

2.19.2025 Employer Package Proposal
Sent at 7:09pm

The following constitutes the package proposal made earlier today:

1. The Company agree to reset all attendance points at ratification of this agreement, if the Union agrees to withdraw all grievances, arbitrations, and labor charges related to the attendance policy.
2. JLM: The Company stands by its original proposal.
3. Immigration: The Company is committed to all laws related to immigration and will inform the Union of all actions, however, not interested in the changes sought by the Union.
4. The Company would agree in principle to some form of training for two people regarding line speed, but a larger discussion needs to occur.

For this package to be accepted, the Union will agree to:

1. A modified Company Proposal 4, which seeks to have all jobs under \$1.50 above the base rate, be interest posted.
2. Company Item #6, Line speed waiver.
3. The ability to subcontract casing operations.