

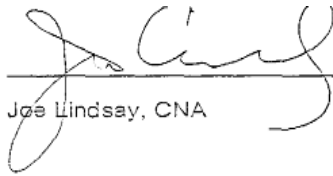
**Side Letter**

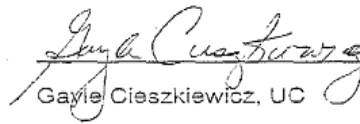
**Management Rights - Deletion of Merit Pay section**

The parties agree that the deletion of §B.10, from Article 34 – Management Rights.

*“to determine the basis for, and to determine the amount granted for merit increases”*

Only reflects the fact that the parties agreed in 2002 to eliminate the merit – based pay system and replace it with a system that provides for automatic within-range movement based on experience. The elimination of §B.10 has no other effect

  
Joe Lindsay, CNA  
5/20/05  
date

  
Gayle Cieszkiewicz, UC  
5-20-05  
date