

## MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding relates to Article 6 (SAFETY) of the Collective Bargaining Agreement. A Safety Services levy is on the ballot in November, 2009, which the parties understand will impact upon staffing. The parties hereby agree that if the levy fails the current language in Article 6 that daily staffing will not fall below 12 full time personnel will remain in force. In addition, the Township and Union agree that four (4) employees will be permitted to be scheduled off (Kelly Day, vacation, holiday or compensatory time) on any given shift, and the Township may deny additional requests for time off if granting the time off will result in daily staffing dropping below 12.

If the November, 2009, levy passes, or if any other Safety Services levy passes during the term of this Memorandum of Understanding, the Township and Union agree that, regardless of the language of Article 6, daily staffing will not fall below 15 full time personnel. In the event the November, 2009, levy passes, or any other Safety Services levy passes during the term of this Memorandum of Understanding, the Township and Union agree that five (5)

employees will be permitted to be scheduled off (Kelly Day, vacation, holiday or compensatory time) on any given shift, and the Township may deny additional requests for time off if granting the time off will result in daily staffing dropping below 15.

The Township and the Union further agree that part time employees will not be hired, utilized, or retained if any full time employees have been laid off or are on lay-off status.

This Memorandum of Understanding will remain in force through the duration of the Collective Bargaining Agreement effective July 13, 2008.

For the Union

For the Township