

Proposed Settlement

T.A.
JAY
9/3/12
[Signature]

Local Union:	1011	Local Issue No(s):	Coating #2
Subject:	Incentives		

The Company proposes to resolve this demand as stated below:

The Company and Union will meet within 30 days of the ratification of the 2012 BLA to review the metrics of a Finishing incentive plan. The installation of the incentive plan will follow the provision of Article 9, Section B of the BLA.

*The parties agree that this Proposal does not constitute a guaranteed crew size or any future assignment preferences.
This Proposal is subject to addition, modification, alteration, or withdrawal until a final agreement is reached on all issues.*

Confidential – Covered by the USW/AMUSA Confidentiality Agreement

Agreed to:

Company: _____

Union: _____

Date: _____