


**GeN2 CAR PLATFORMS
SETTLEMENT AGREEMENT**

In full and final settlement of all issues related to Grievance No. 4-10, which alleged that the pre-drilled holes in the side channels of the car platform frame below the platform floor of the GeN2 Car Platform and the pre-installed welded nuts on the inside of those channels under the platform floor used for attaching the cab panels were a violation of the NEBA-IUEC labor contract, Otis Elevator Company ("Otis") and the International Union of Elevator Constructors ("IUEC") for and on behalf of its affiliated local unions (collectively "IUEC") agree to resolve and settle Grievance No.4-10 and all other like grievances concerning the same GeN2 Car Platforms including Gr. Nos. 33-2, 35-12, 35-13, 55-3 and the portion of 71-14 regarding this issue as follows:

1. The bolts used for attaching the cab panels to the GeN2 Car Platform will be installed in the field by Elevator Constructors. Until such time as the bolts are shipped separately, Otis agrees that the bolts will be removed and reinstalled in the field by Elevator Constructors. This agreement does not require that any other aspects of the method of attaching the cab panels to the GeN2 Car Platform at issue in these grievances (using pre-drilled holes in the side channels of the platform frame below the floor and pre-installed welded nuts on the inside of those channels under the floor) be changed;
2. The IUEC will withdraw the grievances referenced above with prejudice;
3. By entering into this agreement neither party admits any wrongdoing or any violation of the labor contract. This agreement is without precedent and will not be used in any other proceeding except one to enforce the terms of this agreement.



James Higgins
Assistant General President, IUEC

4/17/09
Date



David Powilatis
Director Labor Relations, Otis Elevator Company

4/17/09
Date