

Attachment F

Memorandum of Agreement
Between the Company and IBEW Local 2304

Early Relief Provision
4/08/08

Effective April 30, 2008 members of the Energy Production department who work 12 hour end-to-end rotating shifts may leave their assigned work station when properly relieved no more than 15 minutes prior to the end of their scheduled shift by mutual agreement between the employee being relieved and the employee providing relief, unless otherwise directed by their supervisor.

Employees who have provided early relief at the beginning of their shift for a member of the previous shift, may leave no more than 15 minutes prior to the end of their scheduled shift provided the task they are performing is not required for the following shift.

By providing this early relief, the employee coming on duty assumes complete responsibility for the job assignment at the time turnover occurs.

Employees participating in this program shall arrange their relief times to ensure that each individual's cumulative hours worked in a week does not exceed total hours scheduled for the week.

Any time worked outside of the normal shift as a result of this provision shall not be applicable to any of the overtime provisions of the Labor Agreement.

This provision will expire at the end of the current Labor Agreement.

Ed Maass

 4/25/08
Director of Blount Operations

Travis George

 4/25/08
IBEW 2304 Blount Steward

Don Semrad

 4/29/08
WCCF O&M manager

Matt Ramberg


IBEW 2304 WCCF Steward

Joe Pellitteri


AVE - HR

David Poklinkoski


President, IBEW Local 2304

Date 5/1/08

Date 5-2-08