

CHESTERFIELD & TECHNICAL CENTER 2008 SUMMARY AGREEMENT

**Honeywell Chesterfield Plant and Technical Center
Collective Bargaining Summary
May 12th, 2008**

Term effective May 15, 2008 through May 14, 2011

WAGE RATE INCREASE

Year	Increase	Effective
1	3.25%	5/12/08
2	3.00%	5/11/09
3	3.00%	5/10/10

All employees in the bargaining unit will receive a forty (40) cent/hour general wage adjustment as of May 15th 2008.

Colonial Heights Service Operators will receive a fifty (50) cent/hour wage adjustment as of May 15, 2008. This special wage adjustment is in addition to any other wage adjustment.

HEALTH CARE CHANGES

Weekly CIGNA Medical Contributions

	Current	7/1/2008	7/1/2009	7/1/2010
Employee Only	\$14.91	\$17.24	\$18.79	\$20.48
Employee & Spouse	\$40.90	\$47.30	\$51.55	\$56.19
Employee & Children	\$25.98	\$30.05	\$32.75	\$35.70
Employee & Family	\$44.73	\$51.74	\$56.39	\$61.47

Weekly Aetna Medical Contributions

	Current	7/1/2008	7/1/2009	7/1/2010
Employee Only	\$15.21	\$17.45	\$19.02	\$20.73
Employee & Spouse	\$41.71	\$47.88	\$52.19	\$56.88
Employee & Children	\$26.50	\$30.41	\$33.15	\$36.14
Employee & Family	\$45.63	\$52.37	\$57.09	\$62.22

CHESTERFIELD & TECHNICAL CENTER 2008 SUMMARY AGREEMENT

HEALTH CARE PLAN DESIGN

Plan Design	Current Design	1/1/2009	1/1/2010	1/1/2011
Annual Deductible	None	\$50	\$75	\$100
-Hospital Inpatient	Covered at 90%	90%	90%	90%
-Hospital Outpatient	Covered at 90%	90%	90%	90%
Out of Pocket Maximum	\$400 Individual \$600 Employee & Child or Spouse \$800 Family	\$500/\$750/\$1000	\$600/\$900/\$1200	\$800/\$1200/\$1600
Office Visits				
-Primary	\$10	\$10	\$15	\$15
-Specialist	\$20	\$25	\$30	\$30
Emergency Room	\$75 co pay	\$75	\$150	\$150
Urgent Care	\$50 co pay	\$40	\$40	\$40
Prescription Drug Coverage				
-Retail (30 day supply)	\$10 (generic), \$20 (preferred brand name), \$30 (non-preferred brand name)	\$10/\$20/\$35	\$10/\$30/\$45	\$10/\$35/\$50
-Mail Order (90 day supply)	2 X Retail	2.0 X Retail	2.0 X Retail	2.0 X Retail

- Deductibles do not apply to out of pocket maximums
- Deductible does not apply to all co-pay services

CHESTERFIELD & TECHNICAL CENTER 2008 SUMMARY AGREEMENT

- Effective 1/1/2010 Subject to Brand/Generic co-pay difference [if you get a brand name drug that has a generic available you will pay the difference in the cost between the generic and the brand name drug].
- Effective 1/1/2010 Brand drug co-pays apply for all brand prescriptions.
- Emergency Room co-pay waived if admitted
- Effective 1/1/2009 medical plan is open access. Covered members can visit specialist with no referral.
- When out of pocket maximums hit the plan pays 100% for coinsurance services.

HEALTH AND WELFARE - ARTICLE 23, SECTION 2, PAGES 69-71

Section 2. The Employer agrees that, for any disability which commences on or after the date of Agreement, the following Weekly Disability Benefits will be provided at no cost to all employees.**

A. For non-occupational accident or sickness the benefit is as follows:

~~\$345~~ \$355 per week for twenty-six (26) weeks.

