

TENTATIVE AGREEMENTS

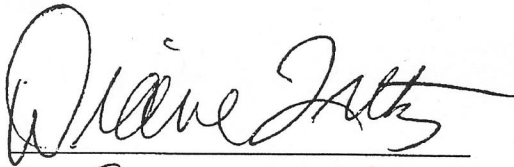
Attached are the final Tentative Agreements for the WFSE General Government negotiations. The tentative agreements are on the following articles:

- Bid System
- Compensation
- Contracting
- Dues Deduction
- Employee Rights
- Entire Agreement
- Hiring and Appointments
- Mandatory Subjects
- Management Rights
- Strikes and Lockouts
- Vacation Leave

All other outstanding articles and issues by either party are withdrawn.

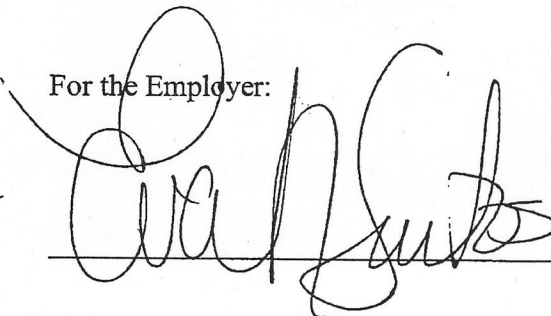
The Union agrees to allow employees in bargaining units for which they represent to vote on the ratification of this Agreement, with the understanding that this does not set any precedent for future ratification votes.

For the Union:



9/13/04

For the Employer:



9-13-04