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Side Letter No. 4

Mr. Rick Gibbons
BLET General Chairman

Mr. Austin Morrison
BLET General Chairman

Mr. Pat Williams
BLET General Chairman

Mr. Matt Wilson
BLET General Chairman

Gentlemen:

During our discussions giving rise to the agreement signed this date, we discussed circumstances where the rest-cycle of an engineer can be changed due to either the pool/board being reduced/increased or an engineer returning from vacation. We recognized that changing an engineer's rest-cycle can have implications that are contrary to the intent of a rest-cycle pool/board, meaning that engineers cannot really have forecastable time off if a pool reduction/increase or an engineer returning from vacation changes that engineers anticipated rest-cycle. We agreed that this situation needs attention and committed to jointly work toward a solution.

Sincerely,

I Agree:

BLET General Chairman

BLET General Chairman

BLET General Chairman

BLET General Chairman