

MEMORANDUM OF UNDERSTANDING

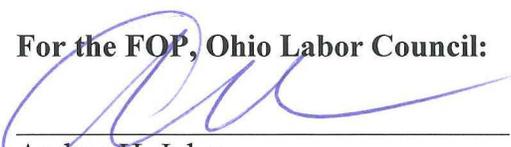
This Memorandum of Understanding is entered into between the Knox County Board of Commissioners (Employer) and the Fraternal Order of Police, Ohio Labor Council, Inc. (Union) for the purpose of modifying Article 21 Sick Leave and Catastrophic Sick Leave Donation of the Collective Bargaining Agreement between them covering the period of January 1, 2016-December 31, 2018.

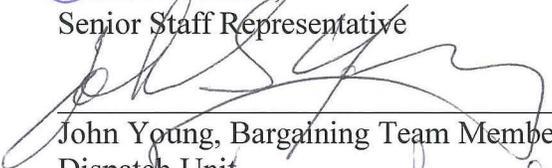
The parties agree that Section 21.4 shall be amended and shall read as follows:

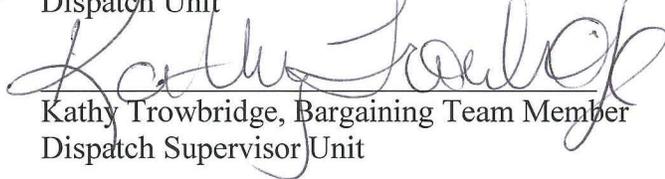
Section 21.4. Employees who submit false excuses for sick leave will be disciplined up to and including discharge. All employees who are absent for three (3) or more consecutive days must submit a statement from a licensed physician concerning their illness (or illness of those being cared for). Employees who have six (6) separate sick leave occurrences during the calendar year, may be required to submit a licensed physician’s statement upon using the seventh (7th) separate sick leave occurrence. All employees who have used ten (10) sick days during the calendar year for their own personal illness may be required to submit to a paid physical examination by the Employer’s doctor to determine their fitness to perform their duty. These requirements may be waived if an injury occurs on the job. The Director can order a physician’s statement to verify illness whenever it suspects sick leave abuse.

Date 4-12-2016

For the FOP, Ohio Labor Council:


Andrea H. Johan,
Senior Staff Representative


John Young, Bargaining Team Member
Dispatch Unit


Kathy Trowbridge, Bargaining Team Member
Dispatch Supervisor Unit

For the Knox County 911:


Richard Dzik, Director


John J. Krock, Management Representative