



VIKING DRILL & TOOL, INC.



EMPLOYEE OWNED AND COMMITTED TO QUALITY

Viking Drill & Tool's Package Proposal

Pertaining to

Teamsters, Local 120

6/2/23

Any proposal from either Party that is not addressed in this package proposal would be considered declined/withdrawn by the respective Party.

Wages:

Effective June 4, 2023
5%

Effective June 2, 2024
4%

Effective June 1, 2025
4%

Plus, a one-time \$2,500.00 Ratification bonus for those employees currently actively employed on June 4, 2023. This ratification bonus shall be subject to standard deductions such as taxes and shall not be applicable to overtime.

Shift Differential Pay

2nd shift - \$1.00/hr. (\$.20 increase)
3rd shift - \$1.50/hr. (\$.35 increase)

Floating Holidays

2023 – Monday, July 3rd
2024 – Friday, July 5th
2025 – Friday, December 26th

Absence with Pay (Funeral Pay)

Add 2 days (total of 5 days) for spouse and child

Vacations (PTO)

Combined the first two tiers (up thru 2 years) at factor .04429 (92 hours annual accrual)
Add tier: Over 25 years thru 29 years at factor .12500 (260 hours annual accrual)
Add tier: Over 30 years at factor .13654 (284 hours annual accrual)

Attendance Bonus

Increase from 6% to 6.5% for perfect attendance, and current attendance bonus parameters for PTO remain the same.

Wage Scale Addendum

All H1 and H2 and O1 Labor Grades increased by 1.5%

Article 10: Holidays
Section 3(b)1, 2 and 3

Modify language

(b) Worked his or her full shift on the last scheduled work day before and the full first scheduled work day after the holiday, except that employees absent from work on such day or days, or any part of either, who have received a Company excused absence will be paid for the holiday.

1. ~~Employees absent from work on such day or days because of plant injury for which he or she receives Workers Compensation benefits and have worked eight (8) hours or more for the Company, either during the ten (10) working days before the holiday or five (5) working days after the holiday, will be paid for the holiday. If the last scheduled work day before or the first scheduled work day after a holiday are missed a doctors note must be provided to cover the absence.~~
2. ~~Employees absent from work on such day or days because of non industrial accident or illness supported by medical proof and have worked eight (8) hours or more for the Company, either during the ten (10) working days before the holiday or five (5) working days after the holiday, will be paid for the holiday.~~
3. ~~Employees absent from work on such day or days because of layoff and have worked 8 hours or mor for the Company, either during the 10 working days before the holiday or 5 working days after the holiday will be paid for the holiday.~~

Article 11: Absence With Pay

Section 1

Modify Language

(a) If an employee attends the funeral of a deceased member of his or her **legally defined** family member, he or she shall be paid:

Five (5) days at the rate of eight (8) hours times his or her regular base rate of pay plus applicable shift differential for each day for:

Spouse

Child

(b) The day of the funeral must be one of the paid days. All other time to be mutually agreed between the employee and supervisor. ~~Upon request suitable verification shall be provided. Suitable documentation is required to be provided by the employee. It is the responsibility of the employee to provide proper proof of relation and to complete a Request for Funeral Time Off form.~~

(c) **When an employee works on a ten (10) hour, four (4) day work week, the pay will be determined at the rate of ten (10) hours per day up to the maximum allowed of twenty four (24) forty (40) hours.**

Ties into Article 6, Section 1

Section 2 (formerly part of section 1)

Remove Language

(a) Three (3) days at the rate of eight (8) hours times his or her regular base rate of pay plus applicable shift differential for each day for:

Spouse

Mother

Father

Child

Stepmother

Stepfather

Stepchild

Mother-in-law

Father-in-law

Brother

Sister

Grandparent

Grandchild

(a) When an employee works on a ten (10)¹ hour, four (4) day work week, the pay will be determined at the rate of ten (10) hours per day up to the maximum allowed of **twenty four (24) hours.**

by the Company. The employee must request the leave of absence from Human Resources and complete and submit all required paperwork in the timeframes governed by FMLA.

