

December 16, 2010

245-20, 245-19

Mr. Brian O'Reilly
General Chairman USCA
P.O. Box 902709
Sandy, UT 84090-2709

Mr. Mike Fox
General Chairman USCA
601 S. Union Avenue
North Platte, NE 69101

Gentlemen:

This letter is to document our agreement regarding employees who elect to observe holidays rather than personal days in calendar years 2011 and 2012.


Because of the days of the week on which the eleven (11) nationally recognized holidays fall in 2011 and 2012, only ten (10) holidays will actually be observed in 2011, while twelve (12) holidays will be observed in 2012. Inasmuch as it is not the intent of the personal day election agreement provisions to allow more or fewer personal days per year than the eleven (11) holidays, regardless of when those holidays are actually observed, it is agreed that employees who observe personal days in lieu of holidays will be afforded eleven (11) personal leave days in each of 2011 and 2012. Moreover, if an employee does not elect to observe holidays rather than having the additional eleven (11) personal leave days in 2011, that choice will continue through 2012, so as not to permit an employee to observe eleven personal days in 2011 and twelve holidays in 2012.

Because the election period for choosing between personal leave days and holidays concluded December 15, it is also agreed that any employee who wishes to change his or her election based on the provisions of this agreement will be permitted to do so until December 27, 2010.

Please indicate your agreement by signing and returning one original of this letter to me.

Sincerely,

AGREED:


General Chairman USCA




General Chairman USCA

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