

December 20, 2004

LOCAL UNIONS AND REGIONAL DIRECTORS

Re: Otis Nutcert Agreement

Dear Brothers and Sisters:

Enclosed is a copy of the settlement with Otis over the nutcerts and is self-explanatory.

With best wishes, I remain

Fraternally yours,

James H. Chapman, Jr.

Assistant to the General President

JHC/mrg

Encl.

International Union of Elevator Constructors

September 16, 2004

Mr. Henry Bechard

Director, Labor Relations

Otis Elevator Company

One Farm Springs Road

Farmington, CT 06032

Dear Mr. Bechard:

This is in reply to your September 3, 2004 letter, in which you proposed a national settlement of the current dispute over nutcerts. The Union's counterproposal is as follows:

1. The punched hexagonal holes in the hoistway and car doors are acceptable, provided that elevator constructors in the field install all nutcert devices used for any components on the doors, not just for the door opener, closer, relating arms, or vanes. This policy will be implemented immediately.
2. In settlement of work lost by construction mechanics and helpers/apprentices, the Company will contribute \$100 for each construction mechanic and helper/apprentice in one installment on the payroll as of the date of this agreement to the Annuity Fund.

Please indicate your agreement to these terms by signing the space provided below.

Sincerely,

Dana A. Brigham

General President

DAB/mrg

AGREED: _____

DATE: October 4, 2004