** Applies only to employees at work who have completed ninety (90) days of service.

VACATIONS - ARTICLE 22, SECTION 1, PAGES 65-67

Employees who have three (3) or more weeks of vacation may elect to take one (1) week of vacation in days. Employees who have ten (10) or more years of service may elect to take two (2) weeks of vacation in days. This election must be made during the yearly canvassing process. Once this election is made, the employee may pre-schedule some or all of the days prior to the end of the canvassing process. If the employee does not pre-schedule the days, the employee will be allowed the ability to request and be awarded a Day-at-a-Time Vacation, up to two (2) hours prior to shift change on the day requested. Day-at-a-Time guidelines, as far as availability of the Day-at-a-Time will apply.

Employees that call-in for an absence, may substitute a Day-at-a-Time vacation, provided that they do so within seventy-two (72) hours after returning to work. The absence will still count as an occurrence.

Day-at-a-Time vacations will not be counted as a day worked in computing overtime.

SENIORITY - ARTICLE 4 - SECTION 4, PAGE 11 & SECTION 10, PAGE 14

Section 4.

An employee who bids for a transfer and is awarded the job, will be required to move to the job for which the employee has bid. An employee who bids for a transfer and is awarded the job will not be permitted to bid on subsequent transfers for a period of six (6) months after the employee starts work on the new job except that: employees will not be permitted to bid on subsequent transfers for twelve (12) months after being awarded and starting work in a Spectra Technician classifications ~~and for eighteen (18)~~ Twelve (12) months after being awarded and starting work

CHESTERFIELD & TECHNICAL CENTER 2008 SUMMARY AGREEMENT

in a Polymer Operator A or Polymer Operator B job and Twelve (12) months for Services Section and Chesterfield Utilities Section. Such an employee may bid on any job created after the employee has bid on another job, without restriction.

Section 10. When a reduction in the working force is anticipated, the Company agrees to give employees at least ~~five (5) scheduled working days~~ **ten (10) calendar days** notice before layoff except in such situations involving breakdowns or conditions beyond the control of the Company.

At the earliest possible time after such notification, the Company shall give the Union details concerning the number of persons to be laid off and the types of jobs being reduced.

FUNERAL LEAVE - ARTICLE 25, PAGES 71-72

In case of death in the immediate family of an employee, the employee shall be granted a leave of absence for bereavement or to attend the funeral, with pay at the employee's straight time hourly rate of pay for time necessarily lost, up to a maximum of four (4) days (including part days at the beginning and end of such leave) at the employee's straight time hourly rate or up to a maximum of five (5) days leave in the event of the death of a spouse, employee's parent(s) or children. Such leave may be taken during a period ending with the third (3rd) day following the date of the funeral. Immediate family shall mean employee's spouse, children, brothers, sisters, parents, stepparents, grandparents, spouse's parents, brother-in-law, sister-in-law, grandchildren, stepchildren, guardian, son-in-law, daughter-in-law, spouse's grandparents, and any relative in the employee's household.

MEMORANDUM OF AGREEMENT OPERATOR ASSESSMENT, PAGE 112

All qualified employees in the High Performance Fiber, Polymer, ~~and QS & L,~~ Services, and Chesterfield Utilities sections will be assessed annually on their knowledge of the areas, processes, and the job responsibilities associated with their current grade.

MEMORANDUM OF AGREEMENT PRE-CERTIFICATION, PAGES 109-111

Beginning August 1, 2005, Pre-Certifications will be required for employees moving into openings in selected job grades in the Sections defined in Article 4, Section 3. Employees in positions as of July 31, 2005, will not be required to have Pre-Certifications in job grades below their grade.

