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**COLLECTIVE BARGAINING AGREEMENT**

**BETWEEN**

**CUYAHOGA COUNTY**

**AND**

**WASTE PAPER DRIVERS UNION, LOCAL 244, AFFILIATED  
WITH THE INTERNATIONAL BROTHERHOOD OF  
TEAMSTERS**

**(KENNEL)**

**January 1, 2015 through December 31, 2017**

**Collective Bargaining Agreement**  
**Cuyahoga County—Teamsters Local 244**  
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## **ARTICLE 1** **PURPOSE**

**SECTION 1.** This Contract sets forth a complete Agreement between the County and City, County and Waste Paper Drivers Union, Local 244, affiliated with the International Brotherhood of Teamsters, hereinafter referred to as the "Union" which represents employees as specified herein. Specifically, the Agreement addresses all matters pertaining to wages, hours, or terms and other conditions of employment mutually expressed between the parties.

**SECTION 2.** The male pronoun or adjective where used herein refers to the female also unless otherwise indicated. The term "employee" or "employees" where used herein refers to all employees in the bargaining unit. The purpose of this contract is to provide a fair and reasonable method of enabling employees covered by this contract to participate, through Union representation, in the establishment of the terms and conditions of their employment and to establish a peaceful procedure for the resolution of contract differences between the parties. This contract shall comply with the Laws of the United States, the State of Ohio, and all applicable governmental administrative rules and regulations which have the effect of Law.

## **ARTICLE 2** **MANAGEMENT RIGHTS**

The County retains the right and the authority to administer the business of the Department and, in addition to other functions and responsibilities which are not specifically modified by this Agreement, the Union shall recognize the County has, and will retain, the full right and responsibility to direct the operations of its Departments, to promulgate reasonable rules and regulations and to otherwise exercise the prerogatives of management, and more particularly, including, but not limited to the following:

- A. To manage and direct its employees, including the right to select, hire, promote, transfer, assign, evaluate, demote, layoff, recall, reprimand, suspend, discharge or discipline for just cause, and to maintain discipline among employees;
- B. To manage and determine the location, type and number of physical facilities, equipment, programs, and the work to be performed;
- C. To determine goals, objectives, programs and services, and to utilize personnel in a manner designed to effectively and efficiently meet these purposes;
- D. To determine the size and composition of the work force, including the right to layoff employees from duty due to lack of work or lack of funds;

- E. To determine the hours of work and work schedules and to establish the necessary work rules for all employees;
- F. To determine when a job vacancy will be filled, the duties to be included in all job classifications, and the standards of quality and performance to be maintained;
- G. To determine the necessity to schedule overtime and the amount required thereof;
- H. To determine the Department's budget and uses thereof;
- I. To maintain the security of records and other pertinent information;
- J. To determine and implement actions in emergency situations.

The prerogative of the County to retain and exercise the management rights contained in this Article shall be restricted only to the extent this Agreement specifically and expressly provides.

### **ARTICLE 3** **RECOGNITION**

**SECTION 1.** The Union is recognized as the sole and exclusive representative for all employees in the following job classifications for the purpose of establishing rates of pay, wages, hours and other conditions of employment, but excluding all supervisors (as defined in Chapter 4117 Ohio Revised Code) and security employees.

**SECTION 2.** The Union's exclusive bargaining unit includes the following job classifications and the County will not recognize any other Union as the representative for any employees within such classifications:

Included: Deputy Dog Warden.

Excluded: All management level, confidential, professional, supervisors and guards as defined by Ohio Revised Code, Section 4117.

**SECTION 3.** In the event the name of the classification in the bargaining unit is changed and the work duties remain substantially unchanged, the County will promptly notify the Union of said change.

**SECTION 4.** In the event a new classification is established by the County which is related to an existing classification in the bargaining unit, the County will promptly notify the Union prior to placing the classification into effect. The parties agree to meet within seven (7) days of the notice to mutually agree upon whether the new classification is to be included in the bargaining unit. If the parties are unable to agree, the Union may file a grievance at Step 4 of the Grievance Procedure.

SECTION 5. The County shall make available to the Union the current job descriptions for all jobs in all classifications in the bargaining unit. The County reserves the right to modify, change or amend the content of a job description. Whenever a change occurs in the description of any such job, the County agrees to provide the Union with a copy of the new job description before the job description is put into effect. The County will allow the Union to respond to the proposed change before implementing the change.

#### **ARTICLE 4** **UNION REPRESENTATION**

SECTION 1. The non-employee representative of the Union shall be admitted to the County's facilities and sites during working hours upon reasonable advance notice to the Kennel Manager and/or his/her designee. Such visitation shall be for the purpose of ascertaining whether or not this Contract is being observed by the parties, to participate in the adjustment of grievances, or to attend other meetings as provided herein.

SECTION 2. The County recognizes the right of the Union to select a Steward and an Alternate Steward to represent the employees, upon request, on grievances concerning the interpretation or application of this Contract.

SECTION 3. Stewards shall process grievances with proper regard for the County's operational needs and work requirements, and shall cooperate in good faith with the County in keeping to a minimum the time lost from work due to grievance handling.

SECTION 4. The Union shall furnish the County with a written list of the Stewards indicating the Department and shift to which each is assigned, and further, shall promptly notify the County in writing of any changes herein.

#### **ARTICLE 5** **NON-DISCRIMINATION**

SECTION 1. The County and the Union agree not to discriminate against any individual with respect to hiring, compensation, terms or conditions of employment because of such individual's race, color, religion, sex/gender, genetic information, sexual orientation, ancestry, military or veteran status, national origin, age, or disability, nor will they limit, segregate or classify employees in any way to deprive any individual employee of employment opportunities because of race, color, religion, sex/gender, genetic information, sexual orientation, ancestry, military or veteran status, national origin, age, or disability.

SECTION 2. The County and the Union agree that there will be no discrimination by the County or the Union against any employee because of any employee's lawful activities and/or support of the Union.

**SECTION 3.** The use of the male or female gender of nouns or pronouns is not intended to describe any specific employee or group of employees but is intended to refer to all employees in job classifications, regardless of sex.

## **ARTICLE 6 CHECK-OFF**

**SECTION 1.** The County shall deduct initiation fees and monthly dues from the pay of the employees covered by this Agreement and upon receipt from the Union of individual written authorization cards voluntarily executed by an employee for that purpose and bearing his signature, with the exception of non-members who, if Sections 2, 3 and 4 of this Article are applicable, shall have fair share dues deducted in accordance with Ohio Revised Code, Section 4117.09(C). Deductions will be made from the pay of all employees during the first pay period of each month. In the event of an employee's first month pay being insufficient for such purpose, the County will deduct the difference owed from the pay earned in the first pay period of the following month, or if this is insufficient, a subsequent period.

