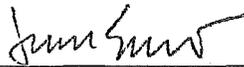
SECTION 5. A bargaining unit employee having a minimum of ten (10) years service with the Employer who retires under the applicable pension plan of the Employer shall, within thirty (30) calendar days of the effective date of retirement, receive a lump sum payment for accumulated but unused sick leave pursuant to the chart in Section 7 of this Article. Such payment shall be based on the employee's rate of pay at the time retirement.

ARTICLE 30
DURATION OF AGREEMENT

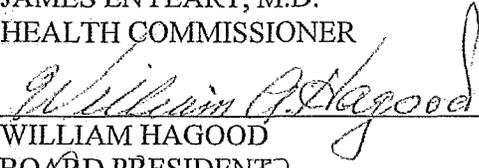
SECTION 1. This Agreement shall be effective March 23, 2011 and remain in effect until 11:59 p.m. March 23, 2014.

SECTION 2. The provisions of this Agreement constitute the entire agreement between the Employer and the Union. All previous agreements, either written or oral, are hereby canceled.

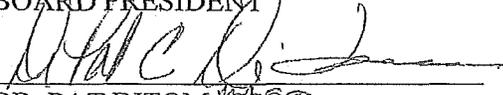
TRUMBULL COUNTY
BOARD OF HEALTH



JAMES ENYEART, M.D.
HEALTH COMMISSIONER



WILLIAM HAGOOD
BOARD PRESIDENT

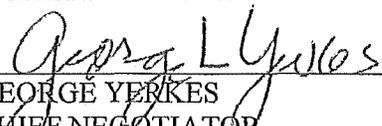


DR. PAT DITOMASSO
PRESIDENT PRO TEMPORE

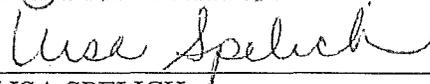
OCSEA/AFSCME LOCAL 11
AFL-CIO



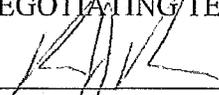
EDDIE L. PARKS
OCSEA PRESIDENT



GEORGE YERKES
CHIEF NEGOTIATOR



LISA SPELICH
UNION STEWARD
NEGOTIATING TEAM MEMBER



KRISTOFER J. WILSTER
UNION STEWARD
NEGOTIATING TEAM MEMBER