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MEMORANDUM OF UNDERSTANDING

This memorandum of understanding ("MOU") is an agreement between the Columbiana County Board of Developmental Disabilities (the "Board") and the Columbiana County Developmental Disabilities Employees Association (the "Association").

WHEREAS, the Board and Association are subject to a collective bargaining agreement that expires on December 31, 2015 ("CBA");

WHEREAS, on _____, the parties executed a Memorandum of Understanding memorializing the parties' agreement during the reopener provided for in the CBA for contract year 2015 ("Reopener MOU")

WHEREAS, on October 16, 2015, the parties engaged in negotiations for a successor collective bargaining agreement ("Negotiations"); and

WHEREAS, pursuant to those Negotiations, the parties have agreed to a one year rollover of the CBA subject to the terms and conditions contained below.

1. The CBA shall be extended for a term of January 1, 2016 through December 31, 2016 ("Rollover Term"). During the Rollover Term, employees, excluding PSAs and Intermittents, shall receive a lump sum payment, not on the base, of 3.75%, to be divided equally among each pay.
2. All other terms and conditions of the CBA, including those terms and conditions still in effect from the Reopener MOU, shall remain in full force and effect, except that the provisions of this Agreement shall supersede any conflicting terms, sections article or appendices of the CBA or Reopener MOU.
3. The Parties agree that the terms stated herein shall be effective for contract year 2016 only.

FOR THE BOARD:



DATE: 10-19-15

FOR THE ASSOCIATION



DATE: 10-19-15