



Andrea R. Gansen
General Director

December 28, 2009

230-15

Mr. Jim Wisniski
General Chairman IBEW
8000 Main Street, Suite A
North Richland Hills, TX 76182

Dear Sir:

This letter is in reference to the Road Electrician Agreement dated February 1, 2007, and our discussions regarding the intent and interpretation of paragraph 8 of that Agreement.

The Road Electrician position was not created as a right of selection job and the language of paragraph 8 is to be applied in accordance with the applicable Collective Bargaining Agreement. To further clarify this issue, the Carrier and Organization agree that Road Electrician positions will be filled by seniority. Should management determine that an individual filling a bulletined Road Electrician position does not demonstrate the aptitude for the position by fair trial (as defined in the applicable Collective Bargaining Agreement), the Road Electrician may be disqualified from the position.

If you are in agreement, please indicate by signing and returning one original of this letter to me.

Sincerely,

A handwritten signature in cursive script, appearing to read "Andrea Gansen".

AGREED:

A handwritten signature in cursive script, appearing to read "Jim Wisniski".
General Chairman IBEW

G:LABOR/Non-Ops/IBEW/Draft Agreements/230_15_Road Electrician clarification_AG