

**MEMORANDUM OF AGREEMENT**

This Agreement is made and entered into by and between Alabama A&M Research Institute and the Plumbers and Steamfitters, Local 377 (hereinafter referred to as the Union).

Whereas, the Union is party to a Collective Bargaining Agreement (CBA) entered into the 1st day of May 2011, with URS Federal Technical Services, Inc., a prime contractor for NASA covering certain operations at the NASA Marshall Space Flight Center (MSFC), and

Whereas Alabama A&M Research Institute is a subcontractor to URS Federal Technical Services, Inc., performing Boiler Operations work covered by said CBA.

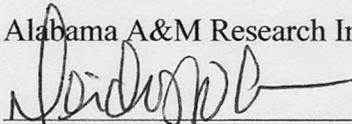
Now, therefore, in the performance of those operations, Alabama A&M Research Institute agrees to be bound by the terms and conditions of the CBA established between URS and the Plumbers and Steamfitters, Local 377.

This Agreement shall be in effect from May 1, 2011 through April 30, 2014, and in conjunction with the CBA shall completely and correctly expresses all of the rights, obligations, and restrictions retained by or imposed upon the parties to this Agreement.

Any supplements, amendments, or modifications to this Bridge Agreement that are mutually agreed upon must be reduced to writing and signed by both parties.

AGREED:

Alabama A&M Research Institute

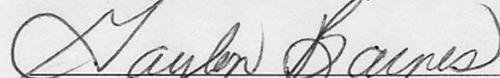
  
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Deidra Gopher, Executive Director

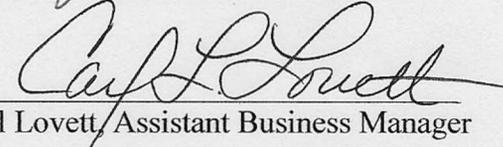
Date

4-27-11

AGREED:

Plumbers and Steamfitters, Local 377

  
\_\_\_\_\_  
Gaylon Barnes, Business Manager

  
\_\_\_\_\_  
Carl Lovett, Assistant Business Manager

Date

04-27-2011