

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 a City Sponsored Employee Assistance Program; 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 4 within Article 33/Miscellaneous:

- There will be created by the City Fire Department an Employee Assistance Program that shall be provided at no cost to the employee.
- It shall be the responsibility of the City Fire Department to establish and monitor the Employee Assistance Program.
- No personal information shall be shared between the EAP contractor and the City of Cortland or its Fire Department.
- An EAP program that is of mutual benefit to the employer and the employee. The goal of which is to eliminate and/or reduce reductions in employee productivity, and reduce employee absenteeism and/or turnover. This is done through contracted counseling service in several areas that are proven to be the most common cause of loss of employee production.

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 7th DAY OF MARCH, 2016

ATTEST: _____
CLERK OF COUNCIL

PRESIDENT OF COUNCIL

FILED W/ MAYOR _____
DATE

MAYOR

O-09-16

MARCH 7, 2016

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