

**AGREEMENT TO AMEND THE COLLECTIVE BARGAINING AGREEMENT
BETWEEN CUYAHOGA COUNTY AND TEAMSTER LOCAL 436, AFFILIATED
WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS**

Parties: This Agreement is entered by and between Cuyahoga County, Ohio, as the public employer ("County"), and Teamsters Local 436, Affiliated with the International Brotherhood of Teamsters ("Teamsters"), on behalf of the bargaining unit at the Department of Public Works, Sewer Section. The County and the Teamsters are collectively referred to herein as "the Parties."

Background Facts: The County and the Teamsters are parties to a collective bargaining agreement ("CBA") governing terms and conditions of employment of Sewer Section employees. The CBA is effective from January 1, 2013 through December 31, 2015. Section 1 of Article 32, of the CBA, entitled, Wages, states that "wage rates for 2015 shall be determined through re-opener negotiations."

The Parties engaged in good faith negotiations and reached an agreement as stated below.

Terms: Article 32, Section 1 of the CBA between the Parties is amended as follows (deleted language is stricken and new language appears in **BOLD**):

**Article 32
WAGES**

~~Wage rates for all bargaining unit employees shall be determined through wage re-opener negotiations to commence no later than April 1, 2014. Effective the first date of the first full pay period in January 2015, the wage schedule shall be increased by two percent (2%).~~

The Parties hereby acknowledge and warrant that they understand and agree to all of the terms of this Agreement to Amend the CBA and they affix their signatures below to indicate their assent to all terms:

FOR THE COUNTY:

FOR THE UNION:

Armond Budish 3-18-15
Armond Budish, Date
County Executive

Gary M. Tiboni 2-25-15
Gary M. Tiboni, President, Date

Christopher J. Pavone 2-25-15
Christopher J. Pavone, Date
Vice President

Approved as to legal form:

Egidio Morales
Egidio Morales,
Assistant Law Director
Cuyahoga County
Department of Law