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For immediate release

**Jamestown Board of Public Utilities (BPU) Approves Four-Year Agreement
with Teamsters, Local 264, on Behalf of Solid Waste Workers**

The Jamestown BPU Board today ratified a four-year agreement reached on November 21 with Teamsters Local 264, representing BPU sanitation employees. Members of the Teamsters Local 264 voted to approve the agreement on November 25.

The new contract is in effect from January 1, 2015, through December 31, 2018. The BPU employs eleven full-time sanitation workers.

Among other issues, the agreement provides wage increases of 2.25% for current full-time Tier One and Tier Two employees for each year of the contract. Negotiations resulted in the creation of a third tier of full-time workers and applies to all employees hired after January 1, 2015, who will be compensated at a wage of \$12/hour in the first year.

The parties negotiated new health insurance plan coverage effective upon the implementation of the contract. This plan will result in virtually no increase in total contributions by the BPU over the life of the contract, when compared to the 2014 contribution level.

BPU General Manager David L. Leathers described the agreement as fair for both the BPU and "an excellent workforce."

"The negotiation process was challenging in the current business environment faced by the BPU and our employees," said Leathers. "Both parties worked hard to reach a great contract that will assist our workers as they plan for the future, while maintaining high-quality BPU services for our customers."

Leathers commended the professional approach of the BPU negotiating team led by Labor Relations Administrator Ross Snyder, and including Deputy General Manager Michael Saar, Business Manager Michael Anderson, Solid Waste/Wastewater Collection Supervisor James Alexander and Board Counsel William Wright, Jr.

Board Chairman John Zabrodsky stated, "We thank all parties involved for effectively and efficiently coming to an agreement, before expiration of our current contract, that serves our customers, while preserving the mutual, long-time respect held by our labor force and management."