**SECTION 2.** All deductions under this Article, accompanied by an alphabetical list of all employees for whom deductions have been made, showing the type of deduction made, shall be transmitted to the Union no later than the tenth (10th) day following the end of the pay period in which the deduction is made, and, upon receipt, the Union shall assume full responsibility for the disposition of all funds deducted. Immediately upon hiring a new employee who is subject to a fair share fee, the County shall provide to the Union the names and addresses of said employees. The Union will distribute to such employees all literature which is necessary to explain such fee, as required by law. The County will likewise furnish names and addresses of other employees becoming subject to the fair share fee at least thirty (30) days prior to deduction.

**SECTION 3.** The Union will indemnify and save the County harmless from any action growing out of the deductions made by the County hereunder and commenced by an employee against the County (or the County and Union jointly).

**SECTION 4.** All employees of the bargaining unit shall have all rights and privileges set forth in Ohio Revised Code, Section 4117.09 (C) pertaining to the Union's internal rebate procedure regarding political or other expenditures by the Union that are not related to collective bargaining.

## **ARTICLE 7 UNION SECURITY**

**SECTION 1.** All present employees who are members of the Union on the effective date of this Agreement, or become members during the term of this Agreement, shall

remain members of the Union provided that such employees may resign from the Union pursuant to applicable state law. Notice of resignation must be in writing and presented to the Union Representative and the County. The payment of an initiation fee and dues uniformly required of the membership shall be the only requisite condition of Union membership.

SECTION 2. Any future employee who does not make an application for Union membership within sixty-one (61) days after being employed shall, as a condition of employment, pay to the Union through payroll deduction, a fair share fee.

SECTION 3. Employees who fail to comply with these requirements shall be discharged by the County within thirty (30) days after receipt of written notice to the County from the Union.

## **ARTICLE 8**

### **NO STRIKE / NO LOCKOUT**

SECTION 1. The Union shall not directly, or indirectly, call, sanction, instigate, finance, and/or assist in any way, nor shall any employee instigate or participate, directly or indirectly, in any strike, work stoppage or slowdown, at any operation or operations of the County for the duration of the Labor Contract.

SECTION 2. The Union shall cooperate with the County in continuing operations in a normal manner and shall actively discourage and endeavor to terminate any violations of this paragraph.

SECTION 3. In the event any violation of this paragraph occurs, the County will immediately notify all employees that the strike, walkout, work stoppage, or slow down at any operation or operations of the County is prohibited and is not in any way sanctioned or approved by the Union. The Union shall also immediately advise all employees to return to work at once. Violation of this Article may result in discipline up to and including termination.

SECTION 4. The County agrees that neither it, it's officers, agents, or representatives, individually or collectively, will authorize, instigate, cause, aid or condone any lockout of members of the Union.

## **ARTICLE 9**

### **PROBATIONARY PERIOD**

SECTION 1. New employees shall be considered to be on probation for a period of one hundred and eighty (180) calendar days. The County shall have sole discretion to discipline or discharge such probationary employees, and such actions during this period cannot be reviewed through the Grievance Procedure or otherwise affected by this statement.

**SECTION 2.** Any absence of five (5) or more consecutive work days during any probationary period shall toll the duration of the probationary period by the duration of the absence, extending the original date of the probationary period by the period of the absence.

**SECTION 3.** The following time shall not be counted as part of the probationary period:

Days spent on any unpaid leave of absence; or  
Days spent on a paid leave of absence for more than five (5) consecutive working days.

## **ARTICLE 10** **SENIORITY**

**SECTION 1.** Job classification seniority shall be defined as an employee's length of service while holding the same classification. The employee shall receive credit for all time spent on the County's payroll in that classification. Job classification seniority would be used to determine lateral transfers, shift and work week bids.

**SECTION 2.** County employment seniority shall be defined as an employee's continuous length of service, effective from his date of hire. County employment seniority would be applied for the purpose of accruing vacation, and accrued sick leave. County employment seniority shall be terminated when an employee:

- A. quits or resigns;
- B. is discharged for just cause;
- C. is laid off for a period of more than twelve (12) consecutive months;
- D. is absent without leave for three (3) consecutive working days;
- E. fails to report for work when recalled from lay off within fourteen (14) consecutive working days from the date on which the County sends the employee notice, by certified mail that he has been recalled from lay-off, unless satisfactory excuse is shown.

**SECTION 3.** The County will provide the Union with a list of all employees in the bargaining unit, listing name, job classification, date of hire, and the date of classification, not more than twice per year upon request of the Union.

**SECTION 4.** For employees that are hired on the same day, seniority shall be determined according to the highest number for the last four digits of the person's social security number in *odd* numbered years. In *even* numbered years, the lowest social security number shall be first in seniority. Seniority is determined on the date of hire.

## **ARTICLE 11**

### **GRIEVANCE PROCEDURE**

**SECTION 1.** A grievance is any matter concerning the interpretation, application or alleged violation of this Agreement between the County and the Union, or which alleges an employee has been discharged or disciplined without just cause.

**SECTION 2.** A grievance which affects a group of employees, arising from the same event and/or set of facts, shall be known as a "Policy Grievance". A Policy Grievance may be filed at Step 2 of the Grievance Procedure.

**SECTION 3.** A grievance relating to discharge, suspension, layoff or recall may be filed at Step 3 of the Grievance Procedure.

**SECTION 4.** A grievance under this procedure may be brought by an employee who is in the bargaining unit and/or the Union.

**SECTION 5.** The time limits set forth in the Grievance Procedure shall, unless extended by mutual agreement of the County and the Union, be binding; and any grievance not timely presented, or timely processed thereafter, shall not be considered a grievance under this Agreement. Any grievance not timely processed by the County at any of the preceding steps may be immediately referred by the Union to Step 3 of the Grievance Procedure. Working days, as provided within the Grievance Procedure, shall not include Saturdays, Sundays or Holidays.

**STEP 1 County Kennel Manager and/or his/her designee** The aggrieved employee, with the Union Representative present, if the former so chooses, shall discuss the grievance orally with the employee's immediate supervisor or designated responsible party within five (5) working days after the employee is aware of the problem, but not more than ten (10) working days from the date of the occurrence which gave rise to the grievance. The immediate supervisor shall submit a written response to the grievance within five (5) working days following the date the grievance was presented.

