

U-1

3.0 STRIKES AND LOCKOUTS

3.1 There will be no strikes, work stoppages, picket lines (Picket lines are allowed only if negotiation breakdown or stall), slow downs, boycotts or concerted failure or refusal to perform assigned work by the employees or the Union and there will be no lockouts by the Company for the duration of the Agreement.

3.2 Any employee who participates in or promotes a strike, work stoppage, picket line, slowdown, boycott or concerted failure or refusal to perform assigned work may be discharged or otherwise disciplined by the Company and only the question of whether he / she did in fact participate in or promote such action shall be subject to grievance and arbitration procedure.

Tentative Agreement as of: 3/24/20

Alleima Signature: *Whmair*

USW 12-399 Signatures: *[Signature]*



TENTATIVE AGREEMENT

Between

United Steelworkers Local 12-369 and Alleima Special Metals LLC

U-2

6.0 UNION REPRESENTATION

6.1 The Company shall recognize those Stewards (including one Chief Steward and one Unit President) selected by the Union from employees of the Company within the bargaining unit. The Union shall give the Company five (5) days written notice of any change of steward.

6.2 The stewards' names and seniority groups shall be furnished to the Manager, Human Resources or his / her representative by the Union.

~~For adequate representation, stewards will be allowed to maintain 20 to 1 steward to BU employee ratio with an addition of one (1) chief steward for all BU employees.~~

The Union is responsible for determining representation by department in a seniority group.

The Chief Steward may elect to be assigned to day shift on a priority basis.

Date : 2/11/2026.

Company:

Cindy Thomas

Union:

Mark Rhodes



TENTATIVE AGREEMENT

Between

United Steelworkers Local 12-369 and Allema Special Metals LLC

U-3

6.0 GRIEVANCE PROCEDURE

6.3.1 The written grievance shall be presented to the ~~Flow Manager~~ **Company**. Any grievance not presented to the ~~Flow Manager~~ **Company** within ~~twenty-one (21) calendar~~ **fifteen (15) regularly-scheduled-working days** after the date of the occurrence giving rise to the employee's complaint or ~~twenty-one (21) calendar days from the date the Chief Steward was notified or should have been reasonably aware of the occurrence~~, shall be considered conclusively abandoned. Thereafter, such grievance may not be presented for consideration or be made the basis for any action under this Agreement or otherwise.

6.3.2 The Company shall respond in writing within ~~fifteen (15) regularly-scheduled-working~~ **twenty-one (21) calendar days** from the date that the grievance is received by the ~~Flow Manager~~ **Company**.

6.3.3 If the written response of the Company is found to be unacceptable, the grievance may be considered at Step 2, provided that a written request is delivered to the ~~Company's employee's Flow Manager~~ **Company's employee's Flow Manager** not later than ~~fifteen (15) regularly-scheduled-working~~ **twenty-one (21) calendar days** from the date that the Company's written response is delivered to the Union.

6.4 Step 2

Within ~~fifteen (15) regularly-scheduled-working~~ **twenty-one (21) calendar days** of the date of the receipt of the written request provided for in Section 6.3.3 of this Article, representatives of the Company and the Union Grievance Subcommittee shall meet to consider the grievance. In the event a meeting is not convened within the specified time period, the regularly scheduled ~~working-day time limit shall be extended until such meeting is convened. Either party may initiate at any time a regularly-scheduled-working-day time limit by written notification to the other party.~~

6.4.1 Within ~~fifteen (15) regularly-scheduled-working~~ **twenty-one (21) calendar days** of the date of such meeting, the Company shall respond in writing, setting forth its position relative to the grievance.

6.5 The references to Company in Article 6.3 is ~~Flow Manager, Supervisor, and Human Resources Manager.~~

Date: 2/11/2026

Company:

Cindy Thomas

Union:

Mark Rhodes



TENTATIVE AGREEMENT

Between

United Steelworkers Local 12-369 and Allama Special Metals LLC

U-4

7.0 SENIORITY

7.1.4 All bargaining unit job openings shall be posted for **fourteen (14) calendar days (excludes plant closures), ten (10) working days (excludes holidays and weekends)**. Employees may request consideration for job openings which occur, and which the Company intends to fill (and which are not filled through recall) by submitting a written request within **fourteen (14) calendar days (excludes plant closures), ten (10) working days (excludes holidays and weekends)** from and including the day posted.

7.2 Layoff

7.2.1 When a curtailment of the work force in whole or in part is decided upon by the **Company** Employer, the **Company** Employer may lay off employees within each seniority group and to such extent as it deems proper. Within the job classifications affected, order of layoff will be determined upon the basis of seniority as defined above, provided the employees remaining are qualified **or have been previously qualified** to perform the work available. The Company will not contract work normally performed by **Operators or Mechanics** the bargaining unit, which will result in the layoff or demotion of qualified employees.

7.2.2 An employee who is laid off from a job classification will be given the opportunity to: (1) bump an employee with less seniority in the same seniority group, provided the employee bumped is the least senior in their job classification, the job classification is the same or a lower pay grade, and the bumping employee is qualified **or have been previously qualified** to perform the work available; or (2) they may bump an employee with less plant seniority in another seniority group who is the least senior employee in a job classification in which the laid off employee previously performed work satisfactorily for a period of six months; or (3) they may bump an employee with less plant seniority in any seniority group provided the employee is the least senior in their job classification, the job classification is in Level II or lower, and equal to or lower than the grade level of the bumping employee, and the bumping employee is qualified to perform the work available. In the case of (2) and (3) above a six-month period is not required to establish seniority in a new seniority group, full seniority being applicable to the new group immediately.

Date: 2/18/26

Company: .

Cindy Thomas

Union:

Mark Rhodes

(Signature)
(Signature)



TENTATIVE AGREEMENT

Between

United Steelworkers Local 12-369 and Alleima Special Metals LLC

U-5

7.5 Promotions

7.5.1 A promotion is defined as the permanent transfer **move** of an employee to a job classification carrying a higher maximum rate of pay than the one from which he / she is transferring **moved**. Job openings available for which promotional consideration is in order will be posted for **fourteen (14) calendar days (excludes plant closures)**, **ten (10) working days**. An employee may request a transfer to a job carrying an equal or a lower rate with permission of the Company, however, if an employee requests and receives a downgraded position, the employee will not be eligible for promotions for one year from the effective date of the downgrade. Downgrades for medical reasons acceptable to the Company and the Union will not have a time limit on promotion eligibility.

7.5.2 Employees may request consideration for job openings which occur, and which the Company intends to fill (and which are not filled through recall) by submitting a written request within **fourteen (14) calendar days (excludes plant closures)**, **ten (10) working days** from and including the day posted.

7.5.2.1 Employee must be trained and qualified to be eligible for promotion. Training opportunity will be offered to employees based on seniority.

7.5.2.2 Should an employee not qualify for a position after completing the training, employee may retest within 30 days. If employee fails the second time the employee will have to wait a minimum of six (6) months before having the opportunity to retest again unless approved by the Company.

7.5.2.3 Once a job classification is obtained an employee must maintain the qualification necessary for the job classification or be transferred to a lower classification.

Company:

Cindy Thomas

C Thomas

Union:

Mark Rhodes

Mark Rhodes 2/12/26

U-6 – Alleima Counter 2 Revised plus all language from Article

7.5.6 Working Leader –

This bargaining unit position directs the workforce for a period of time that is anticipated to extend longer than two (2) months in duration and performs the duties of the Flow Manager except that this position shall not be allowed or required to discipline or effectively recommend discipline.

If a Working Leader disciplines or recommends discipline in any way, it will be considered a Major Offense according to the ASM Newark - Company Rules, Disciplinary Policy and Guidelines.

The Working Leader positions shall be for a period of twelve (12) months. The 12 months can be extended by the Company with consideration of the Union's feedback on said Working Leader.

Employees who do not retain the Working Leader position will be placed in the highest open position for which they are qualified. The 10% premium pay will be removed. Pay will be set based on the employee's last position held prior to promotion, aligned to where they would fall on the Wage Progression Scale based on years of service.

2025 Implementation of twelve (12) month period:

Current Working Leader period will expire as documented which was based on calendar month placed in position, balancing to not exceed two in a month, none in fourth quarter, and beginning in April 2025.

For future Working Leader openings, the Company will post a notice asking those bargaining unit employees that have been employed with the Company for a minimum of 5 years who are interested to contact the Company representative(s). Selection is at the discretion of the Company. However, the Working Leader shall be selected with consideration for qualifications and seniority, and shall not necessarily be the senior employee(s) in the department from which they are selected.

In the event, the Company cannot identify a qualified candidate for the position of Working Leader, the Company at its discretion can re-aid the opening for Working Leader. In the event that there are no employees interested with a minimum of 5 years employment with the Company, the Company can repost the opening for employees with less than 5 years employment that are interested in the Working Leader position. The selection process would follow the same criteria from above (selection is at the discretion of the Company. However, the Working Leader shall be selected with consideration for qualifications and seniority, and shall not necessarily be the senior employee(s) in the department from which they are selected).

The bargaining unit employee(s) selected and assigned to the Working Leader position shall be paid ten (10) percent above the Master Operator rate in the wage progression scale in Attachment A. The Working Leader rate is specifically excluded from the wage retention provision of Article 18, Paragraph 18.1.4.

Working Leader will be subject to the same application of the Company's rules and policies, including overtime distribution, as are applicable to other bargaining unit members. If requested by the Union, the Company will meet to discuss disputes regarding this provision prior to a formal grievance being filed.

Paragraph 7.5.6 only addresses the newly created position of Working Leader. It specifically excludes and does not change the historical procedures for assignments to the Lead, Temporary Lead or any other bargaining unit positions.

Tentative Agreement dated: 2/18/2026

Alleima:

USW 12-369

page, or modify these proposals at any time during the course of



TENTATIVE AGREEMENT

Between

United Steelworkers Local 12-369 and Alleima Special Metals LLC

U-7

7.6 Transfer Procedure

7.6.1 Employees who desire to transfer from a job and/or training opportunity in one department (Processing, Pigging or Finishing) to another job and/or training opportunity in a different department with equal or lesser rate of pay, can do so under the following conditions:

Company:

Cindy Thomas

C Thomas

Union:

Mark Rhodes

Mark Rhodes 2/10/26

U-6 – Almeida Counter

7.5.8 Almeida -



TENTATIVE AGREEMENT

Between

United Steelworkers Local 12-369 and Allema Special Metals LLC

U-8

8.0 PROBATIONARY PERIOD AND DISCIPLINE

- 8.1 An employee hired in any job level shall be regarded as probationary for ~~3 calendar months from their date of hire, including 16-hour and 12-hour shifts~~ a period of 900 hours worked. During this period, all such probationary employees may be terminated or laid off at the discretion of the Employer and there will be no responsibility for their rehire. Permanent employees who terminate their employment and are subsequently rehired within one year from the date of their termination shall not be required to serve an additional probationary period. ~~This applies to personnel hired after December 15, 2005.~~

Company:

Cindy Thomas

C Thomas

Union:

Mark Rhodes

Mark Rhodes 2/10/26



TENTATIVE AGREEMENT

Between

United Steelworkers Local 12-369 and Allema Special Metals LLC

U-9

9.0 NEW OR ALTERED JOBS

- 9.1 When and if new or altered jobs are created because of circumstances, including equipment, dictating skill levels different from those being currently employed, it is understood that the Company will announce such creation by notice posted on the bulletin board **and notify the Union**

- 9.4 Notice of desire to discuss either the rate or the seniority group assignment must be given by the Union within **fourteen (14) calendar days (excludes plant closures) ten (10) working days** after the expiration of a thirty-day trial period or the Union will be deemed to have accepted the seniority group assignment and rates set. Any adjustment of the rate agreed to shall be retroactive to the date of institution of such rate, but under no circumstances shall the subject of the new or altered job content or the seniority group assignment be subject to arbitration.

Date: 2/12/26

Company:

Cindy Thomas

(Rhodes)

Union:

Mark Rhodes

(Signature)

U-10 ARTICLE 12 - Workday and Workweek Defined

12.1 Work Day and Work Week Defined - A work day starts with the beginning of the employee's assigned shift schedule and ends twenty-four (24) hours later. A work week commences with the beginning of the employee's assigned shift schedule and ends 168 hours later. The company will give the Union at least 2 months' notice of a change of shift schedule, unless both parties mutually agree to a shorter time, prior to the change to allow employees an appropriate amount of time to make necessary arrangements for the change. The annual shift preference poolings will be posted for approximately 30 days. A change of shifts is defined as changing between Days, Swings, or Night/Graveyard or changing between 8 hour, 10 hour or 12 hour shift schedules.

12.1.8 Shift start times are defined as the normal starting time of shift is:
8hr shifts- Days 8am, Swing- 4:20pm, Graveyard- 12:10am
10hr shifts- Days 6am, Graveyard Swing- 4:20pm
12hr shifts- Days 6am, Graveyard-Night- 6pm

Tentative Agreements as of: 4/28/24

Allema Signature: 

USW 12-369 Signature: 



TENTATIVE AGREEMENT

Between

United Steelworkers Local 12-369 and Alleima Special Metals LLC

U-11

22.0 VACATIONS

22.1 Vacation with pay will be granted in each calendar year (hereinafter called the "vacation year") to eligible employees as follows:

<u>Years of Continuous Service</u>	<u>40-42-hour shift</u>	<u>Vacation</u>
1		60 hours
6		120 hours
10		180 hours
20		200 hours

22.7.1 **Step 3** After the second circulation, employees may schedule their remaining vacation **hours** days in single-day or less increments on a first come first served basis.

Company:

Cindy Thomas

C Thomas

Union:

Mark Rhodes

Mark Rhodes 2/13/06



TENTATIVE AGREEMENT

Between

United Steelworkers Local 12-369 and Alleima Special Metals LLC

U-12

23.0 MILITARY SERVICE

23.1 The parties will observe all applicable laws pertaining to employees returning from service in the military forces of the United States.

23.2 An employee, assigned to the 12-hour ABCD schedules, required to leave for military reserve duty, shall be paid the difference between **their military reserve's** pay and his/her straight-time wages for the first two consecutive calendar weeks of such **military reserve** duty each year performed during the regular straight-time hours up to a maximum ten (10) days (120 hours). However, in the event that any part of the two consecutive calendar weeks of **military reserve** duty is replaced with intermittent military reserve duty, the maximum amount the Company will pay the employee each year is the difference between reserve's **military** pay and his/her straight-time wages for up to eighty-four (84) hours.

23.3 An employee required to leave for military reserve duty shall be paid the difference between **their military reserve's** pay and his / her straight-time wages for the first two (2) weeks of such **military reserve** duty per year performed during the regular straight-time hours.

Company:

Cindy Thomas

C Thomas

Union:

Mark Rhodes

Mark Rhodes 2/16/16



TENTATIVE AGREEMENT

Between

United Steelworkers Local 12-369 and Alleima Special Metals LLC

U-13

24.0 REPORTING PAY

~~24.2.1~~ The Company has attempted to contact the **employee by call and or text message** employees at their last recorded address and/or telephone number, or at an address or telephone number supplied by the employee.

