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Dear Parties,

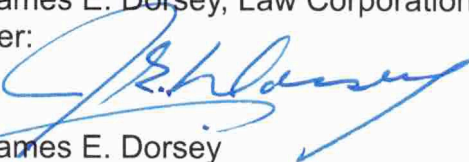
**Re: Arbitrability Objection – Extending Scheduled Hours Policy Grievance
Memorandum of Decision dated October 20, 2025**

I write to confirm and clarify the following points about my decision with the agreement of both Parties:

1. My decision confirmed that the Employer is allowed to, via advance group emails, make offers in order of seniority to part-time employees to extend scheduled hours up to 8 hours on their existing schedules before or instead of offering such hours to full-time employees.
2. My decision did not decide whether the Employer is allowed to extend scheduled shifts of part-time employees before or instead of offering those hours to other, more senior employees in any other circumstances besides the one circumstance mentioned above.
3. Undecided issues relating to this subject will be resolved at a future arbitration, unless they are mutually resolved by the Parties before then.
4. Witnesses called to testify before me at the hearing did so under oath and, in one case, under subpoena. I did not question any witness' commitment to providing honest and candid testimony in accordance with their oath.

Sincerely,

James E. Dorsey, Law Corporation
per:


James E. Dorsey