

J. A.
[Handwritten signature]

Proposed Settlement

Local Union:	1011	Local Issue No(s):	PW 4
Subject:	Benefits Coordinator		Scope 1

The Company proposes to resolve this demand as stated below:

The parties agree to amend the local side letter of agreement related to Union positions being compensated by the Company, to reflect the following:

1. Replace ICD Assistant position with Benefits Coordinator position.

*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.*

Confidential – Covered by the USW/AMUSA Confidentiality Agreement

Agreed to:

Company: _____

Union: _____

Date: _____