~~24.3~~ In the event of an unforeseen emergency making it impractical for all or most employees to be put to work, notification to employees through Radio Station KONA 610 AM during the two hours preceding the shift starting time shall be considered as relieving the Company of the requirements of this Article

~~24.4~~ Reporting time not worked shall not be included as the time worked for purposes of overtime or premium pay computation.

Date: 2/18/26

Company:

Cindy Thomas

Cindy Thomas

Union:

Mark Rhodes

Mark Rhodes



TENTATIVE AGREEMENT
Between
United Steelworkers Local 12-369 and Alleima Special Metals LLC

U-14

20.0 PERSONAL TIME

20.2.4 The Company will report the amount of available PT to the employee at least **bi-weekly** ~~monthly~~.

Date: 2/18/26

Company:

Cindy Thomas

C Thomas

Union:

Mark Rhodes

Mark Rhodes

Alleima response to U-15

32.1 The Union and the Company may interpret, alter or amend this Agreement by mutual action in writing and no individual employee shall have cause to complain therefore, it being understood that any interpretation or agreement mutually satisfactory to the parties hereto shall be binding upon all individual employees, whether such action be prospective or retroactive.



32.2 It is agreed that this Agreement shall be construed according to its written provisions without regard to any discussions or negotiations, written or oral, which the parties have had leading to or resulting in the execution and delivery of this Agreement or any amendment thereof and that nothing which is not a written and executed portion of this written Agreement shall be referred to in connection with its construction.

The Employer and the Union agree that all employees covered under this Agreement shall have access to and abide by applicable Company policies, procedures, and guidelines as maintained in the official Employee Guide and/or on the Company intranet. In the event of a conflict between a Company policy and the terms of this Agreement, the provisions of this Agreement shall prevail.

Safety and security related policies and procedures will be reviewed by the Safety Committee with intent to verify applicability and accuracy of the policies. While this review will be ongoing, the goal is to address current policies by December 31, 2026.

The Employer shall provide the Union with a copy of any new or substantially revised Company policy(s) that affects bargaining unit employees at least fourteen days prior to implementation. The Union will designate an official contact person(s) to receive policy updates. The Company shall train all affected employees to the policy(s) and procedure(s) prior to implementation.

32.3 The Company and the Union each waives the right, and each agrees that the other shall not be obliged to bargain collectively with reference to any subject or matter not specifically referred to or covered in this Agreement.

Tentative Agreement as of: 3/24/26
Alleima Signature: 
USW 12-369 Signature: 



TENTATIVE AGREEMENT

Between

United Steelworkers Local 12-369 and Allelma Special Metals LLC

U-16

33.0 CONTINUITY OF SERVICE

33.1 Continuity of service is defined as seniority minus any time lost due to strikes, any continuous absence time exceeding one month (except illness, military, or absences compensable under Workers' Compensation statutes. **PFML/FMLA and any absences approved by the company or covered in this CBA.**) and any continuous absence time in excess of six (6) months because of illness or absences compensable under Workers' Compensation statutes.

Date: 2/12/26

Company:

Cindy Thomas

Union:

Mark Rhodes



TENTATIVE AGREEMENT

Between

United Steelworkers Local 12-369 and Allema Special Metals LLC

U-17

35.0 ATTENDANCE CONTROL POLICY

35.2

On a twelve-month rolling basis, an employee who violates the Attendance Control policy will progress or through the Attendance Control levels of discipline as scheduled below. Occurrences will be removed from the employee's record 365 days from the date of the absence leading to each disciplinary action. As occurrences drop off with improved attendance, the employee level of discipline will be lowered to the corresponding level of discipline outlined below. Notification of an attendance occurrence and the current level of Attendance Control discipline will be made to the employee within 30¹⁴ calendar days of the occurrence **unless employee is unavailable.**

35.3.4

Absences due to illness on a scheduled day of overtime shall not result in an occurrence provided the person has verifiably been seen by a healthcare professional **or used PT to cover the absence**

Company:

Cindy Thomas

C Thomas

Union:

Mark Rhodes

Mark Rhodes 2/17/25



TENTATIVE AGREEMENT

Between

United Steelworkers Local 12-369 and Allema Special Metals LLC

U-18

COST OF LIVING ADJUSTMENT (COLA)

Update all dates in this section to reflect new CBA dates

Company:

Cindy Thomas

(Signature)

Union:

Mark Rhodes

(Signature) 2/12/26



TENTATIVE AGREEMENT

Between

United Steelworkers Local 12-369 and Allema Special Metals LLC

U-19

USW / ASM Collective Bargaining Agreement

Article 35.2 – Attendance Control Last Chance Agreement ("LCA")

1. Should Employee violate the Attendance Policy (incur an attendance occurrence **that results in a level 4 or higher disciplinary level**) during the term of this LCA, Employee will be immediately discharged by the Company.
4. This Agreement shall expire 12 months from the date it is executed.

~~a. The expiration date shall be extended by such period of time as Employee may be absent for FMLA and / or disability leave during the term of this LCA.~~

Date: 2/18/26

Company:

Cindy Thomas

C Thomas

Union:

Mark Rhodes

Mark Rhodes



TENTATIVE AGREEMENT
Between
United Steelworkers Local 12-369 and Alleima Special Metals LLC

U-25

26.0 BEREAVEMENT LEAVE

26.1.4 If travel distance one-way exceeds five hundred (~~500~~ **100**) miles, up to an additional two (2) days to attend the funeral, memorial, cremation, celebration of life, or burial service will be granted.

Date : 4/6/2026

Company:

Cindy Thomas

C Thomas

Union:

Mark Rhodes

Mark Rhodes

U-28-Worker's Compensation

27.0 WORKERS' COMPENSATION

27.3 Employees who miss scheduled work to attend rehabilitation, physical therapy, or doctor visits in connection with their worker's compensation injury, will coordinate reimbursement with the Company's Third Party Administrator (TPA) ~~will be paid by the company.~~ ~~may use vacation, PTO, or unpaid time.~~ Flex time may be offered ~~if mutually agreeable between the employee and~~ ~~at the discretion of the Company.~~

Tentative Agreements as of: 4/23/24
Allina Signature: 
USW 12-368 Signature: 

U-28 - Duration of Agreement

34.0 **DURATION OF AGREEMENT**

34.1 This Agreement shall become of full force and effect on the 16th day of March 2023~~2~~3, and shall continue through the 15th day of March 202~~3~~8 and from year to year thereafter unless terminated or notice to amend or change the provisions of this agreement is given in accordance with the provisions below.

~~Thereafter, the contract shall renew itself automatically from year to year unless either party gives notice to the other at least sixty (60) days but not more than ninety (90) days prior to the termination or anniversary date of its desire to modify, amend or terminate the Agreement. If notice to modify or amend is given, the Agreement shall remain in effect during negotiations except that if agreement is not reached during negotiations within the sixty-day (60) period prior to the anniversary date, or thereafter, if negotiations continue beyond the anniversary date, either party may give sixty (60) days' written notice to the other of its desire to terminate the Agreement.~~

~~If either party shall desire to change any provision of this Agreement, it shall give written notice of such desire to the other party at least sixty (60) days in advance of the March 15, 202~~3~~8, anniversary, or any subsequent anniversaries on which the contract may expire. If notice is given to modify or amend, the parties shall commence discussions at least thirty (30) days prior to the termination of the Agreement (This 30 day requirement may be waived with mutual agreement between the parties).~~

~~If the parties have not reached agreement on or before the anniversary date, all provisions of this Agreement shall remain in full force and effect until the Parties either reach agreement on a new collective bargaining agreement or until either party gives 60 days' written notice to the other of its desire to terminate the Agreement should negotiations break down.~~

34.2

Notice shall be directed to the Employer at its office in Finley, Washington, Attention: Managing Director; notice shall be given to the Union at United Steelworkers (USW), 1700 Hudson street, Suite 204, Longview WA, 98632 and USW Local No. 12-989, 797 Stevens Drive, Richland, Washington 99352, Attention: Secretary President. Notice sent by certified or registered mail, return receipt requested, or by telegram shall be conclusively deemed received in due course if properly addressed as above indicated.

Tentative Agreements as of: 4/23/26

Allema Signature: 

USW 12-989 Signature: 



Union 29

Tobacco Policy

Policy

Due to the potential health related risks associated with tobacco usage and smoking, Alleima US in the US will endeavor to support, as far as is practicable, a tobacco and smoke free workplace environment by establishing local guidelines for the managed use of such products. This includes the use of e-cigarettes and related products.

~~Local management may, however, at its sole discretion, permit~~ The use of and smoking of tobacco products and e-cigarettes **is permitted** at ~~the~~ **the Alleima US Kennewick site(s)** provided that such use is conducted outside of any building, office, plant, or facility and only at an authorized, designated location that is situated away from all entrances and exit doors.

~~Further, the use and~~ smoking of tobacco products and e-cigarettes is only permitted during regular authorized lunch and/or break times which shall not impact or interfere with an employee's work schedule or ability to accomplish their job responsibilities. Employees electing to use tobacco products and e-cigarettes are responsible for ensuring the proper disposal of all tobacco products and any waste from e-cigarettes in company provided receptacles.

~~Local management shall also endeavor to provide assistance,~~ in the form of training and/or incentives, to employees who wish to cease their use of tobacco products and e-cigarettes through the EAP services or other suitable local organizations.

For designated tobacco and e-cigarette use or smoking locations specific to your location, please contact local Human Resources.

Union Proposal 29 Smoking:

Allema Revised Response

Retain as Kennewick Policy

Article XX?: Smoking / Tobacco / Nicotine

There is a wide range of products associated with smoking and tobacco use. This **Article policy** applies to the following without limitation to similar products that may apply such as smoking & vaping (pipes, cigarettes, cigars, e-cigarettes, and other apparatus), and tobacco & nicotine (or other natural or synthetic chemicals).

Use of inhaled products is only allowed in designated 'smoking areas' and permitted only during regular authorized rest/meal periods. Employees using such products are responsible for ensuring the proper disposal of any waste in company provided receptacles.

~~Use of products such as chewing tobacco, pouches, nicotine gum, etc. is permitted with consideration that the waste of these products is disposed in a way to prevent any contact with other employees. Waste must be sanitary and not left in working areas. (No spitting in garbage cans, no spitting in bottles left in the workspace; even if sealed). Employees who engage in these practices are responsible for providing their own containment and disposing of them appropriately.~~

Use of products such as chewing tobacco, pouches, and nicotine gum is permitted only if all waste is disposed of in a sanitary manner that prevents contact with other employees. Waste may not be left in work areas, and spitting into garbage cans or containers left in the workspace is strictly prohibited. Employees using these products are responsible for providing appropriate disposal methods and ensuring waste is properly contained and discarded.

~~The Company reserves the right to ban all such products on the campus. Should a ban occur, employees will be given 90 days notice.~~

Date: 5/5/26

Company:

Cindy Thomas: C Thomas

Union: Mark Rhodes: _____

Allema response to Union 30 - Weapons

Include in EH&S and Security - modify the article to include.

14.0 HEALTH AND SAFETY : Environmental, Health, Safety and Security

14.1 General Obligations

- 14.1.1** The Company will provide safe and healthful conditions of work for its employees, and will comply with all applicable laws and regulations concerning the health and safety of employees at work, and the protection of the environment. The Company will make every effort to install and maintain any equipment necessary to protect employees from hazards.

The Union agrees that each employee will cooperate in the promotion and practice of a positive safety culture, safe work habits, good housekeeping and organization throughout the plant, comply with safety rules and regulations, and work towards continuous improvement for a safer work environment.

The Company and the Union will cooperate in the continuing objective of eliminating health, safety and environmental hazards, thereby preventing occupational injuries and illness."

Security of the workplace must be maintained. The Company will use cameras (Article XX.x), secured entry gates, guards, and other generally accepted operating procedures of security.

At no time, and under no circumstances, are unauthorized weapons of any type, including, but not limited to guns, rifles, knives, explosives and/or incendiary devices permitted on Company property or at a Company sponsored function. Applicable state laws will apply.

- 14.1.2** The Company will keep all equipment maintained in safe working condition.

Date: 3/18/26

Company:

Cindy Thomas:



Union:

Mark Rhodes:



Union 32

Allema response option 3

Article xx.0? Security Cameras

The Company reserves the right to use cameras in work areas for the following specific business purposes: security; theft prevention; protection of proprietary information; reviewing production issues, and investigation of intolerable offenses.

The Company may find it necessary to monitor work areas with security cameras. The Company will do so only after first ensuring that such action is in compliance with state and federal laws, there is a clear and present need, and there is no other reasonable alternative.

Use of cameras:

- 1.1. Cameras are not installed to be employee monitoring devices. Cameras will not be used to watch over the crew as a spying device.
- 1.2. Employee privacy in bathrooms, changing areas, designated break areas and isolation room will be respected. Employees should not have any expectation of privacy in other areas.
- 1.3. All camera footage used in regards to bargaining unit members for reasons not listed above will be for training purposes only

Administration of cameras includes: locations posted on the bulletin boards; record video only; signs posted in all monitored locations or entrances to work areas; Working Leaders will not have access to viewing camera footage.

Date: 3/18/26

Company:

Cindy Thomas: (CThomas)

Union:

Mark Rhodes: [Signature]

*The union reserves the right to add to, change, or modify these proposals at any time during the course of negotiations.

U-33

With Alema Edits-Clean

Dress Code Policy Article XXx

Employees are expected to follow the guidelines outlined in this policy, allowing for personal style while maintaining safety standards. Clothing and grooming styles dictated by religion or ethnicity will be accommodated. To maintain a comfortable and respectful environment avoid excessive or strongly scented fragrances and ensure that personal hygiene does not result in detectable body or breath odor.

Clothing or visible tattoos must not display graphics, words, or images that include, but are not limited to political statements, nudity or lewd imagery, gang affiliations, or obscene/profane language. Tattoos with prohibited content must be fully covered while in the workplace.

Operational Safety Considerations

- Avoid loose or flowing clothing that could become entangled in machinery (e.g., hoodie strings, scarves, long skirts, lanyards).
- Jewelry that poses a safety risk is prohibited (e.g., metal or rigid rings, long necklaces).
 - * Alternative options for rings could include a silicon band.
- Long hair must be tied back when operating machinery or equipment.
- Facial hair extending beyond the chin may also require restraint.
- Clothing with excessive rips or holes are not permitted, as they may increase the risk of chemical exposure or machine entanglement.

Footwear and Clothing Requirements

- All employees must wear their safety shoes prior to entering the production floor.
- Legs and ankles are required to be fully covered when entering the production floor.
 - * Jeans or Carhart Industrial pants are highly recommended.
 - * Scrub pants are a great alternative in high temperature months.
 - * Goggles or armbands are available upon request.
- When working in areas where acids or chemicals are present, long sleeves are recommended whenever possible.
- Apparel should always cover the midriff area, front and back. Clothing should fully cover the midriff when hands are overhead or when squatting or bending.

