

SHEET METAL | AIR | RAIL | TRANSPORTATION



Local 110

*Greenheck Proposal
2025*

WAGE SHEET

Current Wages					
Current	Start	120 Days	12 Months	24 Months	36 Months
Grade 1	\$20.04	\$20.50	\$20.98	\$21.43	\$21.89
Grade 2	\$20.91	\$21.38	\$21.87	\$22.33	\$22.80
Grade 3	\$21.53	\$22.02	\$22.50	\$22.99	\$23.47
Grade 4	\$22.19	\$22.68	\$23.17	\$23.66	\$24.15
Journey					\$37.68
Year 1 - October 26th, 2025					
Year 1	Start	120 Days	12 Months	24 Months	36 Months
Grade 1	\$21.14	\$21.63	\$22.13	\$22.61	\$23.09
Grade 2	\$22.16	\$22.66	\$23.18	\$23.67	\$24.17
Grade 3	\$22.71	\$23.23	\$23.74	\$24.25	\$24.76
Grade 4	\$23.52	\$24.04	\$24.56	\$25.08	\$25.60
Journey					\$39.75
Year 2 - October 25th, 2026					
Year 2	Start	120 Days	12 Months	24 Months	36 Months
Grade 1	\$21.83	\$22.33	\$22.85	\$23.34	\$23.84
Grade 2	\$22.88	\$23.40	\$23.94	\$24.44	\$24.95
Grade 3	\$23.45	\$23.99	\$24.51	\$25.04	\$25.57
Grade 4	\$24.29	\$24.82	\$25.36	\$25.89	\$26.43
Journey					\$41.04
Year 3 - October 24th, 2027					
Year 3	Start	120 Days	12 Months	24 Months	36 Months
Grade 1	\$22.48	\$23.00	\$23.54	\$24.04	\$24.56
Grade 2	\$23.57	\$24.10	\$24.65	\$25.17	\$25.70
Grade 3	\$24.16	\$24.71	\$25.24	\$25.79	\$26.33
Grade 4	\$25.01	\$25.57	\$26.12	\$26.67	\$27.22
Journey					\$42.28

ECONOMICS SHEET

Adjust Grade Matrix	Quality Grade 3/4 If training not available and accessible by June 2026, Quality automatically advanced to Grade 4	add skills	
Vacation	Add 4 hours to every step of Vacation Schedule		
Perfect Attendance	\$800/year \$150/quarter \$200 year end bonus	Vacation day can be used as SNV	
SNV	24 Hours - Access to all hours 2 hour increments - 30 minute notice	Pilot with LOU	
Tardies	2>3 (add 1)		
Insurance Premium Ceiling	\$56/ \$115 / \$173 \$2 / \$7 / \$11	\$61 / \$124 / \$187 \$5 / \$9 / \$14	\$66 / \$134 / \$202 \$5 / \$10 / \$15
State of Emergency - Inclement Weather	Labor-Management Meeting		
Weld Premium	Crew \$0.25 / Skills Test \$0.75 -> \$1.00 • \$1.25 Total		
Team Lead	\$2 non progressive		
Short Term Disability	0-12 months of service = no benefits 12 months+ of service= 60% for max of 26 weeks		
Shoe Allowance	\$100 -> \$125 year 1 / \$150 years 2 & 3		

Article 3, Section 2

WORK RULES

- Section 2. The Company may formulate from time-to-time additional reasonable rules to govern working conditions in the facilities and plants and regulations of conduct of all employees. The Company will provide employees with a 5 working day notice of any revisions to rules governing working conditions and employee conduct.

- Section 2. The Company may formulate from time-to-time additional reasonable rules to govern working conditions in the facilities and plants and regulations of conduct of all employees. **The Company will meet and confer with the Union prior to implementing such rules.** The Company will provide employees with a 5 working day notice of any revisions to rules governing working conditions and employee conduct.

Article 5, Section 6

PROBATIONARY PERIOD

- Section 6. New employees or former employees hired as new employees (because of the loss of seniority as described above) shall be on probation for a period of one hundred and twenty (120) continuous working days from the last date of hire with the Company, and upon written approval from the Union, the Company shall have an additional sixty (60) work days as an extended probationary period. The Company will reduce the probationary period for temporary to fulltime new hires by 50% of time served as a temporary employee. During either of these periods, whichever one it may be, the probationary employees acquire no seniority status. Those who serve beyond the probationary period will have seniority from the last date of hire. During the probationary period, the Company may, at its sole discretion, demote, layoff, discipline, suspend, terminate, or discharge probationary employees, and the Union agrees that neither the Union nor the probationary employee has recourse to the grievance procedure.

