

# TENTATIVE AGREEMENT HIGHLIGHTS



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



**Wage increases for all**, including:

- 3% upon ratification for Legacy employees, and COLA thereafter
- Substantial increases for Transitional employees depending on years of service



**Increased pension multiplier** for Legacy employees



**Enhanced benefits for all employees**

This document is a summary of the Tentative Agreement dated December 1, 2021.

*K* 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

- Core number eliminated
- Graduation Caps eliminated

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# WAGE PROVISIONS

## Current Legacy Employees

Maintain COLA for  
Current Legacy Employees

(\$1.80 COLA folded into base rates)

Contract Year	Wages
1	3% increase to base rates in Supplemental Agreements
2 - 5	COLA float capped at \$3.00 for term of contract

## Current Transitionals and New Hires

Transitional 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	\$28.16

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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 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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