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





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THE PATH TO LEGACY WAGES AND BENEFITS

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

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

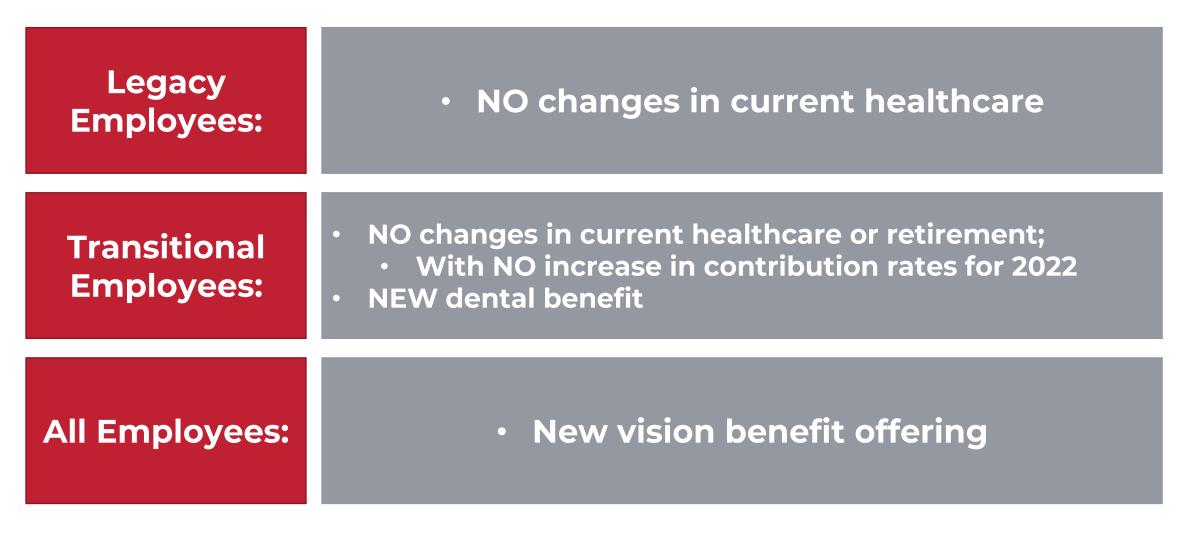
Current Transitionals and New Hires

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



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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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