

**BEFORE THE STATE EMPLOYMENT RELATIONS BOARD**

<b>UNITED STEEL, PAPER &amp; FORESTRY,</b>	:	
<b>RUBBER, MANUFACTURING, ENERGY,</b>	:	
<b>ALLIED INDUSTRIAL AND SERVICE</b>	:	<b>CASE NO. 2019-MED-09-0881</b>
<b>WORKERS INTERNATIONAL,</b>	:	
	:	
<b>Employee-Organization,</b>	:	
	:	
<b>and</b>	:	
	:	
<b>CITY OF GAHANNA,</b>	:	
	:	
<b>Employer.</b>	:	

**AGREEMENT TO CONTINUE TERMS OF THE CURRENT  
COLLECTIVE BARGAINING AGREEMENT AND TO  
PROVIDE FOR RETROACTVITIY OF CERTAIN ECONOMIC TERMS**

The parties hereto, the United Steel, Paper & Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International (“Union”) and the City of Gahanna (“City”) hereby agree:

- 1) To continue in full force and effect the terms of the parties’ current collective bargaining agreement until a successor collective bargaining agreement is reached or implemented, whether as a result of ratification of a tentative agreement or through the use of the statutory dispute resolution procedure.
- 2) Unless the parties agree otherwise in writing, any wage increases or other matters with cost implications for bargaining unit members shall be effective January 1, 2020, and retroactive to that date, if necessary, notwithstanding the provisions of R.C. 4117.14(G)(11), or any other provision of law which might suggest a later effective date.

**FOR THE UNION:**

**FOR THE CITY**

\_\_\_\_\_  
**MARK SHAW**

\_\_\_\_\_  
**THOMAS R. KNEELAND, MAYOR**

**Date:** \_\_\_\_\_

**Date:** \_\_\_\_\_