

Sisters and Brothers,

Your Policy Committee and the Company have agreed to extend the agreement day to day. The Company has agreed to continue the check-off of Union dues and the expedited arbitration for discipline cases. They have not however agreed to the extension of letter R. The parties will continue to abide by the no strike / no lockout provisions with a written 5 day notice to terminate.

We are still committed to bringing in LaVergne Maintenance, Bloomington, Warren County and Kings Mountain into the Master agreement.

Your Policy Committee will from time to time be sending you definitions, as we understand them, of the Company's proposals.

- 12.5 hour shifts – This proposal creates an unpaid lunch. This also creates approximately 84 hours or 7 more days of unpaid time a year on 12 hours shifts or approximately 130.5 hours or 16.3 more days of unpaid time a year on 8 hour shift which will be spent in the plants.

Yours in Solidarity,

**Ron Hoover**  
USW Coordinator

Local 7L  
Bill Crooks

Local 138L  
Tim Cottrell

Local 310L  
Al Skinner  
Dennis Green

Local 787L  
Mike Tucker

Local 884L  
Jim McKown

Local 1055L  
Lou Patterson  
Tim Tucker

Local 1155L  
Billy Dycus  
Thomas White