

MEMORANDUM OF UNDERSTANDING
between
PERRY COUNTY DEPT. OF JOB AND FAMILY SERVICES
And
AFSCME, LOCAL 2357

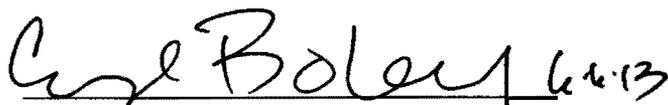
The Perry County Department of Job and Family Services (hereinafter referred to as “the Employer”) and the AFSCME, Local 2357 (hereinafter referred to as “the Union”), and jointly referred to as “the Parties,” hereby agree to the following Memorandum of Understanding (“MOU”) which shall be an understanding and clarification regarding employees represented by the Union in Article 2, Union Recognition as provided in the Parties current collective bargaining agreement effective through September 30, 2014.

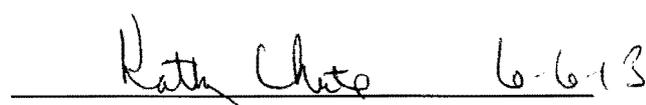
The Parties mutually agree to add the position of Teacher to Article 2, Union Recognition and file a joint petition to amend the bargaining unit with SERB. The Parties further agree that the position of Teacher will be placed in pay range twenty-eight (28) as outlined in Appendix A of the contract and have a starting wage of \$15.99.

The Parties have accepted this MOU voluntarily and without coercion, and none of the Parties has been pressured to accept the provisions of this MOU because of any reason. Further, the Union agrees that such modifications are permitted by the Parties’ labor agreement and that it will neither support, nor advance, any grievance submitted by any bargaining unit member with regard to the modifications in this document. Finally, the Parties agree that the addition to Article 2, Union Recognition will be incorporated into the contract at its next renewal.

FOR THE EMPLOYER:

FOR THE UNION:


Cheryl Presley Boley, Director


President

PERRY COUNTY DEPARTMENT OF JOB AND FAMILY SERVICES
AFSCME LOCAL #2357
7/1/2013

MEMORANDUM OF UNDERSTANDING
BEREAVEMENT

Section 1. Background. This memorandum is intended to clarify Article 25 and comes out of situation arising out of a bereavement request for the family member "father-in-law" which should have stated "step father-in-law." While the leave request was approved by the Director in this case, Section 2, as outlined herein will control from this point on and shall not be used as evidence of past practice.

Section 2. Perry County Department of Job and Family Services and AFSCME Local 2357 agree that Article 25: Bereavement, expressly defines the required relationship between an employee and a decedent to qualify for leave under this article. If not expressly stated therein, it is understood to be a relationship that does not qualify an employee to take bereavement leave.

For the Employer

Chase Boley
Mandra Hupp
Rita Davis

Date Signed 7-8-13

For the Union

Kathy Chute
Angela Rose
Diane Johnson

Date Signed 7-3-13

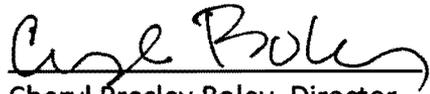
MEMORANDUM OF UNDERSTANDING
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PERRY COUNTY DEPARTMENT OF JOB AND FAMILY SERVICES
And
AFSCME, LOCAL 2357

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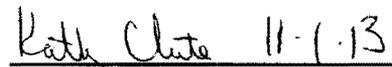
The Parties mutually agree to add the position of Unit Support Worker 2 to Article 2, Union Recognition and file a joint petition to amend the bargaining unit with SERB, retroactive to November 1, 2012. The Parties further agree that the position of Unit Support Worker 2 will be placed in pay range twenty-five (25) as outlined in Appendix A of the contract and have a starting wage of \$14.63.

The Parties have accepted this MOU voluntarily and without coercion and none of the Parties has been pressured to accept the provisions of this MOU because of any reason. Further, the Union agrees that such modifications are permitted by the Parties' labor agreement and that it will neither support, nor advance, any grievance submitted by any bargaining unit member with regard to the modifications in this document. Finally, the Parties agree that the addition to Article 2, Union Recognition will be incorporated into the contract at its next renewal.

