

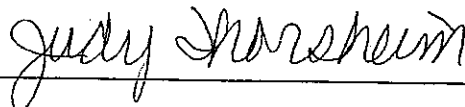
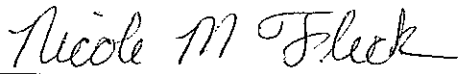


MEMORANDUM OF UNDERSTANDING
 Between
 SERVICES EMPLOYEES INTERNATIONAL UNION DISTRICT 1199 W/UP
 And
 THE NEGOTIATING TEAM FOR THE CITY OF MILWAUKEE

This Memorandum records the agreement reached on all items between the parties for the time period commencing January 1, 2007, and expiring December 31, 2009. The negotiating committee for Service Employees International Union District 1199 W/UP (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 Service Employees International Union District 1199 W/UP, 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 Dec 11, 2009.

| Representatives of the Service Employees International Union District 1199 W/UP | City of Milwaukee Negotiating Team |
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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 Service Employees International Union District 1199 W/UP (their signatures appear below) agree to recommend and support ratification and adoption of this Agreement to their principals.

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Dated Dec 11, 2009.

| Representatives of the Service Employees International Union District 1199 W/UP | City of Milwaukee Negotiating Team |
|---|---------------------------------------|
| <i>Mansur</i> | <i>Will Hunt</i> |
| <i>Judy Khawshem</i> | <i>Nicole M Fleck</i> |
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