

Teamsters Local Union No. 120

AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS
TEAMSTERS JOINT COUNCIL NO. 32

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TOM ERICKSON
President

BILL WEDEBRAND
Secretary Treasurer

KEVIN SAYLOR
Vice President

CHRIS RILEY
Recording Secretary

OPEN ITEMS FROM THE UNION

6.0 HOLIDAYS : proposing to add 1 floating Holiday

11.3 BID JOBS : All operators receive TL pay

All trainers receive TL pay

11.4 BIDDING AWARDS : Add what Company's reasonable criteria is and Remove the word qualified.

14.2 Add Me Too clause (100% pay)

14.4 F : Add 48 hours of Sick Time

G : change to \$500/ Quarter for perfect attendance

16.1 VACATIONS : At 15 years add 2 days of vacation

19.1 WAGES : 1st – 13% 2nd – 12% 3rd – 12%

2 Full Tenure after 3 years

4 TL \$2.50 Shipping , Labs and BUTL \$1.50

20.4 Add The same STD as company receives 100% pay

1st Bullet point increase to 9% on 401K match

2nd Bullet point increase to 5%

22.0 Add TL selection criteria and job description

4.5 Picket Line Language

21.1 Successor Language

11/21/2025

COMPREHENSIVE PROPOSAL

It is hereby agreed by and between Sensgo for its Winona Plant, and General Drivers, Helpers, Warehousemen, and Inside Employees, on behalf of Employees Local Union No. 120 affiliated with the International Brotherhood of Teamsters, that this Agreement shall become and is effective as of 11:01 pm, December 31, 2025, being subject only to ratification by the Local Union Membership.

In addition, upon ratification of the collective bargaining agreement by Saturday, December 13, 2025 at 5:00 p.m., all current bargaining unit employees will receive a one-time \$1,000 ratification bonus, subject to all applicable taxes, payable upon ratification of the new contract. This ratification bonus offer expires on Saturday, December 13, 2025 at 5:00 pm.

11/03/2025

COMPANY PROPOSAL C1

Cover Page

Collective Bargaining Agreement

Between



And

**INTERNATIONAL BROTHERHOOD
OF TEAMSTERS LOCAL NO. 120**



January 1, 2023~~6~~ to December 31, 2025~~9~~

Date: _____

For the Company: _____ For the Union: _____

The Company reserves the right at any time during the negotiations process and prior to ratification to amend, withdraw, or add to any proposals. There shall not be final agreement on any issue, regardless of procedural tentative agreement, until full agreement is reached on all issues which are the subject matter for bargaining and ratified by the parties.

11/03/2025

COMPANY PROPOSAL C2

AGREEMENT

This agreement made this 1st day of January 2020~~6~~ by and between ~~Solvay~~ **Syensqo**, hereinafter called "Employer", and General Drivers, Helpers, Warehousemen, and Inside Employees Local Union No. 120 affiliated with the International Brotherhood of Teamsters hereinafter called the "Union".

WHEREAS, the Employer and the Union has been certified by the National Labor Relations Board as the exclusive collective bargaining agency for the employees of the Employer in the collective bargaining unit hereinafter set forth, and

WHEREAS, the Employer and the Union desire to establish and promote harmonious relations between the Employer, the Union and the employees of the Employer and to peaceably establish hours of labor, wages and other conditions of employment for the employees of the Employer.

NOW, THEREFORE, In consideration of the foregoing and the mutual promises and agreements contained herein and in order to effectuate the desires of the parties, the parties hereto do hereby agree as follows:

Date: 11-3-25

For the Company: _____

For the Union: _____

The Company reserves the right at any time during the negotiations process and prior to ratification to amend, withdraw, or add to any proposals. There shall not be final agreement on any issue, regardless of procedural tentative agreement, until full agreement is reached on all issues which are the subject matter for bargaining and ratified by the parties.

11/03/2025

COMPANY PROPOSAL C-3

ARTICLE 25 – CONTACT DURATION

This Agreement shall be binding upon the parties hereto and shall continue in full force and effect until 11 P.M. December 31, 2025 8 and from year to year thereafter except if either party elects to terminate that same and desires to amend this Agreement as of December 31, 2026 8, or at the end of any yearly period thereafter, in which event such parties shall not less than sixty (60) nor more than seventy (70) days before December 31, 2025 8, or December 31st of the then current contract year give notice in writing to the other party of a desire to terminate or amend as the case may be.

In WITNESS WHEREOF, the parties have executed their Agreement by their duly authorized representative this ____ Day of _____, 2023 25.

