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Ordinance No. 2012-18

COLLECTIVE BARGAINING AGREEMENT
BETWEEN
THE CITY OF BLUE ASH
AND
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS
LOCAL NO. 3203

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ARTICLE 1
PREAMBLE

Section 1.1 This Agreement is made and entered into this ^{22nd NM} 8th day of March, 2012, by and between the City of Blue Ash, Ohio, hereinafter referred to as the "Employer" or the "City", and Local #3203, International Association of Fire Fighters, hereinafter referred to as the "IAFF", solely as it relates to the Blue Ash Fire Department firefighters within the bargaining unit. The purpose of this Agreement is:

To comply with the requirements of Ohio Revised Code Chapter 4117; and to set forth the full and complete understandings and agreements between the parties governing the wages, hours, terms and other conditions of employment for those firefighters included in the bargaining unit as defined herein.

ARTICLE 2
RECOGNITION

Section 2.1 The Employer hereby recognizes the IAFF, during the entire term of this Agreement, as the collective bargaining agent with respect to wages, hours, terms and other conditions of employment for the Firefighter I (EMT), Firefighter II (Arson Investigator) and Firefighter III (Paramedic) classifications within the Fire Department of the City of Blue Ash as certified by the State Employment Relations Board in Case Number 89-REP-02-0044, dated September 28, 1989.

Section 2.2 All management level employees including Fire Chief, firefighters with rank of Lieutenant and above, confidential employees, non-firefighter professional employees, part-time employees, seasonal and casual employees, and civilian employees of the Employer are specifically excluded from the bargaining unit.

ARTICLE 3
IAFF REPRESENTATION

Section 3.1 Non-employee representative(s) of the IAFF shall be admitted to the Employer's facilities for the purpose of processing grievances or attending meetings as permitted herein with prior approval by the City Manager or designee. Upon arrival, the IAFF representative shall identify himself to the City Manager or designee or highest ranking officer on duty.

Section 3.2 The Employer shall recognize three (3) firefighters, designated by the firefighters of the certified bargaining unit and approved by the IAFF, to act as IAFF representatives for the purposes of representation as outlined under this Agreement.

Section 3.3 No firefighter shall be recognized by the Employer as an IAFF representative until the IAFF has presented the Employer with written certification of that person's selection as an IAFF representative by the firefighters of the certified bargaining unit.

Section 3.4 Rules governing the activity of IAFF representatives are as follows:

(a) The IAFF agrees that no official of the IAFF, employee or non-employee, shall interfere, interrupt, or disrupt the normal work duties of other employees. The IAFF further agrees not to conduct IAFF business during working hours except to the extent specifically authorized herein.

(b) The representatives shall be permitted reasonable time to investigate, present, and process formal grievances on the Employer's property without the loss of pay during their regular working hours, provided that in each and every instance where such time is required, only one representative is assigned to a grievance, and the length of time and the time period within the working hours shall be agreed upon previously by the IAFF representative and the Fire Chief or designee. The representatives shall make all reasonable efforts, however, to process all grievances during non-working hours.

(1) The IAFF may conduct one (up-to-two hour) meeting per calendar month, concerning bona fide IAFF business, at the North Fire Station for all on-duty, bargaining unit members who are assigned to and working at that North Fire Station. The IAFF shall submit all such meeting requests in writing (including the requested date and time) to the Fire Chief or designee for review and approval purposes prior to conducting such meetings. Any such approval from the Fire Chief or designee shall be in writing. If approved, such meeting(s) may be conducted during the work day at or after 6:00 p.m. The meeting(s), even if scheduled and/or in progress, shall not interfere with any and all assigned duties or emergency details.

(c) The IAFF employee official shall cease unauthorized activities immediately upon the request of the Fire Chief or designee.

Section 3.5

- (a) Firefighters who travel or attend IAFF-sponsored training courses for professional development purposes may be reimbursed by the City in an amount to be determined and approved by the City Manager or designee if deemed in the best interests of the City.
- (b) Any bargaining unit member who is a duly elected officer of IAFF Local No. 3203 as President, Vice President, Secretary, Treasurer or designee may be authorized to use a maximum combined total of seventy-two (72) hours of paid leave per year to attend IAFF functions such as conventions, educational meetings, or conferences.
- (c) The IAFF may utilize the aforementioned provisions by having the IAFF representative in the bargaining unit notify the Fire Chief of the need for such leave, as soon as possible, but not less than fourteen (14) calendar days prior to the commencement of said leave, and provided that no more than one (1) bargaining unit member be on leave at any given time. Notification to the Fire Chief shall include documentation of the date and time of the event. The amount of leave granted shall be limited to the amount of time necessary to attend the event and to travel to and from the event. Any additional leave time for an overnight stay which would be necessitated due to the distance of the event location and/or the hour when the event concludes shall be mutually agreed upon by the Fire Chief and the President of Local 3203 or their respective designees.

Section 3.6 The City will provide a 17" by 22" bulletin board space at all staffed Fire Department facilities for posting of official IAFF business which shall relate to the following: (a) IAFF meetings; (b) notice of local IAFF elections; (c) results of local IAFF elections; and, (d) IAFF-sponsored recreational and social events. Any other material- posted must be approved by the City Manager or designee before it is posted on said bulletin board.

Section 3.7 The City shall provide the Union with copies of all standard operating procedures and changes to the Fire Department's rules and regulations.

Section 3.8 IAFF bargaining unit firefighters, in their discretion, may choose to affix one decal to their assigned helmet -- either the "9-11" memorial decal that several IAFF bargaining unit employees currently have been authorized to wear or a new standardized IAFF decal. They also may choose not to affix one of those two decals on their assigned helmet. Prior to issuing the standardized IAFF decal to those applicable IAFF bargaining unit firefighters, the IAFF shall submit it to the Fire Chief or designee for review and approval purposes. If approved, the standardized IAFF decals shall be provided to the bargaining unit firefighters at the IAFF's full cost.

ARTICLE 4 DUES/ PAYROLL DEDUCTION

Section 4.1 The City agrees to deduct Union membership dues in the amount certified by the Union to the City once each regular paycheck from the pay of any firefighter requesting same. if a dues deduction is desired, the firefighter shall sign a payroll deduction form which shall be furnished by the Union and presented to the appropriate payroll clerk. The City agrees to furnish to the Treasurer of the Union, once each calendar month a warrant in the aggregate amount of the deductions made for the calendar month, together with a listing of the firefighters for whom dues deductions were made and a listing of any change in deduction from the previous month.

Section 4.2 The IAFF hereby indemnifies and holds the City and/or the City's payroll clerk harmless from any and all claims of any nature arising out of or resulting from the operation of this deduction procedure and the making of the deductions and subsequent payments pursuant thereto and from any and all costs and expenses arising out of any such claim(s). Such costs and expenses shall include but not be limited to court costs, attorney fees, witness fees and expenses, court judgments and/or court-awarded damages and all other costs associated with the defense or prosecution of any such claim(s).

ARTICLE 5 NON-DISCRIMINATION

Section 5.1 The provisions of this Agreement shall be applied equally and without favoritism to all firefighters in the bargaining unit. There shall be no discrimination as to age, sex, marital status, race, color, creed, national origin, handicap, or political affiliation. The IAFF shall share equally with the Employer the responsibility for applying this provision of the Agreement.

Section 5.2 Both parties recognize and agree that affiliation with the IAFF is at the discretion of each individual firefighter. Firefighters in the classifications comprising the bargaining unit covered by this Agreement have the right to participate or not participate in the IAFF as they see fit. Neither party to this Agreement shall exert any pressure on any firefighter as regards such matters.

ARTICLE 6
MANAGEMENT RIGHTS

Section 6.1 The IAFF recognizes the City's exclusive right to manage its affairs and the City retains and reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the Charter of the City of Blue Ash and the laws and constitutions of the State of Ohio and of the United States. Further, all rights which ordinarily vest in and are exercised by employers except such as are specifically relinquished herein are reserved to and remain vested in the City, including but without limiting the generality of the foregoing.

Section 6.2 The right to manage its affairs efficiently and economically, including the determination of quantity, quality, frequency and type of services to be rendered; the determination, purchase and control of the types and numbers of materials, machines, tools and equipment to be used; the selection of the location, number and type of its facilities and installations; and the addition or discontinuance of any services, facilities, equipment, materials or methods of operation.

Section 6.3 The right to hire and set the starting rate of pay for new firefighters; to determine the starting and quitting time and the number of hours to be worked, including overtime; and to determine the amount of supervision necessary, work schedules and the method or process by which work is performed, to the extent that it is in compliance with all other articles of this Agreement.

Section 6.4 The right to contract, subcontract and purchase any or all work, processes or services or the construction of new facilities or the improvement of existing facilities; to adopt, revise and enforce working rules and carry out cost control and general improvement programs; and to establish, change, combine or discontinue job classifications and prescribe and assign job duties, content and classification and establish wage rates for any new or changed classifications. In the event that contracting or sub-contracting would negatively impact the bargaining unit members, the City shall meet with and advise the Union of the effects upon the bargaining unit firefighters with sixty (60) days notice.

