

1 **LETTER OF UNDERSTANDING NO. 23**

2 **SUBJECT: FACTORY SERVICE ATTENDANTS**
3 **RATE STRUCTURE REVISION**

4 The Company and the Union agree to the continued inclusion of the 8820A
5 job classification as part of the approved Corporate job codes. As agreed in
6 the 1995 Collective Bargaining Agreement this job will replace the existing
7 88201 and 88202 factory service attendant classifications. Effective
8 September 13, 2024, ~~t~~The Labor Grade “A” will have a minimum rate of
9 ~~\$1420.00~~ per hour with a maximum rate of ~~\$18.0426.32~~ per hour. The
10 Labor Grade “A” will only be applicable to the 8820A classification. All
11 provisions of Article 6 of the parties’ current Collective Bargaining
12 Agreement (“this Agreement”) will apply to employees in this classification
13 who are not at the rate maximum. For those employees who are at the
14 maximum rate any general wage increases provided for in Subparagraph
15 6.3(b)(~~42~~), (3) and (4) will be paid as lump sums equivalent to the agreed
16 upon general wage increase percentage. The lump sums will be paid as a
17 percentage of bargaining unit gross earnings. Bargaining unit gross earnings
18 are defined as that portion of an employee’s total earnings while in the
19 bargaining unit which is computed at the employee’s base rate plus cost of
20 living adjustment rate, shift differential rate, and non-regular workweek
21 premium rate, as applicable, on regular and overtime hours worked,
22 overtime bonus hours, third shift bonus hours, team leader premium, sick
23 leave hours (including those paid from FSP funds), vacation hours, holiday
24 hours, report time hours and leave with pay hours. All other payments to an
25 employee, imputed or otherwise, are excluded from the definition of
26 bargaining unit gross earnings. The rate range maximums will be adjusted
27 in accordance with Section 6.4 of this Agreement, if applicable.

28 The 8820A classification applies only to newly hired employees and those
29 individuals placed in this classification through any means other than the
30 exercise of contractual rights provided by Article 22 of the Agreement. This
31 job may not be populated while there are employees with Category A rights
32 to the 88201 and 88202 job classifications.

33 Labor Grade "A" is not covered in the classification guides for labor grades
34 one through eleven, but is to be assigned as stated in this Letter of
35 Understanding.

36 Dated: ~~November 2, 2008~~September 13, 2024