- Section 6. New employees or former employees hired as new employees (because of the loss of seniority as described above) shall be on probation for a period of one hundred and twenty (120) **calendar** days from the last date of hire with the Company, and upon written approval from the Union, the Company shall have an additional sixty (60) work days as an extended probationary period. The Company will reduce the probationary period for temporary to fulltime new hires by 50% of time served as a temporary employee. During either of these periods, whichever one it may be, the probationary employees acquire no seniority status. Those who serve beyond the probationary period will have seniority from the last date of hire. During the probationary period, the Company may, at its sole discretion, demote, layoff, discipline, suspend, terminate, or discharge probationary employees, and the Union agrees that neither the Union nor the probationary employee has recourse to the grievance procedure.

Article 5, Section 8

FIT FOR DUTY

- Section 8. If an employee has been off work due to illness or accident for three (3) days or more, the employee, prior to returning to work, must furnish the Company in writing with proof of illness or accident, signed by a physician and certifying that the employee has the physical ability to work on his regular job. The Employer may, at any time, require an employee to take a physical examination given by a doctor of the Company's choice and no employee shall be permitted to work in the event the doctor of the Company's choice, in writing, states that the employee is not physically able to perform all the duties of his regular job.

- Section 8. If an employee has been off work due to illness or accident for three (3) days or more, the employee, prior to returning to work, must furnish the Company in writing with proof of illness or accident, signed by a physician and certifying that the employee has the physical ability to work on his regular job. The Employer may require an employee to take a **FIT FOR DUTY** examination given by a doctor of the Company's choice and no employee shall be permitted to work in the event the doctor of the Company's choice, in writing, states that the employee is not able to perform all the duties of **their** regular job.

Article 6, Section 3

JOB POSTING

- Section 3. Job Postings. All classification and shift openings requiring employees will be posted. Postings will remain up for three (3) production days and are valid for thirty (30) production days after the indicated removal day on the posting. Signers have sixty (60) days in which they can disqualify themselves from an accepted posted position. Candidates that disqualify themselves will be returned to their previous position and pay rate. The Company also has sixty (60) production days in which they can disqualify a candidate, when showing just cause and return them to their previous position and pay rate. In the event of a disqualification by either the individual or the Company, the position will be awarded to the next qualified signer on the posting, if the position is still deemed necessary. Upon selection of individuals to fill posted positions a notice will be posted stating who was selected and when their pay change is to take effect. Upon being awarded a posting, the awarded signer cannot sign for a posting (classification or shift change) for six (6) months from the date of the posting. Postings for Grade 4 (Welders) will be awarded based on skill. Postings will be awarded **utilizing the Job Evaluation form in conjunction with an interview process. If in the event two or more employees who posted for a job are determined to be equally qualified, the highest senior employee will be awarded the position.**

- Section 3. Job Postings. All classification and shift openings requiring employees will be posted. Postings will remain up for three (3) production days and are valid for thirty (30) production days after the indicated removal day on the posting. Signers have sixty (60) **CALENDAR** days in which they can disqualify themselves from an accepted posted position. Candidates that disqualify themselves will be returned to their previous **GRADE**. The Company also has sixty (60) **CALENDAR** days in which they can disqualify a candidate, when showing just cause and return them to their previous **GRADE**. In the event of a disqualification by either the individual or the Company, the position will be awarded to the next qualified signer on the posting, if the position is still deemed necessary. Upon selection of individuals to fill posted positions a notice will be posted stating who was selected and when their pay change is to take effect. Upon being awarded a posting, the awarded signer cannot sign for a posting (classification or shift change) for six (6) months from the date of the posting. Postings for Grade 4 (Welders) will be awarded based on skill. Postings will be awarded **utilizing the Job Evaluation form in conjunction with an interview process. If in the event two or more employees who posted for a job are determined to be equally qualified, the highest senior employee will be awarded the position.**

Article 6, General Wages para. 1

WAGE INCREASE TIMING

- These progressions assume the employee is making satisfactory progress and is entitled because of this to the progression increase. New hires may be started at the discretion of the Company at any of the progression steps if the background of the new hire is such the employee is entitled to a higher than starting rate. Employees may also be moved through the progression steps at a faster rate if skill and ability indicates higher levels of knowledge or performance. All Wage increases throughout the life of the contract will become effective at the start of the pay period (Sunday) in which the increase is scheduled to occur.

