Summary of Tentative Agreement
Non-Op Craft Unions/MRL
April, 2019

This document is a summary only, for actual agreement language see agreement drafts

Article I - General Wage Increases

1/1/17  2% increase to all rates of pay
1/1/18  2% increase to all rates of pay
1/1/19  3% increase to all rates of pay
1/1/20  3% increase to all rates of pay
1/1/21  3.5% increase to all rates of pay

Article II - Ratification Payment

Two thousand dollar ($2,000.00) ratification payment to each employee with an employment relationship will be paid if membership ratification takes place. To be paid on or before 60 days of effective date.

Article III - Flex Time System

Section E (2) of Article 5 revised and replaced as follows:

Time system withdrawals for less than a single day shall not be permitted, except that effective _______, 2019 employees shall be permitted to use up to five (5) flex days annually in one-half(1/2)day increments. Requests for single day withdrawals on any Designated Holiday under Article N of the Quality of Work Life Agreement must be requested at least two (2) weeks in advance. The Company pledges to make special efforts to honor the maximum feasible number of requests for time off and for flexible time system payments on those dates.

Section F (2) of Article 5 revised and replaced as follows:

Receive pay for any time not taken on or before December 20 of the applicable year.
Section F (3) of Article 5 addition of New paragraph:

Effective ______, 2019, newly hired employees, who have not had the opportunity to accrue any flex time and whose position is annulled on a Designated Holiday, shall receive four (4) hours at the straight time rate of pay based on their last service performed prior to the Designated Holiday.

Article 16 - Health And Welfare

Upon effective date of Agreement employee contribution shall be:

<table>
<thead>
<tr>
<th>Group</th>
<th>Contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee</td>
<td>$42.51 per pay period</td>
</tr>
<tr>
<td>Employee + 1</td>
<td>$85.01 per pay period</td>
</tr>
<tr>
<td>Employee + 2 or more</td>
<td>$127.52 per pay period</td>
</tr>
</tbody>
</table>

It is understood and agreed that any premium contributions paid by the employees during the period from January 1, 2017 through ______, 2019 which are in excess of the amounts shown above, shall be refunded to the employees no later than thirty (30) days after the effective date of this Agreement.

Furthermore, the premium contribution rates shown above shall be frozen and not subject to increase through December 31, 2021.

If no new Agreement is reached by January 1, 2022, any increase shall be suspended until a new Agreement is reached.

Upon effective date of the Agreement, annual deductibles and Out of Pocket Maximum are frozen.

Dental - Annual deductible $50.00, but waived for up to two (2) cleanings per year, including one (1) set of x-rays per year, which shall be covered at 100% and not deducted from the annual benefit maximum.

Article 22 - Bereavement Leave added sentence that reads:

It is understood and agreed that bereavement leave may be taken any time within thirty (30) days of the date of death.
Article D - Calls; revised by the addition of the following paragraph following sub-paragraph 3.

It is understood and agreed that when employees will be scheduled to work on a Holiday, the Company will use its best efforts to provide the affected General Chairman an accurate list of those positions that will be scheduled to work the Holiday. The list shall be provided to the General Chairman at least forty-eight (48) hours in advance of the Holiday, but the parties recognize that the actual number of positions to be worked on the Holiday may vary due to emergent or unforseen needs.

Article E - Headquartered Expenses;

Increased by the annual general wage increase applied on January 1 of each calendar year beginning January 1, 2017 through January 1, 2021. See exception for Engineering Crafts in Craft Specific.

Article Q - Pay; paragraph (1) shall be revised as follows and paragraph (7) shall be eliminated.

All employees will be paid via electronic payroll deposit, with copy made available to each employee on regular pay days. Upon request to the appropriate Company Officer, employees may have notice of the electronic deposit delivered by U.S. Mail to an address supplied by the employee.

Article V - Tool, Equipment and Protective Clothing; paragraphs (3) and (4) shall be revised and replaced and a new paragraph (5) shall be added as follows:

3. Employees required to wear gloves during the course of their duties shall be furnished with task appropriate gloves by the Company. Additional pairs of gloves will be furnished to employees when needed upon the trade-in of worn out gloves.

4. For the duration of this Agreement, the Company will provide one (1) raincoat and one (1) pair of rain pants to employees who work in the rain, with replacements provided when the raincoats and/or pants are damaged at work.

5. Employees required to wear ANSI protective gear shall not be required to purchase or wear ANSI gear with Company logos.
Article Y - Organization Information; shall be revised by the addition of the following new paragraph;

It is understood and agreed that the Company shall furnish to the General Chairman copies of all Company policies and procedures affecting employees covered by the Agreement. The Company will provide such information to the General Chairman prior to its implementation.

Article Z - Distribution of Agreement; shall be revised with the following language added to the existing language;

;and when such Agreements are amended pursuant to the collecting bargaining process, updated versions of the Agreements shall be reprinted and furnished to the employees within one-hundred twenty (120) days of the effective date of the amended Agreements.

Article DD - Safety Equipment

Increase Steel Toe Safety Shoe Allowance as follows:

$200.00 - effective 4/1/2019
$205.00 - effective 4/1/2020
$210.00 - effective 4/1/2021

Article XII - Term of Agreement

To be effective upon ratification. Parties may serve notice April 1, 2021, no changes to be effective before January 1, 2022. Nothing bars the parties from making agreement changes by mutual consent.

Side Letter No. 1

Retroactive wage will be paid within sixty (60) days.

Side Letter No. 2

“Me, too” agreement. Any compensation increases provided to BLET and/or ATDA members that exceed those provided to the Non-Operating Craft Unions will be granted to the Non-Operating Craft Unions.