

December 18, 1987

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Mr. E. P. McEntee
International Vice President
International Brotherhood of
Electrical Workers
10400 W, Higgins Road, Suite 400
Rosemont, Illinois 60018

Dear Mr. McEntee:

During the negotiations of the Agreement of this date we discussed situations where personal leave days are taken either immediately preceding or following a holiday.

This reconfirms our understanding that the work day (or day, in the case of an other than regularly assigned employee) immediately preceding or following the personal leave day is considered as the qualifying day for holiday purposes.

Please indicate your agreement by signing your name in the space provided below.

Very truly yours,

/s/ C I Hopkins, Jr.

I agree:

/s/ E P McEntee