

Memorandum of Understanding

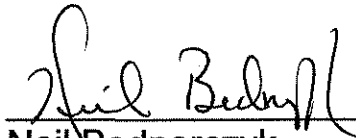
This Letter of Agreement sets forth the understanding both parties have regarding the interpretation and application of Article 9 Bereavement Leave.

"In the event a regular employee suffers a death in her/his immediate family, she/he shall be granted five (5) days leave with pay per occurrence for making arrangements or attending the funeral which shall not be deducted from her/his accrued leave or comp. time."

It is understood that in a multiple, simultaneous death event, it shall be regarded as a singular occurrence.



David Shaw
Human Resources Director



Neil Bednarczyk
Council 75 Representative

SEPT. 18, 2008

Date

9/18/08

Date