SETTLEMENT AGREEMENT

BETWEEN: City of Newport ("City")

AND: Newport Professional Firefighters, IAFF Local 4619 ("Union")

RE: Newport Professional Fire Fighters, IAFF Local 4619 v. the City of Newport
Case No. UP-007-17

RECITALS

WHEREAS, the Union filed a Complaint on February 15, 2017 alleging that the City committed an unfair labor practice by refusing to bargain with the Union over the impact of long term absences of bargaining unit members; and

WHEREAS, on May 19, 2017 the Parties reached an agreement to settle this dispute.

NOW, THEREFORE, it is hereby agreed to as follows:

1. **Terms.** In exchange for the Union dismissing its Complaint, the City agrees to the following:

    a. City agrees to bargain over the impact of long-term absences of bargaining unit members and possible solutions should such absences occur; and
    b. City agrees to reimburse the Union its $300 filing fee; and
    c. City agrees to pay $500 of the Union's representation costs.

2. **Entire Agreement.** This Agreement constitutes the complete understanding between the City and the Union and supersedes any and all prior agreements, promises, or inducements, regardless of the form, concerning its subject matter. No promises or agreements made subsequent to the execution of this agreement, including modifications of this Agreement, shall be binding unless reduced to writing and signed by both parties.

IN WITNESS WHEREOF, the parties have executed this Agreement on the date written below.

City of Newport:

By: _____ Date: May 23, 2017

Newport Professional Firefighters, IAFF Local 4619:

By: _____ Date: May 24th, 2017