

Re: STRATTEC Last and Final Offer

Dear Mr. Reiter,

This letter is written in response to your request to provide STRATTEC's Last and Final Offer in writing.

We have heard your statement of the membership's concern over the proposed 12-hour shift workweek. During negotiations, the Company clearly communicated the 12-hour workweek would not be applied across the entire plant, nor would it necessarily be utilized on a permanent basis. The intent was to provide a bridge that enabled growth for Milwaukee's operations, and prevent outsourcing of new business if capacity were to exceed the constraints of the 8 hour shift workweek.

The Union was also advised that the 12-hour shift provided the Company with the potential for significant cost savings. The potential cost reduction supported, in part, the wage increases and benefit improvements proposed by the Company as set forth in the Tentative Economic Agreement which was rejected by the membership.

In the spirit of collaboration, and based upon the membership's stated concerns about the 12-hour shift workweek, the Company is prepared to modify its final offer if, and only if, the offer is ratified no later than midnight, September 7, 2021.

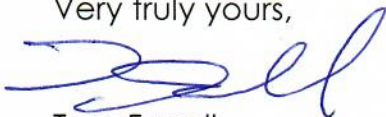
The modifications are:

1. The Company will withdraw its 12-hour shift proposal in its entirety.
2. The Company will reinstate the \$500.00 lump sum bonus which was lost when the membership failed to ratify the prior tentative agreement.

As stated, if ratification does not occur by September 7th, the modifications will be withdrawn and will not be part of further considerations. In addition, the Company will be required to reevaluate its entire economic package (wages and benefits) based upon rejection of the 12-hour shift and the loss of the cost reduction potential related to the 12-hour schedule.

If you have any questions, feel free to contact me at your earliest convenience.

Very truly yours,

 09/03/21

Tom Farrell
Director of Operations

cc: Brad Dorff, District 2, USW