



Jordan Cook
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WE Soda

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October 14, 2025

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

Re: Distribution Structure

Transmitted via electronic mail

Dear Mr. Cummings:

As you are aware, the Company has been reviewing the current manpower and schedules for Bulk Loaders to better serve the business. Please see the details regarding this change below:

1. The business will maintain one (1) crew (E crew) consisting of three (3) AA — Bulk Loader - Relief positions, one (1) Trackmobile Operator and one (1) Trackmobile Helper working a preferred schedule of Monday-Friday, 7:00 AM — 3:00 PM (preferred schedule #1). Bulk Loader - Relief employees will be required to remain qualified on all tracks and equipment and shall work at any location within the Distribution Department. In addition, Relief Operators will be required to maintain qualification on transloader.
 - a. One (1) of the current AA- Bulk loader vacancies on E crew will not be filled and the position will be eliminated.
 - b. All three (3) Bulk Loader - Relief positions on E crew, the Trackmobile Operator and Trackmobile Helper positions will be open to internal bidding within the Distribution department first, and if no qualified applicants are received, will then be open to plant wide bidding.
 - c. If one (1) member of a crew is absent, the vacancy may not be filled.



- d. Railcar loading at Sesqui is usually done with a minimum of three (3) qualified employees when a car puller is not available. When a car puller is available, loading can be done with two (2) qualified employees. Other factors such as weather, loading plan and switching activities may require an additional qualified employee for loading operations.
 - e. MOU #2 Shipping Preferred Overtime signed 6/24/2016 will be obsoleted and preferred overtime will be offered and administered as outlined in section XIII of the CBA.
2. The business will maintain four (4) crews (A-D) consisting of three (3) AA — Bulk Loaders and one (1) AA — Bulk Loader - Relief. These crews will transition from the Dupont schedule to a 5/5/4 schedule on the same bid crews they are currently on, there will not be a new crew selection process. Employees will be required to remain qualified on all tracks and equipment and shall work at any location within the Distribution Department. In addition, Relief Operators will be required to maintain qualification on transloader.
- a. If one (1) member of a crew is absent, the vacancy may not be filled.
3. The schedule change from the 12-hour Dupont schedule to the 5/5/4 will tentatively occur in January 2026, pending vote.
4. At least one member of each crew (A-E) will be required to qualify on the guzzler and/or water truck. Should there not be a volunteer, the junior employee of each crew will be required to become qualified on the guzzler and/or water truck. Future bids for this position will include the requirement to qualify on the guzzler and/or water truck on the bid posting.

Sincerely,

Jordan Cook
Distribution Unit Manager

Marshal Cummings
President – USW Local 13214