

LETTER OF UNDERSTANDING

This Letter of Understanding is entered into this 14th day of November, 2013, between the Charter Township of Redford, a Michigan municipal corporation, whose address is 15145 Beech Daly Road, Redford Township, Michigan 48239 (hereinafter "Township"), and the Redford Township Fire Fighters Union Local 1206 (hereinafter "Union");

WHEREAS. the parties currently are in negotiations for a successor collective bargaining agreement to the agreement between them which was effective April 1, 2009 through March 31, 2013;

WHEREAS. the April 1, 2009 through March 31, 2013 agreement has remained in full force and effect beyond March 31, 2013 pending agreement by the parties on a new contract;

WHEREAS, during the course of their negotiations for a new contract, the parties have reached an agreement to modify the collective bargaining agreement in certain respects and have acknowledged that such agreement should be given immediate effect and not await the outcome of negotiations for a new collective bargaining agreement;

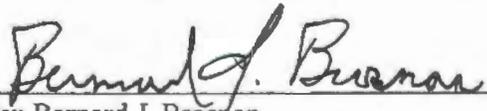
NOW THEREFORE. in consideration of the mutual covenants, promises, and obligations contained in this Letter of Understanding, the parties agree as follows:

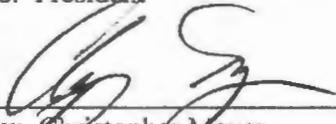
1. Article XIII, Working Out of Classification, Section 4(a) shall be modified to read:
 - (a) Employees shall not be eligible to work out of classification until they have completed the job specific training commensurate with the job they will be performing, except in case of an emergency.
2. Article XXII, Insurance, Section 11(B)(7) shall be modified to read
 - B. Beginning January 1, 2014, the Township will provide health care coverage under BC/BS PPO Plan 1 to each current full-time employee hired on or after June 1, 2010, the employee's spouse, and the employee's dependants (as defined by the insurer).
3. Article XXVII, Expense Account Fire Marshall, shall be modified to read:

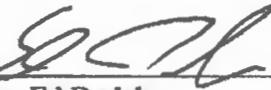
The Township shall reimburse expenses incurred by the Fire Marshall or by other individuals serving in the Fire Prevention Bureau. Such reimbursements will be made upon tender of appropriate receipts for expenses.

4. The Township and the Union agree to give this memorandum of agreement immediate effect and to incorporate its terms into the successor collective bargaining agreement. All other terms and conditions of the parties' current collective bargaining agreement not otherwise modified by this Letter of Understanding shall remain in full force and effect.

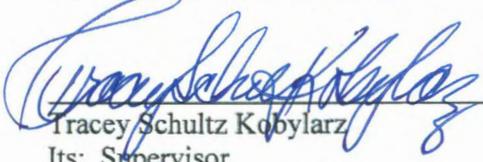
REDFORD TOWNSHIP FIRE FIGHTERS

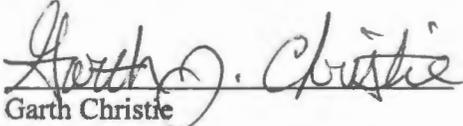

By: Bernard J Brosnan
Its: President


By: Christopher Meyer
Its: Vice-President


By: Ed Dudek
Its: Secretary

TOWNSHIP OF REDFORD


Tracey Schultz Kobylarz
Its: Supervisor


Garth Christie
Its: Clerk