



117 (Wastewater Treatment Division, Professional & Technical and Administrative Support) representing employees in the department of natural resources and parks and attached hereto are hereby approved and adopted by this reference made a part hereof.

SECTION 2. Terms and conditions of the collective bargaining agreement shall be effective from November 1, 2010, through and including October 31, 2014. Terms and conditions of the memorandum of agreement shall be effective from January 1, 2011, through and including December 31, 2014.