

## **Article VII – Management**

### Section 3. Discipline

Letters of warning, majors, and minor warnings will be issued within a three (3) day period unless the union is notified within those three (3) days of a need for additional time. Letters of Warning and minors, majors issued must require a fact finding. Fact finding must be made within 4 working days of when the Company was made aware of the incident. When requesting additional time for discipline, the company will be required to provide the reason and amount of time being requested.

## **Article VIII Job Classification and Working Conditions**

Section 4. Temporary Transfer An employee transferred from their regular work, whether such work is available or not, to work in another classification shall for a period of time receive their regular rate of pay or the rate of the classification to which they are transferred, whichever is greater, if such transfer is for one hour or more. An associate may be temporarily assigned to other progression lines within their skillset and will be provided with up to 40 hours to become familiar with the peculiarities of the work to be performed. An employee (except those in the Labor Pool) will not be required to remain on a temporary transfer for more than ~~thirty (30)~~ forty-five (45) calendar days ~~consecutive working days~~. However, in no case will an employee (except those in the Labor Pool) be allowed to remain (on a voluntary basis) on a temporary transfer for more for more than a total of ninety (90) consecutive working days for any one particular need. These stated timeframes can only be extended by mutual agreement between the Union and the Company. A vacancy that is not the result of

1. Illness, personal or work-related
2. Injury, personal or work-related
3. Any type of approved leave of absence

May be filled on a temporary basis by an associate from the labor pool for a maximum of six (6) consecutive months. If the vacancy continues to exist after six months, such vacancy shall be filled in accordance with Article XIII, Section 4 (Filling Permanent Job Vacancies).

**Section 7. Shift Differential** 2<sup>nd</sup> Shift = ~~\$.70~~ \$.80 3<sup>rd</sup> Shift = ~~\$.80~~ \$.90

**Section 9. Production of Products in Lab (Moved from MOA 6)** Defined amount that the lab can make

A. Experimental products ~~Not to exceed 20 gallons~~

E. Fifteen (15 gallons)

### **Section 1. Article X- Overtime**

~~Since overtime payments are a penalty against the company, all overtime work will be kept at an absolute minimum~~

### **Snow Shoveling Memorandum ~~add to contract under overtime~~**

a) The ~~labor pool~~ regular wage rate will be paid for time spent shoveling snow and/or operating a snowblower.

### **Article XI- Holidays**

#### Section 2. Eligibility-

All full time employees with at least ~~sixty (60)~~ thirty (30) days of continuous service shall be paid for the above stated recognized holidays, although no work is performed, provided that such employees worked on their regular scheduled working day immediately preceding and following said holidays (not including overtime hours).

Permanent employees who were initially hired as temporary employees are eligible for recognized for recognized holidays and personal holidays on the day they are permanently hired, provided they have at least ~~60~~ 30 days of employment.

#### Section 6. Holidays Occurring During Employees Vacation

If a legal holiday falls within an employees regularly schedule vacation period, they ~~will not be required to use a vacation day on the holiday. Shall receive an extra day's pay at the rate provided for in section 3 above or an additional day of vacation at the option of the employee. If an additional day of vacation is elected such day will be considered a single day of vacation for scheduling purposes only.~~

### **Article XII- Vacation Time**

#### Section 2. Vacation Provisions

The length of a vacation shall be: ~~one week for employees with one years' service, two weeks for employees with two years' service, three weeks for employees with five years' service, four weeks for employees with twelve years's service and fice weeks for employees with twenty years' service.~~

~~Less than one (1) year:~~

~~Two (2) vacation days after first 90 days of continuous service.~~

~~Three (3) vacation days after 180 days of continuous service.~~

**New hire 1 week eligible on hire date.**

On each successive anniversary year, the schedule is as follows:

1 year	1 week
2 years	2 weeks'
5 years	3 weeks'
<del>10</del> 12 years	4 weeks'
20 years	5 weeks'