**STEP 2 Department of Public Works Director and/or his/her designee** If the grievance is not resolved at Step 1, the employee, with the Union Representative, if the former desires, shall refer the grievance to the designated County Kennel Manager in writing, within five (5) working days after receiving the Step 1 reply. The County Kennel Manager or his designee shall investigate and respond in writing to the grievant and the Union within five (5) working days following the date the grievance was presented at Step 2.

**STEP 3 Department of Human Resources Division of Employee and Labor Relations** If the grievance is not thereby resolved, a written copy shall be submitted to the County's Manager of Labor Relations or his designee within five (5) working days after the Union receives the answer under Step 2. A meeting

shall be held between the County Manager and /or designee, the Steward and the Grievant. Within ten (10) working days following the date of the meeting, a written response to the grievance shall be sent to the Union.

**SECTION 6.** If the grievance is not settled at Step 3, the Union may request final and binding Arbitration within thirty (30) calendar days following the date that the decision at Step 3 is received.

**SECTION 7.** Once a matter has been approved for Arbitration, the Union shall request a panel of seven (7) Arbitrators from the Federal Mediation and Conciliation Service. The parties shall be bound to select an Arbitrator within thirty (30) days from receipt of said panel by the strike-off method, the Union and the County alternately striking a name from the panel, the last remaining Arbitrator to be deemed the mutual selection of the parties.

**SECTION 8.** The decision of the Arbitrator shall be final and binding upon the County, the Union, and the employee(s), and shall be implemented within sixty (60) days. The Arbitrator's authority shall be limited to interpretation and application of this Agreement, and he shall have no authority to 1.) add to or subtract from or modify in any way, the provisions of this Agreement; 2.) pass upon issues governed by Law; or 3.) make an award conflicting with the Law.

The fees and expenses of the Arbitrator shall be borne equally by the County and the Union.

## **ARTICLE 12** **LAYOFFS AND RECALL**

**SECTION 1.** Whenever it is necessary to reduce the working force of the County, either for lack of work or lack of funds, employees shall be laid off based upon seniority within the affected classification within their division in the following order:

- a.) Part-time employees;
- b.) Regular full-time employees.

**SECTION 2.** Regular full-time employees shall be given a minimum of fourteen (14) calendar days advance written notice of layoff indicating the circumstances which make the layoff necessary.

**SECTION 3.** In the event an employee is laid off, he shall receive payment for earned but unused vacation as quickly as possible, but no later than fourteen (14) days after layoff.

**SECTION 4.** Before any bargaining unit employee is given notice of layoff under the above paragraph, the County and the Union will meet immediately for the purpose of attempting to find an available job, which the affected employee may be qualified to

perform. If any such job is available, the employee will be given consideration for the open position. The Union shall receive a copy of all such layoff notices.

**SECTION 5.** Employees shall be recalled in the reverse order of layoff. An employee on layoff will be given three (3) working days notice of recall from the date on which the County sends the recall notice to the employee, by certified mail, to his last known address (as shown on the County's records). A laid off employee will be recalled to his former position with full rights in the event that this position becomes available within one (1) year after his layoff date.

### **ARTICLE 13 BID PROCEDURE**

**SECTION 1.** Whenever there is a vacancy in a classification within the bargaining unit, the County shall post notice where the vacancy exists. The bid notice shall contain: the classification, job description, minimum qualifications as determined by the County, shift and salary. The bid notice shall be posted for a minimum of five (5) consecutive working days. Employees who meet the minimum qualifications may apply as noted on the job posting with the Department of Human Resources. Official notification will be made after approval by the Cuyahoga County Executive, but no later than five (5) working days after approval.

**SECTION 2.** Any employee wishing to apply for a posted vacancy, must submit his application in writing/electronically (as noted on the job posting) to the Department of Human Resources by the end of the posting period, in order to be considered for the position. Seniority, skill, and ability shall be the determining factors in filling all vacancies. Seniority shall be the determining factor only when skill and ability are of equal measure.

**SECTION 3.** After the initial appointment or promotion to an upgraded job category, the first ninety (90) calendar days of service in the position to which appointed or promoted shall be considered the probationary period.

**SECTION 4.** If, after initial appointment or promotion as bid by the employee to an upgraded category, said employee does not satisfactorily complete the ninety (90) calendar day probationary period as determined by the County, he/she may be reassigned to his/her previous job, if available.

### **ARTICLE 14 HOURS OF WORK AND OVERTIME**

**SECTION 1.** The County shall rotate overtime opportunities among qualified full-time employees who normally perform the work that is being assigned for overtime. The County shall maintain an overtime roster on a weekly basis. The weekly overtime roster shall be posted continuously in an area accessible to the bargaining unit. Said roster

shall include a list of overtime hours worked, refused, negative contact and total hours of overtime offered. A refusal will be construed as a verbal refusal or an unanswered phone call. Employees shall provide a contact phone number where they can be reached in the event of an emergency.

An employee who is offered and refuses an overtime assignment shall be credited on the roster with the amount of overtime refused.

When a new employee enters the bargaining unit they shall be placed at the bottom of the seniority list according to their date of hire.

All such employees shall be placed in the overtime rotation starting with the most senior and moving down the list and including the least senior employees.

Where the situation arises where two or more members have accrued the same amount of overtime hours in the classification, seniority shall be the deciding factor, starting with the most senior employee in the classification and then proceeding down the list. When an employee cannot be contacted, they shall be charged with overtime, and the next employee contacted will be offered the overtime.

SECTION 2. All employees in the job classifications covered by this Contract shall receive time and one-half (1 1/2) their regular rate of pay for all hours worked in excess of forty (40) in one (1) work week.

SECTION 3. All employees in the job classifications covered by this Contract shall receive time and one-half (1 1/2) their regular rate of pay for all hours worked on Holidays.

SECTION 4. Paid holiday hours, paid vacation hours, and compensatory time shall be counted as hours worked for the purpose of computing overtime.

SECTION 5. In the event of an emergency during a shift requiring overtime duty which is offered and refused in compliance with this article, the least senior employee on the shift will be required to accept said overtime assignment at the regular overtime rate applicable.

SECTION 6A. The normal workweek shall be five (5) consecutive workdays. The normal workday shall be eight (8) consecutive hours inclusive of a forty-five (45) minute paid lunch. The lunch break shall be taken in accordance with the employee's immediate Supervisor's instructions in accordance with Article 18, Lunch Breaks. If the County finds it necessary to modify the work schedule, it shall promptly notify the Union to discuss related changes.

SECTION 6B. The County shall post all work shifts with fixed starting times, once each year. Bargaining unit members shall be allowed to bid on said shifts in compliance with

Article 10, Seniority. Changes to work shift assignments shall become effective no later than January 31<sup>st</sup> of each year.

