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**DATE: August 9, 2002**

**TO: BOARD OF DIRECTORS**

**FROM: ROGER SNOBLE, CHIEF EXECUTIVE OFFICER**

**SUBJECT: AFSCME NEGOTIATIONS**

We have reached a tentative agreement, on all issues, with AFSCME that reflects the overall direction of the Board. I will present this agreement at the Board Meeting on August 15, 2002. It still needs to be accepted by AFSCME members. Further details will be forthcoming.

Should you have any questions or comments please call me.