Memorandum of Agreement
Between
Chelan-Douglas Health District (the District)
And
International Federation of Professional and Technical Engineers AFL-CIO Local 17 (Local 17)

Regarding the Calendar Year 2010

The District and Local 17 agree that the Collective Bargaining Agreement between the parties, covering the calendar years 2007 through 2009, shall be extended to apply to calendar year 2010.

All provisions of the 2007-2009 Agreement shall remain in effect through December 31, 2010, with the following exception:

The Cost of Living Adjustment for 2010 will be 0%.

This agreement shall be effective upon signature of the parties, and may be opened for change only by consent of both parties.

International Federation of Professional & Technical Engineers AFL-CIO Local 17:

IFPTE Local 17 Union Representative — Date: 10/20/09

Negotiating Team Member — Date: 10-20-2009

Negotiating Team Member — Date: 10/20/09

Negotiating Team Member — Date: 10/20/09

Negotiating Team Member — Date

Chelan-Douglas Health District:

Chair, Board of Health — Date: 11/16/09

Administrator — Date: 11/16/09