

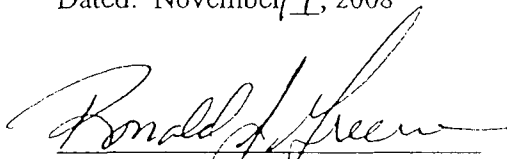
**STIPULATION OF AGREEMENT  
BETWEEN  
THE COUNTY OF ORANGE  
AND  
CIVIL SERVICE EMPLOYEES' ASSOCIATION, INC., Local 1000, American  
Federation of State, County and Municipal Employees' Union, AFL-CIO for the  
County Employees' Unit, Orange County Local 836**

Stipulation of Agreement made and entered into this \_\_\_ day of November, 2008 by and between the County of Orange ("the County") and the Civil Service Employees' Association, Inc., Local 1000, American Federation of State, County and Municipal Employees' Union, AFL-CIO For The County Employees' Unit, Orange County Local 836 ("CSEA").

It is hereby agreed:

1. Article 5, Section 2(2), p. 7 - Work Schedule Variance – The County's withdrawal of its proposal during the negotiations for the 2007-2011 collective bargaining agreement concerning flexible work hours and flexible work schedules is without prejudice to its position that it has the authority to require the use of flexible work hours and work schedules as it has in the past and as well in accordance with the September 30, 2007 decision of Arbitrator Sirefman.
  
2. Article 21(1)(9), p. 42 – Health Insurance – The County's withdrawal of its proposal during the negotiations for the 2007-2011 collective bargaining agreement concerning the "Eligibility Period" title is without prejudice to its position that this language refers to "Eligibility Period Upon Completion of."

Dated: November/9, 2008

  
\_\_\_\_\_  
FOR THE CSEA

  
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FOR THE COUNTY