Section 6.5 The right to determine the existence or nonexistence of facts which are the basis of the Management decisions; to establish or continue policies, practices or procedures for the conduct of the Fire Department and its services to the citizens of Blue Ash, and, from time to time, to change or abolish such practices or procedures; the right to determine and, from time to time, redetermine the number, locations and relocations and types of its firefighters or to discontinue any performance of service by firefighters of the City of Blue Ash; to determine the number of hours per day or week any operation of the Fire Department may be carried on; to select and determine the number and types of firefighters required; to assign such work to such firefighters in accordance with the requirements determined by Management authorities; to establish training programs and upgrading requirements for firefighters within the Department; to establish and change work schedules and assignments; to transfer or promote firefighters, or to layoff, terminate or otherwise relieve firefighters from duty for lack of work or other legitimate reasons; to determine the facts of lack of work or other legitimate reasons; to continue, alter, make and enforce reasonable rules for the maintenance of discipline; to suspend, discharge, or take such measures as the Management may determine to be necessary for the orderly and efficient operation of the Fire Department of the City of Blue Ash, subject to the terms of this Agreement provided, however, nothing herein shall prevent firefighters from presenting their grievances for an alleged violation of any Article or specific term of this Agreement.

ARTICLE 7
DISCIPLINE

Section 7.1 The City may take disciplinary action against any firefighter in the bargaining unit only for just cause.

Section 7.2 Any disciplinary action by the City against a firefighter shall be initiated within fifteen (15) calendar days of the City's knowledge of a violation leading to the disciplinary action. In the case of an internal investigation by the City or an outside criminal investigation, this section shall not apply.

Section 7.3 If the firefighter requests it, the Union and the firefighter will receive a copy of all memoranda sent to the Fire Chief and/or appearing in the firefighter's personnel file concerning disciplinary actions.

Section 7.4 Such disciplinary action, not necessarily listed in order of occurrence, may take the following form:

- a. Oral reprimand;
- b. Written reprimand;
- c. At the option of the Fire Chief, with concurrence of the firefighter, loss of vacation leave not to exceed twenty- four (24) hours;
- d. Suspension without pay;
- e. Temporary reassignment, not to exceed sixty (60) calendar days;
- f. Change in classification;
- g. Discharge from employment.

ARTICLE 8
TESTING

Section 8.1 Drug/Alcohol Testing. Firefighters may be required to take a drug or alcohol test if the Employer has reasonable suspicion that the firefighter is under the influence of drugs or alcohol. Firefighters may also be required to take random drug and/or alcohol tests and may be required to take drug and/or alcohol tests following a workplace accident or injury. These tests may be performed at a reputable facility. All testing will be done using accepted and recognized procedures similar to those currently in use for the City's CDL employees, including procedures to protect individual privacy. Firefighters required to take these tests as outlined above shall suffer no loss of pay and will be supplied travel to and from the testing facility. The Employer shall pay all costs of the required tests. The firefighter will be provided with copies of the results of the tests.

Section 8.2 Polygraph Testing. Bargaining unit firefighters may be required to take polygraph tests. These tests will be administered in compliance with applicable state or federal laws. The firefighter will be provided with copies of the results of the tests.

ARTICLE 9
PREDISCIPLINARY CONFERENCE

Section 9.1 Anytime the Employer or designee determines that a firefighter may be disciplined for cause (including only suspensions for more than 24 work hours, reductions or termination), a predisiplinary conference will be scheduled with the City Manager or designee to give the firefighter

an opportunity to offer an explanation of the alleged conduct. The firefighter shall receive a list of the charges and their particulars at the time he/she is originally notified in writing that disciplinary action is being recommended for the alleged improper conduct.

Section 9.2 The firefighter may be represented at the predisciplinary conference by any person he/she chooses. The firefighter and the Employer shall provide a list of witnesses to each other as far in advance as possible, but not later than twenty-four (24) hours prior to the predisciplinary conference. It is the responsibility of each party to notify their witnesses that their attendance is desired.

Section 9.3 The firefighter or the firefighter's representative will be permitted to confront and cross examine witnesses. A written report will be prepared concluding whether or not the recommended discipline is appropriate. The Employer, in all cases, will decide what discipline, if any, is appropriate. A copy of the written report will be provided to the employee within five (5) calendar days following its preparation.

Section 9.4 Any firefighter who may be subject to disciplinary action ("charged firefighter") and any employee being questioned regarding the charged firefighter shall be apprised of the following:

1. Failure to respond or respond truthfully to any questioning may result in disciplinary action;
2. The charged firefighter shall receive a list of the charges and their particulars not less than forty-eight (48) hours prior to the scheduled predisciplinary conference;
3. The charged firefighter shall be apprised of his/her right to representation and the right to postpone the hearing for no more than seventy-two (72) hours beyond the originally scheduled time;
4. The charged firefighter shall be apprised by the Fire Chief as to whether or not he/she has been suspended pending the outcome of the predisciplinary conference;
5. The charged firefighter may, in writing, waive the predisciplinary conference and/or submit a written statement on his/her behalf.

Section 9.5 Predisciplinary conferences shall be tape recorded and a charged firefighter shall be entitled, upon request, to a copy of the recordings not later than forty-eight (48) hours following the close of the predisciplinary conference.

Section 9.6 Any firefighter facing disciplinary action resulting in more than a written reprimand but not more than twenty-four (24) work hours suspension may request that said disciplinary action be reviewed by the City Manager or designee. Upon written request to the City Manager within forty-eight (48) hours of receipt of written notice of recommended disciplinary action, the City Manager or designee shall meet with the firefighter, review the facts, and make a final written determination regarding the recommended disciplinary action. Said meeting shall take place prior to the imposition of the recommended disciplinary action.

ARTICLE 10
GRIEVANCE PROCEDURE

Section 10.1 The term “grievance” shall mean a difference or dispute between the parties or a firefighter concerning the application, meaning or interpretation of the expressed terms of this Agreement, unless otherwise specifically excluded. It is not intended that the grievance procedure be used to effect changes in the Articles of this Agreement.

Section 10.2 In all grievance proceedings the firefighter has the right to represent himself/herself or to be represented by a representative of his/her choice.

Section 10.3 All grievances must contain the following information to be considered and must be filed using the grievance form mutually agreed to by both parties:

- a. Aggrieved firefighter’s name and signature;
- b. Aggrieved firefighter’s classification;
- c. Date grievance was filed in writing;
- d. Date and time grievance occurred;
- e. Where grievance occurred;
- f. Description of incident giving rise to the grievance;
- g. Articles and sections of Agreement violated;
- h. Desired remedy to resolve grievance.

Section 10.4 All grievances must be processed at the proper step in the progression in order to be considered at the subsequent steps. If a firefighter or the IAFF fails to comply with the time limits set forth below, the grievance shall be considered withdrawn, and thereafter such grievance may not be presented for consideration or be made the basis for any action under this Agreement or otherwise. Any firefighter may withdraw a grievance at any point by submitting in writing a statement to that effect, or by permitting the time requirements at any step to lapse without further appeal. Any grievance not answered by the Employer’s representatives within the stipulated time limits may be advanced by the firefighter to the next step in the grievance procedure. All time limits on grievances may be extended upon the mutual written consent of the parties.

Section 10.5 All grievances except those relating to layoff, suspension in excess of twenty-four (24) work hours, demotion or discharge (discussed in Section 10.8) shall be settled in the following manner:

Step 1. The aggrieved firefighter or the firefighter's representative shall orally present the facts to his/her Lieutenant or Captain (whoever serves as the firefighter’s shift supervisor), within seven (7) calendar days of the date on which the grievance arose or which the firefighter became aware of the grievance. An oral discussion form will be signed by the aggrieved firefighter or the firefighter's representative and the Lieutenant or Captain to reflect the date of his/her oral grievance presentation. The Lieutenant or Captain shall render a decision within seven (7) calendar days from the date on which the grievance was submitted, and present same to the aggrieved firefighter or the firefighter's representative.

Step 2. If the grievance is not resolved in Step 1, the firefighter or the firefighter's representative shall submit a written grievance, within seven (7) calendar days after the

Lieutenant's response, to the Assistant Chief. The Assistant Chief shall respond in writing to the grievance within seven (7) calendar days from receipt of the grievance.

Step 3. If the grievance is not resolved in Step 2, the firefighter or the firefighter's representative shall present the written grievance to the Fire Chief within ten (10) calendar days from the response to the grievance from the Assistant Chief. The Fire Chief shall respond in writing to the grievance within ten (10) calendar days from his/her receipt of the grievance.

Step 4. If the grievance is not resolved in Step 3, the firefighter or the firefighter's representative shall present the written grievance to the City Manager or designee within ten (10) calendar days from the response to the grievance from the Fire Chief. The City Manager or designee shall render a written decision within ten (10) calendar days of receipt of the grievance form. The City Manager's or designee's decision concerning grievances regarding oral or written reprimands shall be final and binding and such grievance shall not be processed further and shall not be arbitrated.

