

Alcoa

MEMORANDUM OF AGREEMENT

This agreement is to be used as a guideline for the Company safety program. Both parties understand and agree that if the language in this agreement does not meet the needs of either the Company and/or the Union, that both parties will meet in good faith and make changes that can be agreed upon by both parties.

- * This is to be considered a temporary job assignment.
- * The people selected for this position will be scheduled Monday through Friday.
- * Over-time will be kept separate.
- * There will be no loss of pay or seniority when returning to their regular position.
- * The first group will remain in place through 2003.
 - a.) When rotating out the least senior employee will rotate out first and so on.
 - b.) Rotating will be done in a staggered replacement. (not all at the same time)
- * To start the process the position will be posted, joint interviews will be conducted, and applicants will go through a joint selection process.
 - a.) The Union will make the final selection.
- * Starting time 7:00 or 7:30 A.M. (will be decided at a later date)
- * Vacation will be worked out at a later date. (2002 vacations will not change)
- * The Company and the Union may replace an employee whom they feel is unable to perform the job tasks required.
- * Any employee may opt out of the position within 90 days of appointment.
- * One dollar (\$1.00) will be added to the employees base rate of pay; and a guarantee of 15 hours of overtime per pay period will be made available for each employee.
- * The Collective Bargaining Agreement will be the guide line for anything not addressed in the agreement.

Brian T. Hall

Gregory W. Stephana

Mark Hemenway

RW Mayer

DeWayne Todd

J. Ken Rubin