Section 3. Vacation Pay – Clean up - ~~his~~ their (under 5 weeks vacation part)

Section 5. Granting of Vacations

Where operations permit, employees may take two weeks (10 working days) in periods of less than one full week. Such vacation days must be taken at a time mutually agreed to in advance (no later than the end of their preceding shift) between the employee and their supervisor. Up to ~~two (2)~~ three (3) of these vacation days may be taken in one-half (1/2) day increments by employees who work the weekday schedule. One-half (1/2) vacation days taken on a Friday or Monday shall not exempt employees from weekend overtime. ~~One (1)~~ two (2) vacation days can be taken in one-half (1/2) day increments by employees who work the weekend schedule. One-half (1/2) day vacation days must be taken at a time mutually agreed to in advance between the employee and their supervisor. Pay for such vacation days shall be paid along with their regular pay for the week in which the vacation days fall.

Section 6. Rules

An employee whose ~~se~~ resigns their employment or employees who are terminated within their probationary period will not receive a vacation payout. An employee not in their probationary period whose employment terminates for any reason after having met eligibility requirements for vacation will receive vacation pay in lieu thereof.

Section 7. Plant Shutdown

In the event the Company has determined to shut down the plant or a department(s) as listed in Exhibit II, in July and/or December, a notice of such will be given no later than March ~~1<sup>st</sup>~~-31<sup>st</sup>.

Vacation Proration

Any employee with one or more years of service who worked three hundred (300) or more hours, but less than six hundred (600) hours during the previous calendar year due to non-work-related sickness or injury, or granted leave of absence, will receive vacation in accordance with the following prorated table:

<u>Hours Worked</u>	<u>Percentage of Vacation Time</u>
300-599	50%

**Article XIII- Seniority**

Section 2 – Probationary Employees

New employees and those hired after a break in continuous service will be regarded as probationary for the first ~~five (5)~~ Four (4) calendar months of service and not receive seniority during such period. This period will be extended by any period of absence greater than ~~thirty (30)~~ five (5) calendar consecutive (unexcused) days. This period may also be extended by mutual agreement of the Company and the Union Committee not to exceed an additional thirty (30) calendar days of work. During this period of probationary employment, the probationary employee may be laid off or discarded withing assignable cause. After a new employee has completed their probationary period of employment, they shall receive seniority credit for continuous service from the date of original hire and be designated as a regular employee.

Section 4- Promotion pay and days to move (penalty pay)

The Company will move an individual who posts into a new position within 90 days of the position being awarded. If the individual is not moved within 90 days an additional \$.75 per hour will be paid to the employee until they are moved. Penalty pay is excluded for individuals moving out of or within a Right of Selection position.

Job Posting- In Filling a posted permanent job vacancy or a newly created job in any job class in a department, the job will be filled from among bidders having the ability and efficiency to perform the job satisfactorily and who have satisfactory performance ~~and are not in Step Two (2) of the Attendance Program~~ in their present jobs, in the following order:

4) Successive Postings – After ~~five (5)~~ **three (3)** successive job postings have been filled, any resulting open positions **on 2<sup>nd</sup> and/or 3<sup>rd</sup> shift** may be filled by new hire with notification to the union for verification.

Section 5. Qualification – If an employee does not demonstrate the ability to perform all of the elements of a job within the maximum qualification period as specified in the job description, or during an extension period which may be agreed to by the Company and the Union, the employee will ~~be disqualified fail to qualify~~ **(18 months until they can re-sign for same job)** and placed in the labor pool job. In cases where it becomes readily apparent that the employee will not qualify within the maximum time allowed, an employee may ~~be disqualified fail to qualify~~ earlier than the maximum time allowed.

