

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) is entered into between the Fraternal Order of Police, Ohio Labor Council, Inc., (the Union) Deputy Unit and the Coshocton County Sheriff (the Employer).

The parties agree that the Memorandum of Understanding previously entered into between the parties on or about August, 2009 and filed with the State Employment Relations Board on September 3, 2009 concerning Article 17, Section 17.1 (Definition of Seniority) shall remain in full force and effect during the contract term of January 1-December 31, 2012.

Date 12-15-11

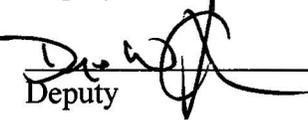
For the FOP, Ohio Labor Council:



Andrea H. Johan, Staff Representative



Deputy Keith Wilt



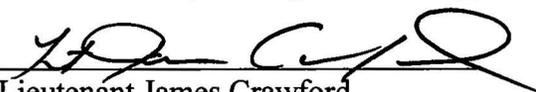
Deputy

Deputy

For the Coshocton County Sheriff's Office:



Sheriff Timothy L. Rogers



Lieutenant James Crawford

2009 SEP -3 P 12: 53

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) is entered into between the Fraternal Order of Police, Ohio Labor Council, Inc., (the Union) Deputy Unit and the Coshocton County Sheriff (the Employer) for purpose of modifying Article 17, Seniority, specifically Section 17.1 Definition of Seniority in the Collective Bargaining Agreement covering the term January 1, 2009 through December 31, 2011.

The parties agree as follows:

1. Whereas the current Agreement does not address the issue of seniority accrual while on an unpaid leave of absence; and
2. Whereas the parties wish to address this issue once, rather than each time the issue arises, the parties agree that Article 17, Section 17.1 shall be modified as follows and said modification shall be effective January 1, 2009.
3. All articles and sections of the collective bargaining agreement covering the 2009-2011 term not specifically addressed by this MOU shall continue in full force and effect until the expiration of the Agreement and until a successor agreement has been negotiated between the parties.

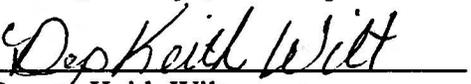
Article 17, Section 17.1 shall read as follows:

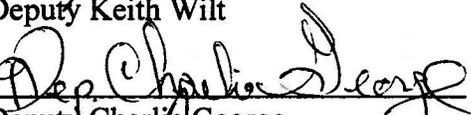
Section 17.1 Definition of Seniority As used herein, the term "Seniority" shall be defined as the continuous uninterrupted length of service or employment in a position within the Office. **Seniority shall continue to accrue, and there will be no interruption of service for any member who is on an unpaid leave of absence for any reason that would qualify under the FMLA. Seniority shall not continue to accrue, and there will be an interruption of service for any member who is on an unpaid leave of absence for any other reason.**

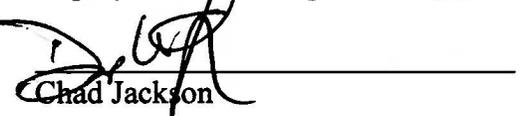
Date 8-11-09

For the FOP, Ohio Labor Council:


Andrea H. Johar, Staff Representative

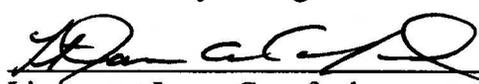

Deputy Keith Wilt


Deputy Charlie George


Chad Jackson

For the Coshocton County Sheriff's Office:


Sheriff Timothy L. Rogers


Lieutenant James Crawford

STATE OF OHIO
STATE EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

FRATERNAL ORDER OF POLICE,	}	
OHIO LABOR COUNCIL, INC.	}	Case No(s): 11-MED-10-1502
EMPLOYEE ORGANIZATION,	}	(Deputies)
	}	
and,	}	
	}	
COSHOCTON COUNTY SHERIFF,	}	
EMPLOYER.	}	
	}	

FILING OF COLLECTIVE BARGAINING AGREEMENT
(Addendum)

Pursuant to Board Rule 4117-09-07, the F.O.P., Ohio Labor Council, Inc. hereby files a copy of the addendum to the Collective Bargaining Agreement executed between the parties in the above captioned case(s). (See attached).

Respectfully Submitted



Tara M. Crawford
Paralegal
F.O.P., O.L.C.I.
222 East Town Street
Columbus, Ohio 43215
614-224-5700

cc: Mr. Timothy Rogers
sheriffrogers@coshocountynet.net