Date: 3/18/26

Company:

Chdy Thomas: Chomas

Union:

Mark Rhodes: [Signature]



TENTATIVE AGREEMENT

Between

United Steelworkers Local 12-369 and Allema Special Metals LLC

U-34 and U-37 Merge

Proposed Article 20.0 XX Workplace Behavior and Progressive Discipline

It is the Company's expectation that all employees conduct themselves in an appropriate manner while at work and during work related events. Any employee whose behavior violates these standards may be subject to disciplinary action.

Progressive Discipline

The Company follows a progressive discipline process that is fair, consistent, and applied uniformly. The purpose of discipline is to correct behavior and prevent future violations. When determining appropriate action, the Company considers the nature of the violation, established guidelines, the employee's work record, and any relevant extenuating circumstances.

The steps in the progressive discipline process generally include:

- Verbal Warning
- First Written Warning
- Second Written Warning
- Final Warning with Suspension
- Termination

After one year Violations will no longer be considered in the progression of discipline. While the steps above are typically followed in order, the Company reserves the right to issue a higher level of discipline, including suspension or immediate termination, depending on the seriousness of the situation.

Guidelines

Listed below are guidelines and they are not meant to cover all situations.

Minor Offenses: Less serious in nature and may result in a verbal warning on first offense.

- Minor work performance issues.
- Minor violation of safety rules such as failure to properly use personal protective equipment or defined safety behaviors for your work area.
- Use of Harassing language directed towards another person.
- Creating unsanitary conditions, including failing to maintain a clean workstation or properly dispose of waste, recycling, soiled rags, etc.
- Excessive Meal/ Rest Periods
- Substandard quality or quantity of work
- Loss or forgotten employee badge.
- Failure to use time clock system including clocking in more than five minutes prior to start of scheduled shift or clocking out more than five minutes after the end of scheduled shift.

- Leaving assigned work area without permission except in cases of emergency, scheduled meetings, meal/rest periods or restroom use.
- Intentional carelessness, horseplay, or other conduct that disrupts normal operations
- Unauthorized personal use of Company property (materials, machines, tools, computers, etc.)
- Distraction from work due to personal electronic devices.
- Smoking outside designated smoking areas.

Major Offenses: More serious in nature resulting in a written warning on first offense.

- Major violation of safety rules including failure in reporting an on-the-job accident or injury or Willfully disregarding defined safety practices.
- Negligence resulting in loss of material or damage to equipment.
- Intentional reduction of output.
- Using another employee's badge.
- Misusing Company time, including sleeping on the job, performing personal work,
- Failure to follow entry security procedures, including knowingly allowing entry without a functioning employee badge.
- Use of camera on Company property without Company authorization.
- Threats of violence towards people or property.

Intolerable Offenses: Very serious in nature and potentially dangerous to the welfare of the Company, community, employees, vendors or customers resulting in a suspension or termination on first offense.

- Willful damage or theft of Company or other employee's property including the removal of property from the premises without permission.
- Possession of weapons on Company property.
- Any form of intimidating or bullying, harassment, or unlawful discrimination including sexual harassment, inappropriate and unwanted sexual behavior while at work or on Company property.
- Serious threats or acts of violence towards people or property.
- Willful insubordination including the failure to follow the instructions of a supervisor or designated Company representative as long as the instruction does not violate a Company policy, violate the CBA or is unsafe.
- Interfering with business operations or directing others to do so.
- Dishonesty including the intentional falsification or omission of significant information on Company records, timekeeping, training, Company investigations or audits.
- Unauthorized access or copy or disclosure of Company records including confidential and proprietary information or unauthorized release of Company, employee, or customer information.

Date: 3/18/26

Company:

Cindy Thomas

C Thomas

Union:

And Rhodes

And Rhodes



U-36

Military Leave Article 23

23.0 MILITARY SERVICE

23.1 The parties will observe all applicable laws pertaining to employees returning from service in the military forces of the United States.

23.2 ~~An employee, assigned to the 12-hour ABCD schedule, required to leave for military reserve duty, shall be paid the difference between reservist's pay and his/her straight-time wages for the first two consecutive calendar weeks of such reserve duty each year performed during the regular straight-time hours up to a maximum ten (10) days (120 hours). However, in the event that any part of the two consecutive calendar weeks of reserve duty is replaced with intermittent military reserve duty, the maximum amount the Company will pay the employee each year is the difference between reservist's pay and his/her straight-time wages for up to eighty-four (84) hours.~~

23.2 An employee required to leave for military reserve duty shall be paid the difference between reservist's pay and his / her straight-time wages for the first ~~two (2)~~ **25 weeks** of such reserve duty per year performed during the regular straight-time hours.

Date: 3/18/26

Company:

Cindy Thomas: 

Union:

Mark Rhodes: 



TENTATIVE AGREEMENT

Between

United Steelworkers Local 12-369 and Alleima Special Metals LLC

Union-38

New Hire Orientation

New Article 5.5

The Company shall afford Union representative(s) the opportunity to address new hires for the purpose of introducing the Union and its representatives. Such meeting shall occur during work hours, not to exceed two (2) hours, at a time and date agreeable to the Company and the Union and such meeting shall occur within thirty (30) days after the employee's first day of employment, unless otherwise agreed to.

Not Part of CBA- General practice will be:

The company will notify the union in advance of new hire orientations

- Most often on Monday mornings at 8am regardless of shift assignment

Union representatives will provide new hires with union card and CBA at start of new hire orientation

- Brief (<15min)
- Instruct new hire to Read CBA
- Agree on time for Union Introduction meeting

Introduction to Union meetings shall include all recent new hires rather than individual meetings.

The Company will provide the Union with a copy(s) of the CBA prior to union new hire orientation.

Date: 3/18/25

Company:

Cindy Thomas

Union:







U-39

P-20674 Industrial Safety Manual – Article XX: Safety Committee Plan

The update to the Kennewick Policy has been completed to include the statement proposed by the USW. See attached.

Date: 3/18/26

Company:

Cindy Thomas: (Phonetic)

Union:

Mark Rhodes: [Signature]

**11-41 ARTICLE 12 - Safety Shoe Allowance
(13.x TBD) Gross Cost**

13.x Safety Shoe Allowance

The Company will provide employees with an annual boot allowance of \$200 during a 12-month period in accordance with the Safety Shoe Voucher Program.

Tentative Agreements as of: 4/23/24
Allina Signature: 
USW 12-999 Signature: 



TENTATIVE AGREEMENT

Between

United Steelworkers Local 12-369 and Allema Special Metals LLC

ARTICLE 36

36.0 JOB CLASSIFICATIONS AND TRAINING PROGRAM FOR OPERATIONS & MAINTENANCE PERSONNEL:

The Operations Seniority Group Training Program outlines different job classifications within the three departments: Processing, Piling, and Inspection.

The Maintenance Seniority Group Training Program outlines different job classifications within Maintenance and the requirements for promotion into the Master H job classification.

To be eligible for the opportunity to train for promotion, employee must not be on an active written warning in the Attendance Control Policy or have disciplinary action resulting in a suspension in the past 12 months.

An employee can transfer only once from one department to another in a two (2)-year period without approval of the Company.

When an employee is recalled within one (1) year after being laid off they will retain their previous progression credit achieved, except for NDT certification which must follow Allema Policy: Written Practice for the Qualification and Certification of NDT Personnel.

36.1 Definitions

Operator II

- **Training:** Employees will receive training across all departments, based on production needs, without performing Operator I duties unless required by the Company.
- **Competency:** Employees must complete and maintain the required documented training as specified by department based on their job classification.

Operator I

- **Training:** Employees must complete the required prerequisites outlined by the department and obtain documented training within the scope of the department.
- **Competency:** Employees must complete and maintain the required documented training as specified by department based on their job classification.

Master Operator or Master Grade

- **Training:** The employee must be qualified as an Operator I within the same department and have completed the required prerequisites outlined by that department.
- **Competency:** Employees must complete and maintain the required documented training as specified by department based on their job classification.

36.2 Operations Seniority Group Training Program

- A reasonable training period will be provided for all training required within the departments. Once the training begins, employees will not experience a loss of pay or demotion if they are not given scheduled time to train.
- Documented training shall be accomplished using on-the-job training (OJT), with applicable training checklists. Some job classifications may require formal, classroom and/or online training courses that may utilize examinations.
- In cases of new work or if no trained operator is available, the Company will provide a subject matter expert to assist in training. Job classification of new work will be determined by the Company and by the Union to determine the department or seniority group.
- Documented training requires a signature from the trainer and Flow Manager/Supervisor.
- Employee may request a copy of training records signature page.
- Employees may be assigned other duties related to their job classification as operational needs require.

36.3 Processing Department:

The processing department covers both hollow and finish processing.

36.3.1 Hollow Processing Operator II (OP2)

Hollow Processing OP2 employees will be trained based on production needs in the following:

- | | |
|---------------------------------------|--|
| • Chem-Bay | • 6 Roll Straightener |
| • End Trim | • First Visual of CP-TI |
| • Manual Cut (Processing, Inspection) | • Steel Processing |
| • Manual Blasting | • Final Hollow Inspection |
| • In-Process Hollow Inspection | • Straightness Verification |
| • Hollow Cut | • First Visual and Straightness Inspection |
| • Ultrasonic Clean | • Scrap Processing |
| • Hydrostatic Testing | • PIT (Forklift) Operation |
| • Large Straightener | • Crane Operation |
| • Kaiserling Straightener | |

36.3.2 Stores Operator II (OP2)

Stores OP2 employee(s) will be trained based on production needs in the following:

- | | |
|---------------------------------------|---|
| • Receiving and Distribution of Goods | • Maintaining the Stores Area for Cleanliness |
| • Assisting with Inventory Control | • PIT (Forklift) Operation |
| • Scrap Processing | |
| • Basic Computer Entry | |

36.3.3 Finish Processing Operator I (OP1)

The following Hollow Processing OP2 prerequisites and 60% of the Finish Processing OP1 competencies must be met for promotion to Finish Processing Operator I.

Hollow Processing OP2

- Chem-Bay
- End Trim
- Manual Blasting
- In-Process Hollow Inspection
- Large Straightener

Finish Processing OP1

- ID Etch (Flush Etch)
- OD Etch (Rotary Etch)
- Grinders
- Auto Blaster
- 5 Roll Straightener
- PP30 (when requested and trained)

To maintain the Finish Processing OP1 job classification, employee must complete periodic review of the following:

- ID Etch (Flush Etch)
- OD Etch (Rotary Etch)
- Grinders
- Auto Blaster
- 5 Roll Straightener
- PIT (Forklift) Operation
- Crane Operation

36.3.4 Master Processing Operator (MPO)

Selection based on seniority (Article 7.5). The following prerequisites must be met for promotion to the Master Processing Operator:

- ID Etch (Flush Etch)
- OD Etch (Rotary Etch)
- Grinders
- Auto Blaster
- 5 Roll Straightener
- PIT (Forklift) Operation
- Crane Operation
- Successfully complete Furnace Training and pass a written examination
- Waste-Water Treatment Facility (WWTF)

To maintain the Master Processing Operator job classification, employee must complete periodic review of the following:

- Furnaces
- WWTF
- PIT (Forklift) Operation
- Crane Operation

36.4 Pilgering Department

The Pilgering Department includes all pilger mill operations for breakdown and final pilger mills, QVIARO, and Draw Bench.

36.4.1 Pilgering Operator I (OP1)

The following Hollow Processing OP2 prerequisites and the Pilger OP1 competencies must be met for promotion to Pilgering OP1:

Hollow Processing OP2

- Hollow Cut
- Overhead Crane Certification
- Final Hollow Inspection
- Klesering Straightener

Pilgering OP1

- Successfully complete Entry Level Pilger Training and pass a written examination.
- Successfully complete practical examinations for the operation of at least three (3) pilger mills.

To maintain the Pilgering OP1 job classification, employee must complete periodic review of the following:

- Hollow Cut
- Final Hollow Inspection
- Klesering Straightener
- Operation of ALL breakdown pilger mills
- Operation of ALL final pilger mills
- Overhead Crane Certification
- Draw Bench Operation (when requested and trained)

36.4.2 Master Pilger Operator (MPO)

Selection based on seniority (Article 7.5). The following prerequisites must be met for promotion to the Master Pilger Operator:

- Successfully complete Master Pilger Training and pass a written examination.
- Successfully complete practical examinations for product changes on at least three (3) pilger mills:
 - Two (2) finishing mills & one (1) breakdown mill OR
 - Two (2) breakdown mills & one (1) finishing mill
- QVI/ARO

To maintain the Master Pilger Operator job classification, employee must complete periodic review of the following:

- QVI/ARO
- Overhead Crane Certification
- Product Changes on ALL pilger mills
- Operation of ALL pilger mills

36.5 Inspection Department

The Inspection Department includes Non-Destructive Testing (NDT), packing, and shipping.

36.5.1 Inspection Operator I (OP1)

The following Inspection OP2 prerequisites, 80% of OP1 competencies and NDT UT Level One (1) Certification must be met for promotion to Inspection OP1:

Inspection OP2

- Straightness Verification
- First Visual and Straightness Inspection
- First Visual of CP-TI
- Hydrostatic Testing
- Manual Cut (Inspection)

Inspection OP1

- TI-Cut
- Final Cut to Length
- Sample Cut
- Air Gauge/Pneumatic (when requested and trained)
- Marine Cut
- Final Visual
- Final Packaging
- Receiving Inspection
- NDT UT Level One (1) Certification:
Total of 400 documented hours in NDT including the successful completion of a 40-hour classroom training, and 210 of on-the-job experience, which may be in either NDT method (ultrasonic or eddy current).

To maintain the Inspection OP1 Job classification, employees must complete periodic review of the following:

- Straightness Verification
- First Visual and Straightness Inspection
- First Visual of CP-TI
- Hydrostatic Testing
- Manual Cut (Inspection)
- TI-Cut
- Final Cut to Length
- Air Gauge/Pneumatic (when requested and trained)
- Sample Cut
- Marine Cut
- Final Visual
- Final Packaging
- Receiving Inspection
- Maintain, at minimum, NDT UT Level one (1) Certification

36.5.2 Master Inspection Operator (Master Grade)

Selection based on seniority (Article 7.5). The following prerequisites must be met for promotion to Master Grade:

- **Straightness Verification**
- **First Visual and Straightness Inspection**
- **First Visual of CP-TI**
- **Hydrostatic Testing**
- **Manual Cut (Inspection)**
- **Ti-Cut**
- **Final Cut to Length**
- **Sample Cut**
- **Marine Cut**
- **Final Visual**
- **Final Packaging**
- **Receiving Inspection**
- **Air Gauge/Pneumatic (when requested and trained)**
- **Maintain, at minimum, NDT UT-Level one (1) Certification**
- **NDT UT Level Two (2) Certification: Total of 1200 documented hours in NDT including the successful completion of a 40-hour classroom training, and 630 of on-the-job experience, which may be in either NDT method (ultrasonic or eddy current).**
- **NDT ET Level One (1) Certification: Total of 400 documented hours in NDT including the successful completion of a 40-hour classroom training, and 210 of on-the-job experience, which may be in either NDT method (ultrasonic or eddy current).**

Please refer to Allema Policy Written Practice for the Qualification and Certification of NDT Personnel for the most up to date hour requirements.

