

AGREEMENT
Between

Cincinnati State Technical and Community College

And

Fraternal Order of Police, Ohio Labor Council, Inc.



January 1, 2019 through December 31, 2020

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Agreement

This agreement is made and entered into effective January 1, 2019 by and between the Cincinnati State Technical and Community College, hereinafter referred to as the "College", and the Fraternal Order of Police, Ohio Labor Council, Inc., hereinafter referred to as the "Union" and jointly referred to as the "Parties".

Article 1

Recognition

- A. The College recognizes the Union as the sole and exclusive bargaining representative for the members of the bargaining unit described below.
- B. The bargaining unit shall be defined as follows:
 - 1. Included in the bargaining unit are all full-time campus Police Officers and Public Safety Officers.
 - 2. Excluded from the bargaining unit are: All other employees with the College.
- C. Union Representatives
The union representative shall be permitted reasonable access to work areas in order to conduct legitimate union business, but only with prior approval of the department supervisor or shift sergeant. Time spent by the steward in grievance handling will be paid by the College provided such time is not abused.

Article 2

Non-Discrimination

- A. Cincinnati State Technical and Community College is an equal opportunity employer. The College, the Union, and the members of the bargaining unit agree that they shall not discriminate against anyone for reasons including but not limited to, race, creed, color, age, gender, religion, national origin, physical or mental handicap or membership or non-membership in the Union, or lawful activity in support of or in opposition to the Union, or for exercising any rights under this agreement.

Article 3

Joint Responsibilities and Employee Rights

- A. The College and the Union acknowledge the rights and responsibilities of the other party and will discharge their responsibilities as provided in this agreement.
- B. The management of the College shall adhere to the provisions of this agreement.
- C. The Union, its officers, recognized representatives, bargaining unit members and other representatives shall adhere to the provisions of this agreement.
- D. In addition to the responsibilities that may be expressly provided elsewhere in this agreement, the following shall be observed:
 - 1. There shall be no intimidation or coercion of bargaining unit members into joining the Union or

continuing their membership therein, or into not joining the Union or discontinuing their membership therein.

2. The College shall recognize the Union officers/stewards for the purpose of administering the Collective Bargaining Agreement and adjudicating grievances. Time spent by the steward in grievance handling will be paid by the College provided time is not abused. Nothing contained herein shall prevent the Union steward from performing his or her duties; however, the Union steward is not relieved of the obligation of performing his or her College duties because of any Union steward duties.
3. Bargaining unit employees shall be permitted time to engage in Union activities, including but not limited to activities associated with the filing and/or processing of grievances, provided such time is not abused and is approved in advance by the Chief or his designee. Bargaining unit employees are not relieved of the obligation of performing his or her College duties because of Union activities.

E. New Hires

The College will exercise its best efforts to fill vacant positions within 90 days.

Article 4

Management Rights

- A. Cincinnati State Technical and Community College retains the sole and exclusive right to manage its operations, buildings and plants, and to direct the working force. The right to manage shall also include the authority to establish policy and procedures governing and affecting the operation of the College.
- B. The right to manage the operations, buildings, plants, and to direct the working force includes, but is not limited to the following College management rights:
 1. To establish, modify, and enforce reasonable policies, rules, regulations, and standards for employee performance.
 2. To utilize personnel, methods and means in the most appropriate and efficient manner possible.
 3. To manage and direct the employees of the College.
 4. To determine position qualifications consistent with the needs of the job.
 5. To hire, promote, transfer, assign or retain employees in positions within the College.
 6. To suspend, demote, discharge or take other appropriate disciplinary action against employees for just cause.
 7. To determine the size and composition of the work force, and to lay off employees in the event of lack of work or lack of funds or under conditions where the College determines that the continuation of such work is unnecessary.

8. To determine location of campuses, satellites, and other facilities and equipment of the College.
 9. To determine the financial policies and procedures of the College, including the exclusive right to allocate and expend all funds of the College.
 10. To determine the mission of the College and to efficiently fulfill that mission, including the transfer, alteration, curtailment or discontinuance of any goods or services.
 11. To do all things appropriate and incidental to any of its rights, powers, prerogatives, responsibilities, and authority; and in all respects to carry out the ordinary and customary functions of the administration, subject only to the procedures and criteria governing the exercise of these rights as are expressly provided for in this agreement.
- C. In addition, unless otherwise restricted by an express term of this Agreement, all management rights are exclusively reserved by the College. The exercise of any enumerated or reserved management rights shall not be subject to negotiation with respect to such decision.
- D. Nothing contained herein shall give management the right to change wages, hours, terms and conditions of employment without first negotiating with the Union except as otherwise specified in the contract.

Article 5

Union Security and Check-Off

Right to Check-Off Procedures for Union Dues and Fair Share Fees:

A. Dues Check-Off

Upon written authorization of any employee covered in this Agreement, the College shall deduct from the employee's paycheck in biweekly amounts such dues, fees, and/or assessments as the Union may, from time to time, authorize in accordance with its constitution and bylaws.

B. Transmission of Funds

The College shall use its best efforts to transmit to the union all of the deducted dues, fees, and/or assessments of the members of the union and the fair share representation fees of the non-union members of the bargaining unit no later than the fifth (5th) day after the day on which the deduction was made. The Union will defend, indemnify, and hold harmless the College for its efforts in transmitting funds of all affected dues, fees and/or assessments.

Article 6

Grievance Procedure

A. Definition of Grievance

If a dispute arises over the interpretation or application of any specific provisions of this agreement, it shall be defined as a grievance and handled under the following procedural steps as listed below. Any

time period contained within the grievance procedure that requires action to be taken within a period of five days or less, shall not include Saturday, Sundays, holidays as defined in this agreement, or other days on which the College is closed. All time periods contained within the grievance procedure may be extended upon mutual agreement of the parties, which agreement shall not be unreasonably withheld. A grievance must be presented within fourteen (14) calendar days of the alleged occurrence giving rise to the grievance or from the date the Union, having exercised due diligence, became aware or should have become aware of the occurrence, except that a grievance arising out of the suspension or termination of an employee must be presented within seven (7) calendar days. Grievances submitted after these timelines have expired are not valid and will not be considered.

B. Informal Step

The grievance shall be initially presented to the employee's immediate supervisor and/or department head within the timelines specified above. The supervisor and/or department head shall discuss the grievance with the grievant and issue a written response within seven (7) calendar days of the presentation of the grievance. The employee shall be entitled to Union representation at any meeting held for the purpose of discussing the grievance.

C. Formal Internal Step

Should the grievance not be satisfactorily resolved at the Informal Step, the Union, within seven (7) calendar days of its receipt of the response of the supervisor and/or department head, may submit the grievance to the Director of Human Resources. Within ten (10) calendar days of his/her receipt of the grievance the Director of Human Resources or his/her designee shall convene a meeting to discuss the grievance with the Union and the grievant. Within ten (10) calendar days of this meeting, the Director of Human Resources or his/her designee will conduct whatever investigation is necessary and issue a written response to the Union and the grievant.

D. Grievance Mediation (Optional Step)

Should the grievance not be satisfactorily resolved at the Formal Internal Step, the Union and the College, by mutual agreement, may elect to attempt a resolution of the grievance through mediation. Should either the Union or the College wish to request mediation, such request shall be presented to the other party within five (5) calendar days of the issuance of the response in the Formal Internal Step. The other party shall have five (5) calendar days to agree to or decline the request. Should the parties elect mediation, they shall contact the Federal Mediation and Conciliation Service (FMCS) and request the appointment of a mediator. The mediator shall conduct mediation as soon as possible. Should mediation be elected, the timeline for advancing the grievance to arbitration shall be held in abeyance until the completion of the mediation process.

