

**Operating Engineers Local 3
And
Las Gallinas Valley Sanitary District**

Regarding

Labor/Management Committee

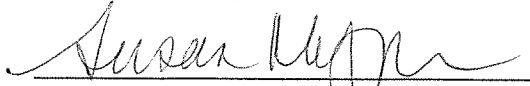
February 5, 2018

The Las Gallinas Valley Sanitary District (hereinafter District) and Operating Engineers Local 3 (hereinafter Union) have met and conferred in good faith and have agreed to the following:

- The District shall establish a Labor/Management Committee. The Committee shall be comprised of two (2) LGVSD representatives who are members of the Union and two (2) LGVSD representatives selected by management.
- In addition to the committee members list above a representative from Operating Engineers Local 3 and a representative from IEDA may attend the committee meetings. The Committee may mutually agree to invite District employees or experts to attend the committee meeting.
- The Labor/Management Committee shall be scheduled to meet three (3) times a year. If no agenda items are submitted by either party prior to the scheduled meeting date the Labor/Management Committee meeting shall be postponed until the next regularly scheduled meeting date. The Labor/Management Committee meetings can be schedule more often that three (3) times a year if necessary.

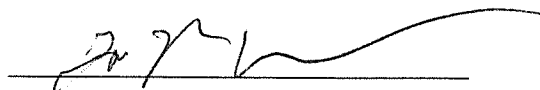
Approved and Accepted:

For The District



Date: March 7, 2018

For The Union



Date: March 7, 2018