

**ARTICLE 38. DURATION OF AGREEMENT**

**Section 1.**

Except as specifically provided here, this Agreement shall be effective ~~the date of the Arbitration Award~~ upon approval and signing by both parties. It shall remain in full force and effect until the 31<sup>st</sup> day of December, 2027~~4~~ and shall continue in effect from year to year until replaced by a successor agreement or until terminated by mutual agreement. In no event shall this Agreement continue in effect after December 31, 2029~~32~~. The 10% annual increase of employees' contributions to health benefits costs, set forth in Article 25, shall remain in effect until a new Agreement is executed.

**Section 2.**

Whenever wages, rates of pay, or any other matter requiring appropriation of money by any governing body are included as a matter for collective bargaining pursuant to this Act, it shall not be the obligation of the Union to serve written notice of request for such collective bargaining on the public employer at least 120 days before the conclusion of the current fiscal operating budget, because this Section serves as such notice.

Date: \_\_\_\_\_

\_\_\_\_\_  
For the City

\_\_\_\_\_  
For the Association