#### **Article XIV – Miscellaneous**

##### Section 1. Jury Duty and Subpoena

- a. An employee summoned for jury duty will present their summons to the employment office as soon as practical after receipt. The Company reserves the right to try to secure and excuse from jury duty for such employees, as it deems necessary for proper plant operation. An employee serving on jury duty will be paid ~~the difference between what they receive for such jury service and their~~ regular wages based on an eight (8) hour day for those days on which they are regularly scheduled to work. They shall provide suitable evidence of jury duty fees received to be eligible for pay under this Article.
- b. An employee subpoenaed by a court of law **and is not the plaintiff or defendant**, shall be compensated by the Company for actual hours lost which they normally would have worked on that day, up to a maximum of eight (8) hours pay. To be eligible for such payment, eligible for such payment, an employee must furnish the Human Resources Department a copy of the subpoena.
- c. Off-shift associates will be offered the opportunity to work 1<sup>st</sup> shift for the week of scheduled jury duty or if subpoenaed by court of law **and is not the plaintiff or defendant**. An associate who serves jury duty or attends a court hearing as a result of a subpoena **and is not the plaintiff or defendant for four (4) or more hours** will be excused from work for the remainder of the scheduled workday. The employee will be paid in accordance with a) or b) above and must furnish evidence of such court attendance as stated in a) and b) above. Employees must call off each day of jury duty.

##### Section 2. ~~Funeral~~ Bereavement Pay

Employees can take up to five (5) working days, excluding holidays and weekends, equaling no more than 40 hours of scheduled work time for bereavement leave in connection with the death of an immediate family member. Immediate family member is defined as the employee's: spouse, son, daughter, step-brother, step-sister, domestic partner, step-parent, grandparent, or grandchild. Any scheduled work hours lost during this period will be paid at the employee's regular base rate.

Additionally, an employee shall be granted a maximum of one (1) day of paid leave from their work schedule to attend the funeral of the employee's deceased brother-in-law, sister-in-law, son-in-law, daughter-in-law, **uncle, aunt, nephew, or niece** if the day of the funeral is a regularly scheduled workday. Any scheduled work hours lost during this period will be paid at the employee's regular base rate.

A notification for bereavement leave should be made as soon as possible to the employee's immediate supervisor. Notification must also be documented with a newspaper obituary or funeral or memorial notice.

If such death occurs during an employee's vacation, arrangements shall be made for the employee to receive the same number of days off with pay as they would have received had they not been on vacation.

### Section 3. Healthcare, Prescription Drugs and Dental Plan Coverage

**No more than 10% increase from year to year on insurance premiums for duration of contract.**

### Section 4. Military Leave Pay-

An active, full-time, regular employee with at least ~~one (1) year~~ **6 months** of continuous service and who is in the Reserve of any branch of the Military Service of the United States, including the National Guard, who is required to attend summer encampment as part of their Reservation obligation, shall receive from the Company the difference between the amount of pay received for such summer encampment and their regular straight-time rate of pay for those days they would otherwise have been scheduled to work for up to a maximum of two (2) calendar weeks per calendar year.

### Section 5 Meal Allowance-

Employees working twelve (12) or more continuous hours will be furnished a meal allowance of ~~\$8~~ **\$10**. Employees working thirteen (13) or more continuous hours who are on continuous twelve (12) hour shifts will be furnished a meal allowance of ~~\$8~~ **\$10**.

### Section 10. Partial Disability

2) Prolonged Disability- added Specialty Air Freight, Safety Technicians and Training Coordinators.

**EXHIBIT 1 WAGE SCHEDULE**

The Company shall have the right to make local market-based increases during the term of the agreement based on skill, experience and/or other related factors including local market conditions, the Company reserves the right to accelerate an employee through a step or steps of this Progression Schedule. All increases for each progression will be equal for all wage steps in the progression.

