



**Ohio Department of
 Administrative Services
 Human Resources Division
 Office of Collective Bargaining**
 106 North High Street, Floor 7
 Columbus, Ohio 43215-3019
 614-466-0570, 614-466-1859 (Fax)

Bob Taft
Governor

Scott Johnson
Director

**COLLECTIVE BARGAINING CLARIFICATION LETTER
 NO. 00-05-02**

TO: ALL LABOR RELATIONS OFFICERS AND PERSONNEL OFFICERS

FROM: STEPHEN V. GULYASSY, DEPUTY DIRECTOR

SUBJECT: **ALL CONTRACTS**; RESTORATION OF ACCRUED LEAVES UPON APPROVED RETURN FROM APPROVED LEAVES OF ABSENCE AND WORKERS' COMPENSATION

DATE: MAY 1, 2000

This letter is an explanation of existing benefits and is not to be construed as establishing a new policy.

The following table explains the provisions of each labor agreement regarding the restoration of accrued leaves upon approval of return from:

- Workers' Compensation Benefits (WC)
- approved unpaid leaves of absence; which includes Disability Leave Benefits (DLB)

Union	TYPE OF LEAVES TO BE RESTORED AND RATES				
	All leaves	Approved Unpaid; including DLB		Workers' Compensation	
	Vacation	Personal Leave	Sick Leave	Personal Leave	Sick Leave
OCSEA	None	None	3.1 per pay period	8 hours per Qtr.	3.1 per pay period
SEIU\District 1199	None	None	2.77 per pay period	10 hours per Qtr.	2.77 per pay period
UFCW	None	None	3.1 per pay period	None	3.1 per pay period
OSTA (Units 1 & 15)	None	None	3.1 per pay period	None	3.1 per pay period
FOP (Unit 2)	None	None	3.1 per pay period	None	3.1 per pay period
OEA\SCOPE	None	None	None	1.23 per pay period	None

An "approved return" from a leave of absence does not include a reinstatement from disability separation. Where an employee is disability separated directly from a period of approved unpaid leave, DLB or WC benefits, the employee does not have an "approved return" from a leave of absence. Such employee is not entitled to restoration of accrued leave.

As always, please call or write your Labor Relations Specialist with any questions that you may have regarding this or other subjects.