E. Appeal to Arbitration

Should the grievance not be satisfactorily resolved at the Formal Internal Step or through mediation should mediation be elected, the Union may appeal the grievance to binding arbitration by, within thirty (30) calendar days of the issuance of the response in the Formal Internal Step or the completion of mediation, providing written notice to the Director of Human Resources.

F. Arbitration Procedure

Should the grievance be appealed to arbitration, the Union shall, within seven (7) calendar days, request from the FMCS a panel of seven (7) arbitrators specifying that said arbitrators be located as close to the Cincinnati area as possible. Within fourteen (14) calendar days of the receipt of the list of arbitrators, the

College and the Union shall, by alternate striking of names, select an arbitrator from the list. A coin toss shall determine whether the Union or the College strikes from the panel first.

The arbitrator shall hold the hearing promptly and be requested to issue his/her decision within thirty (30) days after the record of the hearing (including briefs) is closed. In rendering a decision, the arbitrator shall be bound by the provisions of this agreement. The arbitrator shall limit his/her decision strictly to the interpretation, application, or enforcement of those specific articles or sections of this agreement in question. The arbitrator's decision shall be consistent with applicable law.

The arbitrator shall not have the authority to add to, subtract from, modify, change, or alter any provision of this Agreement, nor add to, subtract from, or modify the language therein in arriving at his determination on any issue presented that is proper within the limitations expressed herein. The arbitrator shall expressly confine himself/herself to the precise issues submitted for arbitration and shall have no authority to determine any other issues not submitted to him, or to submit observations or declarations of opinion which are not directly essential in reaching a decision on the issue in question.

The arbitrator shall be without authority to recommend any right or relief on an alleged grievance occurring at any time other than the contract period in which such right originated or to make any award based on rights arising under any previous agreement, grievance, or practices. The arbitrator shall not establish any new or different wage rates not negotiated as part of this Agreement.

The question of arbitrability of a grievance is to be determined by the arbitrator and may be raised by either party before the arbitration hearing of the grievance, on the grounds that the matter is not arbitrable or beyond the arbitrator's jurisdiction. The first question to be placed before the arbitrator will be whether or not the alleged grievance is arbitrable. If the arbitrator determines the grievance is arbitrable, the grievance will be heard on its merits before the same arbitrator.

The decision of the arbitrator shall be final and binding upon the Union, the College, and the employee.

Any cost involved in obtaining the list of arbitrators shall be paid by the Union. All costs directly related to the services of the arbitrator shall be split 50/50 between the parties. Expenses of any witnesses shall be borne, if any, by the party calling the witness. The fees of the court reporter shall be paid by the party asking for one; such fees shall be split equally if both parties desire a court reporter's recording, or request a copy of any transcript.

Should either party cancel a scheduled arbitration that results in the assessment of any fees by the arbitrator, the party canceling the arbitration shall pay the fees of the arbitrator. If, in the event a settlement is reached prior to arbitration and the arbitration hearing is jointly cancelled, the parties shall equally share the costs associated with the cancellation unless the settlement defines otherwise at which time the terms of the settlement shall determine how the fees are to be paid.

G. Adherence to Timelines

The timelines set forth in Sections B through E of this article will be strictly adhered to unless extended per Section A of this article.

Should the Union fail to meet the timelines for advancing the grievance to the next step, the grievance will be considered settled per the response given in the previous step.

Should the College violate the timelines for responding at a given step, the Union may advance the

grievance to the next step without waiting for a response.

Article 7

Employment Outside the College/Conflict of Interest

Members of the bargaining unit may be employed outside of the College. Such activities must:

1. Not involve the use of information obtained from College sources that is not available to members of the general public pursuant to the Ohio Public Records Law;
2. Not create a conflict with the employee's responsibilities to the College or interfere with the individual's full-time responsibilities to the College or its students;
3. Not involve the use of facilities, equipment or material of the College; and
4. Not take advantage of a bargaining unit member's position with the College to sell goods or services to students of the College, or employees.

In the event that a member of the bargaining unit is employed outside the College on the date that this Agreement becomes effective, or at any time after the Agreement becomes effective, the employee shall notify their immediate supervisor and the College's Human Resources Department in writing of such employment and shall provide the College with such information concerning such part-time work as the College may reasonably request. No special consideration shall be made to accommodate outside employment.

Article 8 Compensation

A. Wages: During the term of this Agreement, the unit's right to compensation shall be as set forth in the MOU attached as Appendix A and the Enrollment and Student Success Incentives Compensation plan attached as Appendix B.

B. Longevity Pay

All bargaining unit members shall be eligible for a longevity pay increment beginning on the first day of the pay period within which the employee completes seven (7), ten (10), fifteen (15), or twenty (20) years of total continuous service with the College. All eligible bargaining unit members shall receive a bi-weekly longevity premium, not to be incorporated into base wages, according to the following table:

7 years of service-	\$15.00 bi-weekly
10 years of service-	\$30.00 bi-weekly
15 years of service-	\$40.00 bi-weekly
20 years of service-	\$60.00 bi-weekly

C. Shift Differential

Shift differential rates shall be paid to bargaining unit members as follows:

2nd Shift: Bargaining unit members will be paid a shift differential of seventy-five cents (\$.75) per hour for all hours worked between 2:00 PM and 10:00 PM.

3rd Shift: Bargaining unit members will be paid a shift differential of one dollar (\$1.00) per hour for all hours worked between 10:00 PM and 6:00 AM.

D. Bargaining Unit members shall receive a rate of pay of \$35.00 per hour for all extra/special duty work paid by outside contractors/vendors for police duties to members of the bargaining unit. All extra/special duty work on the campus(s) of the employer must first be offered to Bargaining Unit members prior to offering to non-bargaining unit employees or outside contractors.

Article 9

Hours of Work, Overtime, and Work Assignments

A. Work Week:

The work week is defined as (40) hours within a seven (7) day period (Sunday – Saturday). Sunday is a scheduled workday.

The College retains the right to temporarily (90 days maximum) change schedules and shifts as it becomes necessary. Except in emergency situations, the affected bargaining unit member(s) will be given five (5) working days notice before any such schedule change is implemented. Except in emergency situations as defined by the College, no officer will be permitted to work more than sixteen (16) consecutive hours.

B. Overtime:

For all hours worked in excess of forty (40) in a work week, employees shall be compensated in accordance with the Fair Labor Standards Acts regulations with overtime pay at the rate of one and one-half (1-1/2) times their regular straight-time hourly rate. Vacation and personal days shall count toward the calculation of overtime. Sick time shall not count toward the calculation of overtime. By mutual agreement, the parties agree to consider a flex schedule during work weeks where mandatory overtime is required and paid leave has also been used by the employee.

The College will not require members to be on stand-by without compensation. It is agreed that being subject to call-in is not stand-by.

Barring extraordinary circumstances, the College will schedule members so that a minimum of eight (8) hours off work is given between regularly scheduled work assignments. Except in emergency situations as defined by the College no officer will be required to work more than sixteen (16) consecutive hours.

Overtime assignments shall be made by management and no overtime shall be paid without first having been approved by management. Overtime shall be offered to full time bargaining unit members or part-time officers, prior to being offered to auxiliary or other college employees. In no case when a vacation occurs due to the absence of a full-time or part-time officer shall the assignment be given to an auxiliary officer or other college employee, without first offering the assignment to the full time bargaining unit members.

