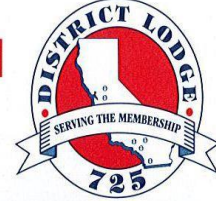




# UNION REPORT



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7/14/2020

## Negotiations Have Commenced

Your Negotiating Committee has submitted your proposals to The Company on 7/14/2020. WE are expecting a response within the next few days. Your proposals were crafted and prioritized from the surveys you submitted to the Union over the last year and grievances that we have fought on your behalf.

Some of the proposal submitted addressed your concerns in:

- Wage increases
- Paid Bereavement
- Insert company medical into CBA
- Additional Holidays
- Insert 401K plan into the CBA
- Additional PTO days
- Increases in shift differentials
- Increase in ARP
- Increase to Labor grade Max within 2.5 years
- Significant increase to Leads due to increased responsibilities acquired over the last 5 years.
- Add Progressive discipline into the CBA
- And other non-economic changes involving new employee orientation, LRC, etc
- Paid Quarantine language
- Reimbursed Professional Fees

We will keep you informed of any movement during these talks and your committee will be available to discuss update and distribute bulletins.

In Solidarity,  
Your Committee

