

MEMORANDUM OF UNDERSTANDING

This Agreement supplements the Collective Bargaining Agreement (CBA) between Medina County Commissioners, Sanitary Engineer's Department – Waste Water Treatment Plant ("Employer") and the Service Employees International Union, Local 3 (SEIU), effective January 1, 2008, through December 31, 2010 and is the complete and final agreement on the subject covered.

1. No other term or condition of the CBA applies to this Memorandum of Agreement.
2. The Employer agrees to supplement the above referenced CBA with any negotiated increase provided to any collective bargaining unit representing employees under the direct supervision of the Medina County Commissioners for calendar years 2008 through 2010 as follows:
 - a) The Employer will provide the SEIU with any increase in base wages that exceeds 7.5% over contract years 2008, 2009, and 2010.
 - b) The Employer agrees to amend the health insurance provisions of the CBA in the event another bargaining unit is awarded a contract requiring less employee contribution toward the premium cost than that agreed to by the SEIU.
 - c) In the event the Medina County Commissioners agree to increase the longevity payments a CBA commencing January 1, 2008, with any collective bargaining unit representing employees under their direct supervision, the same increase will be provided to the SEIU to the extent that the increase exceeds the amounts agreed by the SEIU in its 2008-2010 CBA.

3. This Memorandum applies to any CBA executed by the Medina County Commissioners and any collective bargaining unit representing employees under their direct supervision commencing on or about January 1, 2008.

FOR THE MEDINA COUNTY
COMMISSIONERS:

FOR THE SERVICE EMPLOYEES
INTERNATIONAL UNION, LOCAL 3:

Date: _____

Dated: _____

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