**Removal of 2<sup>nd</sup> Tier Wage Schedule**

2nd Tier Non-Economic	2025	New Starting Wages After Ratification
Labor Pool	\$ 21.22	\$ 26.03
EHS	\$ 21.22	\$ 26.56
Painter/Storeroom	\$ 22.44	\$ 27.10
Receiving Data	\$ 22.44	\$ 26.92
Cycle Counter	\$ 24.73	\$ 26.92
WTC	\$ 24.73	\$ 27.27
Lye Room	\$ 24.73	\$ 26.92
Truck Driver Heavy	\$ 26.19	\$ 27.45

**WAGE SCHEDULE**

		effective date 1/27/2025	4.50%	4.50%	1.50%	1.50%	1.50%
PL	Wage Step	2025	2026 All Employees	2027 All Employees	2028 All Employees	2029 All Employees	2030 All Employees
Non-Progression Jobs	Labor Pool	\$24.91	\$26.03	\$27.20	\$27.61	\$28.02	\$28.44
	EHS Attendant	\$25.42	\$26.56	\$27.76	\$28.18	\$28.60	\$29.03
	Painter/Storeroom Attendant	\$25.93	\$27.10	\$28.32	\$28.74	\$29.17	\$29.61
	Receiver Data Analyst	\$25.76	\$26.92	\$28.13	\$28.55	\$28.98	\$29.42

	Cycle Counter	\$25.76	\$26.92	\$28.13	\$28.55	\$28.98	\$29.42
	WTC Attendant	\$26.10	\$27.27	\$28.50	\$28.93	\$29.36	\$29.80
	Lye Room	\$25.76	\$26.92	\$28.13	\$28.55	\$28.98	\$29.42
	Truck Driver - Heavy	\$26.27	\$27.45	\$28.69	\$29.12	\$29.55	\$30.00
	Bulk Unloader	\$26.24	\$27.42	\$28.65	\$29.08	\$29.52	\$30.00
	Specialty Air Freight	\$27.39	\$28.62	\$29.91	\$30.36	\$30.81	\$31.28
	Training Coordinator* Safety Technician	\$28.43	\$29.71	\$31.05	\$31.51	\$31.98	\$32.46

\*includes TL

		effective date	1/27/2025	4.50%	4.50%	1.50%	1.50%	1.50%
PL	Wage Step	2025	2026	2027	2028	2029	2030	
Material Handler	MH-1	\$23.87	\$24.94	\$26.07	\$26.46	\$26.85	\$27.26	
	MH-2	\$24.61	\$25.72	\$26.87	\$27.28	\$27.69	\$28.10	
	MH-3	\$25.68	\$26.84	\$28.04	\$28.46	\$28.89	\$29.32	
	MH-4	\$26.19	\$27.37	\$28.60	\$29.03	\$29.46	\$30.00	
Paint Processor	PP-1	\$24.06	\$25.14	\$26.27	\$26.67	\$27.07	\$27.47	
	PP-2	\$25.06	\$26.19	\$27.37	\$27.78	\$28.19	\$28.62	
	PP-3	\$26.11	\$27.28	\$28.51	\$28.94	\$29.37	\$29.82	
	PP-4	\$26.93	\$28.14	\$29.41	\$29.85	\$30.30	\$30.75	
Resin Processor	RP-1	\$24.06	\$25.14	\$26.27	\$26.67	\$27.07	\$27.47	
	RP-2	\$26.03	\$27.20	\$28.43	\$28.85	\$29.28	\$29.72	
	RP-3	\$26.93	\$28.14	\$29.41	\$29.85	\$30.30	\$30.75	
Reactor Operator	RO-1	\$28.44	\$29.72	\$31.06	\$31.52	\$32.00	\$32.48	
	RO-2	\$29.94	\$31.29	\$32.70	\$33.19	\$33.68	\$34.19	
	RO-3	\$30.84	\$32.23	\$33.68	\$34.18	\$34.70	\$35.22	
	RO-4	\$31.76	\$33.19	\$34.68	\$35.20	\$35.73	\$36.27	

Mechanic	M-1	\$31.96	\$33.40	\$34.90	\$35.42	\$35.96	\$36.50
	M-2	\$32.92	\$34.40	\$35.95	\$36.49	\$37.04	\$37.59
	M-3	\$33.91	\$35.44	\$37.03	\$37.59	\$38.15	\$38.72
	M-4	\$34.92	\$36.49	\$38.13	\$38.71	\$39.29	\$39.88

**GROSSED UP \$1500 RATIFICATION BONUS UPON CONTRACT APPROVAL**

**Note:** Tier I employee who bids to a new area will receive the “Assigned Tier I Wage Rate” and is expected to qualify in their new role.

