

**Arbitration Witness Pay Agreement
October 12, 2000**

The Union and Company agree that the Union will be reimbursed for up to three (3) Union witnesses that have been mutually agreed upon for the day of arbitration.

The Union witnesses will generally consist of the grievant, committee person/vice president, and steward.

This agreement will be revisited at contract negotiations or it is automatically renewed.

Mark Adams 12/4/00

Mark Adams
PACE President

Scott Foster 12/4/00

Scott Foster
HRM St. Paul Plant