SOLVAY SYENSQO

**GENERAL DRIVERS, HELPERS,
WAREHOUSEMEN AND INSIDE
EMPLOYEES, LOCAL UNION NO. 120
Affiliated WITH THE I.B.O.T.**

Eric Siegfried

Tom Erickson

Joellyn Edgerton

John Chappius

~~John Gelderniek~~ Michael Walentiny

~~Delane Horning~~ Brandon Sebo

Angelo Huggins

Dan Klimek

Lisa Fillmore

Michael Lord

Jason Reed

~~Jim Stanton~~

~~Ryan Rozek~~

~~Rick Stawson~~ Bill Van Brunt

Date: _____

For the Company: _____ For the Union: _____

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11/03/2025

COMPANY PROPOSAL C-4

Article 15 - Discipline and Discharge

ARTICLE 15 – DISCIPLINE/DISCHARGE

The Employer shall have the right to discharge employees on the seniority list for just cause and to discharge probationary employees with or without cause.

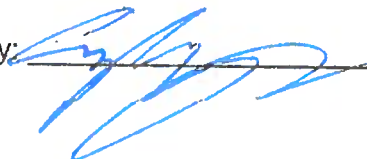
Selway Syensqo Progressive Discipline Policy for work performance problems is designed to correct unacceptable performance by the employee. It is a 4- step process that involves the following actions:

- Step 1 – Documented Verbal Warning
- Step 2 - Written Warning
- Step 3 –Final Written Warning and/or Suspension
- Step 4 – Discharge

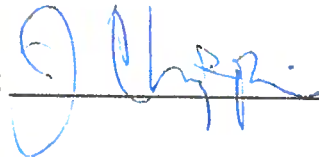
Each step initiates a 1-year timeframe. If the employee does not receive any additional disciplinary action in a year, the most recent step will no longer be considered for future disciplinary action. If additional action is administered within a 1-year timeframe, a new evaluation period will be established for one year from the most recent disciplinary action.

Date: 11-3-25

For the Company:



For the Union:



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11/06/2025

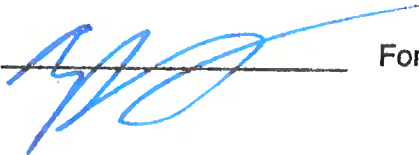
COMPANY PROPOSAL C-5 (Version 2)

Article 20 - Pension and Insurance Benefits


20.4 Update name from Solvay to Syensqo

Date: 11-6-25

For the Company:



For the Union:



The Company reserves the right at any time during the negotiations process and prior to ratification to amend, withdraw, or add to any proposals. There shall not be final agreement on any issue, regardless of procedural tentative agreement, until full agreement is reached on all issues which are the subject matter for bargaining and ratified by the parties.

11/05/2025

COMPANY PROPOSAL C-7 (Version 2)

Article 12

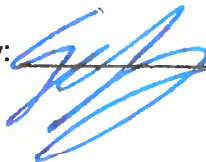
12.3 Week-End Posting: A list of people scheduled to work overtime will be posted before noon on the Thursday prior to the weekend scheduled. The list will show where personnel are scheduled to work.

If changes need to be made due to changes in production demands:

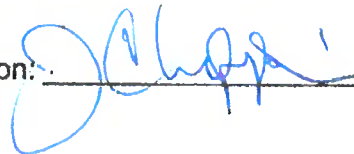
1. Volunteers for overtime work will be kept first by qualifications by seniority within the group of employees who volunteered to work. The company will have the ability to move employees who volunteered to work to other areas (besides what was posted) that have production needs if the employee has qualifications in that area.
2. Employees who were forced to work will be kept by qualifications by seniority (taking into account if the forced employee wants to stay and work or be sent home). Keep the forced employee with more seniority as long as they have qualifications in the work that needed to be done. This would involve changing the number of people with certain qualifications as work needs change throughout the weekend in needed areas.

Date: 11-5-25

For the Company:



For the Union:



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11/04/2025

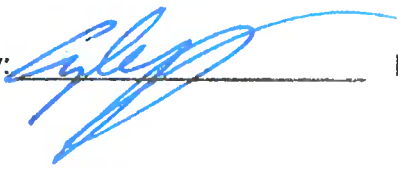
**COMPANY COUNTER TO UNION 12.9
PROPOSAL C-12**

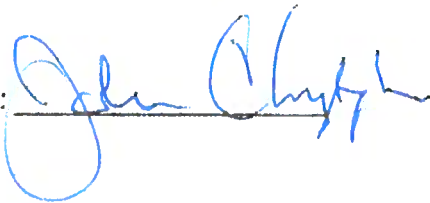
Article 12.9

12.9 Once the Wednesday scheduled overtime sign-up sheet is posted, vacation days, paid personal days, floating holidays and ESST time that have been previously approved for the Friday and/or Monday surrounding the overtime weekend cannot be cancelled.

