

Mr. Richard Logan
2 Electronics Ave
Danvers MA 01923

RE: COGT-1C-C 09291106
RG 09275 - Class
Mammoth P+DC

Dear Mr. Logan:

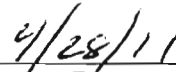
Step 3 Grievance Settlement

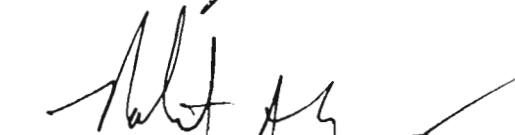
After considering all available evidence in the joint grievance file and that offered by the Union at the hearing, it is mutually agreed that the grievance is settled as follows:

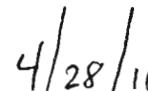
Custodians may replace lights consistent with
The Sept 12, 2000 Camping Policy Letter. Management
Must comply with MS-47 Section 244.

The parties agree that this settlement is non-precedent setting and will not be cited by either party in any subsequent grievance or arbitration hearing, or any other appeal forum, unless specifically agreed to in writing or where appropriate in establishing prior disciplinary action.


Richard Logan


Date


Robert A. Young


Date