

5. Employees shall be paid overtime for each hour over forty (40) hours in an active pay status in any calendar week.
6. CBTC JCOs shall not follow the overtime parameters listed in the ODYS agency specific language.
7. CBTC JCOs shall be considered weather-essential employees.
8. Employees shall follow CBTC provider holiday schedule. ODYS will compensate the CBTC JCOs with the holiday pay provided in the State of Ohio - OCSEA Collective Bargaining Agreement regardless of the number of holidays the provider pays for.
9. There shall be no roll call pay.

CBTC Employee Bumping

1. CBTCs shall be in their own geographic jurisdiction.
2. Should a CBTC close and another CBTC does not exist, 18.14 agreements shall be entered into, provided there are vacancies.

CBTC Employee Uniforms

1. Should the CBTC provider require a specific uniform, the CBTC provider will furnish the uniform.
2. There shall not be one hundred twenty-five dollars (\$125) per year stipend for uniform cleaning and repair.
3. Employees shall follow CBTC provider dress code.

The parties agree that provisions of the OCSEA - State of Ohio Collective Bargaining Agreement not specifically modified or exempted by this agreement shall have full force and effect.

APPENDIX R - VOLUNTARY COST SAVINGS PROGRAM

Voluntary Cost Savings Program Plans shall offer employees three (3) options.

- A. Option #1 shall allow full-time employees the opportunity to reduce their biweekly schedule by no less than eight (8) hours and no more than forty (40) hours. Leave used under this plan will be considered leave without pay and as inactive pay status. Employees participating in this plan shall maintain their full-time status for the purposes of leave accruals and health care premiums in accordance with Article 20.05. Further, employees shall not incur a break in State service and seniority. Seniority and State service credit will be based on eighty (80) hours per pay period. The maximum number of hours available to be reduced by any employee is five hundred twenty (520) in a fiscal year or a total of six (6) months, whichever comes first.
- B. Option #2 shall allow full-time, part-time and established term employees the opportunity to take unpaid leaves of absence in blocks of time no less than two (2) weeks and up to a maximum of thirteen (13) weeks within a fiscal year. The Employer will continue to pay its share of health insurance premiums during utilization of this plan. Employees participating in this plan are responsible for their share of health insurance premiums for all insurance programs in which they are enrolled at the time of the leave. Leave used under this plan will be considered leave without pay and as inactive pay status. Employees will not incur a break in State service or seniority as long as the employee returns to employment on or before the indicated date.

- C. Option #3 - Other cost saving measures may be explored by Agency Labor/Management Committees.
- D. All employees (except project employees) who have completed their initial probationary period shall be eligible to participate in this program.
- E. Participation in this program is strictly voluntary.
- F. Employees participating in this program shall not be eligible for unemployment benefits.
- G. Once a Voluntary Cost Savings Program schedule is approved by the Employer, the employee must complete and sign a Voluntary Cost Savings Agreement. A Voluntary Cost Savings Agreement can be terminated by the Employer upon providing ten (10) working days' notice in writing to the employee. Such termination shall not be grievable. The employee may terminate his/her Voluntary Cost Savings Agreement upon ten (10) working days' notice in writing unless mutually agreed to otherwise.
- H. The Employer has sole discretion to approve or deny an employee's Voluntary Cost Savings leave request. Denial of Voluntary Cost Savings leave request shall be non-grievable.
- I. Before the implementation of the Voluntary Cost Savings Program the Agency Labor/Management Committee shall meet to discuss questions and issues relating to the program. After implementation of the Agreement, the parties through a Labor/Management Committee will continue to monitor its application including disputes and/or related problems on an ongoing basis. The Employer may discontinue this program upon providing the Union with thirty (30) days' notice.
- J. The Voluntary Cost Savings Program shall be considered a pilot program and will expire on the same date as this Collective Bargaining Agreement.
- K. If an employee utilizes the Voluntary Cost Savings Program contiguous to a holiday, the employee shall not forfeit their holiday pay.

Explanation: *Adds a third option to VCS whereby labor management committees may explore other cost savings measures.*

Instructions: *If an employee utilizes the VCS program contiguous to a holiday, the employee does not forfeit their holiday pay.*

APPENDIX S - IT AGREEMENTS

This appendix reflects the IT language that becomes effective once an agency has transitioned to the new IT classifications.

1. Article 17

The IT classification project has been a joint effort that has resulted in a brand new model for classifications. The transition of the State of Ohio IT workforce has begun and the parties agree that there remains the potential for a pilot project to enhance and better the State IT workforce through Article 17 selections. Therefore, the parties agree that under the current Collective Bargaining Agreement, the parties may explore and create, by mutual agreement, an Article 17 pilot project which will affect the new IT classifications. Should such a project be