To maintain the Master Grade job classification in the Inspection Department, employee must complete periodic review of the following:

- **Straightness Verification**
- **First Visual and Straightness Inspection**
- **First Visual of CP-TI**
- **Hydrostatic Testing**
- **Manual Cut (Inspection)**
- **Ti-Cut**
- **Final Cut to Length**
- **Sample Cut**
- **Air Gauge/Pneumatic (when requested and trained)**
- **Marine Cut**
- **Final Visual**
- **Final Packaging**
- **Receiving Inspection**
- **Inspection Lot Report (ILR)**
- **UT Tester Over-Check**
- **NDT UT Level 1 Certification**
- **NDT UT Level 2 Certification**
- **NDT ET Level 1 Certification**

36.5.3 Master Shipping Operator

The selection for this position is at the discretion of the Company similar to the Working Leaders. The Master Shipping Operator shall be selected based upon qualifications and skill as determined by the Company and shall not be based on seniority nor will the senior employee in the department from which they are selected necessarily be selected to fill the position.

Should the Company determine that 2 or more candidates are equally qualified for the position, seniority will be considered to determine the successful candidate.

When temporary vacancies occur, they will be offered first to the senior qualified employee in the Inspection department. If a qualified employee from the Inspection Department is not available, the senior qualified employee from other departments will be solicited. The junior qualified employees may be required to fill the temporary vacancy if no volunteers accept the assignment. This position shall be counted towards the vacation quota in the Inspection Department only.

The following prerequisites must be met for promotion to Master Shipping Operator and may be required to complete a periodic review of the following:

- Order Completion
- Enterprise Resource Planning (ERP) Software for Receiving and Allocation
- Microsoft Word, Excel, Outlook
- PIT (Forklift) Operation

36.6 Maintenance Seniority Group Training Program

Maintenance Seniority Group positions shall be selected based on qualifications as determined by the Company. Selection for this position shall be at the discretion of the Company and shall not be based on seniority, nor will the senior employee in the department necessarily be selected to fill the position.

36.6.1 Definitions

Mechanic II

Employees in this entry-level job classification perform basic mechanical duties, including the operation of equipment, the supervised completion of routine mechanical tasks, and the performance of basic installation and assembly work, safe use of hand tools, shop machinery. Employees are required to perform all maintenance work as assigned for which they are qualified. Experience as an operator will be given preference.

Mechanic I

Employees in this job classification shall possess, at minimum, any combination of the following qualifications: 1--2 years of manufacturing experience; Machinist or Millwright experience; a Journeyman L&I license or completion of an approved apprenticeship; and a background in facility maintenance. Duties may include performing preventive, corrective, and routine maintenance on Company equipment and systems, as well as the safe and proficient operation of hand tools, shop machinery and related equipment. Employees are required to perform all maintenance work as assigned for which they are qualified.

Electrician

Employees in this classification must hold a valid Washington State electrician license. Duties may include performing preventive maintenance, basic electrical repairs, and safe energy-control procedures, as well as working on facility equipment to support electrical system reliability. Employees are required to perform all maintenance work as assigned for which they are qualified.

Tooling Technician

Employees in this job classification shall possess, at minimum, any combination of the following qualifications: 3-5 years of experience in tooling, journeyman machinist work, or certified millwright duties; and proficiency in operating CNC machines, manual lathes, or other cutting tools. Employees are required to perform all maintenance work as assigned for which they are qualified.

Calibration Technician

Employees in this classification shall possess, at minimum, any combination of the following qualifications: a Machinist or Electronics/Instrumentation degree, a two-year technical program, or 3-5 years of relevant manufacturing experience. Employees are required to perform all maintenance work as assigned for which they are qualified.

Instrument Technician

Employees in this job classification shall possess, at minimum, any combination of the following qualifications: 3-5 years of experience as an Instrumentation Technician in a manufacturing environment; an associate degree, two (2)-year instrumentation program, or equivalent apprenticeship; NDT Level One (1) I&C certification; and post-secondary technical training or related experience.

Duties may include performing preventive, corrective, and routine instrumentation maintenance; troubleshooting electronic controls, sensors, and instrumentation systems; and verifying equipment performance; and safely and proficiently operating electronic test devices, diagnostic tools, and related equipment. Employees are required to perform all maintenance work as assigned for which they are qualified.

Master H

To qualify for a Master H Position in the Maintenance Seniority Group, an employee must accomplish one of the following requirements:

- Multi-year program or formal apprenticeship program in a trade related to the business needs of the Company, including but not limited to, Machinist, Electricians, Instrument Technicians, Calibration Technicians. In addition to completing a probationary period of 860 hours worked in the Maintenance Seniority Group.
- Two (2)-year associates degree or trade school in related field with three (3) years of experience in the related field and two years of experience in the Maintenance Seniority Group.
- Five (5) years of experience in a related field or trade and an additional five years of experience in the Maintenance Seniority Group.
- Employees are required to perform all maintenance work as assigned for which they are qualified.

The assignment of additional jobs will not prevent the Union from claiming new jobs or altered jobs and will be subject to the grievance and arbitration procedure provided that such grievances are presented within the time limits established in Article 8 and further provided that job content and seniority group assignment will not be subject to arbitration; the only question to be arbitrated being the wage rate assigned to the new or altered job.

Date: 2/26/26

Company:

Cindy Thomas _____

Union:

Mark Rhodes _____



TENTATIVE AGREEMENT

Between

United Steelworkers Local 12-369 and Allema Special Metals LLC

Attendance Control Policy

Purpose:

To provide a consistent and effective method of addressing attendance issues and allowing employees to make appropriate decisions regarding their responsibilities to report to work in a timely manner.

Definition of an Absence Occurrence

All absences on scheduled workdays (includes voluntary or mandatory overtime).

Consecutive days absent for the same illness will count as one absence occurrence.

Four late arrival or early departures (one-tenth of an hour to one hour in a single day) in a 12-month period will count as one absence occurrence.

Late arrival or early departures beyond one hour in a single day without advance approval will count as one absence occurrence.

Excluded:

- Absences when approved in advance for: Vacation, PT, Holiday, Jury Duty, Military Leave, Leave of Absence, court ordered appearance if subpoenaed,
- Absences notified before shift begins or as soon as possible for: Bereavement, Job-related illness/injuries (verified workers compensation case), approved union business, Family Medical Leave Act (FMLA) or required by any other federal or state laws.
- Sickness or other paid leave qualified event while using PT (Reference Article XX PT)
- No notification required: Company Holidays, temporary layoff, plant shutdowns

Emergency: When an emergency (as determined by the Company), requires an employee to be absent from work, the Company may approve time-off without pay and not have it count as an occurrence under the attendance policy. The Employee may request available paid time (vacation, floating holiday, or personal time) to cover the time missed. The Company may request documentation of the emergency upon return to work.

Attendance Progressive Disciplinary Levels:

- Level 1 1st occurrence Verbal Warning**
- Level 2 2nd occurrence Verbal Warning**
- Level 3 3rd occurrence Written Warning**
- Level 4 4th occurrence 1 day Suspension and Final Written Warning**
- Level 5 5th occurrence Last Chance Agreement or Termination**

- **Based on a twelve-month rolling period**
- **Occurrences will be removed from consideration for progressive discipline one year after the date of the absence**
- **As occurrences are removed from consideration, the progressive discipline level will be lowered to the corresponding level of discipline**
- **Notification of an attendance occurrence and the current level of progressive discipline will be made to the employee within fourteen (14) calendar days of the occurrence unless the employee is unavailable.**

Date: 9/18/26

Company:

Cindy Thomas



Union:

Mark Rhodes





Type	Administrative
Proposal #	1
Proposal Title	Signature Page
Article	Signature Page
Current Language	Names from prior CBA
Proposed Contract Language	Alleima Special Metals, LLC Ken Idler, Plant Manager Levi Gbler, Operations Manager Cindy Thomas, Human Resources Manager
Reason for Change	Legal

Tentative Agreement as of: *2/11/26*



Type Administrative

Proposal #	2
Proposal Title	Effective Date

Article	Cover page Agreement
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Current Language	March 16, 2023
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Proposed Contract Language	Update for effective date Replace with correct legal name: Alleima Special Metals, LLC
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Reason for Change	Legal
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Tentative Agreement as of: *2/11/26*



Type Administrative

Proposal #	3
Proposal Title	Company / Union (use of)

Article	throughout
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Current Language	company 14.1.2 Employer's 14.7.11.1 final two paragraphs 18.1 Employer And all other areas where it may be found an properly replaced.
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Proposed Contract Language	Company 12.1 12.1.3 14.1.2 Company's 14.7.11.1 final two paragraphs The Company indemnifies the Union and holds it harmless against any and all suits, claims, demands and liabilities that arise out of, or by reason of, the Company requiring employees to submit to any drug or alcohol testing procedure. This agreement in no way limits Union members from exercising their rights under the grievance procedure or Collective Bargaining Agreement. 18.1 Company 7.5.8 employed with the Company for a minimum of 5 years 12.10.1 Due to the nature of the Company's
----------------------------	--

Reason for Change	Consistency to have Company in capital letter when referencing Alleima Special Metals, LLC
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Type Administrative

Proposal #	4
Proposal Title	Font / Color

Article	All
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Current Language	current example is (7.5.8)
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Proposed Contract Language	Some words print in color (if color printer). Be sure final document is all Black text.
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Reason for Change	Simplicity. Lower price printing.
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Type Administrative

Proposal #	5
Proposal Title	Alleima legal name

Article	Cover page Agreement
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Current Language	30.1.1.3 Employer, Alleima US 30.4.4 Alleima Special Metals 35.2 Alleima
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Proposed Contract Language	Replace with correct legal name: Alleima Special Metals, LLC ASM 30.1 The Union recognizes that the Company Plan is provided to all US employees of Alleima US. The cost Alleima US. 30.4.1 Effective January 1, 2010, all new employees will participate in a new defined contribution plan "Alleima Special Metals, LLC Defined Contribution Plan", which will replace the Retirement and Thrift Plans.
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Reason for Change	Legal correction
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Type Administrative

Proposal #	8
Proposal Title	Indent / Tab Consistency

Article	1.1.1 1.1.2
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Current Language	Not consistent
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Proposed Contract Language	Guide: <u>ARTICLE</u> (centered, all caps, bold, underlined) 99.0 (tab) TITLE OF ARTICLE (left justify, all caps, bold, underline) 99.1 (tab) Topic (left justify, bold) 99.1.1 (tab) Paragraph begins or Sub Topic (bold) 99.1.1.1 (tab) Paragraph begins
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Reason for Change	Consistent application of indent Easier to read and follow
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Type Administration

Proposal #	7
Proposal Title	Clarity: Spell out National Labor Relations

Article	1.1.2
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Current Language	and those specifically excluded by the Act.
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Proposed Contract Language	and those specifically excluded by the National Labor Relations Act.
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Reason for Change	Clarify the "Act"
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Type

Administration

Proposal #	8
Proposal Title	Operations as term

Article	1.2
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Current Languageproduction.....
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Proposed Contract Language	<p>Union refers only to its right to represent the defined group of Company's employees who may be engaged in operations and maintenance work in the Finley plant at Finley, Washington. It is further understood that the Company recognizes the Union as the bargaining representative for the above-defined unit of its employees engaged in operations and maintenance work at the Finley plant, provided such work is available at said location.</p>
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Reason for Change	<p>Replace "production" with operations Consistency with reference to the two groups throughout CBA</p>
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Type	Administration
Proposal # Proposal Title	8 Word Use/Grammar
Article	throughout examples:
Current Language	1.8 ... to insure that the 1.8.1..... will be to insure that the
Proposed Contract Language	1.8 ... to ensure that the 1.8.1..... will be to ensure that the
Reason for Change	Grammar/spelling



Type

Administrative

Proposal #	10
Proposal Title	Consistent Language

Article	12.1
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Current Language	12.1least 2 months'
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Proposed Contract Language	12.1least two (2) months'
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Reason for Change	Grammar and consistency
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Tentative Agreement as of: 7/1/26

Type **Administrative**

Proposal #	11
Proposal Title	Label all shifts

Article	12.3
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Current Language	12.3 Work In Excess of Eight Hours in a Work Day - 10-hour shift - Work In Excess of Ten Hours in a Workday
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Proposed Contract Language	12.3 8-hour shift - Work In Excess of Eight Hours in a Work Day - 10-hour shift - Work In Excess of Ten Hours in a Workday 12-hour shift - Work In Excess of Twelve Hours in a Work Day
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Reason for Change	Clarification
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Type **Administrative**

Proposal #	12
Proposal Title	Contingent worker term

Article	18.3
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Current Language	<p>ARTICLE 18</p> <p>18.0 CONTRACTED LABOR FORCE</p> <p>18.1 At no time will the number of the contracted work force exceed 10% of the bargaining unit employees.</p> <p>18.2 An employee hired under the terms of this understanding shall not work overtime hours as outlined under the terms of this Agreement.</p> <p>18.3 Contract employees hired under the terms of this provision shall not be covered under the provisions of this Agreement unless specifically identified and agreed to by the Parties. The Union shall require the payment of working dues after seven (7) days of employment for contract employees hired under the terms of this provision.</p> <p>18.4 Contract employees shall be released prior to the reduction in force (RIF) of regular employees.</p>
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Proposed Contract Language	<p>ARTICLE 18</p> <p>18.0 CONTRACTED/CONTRACTED WORK FORCE</p> <p>18.1 At no time will the number of the contracted/contracted work force exceed 10% of the bargaining unit employees.</p> <p>18.2 Contracted/contracted workers shall not work overtime hours.</p> <p>18.3 Contracted/contracted workers hired under.....</p> <p>18.4 Contracted/contracted workers shall be released prior to the reduction in force (RIF) of regular employees.</p> <p>18.5 The Company will not use contracted/contracted workers to fill regular employee positions. Contracted/contracted workers may be used to fill temporary vacancies and cover peak work periods, but may not exceed 60 work days in a 12-month period.</p> <p>Also update in Table of Contents</p>
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Reason for Change	ASM uses contingent workers from a temporary staffing service.
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Type Administrative

Proposal #	18
Proposal Title	Sentence structure

Article	20
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Current Language	20.3 An employee will receive seventy-five cents per hour worked while assigned all shifts described in Section 20.1.
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Proposed Contract Language	<p>20.0 SHIFT DIFFERENTIAL</p> <p>20.3 An employee will receive a shift differential of seventy-five cents per hour worked while assigned all shifts described in Section 20.1.</p> <p>20.4 12-hour shift - Shift Differential - There is no day or night shift differential.</p>
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Reason for Change	
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Type

