

LETTER OF UNDERSTANDING

BY AND BETWEEN:



VILLAGE OF CACHE CREEK
(Hereinafter referred to as the "Employer")

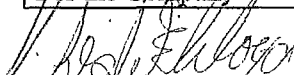
AND:

INTERNATIONAL UNION OF OPERATING ENGINEERS,
LOCAL 115
(Hereinafter referred to as the "Union")

The parties agree that Article 21.02 (the second bullet point) currently "a cost equal to the cost of Weekly Indemnity from the balance of the remaining premiums" is intended to read "*The employer shall pay* a cost equal to the cost of Weekly Indemnity from the balance of the remaining premiums."

Signed this the 7 day of JANUARY, 2013

 For the Company	 For the Union
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Jan 14, 2013

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