**SECTION 7.** The County agrees to pay compensatory time at the rate of time and one half (1 ½) their regular hourly rate. The employees may accrue a maximum of 120 hours of compensatory time which must be used no later than 180 days from the date it was accrued. All compensatory time remaining after 180 days shall be paid in cash the next pay period by the County. The use of all compensatory time must be requested by the employee at least seventy-two (72) hours before it may be taken. Based on operational needs, the County shall grant at least one request for compensatory time if practicable. When faced with more than one request for the same or overlapping compensatory time off and/or vacation leave, seniority shall govern.

**ARTICLE 15**  
**REPORT-IN-PAY/CALL-IN-PAY**

**SECTION 1.** An employee who reports to work on a regularly scheduled work day without previous notice not to report, shall receive a minimum of four (4) hours work (or four hours pay in lieu thereof) at the applicable hourly rate.

**SECTION 2.** An employee who is called into work at a time when he is not regularly scheduled to report shall receive a minimum of four (4) hours work (or four hours pay in lieu thereof) at the applicable hourly rate.

**ARTICLE 16**  
**VACATIONS**

**SECTION 1.** All regular full-time employees shall be granted the following vacation leave with full pay each year based upon their length of County service as follows:

<b>Length of Ohio Public Service Completed</b>	<b>Accrual Rate (hours earned per 80 hours in active status)</b>	<b>Annual Amount (hours earned per 2080 hours in active pay status)</b>	<b>Maximum Accrual Balance (total hours)</b>
Less than 1 year	3.1	80 hours (not awarded until completion of one year of Ohio Public Service)	N/A
1 year - less than 5 years	3.1	80	240
5 years - less than 15 years	4.6	120	360
15 years - less than 25 years	6.2	160	480
25 years or more	7.7	200	600

**SECTION 2.** An employee becomes eligible for vacation leave on his employment anniversary date, and vacation leave shall be taken by the employee within twelve (12) months after it is earned. The County shall permit an employee to accumulate and carry over his vacation leave to the following year, but in no case shall vacation leave be carried over more than three (3) years.

**SECTION 3.** If an employee is terminated (voluntarily or involuntarily) prior to taking his vacation, he shall receive the unused, vacation leave which he has accrued. In case of death of an employee, the unused vacation leave shall be paid to his estate or in accordance with Ohio Revised Code, Section 2113.04.

**SECTION 4.** If a recognized holiday falls within an employee's vacation leave, the employee shall receive an additional paid vacation day in lieu of the holiday.

**ARTICLE 17**  
**HOLIDAYS**

**SECTION 1.** All regular full time employees shall be entitled to the following holidays:

New Year's Day	Labor Day
Martin Luther King Day	Veteran's Day
President's Day	Columbus Day
Memorial Day	Thanksgiving Day
Independence Day	Day After Thanksgiving
	Christmas Day

**SECTION 2.** Should any of the recognized holidays fall on a Sunday, the following Monday shall be observed as the holiday. Should any of the recognized holidays fall on a Saturday, the preceding Friday shall be observed as the holiday.

**SECTION 3.** To be entitled to holiday pay, an employee must be on the active payroll (i.e., actually receives pay) during the week in which the holiday falls.

**SECTION 4.** To be entitled to holiday pay, employees must work their scheduled work day before and after the holiday unless the employee provides satisfactory documentation of sickness or injury that prevented the employee from working.

**ARTICLE 18**  
**LUNCH BREAKS**

**SECTION 1.** All bargaining unit employees shall receive a forty-five (45) minute paid lunch break each day. Bargaining unit employees shall have the opportunity to leave the premises for such breaks. In addition, each employee shall receive a fifteen (15) minute break each day.

**SECTION 2.** Employees as a group may elect to combine their forty-five (45) minute lunch break with their fifteen (15) minute break for a total of a one (1) hour lunch break.

**ARTICLE 19**  
**APPLICATION FOR LEAVE OF ABSENCE**

**SECTION 1.** All leaves of absence without pay and any extension thereof must be entered electronically via MyHR.com, at least ten (10) working days prior to the proposed commencement of the leave, except in serious and unusual circumstances. Notification of the approval or denial of their requested leave shall be given to the employee in writing within ten (10) working days after the submission of the request. Any denial of the requested leave of absence will include the reason for the denial.

**SECTION 2.** An employee may, upon request, return to work prior to the expiration of any leave of absence if such early return is agreed to by the County.

**SECTION 3.** If it is found that a leave of absence is not actually being used for the purpose for which it was granted, the County shall cancel the leave and direct the employee to return to work. Appropriate disciplinary action may be taken after a review of the circumstances.

**SECTION 4.** An employee who fails to return to work at the expiration or cancellation of a leave of absence, or who fails to secure an extension thereof, shall be deemed to be absent without leave.

**ARTICLE 20**  
**SICK LEAVE**

**SECTION 1.** An employee shall earn and accumulate paid sick leave as follows:

- A. Paid sick leave will be earned and accumulated at the rate of 4.6 hours for each eighty (80) hours of service in active pay status, including paid holidays, vacations, overtime, and sick leave.
- B. If and when accumulated sick leave is used, then the employee will accumulate sick leave at the rate previously specified.

- C. Pay for sick leave shall be at the employee's regular straight time hourly rate (or portion thereof if absent for less than a full day.)
- D. The pay warrant will reflect sick leave balance.

**SECTION 2.** An employee transferring to the County from any other public agency of any public subdivision of the State or any municipality shall not be permitted to transfer his accumulated but unused paid sick leave.

**SECTION 3.** When an employee is ill, he will report his illness at least one (1) hour prior to his scheduled starting time except for unusual circumstances. The actual approval for sick leave shall be made by the Kennel Manager or his designee.

**SECTION 4.** An employee who is absent on paid sick leave shall fill out the appropriate information electronically on MyHR.com to justify the use of sick leave. If medical attention is required, a certificate from the employee's licensed physician as to his fitness to perform his required duties shall be a prerequisite to his return to work. Also, this certificate shall indicate that the employee was under the physician's care and was advised by the physician to remain home from work.

**SECTION 5.** The County expressly reserves the right to require an employee to submit to a medical examination (at County's expense) to determine an employee's fitness and ability to perform the duties of a specific job. The County shall have the right to deny the payment of sick leave when a request for leave is not satisfactorily or timely submitted.

**SECTION 6.** Disability leave for a personal illness or injury shall be limited to one (1) year. An employee on a recognized Worker's Compensation claim will not be affected by this section.

