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LETTER OF UNDERSTANDING

The Multi-County Juvenile Attention System (Employer) and the Fraternal Order of Police/Ohio Labor Council, Inc. (Union) hereby agree to the following interpretation/application of the specific articles noted below:

Article 21, Switch Program: Regarding the procedures described in Article 21:

All "Switches" must be submitted to facility Administrator in writing with all effected employees signing their agreement with the proposed switch in advance. The switch is not approved until the Administrator signs off approving the switch and must be at least 24 hours prior.

Youth Leader 3 may switch with Youth Leader 3

Youth Leader 2 may switch with Youth Leader 2

Youth Leader 2 may switch with Youth Leader 3

Youth Leader 3 may switch with Youth Leader 2

Supervisors may switch with Youth Leader 2 and/or Youth Leader 3.

Youth Leader 2 and/or Youth Leader 3 may switch with Supervisors.

With the following exception, the provisions of Article 9 shall not apply.

In the event a Supervisor initiates a switch with a Youth Leader 2, the Fifty Cents (.50) payment shall apply to the Youth Leader 2 agreeing to the switch unless a Youth Leader 3 is on duty for that shift as specified in Detention facilities and the Community Corrections Facility.

Any "Switch" as described herein is subject to the approval of the effected Supervisor.

Furthermore, any/all "Switches" shall not create an overtime situation.

The Administrator of the facility shall have final approval of any switch.

For the MCJAS:

Decker
Melissa Decker

Michael L. Seyen

Date: July 30, 2015

For the FOP/OLC:

Brenda Gheen
Rachael Bandy

Date: July 30, 15



Multi-County Juvenile Attention System

Carroll, Columbiana, Stark, Tuscarawas, and Wayne Counties

815 Faircrest Street, S.W. • Canton, Ohio 44706-4844 • Telephone: (330) 484-6471 • Facsimile: (330) 484-8112

LETTER OF UNDERSTANDING

THE MCJAS (Employer) and the FOP/OLC Incorporated hereby agree to the following:

Any employee who is regularly scheduled for ten (10) hour shifts may have their schedule changed to eight (8) hour shifts in a week where a recognized holiday occurs.

For the Employer

[Signature]
[Signature]
[Signature]

Date: 7/30/15

Michael L. Seeger

For the Union

[Signature]
[Signature]

Date: 7-30-15

ADDENDUM

Preservation of ability to protect youth from contact with abusers.

1. Neither the agency nor any other governmental entity responsible for collective bargaining on the agency's behalf shall enter into or renew any collective bargaining agreement or other agreement that limits the agency's ability to remove alleged staff sexual abusers from contact with youth pending the outcome of an investigation or of a determination of whether and to what extent discipline is warranted.

2. Nothing in this standard shall restrict the entering into or renewal of agreements that govern:

a. The conduct of the disciplinary process, as long as such agreements are not inconsistent with the provisions of PREA *115.372 and **115.376; or

b. Whether a no-contact assignment that is imposed pending the outcome of an investigation shall be expunged from or retained in the staff member's personnel file following a determination that the allegation of sexual abuse is not substantiated.

*115.372 Evidentiary standard for administrative investigations.

The agency shall impose no standard higher than a preponderance of the evidence in determining whether allegations of sexual abuse or sexual harassment are substantiated.

**115.376 Disciplinary sanctions for staff.

(a) Staff shall be subject to disciplinary sanctions up to and including termination for violating agency sexual abuse or sexual harassment policies.

(b) Termination shall be the presumptive disciplinary sanction for staff who have engaged in sexual abuse.

(c) Disciplinary sanctions for violations of agency policies relating to sexual abuse or sexual harassment (other than actually engaging in sexual abuse) shall be commensurate with the nature and circumstances of the acts committed, the staff member's disciplinary history, and the sanctions imposed for comparable offenses by other staff with similar histories.

(d) All terminations for violations of agency sexual abuse or sexual harassment policies, or resignations by staff who would have been terminated if not for their resignation, shall be reported to law enforcement agencies, unless the activity was clearly not criminal, and to any relevant licensing bodies.

Michael L. Seyer

Michael L. Seyer

Michael L. Seyer 7/30/15

Michael L. Seyer

Rachael Barker 7-30-15

Rachael Barker