Step 5. If the grievance is not resolved in Step 4 and does not concern an oral or written reprimand, the firefighter or the firefighter's representative, with the IAFF's approval, within twenty (20) calendar days from receipt of the City Manager or designee's response to the grievance may appeal the grievance by filing written notice with the City Manager requesting a Civil Service Commission hearing. The City Manager shall direct the Civil Service Commission to conduct a hearing on the appeal within thirty (30) calendar days from the City Manager's receipt of the notice of appeal. The City's Civil Service Commission shall render a decision within thirty (30) calendar days from the completion of the hearing.

Step 6. Within seven (7) calendar days of receipt of the response at Step 5, if the grievance is not resolved to the grievant's satisfaction, the grievant may file, with the IAFF's approval, a request for arbitration. Within ten (10) calendar days of a request for arbitration, an IAFF representative and the City Manager or designee shall meet and attempt to mutually agree to an arbitrator. If the City and the IAFF cannot mutually agree upon an arbitrator in a specific case, then the parties shall utilize the arbitrator selection procedure set forth by the American Arbitration Association.

Section 10.6 Unless otherwise agreed to by the City and the IAFF, the Arbitrator shall render a decision in writing within thirty (30) calendar days of the hearing. If such decision is in conformity with the powers granted the Arbitrator herein, it shall be final and binding upon the parties. The sole function of the Arbitrator shall be to interpret the express written provisions of the Agreement and apply them to the specific facts presented at the hearing. The Arbitrator shall have no power or authority to change, amend, modify, add to, delete from, or otherwise alter this Agreement.

Section 10.7 The costs of the proceedings, including the expenses and compensation of the Arbitrator, and the rental of facilities, (if not on the Employer's premises) shall be borne by the losing party of such arbitration. The Arbitrator shall identify the losing party. If either party requests a transcript and exhibits for the Arbitrator, it shall be made and shall be the official record of the hearing. The cost of such transcript shall be borne by the party requesting it, except where the other party requests a copy of the transcript in which case the cost of the transcript shall be borne equally by both the City and the IAFF. All other expenses shall be borne by the party incurring them and neither party shall be responsible for the expenses of the witnesses called by the other.

Section 10.8 Any firefighter, appointed by the City Manager or designee, who is laid off, suspended for more than twenty-four (24) work hours, demoted or discharged may appeal in writing to the Civil Service Commission within ten (10) days after the effective date thereof.

An appeal may be withdrawn without prejudice, and if so withdrawn, all financial liabilities shall be cancelled. Where one or more appeals involve a similar issue, those appeals may be withdrawn without prejudice pending the disposition of the appeal of a representative case. In such event, the withdrawal without prejudice shall not affect financial liability.

The Civil Service Commission may affirm, reverse, vacate or modify the decision complained of in the appeal, including the substitution of any authorized disciplinary action that could have been imposed originally, provided that no claim for back wages shall exceed the amount of wages the firefighter would otherwise have earned at his/her regular rate, and in the case of discharge, less any other wages earned by the firefighter during the period involved while not receiving wages from the City. This will not include monies from an employment position held by the firefighter at the time of the disciplinary action.

Within seven (7) calendar days of receipt of the Civil Service Commission's decision, if the grievance is not resolved to the grievant's satisfaction, the grievant may file, with the IAFF's approval, a request for arbitration. Within ten (10) calendar days of a request for arbitration, an IAFF representative and the City Manager or designee shall meet and attempt to mutually agree to an arbitrator. If the City and the IAFF cannot mutually agree upon an arbitrator in a specific case, then the parties shall utilize the arbitrator selection procedure set forth by the American Arbitration Association. The arbitration procedure and process shall conform to the provisions set forth in Sections 10.6 and 10.7 of this agreement.

Section 10.9 The processing of a grievance may be started at the supervisory level at which the action which led to the grievance took place.

Section 10.10 A grievance may be brought by any member of the bargaining unit. Where a group of bargaining unit members desires to file a grievance involving a situation affecting each member in the same manner, one member selected by such group may process the grievance as a class action grievance, provided each firefighter desiring to be included in the class action grievance signs said grievance.

Section 10.11 The IAFF, through its president, may file grievances claiming violations of the recognition clause or any claimed violation of contract rights which accrue solely to the IAFF as a labor organization and not to individual firefighters. Such grievances shall be initially filed within the time limits of Section 10.5, Step 1, but will be filed directly with the City Manager.

Section 10.12 The City, through its City Manager, may file grievances claiming violations of the Agreement by the IAFF as a labor organization. Such grievances shall be initially filed within the time limits of Section 10.5, Step 1, but will be filed directly with the chief employee representative of IAFF.

Section 10.13 Nothing in this Section prevents either party from seeking enforcement of any arbitration decision in a court of competent jurisdiction.

Section 10.14 In cases of emergency declared by the federal, state, or local government, the time limits for the processing of grievances shall automatically be suspended until further notice from the City Manager or designee.

Section 10.15 Any firefighter charged with, or under indictment for, a felony, who is not disciplined or discharged by the employer, may be placed on a leave of absence without pay until resolution of the court proceedings. A firefighter may use accrued but unused vacation or holiday time during the leave. A firefighter found guilty by the trial court of a felony shall be summarily discharged and shall have no recourse through the grievance or arbitration procedures. If the firefighter is found not guilty, the firefighter's lost wages and seniority will be reinstated. The firefighter shall continue to pay the firefighter's insurance premiums as provided for in this agreement during the unpaid leave of absence.

ARTICLE 11 PROBATIONARY EMPLOYEES

Section 11.1 Each new firefighter shall be required to serve a probationary period of twelve (12) months. A newly hired probationary firefighter may be terminated at any time during his/her probationary period and shall have no right of appeal under this Agreement. Upon satisfactory completion of the probationary period, a firefighter shall be given regular status.

Section 11.2 Firefighters placed in a different classification within the bargaining unit shall be required to serve a probationary period of up to twelve (12) months. If his/her performance is unsatisfactory, he shall be returned to his/her former position without prejudice.

ARTICLE 12 RESIDENCY

Section 12.1 Bargaining unit firefighters shall be required to maintain residency within forty (40) air miles from the Blue Ash North Fire Station.

ARTICLE 13 PERSONNEL FILES

Section 13.1 Each firefighter may inspect his/her personnel file maintained by the Employer during the firefighter's off-duty hours at a time mutually acceptable and shall, upon request, receive a copy of any documents contained therein. If a firefighter needs less than fifteen (15) minutes to review his/her personnel files, it may be done during duty hours provided it does not interfere with the work schedule for that day and approval is granted by the shift supervisor.

Section 13.2 If an unfavorable statement or notation is in the file, the firefighter shall be given the right to place a statement of rebuttal or explanation in his/her file within seven (7) calendar days of becoming aware of the placement of the document in his/her file. No anonymous material of any type shall be included in the firefighter's personnel file.

Section 13.3 Records of oral and/or written reprimands or suspensions shall not be utilized to determine the appropriate level of subsequent discipline two (2) years from the date of their issuance provided no intervening disciplinary action has occurred.

Section 13.4 The City shall not release personnel records unless required by law, court order, or subpoena.

ARTICLE 14 SENIORITY

Section 14.1 "Seniority" shall be computed on the basis of uninterrupted length of continuous full-time service with the Employer. A termination of employment lasting less than thirty-one (31) days shall not constitute a break in continuous service. If continuous service is broken and the firefighter is not reinstated, the firefighter loses all previously accumulated seniority.

Section 14.2 An approved leave of absence does not constitute a break in continuous service provided the firefighter follows the proper procedure for such leave and returns to active service immediately following the expiration of the approved leave.

Section 14.3 Firefighters laid off shall retain their seniority for a period of eighteen (18) months from the date of layoff.

ARTICLE 15 LAYOFF AND RECALL

Section 15.1 When the Employer determines that a long-term layoff or job abolishment is necessary, it shall notify the affected firefighters thirty (30) calendar days in advance of the effective date of the layoff or job abolishment. Firefighters will be notified of the Employer's decision to implement any short-term layoff, lasting seventy-two (72) hours or less, no less than five (5) days in advance.

Section 15.2 Firefighters with the least seniority shall be laid off first.

Section 15.3 Firefighters who are laid off shall be placed on a recall list for a period of eighteen (18) months. If there is a recall, firefighters who are still on the recall list shall be recalled in the inverse order of their layoff. Any recalled firefighter requiring additional training to meet the position qualifications in existence at the time of recall must satisfactorily complete the additional training requirements within twelve (12) months of recall.

Section 15.4 Notice of recall shall be sent to the firefighter by certified mail. The Employer shall notify firefighters of any recall by mailing the recall notice by certified mail, return receipt requested, to the last mailing address provided by the firefighter.

Section 15.5 The recalled firefighter shall have ten (10) calendar days following the date of mailing of the recall notice to notify the Employer of his/her intention to return to work and shall have fourteen (14) calendar days following the date of mailing of the recall notice in which to report for duty, unless a different date for returning to work is otherwise specified in the notice or mutually agreed upon, in writing, by the parties.

ARTICLE 16
NO STRIKE/NO LOCKOUT

Section 16.1 During the life of this agreement or any extensions hereof, the IAFF, on behalf of the firefighters comprising the bargaining unit, agrees there shall be no strikes, slowdowns, walkouts, refusal to perform assigned duties, sitdowns, picketing, boycotts or any activities which interfere directly with the operation of the City or the Fire Department.