All members of the bargaining unit shall be eligible for overtime. The Chief of Police or his designee shall maintain a list; however the designee shall not be a member of the bargaining unit. The first overtime in the calendar year shall be offered to the most senior employee and moving through the bargaining unit in

succession of seniority. Once all the employees in the bargaining unit have been offered an overtime opportunity, overtime should then be offered again to the most senior employee again moving through the bargaining unit in succession based on seniority and this succession shall continue throughout the year. When a new bargaining unit member comes into the unit, he/she shall assume his/her place on the seniority list and be offered overtime based on the succession of seniority. When emergency overtime becomes necessary at the end of a shift, the employee working the shift will be required to stay, on overtime, until relief is obtained. In the event that the expected workload is greater than the available workforce or no bargaining unit members are available, the employer may utilize the assistance of other College employees or subcontractors.

Cincinnati State Technical and Community College retains the right to refuse to make overtime available to an employee if that overtime became necessary because of the absence without leave during straight time hours of that same employee.

C. Work Assignments:

Cincinnati State Technical and Community College retains the right to make work assignments, to change work assignments, and to determine the type and frequency of tasks to be performed by bargaining unit members.

D. Shift Bidding:

The College shall identify the shifts available to the bargaining unit members for the subsequent year by December 1 including the hours to be worked and the days off. The bargaining unit members shall bid on the available shifts according to total seniority no later than December 14 of each year. Once shifts are bid the College shall post the new schedule for the following year no later than December 21 to take effect on January 1. "Total seniority" for purposes of this Article shall be defined as the total length of time an employee has worked in a classification covered by this Agreement.

E. Compensatory Time

An employee who works overtime may elect to take compensatory time off in lieu of overtime pay at the appropriate conversion rate of overtime pay. Requests to take compensatory time must be submitted in advance of the day for which the compensatory time is requested and must be approved by the supervisor. Employees can bank up to eighty (80) hours of compensatory leave time. The employer will pay employees for accumulated compensatory time in December of each year, however, employees may request carry over up to 20 hours of compensatory time by notifying the employer by November 15 of each year.

F. Call Back

Whenever an employee is called into work at a time other than their regular work schedule thereby necessitating additional travel to and from work, the employee shall be guaranteed a minimum of four hours pay at the appropriate rate of pay. It is understood that any extra work performed prior to the start of the regular shift or following the end of the regular shift so that no extra travel to and from work is required will be paid at the appropriate straight time or overtime rate and will not entitle the employee to the four hour guarantee for extra pay.

Article 10

Benefits

A. Benefits Plan

The Parties acknowledge that the College is in the process of redesigning its health benefit plan for all

employees at the College. The Union acknowledges that it has had the opportunity to participate in these discussions by virtue of its membership in the College's Benefits Committee. The effective date of the redesigned plan shall be January 1, 2019. Until that time, the status quo shall be maintained.

The College retains the right to choose the insurance carriers, or to change carriers, and to alter the design of its benefits plan, including introducing multiple tiers of premiums, provided that, during the term of this Agreement, the cost share shall not exceed the percentages set forth below. However, during the term of this Agreement, the College is committed to maintaining levels of health insurance coverage roughly comparable to the network and services coverages provided under the current plan.

If during the term of this Agreement, the College makes a new health benefit plan available to another bargaining unit or broad class of non-bargaining employees, which is more favorable than the redesigned plan to be implemented on January 1, 2019, the College shall offer it as an option to the bargaining unit members to the fullest extent permitted by law.

The College shall provide:

1. 86 percent of the cost of the current PPO health insurance coverage or a comparable plan; or 100% of the cost of the High Deductible Health Plan (HDHP)
2. The total cost of the current dental plan coverage;
3. The total cost of vision plan coverage as provided by the Vision Service Plan (VSP) Plan B;
4. The total cost of the Employee Assistance Program;
5. The total cost of short-term disability coverage for the employee only; and,
6. The total cost of basic group life insurance coverage, for the employee only, at one and one-half (1 & 1/2) times annual salary with a minimum of \$25,000 coverage shall be provided for each full-time employee. This policy shall include an accidental death and dismemberment rider.

The benefit dollars allocated to each eligible full-time employee will be sufficient to pay for the yearly premiums for the above insurance based on all tiers (single, employee and spouse, employee and children, or family) of coverage as eligible.

Should any bargaining unit employee choose a total package of benefits that exceeds the benefit plan dollars allocated (i.e., an alternative health care plan) the employee must pay the difference through payroll deduction.

A bargaining unit employee may revise his or her election upon a qualifying event in accordance with the terms of the plan. As of July 1, 2019, all current opt-out cash payments for waiving health insurance shall be reduced by 50%. As of June 30, 2020, no bargaining unit member shall be eligible for any opt-out cash payment for waiving health insurance.

An employee waiving health insurance coverage must show evidence of health insurance coverage from another source. An employee may not decline coverage in the Employee Assistance Program.

All bargaining unit employees are eligible to participate in the Flexible Spending Account program provided by the College. This account will allow employees to pay for unreimbursed medical expenses and/or child and dependent care changes with pretax dollars.

B. Holidays

The College will not compensate for the holiday if there is unpaid absence on the employees last regularly

scheduled work day prior to the holiday and the first regularly scheduled work day following the holiday. Employees working on holidays (as defined by this agreement) shall receive eight hours pay at their normal hourly rate plus one and one-half times their normal hourly rate for hours worked. For purposes of this collective bargaining agreement, the following shall be considered holidays:

- Martin Luther King Jr. Day
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Veteran's Day
- Thanksgiving Day
- The day before Thanksgiving Day
- Christmas Day
- New Year's Day

For purposes of this collective bargaining agreement, the day recognized by the College as the official holiday shall be the day for which holiday pay shall be paid to any member of the bargaining unit who is required to work on that day. The Public Safety staff shall observe College closed off days. If a bargaining unit member is called into work on a college closed off day, that employee shall be paid time and one-half for the hours worked.

C. Vacations

After 1 full year of service - 10 days per year

After 5 full years of service - 15 days per year

After 10 full years of service - 20 days per year

All vacation will be requested in writing by the employee and signed and returned to him or her by his or her supervisor within fourteen (14) calendar days. No vacation shall be taken without prior written approval of his or her supervisor.

Under normal circumstances, vacation requests of more than one week shall be submitted at least two weeks in advance. Vacation requests of less than one week should be submitted at least one week in advance. However, the supervisor (or the supervisor's designee) is not precluded from approving vacation requests upon shorter notice if he or she chooses. In the event two (2) or more employees submit vacation requests for the same time the requests shall be granted on a first-come first-served basis. In the event two (2) or more employees submit vacation requests on the same day for the same vacation time, the leave shall be granted to the employee with the most total seniority defined as total length of time an employee has worked in a classification covered by this agreement.

Earned vacation at termination will be paid upon termination according to Cincinnati State current policy.

Earned vacation at retirement will be paid upon retirement according to Cincinnati State current policy.

Vacation time shall be cumulative to a maximum of three times the annual allowance.

D. Sick Leave

Members of the bargaining unit shall receive a total of ten (10) sick days per year according to the current policy in effect at Cincinnati State. Both Cincinnati State and the Union acknowledge that

sick leave shall be used only because the employee is sick or injured; sick leave is not to be used as vacation and the use of sick leave as vacation will subject bargaining unit members to discipline. Furthermore, both the College and the Union recognize that patterns of suspicious use of sick leave (i.e., specific days of the week, absence following overtime worked, absence preceding or following other off days) could subject an employee to disciplinary action.

Employees out on sick leave for more than two (2) days must present a medical clearance from his or her doctor before returning to work. Such medical clearance shall include the date the employee sought medical treatment, the date(s) for which the employee is excused, the date the employee is cleared to return to work, and any applicable physical restrictions. The College will provide a form for this purpose.