These Pre-Certifications are as follows:

In Materials Movement Section*

RF Pre-Certification will be required before an employee enters the Pack out

SAP Pre-Certification will be required before an employee enters the Shipper classification

CDL Pre-Certification will be required before an employee enters the Truck Driver Classification

In Polymer Section

Polymer 101 Pre-Certification will be required before an employee enters B Class

Chemical Operations 101 Pre-Certification will be required before an employee enters A Class

CHESTERFIELD & TECHNICAL CENTER 2008 SUMMARY AGREEMENT

In ~~NR&R~~ Chesterfield Utilities Section

~~Chemical Operations 101 Pre-Certification will be required before an employee enters A Class 4th Class Boiler License Pre-Certification will be required before an employee enters the Chief Utility Operator Classification~~

In Services Section

4th Class Boiler License Pre-Certification will be required before an employee enters the Service Operator Classification

In QS&L Section

Basic Math & Computer Skills Pre-Certification will be required before an employee enters the QS&L Section

In High Performance Fibers Section

Fiber 101 Pre-Certification will be required before an employee enters the ~~Laboratory~~ Spectra Technician Classifications

In all Sections for any Job Movement

Annual Hearing Test*

Annual Safety Training on OSHA Mandated Topics**

In Sections and Jobs that require a Fork Lift License

Annual Fork Lift License renewal required to progress to new grades**

When a need is identified by the Company, a posting will be initiated that will allow employees to bid on Pre-Certification openings. Employees will be selected to participate in the Pre-Certification process on the basis of seniority. Once an employee has completed Pre-Certification, that employee will be required to move into the next available opening in the job for which the Pre-Certification was administered. This progression will be in seniority order.

Prior to completing the Pre-Certification, an employee in the Pre-Certification process, who has not yet been given the final Pre-Certification evaluation, may opt out of the Pre-Certification. Such an employee must wait two (2) years before taking the Pre-Certification again. An employee who attempts the Pre-Certification and fails either during the process or the final evaluation, may bid to repeat the Pre-Certification process after six (6) months, when such openings occur.

If there are multiple employees who have passed the pre-certification for a job, and a position becomes available, the employees will be given the option, in seniority order to move into the open position. If all employees with the pre-certification turn down the opportunity, the least senior employee holding the pre-certification will be required to move into the open position. Future openings will be filled in the same manner until the pool of pre-certified employees is exhausted.

Employees moving into an open position after pre-certification must remain in the job assignment for 6 months, except in the case of Polymer Operator A and Polymer Operator B, Spectra Technicians, Services, and Chesterfield Utilities, which must remain in the position for 12 months, except in the case of a rollback. This retention period begins with the first day in training for the pre-certified job.

CHESTERFIELD & TECHNICAL CENTER 2008 SUMMARY AGREEMENT

If an employee holds multiple pre-certifications and is faced with a rollback or layoff during their retention period, then they may bump a junior employee who moved ahead of them in seniority order, (due to retention of the senior employee), into a different pre-certification opening only if the junior employee is still in training for the job which both employees have a previous pre-certification.

Timing, need, openings, and content of Pre-Certifications will be determined by the Company. Should there be no bidders into a Pre-Certification opportunity, the junior employee in the next lower classification in the Section will be drafted into the Pre-Certification process. If no employee in the lower classification passes the Pre-Certification process, the most senior employee in the lower classification will be automatically promoted into the next opening in the classification for which the Pre-Certification was to be administered.

*Hearing Tests are administered in the Medical Department Monday through Friday from 8:00 a.m. until 4:00 p.m. It will be the responsibility of the employee to schedule and renew their hearing test annually to keep this Pre-Certification current.

**The Company will schedule opportunities for employees to attend this training. It will be the responsibility of the employee to attend and complete such training to keep current in these Pre-Certifications.

PAYCHECK ADMINISTRATION

- Automatic direct deposit implementation date of September 1, 2008. On ratification of contract, employees will have until September 1, 2008 to sign a waiver and opt out of direct deposit.
- Pay date on Thursday

MEAL ALLOWANCE - ARTICLE 20, PAGES 61-62

- Meal tickets incorporated into paychecks

Section 1. Meal tickets will be issued in accordance with the following provisions:

1. An employee who works at least ten (10) hours consecutively, but no more than sixteen (16) hours, will be issued one (1) meal ticket, except as provided in Item 3, below.
2. If an employee should work more than sixteen (16) consecutive hours the employee will be issued a second (2nd) meal ticket when the employee has worked two (2) hours or more into the third (3rd) eight (8) hours.
3. An employee who works more than one-half (1/2) of the Midnight to 8:00 A.M. shift and then continues into the 8:00 A.M. to 4:00 P.M. or 8:00 A.M. to 4:30 P.M. shift with the expectation that the employee will work the entire shift, will be granted two (2) meal tickets, ~~one (1) of which will be to provide a hot breakfast at approximately 8:00 A.M.~~