Section 16.2 In the event any firefighter covered under this agreement is accused of engaging in activity in violation of Section 16.1 of this article, the IAFF shall immediately make attempts to cease the activity and resume normal work activities. The IAFF agrees not to oppose any injunctive relief sought by the City to return firefighters to duty and to cease any strike related activities.

Section 16.3 The IAFF agrees to be guided by Section 4117.15 of the Ohio Revised Code.

Section 16.4 During the life of this agreement or any extensions hereof, the Employer shall not cause, permit, or engage in any lockout or otherwise prevent firefighters from performing their regularly assigned duties where an object thereof is to bring pressure on the firefighters or a firefighter organization to compromise or capitulate to the Employer's terms regarding a labor relations dispute.

Section 16.5 Nothing in this Article shall be construed to limit or abridge the IAFF's or the Employer's right to seek other remedies provided by law to deal with any violation of Ohio Revised Code Section 4117.11(A) or (B).

ARTICLE 17
WORK PERIOD AND OVERTIME

Section 17.1 The authority to establish work schedules, standard work periods, and standard work days shall be vested in the City Manager; the City Manager may at his/her discretion delegate this authority to supervisory personnel. Unless an emergency exists, the City shall give a ninety (90) day notice to firefighters of a change to a department work schedule. Unless an emergency exists, the City shall give a thirty (30) day notice to firefighters of any other changes. The authority to grant overtime compensation shall be vested in the City Manager or designee, provided that overtime compensation not be allowed except for work in excess of the standard work period. Only hours actually worked, compensatory time, vacation leave, and sick leave shall be counted in determining work in excess of the standard work period. Overtime compensation shall be allowed firefighters in these instances only if said work has the prior approval of the City Manager or of a supervisory employee to whom the Manager has delegated scheduling authority.

The current work schedule is as follows and is subject to the provisions set forth herein:

- (a) Bargaining unit firefighters currently work fifty-three (53) hours per week, on a schedule of twenty-four (24) hours of duty followed by forty-eight (48) hours off duty. The current shift established by the City commences at 0700 and continues through 0700 the following day.
- (b) Firefighters working a 24/48 shift based in a fifty-three (53) hour FLSA cycle shall receive seven (7) unpaid twenty-four (24) hour days off from work per year, or 168

hours of annual unpaid time off (Kelly Days). Said Kelly Days shall be taken in the year in which they are earned and shall not carry forward. Scheduling of Kelly Days shall be done by seniority subject to departmental needs. Requests for a Kelly Day shall be submitted to the Fire Chief for consideration no later than January 15 of the calendar year. During the period of May 15 through May 31 of each calendar year, members may submit requests to modify the dates of their chosen Kelly Days. The City shall determine the administration and scheduling of Kelly Days based upon operational needs. No more than two firefighters shall be off on Kelly Days at the same time.

Section 17.2 Overtime compensation shall be monetary compensation at the rate of one and one-half (1 1/2) times the firefighter's regular hourly rate of pay that is in effect at the time overtime compensation is earned. Firefighters may elect to take all or any part of overtime hours in the form of compensatory time, in lieu of overtime pay. Compensatory time shall be compensated at the rate of one and one-half (1-1/2) hours off for each one (1) hour of overtime worked. Compensatory time may be accumulated by a firefighter, but only to a maximum of seventy-two (72) hours at any given time. In the event a firefighter accumulates seventy-two (72) hours of compensatory time, then any future overtime hours must be compensated with overtime pay. When a firefighter desires to use compensatory time off that he/she has accumulated, it shall be scheduled and granted, with the mutual consent of the firefighter and the Employer. A minimum of three (3) days notice shall be required to request the use of compensatory time.

Section 17.3 There shall be no pyramiding of overtime.

Section 17.4 The Employer reserves the right to require any and/or all firefighters to work overtime when the operational needs of the department require it.

Section 17.5 The current work schedule, which is subject to the provisions of Section 17.1 of this Article, will be posted in the Fire Department along with the vacation schedule and overtime list.

ARTICLE 18 CALL-IN TIME

Section 18.1 Any firefighter called into work at a time outside of his/her regularly scheduled shift shall be paid the greater of the actual time worked or the minimum of two (2) hours. Bargaining unit firefighters shall be required to respond to recalls whenever possible.

ARTICLE 19 WAGES AND COMPENSATION

Section 19.1 Wage rates shall be increased 0 percent for fiscal year 2012 (FY2012) and shall be effective February 22, 2012. Wage rates shall be increased 1.5 percent for fiscal year 2013 (FY2013) and shall be effective February 22, 2013. Wage rates shall be increased 2 percent for fiscal year 2014 (FY2014) and shall be effective February 22, 2014. In year one of the contract (FY2012) employees will receive one (1) additional paid day (24 hours) off (Personal Leave) that must be taken in year one of the contract. Personal Leave is distinct from and unrelated to Personal Care leave as outlined in Article 30. Personal Leave, once granted,

must be used by the employee within the plan year credited or it will be forfeited. Personal Leave cannot be transferred or converted to pay of any type, requires advance approval of the employee's Supervisor as to mutually-agreeable scheduling, and shall not result in the creation of overtime expenses for the City.

2012 Pay Plan Rates

Grade		Step A	Step B	Step C	Step D	Step E	Step F
22IV	A	\$62,393.80	\$64,147.07	\$65,949.60	\$67,802.79	\$69,708.05	\$71,672.20
21IV	A	\$59,590.81	\$61,259.35	\$62,974.61	\$64,737.90	\$66,550.56	\$68,427.32
20IV	A	\$56,921.25	\$58,509.35	\$60,141.76	\$61,819.72	\$63,544.49	\$65,336.97

2013 Pay Plan Rates

Grade		Step A	Step B	Step C	Step D	Step E	Step F
22IV	A	\$63,329.71	\$65,109.28	\$66,938.85	\$68,819.83	\$70,753.67	\$72,747.28
21IV	A	\$60,484.67	\$62,178.24	\$63,919.23	\$65,708.97	\$67,548.82	\$69,453.73
20IV	A	\$57,775.07	\$59,386.99	\$61,043.89	\$62,747.02	\$64,497.66	\$66,317.02

2014 Pay Plan Rates

Grade		Step A	Step B	Step C	Step D	Step E	Step F
22IV	A	\$64,596.31	\$66,411.46	\$68,277.62	\$70,196.23	\$72,168.74	\$74,202.23
21IV	A	\$61,694.36	\$63,421.81	\$65,197.62	\$67,023.15	\$68,899.80	\$70,842.81
20IV	A	\$58,930.57	\$60,574.73	\$62,264.77	\$64,001.96	\$65,787.61	\$67,643.36

Section 19.2 The City Manager or designee shall be responsible for administering the pay plan for all positions. He/she shall be responsible for working out arrangements which will assure the administration of the plan for all bargaining unit members on an equitable basis. Bargaining unit members may be denied a pay step increase at its proper time for cause.

Section 19.3 To compensate for additional experience and the appurtenant improvement of skills, abilities, and knowledge, a percentage increase in pay by progression from step to step shall be effected upon satisfactory completion of the probationary period and annually thereafter until the firefighter reaches Step "F" of the pay grade for the classification to which the firefighter's position has been assigned.

Section 19.4 If a new firefighter has related work experience and more than the minimum qualifications for the classification to which his/her position is assigned, he/she may be hired above the minimum rate of pay and may be paid at an appropriate step within the range for the grade to

Section 19.5 The Employer agrees to pick-up contributions to the Police and Fire Pension System paid on behalf of the firefighters in the bargaining unit utilizing the salary reduction method. The pick-up shall become effective immediately following receipt of approval from the Internal Revenue Service.

ARTICLE 20
WORKING OUT OF CLASSIFICATION

Section 20.1 Whenever a bargaining unit firefighter is assigned to serve as shift supervisor, that firefighter shall be compensated an additional 7.0% above his/her regular pay for those hours worked as shift supervisor. Firefighters are not eligible to be shift supervisors while working overtime. This assignment shall be voluntary unless no non-probationary firefighter accepts the assignment in which case it will be mandatory.

ARTICLE 21
TRADES

Section 21.1 Each firefighter shall be granted leave with pay for any hour or hours on which he/she is able to secure another employee who will work in his/her place without pay, provided:

- (a) A substitution shall be granted with the approval of the Fire Chief or designee.
- (b) The Fire Chief or designee shall be notified in writing on forms supplied by the City for that purpose. Forms shall be signed by both parties involved in the special trade.
- (c) All trades must be in increments of four (4) hours. Trades shall be limited to a maximum of two per day per firefighter.
- (d) A firefighter who fails to report to work for a scheduled trade shall lose one and one-half (1 1/2) hours of accrued vacation leave for each hour of scheduled trade time missed.
- (e) Requests for trades shall be made at least six (6) hours in advance.
- (f) All trades shall be repaid within 120 days of the trade. Once approved by the Chief or designee, trades and the fulfilling of such are the sole responsibility of the employees who have agreed to the trade.
- (g) Failure to comply with these provisions may result in denial of future requests for a six (6) month period.