If and/or when the sick leave balance is exhausted, the supervisor shall meet with the employee to discuss his or her use of sick leave. The purpose of this meeting shall be to allow the employee the opportunity to discuss any extenuating circumstances concerning the use of sick leave of which the supervisor should be aware. This meeting is not for the purpose of requiring the employee to explain his or her prior use of sick leave, nor is it to be considered disciplinary in nature. The employee has the right to be represented by his or her union at any such meeting.

Once an employee exhausts his or her sick leave, any additional time taken off due to sickness shall be deducted from that employee's personal leave balance. If the employee's personal leave balance is exhausted, and the employee provides a doctor's medical clearance (as defined above) for additional days of absence, these days shall be deducted from the employee's vacation leave balance. Such doctor's medical clearance shall be given to the supervisor on the day employee returns to work. Failure to provide a doctor's clearance may cause the College not to pay the employee for the time taken off and may also subject the employee to disciplinary action.

An employee who provides acceptable medical certification shall not be subject to progressive disciplinary action until the employee has exhausted all sick leave, personal leave, vacation leave and all leave and/or remedies available under the law (e.g., ADA, FMLA), except for discipline imposed for the use of sick leave as vacation, patterns of suspicious use of sick leave, and / or failure to provide required medical clearance as defined above in this section. Any future absences, even if supported by doctor's clearances, may subject the employee to progressive disciplinary action as per Article 14.

Members of the bargaining unit who are sick shall notify the Chief of Police or his/her designee at least two (2) hours before the employee's shift begins, unless circumstances are such that it would be impossible to make such notification (i.e., sudden, life-threatening illness, injury, etc.). If the employee is unable to reach the Chief of Police or his/her designee to report their absence, the employee shall immediately contact the on-duty employee and advise them of their absence.

Employees shall not be permitted to pool sick leave. In the event that Cincinnati State institutes a policy applying to all employees not represented by a bargaining unit that sick leave shall accrue on a per-pay-period basis, such policy will be applied to this bargaining unit as well.

E. Personal Days

Members of the bargaining unit shall receive five (5) personal days per fiscal year.

Except when an emergency occurs that makes it impossible for an employee to obtain the supervisor's advance permission, personal days may be used with the supervisor's advance permission which shall not be unreasonably withheld. At the end of the fiscal year, any unused personal days shall be converted to

sick leave.

F. Parking

The College agrees to provide free parking throughout the term of this Agreement.

G. Uniforms

Uniforms will be provided by the College and worn while at work. The College shall pay the full cost of uniforms, shoes, jackets, and any other article required to be worn by the employee for the term of the contract, including a department issued firearm and ammunition. One pair of footwear shall be issued each year. Bargaining unit employees will be provided input into any change in the style and material of the uniform occurring during the term of the contract.

Upon termination of employment for any reason, employees are required to return to the College any uniform items in their possession. This shall include the department issued firearm and ammunition. Employees who fail to do so shall have the cost of the un-returned items deducted from their final paycheck.

Bargaining unit members maintaining a Police Officer certification shall be issued a uniform shoulder patch or rocker to be displayed with the uniform patch with the designation of "Police."

H. Funeral Expenses

In the event a bargaining unit member is killed in the line of duty or dies as the result of injuries received in the line of duty the College shall pay up to ten thousand dollars (\$10,000.00) towards funeral expenses.

Article 11

Retirement

Membership in the School Employees Retirement System is mandated for all employees of the College who meet the eligibility requirements of SERS as established by state law. The College and each employee shall contribute the statutorily mandated rates to SERS pursuant to the regulations of the system. The portion that the employee pays, as required by law, is excluded from the employee's taxable gross income for the purpose of deferring federal and state income taxes on these amounts. Employees who retire from SERS in good standing shall be eligible for the following benefits:

- Tuition waiver
- Free parking
- Use of facilities (library, pool, weight room, etc.)
- Cobra Dental Coverage (18 month limit; employee paid)

Article 12

Sick Leave Conversion at Retirement

Any full-time employee, regardless of length of service at Cincinnati State, who formally retires per the regulations of SERS and is eligible to draw retirement benefits from the system may convert accumulated sick leave up to a maximum of 30 days at the rate of one day for every three days of sick leave into a lump sum

payment upon the effective date of official retirement.

When the lump sum cash payment amount an eligible employee may receive is computed, the rate shall be computed as $.00384 \times$ the employee's current annual salary \times the number of eligible days.

Article 13

Severe Weather and Emergency Closing

Should the President or his/her designee make the decision to cancel classes and/or close the College due to severe weather or any other emergency situation, notification to that effect will be promptly communicated to employees through the local media, phone communication and other means. Campus Police Officers are considered essential personnel and should report to work at their regular assigned campus during severe weather and emergency closing unless excused by the police administration.

Police Administration will determine the number of officers required to report to work. Essential personnel needing to report to work will be by seniority on the shift and campus to which they are regularly assigned.

When classes are cancelled, all College employees scheduled to work are nevertheless expected to report, unless the College is announced as closed. In the event an official closing is announced, pay for the normally scheduled hours will be granted to all full time employees. Employees will be compensated at the normal rate of pay for these days. Persons required to work on days when the College is closed, who are eligible for overtime, will be paid overtime at time and one half rate.

When the College is closed, employees who have already submitted forms for vacation, sick leave or personal leave during the period of time during which the College is closed will be permitted to withdraw their request for the days when the College was closed. Employees absent without leave will not be paid for that period of time. If the College is not closed by the President or his/her designee, but an employee chooses to be absent based on a personal judgment regarding weather, travel conditions, etc., that employee will be charged for some combination of vacation days, personal days or days without pay as the employee chooses.

In the event that the College makes the decision to close for any emergency during the course of a workday, employees shall be sent home and paid for the entire day at their regular rate of pay. In the event that the College makes the decision to close on a particular campus or campuses, while not closing other campuses, the provisions of this article will apply only to the employees scheduled to work at the closed campus or campuses.

Article 14

Family and Medical Leave Act Policy and Procedures

The Family and Medical Leave Act (FMLA) provides an entitlement of up to 12 weeks of job-protected, unpaid leave during any 12-month period to eligible, covered employees. Employees may be entitled to more than 12 weeks of leave in certain circumstances. More information can be found at the Department of Labor Website. For detailed information on FMLA administration at the College, please contact Human Resources.

The College will comply with all applicable provisions of the Family and Medical Leave Act (FMLA). For any leave which qualifies under FMLA, the employee will be required to exhaust all applicable paid leave prior to the approval of unpaid leave. The College calculates the "12 month period" using a "rolling" 12-month period

measured backward from the date an employee uses any FMLA leave.

The provisions of State and Federal Law shall prevail for all aspects of military leave under the FMLA, including requests for and return from such leave.

Article 15

Discipline

A. Disciplinary Action

General Procedure for Disciplinary Action

General Philosophy: The College believes in the principle of corrective action issued only for just cause and follows the policy of progressive discipline. It is the College's position that supervisory efforts should be concentrated on preventing the occurrence of serious personnel problems rather than in disciplining employees for misconduct. It is desirable that all disciplinary questions be resolved at the lowest administrative level consistent with the scope of the problems and the rights of the employee. Nothing contained within this general philosophy statement is intended to limit the College's ability to impose discipline when deemed necessary. If disciplinary measures are imposed, it is essential that the following conditions are observed.

- a. The Human Resources Department be notified.
- b. Each problem be investigated thoroughly so that the facts of the situation are known.
- c. Any action taken be appropriate to the offense.
- d. The dignity of the employee be respected.
- e. At no time shall a bargaining unit member be required nor permitted to conduct an internal investigation on another bargaining unit member.

