

8/16/2023 @ 11am Union declines Employer package proposals. The Union understands the Employer's interest in more 3/2/2 positions and changing the attendance program but the Union is not interested in loss of income for our members or making changes to the attendance program - see that document for reasons.

8/15/23 Company Package Proposal 1:

Company agrees to the following:

1. Drop request for 10% production jobs to be alternate shifts
2. Pay up to 45 hrs per week for 2 chief stewards
3. Allow table space for Union

If union agrees to the following:

1. Add additional maintenance 20 additional 12-hour 3/2/2 shifts or other types of 12 hour shifts
2. Drop adding boot language to contract:

- The Company may have the flexibility for up to 10% additional plant production jobs to be alternate shift outside of M-F or T-S (in addition to what is already agreed upon for the shipping dept (Appendix E, VIII. Letter on Shipping work week agreement).
- **18.4 3/2/2 Flex Schedule:** Allow for up to an additional ~~24~~ 20 - 3/2/2 jobs in maintenance department for a total of up to 76 ~~80~~ - 3/2/2 jobs or explore other types of alternate shifts:
"To better align mechanical and electrical craftsmen with equipment availability, the Company shall utilize a rotating 12-hour 3/2/2 flex schedule or other similar types of flexible schedules where business needs dictate but not to exceed 56 76 maintenance positions."
- **20.4 Chief Steward(a)** It is agreed that the Company will allow a maximum of one full-time paid Chief Steward member administering the Collective Bargaining Agreement per each 1,000 employees or a fraction thereof in the plant. **Each steward shall be paid at 45 hours per week.**

8/15/23 Company Package Proposal 2:

8/15/23 Package Proposal on General Workers and Attendance Control and Overtime Reduction Language

1. General Worker enhanced pay program as outlined below.
2. Keep Attendance Control program in the collective bargaining agreement.
3. Separate Non-Attendance Control Related Discipline from Attendance Control Program discipline.
4. Company agrees to Open Work language draft

20.9 General Work Employees

(b) As of NEW CONTRACT RATIFICATION DATE general workers:

- For those employees who have less than 1 year seniority (including probationary employees) will earn class 2 upon placement on the job, and a class 4 after 3 months, and highest class in the department at 6 months ~~in which they own a job as soon as they are released to the job.~~
- For those employees who have 1 year or more of seniority will automatically receive the highest class in the department in which they own a job as soon as they are released to the job.
- All job owners as of NEW CONTRACT RATIFICATION DATE receive credit for time already spent on that job.

~~20.9 (c) "When general work employees are absent from work because of vacation or paid disability, those employees shall be paid at the average of the rates they received during the twenty (20) working days immediately preceding the absence in question."~~

20.9 (c) When general work employees are absent from work because of a holiday, vacation or paid disability, those employees shall be paid for the holiday at the rate they are on in the HR System of record. ~~received the day immediately preceding the holiday, or if excused on that day, the rate they received on the day immediately preceding the excused absence."~~

Attendance Control

- Leave Appendix B – Attendance Control in the contract (see revised separate attendance control language)
- Appendix E, XIII. Memo of Agreement on Overtime Reduction 3/6/07 and 5.2(d):
Eliminate the memo of agreement on "OT reduction exception for those with 3 absence points or less". Follow the current

5.2 (d) language for all employees regardless of absence points: *“Employees must actually work their full regular schedule, or be paid for time missed, or excused during the first five days in order to qualify for overtime pay on the sixth or seventh day.”*

8/15/23 Company agrees to work together with union to finalize language – updated draft below:

RULE 17 OPEN WORK

1. Open work will first be offered to the line that the rework occurred, if that line is not in operation and rework is within their floor space.
2. Secondly, Rework will be offered to the department where the rework is staged. That Department has rights and responsibility to the rework.
3. If supervision cannot fill within the Department, it will be posted to the plant
4. If supervision cannot fill from the plant, the department will force employees. Ex: 10 employees are required to work weekend to do said rework and 6 volunteer, 4 will be forced within that department
5. Eliminate Rule 8 (c)
6. Eliminate language in Rule 17 and replace with the top 4 bullet points.