

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) is entered into between the City of Ashland (Employer) and Ohio Council 8, and AFSCME Local 2313 (Union) and sets forth the following acknowledgements and understandings:

WHEREAS, the Employer and the Union have negotiated a successor Collective Bargaining Agreement (CBA) dated June 1, 2016 through May 31, 2019, and

WHEREAS, the parties discussed restructuring of Article 33, Wages, to including a potential step structure/step progression which does not currently exist, and

WHEREAS the parties did reach agreement on "across-the-board" bargaining unit wage increases each year of the CBA, and

WHEREAS, the parties agreed to continue discussions regarding a potential restructured wage progression for the CBA during its term,

THEREFORE, the parties acknowledge and understand that:

1. After the 2016-2019 CBA is effective, the parties will continue to discuss potential wage progression/wage steps for Article 33. The effort will be ongoing.
2. In the event the parties mutually agree to a wage progression/wage steps for the bargaining unit or certain classifications or departments, such wage progression/wage steps shall take effect the next calendar contract year after which the parties sign off and execute such CBA amendment, in other words, wage progression shall start in the first pay period in June 2017 or 2018 provided there is an executed CBA amendment prior to June 1, 2017 or 2018.
3. The parties agree such continuing discussions are by mutual agreement and that any wage progression scale must be mutually agreed-upon to be effective under this MOU. The impasse settlement procedure contained in R.C. Chapter 4117 shall not be applicable to the continuing wage progression discussions between the parties.
4. This Memorandum of Understanding is entered into this \_\_\_\_ day of June, 2016.

10/31/16

FOR THE OHIO COUNCIL 8 AND  
AFSCME LOCAL 2313:

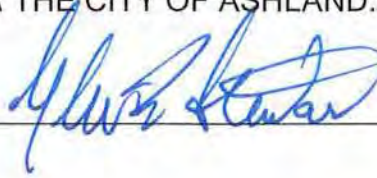
  
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FOR THE CITY OF ASHLAND:

  
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