



Introduced 10/4/2021

CITY OF PATASKALA

RESOLUTION 2021-048

Passed _____, 2021

A RESOLUTION AUTHORIZING THE MAYOR, CITY ADMINISTRATOR, AND FINANCE DIRECTOR TO EXECUTE A MEMORANDUM OF UNDERSTANDING, WITH THE UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL UNION, REGARDING ADMINISTRATIVE LEAVE WITH PAY BECAUSE OF COVID-19

WHEREAS, the City of Pataskala provides certain designated leave benefits for its employees, including but not limited to paid sick leave and family and medical leave; and

WHEREAS, because of the onset of the global COVID-19 pandemic, federal legislation was enacted under the Families First Coronavirus Response Act (“FFCRA”) requiring certain employers, including the City, to provide employees with paid sick leave or expanded family and medical leave for specified reasons related to COVID-19. However, the FFCRA’s paid sick leave and expanded family and medical leave requirements expired on December 31, 2020; and

WHEREAS, the City of Pataskala and Union are parties to a collective bargaining agreement with a term of January 1, 2020 through December 31, 2022 (“Agreement”) which covers the terms and conditions of employment of all employees who hold bargaining unit positions (“bargaining unit employees”); and

WHEREAS, both Parties want to temporarily allow bargaining unit employees to apply for, and be granted, administrative leave with pay because of COVID-19. In particular, the City of Pataskala will offer either the greater of 80 hours minus whatever the employee used in 2020 or 40 hours. This calculation will be retroactive to the first pay period in 2021 not January 1 2021; and

WHEREAS, in order to accomplish this, the City and the Union must execute a Memorandum of Understanding.

NOW THEREFORE BE IT RESOLVED BY THE COUNCIL OF THE CITY OF PATASKALA, COUNTY OF LICKING, STATE OF OHIO, A MAJORITY OF MEMBERS PRESENT CONCURRING THAT:

Section 1: The Mayor, City Administrator, and Finance Director are hereby authorized and directed to execute a Memorandum of Understanding, in substantially the same force and effect as the MOU attached hereto as Exhibit A and incorporated herein by reference, with the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, regarding administrative leave with pay because of COVID-19.

Section 2: It is hereby found and determined that all formal actions of this Council concerning and relating to the passage of this Resolution were adopted in an open meeting of Council and that all deliberations of the Council and any of the decision-making bodies of the City of Pataskala which resulted in such formal actions were in meetings open to the public in compliance with all legal requirements of the State of Ohio.

Section 3: This Resolution shall take effect at the earliest time allowed by the Charter of the City of Pataskala.

ATTEST:

Kathy M. Hoskinson, Clerk of Council

Michael W. Compton, Mayor

APPROVED AS TO FORM:

Brian M. Zets, Law Director