**Assigned Tier I Wage Rate**

Material Handler – MH JC9 / Paint Processor – PP JC10 / Resin Processor – RP JC9

**\*\* Company agrees to review wages for Reactor Operators and Maintenance Technicians within 45 days of ratification of agreement. \*\***

**New Material Handling Structure-**

Consolidate specified current Material Handling Department positions into one Material Handler position, Employees will be hired into entry MH1 Material Handler and will progress by obtaining qualifications.

Resin Material Handlers will now reside in the Material Handling Department and Progression Line.

~~These currently working in PA, Re-Pack, Shipping, Resin Material Handler, Receiving will acquire the position title of Material Handler but retain their existing role (job). They will now be recognized with pay increase for qualifying at other Material Handling jobs.~~

**NEW Paint Production Structure-**

Consolidate specified current Paint North and Paint South Departments positions into one Paint Processor position. Employees will be hired into entry- PP1 Paint Processor position and will progress by obtaining qualifications.

Consolidate Unites to be three (3) Progression Lines: Large Batch, Small Batch, and Dispense, Paint Processors will be assigned to progression lines based on business needs. Existing department qualifications outside of their progression line will count for the initial placement of employees into their progression step. **Paint Processors may be temporarily assigned to other progression lines within their skillset, and will be provided**

with up to 40 hours to become familiar with the peculiarities of the work to be performed, but not to be trained.

### **Paint Department-**

~~The Paint Department will see changes on the Northside. Current Northside employees will have a choice of moving to the new wage progression structure, or remain in their current positions/wage schedule.~~

#### **Paint North-**

New Northside jobs will now mimic Southside jobs where employees use their skill sets across all the processes in their area.

~~All existing employees have been assigned a new job and pay level that directly correlates to their current role and skill level.~~

~~Prior to April 12, 2021, employees will be given the choice of moving to the new assigned job/wage progression, or remain in their current role/wage schedule. Note: those employees in Packaging and UV who choose the new wage progression will also be given the choice (by seniority/shift) of upstairs Large Batch or downstairs Small Gatch (within available positions).~~

~~Effective March 22, 2021\*, each employee who chooses to move to the new wage progression will be redesignated to their new position, progression line, job title and pay level as illustrated on the final placement roster.~~

~~Although, re-designated to new titles beginning March 22, 2021\* (along with pay increases), employees will continue to work in their current roles using existing transfer and overtime rules and processes. A transition timeline from existing overtime unites, transfer and overtime rules to the new rules will be developed and communicated within 60 days following ratification.~~

#### **Current Business Title**

Mixer Processor

UV/EB/PKG

Paint Processor 1- Small

ORD/UV/EB

Dispense Cell-

STIX/OPUX

Paint Processor II

Filler Paint/Packaging

Mixer Processor

Dispense Cell Operator-

RAX

ES1

North Small Filler/Mixer

### **New Resin Production Structure-**

Consolidate specified current Resin Department positions into one Batch Processor position. Employees will be hired into entry RP1 Batch Processor position and will progress by obtaining qualifications. Resin Processors may be temporarily assigned to other progression lines within their skillset and will be provided with up to 40 hours to become familiar with the peculiarities of the work to be performed, but not to be trained.

### **New Reactor Operator Structure-**

Reactor Systems-

Low Temp R6

Low Temp R1 & R4

High Temp

Cationic

Consolidate specified current Reactor Operator positions into Reactor Systems. Employees will be hired into entry RO1 Reactor Operator Trainee position and will progress by obtaining qualifications. The Company reserves the right to accelerate an employee through a step or steps of this Progression Schedule. Employee must show and maintain proficiency in each step of the progression, failing to do so will result in disqualification from the position.