- These progressions assume the employee is making satisfactory progress and is entitled because of this to the progression increase. New hires may be started at the discretion of the Company at any of the progression steps if the background of the new hire is such the employee is entitled to a higher than starting rate. Employees may also be moved through the progression steps at a faster rate if skill and ability indicates higher levels of knowledge or performance. All Wage increases throughout the life of the contract will become effective at the start of the **WEEK** (Sunday) in which the increase is scheduled to occur.

Article 6

WELDING LANGUAGE

Weld Tests:

Basic Test – General skill

Part 1: Steel

Vertical Down – 10 GA galvanized

Outside Corner – 20 GA to 20 GA galvanized

Part 2: Aluminum

Vertical Down - .100 Aluminum

Outside Corner - .063 Aluminum

Skills Test – Product

specific Part 1: Steel

Part 2: Aluminum Part 3:

Seam Weld

- Grade 4 Process:

Grade 4 Process:

~~Weld Tests:~~

~~Basic Test – General skill~~

~~-~~

~~Part 1: Steel~~

~~Vertical Down – 10 GA galvanized~~

~~Outside Corner – 20 GA to 20 GA galvanized~~

~~-~~

~~Part 2: Aluminum~~

~~Vertical Down – .100 Aluminum~~

~~Outside Corner – .063 Aluminum~~

~~-~~

~~Skills Test – Product~~

~~specific Part 1: Steel~~

~~Part 2: Aluminum Part 3:~~

~~Seam Weld~~

~~-~~

~~• Grade 4 Process:~~

~~Grade 4 Process:~~

**Basic Test- 3F, vertical down, outside corner, steel,
10 ga and 20 ga, 6" coupon**

Article 6

WELDING LANGUAGE continued

The company will utilize weld interest postings to develop a pool of potential welders.

Interested candidates will be interviewed by the weld trainer and a production supervisor to identify welding background and potential to pass the basic test. Candidates with basic welding experience will be given priority to test. Any practice will take place on the employee's time.

Employees with relevant background and experience will be eligible to attempt a 'basic test' which will determine eligibility to sign Grade 4 postings. The test results will remain valid for 12 months and after that employees will be given the opportunity to re-qualify. Employees who fail one or more sections of the 'basic test' will not be given the opportunity to re-test immediately, but will be eligible to sign subsequent interest postings.

Qualified employees will be eligible to sign Grade 4 postings, and the postings will be awarded based on seniority. Employees awarded Grade 4 postings will have a 60 production day probationary period. The probationary period begins with crew training, and the employee will receive the \$.25 per hour increase upon completion of crew training. The rest of the probationary period will be divided among aluminum and steel welding.

Upon completion of the probationary period employees will be required to take the steel and aluminum 'skills test'. Employees who pass the steel and aluminum sections of the 'skills test' will begin receiving the \$.75 skill premium. Employees who fail one or more sections of the 'skills test' will have their probationary period extended by 30 production days. Upon completion of the 30 day probationary period, employees will be given the opportunity to retake the section(s) of the 'skills test' that they did not pass on the first attempt. Employees passing all sections will be awarded the \$.75 per hour skill premium. Employees who again fail one or more sections will be restored to the grade they occupied prior to becoming a Grade 4. Upon earning the skill premium, employees will be trained on the seam welder.

The skill testing will occur on company time and is required once within first 6 months after completing the probationary period and once again the following year.

Thereafter, Grade 4 employees will be subject to random audits and inspections of their completed work. If repeated concerns are identified, they may be required to retake all or a portion of the test in order to earn/retain the additional \$.75 per hour skill premium.

When production schedules permit, employees will be allowed to re-certify on actual production parts that meet the configuration requirements of the test.

Grade 4's who are unable to successfully complete all of the 'skill tests' will be reassigned to **the appropriate grade**.

The company and union will work together to add, subtract, or modify this program or any of the tests if production requirements change materially, or if any aspect of this program is not working as intended.

The company will utilize weld interest postings to develop a pool of potential welders.

Interested candidates will be interviewed by the weld trainer and a production supervisor to identify welding background and potential to pass the basic test. Candidates with basic welding experience will be given priority to test. Any practice will take place on the employee's time.

Employees with relevant background and experience will be eligible to attempt a 'basic test' which will determine eligibility to sign Grade 4 postings. The test results will remain valid for 12 months and after that employees will be given the opportunity to re-qualify. Employees who fail one or more sections of the 'basic test' will not be given the opportunity to re-test immediately, but will be eligible to sign subsequent interest postings.

