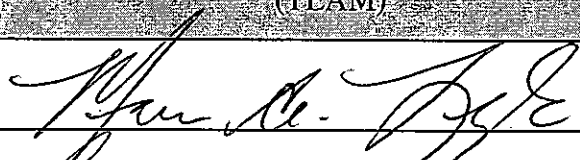
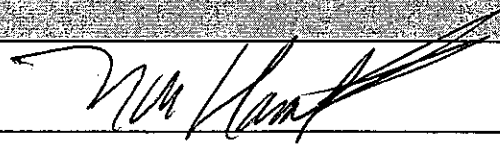

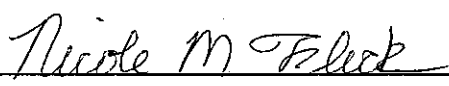




MEMORANDUM OF UNDERSTANDING
 Between
 TECHNICIANS, ENGINEERS AND ARCHITECTS OF MILWAUKEE (TEAM)
 And
 THE NEGOTIATING TEAM FOR THE CITY OF MILWAUKEE

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 Technicians, Engineers and Architects of Milwaukee (TEAM) (their signatures appear below) agree to support ratification and adoption of this Agreement to their principals.

Upon receiving notice from the negotiating committee of Technicians, Engineers and Architects of Milwaukee (TEAM) 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 NOVEMBER 12, 2009

Representatives of Technicians, Engineers and Architects of Milwaukee (TEAM)	Representatives of the City of Milwaukee
	
	
	
	

MEMORANDUM OF UNDERSTANDING
 Between
 TECHNICIANS, ENGINEERS AND ARCHITECTS OF MILWAUKEE (TEAM)
 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 Technicians, Engineers and Architects of Milwaukee (TEAM) (their signatures appear below) agree to support ratification and adoption of this Agreement to their principals.

Upon receiving notice from the negotiating committee of Technicians, Engineers and Architects of Milwaukee (TEAM) 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 November 12, 2009

Representatives of Technicians, Engineers and Architects of Milwaukee (TEAM)	Representatives of the City of Milwaukee
<i>Man C. [Signature]</i>	<i>[Signature]</i>
<i>Patricia A. Volava, v.p.</i>	<i>Nicole M Fleck</i>
<i>Robert W. [Signature]</i>	
<i>[Signature]</i>	