

MEMORANDUM OF UNDERSTANDING

In the event that the Board of County Commissioners considers, at a public meeting, privatizing the land fill or any aspect of the landfill operation for other than a short period of time (short period of time being defined as no longer than one hundred eighty (180) days), the County Coordinator shall insure that the Union is notified, in writing, at least seven (7) days in advance of the meeting to consider privatizing, and the Union shall have the opportunity to comment on any such privatizing.

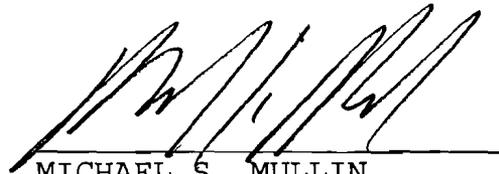
It is further agreed that, if the Board of County Commissioners decides to privatize the work at the landfill, the Board shall offer employment to the existing employees, as set forth in the attached Exhibit "A", at no loss of pay, benefits, or seniority.

Agreed to this 28th day of July, 2000.

NORTHEAST FLA. PUBLIC EMPLOYEES
LOCAL 630, AFL-CIO



WILLIAM A. WORSHAM,
Business Manager
On behalf of the Union



MICHAEL S. MULLIN
County Attorney
On behalf of the County
Subject to approval of
The Board of County
Commissioners

(Signatures continue on next page)

BOARD OF COUNTY COMMISSIONERS
NASSAU COUNTY, FLORIDA



NICK D. BEONAS
Its: Chairman

ATTEST:



J. M. "CHIP" OXLEY, JR.
Its: Ex-Officio Clerk

Approved as to form by the
Nassau County Attorney



MICHAEL S. MULLIN

f3/union-memo-understanding

EXHIBIT "A"

EMPLOYEE POSITION LIST

SHIRLEY WINDSOR
PATRICIA WILLIAMS
JENNIFER BEAVER
JACOB GOODBREAD
EDDIE NIXON

WEIGHTMASTER
WEIGHTMASTER
WEIGHTMASTER
HE MECHANIC
PM MECHANIC

CREW "A"

LYNN DIDEN
TOM SMITH
SCOTT SCHENKER

L.F. OPERATOR II
L.F. OPERATOR I
L.F. OPERATOR I

CREW "B"

MIKE SWEAT
BILLY PARRISH
AMEY WALL

L.F. OPERATOR I
L.F. OPERATOR I
SPOTTER

CREW "C"

SCOTT HAMILTON
DEAN BRANNON
JOHN HORNE

L.F. OPERATOR I
L.F. OPERATOR I
SPOTTER

UTILITY

BILL HOSKISON

SPOTTER

LEE PICKETT
GARLAND GIBSON

POST CLOSURE ACTIVITY
RECYCLING ACTIVITY



NASSAU COUNTY
BOARD OF COUNTY COMMISSIONERS
P. O. Box 1010
Fernandina Beach, Florida 32035-1010

Nick Deonas
David C. Howard
Pete Cooper
Floyd L. Vanzant
Marianne Marshall

Dist. No. 1 Fernandina Beach
Dist. No. 2 Fernandina Beach
Dist. No. 3 Yulee
Dist. No. 4 Hilliard
Dist. No. 5 Callahan

JOSEPH M. "Chip" OXLEY, JR.
Ex-Officio Clerk

MICHAEL S. MULLIN
County Attorney

WALTER D. GOSSETT
County Coordinator

August 25, 2000

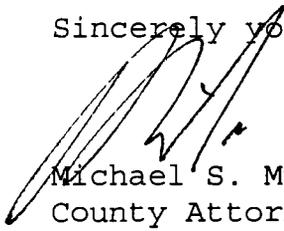
Mr. William A. Worsham
Business Manager
Northeast Florida Public Employees
Local 630
550 Balmoral Circle North, Suite 207
Jacksonville, FL 32218

Dear Beau:

Enclosed please find a certified copy of the Memorandum of Understanding approved by the Board of County Commissioners in Regular Session of August 14, 2000.

If I can be of any further assistance, please do not hesitate to contact me.

Sincerely yours,


Michael S. Mullin
County Attorney

MSM:jbb

CC: Walter D. Gossett



NORTHEAST FLORIDA PUBLIC EMPLOYEES LOCAL 630

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, AFL-CIO

550 Balmoral Circle N., Suite 207 — Jacksonville, Florida 32218

Phone 904 - 757-8444 • Fax # 904 - 757-8448



RECEIVED
10/2/00

September 29, 2000

W

Business Manager
William (Beau) Worsham

President
Charles L. King

Secretary - Treasurer
Ronnie Burris

AFFILIATIONS:

LIUNA, AFL-CIO
Washington, D.C.

North and
Central Florida
Laborers District
Council

Florida State
AFL-CIO

North Florida
Central Labor
Council

*See memo
& memo
Bul.*

Mr. Mike S. Mullin, County Attorney
Nassau County
P.O. Box 1010
Fernandina Bch., FL 32035-1010

Dear Mike:

This is to advise that I am receipt of your letter dated August 25, 2000, in which you advise that the Board of County Commissioners approved the Memorandum of Understanding in regular session on August 14, 2000.

Please note that the list of employees attached to the MOU did not include the names of Mr. Lee Pickett and Mr. Garland Gibson. Please amend Exhibit "A" to include both employees names and provide me with a amended copy for my records.

Also, have you finished reviewing the draft agreement I provided you. Provided you are satisfied with the agreement, the only business we have to complete is to agree on the job descriptions Fran provided me. I reviewed the proposed job description and I am in the process of making changes which I will provide to you for your consideration shortly.

Your cooperation is appreciated and as always I remain,

Sincerely,

William A. Worsham
Business Manager and Special International Representative

WAW/waw

cc: Jacob Goodbread





NASSAU COUNTY
BOARD OF COUNTY COMMISSIONERS
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Dist. No. 1 Fernandina Beach
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Dist. No. 4 Hilliard
Dist. No. 5 Callahan

October 20, 2000

JOSEPH M. "Chip" OXLEY, JR.
Ex-Officio Clerk

MICHAEL S. MULLIN
County Attorney

WALTER D. GOSSETT
County Coordinator

Mr. William A. Worsham, Business Manager
Northeast Florida Public Employees Local 630
550 Balmoral Circle North, Suite 207
Jacksonville, FL 32218

Dear Mr. Worsham:

Enclosed is a certified copy of the Memorandum of Understanding revised to add Lee Pickett and Garland Gibson to the Employee Position List as approved by the Nassau County Board of County Commissioners on October 16, 2000.

Please let us know if we may be of any further assistance.

Sincerely,

J. M. "Chip" Oxley, Jr.
Ex-Officio Clerk

jgb

Enclosure

cc: Walter D. Gossett

Upon the request and recommendation of the County Attorney, it was moved by Commissioner Marshall, seconded by Commissioner Vanzant, and unanimously carried to approve a Memorandum of Understanding with the Northeast Florida Public Employees Local 630 adding the names of Lee Pickett and Garland Gibson to the original Memorandum of Understanding approved on August 14, 2000 regarding the employment of existing landfill employees in the event the landfill operation is privatized.