

**MEMORANDUM OF UNDERSTANDING**

This Memorandum of Understanding is made and entered into this 12 day of December 2014 by and between the City of Venice, (hereinafter referred to as "City") and AFSCME Local 1718 (hereinafter referred to as "Union").

WHEREAS, the City and the Union have a collective bargaining agreement in place for the period October 1, 2013 to September 30, 2016; and

NOW THEREFORE, in consideration of the mutual promises, covenants and agreements contained herein, the parties agree as follows:

The City and the Union agree that Article 19, section 4 shall be modified so that the party requesting arbitration will be responsible for requesting and paying for the panel of arbitrators.

FOR CITY OF VENICE

*[Signature]* 12/11/14  
Name Date

FOR AFSCME LOCAL 1718

*[Signature]* 12/10/14  
Name Date