Transition Letter of Agreement

During the negotiations to renew the 2023-2026 CBA, the Company made several proposals that require transitions, delayed implementation, or are one-time changes.

Vacation/Personal Days

The Company proposed to consolidate personal days, non-scheduled days, and vacation and into a combined vacation policy. This change is found in C-3. In order to effectuate a transition from the old vacation/personal day programs to the new vacation program, the Company will apply the following terms:

1. Any vacation accrued in 2025 under the 2023-2026 CBA has already been paid to Employees. The time off without pay will be used in CY 2026 and in the same manner as in 2025.

2. The earning caps contained in Section 16.4 will be increased by eighty (80) hours for 2027, forty (40) hours for 2028, and twenty (20) hours for 2029 unless otherwise accelerated by the Company.

3. Employees hired prior to 1986 will continue to receive five (5), unpaid non-scheduled days for each year of the Agreement starting in 2027. They have already been granted five (5) days for 2026 which they will retain. They will also continue to be granted three (3) personal days per year consistent with the terms of the 2023-2026 CBA.

4. The Company will modify the Attendance Policy pursuant to its management rights to reflect the following:

   - Full days of vacation will require a call-in prior to the start of the shift,
   - Late arrivals by the start of the shift,
   - And nonemergency early departures one hour prior to departure.

Healthcare

The Company proposed healthcare language changes which would allow Employees to elect medical, dental, and vision in any combination. That ability will take effect during the next open enrollment for 2027.

Miscellaneous

The Company will not modify its Attendance Policy for the life of the Agreement without bargaining the changes with the Union.

Wages

Remove the wage table for Employees hired before 2/1/1988 from Appendix A. Employees hired before 2/1/1988 will receive the same General Wage Increase percentages as Employees hired after 2/1/1988.

John A Mitchell	Aaron Shinaul
Labor Relations	International Representative