RO1 Entry, Trainee –

- assigned to one reactor system

#### RO2 Reactor Operator-

- Qualified on 1 system or 1 year (whichever comes first)
- Subject to new hire probationary requirements, if applicable.

#### RO3 Reactor Operator

- Qualified on 2 systems or 2 years (whichever comes first)
- Subject to new hire probationary requirements, if applicable.
- Will train new hires/transfers as required.

#### RO4 Reactor Operator – must meet all qualifications

- -3 years and
- Qualified on all systems. Must be qualified on all reactor systems.
- Will train new hires/transfers as required.

#### **New Maintenance Structure-**

Employees would be hired (or promoted) into levels based on initial qualifications and would progress by obtaining additional qualifications.

#### **New Maintenance Progression-**

Employees would be hired (or promoted) into levels based on initial qualifications and would progress by obtaining additional qualifications/competencies. All levels will maintain proficiency in coverage via rotations. **The company reserves the right to accelerate an employee through a step or steps of this Progression Schedule.**

<b>Step</b>	<b>Typical Time frame</b>	<b>Qualifications</b>
M1	<u>6-mo</u> <u>1-yr</u>	<b><u>Entry, Trainee (months 0-6)</u></b> <ul style="list-style-type: none"> <li>• <u>Demonstrates work ethic and general capabilities (aptitude)</u></li> <li>• <u>Demonstrated competency of tasks on training checklists within assigned rotation</u></li> <li>• <u>Demonstrated competency of PM, EM and support coverage in assigned rotation</u></li> <li>• <u>Subject to new hire probationary requirements.</u></li> </ul>
M2	<u>6-mo</u>	<b><u>Trainee (months 7-12)</u></b> <ul style="list-style-type: none"> <li>• <del><u>Demonstrated competency of tasks on training checklists with rotated assigned areas</u></del></li> </ul>
M3	<u>6-mo</u>	<b><u>Trainee (month 13-18)</u></b> <ul style="list-style-type: none"> <li>• <del><u>Demonstrated competency of PM, EM and support coverage in rotated assigned areas</u></del></li> </ul>
M4	<u>6-mo</u>	<b><u>Trainee (beginning month 19)</u></b> <ul style="list-style-type: none"> <li>• <del><u>Demonstrated competency of PM, EM and support coverage in rotated assigned areas</u></del></li> </ul>
M5 M2	<u>2-yr.</u> <u>1.5 yrs</u>	<b><u>Mechanic II (beginning year 3-2)</u></b> <ul style="list-style-type: none"> <li>• <u>Develop PM/CM Proficiency in two (2) areas (Paint, Resin, UTC, Dispense, Admin)</u></li> <li>• <u>Develop Problem Solving Skills</u></li> <li>• <u>Develop ability to do non-routine work</u></li> </ul> <b><u>Mechanic I (typical year 4-3+)</u></b> <ul style="list-style-type: none"> <li>• <del><u>Develop PM/CM/EM Expertise in 2 areas: (Paint, Resin, UTC, Dispense, Admin, Instrumentation)</u></del></li> <li>• <u>Support training of M5 1s</u></li> <li>• <del><u>Problem Solving to Root Cause</u></del></li> <li>• <u>Develop expertise to do non-routine work</u></li> </ul>
M7 M3	<u>2.5 yrs</u>	<b><u>Mechanic, Senior (typical year 6-4+)</u></b> <ul style="list-style-type: none"> <li>• <u>Demonstrated Expertise in 3-2 areas (Paint, Resin, UTC, Dispense, Admin, Instrumentation, Tank Farm, Fabrication)</u></li> <li>• <u>Provide detailed training to other mechanics</u></li> <li>• <u>Lead Problem Solving to Root Cause, Incident Investigation</u></li> <li>• <u>Excel Proficient in performing non-routine work</u></li> <li>• <u>Implement Improvement projects</u></li> <li>• <u>PHA Revalidation Participation and action item implementation when appropriate</u></li> </ul>
M8 M4	<u>4+ yrs</u>	<b><u>Mechanic, Master (typical year 9-5+)</u></b> <ul style="list-style-type: none"> <li>• <u>Demonstrated Expertise in 3 areas (Paint, Resin, UTC, Dispense, Admin, Instrumentation, Tank Farm, Fabrication)</u></li> <li>• <u>In Depth training to all mechanics.</u></li> <li>• <u>Lead Excels at detailed problem solving to root cause</u></li> <li>• <u>Develops plans for and leads non-routine work.</u></li> <li>• <u>Leads and implements improvement projects</u></li> <li>• <u>PHA Revalidation Participation and action item implementation when appropriate</u></li> <li>• <u>Reviews PMs and SOPs and makes improvements</u></li> <li>• <u>Manage entire Instrumentation PM program</u></li> </ul>

