

**AMENDMENT
 TO THE
 COLLECTIVE BARGAINING AGREEMENT
 BETWEEN
 THE CITY OF FAIRLAWN
 AND
 THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL NO. 436
 EFFECTIVE FOR THE FINAL YEAR OF THE
 COLLECTIVE BARGAINING AGREEMENT
 (JANUARY 1, 2013 THROUGH DECEMBER 31, 2013)**

11-MED-09-1326
 2277-04
 K27850
 01/10/2013

1. The City and Union have met and agreed that the following language shall replace and supersede the language in Section 1 of Article 27, Wages:

Section 1. Laborers' Wages. Beginning on January 1, 2013 and effective through December 31, 2013, the salary schedule for employees with the following years of full-time service as a Laborer with the City shall be increased 2.25% as follows:

<u>Years of Service</u>	<u>2013</u>
Less than one year	\$35,203.76
1-4 years	\$45,129.83
5-8 years	\$54,668.92
9+ years	\$56,464.65

An employee may be hired at the 1-4 step, if the Service Director determines, and the Mayor concurs, that such employee's qualifications merit such salary placement. An employee hired at the 1-4 step shall serve a one year probationary period, and shall serve four (4) years with the City before advancing to the 5-8 step, and shall serve eight (8) years with the City before advancing to the 9+ years step.

2. The City and Union have met and agreed that the following language shall replace and supersede the language in Section 2 of Article 27, Wages:

Section 2. Supervisors' Wages. Beginning on January 1, 2013, and effective through December 31, 2013, the salary schedule for full-time Supervisors with a minimum of four (4) years' full-time service as a Laborer with the City shall be increased 2.25% as follows:

<u>2013</u>
\$63,805.06

3. The City and Union have met and agreed that the following language shall replace and supersede the language in Section 1 of Article 32, Duration of Agreement:

Section 1. This Agreement represents an understanding between the City and Union on all bargainable issues. This Agreement shall be effective as of January 1, 2012 and shall remain in full force and effect through midnight, December 31, 2013. This Agreement shall remain in effect thereafter from year to year, unless at least ninety (90) days prior to its expiration date, or any anniversary thereof, either party gives timely written notice to the other party of its intent to negotiate on any or all of the provisions of this Agreement.

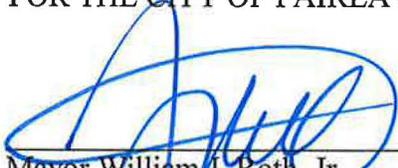
4. The City and Union have met and agreed that this Amendment to the Collective Bargaining Agreement shall supersede and replace any provisions in the Amendment to the Collective Bargaining Agreement entered into between the parties on or about December 19, 2011 which are in conflict herewith.

5. All other provisions in the Collective Bargaining Agreement shall remain unchanged and in full force and effect.

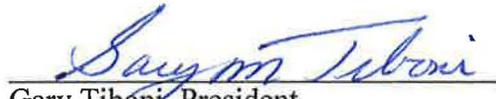
IN WITNESS WHEREOF, the Parties have caused this Amendment to be executed on the 18th day of December, 2012.

FOR THE CITY OF FAIRLAWN:

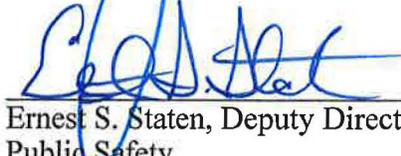
FOR TEAMSTERS LOCAL UNION NO. 436:



Mayor William J. Roth, Jr.



Gary Tiboni, President



Ernest S. Staten, Deputy Director of
Public Safety



John M. Fortesque, Secretary-Treasurer



Edward J. Riegler, Director of Law



Kevin Campbell, Counsel for the
City of Fairlawn