

Letter of Agreement on Pay
for Severe Weather Emergencies

In discussions between the Company and the Union, it was agreed that the Company will provide for consistent treatment in its pay practices when an employee's ability to get to work or remain at work is affected by severe weather conditions, under the following guidelines:

1. a) Employees will be paid if a governmental agency declares a state of emergency that prevents the employee from using roads or public transportation he or she must use to get to work. This applies to both categories of positions described in paragraph b) below.

b) Pursuant to the terms of an announcement by the Company that employees holding weather-excusable positions need not report or may leave early because of commuting difficulties, such employees will be paid for their time off. Employees who do not hold a weather-excusable position will be advised in advance to the extent practicable.

c) An employee, other than described in paragraph a) and b) above, who notifies the Company that he or she will not be able to get to work because of severe weather conditions will be docked or, in the discretion of the manager, allowed to use vacation or other available paid time.
- 2) Questions relating to the implementation of this guideline shall be addressed by the facility manager.
- 3) The Union may raise questions about the implementation of these guidelines with management.

Date:

4/29/97

For Dow Jones



For IAPE CWA Local 1096

Date:

5/3/97

