

AGREEMENT BETWEEN
MISSOULA COUNTY ("Employer")

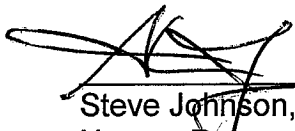
and

AMERICAN FEDERATION OF STATE, COUNTY & MUNICIPAL EMPLOYEES
(AFSCME), Council No. 9 ("Union"), Detention Support Unit

EMPLOYER agrees that no services or work of the kind, nature, or type covered by, presently performed, or hereafter assigned to, the collective bargaining unit will be sub-contracted, transferred, leased, or assigned in whole or part to others if it would cause the separation from County service of bargaining unit employees without the mutual consent of both the EMPLOYER and the UNION.

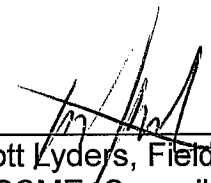
This Agreement is effective through June 30, 2011.

FOR THE EMPLOYER



Steve Johnson, Director
Human Resources

FOR THE UNION



Scott Lyders, Field Representative
AFSCME, Council No. 9"