

Memorandum of Understanding

Settlement of Grievance **11978** dated 05/22/2018 regarding Joshua Wiest

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The company agrees to pay Joshua Wiest (employee number: 01373711) **\$1,528.40** which equals 40 hours of work time at his rate of pay as a Welder of \$38.21/hr. This payment is subject to applicable taxes and deductions as required by law. This payment will be processed with the next payroll run following the signed execution of this agreement. This is a non-precedent setting agreement. In addition, the Union will not use or refer to this agreement as a defense in any other grievance and/ or arbitration. This agreement settles this matter between the Company and the Union.

The Company acknowledges that it is not its intention to have an employee on an indefinite suspension pending a termination review. Going forward, the Company agrees to have a discussion with the Union in the event an employee will be out of work on an unpaid suspension that lasts greater than 14 calendar days. Such discussion will occur on or before the 14<sup>th</sup> calendar day.

Effective date of this agreement: 11/29/2018

For the Company:



Michael A. Lubinski, Manager, Facilities Engineering



Kazoua Y. Yang, HR Supervisor

For the Union:



Thomas E. Heimer, President



Patrick R. Spehar, Committee