

## SEA HIGHLIGHTS OF NEW AGREEMENT

Your bargaining team was able to negotiate a fair agreement that protected our members while being responsive to the Company's business needs – reflecting our partnership, it involved compromise on the part of both sides to resolve some tough issues. We reached an agreement that provides for the following:

- No current employee has to move on to PTO – we retained your existing vacation, including the sixth week for those employees grandfathered under the current agreement. You will also continue to receive your vacation as an allotment, as opposed to having to accrue it. Both hourly and salaried employees will be entitled to five Personal & Sick personal days – time you have a right to use and to continue to be able to carry over.
- Guaranteed wage increases of 18.3% over the life of the contract and continued merit increases of 4% during the first three years of the contract for those employees not at the top of the code, with the amount of the increase over the last three years subject to negotiation.
- You will be able to use vacation in six minute increments, as opposed to an hour.
- Retained the Short Term Disability benefits that employees have under the current contract.
- While agreeing to accept the same severance plan that applies to non-represented employees, we retained the \$5,000 retraining benefit and obtained a contractual entitlement to an unlimited EdAssist benefit of all active employees.
- For employees who go on a medical or occupational leave of absence, we were able to keep the twenty-four month maximum, with employees only having to pay active employee rates, successfully rejecting the Company's efforts to have employees go onto COBRA after twelve months.
- We successfully kept the same pension benefits enjoyed by employees under the current labor agreement, and resisted effort to increase the current 3.5% contribution rate.
- Retained current recall rights, successfully resisting the Company's efforts to significantly reduce the number of years an employee retains recall rights.
- Employees will have the same health, dental and vision plans, as enjoyed by non-represented employees, which guarantee costs for the six year term of the agreement and health insurance premium increases are limited to eight percent.
- Got a guarantee that any increase in Company match under the saving plan would be given to members.
- Obtained the right to grieve the Company's decision relative to Union requested evaluation of changes in job duties.
- Employees directed to work during a plant closure will receive double time, instead of time and a half.
- Reinstatement of the Code 17R110 in PR15.
- Where there is a shortage in a paycheck and the employee receives less than 80 hours pay, the employee may request an off cycle check for the shortage.
- Increased the required posting period for jobs from three to seven days.
- Increased flexibility with respect to taking bereavement leave.