Successful employees will be eligible to sign Grade 4 postings, and the postings will be awarded based on seniority. Employees awarded Grade 4 postings will have **up to a 90 calendar** day probationary period. The probationary period begins with crew training, and the employee will receive the \$.25 per hour increase upon completion of crew training. The rest of the probationary period will **consist of weld training to complete remaining weld tests..**

Upon completion of the probationary period employees will be required to take the _____ 'skills test'. Employees who pass _____ the 'skills test' will begin receiving the \$.75 skill premium. Employees who fail one or more sections of the 'skills test' will have their probationary period extended by 30 production days. Upon completion of the 30 day probationary period, employees will be given the opportunity to retake the section(s) of the 'skills test' that they did not pass on the first attempt. Employees passing all sections **of the 'skills test'** will be awarded the \$.75 per hour skill premium. Employees who again fail one or more sections will be restored to the grade they occupied prior to becoming a Grade 4. Upon earning the skill premium, employees will be trained on the seam welder.

The skill testing will occur on company time and is required once within first 6 months after completing the probationary period and once again the following year.

Thereafter, Grade 4 employees will be subject to random audits and inspections of their completed work. If repeated concerns are identified, they may be required to retake all or a portion of the test _____ to earn/retain the additional \$.75 per hour skill premium.

When production schedules permit, employees will be allowed to **qualify** on actual production parts that meet the configuration requirements of the **skills** test.

Grade 4's who are unable to successfully complete all of the 'skill tests' will be reassigned to **their previous grade**.

Article 7

TEAM LEADERS

- Team Leaders shall be appointed and removed at the sole discretion of the Company. The Company reserves the right to add to or reduce the number of Team Leaders at any time. Any person removed from his/her Team Leader position shall be paid in accordance with the rate of pay established for the work being currently performed.
- Team Leaders will be classified in the highest grade of the department they lead and may be required to have skills to perform all duties within that department.
- Current and future team leaders will have a six (6) month timeframe to learn the required skills grade they are assigned and pass any required tests.
- Upon award of Team Leader position, Team Leaders will move to the top of the grade level pay progression they are assigned.

- Team Leaders shall be appointed and removed at the sole discretion of the Company. The Company reserves the right to add to or reduce the number of Team Leaders at anytime. Any person removed from his/her Team Leader position shall be paid in accordance with the rate of pay established for the work being currently performed.
- Newly appointed Team Leads will advance in grade by developing skills through the cross-training program.

Article 10, Section 8

REMOVAL

- Section 8. The Company recognizes the mutual benefit accruing from its employees taking vacations and as a general policy will insist that they do so. At the same time, the Company because of customer requirements reserves the right, at its sole discretion, to pay the employee, in lieu of vacation, if conditions so warrant.

- ~~• Section 8. The Company recognizes the mutual benefit accruing from its employees taking vacations and as a general policy will insist that they do so. At the same time, the Company because of customer requirements reserves the right, at its sole discretion, to pay the employee, in lieu of vacation, if conditions so warrant.~~

Article 11

GRIEVANCES (previous)

Section 1. For purposes of this Agreement, a grievance is defined as an individual employee's dispute, claim or complaint involving the interpretation or application of the provisions of this Agreement.

Section 2. It is the policy of the Company to allow employees a reasonable opportunity to present any request or complaint to supervision. An employee having such a request or problem shall first present it to their supervisor as he is in the best position to handle the matter properly and satisfactorily. The supervisor will consider such request or complaint, and, if it appears to the supervisor that the request should be granted or that other corrective measures of any kind are called for, he shall take action within a reasonable time after presentation of the request or complaint. If the answer is not obtained within five (5) working days, or if the answer is not satisfactory, the employee may request a hearing with the Operations Manager. It is their objective to see that the matter is treated fairly. It is recognized by the Company and the Union that not every such request or complaint constitutes a grievance entitled to be handled under this article.

Section 3. An employee may continue a grievance by submitting the same to the Operations Manager in writing, on a form provided for the purpose, which shall state the nature of and the date of the occurrence giving rise to the grievance, the section or sections of the Agreement on which such grievance is based, and the relief sought. The grievance form shall be dated and signed by the employee and must be submitted to the Operations Manager within five (5) working days from the date of the supervisors answer. The Operations Manager shall begin processing the matter set out in the grievance form within five (5) days of their receipt of the grievance form and provide an answer to the employee within a reasonable time.