**SECTION 7.** An employee shall be granted sick leave with pay for illness or injury of the employee or a member of his immediate family; for medical, dental, or optical examination or treatment of an employee or a member of his immediate family; or when through exposure to a contagious disease, the presence of the employee at his job would jeopardize the health of others. An employee shall also be granted sick leave with pay for pregnancy provided the employee has accumulated earned paid sick leave.

**SECTION 8.** For the purposes of sick leave, immediate family includes spouse, domestic partner, mother, father, sister, brother, son, daughter, grandmother, grandfather, grandson, granddaughter, mother-in-law, father-in-law, brother-in-law, sister-in-law, a legal guardian or other person who has an "in loco parentis" relationship with the employee, or any other relative residing with the employee.

**ARTICLE 21**  
**SICK LEAVE CONVERSION**

An employee may elect at the time of formal retirement from active service with the State or County, and with ten (10) or more years of prior service with the State or any political subdivisions, to be paid in cash for twenty-five percent (25%) of his total unused accumulated paid sick leave. Such payment shall be based on the employee's rate of pay at the time of retirement. Payment for such leave on this basis shall be considered to eliminate all sick leave credit accrued by the employee at that time. Such payment shall be made only once to any employee. The maximum payment shall not exceed two-hundred and forty (240) hours.

**ARTICLE 22**  
**FUNERAL LEAVE**

**SECTION 1.** An employee shall be granted a five (5) day leave of absence with pay to be charged against his accumulated paid sick leave, in the event of the death of a member of his/her immediate family. If additional time is needed, the Division Manager may grant additional time off without pay for up to ten (10) days.

**SECTION 2.** In the event the employee has no sick time available, the employee may use vacation, compensatory or exchange time. If the employee has no vacation, compensatory or exchange time, the employee may request an unpaid Personal Leave of Absence.

**SECTION 3.** In the event of the death of a relative other than a member of his/her immediate family, an employee shall be granted a leave of absence with pay, to be charged to his/her accumulated sick leave, for one (1) day to attend the funeral if within the State of Ohio, or three (3) days when the funeral is outside the State of Ohio.

**SECTION 4.** To be eligible for funeral leave, an employee must provide the County with a funeral form and must attend the funeral, or to other obligations related to the death and/or estate, etc., and the failure to do so, or a misrepresentation of the facts related to the funeral leave shall be proper cause for disciplinary action as well as forfeiture of pay for the time away from work.

**SECTION 5.** For the purposes of sick leave, immediate family includes spouse, domestic partner, mother, father, sister, brother, son, daughter, grandmother, grandfather, grandson, granddaughter, mother-in-law, father-in-law, brother-in-law, sister-in-law, a legal guardian or other person who has an "in loco parentis" relationship with the employee, or any other relative residing with the employee.

**ARTICLE 23**  
**FAMILY AND MEDICAL LEAVE (FMLA)**

**SECTION 1.** The County shall comply with the provisions of the Federal Family and Medical Leave Act (FMLA). Nothing in this contract shall be construed to limit the employees' or the County's rights under the law, including the right of the County under the FMLA to request appropriate notice, documentation and substitution of paid leave.

**SECTION 2.** The County shall have the right to administer FMLA leave to the full extent permitted by federal law, including, but not limited to, its coordination with any other leaves and other benefits.

**ARTICLE 24**  
**COURT LEAVE**

**SECTION 1.** An employee called for jury duty, or subpoenaed as a witness shall be granted a leave of absence for the period of jury duty or witness service, and will be compensated for the difference between his/her regular pay and jury duty pay or witness pay for work absences necessarily caused by the jury duty or witness duty.

**SECTION 2.** To be eligible for jury pay or witness duty pay, an employee may either present to the County a jury pay voucher showing the period of jury service or witness service and the amount of jury pay or witness pay received, or present the jury warrant or witness warrant to the County.

**SECTION 3.** Any employee who is appearing before a court or other legally constituted body in which he/she is a party may be granted vacation time, compensatory time, or leave of absence without pay for purposes of attending the hearing. Such instances would include, but not be limited to, criminal or civil cases, traffic court, divorce proceedings, custody, or appearing as directed as a parent or custodian of juveniles. The employee will furnish proof by showing the department head, or his/her designee, the court notification of the scheduled hearing.

**ARTICLE 25**  
**MILITARY LEAVE**

Military leave of absence shall be in accordance with the Cuyahoga County Human Resources Personnel Policies and Procedures Manual, Section 10.01. However, in the event that there is a change to the federal law governing military leave, the parties agree that they will abide by such change accordingly.

**ARTICLE 26**  
**UNPAID LEAVES OF ABSENCE - SICK LEAVE WITHOUT PAY**

**SECTION 1.** An employee shall be granted a leave of absence without pay for a period not to exceed six (6) months because of personal illness or injury or a family illness, supported by medical evidence satisfactory to the County, if the employee has reported such illness or injury to the Department by no later than the second day of the absence, or as such circumstances would allow. If the illness, disability, or family illness continues beyond six (6) months, an additional six (6) months may be granted by the County upon request of the employee. An employee who has been on sick leave for five (5) or more consecutive workdays may be required, at the discretion of the County, to submit to and satisfactorily pass, a physical examination before being permitted to return to work. In the event of a difference of opinion as to the employee's physical status between the employee's physician and the County's physician, the employee shall be referred to a mutually agreed upon physician whose opinion shall be binding on the parties. Said physician shall be paid for mutually by the County and the Union.

**SECTION 2.** An employee may be granted a leave without pay for illness or injury of any relative of the employee.

**SECTION 3.** For those employees who have completed their probationary period, personal leaves of absence may be granted without pay for cause shown for a period not to exceed six (6) months. Such leaves of absence may be extended by the County but in no case will any employee be permitted to exceed six (6) months continuous leave under this paragraph in any one (1) calendar year except in serious or unusual circumstances.

**ARTICLE 27**  
**UNION LEAVE**

At the written request of the Union, a leave of absence without pay may be granted to any employee selected to attend a Union convention or perform any other function on behalf of the Union. Consideration of whether to grant such leave will be based upon the operational needs of the Animal Shelter. Any request for leave must be made at least five (5) days prior to the date of such leave. No such leave shall exceed five (5) working days in a calendar year. Only one (1) employee at a time may be permitted to attend a Union convention or perform any other function on behalf of the Union.

**ARTICLE 28**  
**BULLETIN BOARD**

The County shall provide the Union with a bulletin board at a mutually selected location, provided that:

- A. No notice or other writing may contain anything political or critical of the County or any other County Official or any other institution or any employee or other person.
- B. All notices or other materials posted on the bulletin board must be signed by the President of the Union or an official representative of the Union.

