

**A**  
**LABOR**  
**AGREEMENT**  
**BETWEEN**  
**THE CITY OF PARMA**  
**AND**  
**MUNICIPAL FOREMEN & LABORERS' UNION LOCAL NO. 1099**  
**(MUNICIPAL, COUNTY & STATE EMPLOYEES' LOCAL UNION**  
**NO. 1099, AFL-CIO)**  
**(SUPERVISORY PERSONNEL UNIT)**

**EFFECTIVE: NOVEMBER 1, 2017**  
**EXPIRATION: JANUARY 31, 2020**



**(\$21.08) per week in recognition of their responsibility to handle irregular calls. This phone/call allowance shall be paid once a year on or before July 1.**

40.2 A clothing allowance of **one thousand and seventy dollars (\$1,070.00)** shall be paid to each employee annually, effective calendar **2019**. The employee will be required to wear uniforms as designated by the City, the uniforms to be leased or purchased by the employee. **These changes will be retroactive to January 1, 2019.**

**ARTICLE 41. RESIDENCY**

41.1 Per codified ordinance. See attached.

**ARTICLE 42. CITY OWNED VEHICLES**

42.1 Letter of intent by Service Director and agreed upon by the Local.

**ARTICLE 43. DURATION**

43.1 This Agreement represents the complete Agreement on all matters subject to bargaining between the City and the Union and shall remain in full force and effect until January 31, 2020.

IN WITNESS WHEREOF, the parties have herein subscribed their names this \_\_\_\_\_ day of \_\_\_\_\_, 2019.

FOR THE CITY OF PARMA:

FOR THE UNION:  
MUNICIPAL FOREMEN &  
LABORERS' UNION  
LOCAL 1099

By: \_\_\_\_\_

\_\_\_\_\_  
BRIAN BEYER  
BUSINESS AGENT  
  
\_\_\_\_\_  
  
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