The normal progressive disciplinary action will be a verbal reprimand, a written reprimand, followed by suspension, and finally termination. However, nothing contained herein limits the right of the College to impose the level of discipline deemed necessary to address the misconduct issue. The College, in its discretion, may institute disciplinary proceedings at the level deemed appropriate for the offense alleged.

Prior to the imposition of suspension or termination under this Article, the College shall provide written notice to the employee stating the exact nature of the discipline and the exact reasons why the discipline is being imposed. If circumstances require the immediate removal of the employee from the workplace, the employee shall be considered to be on paid administrative leave until such written notice is provided. The employee shall also be given the opportunity to be heard prior to implementation of any suspension or termination (this does not include paid administrative leave) in a pre-disciplinary hearing before the Human Resources Director or his designee. Notice of the pre-disciplinary hearing shall be given to the employee in the written notice as described above at least seventy-two (72) hours prior to the pre-disciplinary hearing. The written notice shall inform the employee of three (3) options available to him. First, the employee may elect to appear at the hearing and provide testimony or evidence on his own behalf. Second, the employee may elect to have a representative appear with him and provide testimony or evidence on his behalf. Finally, the employee may elect to waive the hearing; however, such notice must be made in writing. At least twenty-four (24) hours before the scheduled hearing the employee must inform the College of his choice. Failure to inform the College of his choice will result in the hearing going forward as scheduled with the employee in attendance.

B. Progressive Disciplinary Steps

1. Verbal Reprimand: This is the first level of formal discipline. The verbal reprimand will be issued by the supervisor with the approval of the Department Head. Documentation of the verbal reprimand will be sent to the Human Resources Department for placement in the employee's personnel file. This document shall identify the formal charges or rule violations alleged to have been violated. This documentation shall be made part of the permanent employee personnel record and it shall be considered as a factor in the performance evaluation process but only in the evaluation period in which it was issued. At the end of two (2) years (from the date of the disciplinary action) the verbal reprimand shall have no force and effect and will not be introduced as evidence to support disciplinary action provided no intervening discipline has occurred. If intervening discipline does occur the two (2) year period shall begin running anew from the date the intervening discipline occurred.
 2. Written Reprimand: The written reprimand will be issued by the supervisor with the approval of the Department Head. The written reprimand shall be signed by the employee for the purpose of indicating it was received. A copy shall be sent to the Human Resources Department for placement in the employee's personnel file. This document shall identify the formal charges or rule violations alleged to have been violated. The written reprimand shall be made part of the permanent employee personnel record and it shall be considered as a factor in the performance evaluation process but only in the evaluation period in which it was issued. At the end of two (2) years (from the date of the disciplinary action) the written reprimand shall have no force and effect and will not be introduced as evidence to support disciplinary action provided no intervening discipline has occurred. If intervening discipline does occur the two (2) year period shall begin running anew from the date the intervening discipline occurred.
 3. Suspension: Depending upon the severity of the problem or the gravity of the offense, an employee may be suspended without pay. An employee may be suspended for three days or less with the approval of the department head and the Director of Human Resources. Any suspension of longer duration must be approved by the President. If an employee is suspended without pay and later reinstated because the suspension is found to have been improper in whole or in part, that employee will receive wages and any other economic benefits to which he may be entitled for the period of suspension found to have been improper. This document shall identify the formal charges or rule violations alleged to have been violated. The occurrence of a suspension shall be made a part of the employee's permanent personnel record and shall be considered as a factor in the performance evaluation process but only in the evaluation period in which it was issued. At the end of two (2) years (from the date of the disciplinary action), the suspension shall have no force and effect and will not be introduced as evidence to support disciplinary action provided no intervening discipline has occurred. If intervening discipline does occur the two (2) year period shall begin running anew from the date the intervening discipline occurred.
 4. Termination: When other corrective disciplinary action has failed or where the seriousness of the offense warrants, an employee may be terminated from employment by the College. This document shall identify the formal charges or rule violations alleged to have been violated. If an employee is terminated and later reinstated because the termination is found to have been improper, in whole or in part, that employee will receive wages and any other economic benefits to which he may be entitled for the period of termination found to have been improper.
- C. Administrative Leave: In any circumstance in which it appears necessary in the interest of the proper functioning of the College or the safety of other employees, the Director of Human Resources may place on administrative leave any employee during the pendency of the disciplinary process. In the event that an employee is placed on administrative leave, that employee shall be entitled to pay during the pendency of

the administrative leave provided that the employee would otherwise be able to work and that the employee takes no action to delay the resolution of the disciplinary process.

D. Rights of Appeal to Disciplinary Action

An employee shall have the right to appeal any formal discipline where the employee feels discipline was imposed without just cause. All formal discipline shall be subject to the grievance procedure.

E. Reasons That Disciplinary Actions May be Imposed

1. An obligation rests with every Bargaining Unit member of Cincinnati State to render honest, efficient, and courteous performance of duties. Employees will therefore be responsible and held accountable for adhering to all Cincinnati State policies, rules, directions, and procedures prescribed by the College through supervisory or administrative personnel.
2. Behavior contrary to civil law and/or behavior which interferes with the College's maintenance of order or its educational process is forbidden. Such behavior may result in disciplinary action including, but not limited to, disciplinary probation, suspension, dismissal/termination or other appropriate action.
3. The decision as to whether a specific kind of behavior is a violation will rest with the administration. Following are specific but not exclusive examples of behavior prohibited by this section.
 - a. Failure to perform responsibilities in an efficient and satisfactory manner either through incompetence, negligence, or refusal to carry out reasonable assignments.
 - b. Fraud or misrepresentation of qualifications.
 - c. Violations of the rights and freedoms of other members of the College community.
 - d. Excessive absenteeism, tardiness, abuse of leave or unauthorized absence from work.
 - e. Falsification or unauthorized destruction of records.
 - f. Illegal or unauthorized possession or use of firearms, fireworks, explosives, dangerous chemicals or weapons while on College-owned or controlled property.
 - g. Sexual or other forms of discrimination or harassment.
 - h. Conviction of a felony or plea of no contest to a felony charge that renders the employee unfit or unable to perform responsibilities, or conviction of or a plea of no contest to a crime or misdemeanor that is hostile to the College community.
 - i. The illegal manufacture or sale of controlled substances, or their possession or use by an employee while he or she is on College-owned or controlled property.
 - j. Deliberate destruction of, damage to, or malicious misuses of College property.
 - k. Theft of the property of the College, or of any private individual which is physically located

on College-owned or controlled property.

- l. Possession or use of alcoholic beverages on College property or reporting to work under the influence of alcoholic beverages.
- m. Unsafe and/or negligent operation of College vehicles and/or equipment.

F. Disciplinary Action upon Civilian Complaint (based upon performance of duties)

When an anonymous complaint is made against a bargaining unit member and no corroborative evidence is obtained from the information that either accompanies the complaint or that is reasonably obtainable from the information provided in the complaint, the bargaining unit member will not be disciplined. Where a complaint is received in writing it shall be on a form containing a statement putting the complaining party on notice that it is a crime under Ohio law to knowingly file a false complaint against a peace officer acting in the performance of his duties.

