

Memorandum of Understanding between Alcoa Warrick Power Plant and IBEW Local 702
Holiday Coverage

This agreement sets forth the terms and conditions by which coverage for holidays will be provided by the mechanical and electrical maintenance shop personnel at the Alcoa Warrick Operations Power Plant.

This agreement outlines the basis for which coverage will be provided for the following holidays: New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, day after Thanksgiving Day, Christmas Eve and Christmas Day. Exclusions to this agreement would include any situation in which the Warrick Power Plant is involved in an emergency or a planned maintenance outage. Management shall have sole discretion to determine situations when this agreement shall not apply. During such occasions, maintenance personnel shall be scheduled for work in accordance with normal procedures.

Procedure:

1. To provide coverage for the above mentioned holidays, the employee normally scheduled to work per the mechanical and electrical maintenance work schedules shall be offered the opportunity to be present for work.
 - a. If such employee elects to not be present for work, then the work opportunity shall be offered to volunteers in the same classification to be present for work on such holiday.
 - b. Per the Collective Bargaining Agreement between Alcoa Power Generating Inc., Warrick Power Plant and Local Union 702 of the IBEW, any employee that reports to work on such holidays shall be paid 1 and ½ times their hourly rate for hours worked in addition to 8 hours of holiday pay.
2. If no employee elects to be present for work on the above mentioned holidays, then the employee normally scheduled to work in Item #1 above shall be required to carry a pager or a cell phone (at management's discretion and provided by Alcoa) and be available for work during the course of the entire 8 hour shift (7 a.m. until 3 p.m.).
 - a. Such employee shall be required to be available as follows:
 1. Employee shall remain in proximity to be able to report to duty within approximately one hour of being contacted by plant personnel.
 2. Employee shall be fit for duty to be available to report to work when requested during the entire shift.
3. Article 9, Section 10 of the Collective Bargaining Agreement shall not apply to the employee that is required to be available for work during this coverage period. Employees that respond during the required time will be paid time and one half for hours worked.
4. Any issue that is not covered in this agreement, or in the Collective Bargaining Agreement, shall be addressed by the parties in order to resolve the issue as quickly as possible. Disputes will not be subject to the grievance procedure prescribed in the Collective Bargaining Agreement.

This agreement may be cancelled by either party with a 10 day written notification.

Signed and agreed this 23rd day of May, 2005

For the Company

B. C. [Signature]
Vera Y. Chester

For the Union

[Signature]
[Signature]