

01-29-16  
12-MED-09-0811  
0545-04  
K30609

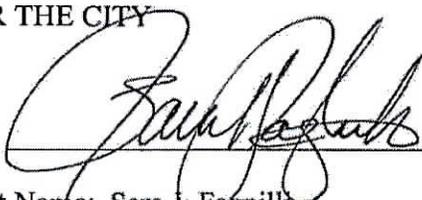
**RE: Contract Negotiations**  
2015-MED-09-0803

### EXTENSION AND RETROACTIVITY AGREEMENT

The parties to this Extension and Retroactivity Agreement are the City of Richmond Heights (hereinafter referred to as the "City") and the Municipal Foreman and Laborers' Union Local 1099 (hereinafter referred to as the "1099"). The parties have agreed that the current collective bargaining agreement effective January 1, 2013, until December 31, 2015, shall be extended indefinitely, pending the completion of negotiations, with the exception of the health care provision contain in Section 19.2 of the collective bargaining agreement. Further, the City and 1099 agree that first year matters with cost implications, if any, may be retroactive to January 1, 2016 and agree to waive the statutory impediment to retroactivity in R.C. 4117.14(G)(11).

Finally, this Agreement (except for retroactivity) can be terminated by either the City or the FOP through the service of fourteen (14) days' advance written notification of intention to terminate on the other party, in which case the parties will proceed to impasse resolution as provided in R.C. 4117.14 or as agreed by the parties.

FOR THE CITY

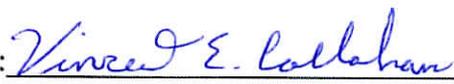
By: 

Print Name: Sara J. Fagnilli

Title: Lead Negotiator

Date: December 7, 2015

FOR 1099

By: 

Print Name: Vincent Callahan

Title: Business Manager

Date: 12 / 9 / 2015

RE: Contract Negotiations  
2015-MED-09-0803

EXTENSION AND RETROACTIVITY AGREEMENT

The parties to this Extension and Retroactivity Agreement are the City of Richmond Heights (hereinafter referred to as the "City") and the Municipal Foreman and Laborers' Union Local 1099 (hereinafter referred to as the "1099"). The parties have agreed that the current collective bargaining agreement effective January 1, 2013, until December 31, 2015, shall be extended indefinitely, pending the completion of negotiations, with the exception of the health care provision contain in Section 19.2 of the collective bargaining agreement. Further, the City and 1099 agree that first year matters with cost implications, if any, may be retroactive to January 1, 2016 and agree to waive the statutory impediment to retroactivity in R.C. 4117.14(G)(11).

Finally, this Agreement (except for retroactivity) can be terminated by either the City or the FOP through the service of fourteen (14) days' advance written notification of intention to terminate on the other party, in which case the parties will proceed to impasse resolution as provided in R.C. 4117.14 or as agreed by the parties.

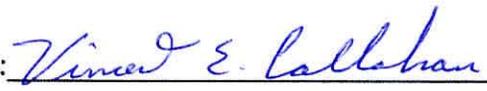
FOR THE CITY

By:   
Print Name: Sara J. Eagnilli

Title: Lead Negotiator

Date: December 7, 2015

FOR 1099

By:   
Print Name: Vincent Callahan

Title: Business Manager

Date: 12/9/2015