

**SUMMARY OF TENTATIVE AGREEMENT ON ECONOMIC TERMS**

**I. Term of Agreement**

Agreement commences on September 18, 2021 and terminates on November 1, 2025 (midnight)

**II. Wage Increases**

1<sup>st</sup> year (effective September 20, 2021): The cumulative average wage adjustment, including both an across-the-board increase (1.6%) and labor grade adjustments totaled 4.13%.

2<sup>nd</sup> year (effective September 19, 2022): General wage increase 2.5%

3<sup>rd</sup> year (effective September 18, 2023): General wage increase 3.0%

4<sup>th</sup> year (effective September 16, 2024): General wage increase 3.0%

Average annual increase for the term of the Agreement: 3.12%

*Note: Appendix A sets forth the wage rates for each Labor Grade for the term of the Agreement and the first year Labor Grade adjustments.*

**III. Labor Grade Adjustments (Summary)**

Industrial Steam & Pipe Fitter	Moved from L.G. 5 to L.G. 2 (Increase \$2.34 per hr.)
Industrial Millwright	Moved from L.G. 6 to L.G. 2 (Increase \$2.34 per hr.)
Industrial Sheet Metal Worker	Moved from L.G. 6 to L.G. 2 (Increase \$3.24 per hr.)
Stamping & Milling Tech II (Setup)	Moved from L.G. 10 to L.G. 8N (Increase \$1.97 per hr.)
Maintenance Utility Worker	Moved from L.G. 18 to L.G. 17 (Increase \$2.34 per hr.)
Quality Technician IIIA (Auditor)	Moved from L.G.14 to L.G. 13 (Increase \$0.63 per hr.)

**IV. Lump Sum Bonus**

Amount \$500: Payable to employees who are on the payroll on September 17, 2021.

Condition for bonus: Contract is ratified no later than September 3, 2021.

Payment date: Lump sum bonus to be paid to eligible participants no later than September 20, 2021.

**V. Holidays (Effective September 18, 2021)**

Add two (2) additional holidays to the existing holiday schedule: Good Friday and Juneteenth Day (which will be celebrated on either a Monday or Friday to provide for a three (3) day weekend).

**VI. Article XXII – Weekly Short Term Disability Benefit**

Present rate: \$415.00 per week

Effective 1<sup>st</sup> year of contract: \$430.00 per week

Effective 2<sup>nd</sup> year of contract: \$445.00 per week

Effective 3<sup>rd</sup> year of contract: \$460.00 per week

Effective 4<sup>th</sup> year of contract: \$475.00 per week

**VII. Dental Plan**

Effective January 1, 2022, the Company will pay 100% of the full premium cost for the existing Dental Insurance Plan rather than its existing contribution of 90% of the premium cost. The employee will pay 0%.

**VIII. Group Life Insurance and A/D/D (Effective November 1, 2021)**

Life insurance and A/D/D will increase from \$60,000 to \$70,000.

**IX. Bereavement Pay**

One (1) day of bereavement pay will be extended for the death of an uncle and aunt.