CHESTERFIELD & TECHNICAL CENTER 2008 SUMMARY AGREEMENT

4. An employee who is called at home and reports to work within two (2) hours of the time the employee is called, and who works at least two (2) hours outside of the employee's regular hours, will be issued one (1) meal ticket.
5. ~~All meal tickets will be dated and must be used within seven (7) calendar days of the date issued. Combinations of circumstances outlined in Items 1 through 4, above, shall not permit pyramiding of meal allowance.~~
6. A meal ticket shall be worth ~~\$6.00~~ \$8.00 taxable income in cash, which will be given to the employee upon proper presentation of the employee's meal ticket to the Cafeteria Cashier or other person designated by the Company ~~added to an employee's paycheck.~~
7. Where an employee has purchased, or commenced a regular meal during working hours, and such meal is interrupted by the employee's supervisor for emergency work, the employee will be provided with a meal ticket.

MEMORANDUM OF AGREEMENT RATE PROTECTION IN THE EVENT OF A ROLLOBACK (NEW LANGUAGE)

Employees impacted by a rollback to a lower paying job will receive rate protection, at the rate they were receiving prior to being rolled back, for a period of thirty (30) calendar days which will begin on the first (1st) day assigned to the lower paying job. This rate protection does not apply to employees who are laid-off.

MEMORANDUM OF AGREEMENT SAFETY SHOES (NEW LANGUAGE)
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The Company will continue the current practice, at each site, concerning purchase of safety shoes two (2) pair per year at one hundred twenty-five (\$125.00) per pair.

MEMORANDUM OF UNDERSTANDING PERSONAL COMPUTER REBATE PROGRAM, PAGES 90-91
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Upon ratification the personal computer rebate program is no longer available.

MEMORANDUM OF UNDERSTANDING PERSONAL COMPUTER REBATE PROGRAM

~~The Chesterfield Plant and Technical Center Computer Rebate Program is available to all full-time employees of the Chesterfield Plant and Colonial Heights Technical Center. The Program will become effective June 1, 2002 and replaces the Personal Computer Purchase Program. Employees who purchased a computer under the old program will be required to repay their loans based upon the conditions of that program.~~

~~This Program will allow employees to purchase the desktop or laptop computer of their choice through the retailer of their choice, including any discounted computers purchased through a~~

CHESTERFIELD & TECHNICAL CENTER 2008 SUMMARY AGREEMENT

~~Honeywell Employee Purchase Program affiliate. Employees will be required to provide proof of purchase to be eligible for the Program. If eligible and approved the employee will receive a one hundred and seventy five dollar (\$175) rebate check.~~

Process:

- ◆ ~~An employee can receive one (1) computer purchase rebate every eighteen (18) months.~~
- ◆ ~~Employees must wait at least four (4) weeks from the date of purchase to request their \$175 check.~~
- ◆ ~~All rebate requests must be turned in no later than three (3) months after the purchase of the computer.~~
- ◆ ~~Employees must complete the PC Rebate Request Form and provide proof of purchase (original sales receipt with sales price, vendor and date of purchase information), as well as identification, when requesting the rebate and when picking up the rebate check.~~
- ◆ ~~The Rebate Program is only available to employees of Honeywell International Inc. (children, spouses, friends, etc. are not eligible).~~

Note: This computer rebate program is for computers only and not electronic devices used for entertainment, games, specialty functions, etc.