Section 4. If the employee is not satisfied with the Operation Manager's answer to the grievance, the employee or their steward at the employee's request may appeal the grievance to the Corporate Vice President of Human Resources within five (5) days from the date of the Plant Manager's answer. The Corporate Vice President of Human Resources will discuss the grievance with the Business Manager for Local 110 prior to answering the appeal.

Section 5. The appeal shall contain the written grievance which shall state the nature of, the date of, the occurrence giving rise to the grievance, the section or sections of this Agreement on which such grievance is based, the relief sought, the signature of the employee on the original grievance.

Section 6. Settlement of the grievance shall be in writing, with copies thereof retained by both parties, and the participating representatives of the Company and of the Union in each step of the grievance procedure are hereby fully empowered to bind the parties with respect to the settlement of the grievance, but no settlement shall operate as a change, modification, or addition to this Agreement, nor constitute a precedent for future cases.

Section 7. All grievance awards are pertinent to the grievance that has been settled and cannot be retroactive to other grievance settlements. Any meetings held with respect to grievances shall be arranged at such times as to not interfere with production.

Section 8. Providing the grievance involves matters covered in Section 2 of this Article and has not been settled in the preceding steps in the grievance procedure, it may be referred to arbitration as provided in Article 13 following.

Section 9. Any employee shall have the right to appeal their discharge or suspension through the grievance procedure within three (3) days from the date thereof. Failure to file such an appeal within three (3) days shall prohibit any further consideration of such discharge or suspension.

- Section 10. The Union shall furnish the Company with a list of its officers and shop stewards, and shall, as soon as possible, notify the Company in writing of any changes therein. No officer or steward shall be recognized by the Company until such notification of their appointment shall have been received by the Company from a duly authorized officer of the Union.

Article 11

GRIEVANCES (new)

Section 1. For purposes of this Agreement, a grievance is defined as an individual employee's dispute, claim or complaint involving the interpretation or application of the provisions of this Agreement.

- **Step 1** - It is the policy of the Company to allow employees a reasonable opportunity to present any request or complaint to supervision. An employee having such a request or problem shall first present it to their supervisor **as soon as possible, but no later than twenty (20) calendar days from the date the alleged grievance occurred, as they are** in the best position to handle the matter properly and satisfactorily. The supervisor will consider such request or complaint, and, if it appears to the supervisor that the request should be granted or that other corrective measures of any kind are called for, **they** shall take action within **five (5) working days** after presentation of the request or complaint. If the answer is not obtained within five (5) working days, or if the answer is not satisfactory, the employee **and union representative, if so desired**, may request a hearing with the Manager. It is their objective to see that the matter is treated fairly. It is recognized by the Company and the Union that not every such request or complaint constitutes a grievance entitled to be handled under this article.
- **Step 2** - An employee **and/or their steward** may continue **with Step 2 of the grievance process** by submitting the **grievance** to the **Plant** Manager in writing, on a form provided for the purpose, which shall state the nature of and the date of the occurrence giving rise to the grievance, the section or sections of the Agreement on which such grievance is based, and the relief sought. The grievance form shall be dated and signed by the employee **and/or union representative** and must be submitted to the **Plant** Manager within five (5) working days from the date of the **Manager's Step 1 response**. The **Plant** Manager shall begin processing the matter set out in the grievance form within five (5) **working** days of their receipt of the grievance form and provide an answer to the employee within a reasonable time.
- **Step 3** - If the **Union** is not satisfied with the **Plant** Manager's answer to the grievance, the **union representative** may appeal the grievance **at a scheduled Labor Management meeting** **The appeal must be submitted** within five (5) **working** days from the date of the Plant Manager's **Step 2 response**. **During the Labor Management meeting, held no later than ten (10) working days from the date of appeal, the Union will present the grievance for discussion and resolution. In the event a satisfactory resolution is not achieved during the Labor Management meeting, the Company will provide a written response** to the Union within ten (10) working days.

•Section 2. Settlement of the grievance shall be in writing, with copies thereof retained by both parties, and the participating representatives of the Company and of the Union in each step of the grievance procedure are hereby fully empowered to bind the parties with respect to the settlement of the grievance, but no settlement shall operate as a change, modification, or addition to this Agreement, nor constitute a precedent for future cases.

