

MEMORANDUM OF UNDERSTANDING

After collective bargaining during which each party had a full and fair opportunity to raise all relevant issues, the City of Parma ("**City**") and PSW Local Union 1 tentatively agree to the following specific modifications to the terms of their collective bargaining agreement ("**Contract**"):

1. Individuals the **City** hires or has hired on or after April 1, 2020 shall, for the purpose of applying Article 19.1(B) of the **Contract**, be credited with the individual's total years of continuous full-time employment with any public employer in the State of Ohio immediately prior to that individual's date of hire by the **City**.
2. Said individuals shall, during their subsequent continuous employment with the **City**, receive annual vacation leave according to the scheduled set forth in Article 19.2 of the **Contract** beginning with the number of years of service with which said individual is credited at the time of hire.
3. This Agreement modifies only the application of Article 19 of the **Contract** for purposes of calculating vacation leave and applies only to those individuals the **City** hires or has hired as full-time employees as set forth in Paragraph 1 herein.
4. This Agreement does not modify any other provision of the **Contract** with regards to the calculation of employees years of service or seniority for any other purpose set forth in the **Contract** or elsewhere.

The PSW Local Union 1 officials who signed this Agreement below affirm that they have read and understood the terms and provisions of this Agreement and agree to them and any modifications of the **Contract** necessary to implement this Agreement on behalf of PSW Local Union 1. The terms of this Agreement shall take effect upon approval by a majority of City Council as agreed by PSW Local Union 1 and the Board Members of PSW Local Union 1 and shall operate as a provision of the **Contract** in accordance with its terms or by operation law.

IT IS SO AGREED:

FOR THE CITY:

Date

Date

Date

Date

FOR THE UNION:

Date

Date

Date

Date

