



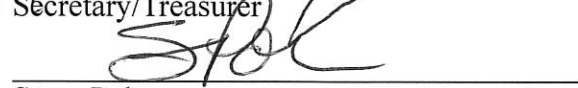
Dated at Milwaukee, Wisconsin, December 10, 2018. Three (3) copies of this instrument are being executed all with the same force and effect as though each were an original.


FOR THE ASSOCIATION:



Michael A. Bongiorno
President



Joseph Haasch
Vice-President


John Kokalj
Secretary/Treasurer



Steve Pokora
Executive Board Member



Aaron Kreil
Executive Board Member


Ben Holdmann
Executive Board


Kevin Seymour
Executive Board Member


Jennifer Schaefer
Executive Board Member


Alan Bykowski
Executive Board Member

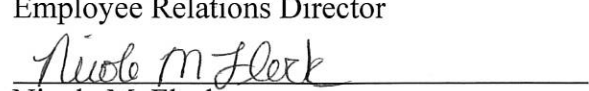

Joshua Wilde
Executive Board Member



Eric Daun
Executive Board Member


Brian Merkel
Executive Board Member

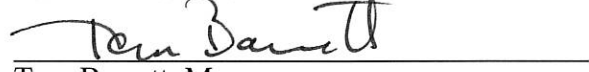
BY:


Maria Monteagudo
Employee Relations Director


Nicole M. Fleck
Labor Negotiator

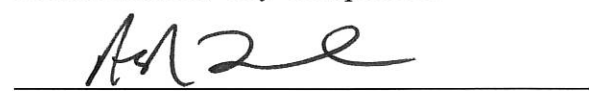

Monica Dickerson
Human Resources Analyst


FOR THE CITY:


Tom Barrett, Mayor


James Owczarski, City Clerk


Martin Matson, City Comptroller


Ashanti Hamilton, Alderman
President, Common Council


Milele A. Coggs, Alderwoman
Chairman, Finance & Personnel Committee