

# Alleima Proposal 55: 6/4/26

## ATTACHMENT A -WAGE PROGRESSION SCALE

### Wages

Year 1 (2026) Effective March 16, 2026

Year 2 (2027) Effective March 16, 2027

Year 3 (2028) Effective March 16, 2028

### Notes:

2026	2027	2028	Wage Tier	Title	Summary
GW 1.50%	GW 1.50%	GW 1.50%	Op II/Mech II	Operator II Mechanic II	Annual step increases from 72.5% to 100% of 8yr wage based on seniority date
GW 1.50%	GW 1.50%	GW 1.50%	Op I	Operator I	Annual step increases from 72.5% to 100% of 8yr wage based on seniority date
GW 4.00%	GW 3.00%	GW 4.00%	Op I	Operator I with 9 plus years of service	Pay per scale
1% base then GW 4.00%	GW 3.00%	GW 4.0%	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
GW 4.00%	GW 3.00%	GW 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.
1% base then GW 4.00%	GW 3.00%	GW 4.0%	Master H	Master H Maintenance	Per pay scale
1% base then GW 4.00%	GW 3.00%	GW 4.0%	Electrician	Licensed Electrician	Per pay scale
10% over Master H			Other	Master H Working Leaders	Per pay scale

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## 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.

Tentative Agreement as of: 6/4/26

Alleima Signature: 

USW 12-369 Signature: 

**ASM-57  
HOURS OF WORK AND OVERTIME  
Current Article 12.0 (New Article 28.0)**

Strike paragraph 12.10.7

~~28.17.16 (12.10.7) In addition, Mechanics II / Maintenance Apprentices may be assigned overtime by the Company provided the overtime will be assigned on a reasonably equal basis among the apprentices and no apprentice will be given overtime which exceeds the highest grade "H" overtime by more than fifty (50) hours.~~

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## 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 Kennewick - 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.

~~2026 Implementation of twelve (12) month period:  
Current Working Leaders 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 2026.~~

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 rescind 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 19, Paragraph 19.1.4.

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: 06/04/2026

Alleima:



USW 12-369:



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

negotiations.

**ASM-58**

**26.0 BEREAVEMENT LEAVE**

**26.1** The Company agrees to pay an employee at their regular straight-time earnings for scheduled work days lost up to a maximum of three (3) days to be used within 30 days of the first day, **provided the days are used within 1 year from the date of death**, for each incident upon the death of a parent, or status of a parent, in-law parent, spouse, registered domestic partner, child, stepchild, adopted child, brother, sister, brother-in-law, sister-in-law, grandparent or grandchild provided:


**26.1.1** Payment will not be made for Saturdays or Sundays, except as they may be regularly assigned workdays.

**26.1.2** In the case of the death of a spouse or child, an additional two (2) days of bereavement leave may be allowed.

**26.1.3** Concurrent deaths shall be treated as one incident.

**26.1.4** If travel distance one-way exceeds ~~five hundred (500)~~ \*180 miles, up to an additional two (2) days to attend the funeral, memorial, cremation, celebration of life, or burial service will be granted.  
**\*TA Signed for U-25\***

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Alleima Signature: 

USW 12-369 Signature: 