



December 20th, 2021

LETTER OF AGREEMENT

This will acknowledge agreement by and between the UAW Local 975 and Nouryon Chemicals LLC, Lima, Ohio, concerning a new position of Utility Operator. A trial period of one year will be established with bi-monthly evaluations. This may be extended or become a permanent role based on final evaluation at the end of the trial period.

Utility Operator Roles & Responsibilities

Primary responsibilities: Limited tank farm certification, full runner certifications in liquids and intermediates, and warehouse/runner certification in derivatives(including nitrile warehouse).

Main purpose: Expand tank farm hours, assist in permitting, fill in each focus group as needed.

Schedule 5 a.m. to 1pm, M-F 40 hours/week

Overtime: This position will be canvased as non-forceable general.

Position will be bid but the company elects the position based on choice

Individual will be grandfathered back to focus group at the next available opening if position is eliminated

Pay: Chemical Operator I

SIGNATURES:

Union Leadership:

Shaun G. Conway

Management:

Emily M. Branden
Nathan Zuckerman