

**MEMORANDUM OF AGREEMENT**

The parties, Johnson Controls Inc. (the Company) and the Communications Workers of America, AFL-CIO and the International Brotherhood of Electrical Workers, AFL-CIO Local Union 21 (the Unions), agree to the following:

1. The current labor agreement shall be extended to May 7, 2014.
2. Bargaining unit employees actively on the payroll as of the ratification date of this Memorandum of Agreement will be granted a two **and one-quarter percent (2.25%)** wage increase retroactive to February 7, 2013.
3. Effective May 1, 2013 through May 7, 2014 the employee weekly contribution levels for medical, dental and vision insurance shall be as follows:

<b>Weekly Employee Contributions 5/1/13 Through 5/7/14</b>				
Description	Ee Only	Ee + Spouse	Ee + Child(ren)	Ee, Spouse, Child(ren)
<b>Medical:</b>				
<b>High Deductible</b>				
BCBSIL	\$12.75	\$19.62	\$22.56	\$22.56
<b>Basic PPO</b>				
BCBSIL	\$12.75	\$19.62	\$22.56	\$22.56
<b>PPO Plus</b>				
BCBSIL	<b>\$16.67</b>	<b>\$25.52</b>	<b>\$30.42</b>	<b>\$30.42</b>

<b>Weekly Employee Contributions 5/1/13 Through 5/7/14</b>				
Description	Ee Only	Ee + Spouse	Ee + Child(ren)	Ee, Spouse, Child(ren)
<b>Dental:</b>				
MetLife Preventive	\$0.00	\$0.00	\$0.00	\$0.00
MetLife Full	<b>\$2.95</b>	<b>\$3.62</b>	<b>\$5.36</b>	<b>\$5.36</b>

<b>Weekly Employee Contributions 5/1/13 Through 5/7/14</b>				
Description	Ee Only	Ee + Spouse	Ee + Child(ren)	Ee, Spouse, Child(ren)
<b>Vision:</b>				
VSP/Heritage	\$0.00	\$0.00	\$0.00	\$0.00
Heritage	\$0.00	\$0.00	\$0.00	\$0.00

- a. An open enrollment will be conducted during the month of April 2013 to allow employees to make changes to their benefit elections.

4. Amend Article XII c of the labor agreement as follows:

<b>CWA Current Contract: Article XII, c</b>	Pg. 28
<b>IBEW Current Contract: Article XII, c</b>	Pg. 22
<p>c. Employees who volunteer to be on-call will carry a pager and be paid \$12.00 for scheduled days and \$30.00 for non-scheduled days. If called, section (b) and (d) apply.</p>	

<b>CWA Amended Contract: Article XII , c</b>	Pg. 28
<b>IBEW Amended Contract: Article XII , c</b>	Pg. 22
<p>c. <i>All Employees deemed qualified by management (as defined in Article IX, Section 9.01 a-b) are required to participate in the on-call work group rotation. Employees will carry a pager and be paid \$15.00 for scheduled days and \$30.00 for non-scheduled days. When called, section (b) and (d) apply.</i></p>	

5. All other terms and conditions in the labor agreement remain unchanged.