**ARTICLE 29**  
**CIVIL SERVICE LAW**

No section of the Civil Service Laws contained in Ohio Revised Code, Chapter 124 shall apply to the employees in the bargaining unit, and it expressly understood that the Ohio Department of Administrative Services and the State Personnel Board of Review, and the Cuyahoga County Personnel Review Commission (PRC), shall have no authority or jurisdiction as it relates to employees in the bargaining unit; except that complete lists of persons having passed the Civil Service examinations must be provided to the County Kennel, when requested, for selection of original appointments. Original appointments shall be governed by the policies and procedures approved by the PRC and the Cuyahoga County Council.

**ARTICLE 30**  
**SAFETY AND HEALTH**

**SECTION 1.** The County and the Union will cooperate in the continuing objective to eliminate accidents and health hazards. The County shall continue to make reasonable provisions for the safety and health of its employees at the Kennel and of all vehicles used in the operation.

**SECTION 2.** Protective devices, wearing apparel, and other equipment determined necessary to properly protect employees from injury shall be provided by the County.

**SECTION 3.** An employee's decision to not enter into a situation or area where the employee has reasonable grounds to believe is dangerous to the health or well-being of the employee, cannot be considered just cause for discipline by the County and the employee has the right to decide to not continue into such dangerous situation or area based on such reasonable grounds.

**SECTION 4.** Hepatitis B vaccine, TB testing, and rabies pre-exposure and update immunizations shall be offered to all bargaining unit members. In the event that there is an increase to documented positive reported cases of rabies in domestic animals in Cuyahoga County, the rabies pre-exposure vaccine shall be mandated.

**SECTION 5.** The County shall provide bite-stick training to all bargaining unit employees that have completed their probationary period during the term of this contract.

## **ARTICLE 31**

### **DISCIPLINE**

**SECTION 1.** Discipline is defined as any verbal or written warning, suspension, discharge, demotion, or reduction in pay for just cause. The County shall act in an expeditious manner when becoming aware of events upon which discipline may be based. Further, no employee shall be suspended or terminated without first being given the opportunity to participate in a Pre-disciplinary Conference conducted by the Department of Human Resources. In the case of suspension or discharge, the employee has a right to have Union representation present, and upon request, will be permitted to discuss his suspension or discharge in an area provided by the County, before he is required to leave the premises. If a Steward is being disciplined, he has the right to be represented by a Union Officer.

**SECTION 2.** An employee who is suspended or discharged shall be given a written notice stating the reason for the disciplinary action within three (3) working days thereafter. A copy of the written notice will be given to the Union. All suspensions shall be for a specific number of days. All written warnings may be reviewed through the grievance procedure up through Step 3 of the Procedure. Any suspension or discharge, demotion or reduction in pay may be appealed through Step 4 of the Grievance Procedure.

**SECTION 3.** When computing days of suspension, Holidays shall count as working days.

**SECTION 4.** The County shall not consider, as a basis of progressive discipline, any reprimand, suspension, or other disciplinary action which occurred more than two (2) years previous.

## **ARTICLE 32**

### **FITNESS FOR DUTY EXAMINATION**

**SECTION 1.** The County and the Union agree that the County has a responsibility to provide its employees with the safest possible work conditions. Therefore, where there is reasonable suspicion to believe that an individual employee is using, soliciting, or is under the influence of drugs or alcohol at work, such employee will be directed to report to a County designated physician or medical clinic for a fitness for duty examination.

**SECTION 2.** The exam will be performed on County time and at County expense and will involve appropriate testing, including possible urine or blood tests or breathalyzer exam as determined by the appropriate medical personnel.

**SECTION 3.** An employee may be referred for such fitness for duty screening if at least one (1) supervisor has a reasonable suspicion that the employee is then under the influence of alcohol or a controlled chemical substance, and shall be made based only

upon specific, objective facts, and reasonable inferences drawn from those facts in the light of experience, that the employee is then under the influence of drugs or alcohol, so as to endanger fellow employees or otherwise adversely impact on the employee's ability to perform his or her job duties.

**SECTION 4.** When a supervisor determines that he/she has reasonable suspicion that an employee is impaired, the supervisor will complete a form which will be presented to the County Division of Employee Relations the same day. If the Employee Relations Office, in consultation with the Director or his/her designee, determine that there is reasonable suspicion, Employee Relations shall arrange for a Fitness for Duty exam and notify the Union prior to testing.

**SECTION 5.** An employee may also be referred for mandatory urine, blood or breathalyzer tests to determine substance abuse under the following circumstances:

- A. As part of a disciplinary probation for employees who have violated the County's drug and alcohol rules; or
- B. For employees returning from leaves of absence if they have given management a reason to suspect possible illegal drug and/or alcohol abuse. Possible reasons to suspect substance abuse include, but are not limited to, documented evidence of deteriorating job performance or documentation of aberrant behavior in instances where these reasons arose in the six (6) month period immediately preceding the leave of absence.
- C. When the employee has been involved in a motor vehicle while in work status.

**SECTION 6.** An employee shall be entitled to the presence of a Union Representative before testing is administered if one is available without undue delay.

**SECTION 7.** As concerns urine samples for drug testing, subject employees will undergo an initial screen test. For any positive results, a confirmatory test will be used. The County will ensure that there is a continuous chain of custody of any sample taken from an employee. Specimen collection will occur in a medical setting and every precaution shall be taken to insure that the procedures shall not demean, embarrass, or cause physical discomfort to the employee.

**SECTION 8.** The results of any drug and alcohol screening test will be kept strictly confidential, to the extent possible under the Ohio Public Records law. An employee who tests positive for drugs and/or alcohol will have the opportunity to review the test results and, if desired, a reasonable opportunity to rebut the results. Copies of any such evaluation shall be provided to the County and to the individual tested. Where urine or blood sample have been taken, the samples will be preserved for a

reasonable period of time and such employee will have the opportunity to take these samples to a reputable physician or laboratory of his/her choosing for re-testing.

**SECTION 9.** Employees who may be drug or alcohol dependent are encouraged to voluntarily seek professional assistance through a reputable treatment program. The County's Employee's Assistance Program (E.A.S.E.) can provide counseling and referral. All records of an employee seeking medical rehabilitation for drug or alcohol dependency, either through E.A.S.E. or otherwise, will be kept strictly confidential. Voluntary assistance should be sought before dependence affects job performance so as to endanger fellow employees, or otherwise adversely impact the employee's ability to perform his or her job duties.

