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**MEMORANDUM OF UNDERSTANDING**
**BETWEEN THE CITY OF LAKEWOOD**
**AND THE AMERICAN FEDERATION OF STATE,**
**COUNTY AND MUNICIPAL EMPLOYEES**
**LOCAL 1043**
**OHIO COUNCIL 8**
**(Public Works Employees)**

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The parties agree to extend the current terms of their 2010 to 2012 collective bargaining agreement for one year, with an expiration date of December 31, 2013. This extension shall include the continuation of all side letters and addenda attached to the current agreement except the "Me-Too" side letter which shall be considered expired. Moreover, each of the time limits identified in Article 43, Duration, shall be amended to apply to a December 31, 2013 expiration date.

**For the City of Lakewood:**

January 8, 2013
Date

**For AFSCME Local 1043:**

1-10-13
Date

**For Ohio Council 8:**

1-18-13
Date

1732-12-04