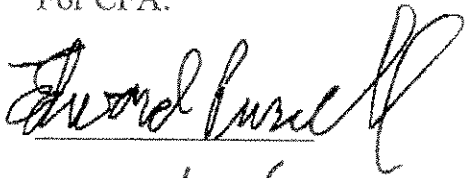


Memorandum of Understanding
Tentative Agreements

The Parties hereby agree that the following contract articles from the expired 2007-2011 Memorandum of Understanding will be continued, unchanged, in a successor agreement:

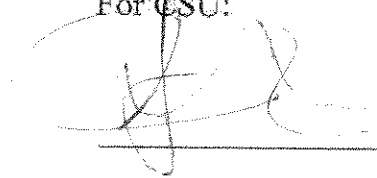
Article 2 Definitions
Article 3 Effect of the Agreement
Article 4 Savings
Article 5 Management Rights
Article 11 Personnel Files
Article 17 Temporary Suspensions
Article 24 Sick Leave
Article 28 Difference in Pay Leaves
Article 30 Pre-Retirement Reduction in Time Base
Article 33 Holidays
Article 34 Vacations
Article 36 Additional Employment
Article 37 Safety

For CFA:



Date: 10/24/11

For CSU:



Date: 10/24/11