**SECTION 10.** The E.A.S.E. program does not supplant or alter the normal discipline and grievance procedure. An employee subjected to disciplinary charges which include substance abuse on the job will be given access to the drug or alcohol screening results, the ability to have privately tested the blood or urine sample at an independent laboratory, and the opportunity to rebut the allegation of substance abuse. Any disciplinary order issued to an employee which includes allegations of substance abuse on the job shall list the basis upon which it was determined that there was reasonable cause to believe that the employee was using drugs or was under the influence of drugs or alcohol at work.

**SECTION 11.** Any employee found to have positive screens for drugs and/or alcohol must be given medical clearance by a qualified physician acceptable to the County before returning to work.

**SECTION 12.** The County is not responsible for any legal obligations and costs for claims based on the Union's duty of fair representation.

**SECTION 13.** The County may require that an employee submit to medical or psychological examinations for purposes of determination of the employee's fitness for duty. If a Department Director, in consultation with Human Resources, determines that an employee's behavior and/or condition warrants a Fitness for Duty Examination, the Department Director shall complete a Medical Examination Request Form and submit it to Human Resources. Upon receipt of the Examination Request Form, the employee will be scheduled for an examination with an appropriate licensed practitioner. The employee will be notified of the date and time of their examination. At the sole discretion of the Director of Human Resources, the employee may be placed on paid administrative leave pending the results of the examination.

**SECTION 14.** An employee's refusal to submit to an examination or the unexcused failure to appear for an examination amounts to insubordination, which may result in discipline, up to and including removal. An employee will be responsible for the costs associated with an unexcused failure to appear at a scheduled examination.

**SECTION 15.** Upon completion of the examination, the County will receive a report outlining the physician's opinion regarding the employee's fitness for duty. The employee will also receive a copy of the physician's report unless the physician determines that the disclosure of the information is likely to have an adverse effect on the employee, in which case the information shall be released to a physician, psychiatrist, or psychologist who is designated by the person or by the person's legal guardian. If the physician determines that the employee is fit for duty, the employee shall return to work on the day immediately following the day they are notified of the physician's findings or as soon as practicable.

**SECTION 16.** If the physician determines that the employee is not fit for duty, the employee will not be returned to work and will be taken off paid administrative leave and will be required to use their accrued paid leave (sick, vacation, exchange time, and/or compensatory time) or go on an unpaid leave. The employee will remain off work while the medical conditions identified by the physician remain unresolved. The employee should submit medical documentation from their treating physician to the Fitness for Duty physician. The Fitness for Duty physician will determine whether the treatment provided renders the employee fit for duty and able to return to work in their job classification.

**SECTION 17.** Once the employee exhausts all of their paid and unpaid leave, the County will move forward with disability separation proceedings.

### **ARTICLE 33**

#### **WAGE CONTINUATION**

Employees may be eligible for wage continuation pursuant to the policies and procedures manual.

### **ARTICLE 34**

#### **DISABILITY SEPARATION**

**SECTION 1.** Employees who are unable to perform the essential functions of their jobs with or without reasonable accommodation and who are not entitled to or have exhausted Family and Medical Leave (FMLA), shall be placed on disability separation status and shall have reinstatement rights as governed by the Ohio Revised Code. Once placed on disability separation, the employee's seniority and service credit no longer continue to accumulate. An employee who is reinstated following a disability separation shall be placed at that rate of pay corresponding to the employee's seniority at the time of separation.

**SECTION 2.** Absent extenuating circumstances beyond the control of the employee, if an employee who was receiving PERS Disability Retirement Benefits fails to make application for reinstatement within fourteen (14) calendar days from the date that

PERS determines that the employee is no longer incapable of resuming the service from which the employee was found disabled, the employee shall be deemed to have voluntarily resigned.

## **ARTICLE 35** **PERSONNEL FILES**

**SECTION 1.** The employment records of each employee shall be open to the inspection of the employee upon reasonable advance request to the County or his designee. If an employee is involved in a grievance regarding a matter relevant to information contained in the employee's personnel file, the affected employee's Union Representative will be granted access to his personnel file upon written authorization from the employee and upon reasonable request made to the County.

**SECTION 2.** Each employee shall be provided a copy of any disciplinary action prior to being placed in the personnel file. All finalized disciplinary actions are permanently placed in the employee's personnel file. The disciplinary action, however, will only remain active for two (2) years for purposes of progressive discipline. The two-year period shall be measured backward from the date of the subsequent offense to the date the prior discipline was imposed.

**SECTION 3.** Employees shall be entitled to copy all material contained within their personnel files upon reasonable advance request to the County. Employee shall pay for the copied materials at the same rate charged for public records requests.

## **ARTICLE 36** **BUILDING CLOSURE/ INCLEMENT WEATHER**

Whenever the County declares a closing of all County Buildings for the day due to an emergency or inclement weather, the following shall apply:

**SECTION 1:** The County Kennel is considered an essential operation and as such is required to perform the necessary tasks of feeding and cleaning on days that the building is otherwise closed. The County maintains the right to designate employees as "essential staff" who must report to work on days that the building is closed by the County. Designated employees will be identified in advance and are required to report to work unless they are on pre-approved vacation or sick time. If unable to fulfill this requirement, the designated employee must find a replacement to cover their shift. If no substitute can be secured, the designated employees are required to report to work. The kennel manager must be notified of who is reporting to work on these days.

**SECTION 2:** In the event the building closing occurs after the start of an employee's shift, the designated essential employees will be required to remain and complete any necessary tasks in caring for the dogs prior to leaving for the day.

**SECTION 3:** Essential staff shall receive compensatory time off at an hour for hour basis for all hours worked during a building closure due to an emergency or bad weather.

**ARTICLE 37**  
**HEALTH COVERAGE/ LIFE INSURANCE**

**SECTION 1.** An eligible Employee is defined as a full time Employee covered by this Agreement. The Flex Count Plan ("the plan") is defined as the section 125 or cafeteria plan, which is provided by the Employer for health insurance benefits for County employees. The Employer shall provide eligible Employees the opportunity to enroll in the plan once during each plan year at its annual open enrollment period. The plan year commences on January 1, and ends on December 31 of the calendar year, but is subject to change.

**SECTION 2.** Effective January 1, 2015, bi-weekly Employee contributions for medical and prescription drug benefits shall be determined as follows:

a) METROHEALTH PLAN

The County shall offer a plan through Metro-Health at no cost to employees.

b) OTHER BENEFIT PLANS

The bi-weekly health insurance contribution rates shall be as follows:

- 1) Effective January 1, 2015: Employer 90% of plan costs; Employee 10% of plan costs;
- 2) Effective January 1, 2016: Employer 90% of plan costs; Employee 10% of plan costs;
- 3) Effective January 1, 2017: Employer 90% of plan costs; Employee 10% of plan costs.

