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**SIDE LETTER BY AND BETWEEN THE CITY OF PARMA AND OHIO
COUNCIL 8 AND THE AMERICAN FEDERAL OF STATE, COUNTY, AND
MUNICIPAL EMPLOYEES, LOCAL 3924
(AFSCME CITY HALL)**

This letter is the memorialization of an agreement that alters the labor agreement by and between the City of Parma and the American Federation of State, County and Municipal Employees, Local 3924 (represented by the Ohio Council of the American Federation of State, County, and Municipal Employees, AFL-CIO) that was ratified by the Union membership on October 11, 2011, and which term shall expire on October 31, 2014.

Because of the continuing financial crisis of the City, the parties have agreed to alter the terms of their labor agreement in order to help the City make up its lost revenues from income taxes since 2008 and from the cuts in the State's funding to the City. It is explicitly understood that the terms of this agreement are intended to address the current fiscal crisis so that the City may meet its statutory obligation to balance its 2012 budget without lay-offs of current employees within this bargaining unit. If the proposed terms of this agreement do not realize their intended savings target, the City reserves the right to institute lay-offs or other remedies in order to meet the target amount of savings. Conversely, if the City's revenues spike upward to a point that the budget may be balanced without the savings realized by the amendments to this and the various other Collective Bargaining Agreements (CBA's), then the City reserves the right to suspend all or part of the terms of this agreement. Either party may request to review this agreement if the City experiences substantially changed economic conditions after July 1, 2012.

In order to avert the option of personnel lay-offs, the parties mutually agree to institute the following alterations to the CBA:

1. Remaining 2011 Furlough. City Hall will be opened on November 18 and December 16, 2011. The remaining furlough days in 2011 that are scheduled to be on November 18th and December 16th will be cancelled and employees will be paid accordingly.

2. 2012 Furlough. The parties agree that each full-time member will be furloughed (without pay) eight (8) days in 2012. This will be accomplished in the following manner:
 - a. City Hall will be closed, and each employee will be furloughed, on Monday, April 9, 2012; Friday, June 15, 2012; Friday, August 10, 2012; and Friday, October 5, 2012.
 - b. In addition, employees will be required to be furloughed four (4) additional days to be taken on dates of their choice throughout the year.
 - c. The unpaid time in furlough days will be prorated and deducted equally from each of the twenty-six (26) pay periods.
3. Part-Time Employees. The parties agree that each part-time employee's hours will be reduced 3.0769%.
4. Article 27.4 Vacation will be altered to the extent that members may carry over a maximum of two (2) weeks of unused 2012 vacation into 2013 which shall be deposited into a bonus vacation bank which may not later be converted into cash.
5. Unemployment. The parties agree that furloughed employees will not apply and will not be eligible for unemployment benefits.
6. The City agrees to permit only employees in their last three (3) years to "earn" their furlough pay and voluntarily donate the net pay back to the City in order to allow those employees to maximize their high years.

The foregoing agreement was entered into this 20th day of December, 2011.



Dean DePiero, Mayor, City of Parma



John Jamison, President, AFSCME



Jim Ciocia, Ohio Council 8