

MEMORANDUM OF UNDERSTANDING

Between Nassau County

And

Northeast Florida Public Employees Local 630, LIUNA, AFL-CIO

THIS MEMORANDUM OF UNDERSTANDING entered into this 23rd day of August 2004, by and between the BOARD OF COUNTY COMMISSIONERS OF NASSAU COUNTY, FLORIDA, a political subdivision of the State of Florida, hereinafter referred to as the "County", and the NORTHEAST FLORIDA PUBLIC EMPLOYEES LOCAL 630, LIUNA, AFL-CIO, hereinafter referred to as the "Union", the parties agree as follows:

1. Phase 1 of Staggered Four-Ten Hour Work Week Test Program will be tried at the Nassau County Road Department, starting Monday, October 4, 2004 and ending Friday, December 31, 2004. Phase 2 of Staggered Four Ten-Hour Work Week Test Program will start Saturday, January 01, 2005 and ending Friday, April 01, 2005. The County will evaluate each Phase of this Test Program to determine the efficiency and productivity of the Nassau County Road Department. The County can terminate this Test Program at anytime. The Test Program will end on Saturday, April 02, 2005 and the Staggered Four Ten-Hour Work Week will continue until Saturday, October 01, 2005, unless, the County mandates a normal Five Eight Hours Work Week. The Staggered Four Ten-Hour Week to continue after Saturday, October 01, 2005 must be approved by both County and Union.

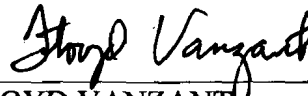
2. The Staggered Four Ten-Hour Test Program will be as follows:

- (1) Shifts: 2, Shift 1 will be from Monday thru Thursday and shift 2 will be from Tuesday thru Friday.
- (2) Time: 7 AM to 5:30 PM and Lunchtime will from 12 PM to 12:30 PM.
- (3) Holidays: Holiday's on Friday – Shift 1 will get the previous non-holiday day off and Holiday's on Monday – Shift 2 will get next non-holiday day off.

Memorandum of Understanding: Staggered Four-Ten Hour Work Week Test Program

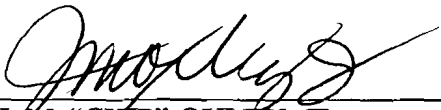
- (4) Crew Breakdown: Both Shift 1 and Shift 2 will have equivalent experience, expertise, and job classifications as determined by the County. Seniority and Volunteers will be considered in the crew breakdown by the County.
- (5) Call-in per Article 12.3 of Union Contract: Will be 7 AM to 7:30 AM.
- (6) Vacation Accrual per Article 10.1 will remain on a Five (5) Days/Eight (8) Hours schedule.
- (7) All other policies per County and Union established policies.

BOARD OF COUNTY COMMISSIONERS
NASSAU COUNTY, FLORIDA



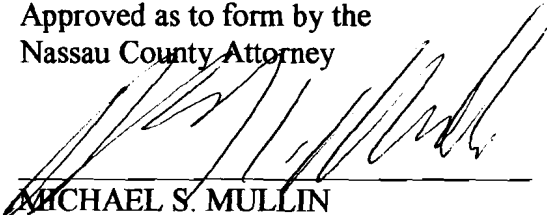
FLOYD VANZANT
Its: Chairman

ATTEST:



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

Approved as to form by the
Nassau County Attorney



MICHAEL S. MULLIN

NORTHEAST FLORIDA PUBLIC
EMPLOYEES LOCAL 630,
LIUNA, AFL-CIO



WILLIAM (BEAU) WORSHAM
Its: Business Manager



NORTHEAST FLORIDA PUBLIC EMPLOYEES LOCAL 630

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, AFL-CIO

550 Balmoral Circle N., Suite 101 • Jacksonville, Florida 32218

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8-9-04

August 6, 2004

Business Manager
William (Beau) Worsham

President
Charles L. King

Secretary - Treasurer
Phillip Yeatman

AFFILIATIONS:

LIUNA, AFL-CIO
Washington, D.C.

North and
Central Florida
Laborers District
Council

Florida State
AFL-CIO

North Florida
Central Labor
Council

Mr. Michael Mullin, County Attorney
Nassau County Board of County Commissioners
P.O. Box 1010
Fernandiana Beach, FL 32035-1010

Dear Mike:

Please find enclosed two (2) copies of the Memorandum of Understanding (staggered four-ten hour work week test program) which I executed by my signature. Please obtain the necessary signatures and return one (1) fully executed original to me for my files.

Please call should you have any questions regarding the MOU.

Your cooperation and continued support is appreciated.

Sincerely,

William (Beau) Worsham
Business Manager and Special International Representative

WAW/mw

enclosure

cc: Johnny Cooner
Road and Bridge Stewards

Approved