



8/8/25

Members,

Union leadership of the Locals met today and yesterday the Joint Steering Committee met with the Company's representatives from Labor Relations in large part to discuss the Company's implementation of CBA Section 7.1. We are continuing to meet and work on your behalf. During the meeting, we went line by line through Section 7.1. We addressed the concerns brought to us by our members. The majority of our questions were met with the response of, "We will have to get back to you." One point of clarification that was made is the Company will allow employees that are retirement eligible and choose to exercise option 3 "Termination Wages" will be placed on retirement in lieu of termination and will also receive their appropriate termination wages based on seniority and all earned retirement benefits.

In addition, we are waiting for the Company's response to an information request that was submitted to investigate the Company's implementation of Section 7.1 and the effects that may take place as a result.

We have received the packets that were provided to all members that the Company determined may be impacted by Section 7.1 and they are being reviewed for accuracy and proper interpretation of the Contract.

If you have any questions during this process, please reach out to your appropriate Local Union representative.