

IAMAW MEMBERSHIP UPDATE



Negotiations Update

UNION NEGOTIATION

COMMITTEE MEMBERS:

GARRY HARPER - CHAIRMAN

WES VAN NORTON

JEFF BELL

STACY PIERCE

FELIX IBARRA

MARK WARD – IAM Lead Negotiator

To date, your Union and Stolle Machinery have conducted 6 bargaining sessions.

The parties have exchanged proposals related to non-economic topics first, before progressing to economics. Your committee presented a total of **(12)** proposal exhibits, to the companies **(7)** proposals exhibits and have reached tentative agreements on all of those items. Each of them were advantageous to the Union members with improved gains on each of those areas below:

ARTICLE 9: COMPANY EXHIBIT: GRIEVANCE & ARBITRATION PROCEDURE
ARTICLE 5: UNION EXHIBIT #4: DUES CHECK-OFF
ARTICLE 6: UNION EXHIBIT #5: NO STRIKES – NO LOCKOUTS
ARTICLE 16: UNION EXHIBIT #11: PAY PERIOD
ARTICLE 4: UNION EXHIBIT #3: UNION SHOP
ARTICLE 1: UNION EXHIBIT #1: RECOGNITION
EDT: COMPANY EXHIBIT: LEADS
ARTICLE 30: COMPANY EXHIBIT: SHIFT PREMIUMS
ARTICLE 2: UNION EXHIBIT 2: MANAGEMENT RIGHTS
ARTICLE 15: UNION EXHIBIT 10: HOURS OF WORK
ARTICLE 17: UNION EXHIBIT 12: OVERTIME
ARTICLE 11: UNION EXHIBIT 6: SENIORITY & THE EMPLOYEE DEVELOPMENT
ARTICLE 12: UNION EXHIBIT 22: TEMPORARY EMPLOYEES
ARTICLE 13: UNION EXHIBIT 8: DISCIPLINE AND DISCHARGE
ARTICLE 22: COMPANY EXHIBIT: LEAVE OF ABSENCE
NEW ARTICLE: UNION EXHIBIT 21: WORKPLACE CAMERAS & CELL PHONE USE
ARTICLE 19: COMPANY EXHIBIT: HOLIDAYS
ARTICLE 18: COMPANY EXHIBIT: PAID/UNPAID TIME OFF

Today, the Company will provide counter responses back to the Union economic proposals demands that consisted of (6) comprehensive proposals covering the following articles & topics:

NEW ARTICLE: UNION EXHIBIT 7: TRAINING ASSISTANCE PREMIUMS
ARTICLE 14: UNIONS EXHIBIT 9: EMPLOYEE BENEFIT PROGRAMS & 401k
ARTICLE 18: UNIONS EXHIBIT 13: PAID/UNPAID TIME OFF
ARTICLE 19: UNIONS EXHIBIT 14: HOLIDAYS
ARTICLE 21: UNIONS EXHIBIT 15: BEREAVEMENT PAY
ARTICLE 29: UNIONS EXHIBIT 18: PAY INCREASES & WAGE TABLES/MATRIX
SCHEDULE A: EXPANDED JOB CLASSIFICATIONS

We will continue to keep you informed about the progress of negotiations and are hopeful that we can bring back a contract worthy of your acceptance.

In Solidarity,
Union Negotiation Committee