



Lori J. Smith
Director, Labor Relations

February 10, 2011

Mr. Ralph V. Maly, Jr., - Vice President, CWA

RE: 2011 COLA

Ralph,

This is in reference to Article 19.2.A.2 Cost-of-Living Allowance (COLA), in the 2009 Labor Agreement. The COLA was not triggered for wage increases in 2011 because the Bureau of Labor Statistics Consumer Price Index (CPI) did not exceed 4% based on the percentage difference between December 2009 and December 2010. The CPI percentage difference for the period was 1.68%.

Should you have questions about this issue, please give me a call.

Regards,

Lori J. Smith

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cc: D. Bradley
L. Grimes-Patow