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AMENDED SIDE LETTER #3
LUMP SUM PAYMENT

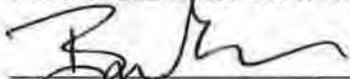
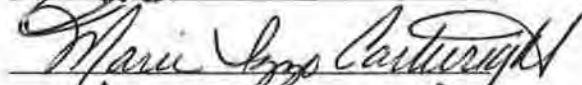
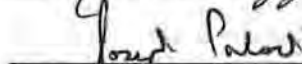
This amended side letter is entered into by the Canfield Township Board of Trustees and Teamsters Local 377 and shall replace the existing Side Letter #3 in the contract;

During the first full pay period following the execution of this Side Letter, all bargaining unit members who were employed in 2015 and remain employed as of the date of this Agreement shall receive a lump sum payment equal to \$0.50 per hour for each hour worked/compensated in calendar year 2015. In accordance with this agreement, the following payments shall be made.

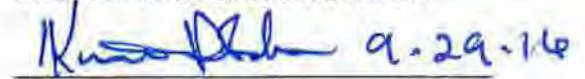

	<u>2015 Hours</u>	<u>Payment</u>
Bob Burkett, Assistant Foreman	2,405.80	\$1,209.50
Shawn Stack, Laborer (FT)	2,419.81	\$1,202.90
Michael Fuchilla, Laborer (PT)	1,719.45	\$859.73

During the first full pay period in May of 2018, the parties agree that a \$0.50 per hour worked bonus shall be paid effective the first pay period in May of 2018 for hours worked/compensated in 2017. This payment is subject to modification pursuant to Side Letter #7.

FOR CANFIELD TOWNSHIP




Sept 27, 2016
Dated

FOR TEAMSTERS LOCAL 377


Dated

SIDE LETTER #7

Canfield Township Board of Trustees and Teamsters Local 377 agree as follows:

1. This Side Letter is to be interpreted in conjunction with Side Letter #3 in order to achieve the intent of the parties that a single lump sum bonus of \$1,200 be paid to each member of the bargaining unit no later than the first pay period in May of 2018.
2. It is the intent of the parties that the payment be considered pensionable to the extent permitted by the Ohio Public Employees Retirement System.
3. No later than April 10, 2018, the parties agree to meet to examine the hours worked/compensated by each member of the bargaining unit in 2017. The parties will then determine if the \$0.50 per hour amount set forth in Side Letter #3 will result in approximately \$1,200 being paid to each full time bargaining unit member. The parties further agree that the per hour amount for Side Letter #3 will be adjusted to achieve a payment as close to \$1,200 as possible.
4. Part time bargaining unit members will receive the same per hour worked/compensated bonus as that of full time employees. In addition, the parties will examine the hours worked by any part-time bargaining unit member to determine whether any lump sum payment is warranted in addition the per hour worked/compensated paid pursuant Amended Side Letter #3, with the agreement of the parties being that the total amount paid between the two payments would be as close to \$1,200 as possible.
5. Effective no later than the first full pay period after execution of this Side Letter a Lump Sum payment in the amount of \$340.00 to part time laborer Michael Fuchilla.

FOR CANFIELD TOWNSHIP




Mari Lynn Carter

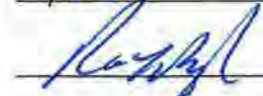
Joint Patent

Sept 27, 2016

Dated

FOR TEAMSTERS LOCAL 377

 9-29-16

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Dated