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**MEMORANDUM OF UNDERSTANDING**  
**EXTENSION OF COLLECTIVE BARGAINING AGREEMENT**  
**CITY OF NILES AND THE FOP/OLC**  
**AND THE**  
**FULL-TIME PATROLMEN**

The City of Niles Ohio, hereinafter referred to as the Employer and the Fraternal Order of Police, Ohio Labor Council, Inc., hereinafter referred to as the Union, originally approved and negotiated the current agreement with duration through to December 31, 2015.

The Parties agree to extend the terms of the current Collective Bargaining Agreement, to include all MOU's, Letters of Understanding and any and all attachments negotiated and agreed to by the Parties prior to and attached to the current Collective Bargaining agreement with an original expiration of the year 2015, as filed with the State Employment Relations Board, shall remain in full force and effect through to June 1, 2016.

The Parties wish to enter into an agreement with regard to Article 39, Layoff and Recall, specifically section 39.3. The parties mutually agree to extend the recall list from a period of twenty-four (24) months to sixty (60) months. Both parties mutually agree that this change shall be the only change made to Article 39 and all other sections shall remain current contract language in full force and effect.

The New language is typed in bold print.

**ARTICLE 39 – LAYOFF AND RECALL**

**Section 39.1** When a layoff is necessary due to lack of funds or lack of work, the Employer shall notify the affected employees in writing at least fourteen (14) days in advance of the effective date of layoff. The Employer, upon request from the Union, agrees to discuss, with representatives of the Union, the impact of the layoff on bargaining unit employees.

**Section 39.2** Employees shall be laid off in accordance with their departmental seniority.

**Section 39.3** Employees who are laid off shall be placed on a recall list for a period of ~~twenty-four (24) months~~ **sixty (60) months**. If there is a recall, employees who are still on the recall list shall be recalled in the inverse order of their layoff.

**Section 39.4** Notice of recall shall be sent to the employee(s) by registered mail, with a copy to the Union. The Employer shall be deemed to have fulfilled its obligation by mailing the recall notice by registered mail, return receipt requested, to the last mailing address of the employee.

Section 39.5 The recalled employee shall have ten (10) calendar days following the date of the receipt of the recall notice to notify the Employer of the employee's intent to return to work.

FOR THE UNION

*PH. Keith Bailey*  
*Suey M. Hunt*

Date: 3-11-16

FOR THE EMPLOYER

*R. Ronald Sarnuelia*  
3-11-16