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Mr. S. F. Green
UTU General Chairman
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February 19, 2013

Mr. Green,

Section 3.5.2 of the Midwest Seniority Agreement provided for the assignment of a Home Zone for all ground service employees. Sections 1.3 and 1.4 of the April 3, 2012 Ground Service Seniority Utilization Agreement further defined how Home Zones would be assigned, reading as follows;

> *1.3. "Home Zone" for employees who established ground service on or before June 29, 1995 is their prior rights Zone as provided by Section 2.2 of UTU SLSF Midwest Seniority Agreement.*
>
> *1.4. "Home Zone" for employees who established ground service seniority after June 29, 1995, their assigned Home Zone, as provided by Section 3.5.2 of the Midwest Seniority Agreement, will be their hire-out location.*

During our recent conference discussion, we agreed that the above language would permanently govern the assignment of Midwest Seniority Home Zones, past present and future.

If the above reflects our discussions and understandings, please sign below.

Sincerely,

Roger A. Boldra

I accept:

S. F. Green
UTU General Chairman S. F. Green

Copy: BLET General Chairman Rick Gibbons