

# DEC 15 TENTATIVE AGREEMENT HIGHLIGHTS



**Accelerated, defined Path for Transitional employees**  
to Legacy wages and benefits



**Wage increases for all**, including COLA starting Year 1



**Substantial pension multiplier increases**



**Enhanced benefits for all employees**



This document is a summary of the Tentative Agreement dated December 15, 2021.

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

# THE PATH TO LEGACY WAGES AND BENEFITS

The TA includes an accelerated, defined path for moving Transitional employees to Legacy wages and benefits.

**Upon  
Ratification:**


All employees with 4 or more years of service graduate to Legacy wages and benefits

**Then, Each  
Year of the  
Contract:**

Transitionals graduate at the rate of 3% of the plant's headcount

Assuming average attrition rates, all current Transitional employees would graduate in 6 years, and most would graduate within the term of this Agreement

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# WAGE PROVISIONS

## Current Legacy Employees

(\$1.80 COLA folded into base rates)

Contract Year	Wage Adjustment
Upon Ratification	\$1.10/ hour
1-5	COLA

**COLA float capped at \$3.00  
for term of contract**


## Current Transitionals and New Hires

(\$1.80 COLA folded into base rates)

Contract Year	New Wage Rate
Upon Ratification	\$24.11/ hour
1-5	COLA

**COLA float capped at \$3.00  
for term of contract**

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# BENEFITS PROVISIONS

## Legacy Employees:

- NO changes in current healthcare


## Transitional Employees:

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

## All Employees:

- New vision benefit offering

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# PENSION PROVISIONS

Pension plan continues for Legacy employees, with Pension multiplier increases totaling \$9

Pension multiplier increases total \$9	
Jan 1, 2022	\$2
Jan 1, 2023	\$2
Jan 1, 2024	\$2
Jan 1, 2025	\$2
Jan 1, 2026	\$1


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# OTHER TERMS

- Medical and prescriptions drug coverage reinstated retroactive to Oct 5, 2021
  - Employees who elected and paid COBRA premiums will be reimbursed for the premiums paid
- Increase WIB amount in each Supplemental Agreement by \$25 effective Jan 1, 2022
- Sec. 2.03(d) (practice retirement) must be at least four weeks per use
- Must use up to 1 week of vacation concurrently with intermittent FMLA leave
- Increase severance for permanent plant closings by \$10,000 for each level
- Renew the 2015-2020 plant closure moratorium for the term of the contract


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# OTHER TERMS

- Increase Transitional vacation to Legacy amounts, based on years of service
- 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

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