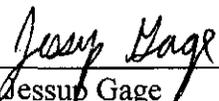


Butler County Child Support Enforcement Agency (BCCSEA)
And
Butler County Child Support Enforcement Union (BCCSEU)
Letter of Understanding
Use of Sick Leave for the Care of an Immediate Family Member

With regard to the use of sick leave, the Parties agree that Article 9 (Sick Leave), §3(b) shall be amended upon execution of this Letter of Understanding to be read as follows:

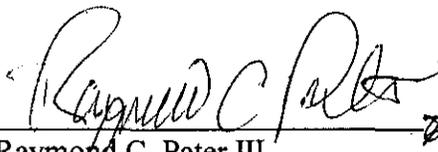
Five (5) sick days (i.e., **forty (40) hours for full time Employees prorated for part time**) per calendar year for ~~serious~~ illness or injury of immediate family members requiring the Employee's presence ~~at home~~, except that the Employer may allow Employees to use more than five (5) sick days (i.e., **forty (40) hours for full time Employees prorated for part time**) for such purposes at the Director or his designee's sole discretion. The decision of **the Director or his designee** to deny use of sick leave for ~~serious~~ illness or injury of immediate family members after five (5) sick days (i.e., **forty (40) hours for full time Employees prorated for part time**) are used by an Employee in a particular year shall not be **grievable or** arbitrable. Immediate family, for purposes of this Article, shall be defined as the spouse, child, grandchild, parent, brother, sister, or legal guardian. Step-parents, step-children, and step-siblings shall be included as immediate family members only when the relationship dates back to childhood, such as a step-parent who raised the Employee, a step-child who was raised by the Employee, or step-siblings who grew up in the same home;

FOR THE UNION:

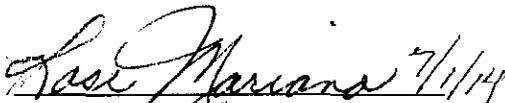


R. Jessup Gage
Attorney

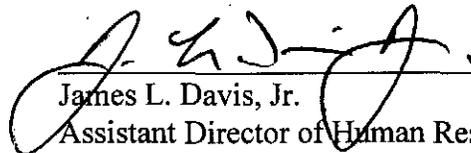
FOR THE EMPLOYER:



Raymond C. Pater III
Director



Rose Mariano
President, BCCSEA Union



James L. Davis, Jr.
Assistant Director of Human Resources

Date signed: 7-1-14