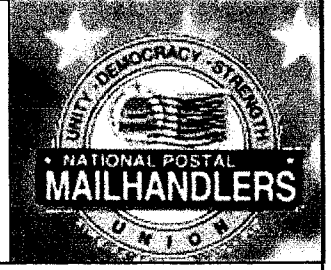


BUMP CAP POLICY REVERSED



May 19, 2008

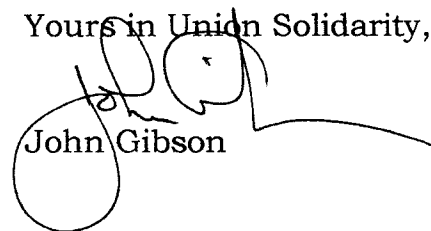
In a long overdue decision rendered by Arbitrator Sharkey, the Union has prevailed in its efforts to reverse an arbitrary and capricious management action. In June of 2006 the Union presented testimony and argument regarding management's imposition of the bump cap policy following an agreement to make the wearing of bump caps while operating powered equipment voluntary. Arbitrator Sharkey writes:

AWARD

- ***The order of September 2003 that makes the wearing of "bump caps" mandatory will be rescinded upon receipt of this decision.***
- ***The matter of who will wear "bump caps" and who will not, be the subject of a special safety labor management meeting or a series of meetings if necessary. Two meetings should be sufficient unless the parties mutually agree to continue their discussions beyond this time.***
- ***To assist both parties to reach a new agreement that addresses the points raised in this decision, a new PPE analysis will be performed and the results shared at the special labor management meeting. "Bump caps" will remain voluntary until such meetings are completed.***

The complete award is available for review by any interested member in the BMC Union office.

Yours in Union Solidarity,


John Gibson