

**Escanaba USW 2008 Negotiations - Company Economic Offer**  
**Four Year Agreement - June 1, 2008 to May 31, 2012**  
**April 28, 2009**

	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>
<b>Wages</b> <i>effective date</i>	1% first Monday following ratification	1% 6/1/2009	2% 5/31/2010	2% 5/30/2011
	or following ratification, whichever comes later.			
<b>Shift Diff</b> <i>\$.19 \$.36</i>	\$ .25, \$.45 effective first week following ratification			
<b>Medical</b> <i>PPO 1 80/20</i>	Three plan options, with cost sharing as shown.			
	PPO 1	80/20	80/20	80/20
	PPO 2	82.5/17.5	82.5/17.5	80/20
	HRA	85/15	82.5/17.5	80/20
		<i>effective 1/1/2010</i>	<i>effective 1/1/2011</i>	<i>effective 1/1/2012</i>
<b>Dental</b>	20% employee cost, with annual election			
<b>A&amp;S</b> <i>\$415</i>	\$420 <i>effective at ratification</i>	\$425	\$430	\$435
<b>Pension:</b> <i>\$41</i>	\$42 <i>effective at ratification</i>	\$43 <i>effective 1/1/2010</i>	\$44 <i>effective 1/1/2011</i>	\$44 <i>effective 1/1/2012</i>
<b>Summer Student Pay</b> <i>\$10.91</i>	1st Summer - \$11.50, 2nd Summer - \$12.50, 3rd Summer or more- \$14.00			
<b>Safety Shoe Allowance</b> <i>\$100</i>	One pair per year through the shoemobile. Second pair with approval.			
<b>Language:</b>				
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 28, 2008)			
<b>Retroactive Wages</b>	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 This offer may be withdrawn at any time.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.*