

MEMORANDUM OF UNDERSTANDING
WAGE AND HEALTHCARE RE-OPENER
EFFECTIVE JANUARY 1, 2014 THROUGH DECEMBER 31, 2014
BETWEEN THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL 348
AND
COPLEY TOWNSHIP

Copley Township (Employer) and The International Brotherhood of Teamsters Local 348 (Union) hereby agree to the following terms and language for the current contract in effect from January 1, 2012 through December 31, 2014, regarding wages and healthcare for all full time bargaining unit members for 2014.

**ARTICLE 34
COMPENSATION**

Section 34.1. Effective as of the first pay period in January, 2012, and continuing through December 31, 2013, the hourly wage rates and annual salaries for full-time employees with the following years of service with the Employer shall be as follows:

<u>Length of Service</u>	<u>Hourly Rate</u>
Less than 6 months	\$21.97 per hour
6 months but less than 1 year	\$23.20 per hour
1 year plus	\$24.42 per hour

Effective as of January 1, 2014, and continuing through December 31, 2014, the hourly wage rates and annual salaries for full-time employees with the following years of service with the Employer shall be as follows:

<u>Length of Service</u>	<u>Hourly Rate</u>
<u>Less than 6 months</u>	<u>\$22.41 per hour</u>
<u>6 months but less than 1 year</u>	<u>\$23.66 per hour</u>
<u>1 year plus</u>	<u>\$24.91 per hour</u>

**ARTICLE 33
INSURANCE**

The Employer and the Union hereby agree to maintain current contract language regarding Article 33.1 Insurance, within the current bargaining agreement through December 31, 2014.

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SIGNATURE PAGE REGARDING MOU

FOR THE UNION

Wayne Trivett

Bob Johnson

FOR THE EMPLOYER

Dale A. Panovich
Dale Panovich – President

Helen Humphrys
Helen Humphrys – Vice President

Scott D. Dressler
Scott Dressler

Mark Mitchell
Mark Mitchell – Service Director