

**MEMORANDUM OF UNDERSTANDING**  
**TEAMSTERS LOCAL 377 AND**  
**HUBBARD TOWNSHIP**

Add on Page 13 of the Collective Bargaining Agreement:

“For all seniority employees Health and Welfare payments are to be required after one (1) day of employment in a week”.

Add on Page 13 of the Collective Bargaining Agreement new sentence:

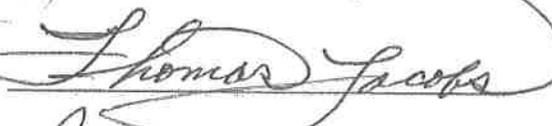
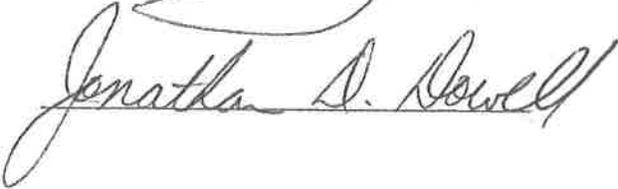
“On the ninety-first (91<sup>st</sup>) calendar day, per the affordable care act, the township will pay Health and Welfare for new employees”.

On Page 15 of the Collective Bargaining Agreement change:

*calendar* 

“One hundred twenty (120) calendar days to ninety (90) <sup>calendar</sup> days for probationary purposes”.

**For the Township**

**For the Union**


On this day the 23 of , 2016 *Amicus*