



September 23, 2015

RE: Contract Negotiations in 2016


The Union and the Company agree to ballot the following:


General wage increase for all classifications:

- March 26, 2016 – [REDACTED]
- March 26, 2017 – [REDACTED]
- March 26, 2018 – [REDACTED]

and,

- **Imposition of Federal Excise - Tax:** If during the term of this agreement or any holdover or extension, the Company determines that the employer sponsored health coverage exceeds the predetermined governmental threshold limits for the year and anticipates incurring federal excise tax known also as the “Cadillac tax”; the Company may provide notice to the Union and initiate bargaining in good faith to address the excise tax exposure.


 Suzanne Brunner
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