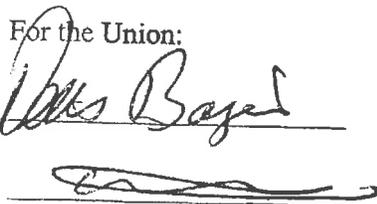


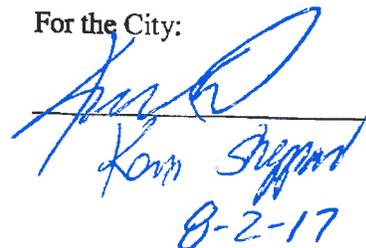
**MEMORANDUM OF AGREEMENT BETWEEN**  
**AFSCME COUNCIL 93, LOCAL 298 and MANCHESTER**  
**PUBLIC WORKS DEPARTMENT**

The parties AFSCME Council 93, Local 298 (Hereinafter, "the Union") and the City of Manchester, Public Works Department (Hereinafter, "the Department") hereby wish to enter into this agreement to resolve a class action grievance filed on behalf of the members of local 298 regarding Article 9, Plus Rates, of the Master collective bargaining agreement. (Hereinafter, "the CBA") The terms and conditions of the agreement are as follows:

- 1.) The Department agrees to pay all employees the amounts listed under "DPW Amount" on the "Data for Plus Rate Grievance" sheets attached by the 2<sup>nd</sup> pay period in August 2017.
- 2.) The parties agree to add the following language as a new section to Article 9 Plus Rates of the CBA:  
  
"9.6 The parties agree that when an employee is plus rated the fact that he/she is plus rated does not within itself mean that said employee is qualified per se for the position he/she was plus rated for."
- 3.) The union agrees the Plus Rates grievance is settled.

Date: July 26, 2017

For the Union:  
  
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For the City:  
  
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