

TO: LANCE COLES

Grievant: ROBERT MASSON  
Case No: 77-95-10993

The subject Step 2 was discussed with you in accordance with Article 15 of the National Agreement.

As a complete and final settlement of the subject grievance, and without prejudice to the position of either party in this or any other case, and with the understanding that neither party shall cite this settlement in any other grievance proceeding or any other forum, the following resolution has been arrived at between the parties:

**MANAGEMENT AND UNION AGREE THAT ALL SUPERVISORS SHOULD BARGAIN IN GOOD FAITH WHEN DISCUSSING GRIEVANCES WITH UNION OFFICIALS.**

This settlement represents the complete and final resolution of the subject grievance and all issues pertaining thereto.

Kay N Smith      1-12-96  
Date

[Signature]      1-12-96  
Date