

CONSENT AWARD

This matter came before the Neutral Arbitrator on January 28, 2011 and March 22, 2011, for the purpose of conducting a mediation/arbitration hearing. After having reviewed the evidence, the respective positions of the Union and Employer, proposed resolutions and the relevant statutory factors, the following Award is issued:

1. ARTICLE XXI, WAGES:

Effective 12/1/09 - \$906.00

Effective 12/1/10 - 2.5%

Wage increases shall be across the board and fully retroactive to 12/1/09 and 12/1/10 for all hours worked or paid as if worked. All current employees as of the date of this Award, and those who retired or received a disability pension during the term of this Agreement shall receive retro pay for the time period that they were employed.

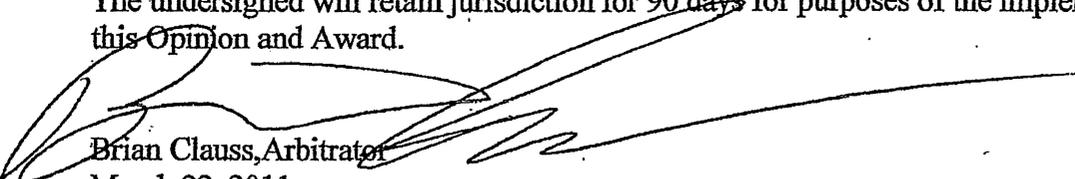
2. NEW SECTION 20.2: ALTERNATIVE SHIFT SCHEDULE:

The parties agree to have regular labor management meetings in accordance with this article to discuss in good faith an alternative shift schedule of 12 hour shifts.

3. All remaining provisions of the Agreement for December 1, 2009 through November 30, 2011 shall remain in full force and effect.

4. For the first year of its proposal on wages, the Employer proposed a zero across-the-board increase but with the addition of a 2.5% new step to the schedule. The Union proposed that instead of adding a new step which would only affect some of the members of the bargaining unit, that the equivalent step money be divided equally among all members of the bargaining unit. The Employer agreed to that distribution and the parties agree that this distribution results in the sum of \$906.00 added to each step of the schedule.

The undersigned will retain jurisdiction for 90 days for purposes of the implementation of this Opinion and Award.



Brian Clauss, Arbitrator
March 22, 2011