ARTICLE 22
SPECIAL EVENTS

In Year (3) of the contract, effective February 22, 2014, Article 22 Special Events will be stricken from the contract in its entirety.

Section 22.1 For special events identified as Taste of Blue Ash, Summerbration, and July 4th festivities, a schedule shall be prepared and posted to enable firefighters to sign up for overtime work

at their discretion with preference of assignments based on seniority. The schedule will be posted twenty-eight (28) days prior to the event.

Section 22.2 If the event is not sufficiently staffed by the above described procedure, the Employer will assign overtime work starting with the least senior firefighter and progressing to the most senior firefighter to the extent possible. However, reverse seniority order may not be followed when making overtime assignments which require the skills of a particular firefighter or group of firefighters.

Section 22.3 Firefighters required to work overtime under this Article will be given a minimum of ten (10) days notice of the assignment. Unforeseen illnesses, injuries, and emergencies may require a schedule change and overtime assignment with less notice. This procedure shall not apply to emergencies, fire department operations, or incidental details relating to public safety activities.

Section 22.4 Any firefighter (who is not assigned to a regular forty (40) hour work week schedule) who volunteers to or is required to work a Special Event on his/her off-duty day will be paid overtime compensation as follows. He/she will be paid at the rate of two (2) times the firefighter's then current regular hourly rate of pay for all actual hours worked for that Special Event. Any bargaining unit member who is regularly scheduled to a forty (40) hour week shall be paid at the rate of one and one half (1 1/2) of his/her regular rate of pay for all hours worked outside his/her normally scheduled work hours.

ARTICLE 23 OUTSIDE EMPLOYMENT

Section 23.1 Outside employment of bargaining unit members shall be permitted at the discretion of the City. Such request shall not be unreasonably withheld. Bargaining unit firefighters shall be permitted to work as employees of other Fire Departments.

ARTICLE 24 LONGEVITY

Section 24.1 All full-time firefighters appointed by the City Manager shall receive longevity pay computed at the rate of five dollars (\$5.00) per month for each complete calendar month of continuous service (e.g., \$180 after 36 complete calendar months from date hired, \$300 after 60 complete calendar months from date hired, \$350 after 70 complete calendar months from date hired) after thirty-six (36) complete calendar months of continuous service or after twelve (12) complete calendar months of service at Step "F" of the pay plan, payable in the first half of the month of December annually. Annual longevity pay is only paid to eligible employees who are on the City payroll through November 30.

Section 24.2 Individuals retiring within the period including June 30 through November 30 shall be eligible to receive a final longevity payment computed at the rate of five dollars (\$5.00) per month for each complete calendar month of continuous service. Individuals retiring within the period including December 1 through June 29 shall not be eligible for a final longevity payment.

ARTICLE 25
INSURANCE

Section 25.1 The Employer will pay the same percentage of the applicable monthly cost for regular full-time bargaining unit firefighters that it pays for all non-union employees. The Employer will pay the same percentage of the applicable monthly cost for regular full-time bargaining unit firefighters that it pays for all non-union employees to provide them with hospitalization, dental, optical and life insurance (equivalent to annual base salary rounded to the next highest thousand for natural death or single dismemberment and twice the firefighter's annual base salary rounded to the next highest thousand for accidental death or double dismemberment). The firefighter's share of the premium will not exceed five (5) percent in the first year that firefighters make premium contributions, seven and a half (7.5) percent in the second year, and ten (10) percent in the third year. The Employer will offer an IRS 125 plan that allows firefighters to make premium contributions using pre-tax dollars, provided such a plan is allowed under applicable IRS regulations. The Employer reserves the right to select such insurance and to make any changes in coverage it deems appropriate.

Section 25.2 The City will pay two thousand dollars (\$2,000.00) annually, paid on a monthly basis, for employees who opt out of medical insurance coverage. An employee choosing to opt out of medical insurance coverage provided by the Employer will be required to show evidence of other coverage.

Section 25.3 The Employer will provide a thirty (30) calendar day notice in the event of a change in carrier(s) and/or coverage. No notice shall be necessary where such changes are caused by new laws, carrier-initiated action, or provider changes.

Section 25.4 The Employer shall maintain professional liability insurance coverage of bargaining unit firefighters, as determined by the City Manager or designee, for the life of this Agreement.

ARTICLE 26
TRAVEL AND TRAINING ALLOWANCES

Section 26.1 Any legitimate expense allowance authorized by ordinance or established City policy shall be in addition to regular salary and shall not be deducted from money salary payable.

Section 26.2 Firefighters required to use their own vehicle: (1) on official City business; or (2) for City-related travel, approved by the City Manager or designee, as being in the best interests of the City, shall be reimbursed at the then current I.R.S. mileage reimbursement allowance rate plus parking expenses incurred for which receipts are presented to the Treasurer.

Section 26.3 Firefighters who travel: (1) on official City business; or (2) for training or professional development purposes, approved by the City Manager or designee as being in the best interests of the City, shall be reimbursed for reasonable travel expenses, including air, rail or bus fares, parking, lodging and meals. The City Manager or designee may establish maximum reimbursable limits for travel expenses.

Section 26.4 Registration fees for conferences, seminars or other such events deemed to be in the best interests of the City, when approved by the City Manager or designee, shall be paid for the firefighter either by direct payment, by advance or by reimbursement. If other financial aid is

unavailable, and if approved by the City Manager or designee in advance, a firefighter may be reimbursed for tuition and book expenses incurred in taking and successfully completing (grade "C" or better in instances where grades "A" through "F" are attainable) college course work or other advanced training to upgrade said individual, the performance of his/her job duties and the image of the municipal service.

ARTICLE 27
CONTINUING EDUCATION

Section 27.1 The City shall compensate firefighters for attending continuing education programs outside of the department for maintaining Paramedic, EMT-A, or Advanced EMT-A certification up to a maximum of twelve (12) hours per calendar year.

ARTICLE 28
HOLIDAYS

Section 28.1 All firefighters who are not assigned to a regular forty (40) hour work week schedule shall receive regular holiday pay in the month of December in lieu of paid leaves of absences solely for the following holidays listed below. If, however, a firefighter is regularly scheduled to work on any of the following holidays, then he/she shall be paid at a rate of one and one-half (1 and 1/2) times

his/her regular rate of pay for all hours actually worked and this shall be in addition to regular holiday compensation (8 hours at regular rate of pay except Good Friday):

- New Year's Day (January 1)
- Washington/Lincoln Day (3rd Monday in February)
- Good Friday (4 hours)
- Memorial Day (last Monday in May)
- Independence Day
- Labor Day (1st Monday in September)
- Veteran's Day (November 11)
- Thanksgiving Thursday (4th Thursday in November)
- Thanksgiving Friday (4th Friday in November)
- Christmas Eve
- Christmas Day

If a firefighter is regularly scheduled to work on Independence Day, Thanksgiving Day, Christmas Eve, or Christmas Day, he/she shall not be able to take any or all of those four (4) days off, in whole or in part, except by utilizing a trade as set forth in Article 21 of this contract.

Firefighters who are assigned to a regular forty (40) hour work week schedule or working light duty assignments shall receive paid leaves of absences on the holidays referenced above in accordance with City-wide pay practices, and such firefighters are required to take time off on the holidays referenced above.

Section 28.2 When any holiday falls on a Sunday, the Monday immediately following shall be observed. When any holiday falls on a Saturday, the Friday immediately preceding shall be so observed. This provision shall apply only to firefighters whose regularly scheduled off days are Saturday and Sunday.

ARTICLE 29
VACATION

Section 29.1 Vacation leave accrues at the rate of eight (8) hours per full month of work for firefighters having completed less than four (4) years of service; ten (10) hours per month for firefighters having completed four (4) years of service; twelve (12) hours per month for firefighters having completed eight (8) years of service; fourteen (14) hours per month for firefighters having completed twelve (12) years of service; sixteen (16) hours per month for firefighters having completed sixteen (16) years of service; and eighteen (18) hours per month for firefighters having completed twenty (20) years of service.

Section 29.2 Vacation shall be taken off with full pay during the year in which it is earned, unless the City Manager or designee deems it to be in the best interest of the municipal service to allow a portion of a firefighter's earned vacation leave to be carried over into the following year.

Section 29.3 The scheduling of vacation shall be made by seniority unless the needs of the department dictate otherwise. Requests for vacation leave shall be submitted five (5) days in advance.

Section 29.4 Vacation leave shall be taken in increments of not less than one (1) hour. Upon two (2) hours notice (if practicable) to the Fire Chief or designee, a firefighter may utilize up to twelve (12) total hours per calendar year of his/her unused and available vacation leave balance for emergency situations. Such vacation leave for emergency situations shall be taken in increments of one (1) or more hours.

Section 29.5 Upon resignation in good standing, retirement, or upon the death of a firefighter, said firefighter shall be entitled to payment of accrued but unused vacation leave based upon the firefighter's current rate of pay.

Section 29.6 Effective January 1, 1993, vacation leave usage shall be charged against the firefighter's vacation leave balance using the same prorata formula defined for sick leave usage in Section 30.4 of this agreement.

