



November 21, 2014

David J. Virella
AA System Coordinator
International Representative
Transport Workers Union, AFL, CIO
1791 Hurst view Drive
Hurst, TX 76054

Inspector Voluntary Self Demotion - TULE

Dear David,

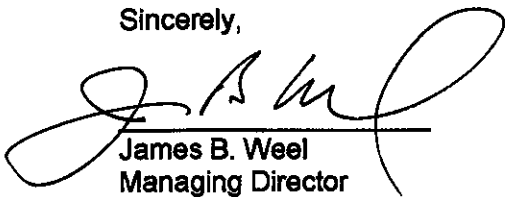
In response to Mr. Yingst's letter dated January 29, 2014, as well as the unique circumstances relative to the Inspector groups in TULE, the Company agrees to apply the following to TULE only on a non-precedent, non-referral basis:

The Company will open a fifteen (15) day window no later than December 31, 2014 so as to provide, for any Inspector, the opportunity to self-demote, provided he has completed twelve (12) months in his current assignment. Such employees will not be permitted to bid for another vacancy in the Inspector classification for a period of two (2) years from the date of self-demotion. Following this self-demotion opportunity, the positions to be vacated by the process may or may not be filled based on operational necessity. If some or all of the positions are to be filled, they will be posted at TULE, using the on-line tool for bid and awarded to TULE based employees only or the Company may elect to fill the positions in accordance with 12.4 and the addendum dated November 7, 2014.

If there are more local self-demotions than the Company would like to allow self-demoting, the self-demotions will be permitted in seniority order up to the number required. Employees who bid to fill one of the self-demoted Inspector positions will be selected in accordance with Article 12. Successful employees will not be allowed to report to the basic classification until their replacement is properly trained.

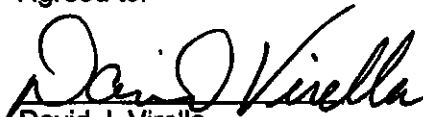
If the above represents your understanding of our agreement, please indicate by signing below.

Sincerely,



James B. Weel
Managing Director
Labor Relations

Agreed to:



David J. Virella
AA System Coordinator
International Representative
Transport Workers Union of America, AFL-CIO

cc: D. Lee
M. Nichols
D. Giustozzi
A. Hollander
E. Mitchell
S. Doyle
D. Danker
J. Voss