

MEMORANDUM OF UNDERSTANDING

Between

Local #494, IBEW, AFL-CIO
(MACHINE SHOP, INFRASTRUCTURE SERVICES)

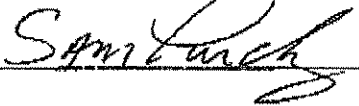
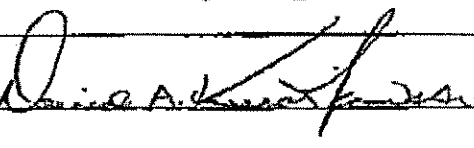
And

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 on January 1, 2003, and expiring December 31, 2003. The negotiating committee for Local #494, IBEW, AFL-CIO (Machine Shop, Infrastructure Services), (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 Local #494, IBEW, AFL-CIO (Machine Shop, Traffic Infrastructure Services), 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 21st, 2005.

Representatives of Local #494, IBEW, AFL-CIO (Machine Shop, Infrastructure Services)	City of Milwaukee Negotiating Team
	

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Local #494, IBEW, AFL-CIO
(MACHINE SHOP, INFRASTRUCTURE SERVICES)

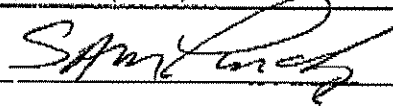
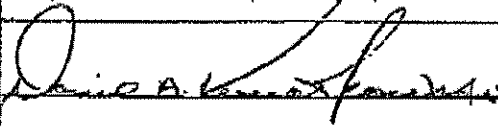
And

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 on January 1, 2004, and expiring December 31, 2006. The negotiating committee for Local #494, IBEW, AFL-CIO (Machine Shop, Infrastructure Services), (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 Local #494, IBEW, AFL-CIO (Machine Shop, Traffic Infrastructure Services), 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 24th, 2005.

Representatives of Local #494, IBEW, AFL-CIO (Machine Shop, Infrastructure Services)	City of Milwaukee Negotiating Team
	

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