Section 29.7 Bargaining unit members on vacation leave shall not be required to work overtime, nor be subject to recalls until such leave has been completed. This provision may be waived during an emergency period declared by the City Manager or designee. Bargaining unit members who choose to be available for overtime and recalls while on vacation leave will notify the Chief in writing prior to said vacation leave.

Section 29.8 For bargaining unit firefighters hired by the City on or after December 1, 1989, up to six (6) years of full-time employment in public safety field of any other Ohio municipality, township, county, or the State of Ohio shall be counted for the purpose of determining the number of hours of vacation for which a bargaining unit firefighter is eligible.

ARTICLE 30
SICK LEAVE

Section 30.1 Sick leave with full pay may be granted to the extent earned and accumulated by a firefighter, provided that it is not abused. Credit for sick leave is earned at the rate of ten (10) hours

per calendar month of active pay status. Additionally, the parties incorporate by reference, the provisions of the Sick Leave Policy which monitors sick leave usage last updated and distributed by the City on February 7, 1996.

Section 30.2 At the time of initial employment, a firefighter may be credited with unused sick leave accumulated while in the employment of another Ohio municipality, township, county, school district or the State of Ohio, for which he/she had not been compensated.

Section 30.3 A firefighter may use accumulated sick leave for the following purposes:

- i. In case of a firefighter's personal illness, medical condition, disability, or injury.
- ii. Funeral Leave:
 - a. Up to forty (40) hours per occurrence for death of spouse or children, including step-children. [NOTE: 48 hours for a firefighter not assigned to a regular 40 hour workweek.]
 - b. Up to twenty-four (24) hours per occurrence for death of parents (including step-parents), siblings (including step-siblings), grandparents, grandchildren, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, or sister-in-law.
 - c. Up to eight (8) hours per occurrence for death of grandparent of spouse, or a firefighter's aunt, uncle, nephew, niece, or cousin to attend a funeral. [NOTE: 24 hours for a firefighter not assigned to regular 40 hour work week.]
- iii. Hospitalization of Family Members:
 - a. Up to forty (40) hours per occurrence to attend inpatient hospitalization and, if necessary, care thereafter, of a firefighter's spouse or children (including step-children), and up to eight (8) hours per occurrence for hospitalization of a firefighter's parents (including step-parents). [NOTE: 48 hours and 12 hours for a firefighter not assigned to regular 40 hour workweek.]
 - b. Up to sixteen (16) hours per occurrence to attend outpatient hospitalization and, if necessary, care thereafter of a firefighter's spouse or children (including step-children), and up to eight (8) hours per occurrence for a firefighter's parents (including step-parents). Continuing treatment for a single illness or injury shall be defined as a single occurrence. [NOTE: 24 hours and 12 hours for a firefighter not assigned to a regular 40 hour workweek.]
- iv. Personal Care
 - a. Up to twenty-four (24) hours per calendar year to attend to members of a firefighter's immediate family whose illness or injury requires the care of a firefighter. Immediate family includes spouse, mother, father, sister, brother, daughter, son, grandparent, grandchild, mother-in-law, father-in-law, sister-in-

law, brother-in-law, daughter-in-law, son-in-law, step mother, step father, step sister, step brother, step daughter, step son, or other person who stands in the place of a parent, or other relative residing in the same household as the firefighter.

- v. Medical, dental, or optical examination or treatment of a firefighter which cannot be scheduled during non-working hours.

The City Manager may require reasonable evidence to support a claim for sick leave and may, in case of absence for more than twenty-four (24) consecutive working hours, require a doctor's certificate to justify the absence. The monitoring of sick leave usage of all firefighters shall be accomplished under the provisions of the then-current Sick Leave Policy as drafted and issued by the City Manager (last updated and distributed February 7, 1996).

Section 30.4 Sick leave shall be used in minimum increments of one (1) hour for any hour or fraction of an hour taken by a firefighter. Sick leave usage shall be charged against the firefighter's sick leave balance as follows:

- (a) one (1) hour for each hour (or fraction thereof) for bargaining unit members working a forty (40) hour work week;
- (b) 0.755 hour for each hour (or fraction thereof) for bargaining unit members averaging a fifty-three (53) hour work week; or
- (c) a prorated percentage for each hour (or fraction thereof) comparable to the percentage used in Section 30.4(b) for bargaining unit members averaging a work week of other than forty (40) or fifty-three (53).

Section 30.5 Members of the bargaining unit with sick leave accumulation of more than 180 hours shall be eligible upon written request, and upon review of and written approval by the City Manager or designee, to knowingly and voluntarily transfer annually up to eighty (80) hours of sick leave credit to another firefighter who has exhausted his/her sick leave, vacation leave, and compensatory time as a result of serious illness or injury.

Firefighters who transfer sick leave credit to another firefighter must have a minimum accumulation of 180 sick leave hours in excess of the hours transferred as of the date of the written request to the City Manager or designee.

Firefighters who have a history of abusing sick leave and/or excessive sick leave usage may not be entitled to receive transferred sick leave.

Firefighters may not receive more than a total of 1380 hours transferred sick leave during their employment with the City.

Section 30.6 Members of the bargaining unit recognize that they are expected to maintain a level of physical fitness and appearance to effectively perform their duties as a firefighter. The Employer shall establish reasonable fitness standards based upon recognized health/fitness professional guidelines with which members of the bargaining unit shall comply. Failure to maintain these standards may result in disciplinary action.

Section 30.7 Upon resignation in good standing from the Blue Ash municipal service or upon the death of a firefighter, the firefighter or his/her estate shall receive one (1) hour of monetary compensation for each eight (8) hours of unused sick leave; the monetary compensation shall be at the rate of compensation of the firefighter at the time of resignation or death up to a maximum pay out of 120 eight (8) hour days (i.e. 960 hours). If the firefighter is given credit for his/her accumulated sick leave at his/her next place of employment, no sick leave pay-out shall be made.

Section 30.8 If upon the retirement under the Police and Firemen's Disability Pension Fund System from the City's municipal service, a bargaining unit member has less than twelve (12) years of full-time service with the City, the employee shall receive two (2) hours of monetary compensation for each eight (8) hour day of unused sick leave up to a maximum pay out of 120 eight (8) hour days (i.e. 960 hours). The monetary compensation shall be at the hourly rate of compensation of the employee at the time of retirement.

If upon the retirement under the Police and Firemen's Disability Pension Fund System from the City's municipal service, a bargaining unit member has at least twelve (12) years of full-time service with the City, the employee shall receive three (3) hours of monetary compensation for each eight (8) hour day of unused sick leave up to a maximum pay out of 120 eight (8) hour days (i.e. 960 hours). The monetary compensation shall be at the hourly rate of compensation of the employee at the time of retirement.

ARTICLE 31 MISCELLANEOUS LEAVES

Section 31.1 Leave for jury duty and related public service where such are in the best interests of both the public and the firefighter may be approved by the City Manager or designee with full pay, less any compensation that the firefighter receives for performance of such duty or service, provided the firefighter promptly returns to work when excused temporarily or permanently from the jury duty or public service.

Section 31.2 Reasonable leaves with pay may be authorized by the City Manager or designee for official meetings, training and professional development found to be in the best interest of the City.

ARTICLE 32 INJURY LEAVE AND INJURED ON DUTY LEAVE

Section 32.1 Extended leave of absence for a period of time not exceeding one (1) year may be granted by the City Manager or designee in cases where a firefighter suffers an injury, temporary disability, extended illness or disease which makes it impossible, unfeasible, unsafe or otherwise inadvisable for the firefighter to perform the duties of his/her job. Compensation during such extended leave shall be compensatory pay, holiday pay, vacation pay and sick pay. (In appropriate cases, the firefighter may receive workers' compensation from the State of Ohio.) When a firefighter's earned vacation, compensatory leave, and sick leave are exhausted, the City shall have no further obligation for compensation for the remaining duration of the leave. Earned vacation leave and sick leave shall be the amount of time earned or accumulated for said leaves prior to commencement of the extended leave of absence; additional credit for vacation leave and sick leave shall not be earned during an extended leave of absence. In order to receive compensation, the

firefighter should provide a full report from the treating physician to the City Manager or designee on a monthly basis. After one (1) year of extended leave of absence, a firefighter shall return to work or be removed from the payroll entirely. The firefighter may return to work at the end of the one (1) year's extended leave or prior thereto only upon presenting written verification from a physician of the City's choice that the firefighter can perform the duties of his/her job without endangering the firefighter or his/her fellow firefighters.