Article 16

Layoff and Recall

An employee may be subject to a non-disciplinary, involuntary termination through layoff in connection with a shortage of funds, abolition of position, or lack of need for the work performed by an employee or group of employees. In such cases, affected employees will be given as reasonable an amount of advance notice as conditions permit, as follows: In the reduction in force (layoff) and recall of union employees, seniority and qualifications shall prevail as follows:

1. All Part-Time police officers will be laid-off prior to any full time bargaining unit member.
2. For reduction in force within the bargaining unit, employees having the lowest seniority within the classification identified for reduction will be laid off.
3. When employees are subject to a reduction in force, the College shall have the right to prioritize the layoff by classification.
4. The bargaining unit member(s) who is subject to layoff shall be sent a letter of notification by certified mail at least seventeen (17) calendar days or shall have the letter of notification hand-delivered at least fourteen (14) calendar days in advance of the effective date of action, provided that such notice shall not be required with respect to temporary layoffs or lack of work occasioned by floods, fires, utility failures, acts of God, or other causes beyond the College's control.
5. Notice of recall to an employee shall be made by certified mail to the last known address of such employee. A copy shall be forwarded to the Union. If the notice is undeliverable, the College's obligation shall be considered to be fulfilled. The recalled employee must notify the College within two (2) working days of the date of receipt of notice of his/her intention to return to work. The date for returning to work shall be determined by the College. Failure to return from layoff shall subject the employee to termination of service. In the event that an employee is unable to return to work due to illness or injury certified by a physician, that employee shall so notify the College within two (2) working days of the date of receipt of the notice and shall provide the College with a physician's certification upon request. Failure to notify the College and/or to provide a physician's certification

- upon request shall subject the employee to termination.
6. The obligation to recall an employee shall cease after a full two years of layoff.
 7. The recall of employees laid off shall be in reverse order of layoff except that probationary employees shall have no right to recall.
 8. Seniority shall mean the length of time measured in continuous years, months, and days of service an employee has with Cincinnati State College.
 9. The College reserves the right to abolish or freeze positions as it deems necessary.
 10. In the event an employee is unable to return to work due to illness or injury certified by a physician, the employee shall not lose his/her right to a subsequent recall; however, Cincinnati State College will not be obligated to hold the position open until such time as that employee is able to return to work.
 11. Employees on layoff are not eligible for holiday pay for holidays which fall during such layoff or leave. However, if an employee is laid off on the day a holiday is observed he/she shall be paid holiday pay if they would otherwise have been eligible for holiday pay.

Article 17

Jury Duty and Other Court-Related Appearances

An employee summoned for jury duty, or subpoenaed to serve as a witness in a court or administrative proceeding in which the employee is not a party, will be excused from work upon presentation of the notice to his immediate supervisor, if service for jury duty or appearance as a witness would be required during that employee's working hours.

An employee summoned for jury duty, or subpoenaed to serve as a witness in a court or administrative proceeding in which the employee is not a party, shall be excused from work for the scheduled shift immediately preceding the scheduled duty upon presentation of the notice for subpoena to his immediate supervisor, if the immediately preceding scheduled shift is third shift.

An employee summoned for jury duty, or subpoenaed to serve as a witness in a court or administrative proceeding in which the employee is not a party, shall be required to work no later than 10:30 p.m. on a day immediately preceding the scheduled duty, if that employee is scheduled to work second shift. However, if the employee is subpoenaed as a witness in a court proceeding in connection with his/her role as an officer in a different jurisdiction, the employee will be required to use unpaid leave, compensatory time off, or vacation leave for the proceeding.

The employee shall notify his immediate supervisor of such jury summons immediately upon receipt. When an employee has been summoned for jury duty or subpoenaed as a witness in a court or administrative proceeding in which the employee is not a party, and the employee misses work as defined above, the employee will be paid the difference between his normal straight time earnings and the fees received from court provided that he submits to the College satisfactory documentation of the amount received as compensation for his service and the dates served.

In case of absence from duty for any court proceedings or administrative hearing in which the employee is a party no salary shall be paid the employee for the period of absence, except to the extent that an employee

takes a personal leave day or vacation day. However, if the employee is absent from duty for any court proceedings or administrative hearing in which the employee is a party, and, in the judgment of the Director of Human Resources, that court proceeding or administrative hearing arises from justifiable line of duty action on the part of the employee, the employee will be paid normal straight time earnings and will not be required to take a personal leave day or vacation day if appearance interferes with the employee's work schedule.

An employee shall be expected to return to work immediately upon completion of each day's service. If an employee actually serves on a jury, that employee shall be released from work that day.

Cincinnati State Technical and Community College retains the right to make such scheduling changes as it deems necessary to compensate for the absence of an employee required to attend a court or administrative proceeding. The employer shall give notice of such scheduled change to the affected employee(s) as soon as is practicable. In no event will an employee be penalized for serving on jury duty.

In lieu of the above, an employee may voluntarily choose to take a personal, vacation, or compensatory day, in which case he or she would be under no obligation to return to work upon completion of service, and will be under no obligation to report any compensation received for his or her service.

Article 18

Safety

The Parties recognize that the duties performed by Campus Police and Security Officers involve inherent dangers. The employer agrees to provide a safe workplace for all officers. The employer agrees to provide officers with all of the necessary tools, training, and equipment required to provide officers safe working conditions. Officers shall be required to utilize all materials provided by the College for their safety and to adhere to all of the College's safety rules and regulations. The Parties agree that before a grievance may be filed pursuant to this Article the Union must meet with the College and notify them of the safety concern. The date the meeting occurs shall commence the timeline requirements of the grievance procedure unless otherwise agreed.

Article 19

Probationary Period

Any new employees will be hired subject to a one (1) year probationary period. At any time during the probationary period the College retains the right to terminate the probationary employee, and the probationary employee shall have no right of appeal. The College may terminate a probationary employee for any reason not prohibited by law. A probationary employee shall not be entitled to grieve or appeal their dismissal.

Article 20

No Strike or Lockouts

During the term of this Agreement, no member of the bargaining unit shall withhold services, or engage in any strike, slowdown, or refusal to perform assigned duties, or interrupt the normal operations of the College. If there is a violation of this paragraph, the involved members of the bargaining unit will be subject to disciplinary action.

The college agrees that there shall be no lockouts during the term of the Agreement. Violation of this paragraph by the College shall subject the College to the grievance procedure contained herein and if it is established that the College engaged in an unlawful lockout during the term of this Agreement, the College shall be required to pay the wages of those employees locked out for the period of the lockout.

Article 21

Supervisors Working

No supervisor shall be used to prevent employees from working a 40-hour work week or as a substitute for overtime. Supervisors shall be permitted to instruct an employee in the work of his classification and to provide coverage in circumstances when no bargaining unit employees are available.

Article 22

Subcontracting

The College retains the right to use subcontractors. No subcontractors shall be used to prevent bargaining unit members from working a 40-hour work week. The College guarantees the existence of full time bargaining unit positions during the term of the Agreement.

Article 23

Medical Limitations Duty

Employees with medical limitations, verified by a doctor's certification, may be permitted to work, but only with the specific permission of the College. The College may deny any such request, but will deal with each case on an individual basis.

Article 24

Training and Certification

The College reserves the right to require bargaining unit employees to participate in training which the College deems necessary to keep employees competent in the most modern and up-to-date public safety methods or that is required by law. The College shall pay the full cost of any such training.

Training required by the College for bargaining unit members to maintain their qualifications and to properly perform their duties shall be provided by the College at the College's expense. If it is necessary to provide such training outside of normal work hours, overtime shall be paid for such hours of actual training. In instances where such training must be scheduled outside of normal working hours, the supervisor shall consult with the members of the bargaining unit to determine the most convenient training schedule within the confines of training availability and shall schedule the training accordingly. Once the training is so scheduled, attendance shall be mandatory. The College shall provide training in the safe and proper use of all equipment issued to bargaining unit members for use in the performance of their duties. Further, training shall be provided when new performance standards or methods are initiated.