Article 11

GRIEVANCES (new continued)

Section 3. All grievance awards are pertinent to the grievance that has been settled and cannot be retroactive to other grievance settlements. Any meetings held with respect to grievances shall be arranged at such times as to not interfere with production

Section 4. Providing the grievance involves matters covered in Section 1 of this Article and has not been settled in the preceding steps in the grievance procedure, it may be referred to arbitration as provided in Article 12. **Prior to arbitration, both parties may mutually agree to participate in and attempt to resolve the grievance through mediation.**

Section 5. **The Union** shall have the right to appeal a discharge or suspension through the grievance procedure within **five (5) working** days from the date of **notification of discharge or suspension**. Failure to file such an appeal within **five (5) working** days shall prohibit any further consideration of such discharge or suspension.

Section 6. The Union shall furnish the Company with a list of its officers and shop stewards, and shall, as soon as possible, notify the Company in writing of any changes therein. No officer or steward shall be recognized by the Company until such notification of their appointment shall have been received by the Company from a duly authorized officer of the Union.

Article 12

ARBITRATION (old)

Section 1. In view of the foregoing, if a grievance or dispute is not amicably adjusted in the grievance procedure and provided it involves Section 2 and 9 above, the employee or their representative may submit the grievance or dispute for final and binding decision by an arbitrator under the rules and in the manner set out below:

- a. Within fifteen (15) calendar days after completion of Step 2 above, the employee or their representative desiring arbitration shall address a written notice to the Company, requesting that the grievance or dispute be arbitrated and that the parties meet within ten (10) days to agree upon an impartial arbitrator. The parties agree to use a panel of arbitrators from the Federal Mediation and Conciliation Service. The parties shall choose from this panel by alternately striking out the arbitrator they do not choose to select. When each has had an equal number of strikes, the arbitrator who is left shall be the selected arbitrator. After the arbitrator has been selected, he shall promptly meet to hear evidence from both sides.
- b. No Arbitrator shall go beyond the interpretation and/or application of this Agreement or the obligation of the parties under this Agreement. It shall in no way be construed that the Arbitrator shall have the power to add to, subtract from, or modify in any way the terms of this Agreement. The aggrieved employee, or **their** representative, shall have the burden of proof of the grievance and arbitration filed by an aggrieved employee. Issues not directly involved in the case under submission shall not be decided by the Arbitrator and no Arbitrator shall have the power to modify, change or interpret any wage rates.
- c. If a grievance settlement or arbitrator's decision provides for retroactively, it is agreed that such retroactively may extend back to the date of the written grievance, except as may be otherwise provided in the decision of the arbitrator for a lesser period of time. Should back-pay be awarded, credit shall be given, however, for the earnings during said period, as well as insurance and unemployment payments.
- d. Unless jointly stipulated otherwise, the decision in such proceedings shall be rendered within thirty (30) days from receipt of briefs and shall be final and binding upon both parties. Both parties agree to comply with the Board of Arbitration's decision as promptly as possible.
- e. The Company and the Union agree that the expenses of the impartial arbitrator, travel, miscellaneous expenses and the transcript, shall be borne by the losing party.

Article 12

ARBITRATION (new)

Section 1. In view of the foregoing, if a grievance or dispute is not amicably adjusted in the grievance procedure and provided it involves Section 1 above, the **union** representative may submit the grievance or dispute for final and binding decision by an arbitrator under the rules and in the manner set out below:

- a. Within fifteen (15) calendar days after completion of Step 3 above, the **union** representative desiring arbitration shall address a written notice to the Company, requesting that the grievance or dispute be arbitrated and that the parties meet within ten (10) days to agree upon an impartial arbitrator. The parties agree to use a panel of **five (5)** arbitrators from **an agency such as** the Federal Mediation and Conciliation Service **or American Arbitration Association (AAA)**. The parties shall choose from this panel by alternately striking out the arbitrator they do not choose to select. When each has had an equal number of strikes, the arbitrator who is left shall be the selected arbitrator. After the arbitrator has been selected, **they** shall promptly meet to hear evidence from both sides.
- b. No Arbitrator shall go beyond the interpretation and/or application of this Agreement or the obligation of the parties under this Agreement. It shall in no way be construed that the Arbitrator shall have the power to add to, subtract from, or modify in any way the terms of this Agreement. Issues not directly involved in the case under submission shall not be decided by the Arbitrator and no Arbitrator shall have the power to modify, change or interpret any wage rates.
- c. If a grievance settlement or arbitrator's decision provides for retroactively, it is agreed that such retroactively may extend back to the date of the written grievance, except as may be otherwise provided in the decision of the arbitrator for a lesser period of time. Should back-pay be awarded, credit shall be given, however, for the earnings during said period, as well as insurance and unemployment payments.
- d. Unless jointly stipulated otherwise, the decision in such proceedings shall be final and binding upon both parties.
- e. The Company and the Union agree that the expenses of the impartial arbitrator, travel, miscellaneous expenses and the transcript, shall be **shared equally between the Company and Union**.