Administrative

Proposal #	14
Proposal Title	Do not abbreviate
Article	21.1
Current Language	*One of the "Floating Holidays" may be annually designated at the Company's discretion by January 1st. The designated FH will be treated as any other holiday and subject to Article 21.3.1.
Proposed Contract Language	*One of the "Floating Holidays" may be annually designated at the Company's discretion by January 1st. The designated "Floating Holiday" will be treated as any
Reason for Change	

Type **Administrative**

Proposal#	15
Proposal Title	Simple error

Article	23.2
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Current Language	23.2 An employee, assigned to the 12-hour ABCD schedules, required to leave for
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Proposed Contract Language	23.2 An employee, assigned to the 12-hour shift, required to leave for
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Reason for Change	
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Type **Administrative**

Proposal #	18
Proposal Title	Simple word choice
Article	24.4
Current Language	24.4 Reporting time not worked shall not be included as the time worked for purposes of overtime or premium pay computation.
Proposed Contract Language	24.4 Reporting time not worked shall not be included as hours worked for purposes of overtime or premium pay computation.
Reason for Change	

Type Administration

Proposal #	17
Proposal Title	Add 'and local laws'

Article	31.2
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Current Language Federal and State Laws
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Proposed Contract Language include Local..... As needed.
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Reason for Change	Legal coverage for both parties
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2/11/26

Type Administrative

Alleima Purposed

Proposal #	29
Proposal Title	Correction

Article	22.8
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Current Language	<p>Vacations: Employees may elect to defer or cash out up to sixty(40) hours of vacation from one vacation year to the next.</p> <p>12-hour shift – Employees may elect to defer or cash out up to sixty (40) hours of vacation from one vacation year to the next, or the equivalent number of hours that equal 1 full week of vacation pay.</p> <p>Vacation balances of 40 hours or less will automatically be carried over. Employees wishing to cash out vacation must turn in a written request by the end of December.</p>
------------------	--

Proposed Contract Language	<p>Vacations: Employees may elect to defer or cash out up to forty (40) hours of vacation from one vacation year to the next.</p> <p>12-hour shift – Employees may elect to defer or cash out up to sixty (40) hours of vacation from one vacation year to the next, or the equivalent number of hours that equal 1 full week of vacation pay.</p> <p>Vacation balances of 40 hours or less will automatically be carried over. Employees wishing to cash out vacation must turn in a written request by the end of December.</p>
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Reason for Change	Should have been forty, error was in written number and not the numerical.
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Status:

Tentative Agreement as of: 2/12/26
 Alleima Signature: *[Signature]*
 USW 12-388: *[Signature]* 2/12/26



2/11/26

Type Administrative

Alleima Purposed

Proposal #	31
Proposal Title	Quickly Clarify Eligible Employees

Article	27.1
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Current Language	Workers' Compensationemployment. Only employees hired before June 1, 1993, will be eligible for the benefits in Article 27. In the event....
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Proposed Contract Language	<p>27.1 Only employees hired before June 1, 1993, will be eligible for the benefits in the Article 27.</p> <p>27.2 Employeesch, effective June 1, 1993, is the lifetime maximum benefit during each employee's term of employment. Only employees hired before June 1, 1993, will be eligible for the benefits in Article 27. In the event such</p> <p>27.3 For purposes of interpretation of this Article, the Company will treat the eighty eight (88) hours as cumulative and the one thousand forty hours as cumulative for absence resulting from a single compensable injury or illness.</p> <p>Therefore, the eighty eight (88) hours or the one thousand forty (1,040) hours need not be consecutive as long as they are the result of the same specific injury or illness. This interpretation of Article 27 does not increase the maximum compensation available to the employee.</p> <p>27.4 Employees who miss scheduled work to at.....</p>
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Reason for Change	Bring eligibility to front under 27.D rather than bury within paragraph (or adjust to be 27.1 being Eligibility and adjust all numbers.) Only employees hired before June 1, 1993, will be eligible for the benefits in Article 27.
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Status:

Tentative Agreement as of:

Alleima Signature:

USW 12-999:

2/12/26

2/11/26



Type

Order

Additional Proposal

Proposal #
Proposal Title

37

Training - Cross-train Participation Row 3

Article

1.3

Current Language

1.3 A voting constituency of the Board, using members of the Company and Units with the purpose of creating voting programs to allow the Company's agents and subjects are not by having employees qualifications, including constituency and others, and knowing the quality of a better workers. The Units will select their representatives and have at least an equal number of representatives for Company.

Proposed Contract
Language

1.3 A voting constituency will be formed consisting of the Company and Units for the purpose of creating voting programs to know the Company's agents and subjects are not by having employees qualifications, including constituency and others, and knowing the quality of a better workers. The Units will select their representatives, including, however, that at least two of those members will be approved by the Company, and have at least an equal number of representatives for the Company. The Company shall not act in an arbitrary, capricious, or discriminatory manner in the approval or disapproval of representation.

Reason for Change

Enhance voting requirements

Textbook Agreement on
of: *2/17/26*

Allema Signature:

USW 12-599:



Type **Union**
Alleima Purposed

Proposal #	33
Proposal Title	Safety Committee Participation

Article	14.2 & 14.3
---------	------------------------

Current Language	<p>14.2 A minimum of five (5) bargaining unit employees and a maximum of seven (7) bargaining unit employees, designated by the Union as Safety Committee Members (CSC Members), will meet with Company Representatives to form the Central Safety Committee (CSC). The CSC will meet and fulfill the Department of Occupational Safety and Health (DOSH) code requirements regarding safety committees, including: reviewing safety inspections, evaluating accident investigations, and evaluating the Accident Prevention Program. All matters considered and handled by the CSC shall be reduced to writing and all meeting minutes shall be maintained. The date, hour, duration and place of the meeting shall be determined by and with agreement between the Company and the Union CSC members. Union CSC members shall be compensated for CSC activities as time worked.</p> <p>paste in correct</p>
------------------	--

Proposed Contract Language	<p>14.2 Central Safety Committee - A minimum of five (5) bargaining unit employees and a maximum of seven (7) bargaining unit employees, designated by the Union as Safety Committee Members (CSC Members), will meet with Company Representatives to form the Central Safety Committee (CSC). The Union will strive to have at least one bargaining unit employee from each of the following: Maintenance, Hollow Processing, Final Processing, Pigging, Tooling, and Inspection. The CSC</p> <p>14.3 The term of each Union CSC member shall be one (1) year, the maximum allowed by State and Federal guidelines. There is no limit to the number of terms an employee can serve. Each year, between January 1 and January 31, the Union will elect or appoint at minimum five (5) members and at maximum ten (10) members to serve on the CSC. The Union will strive to have at least one member from each of the following: Maintenance, Hollow Processing, Final Processing, Pigging, Tooling, and Inspection. In the event a Union CSC member elects to resign or is unable to complete their term, the Union will elect or appoint a replacement to complete the remainder of the term within one (1) month of the member's resignation.</p>
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Reason for Change	Focus on Safety
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Status:

Tentative Agreement as of: 2/11/26
Alleima Signature: *[Handwritten Signature]*
USW 12-389: *[Handwritten Signature]*



Type

Alleima Purposed

Proposal #	35
Proposal Title	Contract work force and union

Article	16.3
---------	------

Current Language	16.3 Contract employees hired under the terms of this provision shall not be covered under the provisions of this Agreement unless specifically identified and agreed to by the Parties. The Union shall require the payment of working dues after seven (7) days of employment for contract employees hired under the terms of this provision.
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Proposed Contract Language	New 16.3 The Company will provide Contingent/Contract employees that monthly to the Union. The list will be provided when such employees are working and will contain number of Contingent/Contract employees, start dates and positions.
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Reasons for Change	Not current practice of contingent workers joining union.
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Tentative Agreement as of 2/17/26

Alleima Signature: *(Signature)*

UAW 12-399: *(Signature)*



Type **Non Economic**
Alleima Purposed

Proposal #	38
Proposal Title	Tuition Reimbursement Policy Clarification

Article	10.1
---------	------

Current Language	10.0 TUITION REIMBURSEMENT 10.1 ASM employees are eligible to be reimbursed for continued education as governed by Alleima US Tuition Assistance Policy.
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Proposed Contract Language	10.0 ASM employees are eligible to be reimbursed for continued education as governed by Alleima US Tuition Assistance Policy, which remains in effect from time to time, and may be altered by the Company in its sole discretion.
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Reason for Change	Supplemental to be more forthright and consistent with Alleima US Policy
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Status:

Tentative Agreement as of: 2/11/26
Alleima Signature: *Whinn*
USW 12-388: *M.H.*



Type **Non Economic**

Alleima Purposed

Proposal #	37
Proposal Title	Working Leader retention of skills

Article	7.5.6
---------	--------------

Current Language	Seniority: Working Leader: Working Leader will be subject to the same application of the Company's rules and policies, including overtime distribution, as are applicable to other bargaining unit members. If requested by the Union, the Company will meet to discuss disputes regarding this provision prior to a formal grievance being filed.
------------------	--

Proposed Contract Language	7.5.6 (5th paragraph) Working Leader will be subject to the same application of the Company's rules and policies, including overtime distribution, as are applicable to other bargaining unit members. The Working Leader must maintain the operations qualifications, certifications, trainings, and testings required for his/her position. If requested by the Union, the Company will meet to discuss disputes regarding this provision prior to a formal grievance being filed.
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Reason for Change	Working Leaders need to skilled and educated on the processes in which they assist others. They must also maintain qualifications to perform work during shift.
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Status:

Tentative Agreement as of: **2/11/26**

Alleima Signature: 

USW 12-389: 



Type **Non Economic**

Alleima Purposed

Proposal #	38
Proposal Title	Job Class & Training Program

Article	38.0
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Current Language	Please reference Current Article 38 Attachment due to large content
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Proposed Contract Language	Please reference Current Article 38 Attachment due to large content
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Reason for Change	
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Tentative Agreement as

of: 2/26/26

Alleima Signature: 

USW 12-368: 



Type Non Economic

Alleima Purposed

Proposal #	39
Proposal Title	Clarify OT is scheduled work day



Article	12.0
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Current Language	Hours of Work and Overtime: 12.1.1 All overtime, voluntary or mandatory on the first and second day of rest, is treated as scheduled work days.
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Proposed Contract Language	12.1.1 All overtime, voluntary or mandatory is treated as scheduled work days.
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Reason for Change	OT on 3rd and 4th day of rest is also considered scheduled work shift/day
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Status:

Tentative Agreement as of: 2/11/26
Alleima Signature: 
USW 12-369: 



Type **Non Economic**

Alleima Purposed

Proposal #	41
Proposal Title	July Pay

Article	25
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Current Language	<p>25.0 JURY PAY</p> <p>25.1 When an employee is called and reports for jury duty, they will be reimbursed for the difference between the amount paid for such service (exclusive of travel allowance) and the regular straight time earnings which they would have received had they reported for work as scheduled (not including any premium pay or overtime, however). To be entitled to such benefit, an employee must:</p> <p>25.1.1 Have been assigned work on the day in question;</p>
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Proposed Contract Language	Please reference Proposed Article 25 Attachment due to large content
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Reason for Change	To match to the Company's policy. Employees keep any financial payment from court. Defines rules of when employees must return to work
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Tentative Agreement as of: *2/17/26*

Alleima Signature: *(Signature)*

USW 12-389: *(Signature)*

Allema Proposal 42: ARTICLE 29

29.0 PERSONAL TIME

29.1 Purpose

The Union and the Company recognize the problems associated with excessive absenteeism emanating from possible abuses of sick pay policy and agree to cooperate fully in controlling absenteeism.

The Company is providing paid personal time ("PT") under this Article 29. In the event of any conflict or inconsistency between this Article 29 and applicable law (including the Washington Paid Sick Leave Law or other applicable federal, state, or local law that provides greater benefits to employees), the applicable law will control.

Personal time is provided to eligible employees and can be used for any of the following purposes:

- Personal time off; when notification of time off is submitted to the Company at least one (1) hour in advance, the employee need not disclose the basis for their request.
- An absence resulting from the employee's mental or physical illness, injury, or health condition; the employee's need for medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; or the employee's need for preventive medical care;
- To allow the employee to provide care for a family member with a mental or physical illness, injury, or health condition; care of a family member who needs medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; or care for a family member who needs preventive medical care;
- When the employee's place of business has been closed by order of a public official for any health-related reason, or when an employee's child's school or place of care has been closed for such a health-related reason or after the declaration of an emergency by a local or state government or agency, or by the federal government;
- To allow the employee to prepare for, or participate in, any judicial or administrative immigration proceeding involving the employee or employee's family member; and
- Absences that qualify for leave under the Washington Domestic Violence Leave Act.

29.2 Savings and Payment

- 29.2.1** Employees will accrue PT at a rate of 3.077 hours per pay period (based on twenty-six (26) pay periods per year), which is available for use during the year.

. At the end of the calendar year, the employee has the option with any remaining hours to receive cash payout, carry over in PT or place the hours in sickness accrual (sick bank). Payment and/or banking of additional personal time will be made within the first full pay period of January each year. Employees may carry over up to 40 hours of accrued unused PT to the following year. If an employee carries over unused PT to the following year, accrual of PT in the subsequent year would be in addition to the hours accrued in the previous year and carried over. There is no limit to hours placed in sickness accrual (sick bank).

PT hours can be used in one tenth of an hour increment. For each tenth of an hour of PT used, employees will be paid their normal hourly rate of pay they would have earned for the time during which the employee used PT.

29.2.1.1 New employees will accrue PT at a rate of 3.677 hours per pay period (based on twenty-six (26) pay periods per year) beginning with their first pay period in the year of hire. New employees may use accrued PT beginning on the 90th calendar day after their employment begins.

29.2.2 The Company and the Union agree that during the first five (5) day waiting period of an approved Short Term Disability, employees are entitled to utilize Sick Bank Hours, PT, or Vacation Time or a combination of any of the above in order to ensure that they do not suffer any loss of pay during the five (5) day waiting period before the commencement of the Short Term Disability benefits that are referenced in Article 29.5.1 of the parties Collective Bargaining Agreement. All sick bank and personal time accruals may be used for short-term illness and illnesses that fall under the Federal Medical Leave Act (FMLA) and Washington Paid Family Medical Leave.

In all cases of short-term absences, employees must use available paid time off prior to using unpaid time off except for days of rest.

29.2.3 Personal Time is accrued when an employee receives pay from the employer for:

- Hours worked;
- Days taken as vacation, PT or sick bank; and
- When an employee takes time off without pay, but for no more than ten (10) consecutive working days.

29.2.4 At least bi-weekly, the Company will report the amount of PT available for use by the employee; the amount of PT accrued since notice was last made; and the amount of PT reductions since notice was last made.

