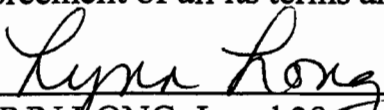


APPENDIX B


Appendix B is hereby added to the 2000-2003 Memorandum of Understanding between the County of Sonoma and International Union of Operating Engineers, Stationary Engineers, Local 39 to read as follows:

1. Local 39 and the County of Sonoma have heretofore executed a Memorandum of Understanding that is in effect until 11:59 p.m., September 29, 2003.
2. The Union and the County are desirous of amending said Memorandum to establish Mandatory Time Off (MTO) and Voluntary Time Off (VTO) programs, as described in Exhibits 1 and 2.
3. This Memorandum of Understanding sets forth the full and entire understanding of the parties regarding the matters set forth herein. Any other prior or existing understanding or agreements by the parties whether formal or informal regarding any such matters are hereby superseded or terminated in their entirety.
4. Except as specifically provided herein, it is agreed and understood that the Union voluntarily and unqualifiedly waives its right to and releases the County from any obligation to meet and confer on any subject or matter contained herein during the term of this 2000-2003 Memorandum of Understanding.
5. No agreement, understanding, variation, waiver or modification of any of the terms or provisions contained herein shall in any manner be binding upon the parties hereto unless made and executed in writing by the parties hereto and, if required, approved and implemented by the County's Board of Supervisors.
6. Nothing in this agreement shall be construed to limit, remove, expand or in any way alter the existing or future jurisdiction or authority of the Civil Service Commission as provided in Sonoma County Ordinance No. 305-A as amended or as provided in the rules adopted thereunder.
7. The waiver of any breach, term or condition of this Memorandum of Understanding by either party shall no constitute a precedent in the future enforcement of all its terms and provisions.




LYNN LONG, Local 39

10/3/03
DATE



JOANNE SIDWELL, County of Sonoma

9/4/03
DATE



JERRY ALMAR, Local 39

10/2/03
DATE