



**FIRST AMENDMENT TO
2010-2012 COLLECTIVE BARGAINING AGREEMENT
BETWEEN
SPRINGFIELD METROPOLITAN HOUSING AUTHORITY
AND
OHIO/AFSCME LOCAL 1608**

The Springfield Metropolitan Housing Authority ("SMHA") and Local 1608 Ohio Council #8, American Federation of State, County, and Municipal Employees, AFL-CIO (the "Union") hereby agree to amend the 2010-2012 collective bargaining agreement between the parties as follows:

WHEREAS, SMHA and the Union are parties to a collective bargaining agreement in effect from January 1, 2010 – December 31, 2012 (the "Agreement"); and

WHEREAS, pursuant to a wage reopener provided for in the Agreement, the parties have engaged in negotiations and have agreed to modify the Agreement in certain respects; and

WHEREAS, the Union and SMHA have ratified the modifications which were negotiated; and

NOW THEREFORE BE IT RESOLVED, the parties have mutually agreed to modify and amend the Agreement as follows:

- Add a new Section F to Article 8 Wellness Incentive reading as follows:

Effective January 1, 2011, the Employer shall establish and maintain a Wellness Incentive Program as an incentive to minimize the use of sick leave and increase attendance. The wellness period shall be the calendar year (January 1 through December 31). Employees who use 1-1/2 days (12 hours) or less of sick leave during a wellness period shall be granted 1-1/2 days (12 hours) personal leave for the next wellness period. The Wellness Incentive personal day and one-half shall be in addition to the three (3) days of personal leave provided under Article 8 (E) and administered in accordance with the terms and conditions of Article 8 (E).

- Add a new Section 5 to Article 4 reading as follows:

Each employee shall be paid a one-time payment of \$300 (gross) signing bonus if the membership of the Union ratifies the tentative agreement on or before November 14, 2010. The signing bonus will be paid by separate check on November 24, 2010.

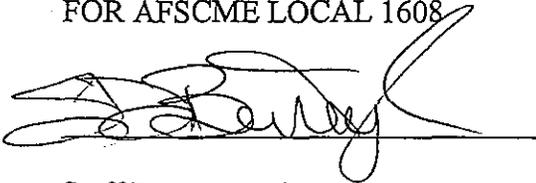
- Modify and amend the paragraph at the end of Schedule A reading as follows:

At least ninety (90) days prior to December 31, 2011, either party may reopen the contract for the sole purpose of negotiating wage rates for 2012. If agreement is not reached prior to November 15, 2011, either party may request the FMCS to appoint a mediator to assist the parties in their negotiations. If agreement is not reached prior to December 15, 2011, either party may request SERB to appoint a fact-finder as provided under O.R.C. 4117.14. Any agreement to modify wage rates for 2012 shall become effective January 1, 2012.

Except as amended herein, all provisions of the Agreement shall remain in full force and effect according to their terms.

In witness whereof, SMHA and the Union have caused this First Amendment to the Agreement to be executed in their names by their duly authorized representatives at Springfield, Ohio.

FOR AFSCME LOCAL 1608



Staff Representative



Chairperson



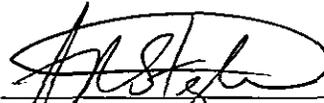
Vice-Chairperson

Date: 12-15-10

FOR SMHA



Barbara A. Stewart
Executive Director



Angela R. Stephens
Director of Administrative Services

Date: 12/15/10