29.3 Eligibility

In order to use PT for any of the authorized purposes, an employee must:

28.3.1 Have accrued PT.

28.3.2 Provide reasonable notice of their absence as follows:

- If the need for PT is foreseeable, the employee must provide notice to his/her Flow Manager at least ten days, or as early as practicable, before the first day PT is used. If possible, notification should include the expected duration of the absence.
- If the need for PT is not foreseeable, the employee must provide notice to his/her Flow Manager as soon as possible before the required start of his/her shift, unless it is not practicable to do so. In the event it is impracticable for an employee to provide notice, a person on the employee's behalf may provide such notice to the employee's Flow Manager. If possible, this notification should include the expected duration of the absence.
- In the event an employee uses PT for Domestic Violence Leave, the employee must give advance oral or written notice to his/her Flow Manager/Supervisor or Human Resources Manager as soon as possible for the foreseeable use of PT to address issues related to the employee or the employee's family member being a victim of domestic violence, sexual assault, or stalking. If an employee is unable to give advance notice because of an emergent or unforeseen circumstance related to the employee or the employee's family member being a victim of domestic violence, sexual assault, or stalking, the employee or his/her designee is requested to give oral or written notice to the employee's Flow Manager/Supervisor or Human Resources Manager no later than the end of the third day that the employee takes such leave.

28.3.3 Keep his/her Flow Manager/Supervisor informed of his/her condition.

28.3.4 If an employee has used PT for an authorized purpose for more than three (3) consecutive days during which the employee is required to work, the employee must provide verification that establishes or confirms that the use of PT is for an authorized purpose. The verification must be provided to the Company within twenty-one (21) calendar days of the first day an employee used PT. When PT is used for Domestic Violence Leave, the verification must be provided in a timely manner (or within a reasonable time period during or after the leave in the event that advance notice of the leave cannot be given because of an emergency or unforeseen circumstances due to domestic violence, sexual assault, or stalking). For any verification required, an employee is not required to provide any details concerning the specific nature of the health condition in order to use PT, unless otherwise required by law; and any information the employee provides will be kept confidential.

If an employee believes that obtaining verification for use of PT would result in an unreasonable burden or expense on the employee, the employee must contact

the Human Resources Manager orally or in writing. The employee must indicate that the absence is for an authorized purpose, and explain why verification would result in an unreasonable burden or expense on the employee. If an employee chooses to put this in writing, options for doing so include, but are not limited to, sending an e-mail to the Human Resources Manager. Within **twenty-one (21)** calendar days of receiving the employee's request, the Human Resources Manager will work with the employee to identify an alternative for the employee to meet the verification requirement in a way that does not result in an unreasonable burden or expense.

The Company may **reverse payment of PT if verification is not provided.**

An employee has the right to contact the PU Manager if the employee believes the proposed alternative still results in an unreasonable burden or expense. If an employee is not satisfied with the Company's alternative, he/she may consult with the Washington State Department of Labor & Industries.

29.2.5 PT hours are not accrued during any leave period not described in 29.2.3. PT hours will begin accruing in the pay period the employee returns to work full time.

29.1.6 The effective date of a leave will not be extended through the use of PT hours.

	Need not disclose purpose, any number of hours	Wa Sick Leave Law approved purpose	>3 consecutive days, approved purposes
1 hr advance notice required	X		
Reasonable notice requested		X	X
Verification required within 21 days			X

29.4 **Payment**
29.4.1

Upon separation from the Company, an employee will be paid a lump sum at current base hourly rate for all accrued unused PT and Sick Bank hours.

The effective date of termination cannot be extended through the use of PT or Sick Bank hours.

Tentative Agreement as of: **2/19/26**

Attest: **Chmar**

USW 12-388: **M. RK**

Non Economic

Proposal #	43
Proposal Title	Define Regular Pay
Articles	12.2
Current Language	12.2 Definition of Regular Rate of Pay Regular rate of pay, regular hourly rate, regular rate, or regular straight time hourly rate, as used in this Agreement, shall be deemed to be the rate of pay set forth in the attachments received by the employee; shift differential shall be added to such rate only to the extent applicable to the actual working time of an employee.
Proposed Contract Language	12.2 Definition of Regular Rate of Pay Regular rate of pay, regular hourly rate, regular rate, base rate of pay, or regular straight time hourly rate, as used in this Agreement, shall be deemed to be the rate of pay set forth in the attachments received by the employee; shift differential and other premium pay shall be added to such rate only to the extent applicable to the actual working time of an employee
Reason for Change	Clarification Expand to include premium pay

Data Approved:

Summary:



Type: **Non Economic**

Alleima Proposed

Proposal #	44 Rev 2
Proposal Title	Clarity Operation Preference

Articles	7.8 7.8.1
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Current Language	Job Preference 7.8.1 Selection of job preference by seniority at the beginning of each year will occur only within the production classifications provided the employee is trained and qualified for that job. If not trained and qualified the employee must notify the Flow Manager in writing that he/she has an interest in selecting that job by August 1st of the previous year to exercise this right.
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Proposed Contract Language	7.8.1 Selection of job preference by seniority at the beginning of each year will occur only within the production operations classifications provided the employee is trained and qualified for that job. If not trained and qualified the employee must notify the Flow Manager in writing that he/she has an interest in selecting that job by August 1st of the previous year to exercise this right.
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Reason for Change	
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Tentative Agreement as of: **2/19/26**

Alleima Signature:

USW 12-386:

Alleima Proposal 47:

ATTACHMENT A -WAGE PROGRESSION SCALE

Wages

Year 1 (2026) Effective March 16, 2026 GWI:

Year 2 (2027) Effective March 16, 2027

Year 3 (2028) Effective March 16, 2028

Notes:

-----New summary format--Pilger Technician is only edit

2026	2027	2028	Wage Tier	Title	Summary
GWI 1.50%	GWI 1.50%	GWI 1.50%	Op II/Mech II	Operator II Mechanic II	Annual step increases from 75% to 100% of 8 yr wage over 8 years based on seniority date
GWI 1.50%	GWI 1.50%	GWI 1.50%	Op I	Operator I	Annual step increases from 70% to 100% of 8 yr wage over 8 years based on seniority date.
GWI 4.00%	GWI 3.00%	GWI 4.00%	Op I	Operator I with 8+ yrs service	Pay per scale "Top"
GWI 4.00%	GWI 3.00%	GWI 4.00%	Master Grade	Master (Processing) Operator Master Pilger Operator Master Finishing Operator Master Shipper	Pay per scale
10% over Master Grade			Working Leader	Working Leader	Pay per scale
GWI 4.00%	GWI 3.00%	GWI 4.00%	Maintenance	Mechanic I Tooling Technician Calibration Technician Instrument Technician	Per pay scale 90% at hire and 95% after 6 months and 100% at one year.
6% over Maintenance			Master H	Master H Maintenance	Per pay scale
GWI 4.00%	GWI 3.00%	GWI 4.00%	Electrician	Licensed Electrician	Per pay scale
10% over Master H			Other	Master H Working Leaders	Per pay scale

Allelma Proposal 47:

NDT Hourly Premium Pay

UT Level I	UT Level II	EC Level I	EC Level II
\$0.50	\$0.75	\$0.50	\$0.75

NTD premium pays are additive.

Temporary assignments in a higher classification will be paid per Article 19.3.1 as follows:

Position:	Temp Transfer	Temporary Premium Pay (TUG Pay)
Operator II	Operator I	10% above current pay
Operator I	Master Grade	Master Grade
Master Grade	Working Leader	10% above current pay Minimum 4 hours
TBDefined	Technicians: Calibration Tooling Instrument	Master H Receive rate for 4 hours if worked time is 4 hours or less Receive rate for 8 hours if worked time exceed 4 hours

Working Leads:

The bargaining unit employee(s) selected and assigned to the Working Leader position shall be paid ten (10) percent above the Master Operator rate in the wage progression scale in Attachment A. The Working Leader rate is specifically excluded from the wage retention provision of Article 19, Paragraph 19.1.4.

Update Article 19:

~~19.4 Pay for Temporary Leads~~ → ~~Conditions of Temporary Lead Assignments~~
 And add minimum 4 hours pay to 19.3.1 (no value change, just clean up)

Tentative Agreement as of: _____

Allelma Signature: _____

USW 12-369 Signature: _____



Type

Alleima Purposed

Proposal #	48
Proposal Title	First Aid Training - location in CBA

Article	12.11 and 14.3
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Current Language	12.11 First Aid Training - ...
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Proposed Contract Language	12.11 First Aid Training - ... Move to 14.3 And convert current 14.3 to 14.2.
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Reason for Change	We have two article 12.11 (move second) to more appropriate location 14.3 is actually part of 14.2
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Tentative Agreement as of: 2/17/16

Alleima Signature: *(Handwritten Signature)*

USW 12-300: *(Handwritten Signature)*



Type

Alleima Proposed

Proposal #	50
Proposal Title	Add LMC

Article	1.5
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Current Language	None
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Proposed Contract Language	ARTICLE 1.5 – LABOR MANAGEMENT COMMITTEE A. Purpose. The purpose of the Labor Management Committee ("LMC") is to foster harmonious relations and promote communication between the Union and the Employer. The LMC shall not have authority to negotiate changes to this Agreement.
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Reason for Change	
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Tentative Agreement as

of: 2/18/26

Alleima Signature:

USW 12-389:

Alleima Proposal 52- ARTICLE 22 (XX.x TBD)

22.0 VACATIONS

Clean Version

22.1 Vacation with pay will be granted in each calendar year (hereinafter called the "vacation year") to eligible employees as follows.

Years of Continuous Service*	Annual Earning Rate
1	80 hours
5	120 hours
10	160 hours
20	200 hours

***Defined in Article xxx**

22.2 For purposes of vacation eligibility, an employee's continuous service shall be used.

- o **Exception: Employees with a November or December continuous service first anniversary, are eligible to use vacation hours in November and December.**

Employees shall be entitled to any additional vacation to which their continued accumulation of continuous service happens during the vacation year.

In the event an employee is away from work for a period greater than 6 months, the employee's earned vacation for the following year will be reduced by a prorated factor equal to the actual time worked for that year plus any unused time carried over from the previous year.

22.3

- **Vacation hours are paid at the regular pay rate in effect at the time it is taken.**
- **Vacation hours must be requested 24 hours in advance, less than 24 hours' notice will be approved on a case-by-case basis.**
- **Vacation time may be cancelled with 72 hours' notice. Employees can notify the Company via the call-in system on days off. Employees who give notice less than 72 hours will be handled on a case-by-case basis.**
- **~~Vacation hours must be exhausted before taking time without pay (excluding union leave).~~ Vacation hours will be used in partial hour increments to bring work weeks to 40 hours.**
- **Upon layoff (VROF and ROF), retirement or death, employees will receive unused and accrued earned vacation hours in their final paycheck. Exceptions are discharges for due cause or quits with less than (2) two weeks' notice.**

22.2 Vacation Planning and Approvals

Except as herein provided, seniority will prevail in the selection process for vacation periods as outlined below.

- **The vacation planning process begins the first Monday in December each year for the upcoming year (including the first two weeks of the following year).**
- **Employees, including those on leave, must submit vacation bid forms by the posted deadline. The process will not be delayed for those not meeting the deadline. Supervisor will contact those on leave using the last text or email on file.**
- **Employees with less than one year of continuous service may only bid for dates for which they will be eligible.**

- The process will be completed by the second Monday of January in the new year.
- Availability of vacation dates are based on the number of employees required by department, shift, and position.
- Approvals are based on business availability by department and then seniority while following the vacation bidding method which is accomplished using the vacation request form.
- Employees shall be afforded the time, during the bidding process, to take the entirety of their vacation allowance in any given year.
- **Vacation Bidding**
 - Round 1. At least one, but no more than two, full work weeks, which may include holidays.
 - Round 2. Up to one full work week of days, consecutive or not (8-hour shift will have five days, 10-hour shift will have four days, 12-hour shift will have three days).
 - Round 3. Employees may schedule their remaining vacation hours in single day increments on a first come first serve basis.
 - First and second rights of refusal are tracked by employee and date. If the employee who originally received the day off cancels it, that day is offered to others in order of seniority per the refusal list.
- After vacation bidding closes or if the deadline was missed; all requests will be on a first come first serve basis.
- Employees may not trade approved vacation dates with other employees. If they wish to change their dates, they may cancel approved dates and follow the first come first service process for replacement dates.
- On an individual basis, exceptions may be allowed to permit employees to use all of their vacation as split vacation days. Such exceptions will be considered only in cases of undue hardship.

22.3 The Company may designate one (1) shutdown period for certain departments or for the plant as a whole each year.

- Employees may be required to take up to one week of their vacation if the shutdown occurs during the period June 1 to Labor Day and provided notice was given by the first Monday in December.
- Shutdowns not notified by and within above dates, may still be designated by the Company. Employees would then be eligible to use their choice of paid time off or have unpaid time off.

22.4 Year End Earned Time Options:

- Vacation balances of 40 hours or less will automatically be carried forward to the next year.
- Vacation balances of 40 hours or more may be carried forward or cashed out
 - Employees must submit election form before year-end deadline, which is no earlier than the last day of the final full pay period of the calendar year.
 - Failure to submit election form by deadline will result in any unused Vacation hours being carried forward to the next year.

Tentative Agreements as of: 4/9/26

Allaina Signature: 

USW 12-889 Signature: 

Alleima Proposal 53 Alleima USA LLC 401(k) Plan

Note Only This combines the articles that have transitioned to the Alleima USA LLC 401(k) plan and the frozen pension plan for eligible employees, removing Attachment C since affected employees have already been notified and transitioned.

~~30.4~~ Defined Contribution Plan

~~30.4.1~~ Effective January 1, 2010, all new employees will participate in a new defined contribution plan "**Alleima Special Metals Defined Contribution Plan**", which will replace the Retirement and Thrift Plans. The plan will include both an automated Company contribution amount equal to a percentage of the employee's eligible compensation and a Company match to an employee's savings portion. The Plan will be established in accordance with current ERISA laws and regulations governing enhanced 401(k) plans. Rehired employees that were originally hired prior to January 1, 2010, are eligible for this Plan provided that the employee's reemployment date is on or after January 1, 2010, and that the period of separation was 12 months or greater.

~~30.4~~ Thrift Savings Plan

~~30.3.1~~ The Company has established a savings plan with the following basic provisions:

~~30.3.1.1~~ Automatic payroll deduction of the employee's contribution to the savings plan.

Article 30 – Benefits (cont.)

~~30.3.1.2~~ A Company matching contribution of 50% of the employee's regular CODA contribution up to a maximum CODA contribution of 8% of the employee's weekly eligible compensation.

~~30.3.1.3~~ An opportunity for the employee to make an additional CODA contribution of up to 84% of the employee's weekly eligible compensation without Company matching. Under no circumstances shall the total CODA contribution exceed limits established by Federal regulations.

~~30.3.1.4~~ Eligibility for participation occurs at any time following completion of one year of service.

