



THE METROPOLITAN WATER DISTRICT
OF SOUTHERN CALIFORNIA

Date: December 8, 2009
To: All Metropolitan Employees
From: Timothy F. Brick, Chairman of the Board
Jeffrey Kightlinger, General Manager
Subject: MOU Status

As you know, at the October 13 Board of Directors meeting, the General Manager withdrew from the Board's consideration the tentative labor agreements that had been developed through a negotiating process among representatives of management and Metropolitan's four employee bargaining units. Today the Metropolitan Board formally ratified that withdrawal action in a vote taken during its regularly scheduled meeting.

By this action, the Board in effect has rejected the tentative agreements and directed the negotiators to return to the bargaining table. This effectively closes the book on the tentative agreements and we now must move forward.

Working through the Organization and Personnel Committee, the Board is scheduling a workshop in January as a next step. In the meantime, all the conditions of the previous labor agreements remain in effect.

Metropolitan remains committed to a successful outcome. Thank you for your patience and your hard work.

cc: Board of Directors
Member Agency Managers