MEMORANDUM OF UNDERSTANDING SPECTRA REALIGNMENT
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- Current High Performance Fiber Technicians would be canvassed to determine which classification they prefer. Draw and Gel classification openings will be filled on the basis of seniority.
- Once the new classifications are set, overtime opportunities would be offered only within the new classifications (volunteer and draft). New vacation groupings will go into effect with 2009 vacations.
- Employees with previous qualifications will be allowed to relieve drafts in the other classification that they did not move to, but it would be considered out of classification draft relief.
- In the event of a roll-back, employees would maintain any previous qualifications in either Draw or Gel assignments.
- Training will be restructured and separated into Draw Training or Gel Training for new employees entering the area. Employees would only be trained for the classification where there are openings.
- Employees that are working in the High Performance Fiber section prior to May 15, 2008 will be grandfathered with respect to wage and will be paid according to the new Gel Technician wage schedule.
- Employees outside the High Performance Fiber section who hold qualifications in the section prior to May 15, 2008 will be paid at the new Gel Technician wage schedule should they return to work in the High Performance Fiber section.
- Employees entering the High Performance Fiber section on or after May 15, 2008 will be paid according to the wage schedule for the classification into which they enter.
- September 1, 2008 is the effective date for the implementation of the Spectra Realignment.

CHESTERFIELD & TECHNICAL CENTER 2008 SUMMARY AGREEMENT

ARTICLE 18, PAGE 58

Add new job classifications as (1) Gel Technician, (2) Draw Technician.

HIGH PERFORMANCE FIBERS SECTION (SPECTRA)

JOB TITLE	2008 5/15/2008	2009 5/15/2009	2010 5/15/2010
Certified Day Trainer	+ \$0.34		
SRU Technician	+ \$0.34		
Spectra Warehouse	+ \$0.34		
Gel Technician	+ \$0.34		
Draw Technician	- \$1.00	SEE NOTE BELOW	

NOTE: Employees hired after March 15, 1987 see NOTE on page 48.

NOTE: All employees holding Spectra qualifications prior to May 15, 2008 are grandfathered at the Gel Technician Classification wage schedule, regardless of classification worked.

**MEMORANDUM OF AGREEMENT
COMBINE NR&R & SERVICES AT CHESTERFIELD**

- Combine NR&R and Service Sections at Chesterfield to a new section titled Chesterfield Utilities.
- Cross-train operators already in the Chesterfield Services and NR&R sections.
- All assignments would be A-class and require Boiler Certification
- Top pay for the combined classification would be equivalent to \$0.50 adjustment over the current Recovery Operator A rate on May 15th, 2008.
- New Section classification steps:

NEW CHESTERFIELD UTILITIES SECTION

JOB TITLE	2008 5/14/2008	2008 5/15/2008
Certified Day Trainer		\$25.27*
Chief Utilities Operator* 20 Weeks	\$24.37	\$24.87*
Chief Utilities Operator 1 st Grade 17 Weeks		
Starting Rate		

NOTE: Employees hired after March 15, 1987 see NOTE on page 48.

NOTE: All employees holding qualifications in NR&R or Services prior to May 15, 2008 are grandfathered at the Chief Utilities Operator rate.

**Not including any general increase prior to implementation*

- Existing incumbents in both the NR&R and Utility sections will move to top pay in the combined section effective upon May 15th 2008.
- Cross-training will be done in seniority order by area.
 - The most senior qualified employee in NR&R and the most senior qualified employee in Services will be canvassed in seniority order to

CHESTERFIELD & TECHNICAL CENTER 2008 SUMMARY AGREEMENT

go through training. Senior employees have the option to decline training provided a junior employee in the area is available for cross-training.

- To facilitate this training, the current day operator who does training in NR&R will train operators on the NR&R responsibilities and the current trainer in Services will train operators on the services responsibilities.
- The current day operator who does training in NR&R and the existing trainer in Services would both be grandfathered as a combined section trainer for Chesterfield and will be paid \$0.40/per hour above the Chief Utilities operator.
- Employees will become eligible for overtime in the assignments they are qualified.
- If technology changes or other events result in fewer people required for the combined NR&R and Service Sections, the reduction will be handled through attrition in the combined section. This applies only to employees currently assigned to NR&R or Services sections as of May 15, 2008.
- New vacation groupings will go into effect with 2009 vacations.
- Employees entering the Chesterfield Utilities Section on or after May 15, 2008 will be paid according to the wage schedule for the classification, unless they have previous qualifications in which case they will automatically go to top rate for the Chief Utilities Operator classification upon bidding or being rolled back into this new combined section.
- September 1, 2008 is the effective date for the implementation of this combination.
- Contract Articles, MOU and MOA that are affected by this classification will be revised consistent with this proposal.

