

PAY RATES										
LABOR GRADE	3/13/2008	9/1/2008	9/1/2008	9/1/2009	9/1/2009	9/1/2010	9/1/2010	9/1/2011	9/1/2011	TOTAL
	HR. RATE	RAISE	HR.RATE	RAISE	HR.RATE	RAISE	HR.RATE	RAISE	HR.RATE	RAISE
1. UTILITY TECH.	\$ 16.39	\$ 1.00	\$ 17.39	\$ 0.70	\$ 18.09	\$ 0.72	\$ 18.81	\$ 0.75	\$ 19.56	\$ 3.17
2. SERVICE TECH.	\$ 18.03	\$ 1.00	\$ 19.03	\$ 0.76	\$ 19.79	\$ 0.79	\$ 20.58	\$ 0.82	\$ 21.41	\$ 3.38
3. OPERATOR TECH.	\$ 19.94	\$ 1.00	\$ 20.94	\$ 0.84	\$ 21.78	\$ 0.87	\$ 22.65	\$ 0.91	\$ 23.55	\$ 3.61
4. MAINTENANCE TECH.	\$ 21.03	\$ 1.00	\$ 22.03	\$ 0.88	\$ 22.91	\$ 0.92	\$ 23.83	\$ 0.95	\$ 24.78	\$ 3.75
5. SENIOR OPR. TECH.	\$ 22.40	\$ 1.00	\$ 23.40	\$ 0.94	\$ 24.34	\$ 0.97	\$ 25.31	\$ 1.01	\$ 26.32	\$ 3.92
VISION BENEFITS										
EYE EXAM (EACH TWO YEARS)	3/13/2007		1/1/2009		1/1/2010		1/1/2011		1/1/2012	
SINGLE	\$ 25.00		\$ 50.00		\$ 50.00		\$ 50.00		\$ 50.00	
BIFOCAL	\$ 36.00		\$ 55.00		\$ 55.00		\$ 55.00		\$ 55.00	
TRIFOCAL	\$ 46.00		\$ 60.00		\$ 60.00		\$ 60.00		\$ 60.00	
LENTICULAR	\$ 72.00		\$ 65.00		\$ 65.00		\$ 65.00		\$ 65.00	
CONTACT	\$ 48.00		\$ 60.00		\$ 60.00		\$ 60.00		\$ 60.00	
FRAMES	\$ 30.00		\$ 85.00		\$ 85.00		\$ 85.00		\$ 85.00	
FRAMES UP TO \$ 120.00 RETAIL ARE AVAILABLE FOR \$ 60.00 IN NETWORK										
	3/13/2007				1/1/2009					
DENTAL BENEFITS	IN				IN	OUT OF				
ANNUAL INDIVIDUAL	NETWORK				NETWORK	NETWORK				
DIAGNOSTICS/PREVENTIVE	\$ 1,000				\$ 2,000	\$ 1,500				
ORTHODONTIC LIFETIME	\$ 1,000				\$ 2,500					
RESTORATIVE	60%				85%					
CROWNS,INLAYS	60%				85%					
DEDUCTIBLE IN NETWORK	50%				85%					
CLEANING AND FILLINGS	20%				NONE					
HEARING AIDS	3/13/2007		1/1/2009							
	NONE		\$ 1500.00 EACH EAR		IN A THREE YEAR PERIOD					
MEDICAL CARE LIFETIME	5 MILLION		5 MILLION		RESET TO MAXIMUM 1-1-2009					
TRANSPLANTS LIFETIME	1 MILLION		1 MILLION		RESET TO MAXIMUM 1-1-2009					
WAIVE ALL CO PAYMENTS AND COINSURANCE FOR PREVENTIVE CARE										
OFFICE VISITS AND RELATED TESTS AND DIAGNOSTIC PROCEDURES										
SICKNESS & ACCIDENT BENEFITS										
	3/13/2007		9/1/2008		9/1/2009		9/1/2010		9/1/2011	
WEEKLY PERCENT OF BASE PAY	60%		70%		70%		70%		70%	
MAXIMUM PER WEEK	\$ 400.00		NO MAX		NO MAX		NO MAX		NO MAX	
WEEKLY AMOUNT										
1. UTILITY TECH.	\$ 393.36		\$ 486.92		\$ 506.52		\$ 526.68		\$ 547.68	
2. SERVICE TECH.	\$ 400.00		\$ 532.84		\$ 554.12		\$ 576.24		\$ 599.48	
3. OPERATOR TECH.	\$ 400.00		\$ 586.32		\$ 609.84		\$ 634.20		\$ 659.40	
