

USW and Anchor Glass Contract Achievement Highlights

P&M / Cold End

- 4% wage increase each year: 4/1/2023, 4/1/2024, 4/1/2025
- Skill Adjustment: Maintenance: \$3.00 per hour effective 4-1-2023
- Shift differential increases:
 - Second shift (previously called first night shift) - \$0.35 (thirty-five cents)
 - Third shift (previously called second night shift) \$0.40 (forty cents)
- No changes to our contributions for health care.
- No changes to our health care plan.
- Increase pension trust contribution - \$.05 1/1/2025 and \$.05 1/1/2026
- Life/ADD increase to \$36,000.
- Weekly Sickness and Accident increases to \$500 effective April 1, 2023.
- Dental Implants at 50% coverage under dental plan.
- Bereavement leave increase to four (4) days in the event of the death of a grandparent or grandchild of an employee who has been employed of the Company for at least thirty (30) days.
- Company and Union agreed to continue working to complete the agreement on 12 Hour Shifts.
- This contract is for 3 years and expires 3/31/2026
- Hourly employees who transfer to a different Anchor plant will be provided relocation in the amount of \$3,000.
- Juneteenth added as one of the holidays employees can request off.
- Any employee who is called to active duty in the armed forces will receive his full pay for a period of one (1) month. Thereafter he will receive the difference between his military pay and his active wage rate for a period of five months.”

New Employees

- New hires will be eligible for two (2) unpaid days off after sixty (60) calendar days from their employment date, effective January 1, 2024.
- Insurance coverage for new hires to start on the first day of the month following completion of sixty (60) calendar days from their date of employment.
- New Hires will be eligible for pension trust contribution starting on the first day of the month after sixty (60) calendar days from their employment date.

Skilled Rates, Labor Grades (P&M)

- Jacksonville – Increase Raw Materials Handler / Utility from Grade 7 to **9**
- Warner-Robins – Increase Batch & Furnace Utility from Grade 7 to **9**
- Shakopee – Increase Raw Materials Handler / Batch Mixer from Grade 9 to **9**
- Henryetta – Increase Raw Materials Handler / Cullet Handler from Grade 7 to **9**

- Elmira – Increase Raw Materials Handler / Batch Utility from Grade 7 to **9**
- Lawrenceburg – Increase Raw Materials Handler / Utility from Grade 8 to **9**
- Increase QA / QC / Gaugers at all locations from Grade 10 to Grade **11**

Seniority (Job Bid)

- “Bids are awarded based on seniority once eligibility criteria are met. Employees must meet the Eligibility Criteria in order to place bids on jobs.”

Eligibility Criteria:

- Attendance Eligibility – Employees must not be at or above 2nd Written Discipline except Elmira where it is 3rd Written (*contingent on pending Elmira Attendance Program*), for Attendance Discipline.

General Eligibility:

- Once an employee has been disqualified from a job, they cannot rebid on the same job for six (6) months.
- Employees that voluntarily relinquish jobs within trial period, will be ineligible to bid on another job for six (6) months

NOTE – Employees at or below 3rd Written Discipline and without an LCA will have attendance points zeroed.