MEMORANDUM OF AGREEMENT 12 HOUR SHIFTS (NEW LANGUAGE)
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A majority of the employees in any Area or Section of the Plant may authorize the Union to discuss with the Company the implementation of a 12 hour shift in that Area or Section on either a trial or a permanent basis.

If the Union and the Company reach tentative agreement, the agreement will not be implemented unless it is ratified by a majority of the employees in the effected Area or Section. Any agreement so ratified will not have any effect on any other Area or Section of the Plant and will not be considered precedential.

MEMORANDUM OF AGREEMENT PAY FOR KNOWLEDGE (NEW LANGUAGE)

During the 2008 Contract negotiations, the parties agreed that the Company will implement a pay for knowledge structure for Polymer, Chesterfield Utilities and Services Sections. Employee who enter the sections listed above on or after May 15, 2008, will progress through pay rates by successfully completing key milestones defined in the training process and listed in Article 18. If the training associated with the next pay level cannot be accomplished through no fault of the employee, the employee will receive the pay associated with the next grade according to the wage schedule and will be trained at the next available opportunity. Current employees in these classifications on May 15, 2008 will be

CHESTERFIELD & TECHNICAL CENTER 2008 SUMMARY AGREEMENT

grandfathered in their current classification and will continue on the time based schedule to progress to top rate.

POLYMER SECTION

Polymer West JOB TITLE	<u>Qualification</u>	2008 5/12/2008	2009 5/11/2009	2010 5/10/2010
Polymer Certified Day Trainer				
Polymer Oper. A	B Board Training (4 weeks)			
Polymer Oper. A 3rd Grade	3/4 Floor Qualification (5 weeks)			
Polymer Oper. A 2nd Grade	3/4 Floor Training (5 weeks)			
Polymer Oper. A	* Starting Rate			
Polymer Oper. B	1st Floor Training (4 weeks)			
Polymer Oper. B 3rd Grade	Extrusion Qualification (4 weeks)			
Polymer Oper. B 2nd Grade	Extrusion Training (3 weeks)			
Polymer Oper. B	* Starting Rate			
Polymer Oper. C***				
Polymer Oper. C**				

* Assumes promotion from next lower Polymer classification.

** Four (4) year progression not applicable.

*** Roll back rate only, see MOU Grandfathering Polymer Operator C, page

NOTE: Employees hired after March 15, 1987 see also NOTE on page **.

Polymer West A Class assignments: 3/4 Floor, B Board, D Board

Polymer West B Class assignments: Extrusion, 1st Floor, Utility

CHESTERFIELD & TECHNICAL CENTER 2008 SUMMARY AGREEMENT

Polymer East		2008	2009	2010
JOB TITLE	<u>Qualification</u>	5/12/2008	5/11/2009	5/10/2010
Polymer Certified Day Trainer				
Polymer Oper. A	D Board			
	Qualification			
	(4 weeks)			
Polymer Oper. A 3rd Grade	D Board			
	Training			
	(2nd 5 weeks)			
Polymer Oper. A 2nd Grade	D Board			
	Training			
	(5 weeks)			
Polymer Oper. A	* Starting			
	Rate			
Polymer Oper. B	1st Floor			
	Training			
	(4 weeks)			
Polymer Oper. B 3rd Grade	Extrusion			
	Qualification			
	(4 weeks)			
Polymer Oper. B 2nd Grade	Extrusion			
	Training			
	(4weeks)			
Polymer Oper. B	* Starting			
	Rate			

Polymer Oper. C***

Polymer Oper. C **

* Assumes promotion from next lower Polymer classification.

** Four (4) year progression not applicable.

*** Roll back rate only, see MOU Grandfathering Polymer Operator C, page

NOTE: Employees hired after March 15, 1987 see also NOTE on page **.

