



8/28/2024

Fellow Brothers and Sisters

We have moved from Non-Economics where the Company was receptive to a good portion of our language proposals and we were able to stifle a few of the Company proposals that would have negatively impacted schedules and working conditions for many of our members in Material Handling, Janitors, and Stock Room. Overall, Non Economics has resulted in many changes that everyone asked for.

With Non-Economics behind us, we exchanged economic proposals on 8/27/2024 and have started Economic discussions. To say that the Company's initial wage proposal was disheartening, is an understatement. And, the treatment of our Economic Proposal was even more so. While we do agree to a 3 year contract, that's where agreement ends. In our agenda meetings, an 8% general wage increase for each year was voted on as our wage proposal and passed. With the last few years of economic volatility, working through Covid-19, and committing to working through adverse changes with our Chinet plates, we believe a wage adjustment of \$2.90 for members who didn't receive any adjustment along with an 8% general wage increases for everyone are reasonable asks. The Company however has started their proposal at .5% for all 3 years stating that Waterville has enjoyed and benefitted from a very rich 5 year contract.

Its important to understand that these are initial proposals, and though the Company has Non-Concurred on pretty much our entire Economic proposals, they have indicated that there are some items that they are willing to work with us on.

Your bargaining committee feels that the Union has worked with Huhtamaki over the past 5 years to keep the Waterville Mill (our home) not only operating, but also profitable in these harsh economic times. Every member and their families sacrificed their bodies and health through Covid in order to make this a reality. It is time for Huhtamaki to understand that the price of doing business in Waterville Maine has gone up, and these times call for higher wages in order to recruit AND retain workers for our mill.

We will continue to bargain in good faith and plan to continue the fight for the advances we all deserve.

In Solidarity,
Your Bargaining Committee