

WE HAVE OFFERED TO TRIPLE OUR RATIFICATION BONUS  
IF YOUR CONTRACT IS RATIFIED BY MAY 20, 2018.

## What this REALLY means for you:

- ✓ **A \$15,000 lump-sum CASH payment — That’s a nearly 30% bonus on the average employee’s current straight-time pay.**
  - Yes, of course, taxes will be deducted. We are required to do this with all wage and salary payments. However, the exact amount depends on your individual tax circumstances.
- ✓ **An IMMEDIATE wage increase and retroactive back pay.**
  - 2.25% retroactive to March 1, 2016, 2.25% retroactive to March 1, 2017, and another 2.25% retroactive to March 1, 2018. Plus, another 2.25% in March 2019.
- ✓ **A NEW retirement plan where the Company will contribute to an account for you.**
  - The Company will be putting approximately \$25 Million per year into the new plan over the next 5 years — more than the \$22 Million that the Company contributed to the B&C Fund in 2017.
  - The Company will also be paying approximately \$28.5 Million into the B&C Fund each year for 20 years. This is called “withdrawal liability” and is for our responsibility to the Fund.
  - You will get whatever you are eligible to receive under the B&C Fund — but “forever” is not guaranteed with this union pension plan. The Fund forecasts that by 2030 it will no longer be able to pay its obligations.
  - Our new retirement plan is designed with your FUTURE in mind.
- ✓ **A Medical Plan where, like most employees in the United States, and at our Company, you will share some of the costs, but with NO health care premium contributions in 2018, and a new Company contribution of \$200 for two years to a health care account in your name to help offset out-of-pocket medical costs.**

We don’t want you to miss the opportunity for this extra \$10,000,  
on top of the \$5,000 we have already offered.  
The full \$15,000 is only available until May 20<sup>th</sup>.

WE THINK IT IS ONLY FAIR THAT YOU SHOULD HAVE THE CHANCE  
TO VOTE ON OUR FINAL OFFER AND RATIFY IT NOW.