**SECTION 3.** The costs of the medical and prescription drug plans will be determined through an actuarially certified process that is verified through an outside party and that includes reserves necessary to sustain the plans. In successive plan years, the Employer may add to or delete plans/providers offered and/or Employees may be offered additional plans with reduced or increased benefit levels.

**SECTION 4.** Effective January 1, 2015, the Employer shall contribute 90% of the costs for the ancillary benefit plans (i.e. vision and dental), and the Employee shall contribute 10% of the cost for ancillary benefit plans.

**SECTION 5.** The Employer shall be entitled to increase the cost containment features of the Flex Count plans which may include, but are not limited to, deductibles, co-insurance, and spousal exclusion provisions.

**SECTION 6.** The Employer may implement or discontinue incentives for employees to participate in Employer-sponsored wellness programs, including, but not limited to, the right to offer the opportunity to reduce employee contributions through participation in wellness programs as determined by the Employer.

**SECTION 7.** The Employer may offer incentives to encourage use of low cost providers/plans (including HSA plans) which may be discontinued or modified by the Employer in future years with notification to the Union.

**SECTION 8.** A waiting period of no more than one hundred twenty (120) calendar days may be required before new Employees are eligible to receive health and/or other insurance benefits. During the waiting period, the Employer may require Employees, who desire coverage, to purchase it through a third-party vendor instead of participating in the County plans that are offered to regular full-time Employees. New Employees shall be eligible to participate in the County plans on the first date of the first month following completion of the waiting period.

**ARTICLE 38**  
**WAGES**

**SECTION 1.** Effective January 1, 2015, the base wage rate for 2015 shall be increased by two percent (2%).

**SECTION 2.** For 2016 and 2017, the base wage rate shall be subject to a wage re-opener, with negotiations to commence during the month of September 2015.

**ARTICLE 39**  
**SUCCESSOR CLAUSE**

The parties agree that in the event the bargaining unit employees are merged with another department or facility, said department or facility shall recognize the Union as the bargaining representative for said employees. The County shall take such steps as are necessary and/or proper to implement the intent of the parties hereto.

**ARTICLE 40**  
**SAVINGS CLAUSE**

**SECTION 1.** Should any governmental regulations prevent the immediate implementation of any term of this Agreement, then such provision shall be implemented immediately upon any change or the ending of such governmental regulation which will permit such implementation.

**SECTION 2.** Any provision of this Agreement which is held by the final order of a court of competent jurisdiction to be totally in violation of, or contrary to, municipal, state, or federal acts or statutes now effective, or which may become effective during the term of this Agreement, shall be considered void. Any provision of this Agreement which is thus voided shall be negotiated by the parties immediately upon their being informed of a provision thus made void.

**ARTICLE 41**  
**UNIFORMS**

**SECTION 1.** The County reserves the right to require all employees to wear a uniform. Any required uniform shall be provided and maintained by the Employer. In addition to uniforms, the wearing of/use of other articles of clothing/attire/weather-related/personal protective equipment (PPE), shall be adhered to as set forth by management.

**SECTION 2.** Failure to be appropriately in uniform may result in disciplinary action.

**SECTION 3.** All uniforms are the property of the County and shall be returned upon separation from employment. Failure to return will result in deduction of the cost in the employee's final pay.

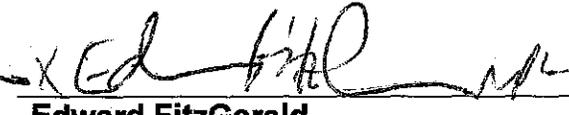
**ARTICLE 42**  
**DURATION**

This Agreement shall become effective January 1, 2015 upon approval of the County by the Executive and the Local Union and shall remain in full force and effect until midnight December 31, 2017 and thereafter from year to year unless at least ninety (90) days prior to said expiration date or anniversary thereof, either party gives timely notice to the other of an intent to modify or terminate this Agreement. Within ninety (90) days after receipt of said notice, a conference will be arranged to negotiate any proposals.

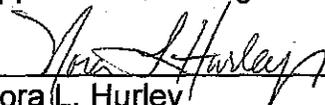
**FOR THE UNION:**

**FOR CUYAHOGA COUNTY:**

  
Jarrell Williams,  
President-Chief Negotiator  
Local 244

  
Edward FitzGerald  
Cuyahoga County Executive

Approved as to Legal Form:

  
Nora L. Hurley  
Deputy Chief Director of Law

Last Name	First Name	Job Classification	Brief Job Description	Bargaining Unit
DeSouza	Lesley	Kennel Manager	Manage Kennel operations, respond to County management and public inquiries	Non Bargaining
Lopez	Jose	Sr. Kennel Operations Supervisor	Supervise canine law enforcement field operations	Non Bargaining
Hilton	Rene	Kennel Operations Supervisor	Supervises health and temperament aspects of stray dog care, assists surgery	Non Bargaining
Archer	Kara	Volunteer Coordinator	Supervises volunteer program, media and public relations activities and the adoption program	Non Bargaining
Brown	Quiana	Deputy Dog Warden	Care/cleaning for impounded, sick, and injured dogs, responds to emergency field calls, dog license enforcement/sales, facilitates adoptions	Bargaining
Burgess	Clifford	Deputy Dog Warden	Care/cleaning for impounded, sick, and injured dogs, responds to emergency field calls, dog license enforcement/sales, facilitates adoptions	Bargaining
Franklin	Raymond	Deputy Dog Warden	Care/cleaning for impounded, sick, and injured dogs, responds to emergency field calls, dog license enforcement/sales, facilitates adoptions	Bargaining
Galvin	James	Deputy Dog Warden	Care/cleaning for impounded, sick, and injured dogs, responds to emergency field calls, dog license enforcement/sales, facilitates adoptions	Bargaining
Jarvis	Michael	Deputy Dog Warden	Care/cleaning for impounded, sick, and injured dogs, responds to emergency field calls, dog license enforcement/sales, facilitates adoptions	Bargaining
Cale	Nancy	Deputy Dog Warden/ Dispatcher	Receive/dispatch emergency canine field calls, respond to public animal control requests, maintain records from impound to disposition	Bargaining

Annual Salary	Hourly Wage
\$53,726.40	\$25.83
\$48,401.60	\$23.27
\$39,811.20	\$19.14
\$34,985.60	\$16.82
\$24,814.40	\$11.93
\$30,846.40	\$14.83
\$30,305.60	\$14.57
\$30,305.60	\$14.57
\$28,912.00	\$13.90
\$25,251.20	\$12.14