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AMENDED SIDE LETTER #3
ONE TIME PAYMENT

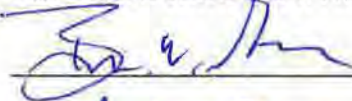
This amended side letter is entered into by the Canfield Township Board of Trustees and Teamsters Local 377 and shall replace the existing Side Letter #3 in the contract;

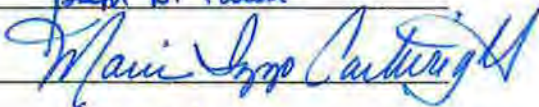
During the first full pay period following the execution of this Side Letter, all bargaining unit members who were employed in 2015 and remain employed as of the date of this Agreement shall receive a one time payment equal to \$0.50 per hour for each hour worked/compensated in calendar year 2015. In 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 an additional \$0.50 per hour worked shall be paid effective the first pay period in May of 2018 for hours worked/compensated in 2017.

FOR CANFIELD TOWNSHIP





Joseph W. Palani


10-11-16

Dated

FOR TEAMSTERS LOCAL 377





11-9-2016.

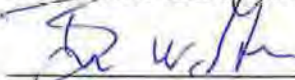
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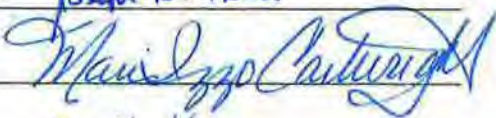
SIDE LETTER #7

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 one time payment equal to \$0.50 per hour for each hour worked/compensated in calendar year 2017 to 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 the total amount to be paid pursuant to the \$0.50 per hour amount set forth in Side Letter #3.
4. Part time bargaining unit members will receive the same per hour worked/compensated payment 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 one time payment is warranted in addition the per hour worked/compensated paid pursuant Amended Side Letter #3.
5. For the year 2016, both parties understand that effective no later than the first full pay period after execution of this Side Letter, a one time payment in the amount of \$340.00 will be paid to part time laborer Michael Fuchilla in addition to the \$.50 per hour payment.

FOR CANFIELD TOWNSHIP





Joseph N. Parent


10-11-16

Dated

FOR TEAMSTERS LOCAL 377





11-9-2016.

Dated