

Dan Moresette
General Director

December 21, 2005

230-25
280-36

Mr. V. L. Janecek
General Chairman IBEW
620 North Custer
No Platte, NE 69101

RE: Modification of Rules of the CBAs regarding Paying Off employees.

Dear Sir:

Based on the Parties discussion, it is agreed that effective January 1, 2006, the following individual Rules of the Collective Bargaining Agreements are herewith superseded as indicated below. Such Rules are: Rule 28 of the April 16, 1942 (reprinted 4/19/57) (SPRR-WL); Rule 18 of the February 16, 1937 (Reprinted January 1, 1956) (SPRR-WL); Rule 18 of the April 15, 1967 (SPRR-EL); Rule 25 of the November 1, 1976 (UPRR); Rule 22 of the July 31, 1980 (DRGW); Rule 40 of the December 1, 1985 (CNW); and Rule 36 of the Agreement covering Telecom employees dated January 1, 2003.

"Rule , Paying Off.

Employees will be paid semi-monthly either by electronic deposit, mail service or during regular working hours. Where existing state laws provide more desirable paying off conditions, such conditions shall govern. Where there is a shortage equal to more than one (1) day's pay of an employee, if requested, a voucher will be issued to cover the shortage. Employees leaving the service of the Company will be furnished with a time voucher covering all time due within 24 hours where pay certificates are issued, and 48 hours at other points, when possible."

Please acknowledge your agreement by signing in the space provided below.

Sincerely,
/s/ Dan Moresette

AGREED:

/s/ Vic Janecek
General Chairman, IBEW