

# **Summary of the Tentative Agreement**

**Between**



**And**



**ANCHOR GLASS CONTAINER CORPORATION**

**April 2023**



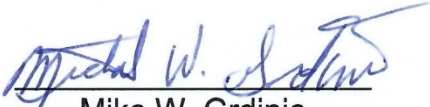
Like we did in 2020, we entered into early negotiations with Anchor this month in order to bargain together with our brothers and sisters in the P&M and AMD bargaining units. #OneUSW!

Although these negotiations were at some times difficult and frustrating for all of us, we have reached a Tentative Agreement that provides 4% wage increases each year, a \$3.00 skill adjustment this year, no changes in our health insurance premiums or plan design, increases in our Steelworkers Pension Trust benefit, and more that you'll find in this summary.

As adopted by Glass Industry Conference in May 2012, a ratification vote will be held based on one member, one vote. The vote will be conducted by each Local Union. The majority of the total votes cast will determine the results. Your Committee strongly recommends a YES vote for ratification.

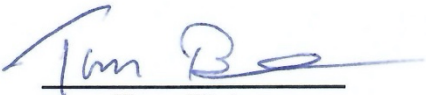
USW Mold Making Negotiating Committee

  
 Rob Withereff, Coordinator  
 USW Glass Industry Conference

  
 Mike W. Grdinic  
 MMNC Chair

  
 Ian Hollenbeck  
 MMNC

  
 Brenda Barlage  
 MMNC

  
 Tom Bixler  
 MMNC

**Term of Agreement**

**3 Year** Agreement: 9/1/2023 – 8/31/2026

**Wage Increases**

**4.0%** effective 9/1/2023, plus **\$3.00** per hour skill adjustment

**4.0%** effective 9/1/2024

**4.0%** effective 9/1/2025

	9/1/2022	9/1/2023	9/1/2024	9/1/2025	<b>Total Increase</b>
Journeyman (Minimum rate)	\$ 33.50	\$ 37.84	\$ 39.35	\$ 40.92	<b>\$ 7.42</b>

Apprentice 1st year..... \$5.00 less than Journeyman rate

Apprentice 2nd year..... \$4.00 less than Journeyman rate

Apprentice 3rd year..... \$3.00 less than Journeyman rate

Apprentice 4th year..... \$2.00 less than Journeyman rate

**Shift Differentials increased by 5¢**, afternoon shift increases to 31 cents, midnights to 35 cents

**Health Insurance**

**NO CHANGES to the health insurance for the term of this Agreement.** Premiums, copays, deductibles, etc. will remain the same as they currently are in 2023.

Waiver payment of \$2,500: "If the employee is covered under the Company's plan through another employee, they are ineligible for the waiver."

**Other Insurance Benefits**

- **Dental implants** will now be covered at 50%, with no other changes in dental insurance.
- No changes to vision insurance.
- The amount of **Life** and AD&D benefit will be increased from \$33,000 to **\$36,000**.
- The amount of the **Sick & Accident** benefit will be increased from \$350 to **\$500 per week**.

**Steelworkers Pension Trust**

**5¢** increase in SPT contributions, from **\$2.05 to \$2.10**, effective 1/1/2025

**5¢** increase in SPT contributions, from **\$2.10 to \$2.15**, effective 1/1/2026



**401(k)**

**Auto-Escalation** – Employees who contribute less than 3% will have their contribution rate automatically escalated in increments of 1% each year until they reach 3%. Employees may opt out or change their contribution rate at any time.

**Retiree Health Insurance**

The current retiree healthcare programs (Article 17) will remain in place, although the Company and the Union have **agreed to explore the possibility of moving retiree healthcare benefits to the same G.M.P. – Employers Retirees Trust that P&M and AMD members participate in.** This process will take time to evaluate the costs, benefits, and liabilities of moving to the Trust, and will also require the agreement of the Trustees. Any such changes to retiree health insurance will only be made by mutual agreement by the company and the Union.

**Holidays**

**Any employee who works during a holiday will be granted, upon request, an equal amount of time off without pay.**

**MLK, Juneteenth, and Veteran’s Day added as optional, unpaid holidays** if an employee provides sufficient notice and there is sufficient staffing.

**Vacation**

Effective January 1, 2024, **two (2) unpaid days off will be provided to new employees** following completion of sixty (60) calendar days from their employment date, until the employee is eligible for vacation, at which time any existing balance will expire.

Added the ability to take **vacation in half day increments.**

Like the other bargaining units, **the company may now require an employee to use up to 1 week of vacation to cover intermittent FMLA use.** Vacation substitution will not apply to planned intermittent leave scheduled at least one week in advance of the absence for ongoing treatment of a serious health condition. Employees who earn less than two weeks (ten days) of vacation per year are not subject to substitution of vacation time.

**Bereavement Leave**

Bereavement Leave for **grandparents, grandchildren increased from 3 paid days to 4.**

**Safety Shoes**

“The Company will pay for the replacement of any employees work shoes which are damaged (other than normal wear and tear) while performing work for the Company. The replacement cost to be borne by the company will be the cost necessary to replace the damaged shoes with shoes of the identical brand and quality. The shoes must be presented to the shift supervisor at the end of the shift. In those rare cases in which the vendor is unable to meet the needs of the employees requiring a specially-fitted shoe, the Company and vendor will work together to secure proper fitting safety-toed shoes from an alternate company.”

**Other**

Non-discrimination language expanded to include sexual orientation and gender identity.

Hourly employees who transfer to a different Anchor plant will be provided relocation in the amount of \$3,000. Any employee receiving such assistance will be required to sign a twelve (12) month relocation repayment agreement with the Company.

Labor management meeting language will now match the P&M and AMD language, allowing mold makers to participate in the annual labor management meetings.