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Mr. Marshal Cummings
President – USW Local 13214
720 2nd Street
Rock Springs, WY 82901

Re: Granger Production Operator (GPO) Structure

Transmitted via electronic mail

Dear Mr. Cummings:

There has been discussion surrounding the current Granger Mill Helper position, and the need to restructure the position. The details surrounding this change are outlined below, and on the attached amendment of qualifications:

1. The Granger Production Operator (Formerly the AA – Mill Helper, Granger) previously consisted of four parts: crystallizers, GOP, rover, and lab. Going forward, the lab will be bid as a separate job and will no longer be considered part of the Granger Production Operator (GPO) rotation.
 - a. Employees will be scheduled to a position and rotated through each of the remaining rotations: crystallizers, GOP, and rover. The intention is to rotate each set; however, this is subject to change based on business need (i.e. crew qualifications, required training, vacancies, etc).
2. Initially, the lab position will be filled by asking for interested volunteers in order of seniority on each crew. If there are no volunteers, the lab position will be filled by the least senior person on the crew.
 - a. Should there be an employee forced into the lab position, and there is a volunteer for the lab on a different crew, the two will be permitted to change crews/positions if mutually agreed by the operators and approved by the Company based on business needs.



- b. If an employee is forced into the lab position, their current AA rate will be red-circled at that rate for 180 days. They will also receive yard bidding rights for one year. If these employees choose to bid, they will count toward the maximum number of Granger bids. If the maximum has already been reached, they may still bid out and exceed the maximum; however, to prevent multiple employees from bidding out at the same time, once a bid exceeds the maximum, an additional 90 days must pass before another bid may do so. After one year, lab technicians will be considered permanent, and normal bidding rules under the CBA will apply
 - c. Employees that hold the lab position will have first priority for open GPO positions that are placed for bid.
3. Water Treater – Granger
- a. Current water treaters will have the option to train and qualify on the lab position; however, are not required to do so. Any future Granger Water Treater bids will be posted with the requirement that the successful bidder must train and qualify on the lab position.
4. Overtime
- a. A separate overtime list will be maintained for the lab position and the GPO position.
 - b. Once an employee is qualified on at least one of the required rotations (crystallizers, GOP, or rover), they will be added to the GPO overtime list.

Sincerely,

A handwritten signature in black ink, appearing to read 'Aaron Cheese', with a horizontal line extending to the right.

Aaron Cheese
Unit Manager, Granger

Marshal Cummings
President, USW Local 13214

Granger Production Operator – A*

This position is responsible for Granger Production unit operations. This position must qualify and remain qualified on the Crystallizer Operator, Granger Optimization Operator, and the Rover rotations of this job. The GPO will be setup so that operators rotate through the different positions of the job on a set schedule. As the operators qualify they will work up to an AA rate, and can choose to also qualify as the Granger Lab Technician or the CPO job once fully qualified on the GPO. Once fully qualified in both positions, the operator will be upgraded to AAA pay. The Table below shows how the progression works.

<u>Rate</u>	<u>Qualifications</u>	<u>Required / Optional</u>
A	New	Required
AA	1- 3 Rotations	Required all 3 rotations
AAA	3 Rotations + Lab Tech or CPO	Optional

<u>Position</u>	<u>Qualification Time</u>
Crystallizers	30 eight-hour training days
GOP	30 eight-hour training days
Rover	15 eight-hour training days

Granger Lab Technician – C*

This position is responsible for samples and testing in the Granger Facility. The Granger Lab Technician will need to qualify on the Crystallizer Position of the Granger Production Operator Job. This position will be bid at C rate and will advance to B rate once qualified on the crystallizer position. The GLT can choose from here to continue qualifying on the Granger Production operator job and will be upgraded to A rate once they are fully qualified on the GPO job. When the operator runs a Granger Production Operator position, they will receive the upgrade based on the progression defined in the Granger Production Operator. The Table below shows how the progression works, and clarifies the rate when the Granger Production Operator job is run.

<u>Rate</u>	<u>Qualifications</u>	<u>Required / Optional</u>
C	New	Required
B	Lab + Crystallizers	Required
A	Lab + Fully Qualified GPO	Optional

*When this operator runs a position within the Granger Production Operator Job

<u>Rate</u>	<u>Qualifications</u>	<u>Required / Optional</u>
AA	Lab+ Crystallizers	Required
AAA	Lab + Fully Qualified in the GPO	Optional

Operators will be given first preference when bidding a GPO job from this position.

Granger Chief Production Operator - CPO

This position is responsible for controlling the Granger unit operations and directing Granger Production Helper activities. Following the initial staffing of Granger, bids to the Granger Chief Production Operator position will first be awarded to operators qualified on the Granger Production Operator position. If no qualified bids are received, then the bid will be open to Plant-wide bidding. The successful bidder, in both the initial staffing and subsequent vacancies at Granger, will be required to first qualify on the Granger Production Operator job.

Water Treater – A*

The water treater job will be posted at the A rate. This position is also required to qualify on the Boiler operator and the Granger Lab Technician within six months of starting as a water treater. The operator will be upgraded to AA once these qualifications are complete. The Table below shows how the progression works.

<u>Rate</u>	<u>Qualifications</u>	<u>Required / Optional</u>
A	New	Required
AA	Water Treater + Boiler + Lab	Required

**For just the point of this change, the folks that hold the water position currently will be made optional to qualify in the lab but will be encouraged to qualify on the lab in order to get on the additional overtime list. Past just this initial change, Water Treater operators will be required to qualify on the Granger Lab Technician job.

Utility Relief Operator – AAA*

This job will be required to qualify and perform relief duties from the following positions: Granger Production Operator, Granger Chief Productions Operator, Granger Lab Technician, Boiler Operator, and Water treater.

This position requires that employees must, within six (6) months of the assignment, qualify on four (4) jobs as specified by management. If such employees fail to qualify in the specified jobs, they shall be entitled to return to their former position without loss of seniority but must wait for a period of three (3) months before again applying for a job vacancy requiring the same or similar qualifications. If such employees fail to qualify on additional jobs, as required, beyond six (6) months of initial job training, they may be disqualified and reassigned to the Yardperson position and wage rate.

- a) Employees in the Utility Relief position must have four (4) years tenure in that position to be considered and eligible bidder for cross-bidding.
- b) Employees will advance to ZA pay rate upon qualification of the GPO, GLT, Granger CPO, Water Treater, and Boiler Operator. Any employee that qualifies on these 5 jobs, will also be eligible to receive the upgrade to ZA however it is a requirement for the Utility Relief Operator to qualify on all 5 positions.

<i>Rate</i>	<i>Qualifications</i>	<i>Required / Optional</i>
AAA	New	Required
ZA	GPO, GLT, CPO, Water, Boiler	Required