Section 32.2 Whereas, the City of Blue Ash wishes to provide supplemental benefits and does not wish to provide benefits in lieu of those provided by the Ohio Workers' Compensation Law;

Whereas, in recognition of the policy reflected in Sec. 4123.02 of the Ohio Revised Code and Ohio Attorney General's Opinion 79-014;

The following policies shall govern injured-on-duty pay for bargaining unit members. The firefighter shall be a full-time firefighter who sustains an injury (which also shall include an "occupational

disease" -- as determined by the Ohio Industrial Commission) received in the course of, and arising out of, the injured firefighter's employment and must meet the following criteria:

(A) Criteria for Injured-on-Duty Pay

- (1) A full-time Fire Department firefighter sustains an injury (or "occupational disease") while fighting or investigating a fire, administering emergency aid or in the act of performing other emergency duties.
- (2) A full-time Fire Department firefighter sustains an injury (or "occupational disease") while participating in approved, scheduled and posted bona fide training classes related to fire scene and/or emergency scene operations.
- (3) If a firefighter sustains an injury (or "occupational disease") in the line of duty in a manner other than described hereinabove (Subsection 1) for which the firefighter believes that he/she is legitimately entitled to injured-on-duty pay, then that firefighter may present the facts and supporting documentation to the Fire Chief. After the Fire Chief reviews the matter, the firefighter may then present it to the City Manager or designee for further review. If the matter is reviewed by a designee, the designee shall convey a recommendation to the City Manager on whether or not injured-on-duty pay should be extended to the employee. The City Manager shall then determine whether or not this policy should be extended to cover, on an exceptional basis, the particular injury (or "occupational disease") suffered by the firefighter. The decision of the City Manager shall be final.

Firefighters shall not be entitled to Injured-on-Duty Pay for service connected injuries which are the result of gross negligence, recklessness, intentional self-infliction, or horseplay.

(B) Duties of Immediate Supervisor

- (1) Arrange for prompt medical attention.

- (2) Immediately prepare injury report, while the facts are clear. Keep copy for department files.
 - (3) Forward report to Fire Chief and City Manager or designee.
- (C) Injured-on-Duty Pay for Firefighters
- (1) A full-time firefighter disabled in the performance of his/her duty while performing a duty as specified in Section A above shall, on recommendation of the Fire Chief and approval of the City Manager, be entitled to his/her base salary for the period of such disability not to exceed a total of 365 consecutive calendar days per approved injured-on-duty incident. The pay shall start immediately after the injured firefighter (or one with an "occupational disease") has been unable to perform any duties in the fire service.
 - (2) The "365 consecutive calendar days" period set forth above in Section (c) (1) refers to the maximum amount of time that a full-time firefighter may receive his/her base salary per approved injured-on-duty incident. It normally contemplates a situation where a full-time firefighter is off work for 365 consecutive calendar days. If, however, that full-time firefighter is granted injured-on-duty pay, returns to work before the end of the 365 consecutive calendar day period (which starts on the first calendar day of his/her approved injured-on-duty incident) and then must return to injured-on-duty status (again within that same 365 consecutive calendar day period) solely due to the same medically documented disabling condition that initially entitled him/her to injured-on-duty pay, then he/she shall continue to receive injured-on-duty pay, as set forth above, for that subsequent related absence. Any absences, allegedly due to that same medically documented disabling condition that initially entitled him/her to injured-on-duty pay, that begin more than 365 consecutive calendar days after the first calendar day of his/her initial injured-on-duty incident shall not be covered by injured-on-duty pay.
 - (3) The City shall consider the medical judgment of the firefighter's treating physician concerning the injured firefighter's (or one with an "occupational disease") ability to work either regular or special (as determined by the City) duties. The injured firefighter (or one with an "occupational disease") shall advise the treating physician to issue the City Manager or designee a written report fully describing the nature and extent of the firefighter's injury (or "occupational disease"), the effect of the injury (or "occupational disease") on the firefighter's ability to perform full or limited duties, and the anticipated time period for recovery from the injury or "occupational disease". The firefighter shall authorize the treating physician to release information to the City Manager or designee regarding the firefighter's injury or "occupational disease" and the physician's examination and findings pursuant thereto including answering pertinent questions of the City Manager or designee.

Section 32.3 If the City and the treating physician disagree concerning an injured-on-duty pay case, the City may send at no expense to the firefighter, the firefighter to a physician of the City's choice for an examination, evaluation and recommendation. Said physician acts as the City Physician. The medical decision rendered by the firefighter's treating physician shall govern an injured-on-duty pay determination unless:

- a. The treating physician changes his/her diagnosis or prognosis after being contacted by the City or consulted by the City Physician;
- b. The City Physician offers a different diagnosis and/or prognosis than the treating physician.

Section 32.4 If the injured firefighter (or one with an “occupational disease”) disagrees with the decision rendered in accordance with Section 32.3, the firefighter may request a third physician’s opinion. The third physician shall be selected by the treating physician and the City Physician. The opinion of the third physician shall be binding on both the City and the firefighter. The cost of the third physician shall be shared equally by the firefighter and the City.

Section 32.5 Injured-on-duty pay is coded separately on the payroll attendance record by using the code IDP in the column marked “other”. No time is deducted from the firefighter’s sick leave balance while he/she is receiving injured-on-duty pay. A firefighter shall continue to receive vacation, holiday and sick leave credit during the injured-on-duty pay period. The injured firefighter (or one with an “occupational disease”) shall be required to file an application for medical benefits from the Workers’ Compensation Fund of the State of Ohio. The injured firefighter (or one with an “occupational disease”) shall be required to assign any funds received as lost wages from Workers’ Compensation while receiving injured-on-duty pay to the Treasurer of the City of Blue Ash.

Section 32.6 If, upon the expiration of an employee’s approved IOD leave, an employee does not return to work, is unable to return to work, or is unable to perform the essential functions of the position, the employee shall be separated for medical reasons. If during the pendency of an IOD leave it is determined (using the physician opinion procedure outlined in 32.3 and 32.4) that an employee will not be able to return to work after the IOD leave expires, the City may separate the employment of the employee for medical reasons.

ARTICLE 33 LIGHT DUTY ASSIGNMENTS

Section 33.1 When the City temporarily assigns a firefighter to light duty due to health or work restrictions, the firefighter shall continue to receive his/her regular compensation and fringe benefits throughout the period of light duty. Light duty assignments shall be made at the discretion of the Employer, and shall be based upon departmental operational needs as well as the condition and abilities of the firefighter at the time of the disability. The Union agrees that there is no requirement that the Employer create light duty assignments.

ARTICLE 34 SEVERANCE PAY

Section 34.1 A firefighter who leaves the employ of the Employer in good standing shall receive pay for all hours worked but unpaid, two (2) hours of monetary compensation for each eight (8) hours of unused sick leave up to a maximum pay out of 120 eight (8) hour days (i.e. 960 hours), all earned but unused vacation leave, and a pro rata share of his/her longevity entitlement.

Section 34.2 All severance pay shall be paid at the firefighter’s present rate of pay.

Section 34.3 In the event of death of a firefighter, any severance pay to which the firefighter would have been entitled shall be paid directly to the designated beneficiary, or to the firefighter's estate, if no beneficiary is named.

ARTICLE 35 LABOR/MANAGEMENT MEETINGS

Section 35.1 In the interest of sound labor/management relations, the Employer and/or the IAFF, by and through not more than three (3) bargaining unit representatives, may request, in writing, a meeting to be held during the first month of each quarter on a mutually agreeable day and time, to discuss pending problems and to promote a more harmonious labor/management relationship. IAFF representative(s) attending such meetings shall not, if the meetings are held during their normal duty hours, suffer any loss of pay for time spent in such meetings.

Section 35.2 The party requesting the meeting shall furnish a detailed agenda at least five (5) working days in advance of the scheduled meetings with a list of the specific issues to be discussed during the meeting, and the names of those IAFF representatives who will be attending. No issue, however, shall be included in the detailed agenda that has not previously been formally discussed with the Fire Chief. Finally, no issue shall be discussed at the meeting if it does not appear on the detailed agenda. The purpose of such meeting shall be to:

- a. Discuss the administration of this Agreement.
- b. Notify the IAFF of changes made by the Employer which affect bargaining unit members of the IAFF.
- c. Discuss grievances which have not been processed beyond the final step of the grievance procedure when such discussions are mutually agreed to by the parties.
- d. Disseminate general information of interest to the parties.
- e. Discuss ways to increase productivity and improve efficiency.
- f. Consider and discuss health and safety matters relating to firefighters.
- g. Provide an opportunity to the IAFF to share the views of its membership and/or make suggestions on subjects of interest to its members.

Section 35.3 It is further agreed that if such a labor/management meeting has been requested and is mutually agreed upon, it shall be convened as soon as feasible. If there is a perceived immediate health or safety issue the parties can agree to meet at a time other than the scheduled meeting.

ARTICLE 36 UNIFORMS

Section 36.1 The City shall furnish all required uniforms as determined by the Fire Chief for the firefighters of the Fire Department. Fitness training apparel consisting of a sweat suit and gym shoes shall also be provided to firefighters upon the apparel wearing out. The type and quantity shall be determined by the City.

determined by the City.

ARTICLE 37
PROTECTIVE CLOTHING AND EQUIPMENT

Section 37.1 The City shall determine the need for safety equipment consistent with work requirements and will furnish, and thereafter maintain at no cost to the firefighter, said equipment. All protective clothing and equipment supplied by the City shall meet safety standards as required by the Ohio Industrial Commission within the times required.

