



USW LOCAL 12-369

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ALL ACTIVE USW MEMBERS at ALLEIMA

CONTRACT RATIFICATION VOTE MARCH 6, 2023 12:00 P.M. – 8:00 P.M. LOCATION 797 STEVENS DRIVE RICHLAND (UNION HALL)

The Union and Company started bargaining for a new contract at the end of January. The committee worked hard and often into the evening to secure a good contract offer. All members will have the opportunity to accept or reject the offer during the ratification vote (time, date and location above). A copy of the CBA with all changes will be available on the Local Union's website (<https://www.usw12-369.org> or input search 12-369).

Contract Offer Highlights

General Wage Increases by Year

2023	5.0%	(Union contract COLA Feb 6, 2023 1.73% + 5.0% = 6.73%)
2024	4.0%	(plus any *COLA over 4.5%)
2025	3.5%	(plus any *COLA over 4.0%)

*note: COLA is cost of living adjustment. Years 2024 and 2025 are unknown. If inflation triggers the formula, additional increases may occur.

- Increase New Hire Rate (start rate of 63% raised to 70% - increase of almost \$3/hr)
- Improved Personal Time (can now take PT in tenth hour increments)
- Increase in Certification Pay
- Increase Shift Differential Pay (all shifts receive .75 an hour)
- Improved Medical Insurance Language (competitively bid their insurance)
- Successorship Language
- Improved Work Week and Shift Language
- Improved Vacation Scheduling Language
- Improved Bereavement Leave (was consecutive days, now allows over 30 days)
- Improved Attendance Policy (added roll back language to lower discipline)

Other Information

Company will now require call in approximately 20 minutes before shift starts.

Pension Freeze (already approved not up for ratification)

New Company chose to freeze pension for the last 17 participants. Impact already bargained before negotiations started.

- 5 Years of makeup contributions at 7% into 401k + normal 5% contribution
- 5 Years additional Service Credit and the elimination of the Social Security reduction.

See table of all changes on backside of this letter. CBA with all changes posted on website.

Article Section	Subject	Old Contract	New Contract
Successor Language	Inserted in 1.2	No Successorship Language	Added Successorship Language
7.3	Recall	Recall from lay off required telegram notice	Changed to Email
7.4.1	Temporary Assignment	Language was unclear on seniority	Seniority Language Strengthened
7.5.5	Promotions	Discipline language conflicted with Article 36.0	Changed to Article 36.0
7.8.1	Job Preference	Overlapping shifts made job preference unclear	Seniority for job preference during shift overlaps
8.3.6	Probation	Probationary Employees didn't accrue PT until 90 days	Changed to Start accruing PT at hire date
10	Tuition Refund	Tuition Refund	changed to Tuition Reimbursement
12.1	Work Week	No notice for shift change in agreement	added 2 month notice and 30 day shift preference posting
12.1.2	Shifts described 8, 10, 12	No mention of shift types	added shift definitions 8, 10, 12
12.1.4 correct to 3	Special Shifts hardship or leads	No special shift language	added special shift language hardships and leads
12.1.5 correct to 4	Shift assignment by seniority added	No seniority language for staffing shifts	added seniority based shift assignment language
12.1.6 correct to 5	Alternate shift language moved from article 20.6	Alternate shifts were listed in shift differential article	moved to shift description and assignment section
12.2	Definition Regular Pay	Removed 12 and 10 hour shift language	language was not necessary, covered in overtime article
20	Shift Differential	.50 hr. for swingshift, .75 for graveyard	.75 an hour for working either shift
21.4	holidays	1st and 2nd day of rest holiday designation	removed redundant language, no change
22.1	Vacation	Listed the words weeks	struck weeks using hours, no change
22.7	Plant Shutdown/Vacation Scheduling	Notice February 28 notice plant shutdown	Moved to first Monday in December
22.7.1	Vacation	Scheduling based on company policy	added Seniority based rotation scheduling
22.7.1.2	Schedule Vacation Changes	no language	added language for changing a scheduled vacation
22.7.1.3	Scheduling a week of vacation to match your assigned shift	no language	added new language (helps 12 hour shifts)
22.7.1.4	Split days of vacation	no language	added new language to use split days of vacation
22.8	12 hour shift defer or cash out vacation	60 hours	changed to match other shifts at 40 hours or to shift equivalent
23.2	Military Service	Struck ABCD language	no change
26.1	Bereavement Leave	required use as consecutive days/no celebration of life	days may be spread out over 30 days, added celebration of life
29.2.1	PT	employee had to use 1 hour increments of PT	PT may be used in .1 hour increments
29.3.2	Personal Time	must report absence to flow manager before shift	changed to approximately 20 minutes to call in before shift
30.1.1.3	Health & Dental	Competitive bid for insurance programs	changed language, days for information and withdrawal
30.2.4	Pension Frozen see attachment C	Alleima chose to freeze pension	Union negotiated enhancements due to the freeze
34	Duration	Old Contract duration dates	Tentative new dates if contract is ratified
35.2	Attendance	Attendance disciplinary action level lasted 1 year	new roll back language so discipline levels go down with
35.4	Improved Behavior	Improved behavior language	roll back language replaces this more restrictive language
36.5.1	Master H	Statement with the company as Master Grade H	new language time in Maintenance Seniority Group
Attachment A Wages	Wage Scale Progression	1st Year 2% signing bonus, 2nd Year 0%, 3rd Year 2.5% + 2.88 % Cola	1st Year 1.73% Cola + 5.0% GWI, 2nd Year 4.0% + Cola (TBD) GWI, 3rd Year 3.5% GWI + Cola (TBD)
Attachment A Incentive	Eliminated Incentive program	Box feet incentive	Eliminated to put more money in GWI
Attachment A Note 1	Tier 1 and Tier two definitions (10 years of seniority to attain Tier 1)	Old Tier language from 1996	clarified 10 years of seniority to attain Tier 1, less than 10 years Tier 2, no change
Attachment A Note 2	Starting Rate of Pay	Start at 63% of Scale	changed to start at 70% of scale
Attachment A Note 3	Define maintenance raises on chart	no notes to describe maintenance progression	modified note 3 to describe maintenance progression, no char
Attachment A Note 4	OP 1 to OP2 Promotion language	language was unclear on pay transition between OP 1 and OP 2	promotion transfer to step on pay chart based on seniority date
Attachment A Note 6	NDT UT Level I increase pay	was .30 an hour	bumped up to .35 an hour
Attachment A Note 7	NDT UT Level II increase pay	was .40 an hour	bumped up to .45 an hour
Attachment A Note 9	NDT EC Level I increase pay	was .30 an hour	bumped up to .35 an hour
Attachment A Note 10	NDT EC Level II increase pay	was .50 an hour	bumped up to .55 an hour
Attachment A	Working Leader language	existing	moved to another page
Attachment B Section 2	COLA	last contract years	new contract years
Attachment B Section 3	COLA	last contract years	new contract years
Attachment B Section 4	COLA	4% to 8% range	change 4% to 5% to get guaranteed 5% GWI first year
Attachment C	Pension	Pension Freeze Agreement	negotiated before contract bargaining to avoid loss of