(a) A Medical leave of absence is not to exceed the following lengths of time from the first day of the medical absence:

Seniority	Medical leave
0-3 years	2 years
3-6 years	3 years
Over 6 years	4 years

Additional time beyond the above may be requested by the employee and may be granted up to a maximum of six (6) calendar months when circumstances warrant, if mutually agreed to by both parties of this Agreement.

The Company may grant an unpaid leave of absence to any employee covered by this Agreement to the extent the employee is eligible for leave under applicable law, including the Family and Medical Leave Act (FMLA), the Americans with Disabilities Act as amended (ADA), and Minnesota state law. A request and eligibility for, duration and administration of, and employee obligations with respect to any such leave shall be governed exclusively by the provisions of applicable law and the Company's FMLA and ADA leave policies and procedures. An employee on an approved medical leave of absence under the FMLA, ADA, or Minnesota law shall be required to use and exhaust the employee's available paid-time-off benefits concurrently with the leave of absence under applicable law.

Section 9

Modify language

All employees on a leave of absence will give the Company notice of intention of returning to work as outlined in Article 17, Section 2 comply with the Company's policies and procedures concerning communication with the Company regarding the duration and circumstances of the leave of absence, including regularly and promptly advising the Company of any changed circumstances impacting the duration of the leave of absence, their ability to return to work with or without restrictions or any reasonable accommodations, and their intent to return to work. An employee on an approved leave of absence must give the Company prompt notice of their ability and intent to return to work from the approved leave of absence and the proposed date of return to work, which notice must be provided at least three work days prior to the employee's proposed date of return to work. Any failure of the employee to comply with the notice provisions of this Section shall be cause to delay the employee's return to work from an approved leave of absence.

All employees on a restricted work schedule due to medical reasons will give the Company three (3) days notice of any change to the work restrictions to enable the Company to change their job assignment.

Article 22: Company Responsibility

Section 1

Modify language

~~All rights of Management not specifically limited or abridged by this Agreement, including the right to direct the working force; to hire; suspend; discharge and transfer; to lay off employees for lack of work or other legitimate reasons; and to establish, and enforce plant rules not inconsistent with this Agreement are reserved to the Company; provided, however, that none of these rights will be exercised so as to violate the terms of this Agreement or to discriminate against any employee.~~

MANAGEMENT RIGHTS

Except as expressly modified or restricted by a specific provision of this Agreement, all statutory and inherent managerial rights, prerogatives, and functions are retained and vested exclusively in the Employer, including, but not limited to, the rights, in accordance with its sole and exclusive judgment and discretion:

To reprimand, suspend, discharge, or otherwise discipline employees for cause; to determine the number of employees to be employed; To hire employees, determine employee qualifications and assign and direct their work; to promote, demote, transfer, layoff, recall to work; To set the standards of productivity, the products to be produced, and/or the services to be rendered; To establish quality standards and judgment of workmanship required; To maintain the efficiency of operations; To determine the personnel, methods, means, and facilities by which operations are conducted; To establish pay periods and pay date and methods including, but not limited to the required use of direct deposit to the extent permitted by law; To close down, transfer work and/or relocate the Employer's operations or any part thereof; To expand, reduce, alter, combine, transfer, assign, or cease any job, classification, department, operation, or service; To control and regulate the use of machinery, facilities,

equipment, and any and all other property of the Employer; To introduce new or improved technology, research, production, service, distribution, and maintenance methods, materials, machinery, and equipment; To determine the number, location and operation of departments, divisions, and all other units of the Employer; To issue, amend and revise policies, rules, regulations, and practices and to conduct searches and utilize video equipment. (In the event the Company intends to expand its video coverage within the facility or on the premises and/or modify work rules, the employees will be notified by the Company posting a general notice to that effect except in situations where private video coverage is required.) To take whatever action is either necessary or advisable to determine, manage and fulfill the mission of the Employer and to direct the Employer's employees. It is further agreed that the above detailed enumeration of management's rights shall in no way be deemed to exclude any other management prerogatives that may not have been specifically enumerated. The Company's failure to exercise any right, prerogative, or function hereby reserved to it, or the Company's exercise of any such right, prerogative, or function in a particular way, shall not be considered a waiver of the Company's right to exercise such right, prerogative, or function or preclude it from exercising the same in some other way not in conflict with the express provisions of this Agreement.

Section 2

Add language

(e) To fill-in for absences.