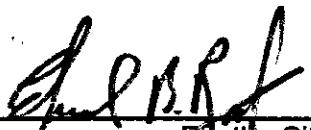


TENTATIVE AGREEMENT

1. Term of Agreement – July 1, 2005 through June 30, 2007.
2. Wages – Effective July 1, 2005 and again on July 1, 2006, the "Salary Rates" for members of the SWM bargaining unit shall be adjusted annually by the Portland-Salem, OR-WA CPI-W with a minimum of 2.0% and a maximum of 5.0%.
3. Clause 11.1 – Per the City's offer dated August 1, 2005.
4. Clause 11.3 – Per the City's offer dated August 1, 2005.
5. Clause 12.1 – Per the tentative agreement obtained by the parties on August 29, 2005.
6. Clause 26 – Per the City's offer dated December 12 (11:30), 2005.
7. All other terms and conditions of the 2005-2007 labor *Agreement* to remain as provided in the 2002-2005 labor *Agreement*.
8. This tentative agreement is subject to the parties' respective ratification procedures. Upon bilateral ratification, a 2005-2007 labor *Agreement* document reflecting this tentative agreement shall be prepared and executed by the parties authorized representatives for printing, distribution to and use by LIUNA Local 483 its members and the City.
9. Further, the parties agree that the economic issues associated with the "Greenskeeper negotiations" shall be segregated from the negotiations addressed by this tentative agreement. The parties also stipulate that the "Greenskeeper negotiations" shall be subject to the "expedited bargaining process" as provided in ORS 243.698 and that the 90 calendar day "period of negotiations" referenced in ORS 243.698(1) and (2) shall commence on today's date.



For the City

Date:

June 23, 2006



For LIUNA Local 483 (SMW)

Date:

6-23-06