Polymer East A Class assignments: 5th Floor, D Board

Polymer East B Class assignments: Extrusion, 1st Floor, Building 75, Utility

CHESTERFIELD & TECHNICAL CENTER 2008 SUMMARY AGREEMENT

SERVICES SECTION

JOB TITLE	Qualification	2008 5/12/2008	2009 5/11/2009	2010 5/10/2010
Chief Service Oper.	Rate after 2 nd Training (13 weeks)	\$22.92	\$23.61	\$24.32
Chief Service Oper.	* Starting Rate	\$22.57	\$23.25	\$23.95
Service Oper.	Rate after 1 st Qualification (10 weeks)	\$22.37	\$23.04	\$23.73
Service Oper. 4th Grade	After 9 Wks.	\$21.79	\$22.44	\$23.11
Service Oper. 3rd Grade	After 6 Wks.	\$21.47	\$22.11	\$22.77
Service Oper. 2nd Grade	After 3 Wks.	\$21.27	\$21.91	\$22.57
Service Oper.	Starting Rate	\$21.07	\$21.70	\$22.35

* Assumes promotion from Service Operator.

NOTE: Employees hired after March 15, 1987 see NOTE on page **.

CHESTERFIELD UTILITIES SECTION

JOB TITLE	Qualification	2005 5/15/2005	2006 5/15/2006	2007 5/15/2007
Certified Day Trainer Chief Utilities Operator	Rate after 2 nd Qualification (20 Weeks)			
Chief Utilities Operator 1st Grade	Rate after 1 st Qualification (17 Weeks)			
Starting Rate				

* Assumes promotion from Service Operator.

NOTE: Employees hired after March 15, 1987 see NOTE on page **.

Note: All employees holding qualification in NR&R or Services prior to May 15, 2008 are grandfathered at the Chief Operator rate.

2008 Wage Schedule - Chesterfield & Colonial Heights									
Negotiations									
JOB TITLE	TIME	CURRENT	5/1/2008	5/15/2008	5/1/2009	5/1/2010	5/1/2011	5/1/2012	5/1/2013
MAINTENANCE SECTION									
Maintenance Certified Training Coordinator		\$ 29.50	3.25%	\$ 0.40	3.00%	\$ 0.40	3.00%	\$ 0.40	3.00%
Multitrail Maintenance		\$ 29.14	3.25%	\$ 0.40	3.00%	\$ 0.40	3.00%	\$ 0.40	3.00%
POLYMER SECTION									
Polymer Certified Trainer		\$ 25.47	3.25%	\$ 0.40	3.00%	\$ 0.40	3.00%	\$ 0.40	3.00%
Polymer A Class		\$ 25.07	3.25%	\$ 0.40	3.00%	\$ 0.40	3.00%	\$ 0.40	3.00%
Polymer B Class		\$ 23.89	3.25%	\$ 0.40	3.00%	\$ 0.40	3.00%	\$ 0.40	3.00%
CHESTERFIELD UTILITIES SECTION									
Certified Day Trainer		\$ 24.37	3.25%	\$ 1.30	3.00%	\$ 1.30	3.00%	\$ 1.30	3.00%
Chief Utilities Operator		\$ 24.37	3.25%	\$ 0.90	3.00%	\$ 0.90	3.00%	\$ 0.90	3.00%
SERVICES SECTION									
Chief Service Oper.		\$ 24.32	3.25%	\$ 0.90	3.00%	\$ 0.90	3.00%	\$ 0.90	3.00%
RESEARCH AND DEVELOPMENT SECTION									
Senior Laboratory Technician		\$ 23.80	3.25%	\$ 0.40	3.00%	\$ 0.40	3.00%	\$ 0.40	3.00%
Laboratory Technician		\$ 23.25	3.25%	\$ 0.40	3.00%	\$ 0.40	3.00%	\$ 0.40	3.00%
NYLON APPLICATION RESEARCH SECTION									
Senior Laboratory Technician		\$ 23.80	3.25%	\$ 0.40	3.00%	\$ 0.40	3.00%	\$ 0.40	3.00%
Laboratory Technician		\$ 23.25	3.25%	\$ 0.40	3.00%	\$ 0.40	3.00%	\$ 0.40	3.00%
HIGH PERFORMANCE FIBERS SECTION (SPECTRA)									
Certified Day Trainer		\$ 24.49	3.25%	\$ 0.74	3.00%	\$ 0.74	3.00%	\$ 0.74	3.00%
SFU Technician		\$ 24.15	3.25%	\$ 0.74	3.00%	\$ 0.74	3.00%	\$ 0.74	3.00%
Warehouse Technician		\$ 24.15	3.25%	\$ 0.74	3.00%	\$ 0.74	3.00%	\$ 0.74	3.00%
Gel Technician		\$ 24.15	3.25%	\$ 0.74	3.00%	\$ 0.74	3.00%	\$ 0.74	3.00%
Draw Technician (grandfathered)		\$ 24.15	3.25%	\$ 0.74	3.00%	\$ 0.74	3.00%	\$ 0.74	3.00%
Draw Technician		\$ 23.15	3.25%	\$ 0.74	3.00%	\$ 0.74	3.00%	\$ 0.74	3.00%
NOTE: Employees hired after March 15, 1987 see NOTE on page 11									
QUALITY SYSTEMS & LABORATORIES SECTION									
Laboratory Certified Day Trainer		\$ 24.21	3.25%	\$ 0.40	3.00%	\$ 0.40	3.00%	\$ 0.40	3.00%
Senior Laboratory Technician		\$ 23.80	3.25%	\$ 0.40	3.00%	\$ 0.40	3.00%	\$ 0.40	3.00%
Laboratory Technician		\$ 23.25	3.25%	\$ 0.40	3.00%	\$ 0.40	3.00%	\$ 0.40	3.00%
MATERIALS MOVEMENT SECTION*									
Yard UNITY T & L		\$ 13.14	3.25%	\$ 0.40	3.00%	\$ 0.40	3.00%	\$ 0.40	3.00%
Janitorial		\$ 13.14	3.25%	\$ 0.40	3.00%	\$ 0.40	3.00%	\$ 0.40	3.00%

