

T.A.  
HAG

# Proposed Settlement

Local Union: 1011 Local Issue No(s): PW-10  
Subject: Single Day Vacation used in Emergency Situations

The Company proposes to resolve this demand as stated below:

The Company will not unreasonably deny Employee requests to utilize single days of vacation (day-at-a-time as provided for under Article Ten, Section B 3 (e)) for daily absences that are claimed as "emergencies" provided that:

1. Upon returning to work on his/her next scheduled turn the Employee provides documentation to substantiate that a bona fide emergency actually existed;
2. By granting such request would not result in consecutive days of vacation being used for emergency situations; and
3. By granting such request would not result in a disruption to operations.

This Settlement shall not be construed in any way to limit the right of the Company to level load vacation pursuant to Article Ten, Section B.

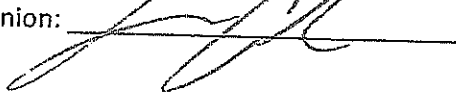
No grievance(s) shall be filed as a result of this Settlement, except a grievance alleging a failure on the part of the Company to abide by the terms of this Settlement.

*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: \_\_\_\_\_