



HIGHLIGHTS OF APPLIANCE PARK 2020 CONTRACT NEGOTIATIONS

FACT SHEET

	GAINS IN WAGES	<ul style="list-style-type: none"> • This tentative agreement has hourly rate increases, cash payments and night-shift bonus increases, which offer real wage growth over the proposed four-year agreement • Base wages are improved for all employees with significant increases in the first year, which greatly benefits employees over the life of the contract. • A \$1,500 cash payment will be paid on December 18, 2020 if the contract is ratified
	OTHER PAY ENHANCEMENTS	<ul style="list-style-type: none"> • Night shift bonus increases to \$1.00 an hour for early-career employees • Instructor Pay—Increased pay (Level 3) for Level 1 or Level 2 employees asked to train for the day • Pay guarantee from two to three hours for employees called in outside their regular schedule
	LONG-SERVICE EMPLOYEES	<ul style="list-style-type: none"> • \$20,000 Voluntary Separation Incentive for up to 50 employees who were hired at Appliance Park before October 1, 2005, in Production or before June 1, 2009, in Skilled Trades. There is no minimum age requirement.
	HEALTHCARE	<ul style="list-style-type: none"> • Three years with no increases to healthcare payroll deductions. In 2024 and 2025, if GEA's healthcare costs go up, employees are protected with limits. This means paycheck protection, so employees see real wage gains. • Employee contributions for vision and dental insurance stay the same for five years • Two new copays added to reduce costs • Free or low-cost primary care at the Park Well Care Center
	TIME OFF	<ul style="list-style-type: none"> • Improved vacation for mid-career employees • New Paid Parental Leave benefit. Effective January 2021, employees can take two weeks of paid parental leave when they become a mom or a dad as a result of the birth or adoption of a child.
	FLEXIBILITY	<ul style="list-style-type: none"> • Additional flexibility has been added to allow trades within the first 30 days of job assignment for newly placed employees • If a plant has a schedule change that is expected to last a week or more, employees will receive one week's notice • Hardship trade added if an employee faces difficult life circumstances
	VACATION	<ul style="list-style-type: none"> • New Vacation Purchase Program offers employees opportunity to purchase one week of additional vacation time if they wish to have more time off

COMPREHENSIVE BENEFITS RETAINED

- VACATION TIME
- SICK TIME
- HEALTHCARE
- PRESCRIPTION COVERAGE
- DENTAL
- VISION
- MY SAVINGS PLAN 401(K)
- JOB & INCOME SECURITY/INCOME EXTENSION AID
- INDIVIDUAL DEVELOPMENT PLAN/ EDUCATION ASSISTANCE
- LIFE AND AD&D INSURANCE
- EMERGENCY & FAMILY AID PLAN
- SHORT- AND LONG-TERM DISABILITY
- APPLIANCES EMPLOYEE DISCOUNT
- EMPLOYEE ASSISTANCE PROGRAM
- ADOPTION ASSISTANCE
- SERVICE ANNIVERSARIES