

LETTER OF UNDERSTANDING
Additional Vacation Allowance
November 23, 2005

The parties agree to modify the Collective Bargaining Agreement to allow employees, on the active payroll, at the time of their 60th and 61st birthdays, the option of converting 10% of their unused extended sick leave to either a cash payment or to additional vacation. The remaining provisions and practices regarding converting extended sick leave to vacation under the existing Collective Bargaining Agreement will remain as written.

The contract language shall be modified as follows:

Additional Vacation Allowance

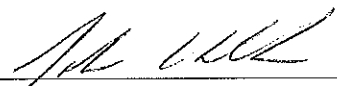
1. Effective 1/1/07 for active, full-time employees, upon reaching their 60th and 61st birthdays, additional vacation may be requested in each of those years, and will be given and will be charged to the employee's extended sick leave reserve. Such additional vacation may be taken either as a lump sum payment or as vacation. This additional vacation allowance shall be 10% of the employee's extended sick leave, which stands to their credit at the time the additional vacation or payment is chosen. If additional vacation is chosen such vacation will be taken in compliance with the rules governing vacation.
2. At the employee's option, between their 62nd and 65th birthdays, additional vacation time will be given and will be charged to the employee's extended sick leave reserve. Such additional vacation will be taken in compliance with the rules governing vacation.
3. This additional vacation allowance shall be the following percentages of the employee's extended sick leave which stand to their credit at the time the additional vacation is started:
 - (a) Between employee's 62nd and 63rd birthdays ---- 10%
 - (b) Between employee's 63rd and 64th birthdays ---- 10%
 - (c) Between employee's 64th and 65th birthdays ---- 20%(With a guaranteed minimum of 5 days)
4. An employee who elects to retire early, after reaching their 55th birthday and before their 62nd birthday, may receive additional vacation in the year they elect to retire. This additional vacation time will be 10% of the employee's extended sick leave reserve which stands to their credit at the time the additional vacation is started. This additional vacation will serve as terminal leave and therefore can only be taken just prior to and in conjunction with the date the employee has elected to take early retirement. If, for any reason, the employee's early retirement is canceled, the employee must pay back to the Company the cash equivalent of any additional vacation taken prior to the cancellation of the early retirement. (Effective May 30, 1982)

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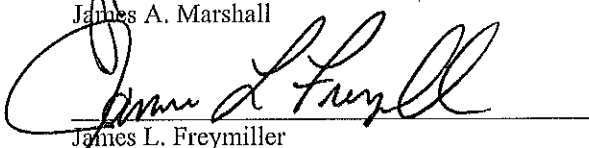
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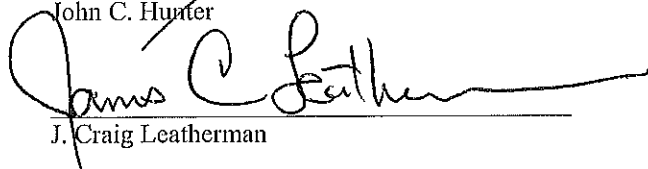
James A. Marshall



John C. Hunter



James L. Freymiller



J. Craig Leatherman