

11-MED-04-0679  
K27727  
2693-01

STATE EMPLOYMENT  
AND BOARD  
**Memorandum of Understanding**

**December 13<sup>th</sup>, 2012**

2013 FEB -4 P 1:37

**History**

West Licking Firefighters Local 3025 and the West Licking Joint Fire District have mutually agreed that the 19 day pay cycle, 53 hour work week, and EDO "Earned Day Off" days in the current collective bargaining agreement dated 2011-2014 are flawed and are not in the best interest of either parties. The District and the Union have met several times and were unable to find a suitable remedy. Both parties have mutually and harmoniously agreed to remedy these issues by re-establishing the prior pay cycle.

**Remedy**

In Article 11 and any other area of the collective Bargaining Agreement between West Licking Joint Fire District and the West Licking Firefighters Local 3025, all language pertaining to hours worked per week for career employees were and shall now be 56 hours for all 24 hour shift employees, not the previously mentioned 53 hours. Any language mentioned in any part of the current agreement shall be struck and now referred to as a 56 hour work week.

The 19 day pay cycle has also been removed by both parties and both parties have also agreed to return to the 216/240 pay cycle from the previous agreement. With the removal of the 19 day pay cycle the District and the Local agree to finish the 2011-2012 contract year and reward the firefighters the EDO days that they were given upon ratification of the current agreement. The firefighters have accepted a cash buy-out for the 2012-2013 and 2013-2014 EDO days agreed upon in the current agreement. The Local agreed to sell back the EDOs for each year at a flat rate of \$2000.00, for a total of \$4000.00. This amount was paid in one lump sum.

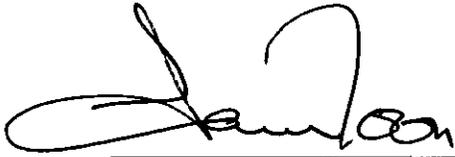
**Summary**

All career 24 hour shift firefighters will be referred to as a '56' hour employee. The 19 day pay cycle shall return to the 216/240 cycle. All EDOs will be removed from the agreement following the 2011-2012 contract year. The Local agrees to accept a cash settlement of \$2000.00 per contract year of 2012-2013 and 2013-2014, payable in one lump sum.

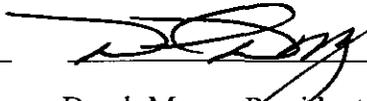
In witness whereof the parties hereto have caused this Amendment to be executed and signed by the authorized representatives the 13<sup>th</sup> day of December, 2012.

**For the West Licking Professional  
Firefighters Local #3025**

**For the West Licking Joint Fire District**



Larry Moon, President



Derek Myers, President

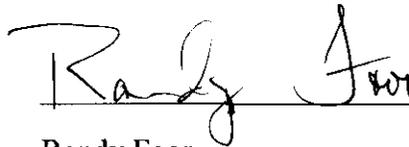
\_\_\_\_\_  
Mike Perkins, Vice President



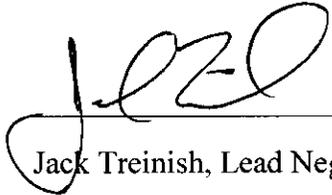
Brian Denton



Tom Barnhill, Secretary/Treasurer



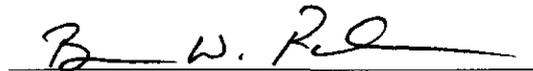
Randy Foor



Jack Treinish, Lead Negotiator



Mike Fox



Brian Palmer



Cornelius McGrady III

\_\_\_\_\_  
Brad Williams



Mark Van Buren