

USW and Anchor Glass Contract Achievement Highlights

AMD / Hot End

- 4% wage increase of Journeymen Machine Operators each year: 4/1/2023, 4/1/2024, 4/1/2025; plus \$0.25 skill adjustment.
- Wage increase of Machine Upkeep, Machine Repair, Freederman and Group Leader from \$1.25 to \$1.40 on 4/1/2023.
- Shift differential increases:
 - Second shift (previously called first night shift) - \$0.35 (thirty-five cents)
 - Third shift (previously called second night shift) \$0.40 (forty cents)
- No changes to our contributions for health care.
- No changes to our health care plan.
- Increase pension trust contribution - \$.05 1/1/2025 and \$.05 1/1/2026
- Life/ADD increase to \$36,000.
- Weekly Sickness and Accident increases to \$500 effective April 1, 2023.
- Dental Implants at 50% coverage under dental plan.
- Bereavement leave increase to four (4) days in the event of the death of a grandparent or grandchild of an employee who has been employed of the Company for at least thirty (30) days.
- Company and Union agreed to continue working to complete the agreement on 12 Hour Shifts.
- This contract is for 3 years and expires 3/31/2026
- Hourly employees who transfer to a different Anchor plant will be provided relocation in the amount of \$3,000.
- Juneteenth added as one of the holidays employees can request off.
- Any employee who is called to active duty in the armed forces will receive his full pay for a period of one (1) month. Thereafter he will receive the difference between his military pay and his active wage rate for a period of five months.”

New Employees

- New hires will be eligible for two (2) unpaid days off after sixty (60) calendar days from their employment date, effective January 1, 2024.
- Insurance coverage for new hires to start on the first day of the month following completion of sixty (60) calendar days from their date of employment.
- New Hires will be eligible for pension trust contribution starting on the first day of the month after sixty (60) calendar days from their employment date.

Seniority (Job Bid)

- “Bids are awarded based on seniority once eligibility criteria are met. Employees must meet the Eligibility Criteria in order to place bids on jobs.”

Eligibility Criteria:

- Attendance Eligibility – Employees must not be at or above 2nd Written Discipline except Elmira where it is 3rd Written (*contingent on pending Elmira Attendance Program*), for Attendance Discipline.

General Eligibility:

- Once an employee has been disqualified from a job, they cannot rebid on the same job for six (6) months.
- Employees that voluntarily relinquish jobs within trial period, will be ineligible to bid on another job for six (6) months.

NOTE – Employees at or below 3rd Written Discipline and without an LCA will have attendance points zeroed.