

Memorandum of Understanding
Between Columbiana County Department of Job & Family Services
and GMP 384

This Memorandum of Understanding between the CCDJFS and Local 384 of GMP is entered into for the purpose of defining an employee health benefit co-premium "holiday" for members of the GMP collective bargaining unit.

The current 5% obligation of the employee co-premiums to be paid in the months of November 2012 and December 2012 for the employee's individual, dependent or family health coverage in December 2012 and January 2013, which are the responsibility of the individual employee, will be paid by the employer.

This memorandum of understanding sets no precedent for either party in future matters.

Signatures:

Dated: 10/16/12

For CCDJFS

[Signature]
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For GMP #384

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