Bargaining unit employees who obtain a work related certification which is beyond the basic requirements of the employee's position; which adds, in the judgment of the College, value to that employee's service to the College; and which is approved and designated for supplemental pay in advance by the College shall receive a \$.30 per hour pay supplement, added to base pay, for up to a maximum of two (2) such certifications so attained, and shall continue to receive such supplement as long as the certification remains valid and work-related and beyond the basic requirements of the employee's position. Such approval shall not be unreasonably withheld.

The College and Union agree and acknowledge that the basic requirements for some positions have changed (i.e. Police Officers). No additional compensation will be granted for obtaining / maintaining the basic requirements of being a Police Officer.

However, all bargaining unit members who are currently receiving additional compensation for training/certifications prior to the effective date of this agreement will continue to receive said compensation, up to a maximum of two (2) certifications, as long as the certifications remain valid.

Article 25

Legal/Legislative Change Clause

If any article or section of the Agreement or any addition thereto should be held invalid by operation of law or by a tribunal of competent jurisdiction or if compliance with or enforcement of any article or section of this Agreement should be held invalid, the parties to this Agreement agree to enter into immediate collective bargaining, negotiating for a replacement for such article or sections. All other articles shall remain in full force and effect.

Article 26

Entirety Clause

This written Agreement constitutes the entire Agreement between the College and the Union and supersedes and replaces any and all Agreements, whether written or oral, or express or implied, between and concerning the College and the Union. To the extent, however, that this Agreement does not address a particular matter or issue, the written policies and procedures in effect at Cincinnati State Technical and Community College, including those contained in the most current Cincinnati State Technical and Community College Operations Manual shall govern. The aforementioned paragraph will in no way limit the Union's rights under the Public Employee Collective Bargaining Act except as identified in the Collective Bargaining Agreement.

Article 27

Waiver

The waiver of any breach or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of all the terms and conditions herein. The non-exercise of rights retained by the College or of rights obtained by the Union shall not be deemed to waive any such rights or the right to exercise them in some way in the future.

Article 28

**MUTUALLY AGREED UPON
DISPUTE RESOLUTION PROCEDURE**

Termination of the Collective Bargaining Agreement ("Agreement"):

- A. This Agreement shall be in full force and effect from January 1, 2016 and shall continue from year to year thereafter unless either party serves written notice of a desire to modify or terminate this Agreement no more than one hundred-twenty (120) days and no less than ninety (90) days prior to the expiration date of this Agreement.

- B. In lieu of the impasse procedure specified in Ohio Revised Code § 4117.14(C), the parties specifically agree that the following procedures will supersede and replace the statutory procedures for resolving an impasse reached in the negotiation of a successor collective bargaining agreement:
 - 1. The party providing notification pursuant to Section A above shall simultaneously send a copy to the State Employment Relations Board (SERB), along with a copy of the existing Collective Bargaining Agreement.

 - 2. During the period commencing at least seventy-five (75) days prior to the expiration of this Agreement, both parties agree to bargain in good faith in an effort to reach a successor collective bargaining agreement by the expiration date of this Agreement. Further, during bargaining, this Agreement shall continue in full force and effect without resorting to strike or lockout.

 - 3. If the parties cannot reach an agreement by fifty (50) days prior to the expiration of this Agreement, either party may give notice to the Director of the Federal Mediation and Conciliation Services that negotiations are underway but a successor collective bargaining agreement has not yet been reached.

 - 4. If no successor collective bargaining agreement has been reached by the parties thirty (30) days before the expiration of this Agreement, and the parties have not already mutually agreed to do so, the parties must request that the Director of Federal Mediation and Conciliation Services appoint a mediator to assist the parties in reaching a settlement. The recommendations made by the mediator shall not be binding on the parties to this Agreement.

 - 5. If mediation is not successful, the parties shall engage in fact finding. The fact finder will be chosen by the designated representative(s) of the Union and College, respectively, and the chosen fact finder shall constitute the fact finding panel as otherwise provided under Ohio Revised Code § 4117.14(C). The fact finding hearing shall be conducted as soon as practical. The fact finder's decision shall be final and binding upon all parties, and shall be issued within thirty (30) days of the conclusion of the hearing. The fact finder will decide each issue separately, choosing the Union or College's final offer. The fact finder shall not have the authority to craft his/her own resolution. The cost of such fact finding shall be shared equally between the Union and College. Prior to fact finding, the parties must exchange their last best and final offer. This exchange must be made seven (7) calendar days before the fact finding hearing.

6. Selection of Fact Finder/Arbitrator: At the conclusion of mediation and at the same time the parties exchange their last best and final offers, the parties will contact Federal Mediation and Conciliation Services and request a list of seven (7) persons who are willing and able to serve as fact finders under the terms of this Agreement. Within three (3) working days of their receipt of the list from Federal Mediation and Conciliation Services, the designated representative(s) of the Union and College will choose one (1) fact finder from that list by alternatively striking from the list, with the parties to flip a coin to determine which side strikes first. The parties will each notify Federal Mediation and Conciliation Services of the person chosen as a fact finder.

7. Binding Decision. The decision of the chosen fact finder shall be binding on all parties. Further, the parties specifically agree that the provisions of Ohio Revised Code § 4117.14 (G) (11) restricting the authority of a conciliator with respect to the effective date of an award regarding wages shall be waived.

Article 29
Duration and Amendment

This Agreement shall become effective on January 1, 2019 and shall continue in full force and effect until midnight of December 31, 2020.

Any amendment, modification or addition to this Agreement must be in writing and duly signed by the parties in order to be effective.

IN WITNESS WHEREOF, the parties have hereunto set their hand this 22nd day of January, 2019.

**CINCINNATI STATE
TECHNICAL AND
COMMUNITY COLLEGE**



Mark Walton, Chair
Board of Trustees



Dr. Monica Posey
President

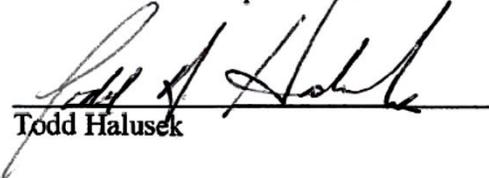


Dr. Lawra J. Baumann
Vice President, Administration & HR

**FRATERNAL ORDER OF POLICE
OHIO LABOR COUNCIL, INC.**



Barry L. Gray
FOP/OLC Staff Representative



Todd Halusek

APPENDIX A
MEMORANDUM OF UNDERSTANDING
Wages/Grievance Withdrawal

This Memorandum of Understanding (MOU) is entered into between Cincinnati State Technical and Community College (“College”) and the Fraternal Order of Police, Ohio Labor Council, Inc. (FOP) on the date last signed below and contingent upon mutual ratification of the 2018-2020 successor agreement tentatively agreed to by the College and the FOP negotiating teams. The Parties agree as follows:

1. In consideration of the wage adjustments described below, the FOP and Officer Kabuss agree to withdraw Officer Kabuss’ grievance filed on October 1, 2018 and notify the FMCS that Case Number 191113-01406 has been settled and the demand for arbitration is moot.
2. The pay steps for Officers Kabuss, Albrecht, and Simpson for the period of January 1, 2019 to December 31, 2020, would be adjusted upward by 2% and would be as reflected in the “2% Step” column set forth below:

	Current Step	2% Step
Step 2	\$17.87	\$18.23
Step 3	\$19.43	\$19.82
Step 4	\$19.97	\$20.37
Step 5	\$21.54	\$21.97

Officers Kabuss, Albrecht and Simpson will receive retroactive wages affected by any Step increases each may have received during January 1, 2018 – December 31, 2018 which did not account for a 2% adjustment to the Step.

