

DURATION OF AGREEMENT

This Agreement shall be effective on January 1, 2011 and shall terminate at 11:59 p.m. on December 31, 2013 unless the Employer and Union mutually and in writing agree to extend any or all of the terms and conditions of this Agreement.

In order to facilitate negotiations, both parties will issue written proposals for a successor Agreement prior to June 1, 2013. Negotiations shall commence on or about July 15, 2013 unless another date is mutually agreed to by the parties.