

Escanaba 2008 Negotiations - Company Economic Offer

Four Year Agreement - June 1, 2008 to May 31, 2012

October 20, 2008

	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>
Wages	0%	0%	1%	1%
<i>effective date</i>	first Monday following ratification	6/1/2009	5/31/2010	5/30/2011
Medical	20% employee cost HRA/HSA options (company pays 80% HRA cost) effective 1/1/2009	20%	20%	20%
Dental	20% employee cost	20%	20%	20%
A&S	\$420	\$420	\$425	\$425
<i>\$415</i>	effective at ratification			
Pension:	\$42	\$42	\$42	\$42.50
<i>\$41</i>	effective at ratification			

CPHC

Language:

- CP1 Lines of Progression and Work Redesign
 - CP2 Article 33 - Productivity/Flexibility
 - CP3 Article 23 - Paid Holidays (Christmas holiday)
 - CP4 Article 11 Section 4 - Job Posting (temporary vacancies)
 - CP5 Article 15 Section 7 - Overtime Assignments – missed OT opportunities
 - CP6 Article 17 – Meals
 - CP7 Article 15 Section 5 and Exhibit F - Deferred Maintenance
 - CP8 Discuss consolidating the number of department overtime procedures
 - CP9 Article 15 Section 3 - Seniority Retention (job bidding/transfers)
 - CP11 Article 24 – Vacation Plan (vacation pay allowance)
 - CP12 Article 34 – Special Assignment Guidelines
 - CP14 Article 11 Section 7 and Exhibit G – Temporary Curtailment
 - CP 18 Housekeeping – Exhibit D
 - CP 20 Modification of Exhibit B Misconduct Rule 2
 - CP 21 Housekeeping – Side Agreements
- Eliminate 1995 Memorandum of Agreement on July 4th

Ratification Bonus \$1,000 (less applicable withholding) to be paid to each bargaining unit employee on the payroll as of the date of ratification. Ratification bonus is consideration for contract changes and any retroactivity that may apply. This offer may be withdrawn at any time.

The Company reserves the right to add, modify or delete proposals.