



August 5, 2016

Re: Letter of Agreement for Interim Wage Agreement

All Members:

As you know, all other labor groups have benefited from the company's success due to the merger. This has troubled me just as much as all of you. As your President, I understand we have been losing money every day and this is unacceptable. The Negotiating Committee has made correcting this a priority since negotiations started December 3, 2015.

I want to speak to you about the letter of agreement that was reached yesterday regarding wage adjustments, cross utilization, and job protection. The company and media has already been reporting out some details. I have been meeting with the New Board all day about the specifics of the agreement. Please reach out to the board for more details. The board plans to cover multiple shifts, days off and weekends. In addition, I plan to be at the Shop Stewards meetings scheduled Monday, August 8, 2016 at 7:15am, 11:45am and 3:45pm. Everyone is invited to attend and ask questions.

I feel it necessary to clarify a few things that may be confusing. The key to this agreement is the pay increases for all groups covered by the Association, including those that are accreted.

The pay increase will take effect immediately. The new pay will come in three phases. First, we will receive a three-month advancement in a lump sum. This will cover the new pay rate increase from the effective start date to approximately November, which is the required time for payroll to setup new rates of pay in the system. We should be receiving the lump sum payment approximately three weeks from DOS of the agreement. Second, when payroll sets up new rates, we should see the rate live in our paychecks. Third, approximately five months from DOS of the agreement, the company will complete a look back to the beginning date of the rate increase and make any necessary adjustments, e.g. overtime worked.

Your voice has been heard loud and clear; I believe it has made the difference in achieving this interim wage increase. I thank you and appreciate your continued support. I will continue to press at the negotiating table to achieve an industry leading contract that our members are proud to vote for.

In solidarity,

Dale Danker
President

Approved for Posting

Dale Danker, President

DALE DANKER
President

RAY WILSON
Vice President

D'ANN JOHNSON
Secretary-Treasurer

JAY POTTER
Recording Secretary

PATRICK KINNAMON
Chairman of Maintenance

PAT BAX
Chairman of Material
Logistics Specialists

JOHN CARLISLE
Chairman of Plant
Maintenance

JASON BEST
Chairman of Maintenance
Control Technicians

Executive Board Members
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