

Best and Final Offer
August 28, 2008

TENTATIVE AGREEMENT

LETTER OF UNDERSTANDING XX

MODIFIED IN-LINE PROMOTION FOR CERTAIN JOB TITLES

The parties agree that career growth and promotional opportunities for qualified employees will benefit both the Company and employees. The parties acknowledge that in some job titles, the Category B process set forth in Section 22.1(b) of this Agreement does not consistently result in the promotion of employees who possess the technical skills and expertise to be successful in the open job in the normal line of promotion.

Accordingly, the parties agree that with respect to the job titles listed below, the parties will jointly develop minimum qualifications/requirements that employees in the job family must meet prior to filing an effective application to the personnel section for the open job title and designated shift, pursuant to Section 22.1(b)(2). The provisions of Sections 22.1(b)(1), 22.1(b)(3), and 22.1(b)(4) will continue to apply. The minimum qualifications/requirements for each job title will be jointly established within one year of contract ratification.

Once a candidate in the job family meets the minimum qualifications/requirements, the candidate may submit his or her request for an upgrade. When the next job opening occurs, the senior candidate who has met the minimum qualifications/requirement will be selected. In some cases, upon meeting the minimum qualifications/requirements, the promotion may be immediate.

Job Titles Subject to this Letter of Understanding

Facilities Crafts:

811XX Plumber Maintenance,
895XX Machine Repair Mechanic,
C20/861 Electrician Maintenance

The parties will meet on a quarterly basis to discuss whether additional job titles should be added to, or removed from, this Letter of Understanding during the term of this Agreement. Additional job titles shall only be added to this Letter of Understanding by mutual agreement of both parties.

For all job titles subject to this Letter of Understanding, the Company will not select normal line of promotion designated candidates under Section 22.1(k).

Dated: September 4, 2008