4. MAINTENANCE TECH.	\$ 400.00		\$ 616.84		\$ 641.48		\$ 667.24		\$ 693.84	
5. SENIOR OPR. TECH.	\$ 400.00		\$ 655.20		\$ 681.52		\$ 708.68		\$ 736.96	

BENEFIT DURATION						
LESS THAN 2 YEARS SERVICE	26 WEEKS		26 WEEKS		26 WEEKS	26 WEEKS
2 OR MORE YEARS	52 WEEKS		52 WEEKS		52 WEEKS	52 WEEKS
OVER 20 YEARS	52 WEEKS		104 WEEKS		104 WEEKS	104 WEEKS
BENEFITS BEGIN						
ACCIDENT	FIRST DAY		FIRST DAY			
HOSPITALIZATION	FIRST DAY		FIRST DAY			
OUTPATIENT SURGERY	EIGHTH DAY		FIRST DAY			
SICKNESS	EIGHTH DAY		EIGHTH DAY			
PROFIT SHARING						
	3/13/2007		9/1/2008		9/1/2009	9/1/2010
ON ALL PROFITS			7.5%		7.5%	7.5%
BETWEEN \$25 &\$50 PROFIT/TON	5%					
BETWEEN \$50 &\$70 PROFIT/TON	7.5%					
OVER \$ 70 PER TON PROFIT	10%					
LIFE INSURANCE	\$ 50,000		\$ 50,000		\$ 50,000	\$ 50,000
VACATIONS						
	WEEKS		WEEKS		WEEKS	WEEKS
1 YEAR BUT LESS THAN 3	1		1		1	1
3 YEARS BUT LESS THAN 8	2		2		2	2
8 YEARS BUT LESS THAN 15	3		3		3	3
15 YEARS BUT LESS THAN 24	4		4		4	4
OVER 24 YEARS	5		5		5	5
VACATION PAY						
40 HRS MULTIPLIED BY REGULAR PAY OR TWO PERCENT (2%) OF W-2 EARNINGS EXCLUDING PROFIT SHARING						
PENSION						
	2004/2008		9/1/2008		9/1/2009	9/1/2010
PER MONTH FOR EACH YEAR	\$ 84.24		\$ 100.00		\$ 100.00	\$ 100.00
PAID HOLIDAYS						
	10 TOTAL		NO CHANGE		NO CHANGE	NO CHANGE
NEW YEARS DAY, GOOD FRIDAY, JULY 4TH, THANKSGIVING & THE DAY AFTER, CHRISTMAS EVE & CHRISTMAS DAY						
ML KINGS BIRTHDAY, MEMORIAL DAY, LABOR DAY						
PRESCRIPTION DRUG BENEFITS						
	CO-PAY	CO-PAY				
	RETAIL *	MAIL *	* AT NETWORK PHARMACY ONLY			
GENERIC	\$ 10.00	\$ 20.00				
BRAND NAME	\$ 20.00	\$ 40.00				
NON-FORMULARY	\$ 30.00	\$ 60.00				
MAXIMUM NUMBER	30	90				
1-1-09 ADD ED CLASS OF DRUGS, DIET PILLS WITH DOCTOR AUTHORIZATION AND SMOKING CESSATION THERAPIES .						
WAIVE INSURANCE COVERAGE \$ 3600.00 PER YEAR \$ 138.46 EACH PAY						
RETIREE LIFE INSURANCE						
UNDER AGE 62	\$ 25,000		\$ 25,000		\$ 25,000	\$ 25,000
OVER AGE 62	\$ 7,500		\$ 15,000		\$ 15,000	\$ 15,000
RETIREE MEDICAL INSURANCE						
	PER MONTH		PER MONTH		PER MONTH	PER MONTH
MEDICARE / OVER 65	\$ 68.00		\$ 35.00		\$ 35.00	\$ 35.00
PRE MEDICARE / UNDER 65	\$ 125.00		\$ 70.00		\$ 70.00	\$ 70.00
SIGNING BONUS \$ 6,000.00						
	TO BE PAID ON OR BEFORE 11-1-08			to be paid on 10-23-08		
PENSION ONE TIME LUMP SUM PAYMENT \$10,000.00						
	MUST BE 56 YEARS OLD ON 9-1-08					
	MUST RETIRE AFTER AGE 60					
	MUST RETIRE ON OR AFTER 1-1-09 AND BEFORE THE END OF THE 2008 BLA					