

2023 Contract highlights:

- Six-year agreement
 - \$6,000 ratification bonus for all employees
 - Wages – Guaranteed wage increases
 - Lump Sums
 - Night Shift Premium increased.
 - Enhancements to Paid Absence Allowance time.
 - Fifth week of vacation at 20 years.
 - Marijuana is removed from random testing and return from leave testing.
 - Multiple enhancements in Health & Safety language.
 - Increase in parental leave time.
 - Enhancements to retention bonuses per job classification.
 - TDRP Enhancements
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- Increased vacation ability during summer shutdown.
 - All bid restrictions reduced to 12 months.
 - All successful bid awards will be moved within 90 days.
 - Increased layoff payment to \$170 weekly.
 - Maintained plant closing moratorium.
 - New restrictions for temporary assignments.

Improvements Contract language:

7% GWI upon ratification

4% Lump Sum March 2024

4% GWI March 2025

4% Lump Sum March 2026

4% GWI March 2027

4% GWI March 2028

Improved wage progression schedule, now calendar weeks versus active weeks of work.

50 Hours PAA For All Regular Full Time Employees.

40 Hours PAA For All Full Time Supplemental Employees.

20 Hours PAA For Part Time Supplemental Employees.

Remove One Year Seniority Requirements For PAA Time.

Allow Usage with 30 Minutes Notice Without Discipline For PAA Time.

Increase Company match on employee contribution from 50% to 75%.

One time only contribution to TDRP of \$10,000 for Pre-2005 and Post-2005 employees upon attaining 20 years of seniority.

Ratification and Lump Sums deferrable to 401k.

Plant Closing Moratorium Maintained for Life of Agreement.

7.2 Paid 20 minute break if you work 4 or more hours beyond normal shift.

7.4 Employees on a 3 twelve-hour shift schedule will receive 40 hours pay.

7.4 Night Shift premium, .60 to .75 cents for full time effective upon ratification, .30 cents to .75 cents for supplemental at ratification, \$1.00 for all March 1, 2025. Supplemental tier removed.

9.2 Additional week of vacation at 20 years, with a 10% payment.

9.5 One week of summer shutdown vacation released.

12.4 All bid restrictions reduced from 24, 18 months to 12 months.

12.11 Successful job bidders will be moved in 90 days.

12.14 Added Temporary Assignments to the weekly move letter.

13.5 Increased training time when affected by a reduction in force.

15.5 New language for delayed funeral services.

15.6 Increased Parental Leave from 40 to 80 hours paid.

LOA 14 Added 4 open days for just cause arbitration.

LOA 20 Added new classifications and pay increases for retention bonus effective day one.

LOA 23 Changed active weeks of work to seniority (calendar days) for Job Security

LOA 30 Bargained formula, years of service x dollar amount for Voluntary Separation.

LOA #32 Removed marijuana from random drug testing and return from leave, kept in reasonable with chance of LCA and alcohol in between .04 and .079 will have chance at LCA.

17.14 New Language on committing to meet with Union to discuss adding training programs for skilled trades.

Language on canvassing for jobs with seniority requirements.

Language capping duration temporary assignments.

Health and Safety:

8.10 Safety boots increased to \$150 annual and an additional \$45 for metatarsals.

8.13 (9) Mutually agreed upon training topics for annual safety training, 45 days in advanced.

LOA #8 Company agrees to supply new or refurbished weld helmets and any associated equipment as required.

8.2 If the Safety Committee Person is not available, his/her alternate will be allowed to function in his/her place

8.2 The Company will provide monthly to the plant Safety Committee, a current copy of OSHA 301 reports.

8.2 The Company will provide the Director of the plant Safety Committee, or alternate, with a copy of 301 forms for recordable incidents within their business unit.

8.2 The Safety committee can now also view recordable injuries within the unit to recommend corrective measures where appropriate.

8.2 Plant Safety Director or Representative will be involved in any final step Safety Grievances with no loss of pay.

Benefits:

Appendix II Company agreed to withdrawing employee's healthcare premiums either by deducting from short term disability checks or by Company building arrearages for employees.

Backstop still in place with no changes to plan description and triggers, 2% annual increase in active employees premium and 1.8% annual increase to retirees' premiums with deductibles and max out of pockets reflecting current 2023 amounts through 2029