## APPENDIX A

Job Name	Current Grade	Current Rate	Year 1 Rate	Year 2 Rate	Year 3 Rate	Year 4 Rate
<b>LABOR GRADE 1-A</b>						
Maintenance Multi-Craft	1-A	\$ 38.01	\$ 39.62	\$ 40.61	\$ 41.83	\$ 43.09
<b>LABOR GRADE 1-B</b>						
Industrial Electrician	1-B	\$ 36.08	\$ 37.08	\$ 38.01	\$ 39.15	\$ 40.33
<b>LABOR GRADE 1</b>						
Tool & Die Maker - Mold	1	\$ 33.04	\$ 33.57	\$ 34.41	\$ 35.44	\$ 36.50
Tool & Die Maker - Stamping, etc.	1	\$ 33.04	\$ 33.57	\$ 34.41	\$ 35.44	\$ 36.50
ATTEC Technician III A	1	\$ 33.04	\$ 33.57	\$ 34.41	\$ 35.44	\$ 36.50
<b>LABOR GRADE 2</b>						
Industrial Machine Repair	2	\$ 32.14	\$ 32.91	\$ 33.73	\$ 34.74	\$ 35.79
Industrial Steam & Pipe Fitter	5	\$ 30.05	\$ 32.91	\$ 33.73	\$ 34.74	\$ 35.79
Industrial Millwright	6	\$ 29.15	\$ 32.91	\$ 33.73	\$ 34.74	\$ 35.79
Industrial Sheet Metal Worker	6	\$ 29.15	\$ 32.91	\$ 33.73	\$ 34.74	\$ 35.79
<b>LABOR GRADE 3</b>						
Automated Machine Group (AMG)	3	\$ 31.22	\$ 31.72	\$ 32.51	\$ 33.49	\$ 34.49
<b>LABOR GRADE 5</b>						
Machinist	5	\$ 30.05	\$ 30.53	\$ 31.29	\$ 32.23	\$ 33.20
<b>LABOR GRADE 8N</b>						
Quality Systems Technician II	8N	\$ 24.98	\$ 26.90	\$ 27.58	\$ 28.40	\$ 29.26
Plating Technician II	8N	\$ 24.98	\$ 26.90	\$ 27.58	\$ 28.40	\$ 29.26
Die Cast Technician II (Setup, starts as 561)	8N	\$ 24.98	\$ 26.90	\$ 27.58	\$ 28.40	\$ 29.26
Tool & Die Technician II (Stamping)	8N	\$ 24.98	\$ 26.90	\$ 27.58	\$ 28.40	\$ 29.26
Stamping Technician I (Stamping)	8N	\$ 24.98	\$ 26.90	\$ 27.58	\$ 28.40	\$ 29.26
Die Cast Cellular Technician (Lama)	8N	\$ 24.98	\$ 26.90	\$ 27.58	\$ 28.40	\$ 29.26
Stamping & Milling Technician II (Setup, starts as a 490)	10	\$ 24.51	\$ 26.90	\$ 27.58	\$ 28.40	\$ 29.26
<b>LABOR GRADE 12</b>						
CNC Setup Operator	12	\$ 23.67	\$ 24.05	\$ 24.65	\$ 25.39	\$ 26.15
Plating/Waste Water Utility Treatment	12	\$ 23.67	\$ 24.05	\$ 24.65	\$ 25.39	\$ 26.15
<b>LABOR GRADE 13</b>						
Quality Systems Technician III	13	\$ 22.50	\$ 22.86	\$ 23.43	\$ 24.13	\$ 24.86
Quality Technician III A (Auditor)	14	\$ 21.87	\$ 22.86	\$ 23.43	\$ 24.13	\$ 24.86
<b>LABOR GRADE 14</b>						
Toolroom Technician III	14	\$ 21.87	\$ 22.37	\$ 22.93	\$ 23.62	\$ 24.33
<b>LABOR GRADE 17</b>						
Die Cast Technician III D (Machine Attendant)	16	\$ 21.31	\$ 21.80	\$ 22.35	\$ 23.02	\$ 23.71
Crib Attendant "A"	16	\$ 21.31	\$ 21.80	\$ 22.35	\$ 23.02	\$ 23.71
Die Cast Technician IV A (Buggy)	17	\$ 21.31	\$ 21.80	\$ 22.35	\$ 23.02	\$ 23.71
Stamping & Milling Technician IV	17	\$ 21.31	\$ 21.80	\$ 22.35	\$ 23.02	\$ 23.71
Plating Technician IV *adder	17	\$ 21.31	\$ 21.80	\$ 22.35	\$ 23.02	\$ 23.71
Material Technician III	17	\$ 21.31	\$ 21.80	\$ 22.35	\$ 23.02	\$ 23.71
Maintenance Utility Worker	18	\$ 19.03	\$ 21.80	\$ 22.35	\$ 23.02	\$ 23.71
<b>LABOR GRADE 18</b>						
Die Cast Technician IV B (Tumbler)	18	\$ 19.03	\$ 19.49	\$ 19.97	\$ 20.57	\$ 21.19
Assembly Technician IV (CSS Dial Oper.)	18	\$ 19.03	\$ 19.49	\$ 19.97	\$ 20.57	\$ 21.19
<b>LABOR GRADE 23</b>						
Janitor - Sweeper	23	\$ 17.62	\$ 18.11	\$ 18.56	\$ 19.11	\$ 19.69
Machine Cleaner	23	\$ 17.62	\$ 18.11	\$ 18.56	\$ 19.11	\$ 19.69
<b>LABOR GRADE 27</b>						
Bench Inspect Lock & Engine	27	\$ 15.13				