

MEMORANDUM OF UNDERSTANDING

City of Xenia and the AFSCME Ohio Council 8

Clerical Unit

Article 14 – Attendance

The parties agree to amend Article 14 – Attendance, of the collective bargaining agreement between the City of Xenia and the Xenia AFSCME Ohio Council 8 and Local 101 Clerical Unit to correct a typographical error, as follows:

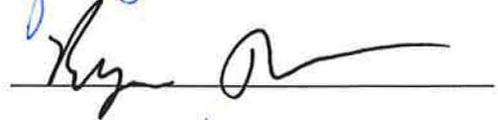
Section 14.4 – Corrective Action

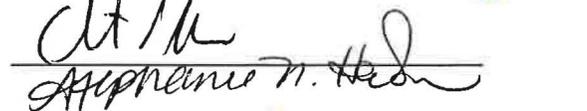
~~Six (6)~~ **Three (3)** or more Absence Occurrences or ~~six (6)~~ **three (3)** or more Tardy Occurrences in a rolling 12-month calendar measured backward will result in the corrective action below that coincides with the number of occurrences. Absence Occurrences and Tardy Occurrences shall not be combined for the purposes of progressive discipline. Occurrences shall fall off the applicable category 12 months from the date of the occurrence.

<u>Occurrences</u>	<u>Corrective Action</u>
3 Occurrences	Counseling
7 Occurrences	Verbal Warning
8 Occurrences	Written Warning
10 Occurrences	Final Written Warning
11 Occurrences	Termination

For the City of Xenia

For AFSCME Ohio Council 8
(Clerical)

Date: 1/22/16

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