



# Negotiations Update: A Call to Action

It has been more than 8 months since negotiators from Mondelēz Global LLC and the BCTGM last met, and 6 months since we last heard anything from the BCTGM about negotiations. During these past months, the **Company has remained willing to meet at any time and our goal consistently has been to secure contracts for our employees.**

The Company provided a “Revised, Last, Best and Final Offer” (LBF) on April 7, 2016, but the BCTGM has not accepted it, nor has it allowed employees to vote on it or suggested the parties meet for further bargaining. The Company’s offer still stands, but due to the passage of time, effective dates in the LBF offer needed to be updated, and the Company clarified the way it will implement the defined contribution retirement plan.

**Key elements of the offer remain the same**, and the “Second Revised, Last, Best and Final” (presented to the BCTGM on Dec. 21, 2016) is a good offer and the right solution for both our employees and our business.

**Learn the facts about your future and what the Company’s offer means for you and your family.** This is an important negotiation. **We urge you to ask the Union for an opportunity to vote on this offer.**



# What you need to know about the “Second Revised, Last, Best and Final Offer” presented on Dec. 21, 2016:



## Contract Term

Four Years – **March 1, 2016 through February 29, 2020**



## Wages & Bonus

If ratified, **a \$5,000 lump sum bonus**. A **2.25% wage increase** for all classifications, each year of the contract and retroactive to March 1, 2016.



## Pension

Replacement of the B&C Pension Fund, which is in “Critical and Declining” Status and projected to be insolvent in 14 years. **Going forward, your retirement benefits would come from two sources:** vested B&C Pension Fund benefits for service already earned and a defined contribution retirement plan funded entirely by the Company.



## Healthcare

Once in place, a plan with \$200 (Individual) and \$400 (Family) annual deductibles, and \$1,500 (Individual) and \$3,000 (Family) annual out-of-pocket maximums. **Once your deductible is met, plan typically pays 90% of in-network covered costs, and after your out-of-pocket maximum is reached, the plan pays 100% for eligible in-network expenses.**

Visit [www.negotiations2016.com](http://www.negotiations2016.com) to learn the facts about this important negotiation.