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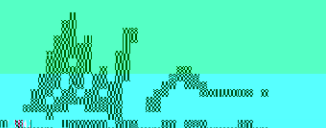
8. This MOU will be in effect until the date of the next meeting of the Joint Fact-Finding Commission.

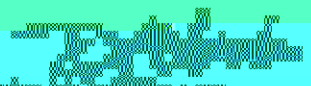
The parties agree that the purpose of this MOU is to provide a framework for the fact-finding process. The parties agree that the fact-finding process will be conducted in a fair and impartial manner. The parties agree that the fact-finding process will be conducted in a timely manner. The parties agree that the fact-finding process will be conducted in a confidential manner.

"Company" shall mean the company named in the title of this MOU. "Union" shall mean the union named in the title of this MOU.

This MOU, when signed, constitutes the entire agreement between the parties and shall not be subject to any oral or written modification, amendment, or supplement. This MOU shall be binding on the parties and their successors.

WITNESSED AND SIGNED this 1st day of January, 2001.

  
John Michaelson  
Vice President of the Union

  
John Michaelson  
Vice President of the Union

  
John Michaelson

  
John Michaelson

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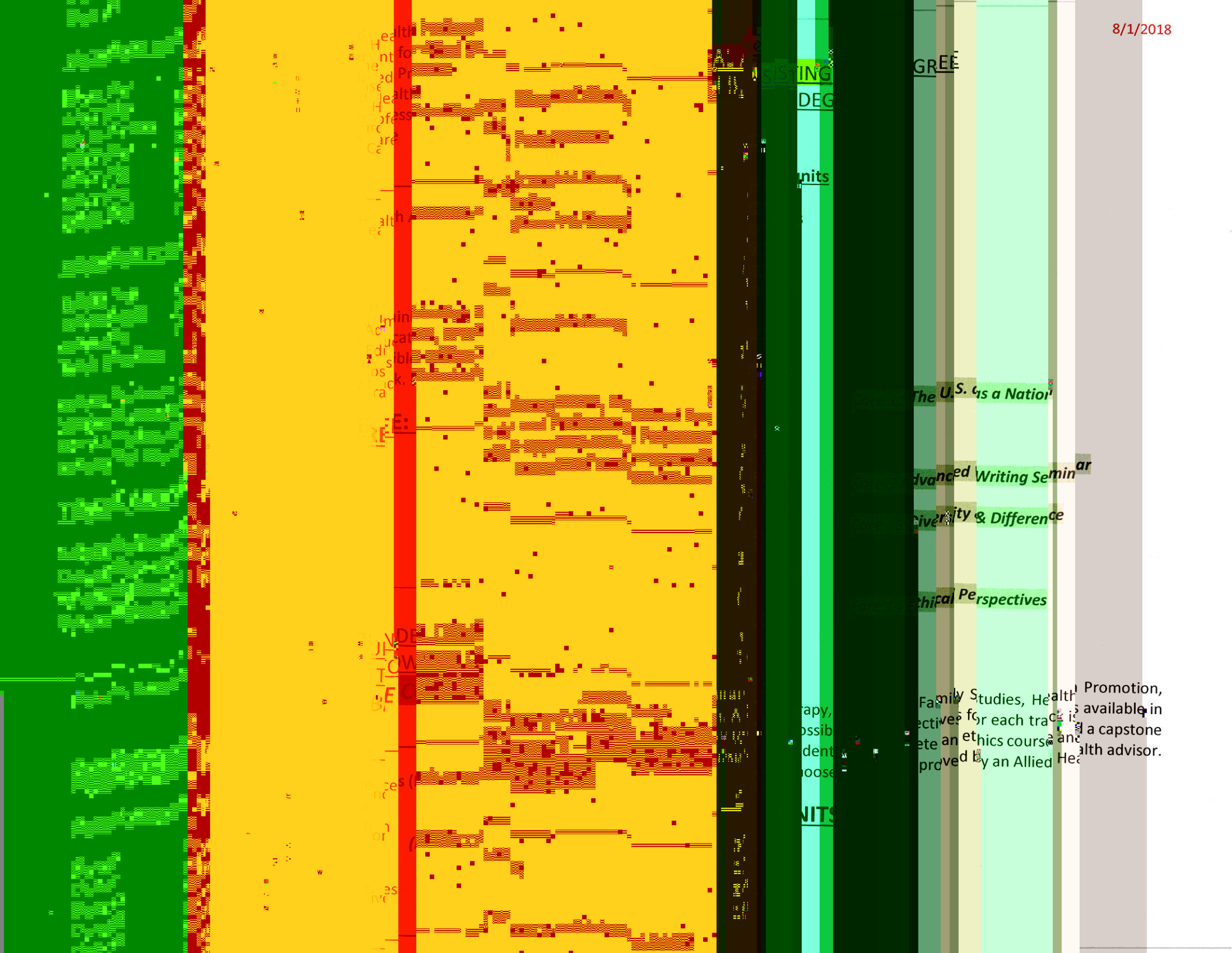
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