Article 14

GENERAL PROVISIONS

**Vice President Human Resouces
Greenheck Fan Corporation
P.O. Box 410
Schofield, WI 54476-0410**

**Labor Relations Department
Greenheck Fan Corporation
P.O. Box 410
Schofield, WI 54476-0410**

Article 17, Section B

DUES CHECK-OFF

Upon the receipt of a valid individual authorization (in the form included in Addendum A) signed by an employee covered under this Agreement, the Company shall withhold from such employee's earnings, payments for Union dues and other obligations under the terms and conditions specified by the Financial Secretary – Treasurer of Local Union 110. Such deductions shall be made from the first **pay of** each month of said employee, and promptly remitted to the Financial Secretary of Local Union 110 together with a list of names of the employees to whom such monies are to be credited. Should any employee have no earnings due on the first payroll date of the month, deductions due shall be made from the next succeeding pay of the employee. The Union agrees that the Company's obligations to withhold under this Agreement will terminate if the Union revokes permission for the Company to display the Union label pursuant to Article 4 of this Agreement. The Company's obligations herein will begin for each employee following their successful completion of the probationary periods outlined in Article V, Section 6.

Upon the receipt of a valid individual authorization (in the form included in Addendum A) signed by an employee covered under this Agreement, the Company shall withhold from such employee's earnings, payments for Union dues and other obligations under the terms and conditions specified by the Financial Secretary – Treasurer of Local Union 110. Such deductions shall be made from the first **TWO BI-WEEKLY PAYCHECKS** each month of said employee, and promptly remitted to the Financial Secretary of Local Union 110 together with a list of names of the employees to whom such monies are to be credited. Should any employee have no earnings due on the first payroll date of the month, deductions due shall be made from the next succeeding pay of the employee. The Union agrees that the Company's obligations to withhold under this Agreement will terminate if the Union revokes permission for the Company to display the Union label pursuant to Article 4 of this Agreement. The Company's obligations herein will begin for each employee following their successful completion of the probationary periods outlined in Article V, Section 6.

Article 18

JURY PAY

The Employer agrees to pay each employee who is called for jury based upon straight time pay, for an eight hour day. No employee shall receive jury pay for more than thirty (30) days during each calendar year. In order to receive compensation, the employee must provide satisfactory proof of his or her attendance at such jury proceeding. An employee who claims Jury Duty pay must furnish the Company with a statement from the court as to the day or days and hours served as a juror. A reasonable amount of travel time not to exceed 30 minutes will be considered part of your 8 hour shift. If 8 hours are not paid, time not worked is considered an absence.

The Employer agrees to pay each employee who is called for jury based upon straight time pay, for an eight hour day. No employee shall receive jury pay for more than thirty (30) days during each calendar year. In order to receive compensation, the employee must provide satisfactory proof of his or her attendance at such jury proceeding. An employee who claims Jury Duty pay must furnish the Company with a statement from the court as to the day or days and hours served as a juror. A reasonable amount of travel time not to exceed 30 minutes will be considered part of your 8 hour shift.

Article 19

FUNERAL LEAVE / **BEREAVEMENT** LEAVE

Employee shall be granted a leave of absence, with pay, for time lost, not to exceed three (3) days, excluding Saturdays, Sundays and holidays commencing with the day of death and ending with the day after the funeral, in the event of the death of a spouse or child, parent, brother, sister, grandparent, mother-in-law, father-in-law, step- parent, step-child. One (1) day shall be granted in the event of the death of a sister-in-law or brother-in-law.

- Funeral leave during vacation period will be compensated with extra day or days of pay after the vacation period. Proof of death and burial is to be furnished to the Employer upon request.

In the event of the death of a spouse or child, parent, brother, sister, grandparent, mother-in-law, father-in-law, step-parent, step-child, employee shall be granted a leave of absence, with pay, for time lost, not to exceed three (3) days, excluding Saturdays, Sundays and holidays commencing with the day of death. One (1) day shall be granted in the event of the death of a sister-in-law or brother-in-law. **Bereavement leave must be taken within 14 calendar days following day of death, unless otherwise mutually agreed upon.** **Bereavement** leave during vacation period will be compensated with extra day or days of pay after the vacation period.