FOR THE EMPLOYER:


Cheryl Presley Boley, Director

FOR THE UNION:


President

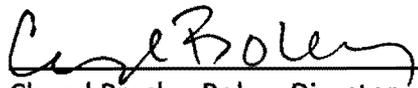
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PERRY COUNTY DEPARTMENT OF JOB AND FAMILY SERVICES
And
AFSCME, LOCAL 2357

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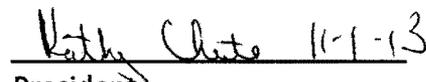
The Parties mutually agree to add the position of Account Clerk 1 to Article 2, Union Recognition and file a joint petition to amend the bargaining unit with SERB. The Parties further agree that the position of Account Clerk 1 will be placed in pay range twenty-five (25) as outlined in Appendix A of the contract and have a starting wage of \$14.63.

The Parties have accepted this MOU voluntarily and without coercion and none of the Parties has been pressured to accept the provisions of this MOU because of any reason. Further, the Union agrees that such modifications are permitted by the Parties' labor agreement and that it will neither support, nor advance, any grievance submitted by any bargaining unit member with regard to the modifications in this document. Finally, the Parties agree that the addition to Article 2, Union Recognition will be incorporated into the contract at its next renewal.

FOR THE EMPLOYER:


Cheryl Presley Boley, Director

FOR THE UNION:


President

**MEMORANDUM OF UNDERSTANDING
BETWEEN
PERRY COUNTY DEPARTMENT OF JOB AND FAMILY SERVICES
AND
AFSCME OHIO COUNCIL 8, AFL-CIO
AND
AFSCME LOCAL 2357, AFL-CIO**

This Memorandum of Understanding is entered into by and between the Perry County Department of Job & Family Services and AFSCME Local 2357 and Ohio Council 8 of the American Federation of State, County and Municipal Employees, AFL-CIO, a Union representing Bargaining Unit employees at the Perry County Department of Job & Family Services. The parties hereby agree to the following Memorandum of Understanding which shall be an understanding regarding the compensation of Bargaining Unit Member, Cindy Hettich.

The new pay Step 8 for Patricia Heavener and Cindy Hettich shall be \$16.62. The final step for the new classification of Unit Support Worker 2 will now be Step 8 with a rate of pay of \$16.62.

The Perry County Department of Job & Family Services (hereinafter referred to as "the Employer") and AFSCME Local 2357 (hereinafter referred to as "the Union"), and jointly referred to as "the Parties," hereby agree to the following Memorandum of Understanding ("MOU") which shall be an understanding and clarification regarding the compensation of Bargaining Unit Member, Patricia Heavener.

The Parties mutually agree that Ms. Heavener will be promoted to the classification of Unit Support Worker 2. Her compensation rate will be increased four percent (4%) from \$15.98 to \$16.62.

The parties agree that Ms. Hettich's pay rate shall be increased from \$16.37 to \$16.62 based on the fact that she has been topped out in her classification, and due to wage equity, same job title, more seniority than Patricia Heavener and has been in the same position longer than Patricia Heavener. There shall be no retroactive pay. Ms. Hettich's increase in pay shall begin the date of the signing of this Memorandum of Understanding.

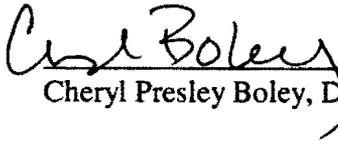
The parties have accepted this Memorandum of Understanding voluntarily and without coercion. This Memorandum of Understanding is for the wage adjustment of Ms. Hettich and no other employees of the Perry County Department of Job & Family Services. No other Bargaining Unit Member shall have any rights under this Memorandum of Understanding.

This shall be a non-precedent setting on the above-referenced parties.

This Memorandum of Understanding is hereby executed on this 03 day of Jan, ~~2013~~ 2014^U
CB

FOR THE EMPLOYER:

FOR THE UNION:


Cheryl Presley Boley, Director


Kathy Chute, President
AFSCME Local 2357