

MEMORANDUM OF UNDERSTANDING

between

THE CLEAR CREEK COMMUNITY SERVICES DISTRICT

and

**LOCAL UNION 1245, INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS, AFL/CIO**

Effective: March 15, 1991

Amended: July 1, 1992

July 1, 1993

July 1, 1994

July 1, 1996

July 1, 1998

July 1, 2004

July 1, 2006

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Note: Amendments to this Memorandum of Understanding of July 1, 2006 are shown by underlining the new language and/or dates.