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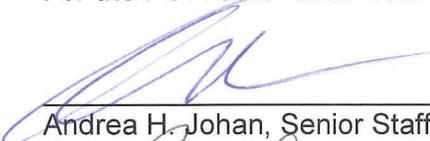
MEMORANDUM OF UNDERSTANDING

The memorandum of understanding is entered into between the City of Ashland Ohio (Employer) and the Fraternal Order of Police, Ohio Labor Council, Inc. (Union) for the purpose of addressing an issue that might arise concerning the fair share fee addressed in Article 7.

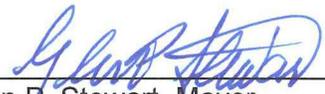
The parties agree that if during the term of this contract, it is determined by a court of competent jurisdiction that collection of a fair share fee is unconstitutional or illegal the parties will confer to address their approach to collecting a fair share fee. The Employer reserves the right to stop/cease collection of fair share fee in the event of a court declaration of invalidity. The Union reserves the right to file a grievance based on the Employer's actions.

For the FOP/Ohio Labor Council:

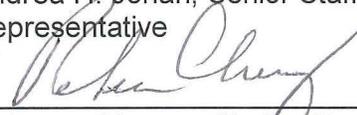
For the Employer:



Andrea H. Johan, Senior Staff Representative



Glen R. Stewart, Mayor



Rebecca Cheney, Clerical Bargaining Unit Representative

Date: 4-7-16