

TENTATIVE AGREEMENT

LETTER OF UNDERSTANDING NO. 6

SUBJECT: NEGOTIATED JOB TITLE CHANGES

Following are provisions mutually agreed to by the Company and the Union with respect to employees affected by negotiated job title changes:

- A. *An employee's retention and Category A status will be applicable to the new classification if:
1. There is a change in job code number or title change only, or
 2. A job title is deleted or depopulated and employees are reclassified to a newly established job title.
 3. The job title is upgraded and combined with an existing job title.
 4. The job title is deleted or depopulated and employees are reclassified laterally to an existing job title for the purpose of combination of said job titles.
- B. An employee's retention status will be applicable to the new classification if a job title is retained and some employees are reclassified to a newly established job title.

Reclassifications made in accordance with the foregoing will not be subject to other Bargaining Agreement provisions relating to reclassifications.

- * If a job title is deleted or depopulated and employees are reclassified to more than one (1) new classification in different labor grades, Category A rights will apply to the job title in the lower labor grade.

Dated: September 4, 2008