

Escanaba 2008 Negotiations - Company Economic Offer

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

December 3, 2008

	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>
Wages	1%	1%	1%	2%
<i>effective date</i>	first Monday following ratification	6/1/2009	5/31/2010	5/30/2011
Shift Diff				
<i>\$19 \$36</i>	\$.25, \$.45 eff 1st week following ratification			
Medical	20% employee cost HRA/PPO options (company pays 80% HRA cost) effective 7/1/2009	20%	20%	20%
Dental	20% employee cost	20%	20%	20%
A&S	\$420 effective at ratification	\$420	\$425	\$425
<i>\$415</i>				
Pension:	\$42 effective at ratification	\$42.50	\$43	\$43.50
<i>\$41</i>				
Summer Student Pay	1st Summer - \$11.50, 2nd Summer - \$12.50, 3rd Summer or more- \$14.00			
<i>\$10.91</i>				
Safety Shoe Allowance	\$110 effective at ratification			
<i>\$100</i>				
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 (Proposal dated Dec 2, 2008)			
CP6	Article 17 - Meals			
CP7	Article 15 Section 5 and Exhibit F - Deferred Maintenance (Proposal dated Oct 30, 2008)			
	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 This offer may be withdrawn at any time.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.