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'98 JUL 13 P1:36

AMENDMENT OF AGREEMENT BETWEEN
DOUGLAS COUNTY EMPLOYEE'S ASSOCIATION
AND
DOUGLAS COUNTY

BY [Signature]
SECRETARY

WHEREAS, the County of Douglas (hereinafter "the County") and the Douglas County Employees Association (hereinafter "the Association") are parties to a collective bargaining agreement, its terms being effective from July 1, 1998 to June 30, 2001; and

WHEREAS, the County and the Association agree that a modification to the agreement is necessary to effectively implement the Catastrophic Leave Policy; and

WHEREAS, the County and the Association desire to modify Article 13(C) of the agreement to accomplish that implementation;

NOW, THEREFORE, the County and the Association agree to modify Article 13(C) in the following manner:

A total of no more than seven hundred twenty (720) hours of regular sick leave may be credited to an employee. Sick leave earned in excess of seven hundred twenty (720) hours will be placed in a special sick leave account to be used by an employee under the following conditions:

1. The employee may withdraw sick leave credits from the special account to maintain a regular sick leave balance of not more than seven hundred twenty (720) hours; or the employee is suffering from a long term or chronic illness. A long term or chronic illness is defined as a disease or ailment that is of lasting condition for a period of months or years, and cannot easily be corrected within a short period of time. Long term or chronic illnesses are generally not of a temporary disabling, or incapacitating nature; and
2. The employee has used all sick leave otherwise available to him; and
3. Withdrawal of sick leave credits from the special account is approved by the Board of County Commissioners of Douglas County.

Effective June 30, 2001, special account hours in excess of 720 hours will be transferred to the County's Catastrophic leave account, and all special sick leave accounts will be eliminated. *Employees with special account hours in excess of 720 hours may voluntarily transfer hours to the Catastrophic leave account prior to June 30, 2001.*

DOUGLAS COUNTY
EMPLOYEES ASSOCIATION

BOARD OF COUNTY
COMMISSIONERS

[Signature]

Lois Colburn

[Signature]

Jacques Etchegoyhen

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REQUESTED BY
DOUGLAS COUNTY
IN OFFICIAL RECORDS OF
DOUGLAS CO., NEVADA

CERTIFIED COPY

The document to which this certificate is attached is a full, true and correct copy of the original on file and on record in my office.

'98 JUL 13 P4:22

DATE: July 13, 1998
B. REED Clerk of the 9th Judicial District Court
of the State of Nevada, in and for the County of Douglas.

LINDA SLATER
RECORDER: 043

By Chad Mullock Deputy

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SESSIONS