

# Proposed Settlement

T.A.  
9/24/12

Local Union: 1011

Local Issue No(s):

Plant Wide 6

Subject: Years of Service Recognition

The Company proposes to resolve this demand as stated below:

During the course of 2012 Local Issues Negotiations, it was brought to the Company's attention that West Employees were not being recognized for achieving significant milestones with regard to their years of service with the Company. This is to confirm the Company's intent to extend recognition to those Employees on the West who have achieved twenty-five (25) years of service by allowing them to select an item of their choice (i.e. watch or mantle clock), as presently offered to those Employees working on the East.

*The parties agree that this Proposal does not constitute a guaranteed crew size or any future assignment preferences.  
This Proposal is subject to addition, modification, alteration, or withdrawal until a final agreement is reached on all issues.*

Agreed to:

Company: \_\_\_\_\_

Union: \_\_\_\_\_

Date: \_\_\_\_\_