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Mr. Pat Williams
General Chairman BLET
101 N. Beverly Street
Crowley, Texas 76036

Dear Mr. Williams,

This letter will serve to memorialize our understanding that in pools where we have the so-called "primary/secondary" initiative in place, placement to the board at the final terminal will be done in the same sequence as the order of board standing at the home terminal.

Using the Phoenix to Winslow pool as an example, the following crews are on the primary board at Phoenix in the following sequence for indicated service:

Phoenix crew 1st out for service
Phoenix crew 2nd out for service
Winslow crew 3rd out for service
Winslow crew 4th out for service

Winslow crews standing 3rd and 4th out are beginning to acquire "Held Time" and the Carrier decides to deadhead these crews back to their home terminal out of turn in accordance with the agreement. Winslow crews 3 and 4 will surely reach their final terminal ahead of the 1st and 2nd out Phoenix crews that have yet to be called for service. In this case the 3rd and 4th out Winslow crews will be held off the secondary board at Winslow until such time as the 1st and 2nd out Phoenix crews have arrived at Winslow and been placed to the bottom of the primary board. At that time the 3rd and 4th Winslow crews that were deadheaded out of turn will be marked to the foot of the secondary board which will shove the 1st and 2nd out Winslow crews from the secondary board to the primary board behind the 2 Phoenix crews.

Further, if the 1st and 2nd out Phoenix crews have been called for service and the Carrier decides to deadhead the 3rd and 4th out Winslow crews by taxi to Winslow it is likely that the 2 deadhead Winslow crews will arrive at Winslow before the 2 Phoenix crews that were called ahead of the Winslow crews. Having the 2 Winslow crews running around the 2 Phoenix crews en route will be handled in the same manner as described above. The Winslow crews will not be allowed to mark up to the foot of the secondary board until such time as the 2 Phoenix crews arrive at Winslow and establish positions at the foot of the primary board. At that time the 2 Winslow crews who ran around the Phoenix crews en route will be placed to the foot of the secondary board which will shove the 1st and 2nd out Winslow crews from the secondary board to the primary board behind the 2



Phoenix crews that were just marked to the foot of the primary board.

The foregoing application is precisely what the primary/secondary initiative is designed to accomplish. Lengthen the time at home for home terminal crews and shorten the away-from-home time for the away-from-home terminal crews.

If the foregoing accurately reflects our understanding, please affix your signature in the space provided, returning a full executed copy to the undersigned.

For the Organization,

For the Carrier,

A handwritten signature in black ink, appearing to read "Pat Williams", written over a horizontal line.

Pat Williams

A handwritten signature in black ink, appearing to read "G.L. Shire", written over a horizontal line.

G.L. Shire