ARTICLE 38
FAIR SHARE FEES

Section 38.1 Bargaining unit firefighters who are not members in good standing of the IAFF LOCAL 3203 shall, as a condition of continued employment, within thirty (30) calendar days of completion of the initial probationary period or the effective date of this Agreement, whichever is later, pay to the recognized IAFF LOCAL 3203 lodge a Fair Share Fee. The Fair Share Fee shall be established to cover the firefighter's pro rata share of: (1) the costs incurred by IAFF LOCAL 3203 in negotiating and administering this Agreement and of settling grievances and disputes arising under this Agreement; and (2) the IAFF LOCAL 3203's expenses incurred for activities normally and reasonably employed to effectuate its duties as the exclusive representative of the firefighters in the bargaining units covered by this Agreement. Fair Share Fees shall be deducted and remitted during the same period as dues, provided the firefighter has sufficient wages during the applicable pay period to equal the deduction. The IAFF LOCAL 3203 shall notify the Employer, once each year for the term of this Agreement, of the amount of the Fair Share Fee. In the event that any firefighter who is required to pay a Fair Share Fee to the IAFF LOCAL 3203 objects to the propriety of the IAFF LOCAL 3203's use of such fees, the entire amount of the objecting firefighter's fee shall be placed by the Employer in an interest-bearing escrow account, pending the exhaustion of the IAFF LOCAL 3203's internal rebate procedure and any determination by the State Employment Relations Board, pursuant to the provisions of O.R.C. 4117.09(C).

Section 38.2 It is specifically agreed that the Employer assumes no obligation, financial or otherwise, arising out of the provisions of this Article, and the IAFF LOCAL 3203 hereby agrees that it will indemnify and hold the Employer harmless from any claims, actions, or proceedings by a firefighter arising from deductions made by the Employer hereunder. Once the funds are remitted to the IAFF LOCAL 3203, their disposition hereafter shall be the sole and exclusive obligation and responsibility of the IAFF LOCAL 3203.

ARTICLE 39
GENERAL CONDITIONS

Section 39.1 This written Agreement constitutes the entire agreement between the Employer and the IAFF and supersedes any and all prior agreements, whether written or oral, or expressed or implied, between or concerning the firefighters and the Employer. Except as set forth in Article 40, Severability, any amendment, modifications, or additions to this Agreement must be reduced to writing and duly signed by the parties to be effective.

Section 39.2 Each party hereto unequivocally waives any right to bargain further, as well as any obligation of the other party to bargain further, concerning any subject which is referred to or covered in this Agreement or with respect to any subject or matter that was or could have been proposed and/or discussed in the negotiations resulting in the execution of this Agreement.

ARTICLE 40
SEVERABILITY

Section 40.1 This Agreement supersedes and replaces all pertinent statutes, rules, and regulations over which it has authority to supersede and replace. Where this Agreement is silent, the provisions of applicable local and state law shall prevail. Should any article, section or portion of this Agreement be held unlawful and unenforceable by any court, legislative or administrative tribunal of competent jurisdiction, then such decision or legislation shall apply only to that specific article, section or portion of the Agreement. The parties agree that should any provision of this Agreement be found invalid, they will schedule a meeting within thirty (30) calendar days at a mutually agreeable time to negotiate alternative language. The remainder of the Agreement shall remain in full force and effect.

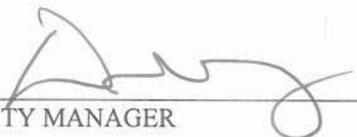
ARTICLE 41
DURATION

Section 41.1 This Agreement shall be effective February 22, 2012 and shall remain in full force and effect through February 21, 2015. It is agreed that this Agreement shall renew itself automatically from year to year unless either of the parties hereto notifies the other party no earlier than 110 and no later than 60 days prior to the expiration date February 21, 2015 of its intention to terminate or modify this Agreement. Such notice shall be hand-delivered to either the City Manager or a designated member of the bargaining unit.

Section 41.2 All sections of this Agreement shall remain in force and effect until a new Agreement is reached.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals this 22 day of March, 2012.

CITY OF BLUE ASH, OHIO

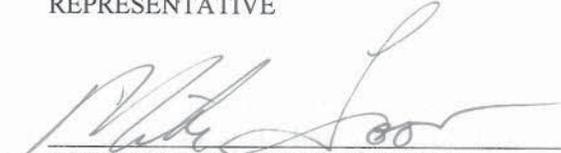


CITY MANAGER

INTERNATIONAL ASSOCIATION
OF FIREFIGHTERS



REPRESENTATIVE



ALTERNATIVE REPRESENTATIVE

APPROVED AS TO FORM:



BRYAN E. PACHECO
DEPUTY SOLICITOR

2012 WAGE AND SALARY SCHEDULE
(Effective 2/22/2012 through 2/21/2013)
(IAFF Firefighter Contract)

Grade		Step A	Step B	Step C	Step D	Step E	Step F
22IV	A	\$62,393.80	\$64,147.07	\$65,949.60	\$67,802.79	\$69,708.05	\$71,672.20
	H	\$22.64	\$23.28	\$23.93	\$24.60	\$25.29	\$26.01
21IV	A	\$59,590.81	\$61,259.35	\$62,974.61	\$64,737.90	\$66,550.56	\$68,427.32
	H	\$21.62	\$22.23	\$22.85	\$23.49	\$24.15	\$24.83
20IV	A	\$56,921.25	\$58,509.35	\$60,141.76	\$61,819.72	\$63,544.49	\$65,336.97
	H	\$20.65	\$21.23	\$21.82	\$22.43	\$23.06	\$23.71

2013 WAGE AND SALARY SCHEDULE
(Effective 2/22/2013 through 2/21/2014)
(IAFF Firefighter Contract)

Grade		Step A	Step B	Step C	Step D	Step E	Step F
22IV	A	\$63,329.71	\$65,109.28	\$66,938.85	\$68,819.83	\$70,753.67	\$72,747.28
	H	\$22.98	\$23.62	\$24.29	\$24.97	\$25.67	\$26.40
21IV	A	\$60,484.67	\$62,178.24	\$63,919.23	\$65,708.97	\$67,548.82	\$69,453.73
	H	\$21.95	\$22.56	\$23.19	\$23.84	\$24.51	\$25.20
20IV	A	\$57,775.07	\$59,386.99	\$61,043.89	\$62,747.02	\$64,497.66	\$66,317.02
	H	\$20.96	\$21.55	\$22.15	\$22.77	\$23.40	\$24.06

2014 WAGE AND SALARY SCHEDULE
(Effective 2/22/2014 through 2/21/2015)
(IAFF Firefighter Contract)

Grade		Step A	Step B	Step C	Step D	Step E	Step F
22IV	A	\$64,596.31	\$66,411.46	\$68,277.62	\$70,196.23	\$72,168.74	\$74,202.23
	H	\$23.44	\$24.10	\$24.77	\$25.47	\$26.19	\$26.92
21IV	A	\$61,694.36	\$63,421.81	\$65,197.62	\$67,023.15	\$68,899.80	\$70,842.81
	H	\$22.39	\$23.01	\$23.66	\$24.32	\$25.00	\$25.70
20IV	A	\$58,930.57	\$60,574.73	\$62,264.77	\$64,001.96	\$65,787.61	\$67,643.36
	H	\$21.38	\$21.98	\$22.59	\$23.22	\$23.87	\$24.54

Note: For those employees whose standard work periods are established according to Section 7(k) provisions of FLSA, hourly and overtime wage rates shall be determined by the annualized FLSA work period. Employees called upon to serve as shift/crew leaders will receive an additional 7.0% on the hour based upon the aforementioned hourly rate calculations.

2012 WAGE AND SALARY SCHEDULE
(Effective 2/22/2012 through 2/21/2013)
(IAFF Firefighter Contract)

Classification	Position	Grade	Range		
Firefighter III (Paramedic)	(A)	22IV	\$62,393.80	-	\$71,672.20
Firefighter II (Arson Investigator)	(A)	21IV	\$59,590.81	-	\$68,427.32
Firefighter I (EMT)	(A)	20IV	\$56,921.25	-	\$65,336.97

2013 WAGE AND SALARY SCHEDULE
(Effective 2/22/2013 through 2/21/2014)
(IAFF Firefighter Contract)

Classification	Position	Grade	Range		
Firefighter III (Paramedic)	(A)	22IV	\$63,329.71	-	\$72,747.28
Firefighter II (Arson Investigator)	(A)	21IV	\$60,484.67	-	\$69,453.73
Firefighter I (EMT)	(A)	20IV	\$57,775.07	-	\$66,317.02

2014 WAGE AND SALARY SCHEDULE
(Effective 2/22/2014 through 2/21/2015)
(IAFF Firefighter Contract)

Classification	Position	Grade	Range		
Firefighter III (Paramedic)	(A)	22IV	\$64,596.31	-	\$74,202.23
Firefighter II (Arson Investigator)	(A)	21IV	\$61,694.36	-	\$70,842.81
Firefighter I (EMT)	(A)	20IV	\$58,930.57	-	\$67,643.36

(A) Number of Firefighter III (Paramedics), Firefighter II (Arson Investigators) and Firefighter I (EMTs) shall total 23 positions, with no more than one (1) of the 23 positions being Firefighter II (Arson Investigator)