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**MEMORANDUM OF UNDERSTANDING  
BY AND BETWEEN  
LAWRENCE COUNTY BOARD OF COUNTY COMMISSIONERS  
AND  
AFSCME OHIO COUNCIL 8, AFL-CIO  
AND  
AFSCME LOCAL 890-4, AFL-CIO**

It is understood and agreed by the parties that the following events shall occur prior to the December 31, 2016 expiration date of the Collective Bargaining Agreement between the parties:

1. Either party may give notice to the other party and to the State Employment Relations Board of its intent to negotiate a new Agreement in accordance with the provisions of Article 30 of the Collective Bargaining Agreement.
2. Upon receipt of such notice by either party, both parties shall execute a new Agreement which shall provide a one-time lump sum bonus of \$750.00 and a two percent (2%) OPERS pick-up for a total of ten percent (10%) to all employees covered by the Agreement. All other terms and conditions of the Agreement shall remain as set forth in the January 1, 2014 through December 31, 2016 Agreement. The term of the new Agreement shall be January 1, 2017 through December 31, 2018.

Agreed this 20<sup>th</sup> day of March, 2014.

**FOR THE EMPLOYER:**

**FOR THE UNION:**

[Signature] \_\_\_\_\_  
Date

\_\_\_\_\_  
Date

[Signature] 3/20/14  
Date

[Signature] 3/20/14  
Date

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

**FOR AFSCME OHIO COUNCIL 8, AFL-CIO**

\_\_\_\_\_  
Date

\_\_\_\_\_  
Sandra S. Shonborn  
Athens Regional Director

\_\_\_\_\_  
Date