Forklift Operator		\$	14.50	3.25%	\$	0.40	3.00%	3.00%
Packout Operator		\$	16.97	3.25%	\$	0.40	3.00%	3.00%
Shipper		\$	23.05	3.25%	\$	0.40	3.00%	3.00%
Garage Utility		\$	22.24	3.25%	\$	0.40	3.00%	3.00%
Truck Driver		\$	23.05	3.25%	\$	0.40	3.00%	3.00%

Spectra Re-alignment Canvassing Guidelines

Canvassing will begin Monday June 2, 2008

Step 1: Employees will be given one opportunity to choose either Gel or Draw classification. This will be noted on the canvassing sheet. Employees on vacation will be contacted when they return to work, employees on leave of absence will be contacted by mail and will have 1 week to respond.

Step 2: If there are more volunteers to move to Draw than there are available Draw positions, the most junior employees currently working Draw assignments will be marked as "displaced".

Step 3: If there are more volunteers to move to Gel than there are available Gel positions, the most junior employees currently working Gel assignments will be marked as "displaced".

Step 4: Employees who had the seniority to move to Gel, who are not currently on a Gel assignment, will be offered a shift where the "displaced" Gel employees are currently assigned, by seniority.

Step 5: The "displaced" positions will be filled using the Spectra Line Assignment Agreement, including the senior employees who choose new shifts in Step 4.

Step 5: Employees who had the seniority to move to Draw, who are not currently on a Draw assignment, will be offered a shift where "displaced" Draw employees are currently assigned, by seniority.

Step 6: The "displaced" Draw positions will be filled using the Spectra Line Assignment Agreement, including the senior employees who choose new shifts in Step 5.

All canvassing will be completed and employees communicated with by Friday, August 15, 2008.

Employee movement will occur on Monday, September 1, 2008.

This process pertains only to shift positions, day positions will not be included in this process.