~~30.3.1.5~~ The entire value of the employee's account is fully and immediately vested.

~~30.3.1.6~~ To participate in the savings plan, employees must participate in the CODA provision (paragraph 30.3.1.2).

~~30.2.1.7~~ The Company and the Union agree to develop an educational program to increase employee participation in the CODA 401(k) plan.

~~30.2.1.8~~ Effective January 1, 2010, the Thrift Plan will be closed to all new employees. Rehired employees who were originally hired prior to January 1, 2010, are eligible for this Plan provided that the period of separation was less than 12 months.

~~30.2 Retirement Plan~~

~~30.2.1~~ Employees participate in the Retirement Plan on the later of its effective date (January 1, 1995) and their date of employment by the Company. Service prior to the effective date of this Plan shall also be recognized for purposes of determining the retirement benefit.

~~30.2.2~~ Effective January 1, 1998, reduced age for full retirement benefits from 65 to 62.

~~30.2.3~~ Effective January 1, 2010, the defined benefit Retirement Plan will be closed to all new employees. Rehired employees who were originally hired prior to January 1, 2010, are eligible for this Plan provided that the period of separation was less than 12 months.

~~30.2.4~~ The Defined Benefit Pension Plan is to be frozen to additional accrued benefits during the 2023. See Attachment C

X.x.x Allema USA LLC 401(k) Plan

- **Effective January 1, 2010, all employees will participate in a defined contribution plan, Allema USA LLC 401(k) Plan.**

The plan will include both an automated Company contribution amount equal to a percentage of the employee's eligible compensation and a Company match to an employee's savings portion. The Plan will be established in accordance with current ERISA laws and regulations governing enhanced 401(k) plans.

Rehired employees that were originally hired prior to January 1, 2010, are eligible for this Plan provided that the employee's reemployment date is on or after January 1, 2010, and that the period of separation was 12 months or greater.

- **Automatic Company Contribution Portion:**
In addition to any matching contributions described in this Article, the Company will

automatically contributes 5% of Eligible Compensation on behalf of all eligible employees regardless of whether an employee makes any contributions to the savings portion of the Plan.

• **Savings Portion:**

- The Company has established a savings portion to the plan with the following basic provisions:
- Automatic payroll deduction of the employee's contribution to the savings plan.
- A Company matching contribution of 50% of the employee's regular Cash or Deferred Arrangement (CODA) contribution up to a maximum CODA contribution of 6% of the employee's weekly eligible compensation.
- An opportunity for the employee to make an additional CODA contribution of up to 94% of the employee's weekly eligible compensation without Company matching. Under no circumstances shall the total CODA contribution exceed limits established by Federal regulations.
- Eligibility for participation occurs at any time following 30 days of employment. Changes to the rate of employee contribution may be made at any time.
- The entire value of the employee's account is fully and immediately vested.
- To participate in the savings portion, employees must participate in the CODA provision (paragraph X.x.x).
- The Company and the Union agree to offer information and education to increase employee participation in the CODA Savings Portion of the Defined Contribution Plan.

• Effective July 12, 2023, Alleima Special Metals Defined Contribution Plan and the Alleima Special Metals Thrift Plan transitioned into the Alleima USA LLC 401(k) Plan.

• The Defined Benefit Pension Plan was frozen. Eligible employees preserved their existing benefits already earned. See Attachment C *ML*

Tentative Agreements as of: *4/27/26*

Alleima Signature: *C. Sharma*

USW 12-389 Signature: *M. M. M.*

Proposed

14.7 Drug and Alcohol Policy

14.7.1 Purpose

The Union and the Company are committed to achieving and maintaining a safe and productive workplace free from persons impaired in their ability to do their jobs. We are also committed to producing a quality product and providing optimum service to our customers. We recognize that employees impaired in their ability to perform their jobs safely and productively, or inappropriate use or abuse of alcohol and other drug substances, including marijuana, jeopardize the achievement of our objectives. While the use of marijuana has been legalized under Washington law for limited medical uses and for recreational use, it remains illegal under federal law, and reporting to work while under the influence of marijuana or any other controlled substance presents a serious threat to the safety of oneself and others.

Employees have the primary individual responsibility for managing their own behavior and, if an impairment issue related to substance abuse exists, to successfully resolve the issue. Job misconduct or unsafe work due to drug or alcohol use related impairment will not be tolerated, and an employee engaging in such misconduct may be disciplined or terminated.

14.7.2 Objective

14.7.2.1 **Creates an environment where all employees share in the responsibility to achieve a workplace free from the effects of employees impaired by substance abuse.**

14.7.2.2 **Increase employee and family awareness of the dangers of substance abuse.**

14.7.2.3 **Eliminate the use, abuse, possession, sale or distribution of alcohol and unauthorized drugs on Company premises.**

14.7.2.4 **Eliminate the accident, property damage, and production consequences caused by substance abuse.**

14.7.2.5 **Encourage and facilitate the use of the Employee Assistance Program for employees and their families.**

14.7.2.6 **Return successfully recovered employees to the workforce.**

14.7.3 Application

14.7.3.1 Company Employees

This Policy applies to all Union Employees while on Company owned or leased property, or while off the premises conducting Company business. This includes off-premises during lunch break periods where the employee is scheduled to return to work. Conducting Company business means being in a situation where decisions are made that commit the Company to some action, or being in a position where actions could injure or adversely affect fellow employees or the Company.

14.7.3.2 Contractors, Vendors, Employees, and Visitors

Visitors and contractor/vendor employees are expected to be impairment free while on Company property. As a consequence, contractor or vendor employees or visitors found to be violating this policy will not be allowed to continue to conduct business, and their Flow Manager, if appropriate, will be notified.

14.7.3.3 Covered Substances – Defined

Legal Drugs

Legally obtained drugs (prescription and non-prescription remedies) used according to directions to alleviate a specific condition.

Illegal Drugs

- Drugs which are not legally obtainable, and
- Drugs which are legally obtainable, but have not been obtained legally, and
- Drugs which are legally obtained, but are knowingly used for abuse purposes, and
- So-called “designer drugs” or other substances that can be abused.

1 Marijuana

While the use of marijuana has been legalized under Washington law for limited medical uses and for recreational use, it remains illegal under federal law. Reporting to work while under the influence of marijuana or any other controlled substance presents a serious threat to the safety of oneself and others and is prohibited per Company policy.

14.7.4 Unauthorized Substances and Alcohol

Unauthorized substance, including alcohol, means any substance that can cause impairment of physical and/or mental functioning.

Prohibited Conduct

14.7.4.1 Sales, Transfer, Possession with Intent to Deliver

Any employee engaging in the sale or attempted sale, purchase, transfer, or possession with intent to deliver illegal drugs on Company premises or while on Company business will be terminated. Law enforcement shall be notified.

14.7.4.2 Simple Possession or Use

Any employee found in simple possession (simple possession means an amount normally considered as a single dose) or using illegal drug, unauthorized substances or alcohol on Company premises or on Company business is subject to disciplinary action, up to and including termination. Law enforcement may be notified.

14.7.4.3 Under the Influence

Any employee reasonably believed to be under the influence of any illegal drug, alcohol, or unauthorized substance, **including marijuana**, shall not be allowed to perform their job while in that condition, and shall be subject to chemical testing. Employees found in such condition shall be subject to corrective action, up to and including termination. Refusal to submit a sample for chemical testing will result in termination. **While the use of marijuana has been legalized under Washington law for limited medical uses and for recreational use, it remains illegal under federal law and engaging in work while impaired by the use of marijuana is strictly prohibited under the Company's policy.**

14.7.5 Use Of Legally Obtained Drugs

Employees adversely affected in their use of any legally obtained drug (prescription or non-prescription) cannot be allowed to perform their regular job in such a condition. It is the responsibility of the employee to advise his/her Flow Manager of the necessity to take any medication containing a cautionary label regarding the operation of machinery or vehicles, and any resulting impairment. If necessary a medical resource will be consulted.

14.7.6 Chemical Testing: Return To Work, For Cause, and Random

Any chemical testing procedure shall be conducted in such a manner to assure a high degree of accuracy and reliability. We uphold a high regard for privacy and dignity in the sampling, testing, and notification process. The sample collection will not be observed directly.

14.7.6.1 Return to Work

Employees who have been on layoff, leave of absence, or workplace injury for six (6) months or longer will be scheduled for chemical testing. Employees testing positive will not be scheduled to work until they have been tested and results are negative. Such employees will be re-tested within fifteen (15) days. Such employees will be required to submit to random chemical testing for up to twelve (12) months from the date they are returned to work.

14.7.6.2 For Cause Evaluation

Employees may be subject to an evaluation, including chemical testing if appropriate, if there is reason to believe that drug/substance use is adversely affecting job performance or endangering the safety of employees.

Reasonable cause means documented facts, circumstances, physical evidence, physical signs and symptoms or pattern of performance, and/or behavior that would cause a Flow Manager to reasonably conclude an employee may have engaged in on-the-job use, or may be impaired and/or under the influence of some drug/substance, including alcohol or marijuana.

Examples of reasonable cause include:

- Documented unsatisfactory work performance, for which no apparent non-impairment relating reasoning exists; or, a change in the employee's prior patterns of work performance and where some drug/alcohol documentation indicates a linkage.
- Evidence of illegal substance use, possession, sale or delivery.
- Occurrence of serious or potentially significant incident that may have been caused by human error or flagrant violations of established safety or operating procedures.
- Fights (to mean physical contact) and assaults, or erratic or violent behavior

The decision for chemical testing will be made by Flow Manager, Human Resources Manager and/or Department Manager and communication will be made to EHS Manager.

Sample tampering during chemical testing will result in termination.

Employees believed to be under the influence or impaired for any reason will be provided transportation and assistance. If an employee insists on driving, law enforcement will be notified.

14.7.7.3 Random Testing

All employees in safety or security sensitive positions are subject to drug and alcohol testing, including for marijuana, on a random basis unless otherwise prohibited by law. Random testing will not include marijuana.

Random testing is administered in a fair, neutral, and legally compliant manner in conjunction with a third party administrator.

Random Frequency is monthly testing of five percent of the testing pool

- **Employee selection is truly random, generated by a third party administrator using an approved randomization tool.**
- **Every employee in the testing pool has an equal chance of being selected during each testing cycle.**
 - **Selection is not based on job performance, seniority, protected characteristics, behavioral observations, or other non-random factors.**
 - **Employees may be selected more than once in a year or may not be selected at all, consistent with statistical randomness.**

Employee Notification

- **Employees selected for random testing will receive confidential notification from Human Resources or an authorized supervisor.**
- **Once notified, employees must proceed immediately to the designated collection site.**
- **Delays without a valid, pre-approved reason may be treated as a refusal to test.**
- **Monthly the Company will provide to the Union the selection notifications from the third party administrator.**

14.7.7 Flow Manager / Manager Responsibility

Flow Managers / Managers who knowingly disregard the requirements of this policy with respect to fit for work concerns will be regarded as neglecting their responsibilities.

14.7.8 Employee Assistance

Employees who voluntarily seek assistance in dealing with emotional distress, personal health problems relating to alcohol or drug abuse will be immediately referred to the employee assistance program. Employees or members of their immediate family may also self-refer to the employee assistance program.

Any employee voluntarily seeking help to refrain from drug and alcohol abuse is assured the matter will be held confidential.

In the case of mandatory referral, confidentiality means only those on the chain of responsibility (Union and/or Management) will be aware of the treatment request. If any employee is experiencing performance problems or is pending a disciplinary action, a request for help will be treated as a separate but related issue. In no case will disciplinary amnesty be granted to employees asking for assistance and referral. However, disciplinary action may be deferred by the discretion of the Company pending successful completion of a treatment process.

A direct request by the employee for assistance will not be made a part of the employee's personnel file. However, any related performance issues or disciplinary action cannot be held confidential. Employees will not have job security or promotional opportunities jeopardized solely because of a request for help.

14.7.9

Re-Entry To Work

14.7.9.1 After Mandatory Referral

Employees re-entering the workforce after a mandatory referral for a fit-for-work issue will agree to a re-entry contract. The contract may include but is not limited to:

- A release to work statement from an approved certified treatment specialist.
- A plan setting out after care and follow-up treatment procedures with the Employee Assistance Counselor or a treatment specialist for a minimum of six (6) months. Longer periods of follow-up may be specified by the Employee Assistance Counselor.
- A review and release to work by the Medical Department or Company physician.
- A negative test for illegal drugs, unauthorized substances, and alcohol.
- An agreement to random and reasonable cause chemical testing.
- Specific agreement by the employee and Union that violation of the agreement will be grounds for termination.

Failure to successfully complete a treatment process, or to comply with a re-entry contract, or a second violation of this policy shall be grounds for termination.

The **Company** indemnifies the **Union** and holds it harmless against any and all suits,

claims, demands and liabilities that arise out of, or by reason of, the Company requiring employees to submit to any drug or alcohol testing procedures.

This agreement in no way limits Union members from exercising their rights under the grievance procedure or Collective Bargaining Agreement.

Tentative Agreement 4/22/28

Altoia:

[Handwritten Signature]

USW:

[Handwritten Signature]

Allaina Proposed – Rev 2

Article 25.0 Jury Pay

The Company recognizes that employees have a responsibility to fulfill their civic duties by service on jury duty when called. The Company will not permit any harassment or other negative employment outcome, as a result of an employee honoring a court summons to serve as a juror.

25.1 Employees called to serve on jury duty shall receive their regular compensation during their time of service if employees was assigned to work on the same day. Employment compensation while on jury duty will be calculated on the employee's base pay rate at the time of the service. Money paid to the employee by the municipality or court for jury service will not be considered in the calculation of pay during the period of service.

25.2 Employees are required to notify their immediate manager/supervisor as soon as possible of their pending absence due to a jury duty summons. so the Company may make arrangements to accommodate the absence.

25.3 Because municipalities may cancel jury duty at short notice, all employees must regularly communicate with their manager or supervisor to report their jury duty status. On any workday that jury duty is cancelled, employees are expected to report to work.

25.4 Employees who attend jury duty for less than four (4) hours are asked to report back to work as soon as practical with consideration of travel distances. Employees who are on jury duty for more than four (4) hours will be excused from work for the entire workday.

25.5 Local management will determine schedule for employees working off-shifts.

25.6 Employees may be required to provide proof of service document prior to returning to work. Failure to do so may delay or prevent payment of regular compensation.

25.7 The Company will continue to provide medical and dental benefits for the full term of the jury duty absence. Paid time off and holiday benefits will continue to accrue during the jury duty leave and serving employees will not have their jury service counted as an occurrence under the Attendance Control Policy.

