

MEMORANDUM OF AGREEMENT

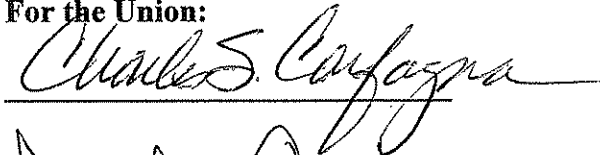
The City of Oberlin (hereinafter the "City") and the International Brotherhood of Electrical Workers – Local 39 (hereinafter the "Union") mutually agree to the following additions to Article 27 – Medical/Hospitalization Insurance of the current Labor Agreement between the parties dated January 1, 2009 through December 31, 2011:

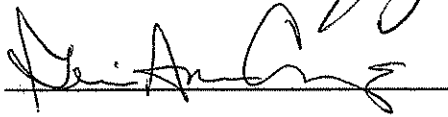
Section 26.6 Effective January 1, 2010, the City shall make available to employees a Flexible Spending Account (FSA) program. Participation in such program shall be at the option of each employee.

Section 26.7 The City shall make available to employees and eligible dependents seasonal flu shots during the month of October 2009. Attendant costs shall be borne by the City. At the sole discretion of the City, the City may offer seasonal flu shots to employees and/or eligible dependents in 2010 and/or 2011.

Dated this 19th day of October, 2009.

For the Union:





For the City:

