

LABOR AGREEMENT CLARIFICATION

Subject: Clarification of Broken Service - Section 106.3 of the Physical Agreement and Section 17.3 of the Clerical Agreement

During the last General Negotiations, the Company and Union agreed to expand the protection given to employees, as provided in Titles 106 and 17, who are laid off for lack of work if they have more than five years of Service at the time of layoff and effective January 1, 1984, such employees can be absent for up to two years without a break in Service. In other cases, a regular employee, with less than five years of Service, can only be absent for up to one year without a break in Service.

While the language, as it is written in the Agreement, under Subsection 106.3(17.3)(a)(1) states that an employees who has "at least one year but less than five years of Service at the time of layoff" shall not have a break in Service if absent less than one continuous year, it was not the intent of the parties to exclude regular employees (employees with six months' and less than one year's Service) from the protection previously provided under this Title.

For Company W. Bonbright

Date 9/27/84

For Union Joe McInerney

Date Oct 12, 1984