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February 24, 1976

Mr. L. N. Foss, Secretary Review Committee, Local 1245 I.B.E.W., AFL-CIO P. O. Box 4790 Walnut Creek, California 94596

Dear Larry:

Re: Arbitration No. 58

Reference is made to our conversation Thursday concerning our proposed settlement of the above-subject arbitration case.

In consideration of Union's closing the case without necessity to resort to arbitration, as I indicated, the Company will pay the arbitrator's minimum fee and will establish a Maintenance Subforeman position in each of the Divisions involved. Pursuant to Section 205.19 of the current Agreement, the positions will be offered to the senior qualified employee in each of the Divisions applicable line of progression to such a vacancy. The appointments will be effective March 1, 1976.

We have informed Mr. Eaton that the matter has been resolved and the hearing scheduled to commence February 25 cancelled.

Please call me immediately if this is not in conformance to your understanding of the agreed settlement.

Yours very truly, ./BROWN

LVB:rto