

LETTER OF UNDERSTANDING NO. 23

SUBJECT: FACTORY SERVICE ATTENDANTS
RATE STRUCTURE REVISION

The Company and the Union agree to the continued inclusion of the 8820A job classification as part of the approved Corporate job codes. As agreed in the 1995 Collective Bargaining Agreement this job will replace the existing 88201 and 88202 factory service attendant classifications. The Labor Grade "A" will have a minimum rate of ~~\$8.72~~11.00 per hour with a maximum rate of ~~\$16.74~~18.04 per hour. The Labor Grade "A" will only be applicable to the 8820A classification. All provisions of Article 6 of the parties' current Collective Bargaining Agreement ("this Agreement") will apply to employees in this classification who are not at the rate maximum. For those employees who are at the maximum rate any general wage increases provided for in Subparagraph 6.3(b)(1) will be paid as lump sums equivalent to the agreed upon general wage increase percentage. The lump sums will be paid as a percentage of bargaining unit gross earnings. Bargaining unit gross earnings are defined as that portion of an employee's total earnings while in the bargaining unit which is computed at the employee's base rate plus cost of living adjustment rate, shift differential rate, ~~remote assignment premium (swamp pay) rate,~~ and non-regular workweek premium rate, as applicable, on regular and overtime hours worked, overtime bonus hours, third shift bonus hours, team leader premium, sick leave hours (including those paid from FSP funds), vacation hours, holiday hours, report time hours and leave with pay hours. All other payments to an employee, imputed or otherwise, are excluded from the definition of bargaining unit gross earnings. The rate range maximums will be adjusted in accordance with Section 6.4 of this Agreement, if applicable.

The 8820A classification applies only to newly hired employees and those individuals placed in this classification through any means other than the exercise of contractual rights provided by Article 22 of the Agreement. This job may not be populated while there are employees with Category A rights to the 88201 and 88202 job classifications.

Labor Grade "A" is not covered in the classification guides for labor grades one through eleven, but is to be assigned as stated in this Letter of Understanding.

Dated: September 4, 2008