

FINAL OFFER**Escanaba USW 2008 Negotiations - Company Economic Offer**

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

June 11, 2009

	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>
Wages	2%	2%	2%	2%
<i>effective date</i>	first Monday following ratification		5/31/2010	5/30/2011
	or following ratification, whichever comes later.			
Shift Diff				
<i>\$.19 \$.36</i>	\$.25, \$.45 effective first week following ratification			
Medical	Three plan options, with cost sharing as shown.			
<i>PPO 1 80/20</i>	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
		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	\$43	\$44	\$45
<i>\$41</i>	effective 1/1/2009	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			
	New Lines of Progression (E-1, E-3, E-4)			
	Wage Adjustments			
CP22	Transition Plans			
CP2	Article 33 - Productivity/Flexibility (Proposal dated May 1, 2009)			
CP3	Article 23 - Paid Holidays (Christmas holiday)			
CP4	Article 11 Section 4 - Job Posting (temporary vacancies)			
CP6	Article 17 - Meals			
CP7	Article 15 Section 5 and Exhibit F - Deferred Maintenance			
Retroactive Wages	USW employees on the payroll at the time of ratification will receive \$1,137.40 of retroactive pay, less applicable withholding. Employees who have worked less than 1100 hours during this period (June 1, 2008 to April 30, 2009) will be prorated accordingly. This offer may be withdrawn at any time.			
	<u>Note:</u> Retroactivity paid through April 30, 2009. Amount is based on 11 months; 2400 hrs/year; \$25.85 per hour; 2% increase.			

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

The Company reserves the right to withdraw this proposal.