

Memorandum of Understanding
Washington County Sheriff's Office and Fraternal Order of Police, Ohio Labor Council,
Inc.

Corrections Nurses Certified as Corrections Officers, (SERB Case No. 2016-REP-01-0008)

On or about January 27, 2016, the Fraternal Order of Police, Ohio Labor Council, Inc. ("Union" or "FOP") filed a Request for Recognition for all full-time Corrections Nurses Certified as Corrections Officers, SERB Case No. 2016-REP-01-0008. The Washington County Sheriff's Office ("Employer" or "WCSO") did not object to the Union's Request for Recognition. The State Employment Relations Board ("SERB") certified the bargaining unit. Because the bargaining unit of full-time Corrections Nurses Certified as Corrections Officers was certified by SERB, the FOP and WCSO are under an obligation to engage in collective bargaining. Prior to filing a Notice to Negotiate with SERB, the parties discussed the negotiations and agree as follows:

- (1) The effective collective bargaining agreement between the FOP and WCSO that currently includes the bargained for wages, hours and other terms and conditions of employment for eight (8) other bargaining units at the WCSO expires January 31, 2017;
- (2) The parties agree to include the bargaining unit of Corrections Nurses Certified as Corrections Officers, SERB Case No. 2016-REP-01-0008, as Bargaining Unit 9 in the effective collective bargaining agreement subject to the terms of the agreement;
- (3) The parties will not bargain any change to an existing term outlined in the parties' effective collective bargaining agreement for new Bargaining Unit 9, including wages, until the parties meet to bargain a successor agreement for all other units;
- (4) At the time the parties negotiate a successor agreement, the parties may jointly petition SERB to amend Bargaining Unit 2, All Corrections Officers (SERB Case No. 99-REP-02-0035), to include the Corrections Nurses Certified as Corrections Officers;
- (5) It is understood and agreed that employees employed in the full-time Corrections Nurses Certified as Corrections Officers bargaining unit will continue to perform Corrections Officers' duties; and
- (6) This Memorandum of Understanding reflects the entire agreement of the parties and any modifications shall be in writing signed by all the parties.

FOR THE WCSO

Larry R. Minck

05/04/16

Date

FOR THE FOP

Will [Signature] 5-5-16

Date