

**MEMORANDUM OF AGREEMENT
BETWEEN THE TOWN OF BEDFORD
AND THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
LOCAL 456 (BLUE-COLLAR UNIT)**

It is hereby agreed by and between the bargaining team for the Town of Bedford (hereinafter the "Town") and the bargaining team for the International Brotherhood of Teamsters, Local 456 (Blue Collar Unit) (hereinafter "Union") that, subject to ratification by the membership of the Union and the membership of the Town Board of the Town of Bedford, the following shall constitute the terms of the successor to the 2003-2008 Collective Bargaining Agreement between the parties.

1. The duration of the contract will be from January 1, 2009 through December 31, 2009.
2. (a) The salary for all bargaining unit members as of December 31, 2008 shall remain unchanged for the period January 1, 2009 to December 31, 2009 except as provided in 2(b) below.
(b) Bargaining unit members who are entitled to an increase in longevity shall be entitled to such increase in the first pay period following their anniversary date.
3. The Town agrees that there shall be no lay-off of any bargaining unit member during the period January 1, 2009 to December 31, 2009.
4. Amend Article XIII to add a new subparagraph 4 as follows: "Effective December 31, 2009 should the Town eliminate positions within the bargaining unit resulting in the loss of employment of a bargaining unit member, all such lay-offs shall begin with the least senior bargaining unit member within the Department of the position abolished, regardless of the position of the least senior person in the Department, using seniority as defined in this Article."
5. The Union and the Town agreed that if any other bargaining unit within the Town that is recognized or certified by the Public Employment Relations Board receives a salary increase from the Town in fiscal year 2009, the Union shall have the right to reopen for negotiations to discuss annual salaries for this bargaining unit.
6. Unless otherwise modified by this Agreement, all other terms and conditions of employment contained in the 2003-2008 collective bargaining agreement shall remain in effect.

Dated: December 15, 2009

For the Town:

Lee V.A. Roberts
Lee V.A. Roberts, Supervisor

For the Union:

Edward Doyle, Jr.
Edward Doyle, Jr., President

John P. Henry
Labor Relations Consultant