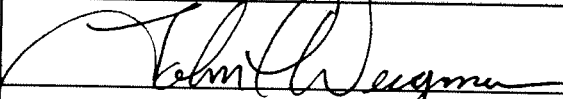

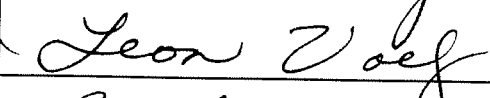
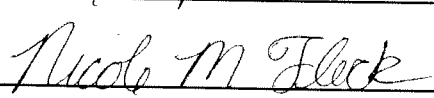
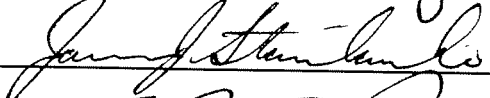




MEMORANDUM OF UNDERSTANDING
 Between
 PUBLIC EMPLOYEES' UNION #61
 LABORERS' INTERNATIONAL UNION OF NORTH AMERICA
 AFL-CIO, CLC
 And
 THE NEGOTIATING TEAM FOR THE CITY OF MILWAUKEE

This Memorandum records the agreement reached on all items between the parties for the time period commencing January 1, 2010, and expiring December 31, 2011. The negotiating committee for Public Employees' Union #61, Laborers' International Union of North America, AFL-CIO, CLC (their signatures appear below) agree to recommend and support ratification and adoption of this Agreement to their principals.

Upon receiving notice from the negotiating committee of Public Employees' Union #61, Laborers' International Union of North America, AFL-CIO, CLC that their membership has properly ratified and adopted this Agreement, the City of Milwaukee Negotiating Team agrees to recommend the items contained in this Agreement to the Common Council of the City of Milwaukee and support their adoption.

Dated January 5, 2011.

| Representatives of Public Employees' Union #61 Laborers' International Union of North America AFL-CIO, CLC | Representatives of the City of Milwaukee |
|---|--|
|  |  |
|  |  |
|  | |
|  | |
|  | |