

February 5, 2013

280-5

Mr. Jim Wisniski  
General Chairman IBEW  
8000 Main Street, Suite A  
North Richland Hills, TX 76180

Re: Cost of Living Allowance

Dear Sir:

This has reference to Letter Agreements dated February 1, 2007 and December 3, 2008, providing for a monthly living allowance to telecommunications Electronic Technicians headquartered in Los Angeles, Oakland, Sacramento, and Stockton, California. This allowance is Five Hundred Dollars (\$500.00) per month and is not subject to future COLAs or general wage increases.

As a result of our further discussions, it is agreed that Telecommunications Electronic Technicians headquartered in Bakersfield, Fresno and San Luis Obispo, California, will also be granted this allowance.

This arrangement will not establish a precedent nor be referred to in any other negotiations and it may be terminated upon thirty (30) days written notice by either party.

Yours truly,



AGREED:



General Chairman, IBEW