

**Letter of Understanding**  
**Between**  
**Palm Tran, Inc. (the Company)**  
**and**  
**SEIU, Florida Public Services Union, CTW, CLC (the Union)**

This Letter of Understanding (LOU) between the COMPANY and the UNION memorializes the following understanding of the parties:

1. The COMPANY acknowledges the UNION'S concerns regarding wage compression and agrees to negotiate over wage compression as one of the issues in negotiations over the FY 2017-18 to FY 2019-20 AGREEMENT.

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Clinton B. Forbes  
Palm Tran Executive Director

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Barbara Watson  
Regional Coordinator