

**AN ORDINANCE AMENDING ORDINANCE O-60-14 TO APPROVE AND AUTHORIZE A REVISION TO THE COLLECTIVE BARGAINING CONTRACT BETWEEN THE CITY OF CORTLAND AND THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS (I.A.F.F.) LOCAL 3632**

**WHEREAS**, the City of Cortland and the International Association of Firefighters (I.A.F.F.) Local 3632 agreed to a new collective bargaining agreement in September of 2014; and,

**WHEREAS**, the current agreement authorized by Ordinance O-60-14 is in need of an amendment to add a benefit provision recently agreed to by the parties; and,

**WHEREAS**, both the City and the I.A.F.F. agreed that the workers covered by this agreement would receive a benefit in the form of an annual medical “fit for duty” examination to comply with Ohio’s self-contained breathing apparatus regulations; and,

**WHEREAS**, the purpose of the collective bargaining process is to arrive at a contract that is consistent with the intent of the parties and the amendment outlined herein achieves this purpose.

**NOW, THEREFORE:**

**BE IT ORDAINED BY THE COUNCIL OF THE CITY OF CORTLAND, OHIO:**

**Section 1.** That the Council of the City of Cortland authorizes the Mayor and Fire Chief to sign a Memorandum of Understanding amending the collective bargaining agreement between the City of Cortland and the International Association of Firefighters Local 3632 adding the language set forth herein.

**Section 2.** All terms, conditions and benefits as set forth in Ordinance O-60-14 will remain in full force and effect with the following language added as Section 3 within Article 33/Miscellaneous:

- That the City shall provide a program for an annual physical for all full-time fire department employees and any fire department part-time employee who is in need of an annual physical.
- All full-time fire department employees shall use their City provided insurance coverage to pay the cost of the physical with any balance being paid for by the City (Fire Department).
- A full copy of the medical examination shall be provided to the employee, so they can share it with their personal physician.
- The City of Cortland Fire Department shall be provided with a report indicating whether or not the employee is fit for duty.
- If the employee is found not fit for duty, a meeting shall be called between the City Fire Department, the employee, and I.A.F.F. Local 3632 to determine the status of the employee.
- The employee may choose to use their personal physician to conduct the exam. However, it shall meet NFPA 1582 Standards. The Fire Department shall provide a copy of the applicable paperwork. The employee’s physician shall then provide the Fire Department with a completed copy of NFPA 1582-34 Physical Exam Summary.

**Section 3.** This Ordinance shall take effect and be in full force from and after the earliest period allowed by law.

**PASSED IN COUNCIL THIS 7<sup>TH</sup> DAY OF MARCH, 2016**

O-08-16

MARCH 7, 2016

ATTEST: \_\_\_\_\_  
CLERK OF COUNCIL

\_\_\_\_\_  
PRESIDENT OF COUNCIL

FILED W/ MAYOR \_\_\_\_\_  
DATE

\_\_\_\_\_  
MAYOR

DATE APPROVED \_\_\_\_\_

**ROLL CALL**

**FIRST READING**

Edwards, aye  
Keller, aye  
Linville, aye  
Moore, aye  
Petrosky, aye  
Piros, aye  
Rowley, aye

**SECOND READING**

Edwards, aye  
Keller, aye  
Linville, aye  
Moore, aye  
Petrosky, absent  
Piros, aye  
Rowley, aye

**THIRD READING**

Edwards, aye  
Keller, aye  
Linville, aye  
Moore, aye  
Petrosky, aye  
Piros, aye  
Rowley, aye

**OFFICIAL SEAL**