

1 **LETTER OF UNDERSTANDING NO. 45**

2 **SUBJECT: JOINT COMPANY/UNION WAGES COMMITTEE**

3
4
5 ~~The parties are committed to ensuring that the wages set forth in Article 6 of~~
6 ~~the Collective Bargaining Agreement enhance the Company's ability to~~
7 ~~attract employees. To support this goal, the parties agree to establish a Joint~~
8 ~~Company/Union Wage Committee (Committee). The Committee will have~~
9 ~~an equal number of representatives, including a co-chair, from each party.~~

10 ~~The Committee will address areas of concern regarding wages outlined in~~
11 ~~section 6.2(a) Base Rate Ranges and Section 6.3(a) Seniority Progression~~
12 ~~Increases.~~

13 ~~The Committee will update the Joint Council on the Committee's activities~~
14 ~~and recommendations. If the Committee is unable to come to agreement~~
15 ~~regarding Committee activities or recommendations, the issue will be~~
16 ~~presented to the Joint Council. No changes to the provisions of Article 6~~
17 ~~(Sections 6.2(a) and Section 6.3(a)) will be implemented except upon mutual~~
18 ~~agreement by the parties.~~

19 ~~Nothing in this Letter of Understanding is subject to the grievance and~~
20 ~~arbitration procedure of Article 19.~~

21
22
23 ~~Dated: January 3, 2014~~