

Escanaba 2008 Negotiations - Company Economic Offer

FourYear Agreement - June 1, 2008 to May 31, 2012

March 24, 2009

	<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 or following ratification, whichever comes later.	5/30/2011
Shift Diff				
<i>\$.19 \$.36</i>	\$0.25, \$0.45 effective first week following ratification			
Medical	Three plan options, with cost sharing as shown. HRA will be pooled nationally, PPO locally.			
<i>PPO 1 80/20</i>	PPO 1 80/20	80/20	80/20	80/20
	PPO 2 85/15	82.5/17.5	82.5/17.5	80/20
	HRA 88/12	85/15	82.5/17.5	80/20
	effective 7/1/2009	effective 1/1/2010	effective 1/1/2011	effective 1/1/2012
Dental	20% employee cost, with annual election			
A&S	\$420	\$425	\$430	\$435
<i>\$415</i>	effective at ratification			
Pension:	\$42	\$42.50	\$43	\$43.50
<i>\$41</i>	effective at ratification	effective 1/1/2010	effective 1/1/2011	effective 1/1/2012
Summer Student Pay	1st Summer - \$11.50, 2nd Summer - \$12.50, 3rd Summer or more- \$14.00			
<i>\$10.91</i>				
Safety Shoe Allowance	One pair per year through the shoemobile. Second pair with approval.			
<i>\$100</i>				
Language:				
CP1	Lines of Progression and Work Redesign			
CP22	Transition Plans			
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)			
Retroactive Wages	Active USW employees on the payroll at the time of ratification will receive a maximum of 11 months of retroactive pay for the first year general wage increase, prorated back to 6/1/2008. This will be a lump sum based on 2400 hrs/year and an ASTR of \$25.85. Employees with less than one year seniority will be prorated accordingly. This amount will be less applicable withholding. This offer may be withdrawn at any time.			

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

The Company reserves the right to withdraw this proposal.