

**MEMORANDUM OF UNDERSTANDING**

Orange Township  
Delaware County, Lewis Center, Ohio 43035

**MEMORANDUM of UNDERSTANDING  
BETWEEN**

Board of Township Trustees of Orange Township, Delaware County, Ohio, Ohio Council 8, American Federation of State, County and Municipal Employees, AFL-CIO, and American Federation of State, County and Municipal Employees, AFL-CIO, Local 2950 , Sub-Local #2.

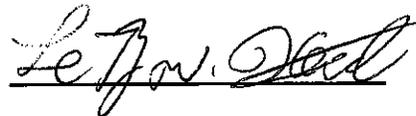
Subject: Orange Township Snow Plowing Season and use of seasonal employee.

1. The Orange Township Snow Plowing Season will run annually from November 15 through March 15 in each successive twelve month period.
2. The Employer has the right to train and utilize additional non-bargaining unit employees as seasonal employees, during a snow event, when bargaining unit employees are working or not available to work. (Not Available is the time period the employee is mandated off duty for rest due to health and/or safety concerns.)
3. Vacation requests during the Snow Plowing Season will be considered on a case-by-case basis but the Employer will not guarantee that any vacation request will be granted. Additionally, such requests will be treated separately from requests made for vacation outside of the Snow Plowing Season and will not be governed by Article 12, Section 1 of the collective bargaining agreement.
4. The Employer agrees that the use of non-bargaining unit employees and/or seasonal employees will not be used to erode bargaining unit positions and/or hours of overtime available to the bargaining unit members.

**This Agreement shall be effective upon signature by both parties and shall remain in effect through midnight, December 31, 2017.**

**For The Union**





**Date** 2/4/15

**For The Township**

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**Date** 2/17/15