

TEAMSTERS LOCAL 294

affiliated with **INTERNATIONAL BROTHERHOOD OF TEAMSTERS**

Labor Temple
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THOMAS L. QUACKENBUSH President and Principal Executive Officer

CHARLES A. GREENFIELD Secretary - Treasurer

Re: Foreman Title and Abolition of Sub-Foreman Position

This letter is to confirm that Teamsters Local 294 approves the retention of the Foreman title and to abolition the Sub-Foreman title for the Village of Menands Department of Public Works.

This change of title does not include any increase in pay rate and shall apply to current and future agreements unless otherwise modified through a duly executed Memorandum of Understanding.

This approval applies to the current Collective Bargaining Agreement and shall also extend to future agreements, unless otherwise modified by mutual agreement of the parties.

In the event that the Village of Menands Board of Trustees approves this change, the parties agree that a formal Memorandum of Understanding (MOU) will be drafted and executed to memorialize the terms and conditions of this modification.

FOR TEAMSTERS LOCAL 294:

Name: Mark [Signature]
Title: Field Representative
Date: 9-23-2026

