



Union Rep Jim Spina

Local Union #: 00-16054
Grievant: Class Action
Office: South Des Moines

As a complete and final settlement of the subject grievance, and without prejudice to the position of either party in this or any 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 will post the holiday schedule in accordance with Article 11 of the National Agreement and LMOU 13.

This settlement represents the complete and final resolution of the subject grievances and all issues pertaining hereto.

Kyle Helm
Management Designee

Date *5/20/04*
Signature of union designee acknowledges receipt only.

Jim Spina
Union Designee Receipt
5/20/04

Mail—Must be certified. Note certified number and affix return receipt to Step 2.