



[Signature]

4. Article 13 Work Schedule section 13.1 is amended to read: An Employee working 7p to 7a shall receive a shift differential of six percent (6%) of the employee's base pay.
5. The first midnight shift will be from 8p to 7a and any employee working during the transition to the new shift start times will be compensated for a 12 hour work day.
6. The Employer or the Union can withdraw from this letter of agreement with 30 days' notice.
7. The remainder of the collective bargaining agreement remains unchanged and in full force and effect

IT IS FURTHER AGREED THAT this Letter of Understanding shall become effective on the date it is fully executed by all parties below and expires on the 30th Day of December 2026. The Employer or Union do not waive any other rights.

IN WITNESS WHEREOF the parties hereto by their duly authorized representatives agree to the above and execute this Letter of Understanding.

FOR THE TOWNSHIP:

BY: _____

ITS: _____

DATE: _____

FOR THE UNION:

BY: _____

ITS: _____

DATE: _____