

COMPREHENSIVE OFFER FOR SETTLEMENT HIGHLIGHTS



Wage increases for all, including:

- 9% wage increases for Legacy employees over contract term
- Pathway to Full Legacy Rate and significant increases for Transitional Employees



No change to employees' current Health Care Plans



Enhanced retirement benefit for current Transitional Employees
Increased pension multiplier for employees with pensions



No proposals related to Continuous Crew or Alternative Work Schedules



One-week paid time off at vacation rate if ratified by 11:59 pm, October 4, 2021

ONE WEEK OFF WITH PAY

If ratified by 11:59 PM, October 4, 2021:

- Employees would get one week off with pay, from October 5 through October 11
- Employees would return to work on October 12

THE COMPANY'S WAGE PROPOSALS

For Group A Employees (current Legacy Employees)

Annual wage increases total 9% over the contract.

Contract Year	Increase
1	3%
2	2%
3	2%
4	2%

- In addition to this: \$1/hr increase in straight time rates for maintenance employees
 - \$1.80 COLA folded into base rates

For Group B Employees (current Transitionals and New Hires)

Wage progression to full Legacy rate in Supplemental Agreement (current average rate is \$35.26):

Group B Employees enter this scale based on current years of service.

Years of service	Wage Rate
Hire date	\$22.76 (includes \$1.80 COLA fold)
1	\$23.66
2	\$24.56
3	\$25.46
4	\$26.36
5	\$27.26
6	Full rate

This document is a summary of the Company's Comprehensive Offer for Settlement proposals dated October 1, 2021.

To the extent there is any conflict between this summary and the contents of the Company's proposals, the contents of the Company's proposals will control.

THE COMPANY'S BENEFITS PROPOSALS

For Legacy (Group A) Employees

- NO changes in current healthcare

For Transitional (Group B) Employees

- NO changes in current healthcare;
 - With NO increase in contribution rates for 2022
- NEW dental benefit

For All Employees

- NEW vision benefit offering

THE COMPANY'S PENSION/ RETIREMENT PROPOSALS

Legacy (Group A)

Continuation of Pension Plan for Legacy (Group A) employees.

Pension multiplier increases total \$5	
Jan 1, 2022	\$2
Jan 1, 2023	\$1
Jan 1, 2024	\$1
Jan 1, 2025	\$1

Transitional (Group B)

New company contribution to S&I (401k) Plan at the contribution rates below:

Contributions Each Pay Period	
Years of Service	Contribution Rate
0-9	3% of base pay
10-19	5% of base pay
20 or more	7% of base pay

“Base pay” is defined as follows: all hours worked by the employee in a regular pay period multiplied at the employee’s straight time rate. “Base pay” does not include other forms of payment, including, but not limited to, bonuses, overtime or overtime premiums, shift differentials, or any other compensation amounts.



THE COMPANY'S OTHER PROPOSALS

- **The Company withdrew all proposals related to Continuous Crewing/ Alternative Work Schedules.**
- Increase 2nd shift differential to **\$0.40**/hour.
- Increase severance in event of partial plant closing by **\$3000**.
- Sec. 2.03(d) leave (practice retirement) must be at least four weeks and may be taken only once during the contract term.
- FMLA – must use up to 2 weeks of vacation concurrently with intermittent FMLA leave.
- Holiday Pay – Must work last scheduled shift before and after holiday in order to receive holiday pay.
- Delete Union Logo MOA.
- Seasonal Rate - Change to 70% of new hire rate in Group B wage progression.
- Company to provide advance copies of benefit descriptions to Union for review.

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TENTATIVE AGREEMENTS

- Expand funeral leave
- Increase AD&D by \$10,000
- Expand relocation opportunities
- Simplify Company stock purchase program
- Print contract within 90 days of Union signing
- Add Military Leave letter to CBA

