

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is between the City of Parma, Ohio Council 8 and Local 3924 of the American Federation of State, County and Municipal Employees, AFL-CIO, Hereinafter collectively referred to as the "Union."

The city expects a vacancy in the position of secretary in the building department by March 31, 2020. In order to allow ample time for training of an individual to fill that vacancy the City intends to post said position in the month of December 2019. The City intends to identify a replacement shortly thereafter to allow for periodic training in the interim until the expected vacancy actually occurs.

City and Union agree that article 14 section 4 of the current collective bargaining agreement between the parties requiring that a selected applicant be moved into the new position within 15 work days or be paid as a temporary transfer under Article 15 will be waived in this instance.

If City schedules selected applicant for any training in a block of more than 3 1/2 hours per day selected applicant will be paid for such training at the rate prescribed by Article 15. Any training of the selected applicant that occurs in blocks of 3 1/2 hours or less per day will be compensated at their regular rate of pay.

This Memorandum of Understanding will expire upon the appointment of selected applicant to the Building Department Secretary's position or April 15, 2020, whichever is sooner. Any extension of these dates will be addressed by an additional Memorandum of Understanding.

Electronic signature is permissible for this document.

For AFSCME Council 8, AFLCIO and Local 3924

For The City of Parma

Jeanne Cushman 12-5-19
Jeanne Cushman, President 3924 Date

T. DeGeeter
Mayor Timothy DeGeeter Date

Vickie Zeigler 12/5/19
Vickie Zeigler, Vice President 3924 Date

Tom Weinreich 12/5/19
Tom Weinreich, Safety Director Date

Michael Plepsny 12/5/19
Michael Plepsny, Staff Representative Date

