



Gene L. Shire
General Director
Labor Relations

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Mr. J.A. Huston
General Chairman UTU
1101 E. 87th Street
Ste. #105
Kansas City, MO 64131

March 11, 2009

Dear Mr. Huston,

This letter shall serve to memorialize our understanding that that all vacation vacancies of seven (7) days or more are to be filled as permanent vacancies and that employees returning from a vacation period of seven (7) days or more shall have full seniority displacement rights.

If the foregoing accurately reflects our understanding, please so indicate in the space provided below.

Sincerely,

A handwritten signature in black ink, appearing to read "Gene L. Shire".

I AGREE:

A handwritten signature in black ink, appearing to read "Jim A. Huston".

General Chairman