ARTICLE 21

21.0 HOLIDAY PAY

21.1 Pay for eight, ten, or twelve hours, depending upon assigned shift/schedule, at the employee's regular straight-time hourly rate of pay shall be given for the following holidays:

New Year's Day	Day after Thanksgiving
President's Day	Day before Christmas
Memorial Day	Christmas
July Fourth	Floating Holiday*
Labor Day	Floating Holiday*
Thanksgiving Day	

~~Dates of observance will be posted annually designated at the Company's discretion prior to vacation bidding, by January 4th of each year. *One of the "Floating Holidays" may be annually designated at the Company's discretion prior to vacation bidding, by January 4th. The designated Floating Holiday will be treated as any other holiday and subject to Article 21.3.1. A doctor's note is required if PT is used on the day before or the day after the holiday.~~

If the "Floating Holiday" is not designated by the Company, the "Floating Holiday" is subject to vacation scheduling guidelines (Article xx) and must be taken between January 1 and December 31 of each year. Floating Holidays may be used with at least 24-hour notice.

~~**21.2** In the event more than two (2) employees have scheduled a Floating Holiday to be taken on the same day, the Company may elect to schedule the employees who are not the two most senior of the group observing the holiday to observe an alternate "holiday" which is mutually agreeable to the Company and the employee. Otherwise it will be scheduled in the order it is requested. **not necessary as 'subject to vacation scheduling guidelines' takes care of this.~~

21.3 To be eligible for such holiday payment the employee must:

21.3.1 Be a full-time employee and must have worked as assigned the entire shift on the first day the plant is scheduled to work before, and the first day scheduled after the holiday, unless the reason is determined to be acceptable to the Company.

~~The employee must have performed work in the week in which the holiday occurs, (n/a because must have worked day before and after to get the pay, also 'performed work')~~
~~and have reported for work on the holiday if requested to do so (except that this latter requirement shall be applicable only to the least senior employees of the job classification who are qualified to do the work available in the number required by the Company). n/a because voluntary or mandatory rules for working the overtime would be followed.~~

~~For purposes of determining holiday eligibility, illness absences (including Personal Time) with doctor verification before or after the holiday will be considered as days worked. (n/a because we cannot require Dr note if they use PT).~~

All other reasons for absences on the first day ~~the plant is~~ scheduled to work before, and the first day scheduled after the holiday will be submitted to an authorized Company representative for a determination of acceptability. Determination made at the sole judgment of the Company representative will not be subject to arbitration. ~~Vacation is counted as days worked. (n/a by removing other details)~~

ASM requests consideration of new 21.3: - after reasons above listed.

21.3 To be eligible for such holiday payment the employee must:

- A. Be a full-time employee
- B. Receive full compensation (defined below) on the first day before and after the holiday, unless the reason is determined to be acceptable to the Company. The Company will make this determination in its sole discretion and the same will not be subject to grievance and arbitration.

- 1. Full compensation is defined as paid hours from actual work, PT, Vacation, or Sick Bank in an amount equal to a full scheduled shift (8, 10, or 12 hours for example).
- 2. Holidays during plant closures are exempt from this clause (Will be paid without concern for #B).

Article 21 – Holiday Pay (cont.)

21.4 ~~8 hour schedule - if any of the above~~ Holidays falling on the first day of rest, ~~the holiday~~ will be observed the preceding scheduled work day.

8 hour schedule - Holidays falling on the second day of rest will be observed on the next scheduled work day following the holiday.

10 and 12 hour shift schedule - ~~If any of the above holidays fall on the first or second day of rest, the holiday will be observed the preceding scheduled work day(s).~~ Holidays falling on the first or second day of rest, ~~the holiday will be observed the preceding scheduled work day.~~

10 and 12 hour shift schedule – Holidays falling on the third or fourth day(s) of rest will be observed on the next scheduled work day(s) following the holiday. Where holidays are designated to **fall be observed** on different dates based on the State or Federal laws, such dates will be used in determining the date of the holiday. For payment purposes, the holiday will commence at the beginning of an employee's regularly assigned shift schedule on the day the holiday is celebrated and end twenty-four hours later. The holiday is celebrated in the calendar day in which the majority of ~~his/her~~ **their** shift falls.

21.5 The premium provisions of Article 12, Hours of Work and Overtime, shall not apply when the plant is rescheduled because of a holiday to provide a substitute day of **straight-time work** on Saturday for a day off on an otherwise scheduled day of work which would have been worked either the day before or the day after the holiday.

21.8 ~~Holiday pay eligibility requirements as defined in Article 21.0 of the current CBA remain in full force and effect for all holidays with the following single exception:~~

~~When a holiday occurs during a Company designated shutdown period, as defined in Article 22.6 of the current CBA, the eligibility requirement to work as assigned the entire shift on the first day the plant is scheduled to work before, and the first day scheduled after the holiday, will be waived provided the employee continues as a fulltime employee and performs work following designated shutdown period – N/A – covered in proposed~~

21.3 B.2

Tentative Agreement as of: 4/29/26

Alleima Signature: 

USW 12-369: 

CURRENT ARTICLE 12

12.0 HOURS OF WORK AND OVERTIME

12.1 Work Day and Work Week Defined – (split from one large paragraph) (“shift/schedule” to be used where applicable)

A work day starts with the beginning of the employee's assigned shift/schedule and ends ~~twenty-four (24)~~ hours later.

A work week ~~commences~~ starts with the beginning of the employee's assigned shift/schedule and ends 168 hours later.

The Company will give the Union at least 2 two months' notice of a change of shifts/schedules, unless both parties mutually agree to a shorter time, prior to the change to allow employees an appropriate amount of time to make necessary arrangements for the change. A change of shifts is defined as changing between Days, Swings, or Night/Graveyard or changing between 8 hour, 10 hour or 12 hour shifts/schedules.

The annual shift preference postings will be posted for approximately 30 days.

12.1.1 All overtime, voluntary or mandatory, on the first and second day of rest is treated as scheduled work days.

12.1.2 Shifts:
8 Hour Shifts
10 Hour Shifts
12 Hour Shifts

12.1.3 Special Shifts:
Certain employees (Working Leaders or employees with a hardship) are on special shifts not described in this Article. Such special shifts and schedules will continue to be assigned to these employees. All special shifts are predicated on the needs of the company and/or employee/s however is allowed at the sole discretion of the company and may be revoked at any time with notice.

12.1.4 Shift Assignments:
Shift assignments will be made based on the following: seniority within the department and operation.

1) Volunteers by seniority

- 2) Lacking volunteers, the least senior person within the work group will normally be assigned.

12.1.5 Alternate Shifts

The Company or the Union can request to meet to discuss alternate new shifts. Both parties agree to meet, cooperate and work towards a mutual agreement.

12.1.6 Shift start times are defined as the normal starting time closest to:
8hr shifts- Days 8am, Swing- 4:20pm, Graveyard- 12:10am
10hr shifts- Days 8am, Graveyard Swing- 4:20pm
12hr shifts- Days 8am, Graveyard-Night- 6pm

12.2 Definition of Regular Rate of Pay - Regular rate of pay, regular hourly rate, regular rate, or regular straight-time hourly rate, as used in this Agreement, shall be deemed to be the rate of pay set forth in the attachments received by the employee; shift differential shall be added to such rate only to the extent applicable to the actual working time of an employee.

12.3 Work in Excess of Eight Hours in a Work Day - Time and one-half will be paid for hours worked in excess of eight (8) hours in a single work day. However, no employee shall receive daily overtime in any work day resulting from a shift change for the employee's convenience. Vacation days hours will be considered as days hours worked for overtime pay purposes.

10-hour shift – Work in Excess of Ten Hours in a Workday

Time and one-half will be paid for hours worked in excess of ten (10) in a single work day. However, no employee shall receive daily overtime in any work day resulting from a shift change for the employee's convenience. Vacation days hours will be considered as days hours worked for overtime pay purposes.

12-hour shift – Work in Excess of Twelve Hours in a Work Day

Double time will be paid for hours worked in excess of twelve (12) hours in a single work day. However, no employee shall receive daily overtime in any work day resulting from a shift change for the employee's convenience. Holidays, jury duty, bereavement leave, e-time, short-term union business days and vacations will be considered as days worked (i.e., if an employee schedules vacation for a full 36 hours, scheduled work week, he/she they will be paid 42 hours vacation pay (24 hours straight-time and 12 hours at 1-1/2

time), even though he-/she **they** did not perform work during that week. If an employee schedules one day (12 hours) of vacation, holiday, jury duty, bereavement leave, e-time, or short-term union business he-/she **they** will be paid 8 hours straight-time and 4 hours at 1-1/2 times). A partial day of vacation will not result in reduction of pay.

12.4 Work In Excess of Twelve Hours in a Work Day - Double the regular rate of pay shall be paid for all hours worked over twelve (12) in a work day.

12-hour shifts – All hours worked outside of the employee's regularly assigned schedule shift will be paid at double the regular rate of pay except that one and one half (1-1/2) times the regular rate of pay will be paid for the first day of rest.

12.5 Work During First Scheduled Day of Rest - Time and one-half will be paid for hours worked on the employee's first scheduled day of rest within he-/she **their** regular work week. Double time will be paid for all hours worked over eight (8) on the employee's first scheduled day of rest.

12.6 Work During Second Scheduled Day of Rest - Double time will be paid for hours worked on the employee's second scheduled day of rest within he-/she **their** regular work week.

10-hour shift – Double Time will be paid for hours worked on the employee's second and third scheduled day of rest within he-/she **their** regular work week.

12-hour shift – Double Time will be paid for hours worked on the employee's second, third, and fourth scheduled day of rest within he-/she **their** regular work week.

12.7 *Work During Holidays*

12.7.1 In addition to any holiday allowance to which he-/she **an employee** may be entitled for the holiday, an employee who works on the day he-/she **they** would otherwise have observed one of the holidays listed in Article 21 will be paid two (2) times he-/she **their** regular rate of pay (Attachment A - Wage Progression Scale) for the hours actually worked.

12.7.2 If an employee is excused from work on a holiday, the hours will be counted as hours worked in computing overtime.

12.8 Duplicating and Pyramiding - In no event shall overtime and/or premium pay be pyramided or duplicated. Thus, if two or more overtime or premium pay

provisions are applicable to the same hours of work, only the applicable provisions yielding the largest premium shall be applied and such payment shall satisfy the requirements of all other applicable pay provisions. Overtime or premium pay as used throughout this Agreement include the daily and overtime premiums of this Article, call-in premium and premium pay for holidays worked.

12.9 Lunch Periods - The Company shall schedule a lunch period of ~~20~~ 30 minutes on swing and graveyard shifts and a lunch period of 30 minutes on day shift. The lunch period shall commence no less than two hours nor more than five hours from the beginning of the scheduled shift.

10-hour shift – The Company shall schedule one 30-minute unpaid lunch period at 11:00 a.m. during the day ten hour-hour shift and a paid ~~20~~ 30 minute lunch at 9:00 p.m. on the swing shift. ~~However, the lunch period shall commence no less than two hours nor more than five hours from the beginning of the scheduled shift~~

12-hour shift – The Company shall schedule two ~~(2)~~ lunch periods during each 12hour shift. The first lunch period of 30 minutes shall commence no less than two hours nor more than five hours from the beginning of the shift. The second lunch period of 30 minutes shall commence no less than three hours nor more than five hours from the end of the first lunch period.

No employee shall be required to work more than five ~~(5)~~ consecutive hours without a lunch period. Employees held over or called in three ~~(3)~~ hours or more beyond their regularly assigned shift shall be allowed a 30-minute paid lunch period during the overtime period and will be paid a ~~\$4.50~~ \$10.00 meal allowance which will be included on their pay check for that pay period.

Employees may not leave the work site during paid lunch periods. Anytime an employee leaves the work site, other than while performing work, they shall clock out and not be paid.

12.10 *Distribution of Overtime*

12.10.1 Due to the nature of the eCompany's business, overtime may be required. Operational needs and efficiency will determine the amount of overtime to be worked.

The Company will post a sign-up sheet to request volunteers to work overtime (such as weekends, holdovers, early starts, and any other overtime needs as determined by the Company) by shift for that week on the Friday before the scheduled work week. Employees interested in working weekend overtime will have until Thursday

morning at 9:00 a.m. to sign up to work. Employees interested in holding over or starting early will have until one hour prior to the end of their shift to sign up.

Overtime assignments ~~for the weekend, for the days, swing and the graveyard shift~~, will first be offered to those who signed up in the following order:

1. Job classification and shift to those employees who are qualified to perform such work.
2. Overtime will be allocated to employees based on the least amount of weighted number of overtime hours worked in seniority order.
3. Rest of the shift to those employees who are qualified to perform such work, including probationary employees.

In the event there is not an adequate number of employees to fulfill overtime needs, then employees who are qualified to perform such work will be mandatory by job classification and shift in reverse seniority.

If an employee does not work 40 straight hours in the previous week due to an unapproved absence(s) per Article 35.3.1, with the exception of any absence due to discipline, the employee will not be eligible to work regular overtime until all other employees have been asked.

The list of overtime will then be posted by 3:00 p.m. on Thursday with the names of those employees who are scheduled to work.

When all available employees in all classifications within the department, shift and seniority group have been asked, or mandated, and operational needs require additional overtime assignments, additional overtime assignments will be next offered, to the overtime scheduling list to available employees within the other seniority groups and shift.

A separate sign-up sheet for holdovers and early starts will be posted for those interested in working overtime during the week. The 8-hour shift will be asked to start early or holdover before the 10-hour shifts are offered and both the 8-hour and 10-hour shift personnel will be asked prior to the 12-hour shifts are offered overtime during the weekdays.

The day shift 12-hour employees would be offered an 8-hour (8:00 a.m. - 4:30 p.m.) shift. The night shift 12-hour employees would be offered an 8-hour (12:30 a.m. - 8:00 a.m.) shift. The 4:30 p.m. - 12:30 a.m. shift would be offered to the 12-hour employees (night or day shift), according to the overtime scheduling list.

12.10.2 Overtime will be allocated to employees based on the number of weighted overtime hours actually worked. Overtime will be weighted as follows:

- Employees receiving time and one-half hours of pay will be weighted 1.5 hours and
- Employees receiving double-time will be weighted 2 hours.

Overtime allocation resets after the last payroll of the calendar year.

12.10.3 If the overtime worked is of such a nature as to prohibit the placing of certain employees on overtime because of physical limitations or other qualifications or because the work must be performed by specialized skills or operators, the Company shall use its discretion in awarding the overtime.

12.10.4 With Company approval, a qualified employee in the job classification on another shift may volunteer for an overtime assignment. Premium pay for the hours worked will be that which the employee substituted for would have received.

12.10.5 An employee on vacation, leave of absence, or who is absent for the full work day on the day overtime scheduling takes place, will not be considered available for mandatory overtime scheduling. If the employee has signed up for voluntary overtime, it is the employee's responsibility to verify if they are scheduled to work.

12.10.6 The Company will make a reasonable effort to notify employees working the Day and Swing shifts no less than 40 hours in advance of overtime work on first, second, third, and fourth days of rest or holidays. The Company will notify Employees working the Graveyard shift by the start of their shift on Friday for voluntary overtime, however, for any mandatory overtime the