

Memorandum of Understanding

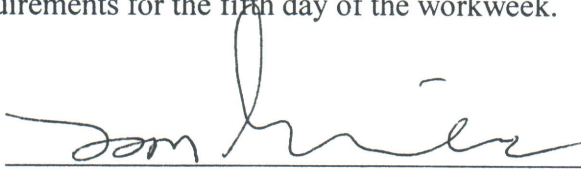
In the case of a temporary layoff due to lack of work, as defined by the current contract, the Union and the Company agree to a "senior may/junior must" provision. This provision allows a more-senior employee in a classification the choice of working or accepting a temporary layoff. If no senior employee volunteers to work, the least-senior (or most-junior) employee(s) in the classification will be scheduled to work.

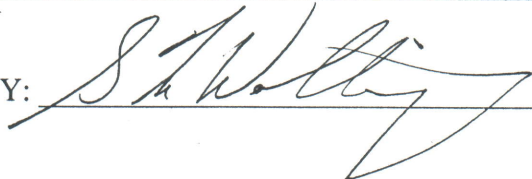
The Company will post an availability sheet in the week prior to any week it is felt there may be a temp layoff. Employees will sign their availability to work (and what shift) in areas that they are qualified by Friday at 3:00 PM. If a temp lay-off takes place in the following week, the Company will ask for volunteers in the classification(s) needed by:

- Asking the most-senior employee to the least-senior employee to work in the affected classification.
- Then, the Company will go to the availability list and take the most-senior to the least-senior employee(s) who have signed in classifications needing to be filled and are qualified to do so. These, too, will be by the shift the employee(s) made him/herself available. If the shift the employee is making him/herself available is different than his/her normal shift, s/he will sign a shift waiver and receive no premium pay.
- After the availability sheet has been exhausted, the Company will force the least-senior to the most-senior employee in the classification to work regardless of what shift is open. The Company will pay applicable premium pay to any employee it forces into another shift.

This will be done in the week as soon as possible; however, the Company may force employees to work by placing them on the work schedule for the day(s) in question, no later than the end of the last shift the affected employee works.

Notwithstanding the language of Article 20, Subsection D, and in the event of a four-day workweek, this Memorandum of Understanding shall be the procedure that will be utilized to staff requirements for the fifth day of the workweek.

UNION:  DATE: 6/30/10

COMPANY:  DATE: 6-30-10