Proof of death is to be furnished to the Employer upon request.

Article 21, Section 2

TEMPORARY EMPLOYEES

Section 2. The Company will not be responsible for continued employment or reemployment of temporary employees. If a temporary employee works more than 120 continuous working days they will be considered regular employees covered by the terms and conditions of this agreement. The Company shall have the right to discharge any temporary employee at any time.

Section 2. The Company will not be responsible for continued employment or reemployment of temporary employees. If a temporary employee works more than 120 **CALENDAR** days they will be considered regular employees covered by the terms and conditions of this agreement. The Company shall have the right to discharge any temporary employee at any time.

Article 25

REPRIMAND PROCEDURE

Employees who violate the terms of the labor agreement or handbook shall be subject to the appropriate level of disciplinary action. The nature and/or severity of the offense have a direct correlation to the level of the reprimand.

All reprimands remain a part of an employee's permanent record; however reprimands will be considered a part of the progressive discipline process only during the timeframes outlined below.

Level 1: Verbal Reprimand:

Violations of this level are considered minor infractions. Violations of the same nature shall be subject to progressive discipline for 12 months from the date of this reprimand.

Level 2: Written Reprimand:

•Violations of this level are considered major and/or may be multiple infractions of the same nature within the established timeframes of previous reprimands. Violations of the same nature shall be subject to progressive discipline for 18 months from the date of this reprimand.

Level 3: Suspension:

Violations of this level are considered severe and/or may be multiple infractions of the same nature within established timeframes of previous reprimands. Violations of the same nature shall be subject to progressive discipline for 24 months from the date of this reprimand.

Level 4: Termination:

Violations that reach this level are not acceptable for continued employment. This may include multiple infractions of the same nature within established timeframes of previous reprimands, violations of a criminal nature, or major violations such as safety or misconduct.

•Reprimands related to attendance will follow the "Absenteeism Program" in the handbook.

Employees who violate the terms of the labor agreement or handbook shall be subject to the appropriate level of disciplinary action. The nature and/or severity of the offense have a direct correlation to the level of the reprimand.

All reprimands remain a part of an employee's permanent record; however reprimands will be considered a part of the progressive discipline process only during the timeframes outlined below.

Level 1: Verbal Reprimand:

Violations of this level are considered minor infractions. Violations of the same nature shall be subject to progressive discipline for 12 months from the date of this reprimand.

Level 2: Written Reprimand:

Violations of this level are considered major and/or may be multiple infractions of the same nature within the established timeframes of previous reprimands. Violations of the same nature shall be subject to progressive discipline for **12** months from the date of this reprimand.

Level 3: Suspension:

Violations of this level are considered severe and/or may be multiple infractions of the same nature within established timeframes of previous reprimands. Violations of the same nature shall be subject to progressive discipline for 24 months from the date of this reprimand.

Level 4: Termination:

Violations that reach this level are not acceptable for continued employment. This may include multiple infractions of the same nature within established timeframes of previous reprimands, violations of a criminal nature, or major violations such as safety or misconduct.

•Reprimands related to attendance will follow the "Absenteeism Program" in the handbook.

Letter Of Understanding HOLIDAY SCHEDULE

Greenheck Fan Corporation and

Sheet Metal Workers International Union Local 110

The purpose of this Letter of Understanding is to outline the Parties Agreement relating to:

Adjusting the 2025 holiday schedule to allow team members to enjoy a consecutive break of five (5) days around the Christmas holiday.

Effective Date of Agreement: October 21 , 2025

Describe, in specific detail, the agreement below. Be sure to include any plant, classification or shift specific details that may apply.

The Company and Union have agreed to adjust the 2025 holiday schedule by recognizing New Year's Eve on Friday, December 26, 2025, rather than Wednesday, December 31, 2025. The 2025 Holiday schedule will reflect the information below:

- **Christmas Eve Day:**
 - 1st and 2nd Shifts: Wed. December 24, 2025
 - 3rd Shift: Tues. December 23, 2025
- **Christmas Day:**
 - 1st and 2nd Shifts: Thurs. December 25, 2025
 - 3rd Shift: Wed. December 24, 2025
- **New Years Eve:**
 - 1st and 2nd Shifts: Fri. December 26, 2025
 - 3rd Shift: Thurs. December 25, 2025
- **New Years Day 2026:**
 - 1st and 2nd Shifts: Thurs. January 1, 2026
 - 3rd Shift: Wed. December 31, 2025