

**CONTRACT AMENDMENT TO
CITY OF LONDON AND AFSCME 1428, UNITS A, B, AND C**

ARTICLE 19/20 — INSURANCE

The Contract Amendment, as set forth below, shall serve as an agreement between the City of London and AFSCME 1428, Units A (Article 20), B (Article 19), and C (Article 19).

Section 19.1/20.1. Effective January 1, 2015, the City shall pay eighty-five percent (85%) of the major medical plan that the City contracts each year. Employees shall pay fifteen percent (15%) of the major medical plan that the City contracts each year. The City will endeavor to provide "cafeteria plan offerings" substantially equivalent to the medical plan, eye, dental, voluntary life, disability, and dependent care plans. It will continue to offer any special plans that have a substantial employee interest. Reimbursement of the co-insurance shall remain in effect.

Effective December 1, 2015, the parties agree to re-open Article 19/20 in accordance with R.C. 4117.

Section 19.2/20.2. The City and the Union shall establish an insurance committee. If the City is considering any changes to health insurance, the committee shall meet at least thirty (30) days in advance of any potential changes to review potential changes to health insurance costs or coverage. The committee shall make a recommendation to the Safety Service Director with respect to any changes to health insurance. The committee may consider changes that include, but are not limited to, the level of benefits, co-pays, deductibles, the selection of alternate carriers and/or changes in employee contributions. If the parties are unable to agree to alternatives, the City may propose to implement the changes subject to the Union's right to proceed to arbitration with respect to the differences in the health insurance. The City and Union agree to discuss, during the term of the contract, the possible implementation of a Health Savings Account (HSA) together with potential changes to health insurance coverage.

Section 19.3/20.3. The City shall provide each employee in the bargaining unit life insurance in an amount of \$25,000. The City will continue its practice of providing \$5,000 life insurance for a dependent.

Section 19.4/20.4. The Employer shall maintain a Health Reimbursement Arrangement for all eligible employees. The HRA plan will maintain an HRA Account in each employee's name to keep record of the amounts available to him/her for reimbursement of eligible Medical Care Expenses. Each HRA account is an employer funded account designed to help pay employee's health insurance deductible. All reimbursements are paid from the general assets of the Employer, and it does not bear interest or accrue earnings of any kind.

The maximum dollar amount that may be credited to an HRA account of an employee who participates for an entire twelve month period of coverage will be disclosed by the Employer before the beginning of each plan year.

Article 19/20 — Insurance (continued)

Unused amounts may not be carried over to the period of coverage.

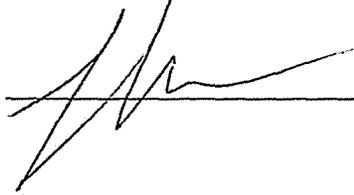
Section 19.5/20.5. The City will provide an employer-funded HRA at a rate equal to seventy-five percent (75%) of the applicable deductible. The employee shall be responsible for the remaining twenty-five percent (25%) of the applicable deductible. The deductibles are as follows:

Coverage	Deductible	Employee	HRA
Single	\$2,000.00	\$500.00	\$1,500.00
Employee plus one	\$4,000.00	\$1,000.00	\$3,000.00
Family	\$6,000.00	\$1,500.00	\$4,500.00

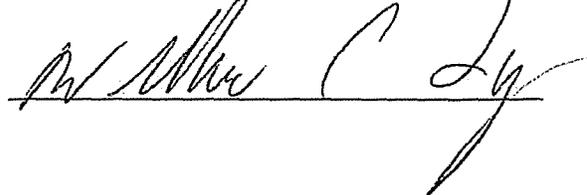
The employer's portion of the deductible shall be paid first.

If any changes in policies or the terms thereof occur during the duration of this Agreement, such revisions will be made available to employees prior to implementation.

FOR THE EMPLOYER



FOR THE UNION



Date: _____

Date: _____

**CONTRACT AMENDMENT TO
CITY OF LONDON AND AFSCME 1428, UNIT B**

ARTICLE 28 — WAGES

The Contract Amendment, as set forth below, shall serve as an agreement between the City of London and AFSCME 1428, Unit B. Sections not included in this Contract Amendment shall remain in force and effect as originally agreed.

Section 28.2. Street Department. Wage rates shall be as follows:

STREET PART-TIME WORKER:

STEP	12/1/2013	12/1/2014
A	13.59	14.00
B	14.26	14.69
C	14.96	15.41
D	15.72	16.19
E	16.53	17.03

STREET MAINTENANCE WORKER I:

STEP	12/1/2013	12/1/2014
A	14.96	15.41
B	15.72	16.19
C	16.53	17.03
D	17.38	17.90
E	18.20	18.75

STREET MAINTENANCE WORKER II:

STEP	12/1/2013	12/1/2014
A	16.53	17.03
B	17.38	17.90
C	18.21	18.76
D	19.12	19.69
E	20.08	20.68

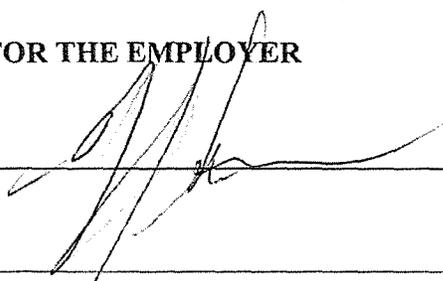
Article 28 — Wages (continued)

STREET FOREMAN:

STEP	12/1/2013	12/1/2014
A	19.12	19.69
B	20.08	20.68
C	21.09	21.72
D	22.17	22.84
E	23.26	23.96

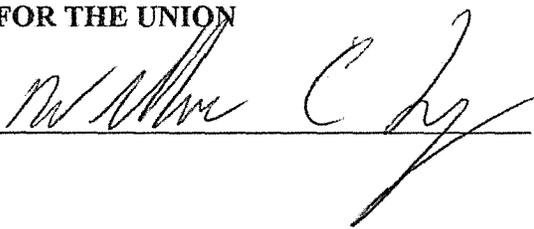
Effective December 1, 2015, parties agree to re-open Article 28 in accordance with R.C. 4117.

FOR THE EMPLOYER



Date: _____

FOR THE UNION



Date: _____

MEMORANDUM OF UNDERSTANDING
RATIFICATION PAYMENT

Each full-time bargaining unit member of the AFSCME Local 1428, Units A, B, and C, shall receive a lump-sum payment of \$1,250.

Each part-time bargaining unit member, except for those noted below, of the AFSCME Local 1428, AFL-CIO, Units A, B, and C, shall receive a lump-sum payment of \$625. Two (2) individuals within the bargaining unit, Nick Virtys and Justin Collins, shall receive a lump-sum payment of \$950.

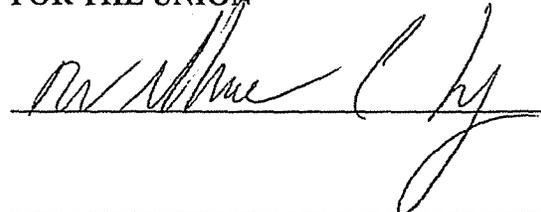
These payments are in consideration for ratification of the collective bargaining agreements, and shall be paid in the first full pay period on or after December 1, 2014.

FOR THE EMPLOYER



Date: _____

FOR THE UNION



Date: _____