3. Base rate steps for the following shall remain unchanged:

Harrison-Smith	\$22.48
Lambing	\$22.58
Halusek	\$22.58

4. Steps for new hires remain same:

Step 1	\$16.00
Step 2	\$17.87
Step 3	\$19.43
Step 4	\$19.97
Step 5	\$21.54

5. **Pay Parity:** If during the term of this Agreement, the College awards any base-salary increase for another bargaining unit or broad class of non-bargaining employees, then the same increase to base salaries would be implemented for the bargaining unit members. Further, any such base-

salary increase would also be applied to the step amounts applicable to the members. This pay parity obligation does not include any previously negotiated increases contained in current CBA's covered by other union organizations or received by non-bargaining staff. This also does not include any performance-based increases awarded to other groups of employees under a proposal similar to Appendix B, as such increases differ based on the number of employees in the affected class or unit. Nor does it apply to court or arbitrator-ordered wage increases or other increases externally imposed.

6. Varin Arbitration: Should Mr. Varin be reinstated as a result of his pending demand for arbitration, in connection with his discharge, and assuming that the arbitrator does not alter Mr. Varin's rate in any way, he would be reinstated at \$22.58/hr.

APPENDIX B

Enrollment & Student Success Incentives Compensation

Union Members play an important role in the College's ability to attract new students and successfully retain and graduate all students. FOP Members work hard to ensure the safety of all College students and employees. FOP members also work daily in public spaces in the College and often serve as "ambassadors" to students and visitors. Because of these "student-facing" responsibilities, FOP Members make significant contributions to student enrollment, success, and completion. In recognition of this, during the term of this Agreement, Union Members will financially benefit if the College is successful in meeting the following institutional goals.

1. **The College must achieve the minimum enrollment** levels listed below, as measured on the 15th day of the semester and reported to the Ohio Department of Education (with copy to the FOP Leadership), or no Success Incentives Compensation is awarded. (Credit hour number excludes College Credit Plus students and students enrolled in Workforce Development Center credit-bearing courses.)
 - **For Spring semester 2019:** minimum 55,300 credit hours
 - **For Spring semester 2020:** minimum 59,365 credit hours

2. ***If the minimum credit hour enrollment is achieved, then bargaining unit members can earn Success Incentive Compensation based on achieving benchmarks using three Success Metrics*** (key performance indicators) below. Funds will be added to a Success Incentives Compensation Pool for each Success Metric achieved.

- **Student persistence rate:** a student is enrolled in both Fall and Spring semesters of the same academic year. This metric is shown as a percentage in the charts below. Student persistence can be increased with continual improvement in the student experience, and the quality of that experience is impacted daily by the efforts of FOP Members.
- **Student credit completion rate:** the total number of credit hours a student earned with passing grades (D or higher), divided by the total number of credit hours that student attempted in the semester. This metric is shown as a percentage in the charts below. The ability of a student to successfully complete coursework can be hindered by many things, some of which the College and FOP Members can help with. A student is motivated to complete coursework when they enjoy coming to class, and when the college environment is welcoming and comfortable. FOP Members play important roles in helping maintain security of the campus and make the college experience welcoming and offer these services with pride and professionalism on a daily basis.
- **Student average credit hours earned:** the number of credits a student completed, with minimum D or "passing" grades, averaged for Spring and Fall semesters of the same academic year. FOP Members come into daily contact with students, and often provide directions or information about the College and where to find various services. FOP Members have a deep knowledge of the College and its services and are in a unique position to help students find the resources they may need to keep them focused and enrolled.

The benchmarks for earning Success Incentives Compensation, as shown in the chart below, are based on raising success levels above what was actually achieved in academic year 2017-18. Historical data was provided by Cincinnati State’s Institutional Research Department.

During the period of this Agreement, Institutional Research will provide benchmark data for relevant semesters to the FOP Union on or before June 10.

3. Compensation earned from the Compensation Pool will be paid out as a lump sum, added to each bargaining unit member’s paycheck in the first pay period after the start of the new fiscal year (July 1, 2019, and July 1, 2020).

To be eligible for an Incentive pay-out in July 2019, the Bargaining Unit Member must have been employed on or before the first day of the Fall 2018 Semester and continuously employed through the last day of the Spring 2019 Semester. To be eligible for an Incentive pay-out in July 2020, the eligible Bargaining Unit Member must have been employed on or before the first day of the Fall 2019 Semester and continuously employed through the last day of the Spring 2020 Semester. Any incentive pay-out will be divided equally among eligible Bargaining Unit Members.

2018–19 Academic Year Compensation Pool Amounts for Meeting Both Minimum Enrollment and Student Success Benchmarks

		Spring 2019 Credit Hour Enrollment (Non-CCP, Non-WDC)		
		55,300 to 56,744	56,745 to 58,199	58,200 or higher
Persistence Rate (Fall 18 to Spring 19)	69.7%	\$890	\$1,330	\$1,770
	71.2%	\$1,060	\$1,590	\$2,120
	72.7%	\$1,240	\$1,860	\$2,480
	74.2%	\$1,420	\$2,120	\$2,830

		Spring 2019 Credit Hour Enrollment (Non-CCP, Non-WDC)		
		55,300 to 56,744	56,745 to 58,199	58,200 or higher
Credit Completion Rate (Fall 18 and Spring 19 Averaged)	80.5%	\$890	\$1,330	\$1,770
	82.0%	\$1,060	\$1,590	\$2,120
	83.5%	\$1,240	\$1,860	\$2,480
	85.0%	\$1,420	\$2,120	\$2,830

		Spring 2019 Credit Hour Enrollment (Non-CCP, Non-WDC)		
		55,300 to 56,744	56,745 to 58,199	58,200 or higher
Credit Hours Earned per Student (Fall 18 and Spring 19 Averaged)	8.5	\$890	\$1,330	\$1,770
	9.0	\$1,060	\$1,590	\$2,120
	9.5	\$1,240	\$1,860	\$2,480
	10.0	\$1,420	\$2,120	\$2,830

2019–20 Academic Year Compensation Pool Amounts for Meeting Both Minimum Enrollment and Student Success Benchmarks

		Spring 2020 Credit Hour Enrollment (Non-CCP, Non-WDC)
		59,365 or higher
Persistence Rate (Fall 19 to Spring 20)	69.7%	\$1,770
	71.2%	\$2,120
	72.7%	\$2,480
	74.2%	\$2,830

		Spring 2020 Credit Hour Enrollment (Non-CCP, Non-WDC)
		59,365 or higher
Credit Completion Rate (Fall 19 and Spring 20 Averaged)	80.5%	\$1,770
	82.0%	\$2,120
	83.5%	\$2,480
	85.0%	\$2,830

		Spring 2020 Credit Hour Enrollment (Non-CCP, Non-WDC)
		59,365 or higher
Credit Hours Earned per Student (Fall 19 and Spring 20 Averaged)	8.5	\$1,770
	9.0	\$2,120
	9.5	\$2,480
	10.0	\$2,830

Notes:

Note 1: The benchmark 55,300 credits is 95% of actual enrollment for non-CCP, non-WDC students for Spring Semester 2018 (as reported to ODHE).

Note 2: The Fall to Spring Persistence Rate for non-CCP, non-WDC students during Academic Year 2017-18 was 68.2%. The Persistence benchmark rates shown in the chart above represent improvements, in 1.5% increments.

Note 3: The Credit Completion Rate for non-CCP, non-WDC students in Fall and Spring semesters during Academic Year 2017-18 was 79%. The Credit Completion benchmark rates shown in the chart above represent improvements, in 1.5% increments.

Note 4: The Average Credit Hours Earned per Student for non-CCP, non-WDC students during Academic Year 17-18 was 7.0. The Average Credit Hours Earned per Student benchmark rates shown in the chart above represent improvements, in 0.5 credit hour increments, upon reaching an average of 8.5 credit hours per student.