

Best and Final Offer
August 28, 2008

TENTATIVE AGREEMENT

LETTER OF UNDERSTANDING NO. 21

SUBJECT: NON-TRADITIONAL WORK SCHEDULES

The parties recognize that the efficient use of facilities and machinery is an integral part of the Company's competitiveness and that the Company's competitive position is essential to the employment security of its employees. The parties further recognize that a normal work schedule of eight (8)-hours-a-day five (5)-days-a-week is not always conducive to the efficient use of facilities and machinery. Accordingly, the parties agree they will consider implementing non-traditional work schedules where they deem it appropriate.

While the parties recognize that the details of non-traditional work schedules will have to be discussed on a case-by-case basis, and that no such schedules will be implemented except upon mutual agreement by the parties, the following guidelines will apply:

1. The workweek and shift times set forth in Article 5 of the parties' Collective Bargaining Agreement will be adjusted to accommodate the non-traditional work schedule.
2. The phrase "assigned shift" will be substituted for "eight (8) hours" wherever it appears in the parties' Collective Bargaining Agreement.
3. Employees who work on their third consecutive day of rest will be paid overtime on the same basis as their first day of rest.
4. For those calendar weeks encompassing any of the holidays observed by the Company, employees assigned to non-traditional work schedules will be converted for that week to a normal work schedule.

Dated: September 4, 2008