## **EXHIBIT II**

### **JOB CLASS AND JOB TITLES SENIORITY DEPARTMENTS MAINTENANCE DEPARTMENT**

General Mechanic

Waste Treatment Center Attendant General Mechanic Trainee  
Painter/Stockroom Attendant

Advancement for General Mechanic Trainee will be in accordance with the Maintenance Training Program dated August 1999.

### **MATERIAL HANDLING DEPARTMENT**

Truck Driver (Heavy)

~~Drexel Operator – Receiving~~

Drexel Operator/Checker — Receiving

Drexel Operator/Checker — Shipping

Bulk Raw Material Handler

Receiver - Data Analyst

~~Receiving Checker~~

Receiving Checker/Bulk Raw- Material Handler

~~Assembler Checker – Shipping~~

Pre-Assembler Re-Packager

~~Drexel Operator- Shipping~~

~~Assembler Checker/Specialty~~

~~Ground & Air Freight~~

Shipping Clerk

Cycle Counter

~~Specialty Air Freight~~

### **PAINT DEPARTMENT – NORTH**

Mixer-Processor-UV/EB

Paint Processor II

Paint Processor I Small Order

Dispense Cell Operator STIWOPUX

Mixer-Processor - Packaging

Large Batch North

~~Small — Batch~~

~~North~~

~~North Small~~

~~Filling~~

North      Small  
Mixing  
Dispense North

### **PAINT DEPARTMENT - SOUTH**

Mixer Processor - Elastomeric  
Paint Processor I  
Dispense Cell Operator RAX  
Paint Processor II  
Filler-Paint  
Port Tank & Equipment Cleaner II  
Large Batch South  
Small Batch South  
Dispense South

### **RESIN DEPARTMENT**

Reactor Operator  
Batch Processor - Cationic  
Relief Reactor Operator  
Batch Processor— Resin  
Batch Processor — Packaging  
Material Handler

### **NOT IDENTIFIED**

EHS Attendant  
Labor Pool  
Training Coordinator  
Safety Technician

### **EXHIBIT IV- RANDOM DRUG TEST POLICY**

Remove Marijuana Metabolites

## **EXHIBIT VI**

### Curtailment of Plant Operations

7. This curtailment of plant operations procedure shall be implemented no more than ~~twelve (12)~~ **ten (10)** times for total of not more than ~~thirty-six (36)~~ **thirty (30)** days in a calendar year.

## **MEMORANDUM OF AGREEMENT #4**

### Maintenance Overtime Policy

#### **FOUR FIVE** CATEGORIES OF OVERTIME MECHANICS

1. General coverage
2. Electrical
3. Instrumentation
4. Fork Truck Repairs
5. **Fabricator/Welder**

## **BASIC LIFE**

Coverage ~~\$60,000~~ **\$62,000**

## **SURVIVING SPOUSE OF ACTIVE RULES**

SSA Eligibility – Employee NOT Eligible for Retirement at Time of Active Employee's Death

**Medical and Dental: COBRA 36 months at full cost (no company subsidy)**