Employees who have a full day of vacation, paid personal time, floating holiday or ESST time on Friday or Monday are excused from weekend work that weekend if their time off is pre-approved before the overtime posting on Wednesday.

Date: 11-14-25

For the Company: 

For the Union: 

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11/04/2025

**COMPANY COUNTER TO UNION 13.1
PROPOSAL C-13**

Article 13.1

13.1 Probation: New hires in Operations shall be placed on the Seniority List after having worked a total of ~~four (4) months~~ 120 calendar days . The probationary period of new hires may be extended to six (6) months if Management and the Union agree. New hires in Quality, Shipping/Receiving and Maintenance shall be placed on the Seniority List after having worked a total of six (6) months. Seniority starts from the first day of employment. New incumbents in a bid job will have a probationary period of 6 months.

Date: 11-4-25

For the Company:  For the Union: 

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11/05/2025

**COMPANY COUNTER TO UNION 6.0
PROPOSAL C-14 (Version 2)**

Article 6

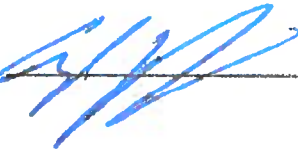
ARTICLE 6 - HOLIDAYS

All employees with four months of service with the Company who worked during the week in which any of the following holidays occurred, including the work day preceding and the work day following the holiday, and do not work on the holiday, shall receive full pay for such full holiday at the rate of an eight (8) hour day: Christmas Day, New Years Day, Fourth of July, Labor Day, Thanksgiving Day, the day after Thanksgiving, Memorial Day, Good Friday (the 3rd shift employees will observe the Good Friday holiday on Easter Monday), the day before Christmas, the day before New Years, and two floating holidays. If the employees works on each of the above holidays, he shall receive double-time pay in addition to holiday pay for the time worked. The rate shall include shift premium.

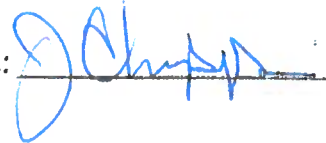
Employees who work or use approved excused time off totalling a full eight (8) hour day(s) on the days preceding and following the holiday(s) will be eligible for holiday pay as long as they meet the service requirements as referenced above.

Date: 11-5-25

For the Company:



For the Union:



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11/04/2025

**COMPANY COUNTER TO UNION 16.10 #2
PROPOSAL C-16**

Article 16

16.10 Vacation Pay: The above days of vacation shall be paid for on the basis of eight (8) hour days at the prevailing hourly rate including any shift premium of the individual involved at the time of vacation. If an employee takes four (4) hours of paid vacation time and works more than four (4) hours of regular time, they will be paid time and a half for any time over eight (8) hours.

Date: 11-4-25

For the Company:  For the Union: 

The Company reserves the right at any time during the negotiations process and prior to ratification to amend, withdraw, or add to any proposals. There shall not be final agreement on any issue, regardless of procedural tentative agreement, until full agreement is reached on all issues which are the subject matter for bargaining and ratified by the parties.

11/04/2025

**COMPANY COUNTER TO UNION 16.16 #1
PROPOSAL C-17**


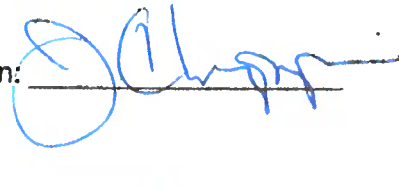
Article 16

16.16 Crewing Levels: The Company will allow a minimum of three (3) operations employees or 18% of the current operations manpower (not including employees on approved leave of absence) off on vacation/personal days per shift. *Standard rounding rules will apply.*

In other departments (lab, shipping/receiving, maintenance) the company will allow a minimum of one (1) employee or 18% of the current department manpower (not including employees on approved leave of absence) off on vacation/personal days per shift.

The parties agree that there may be times when business demand will not allow the Company to accommodate the minimum number of people. In those cases the Company agrees to meet with the Union and discuss the specific situation.

Date: 11-4-25

For the Company:  For the Union: 

The Company reserves the right at any time during the negotiations process and prior to ratification to amend, withdraw, or add to any proposals. There shall not be final agreement on any issue, regardless of procedural tentative agreement, until full agreement is reached on all issues which are the subject matter for bargaining and ratified by the parties.

11/07/2025

**COMPANY PACKAGE DEAL (Version 4)
PROPOSAL C-18**

**Company Proposal C-9 Version 5 - Vacation and Personal Day
Company Proposal C-6 Version 4 - MN ESST
Company Proposal C-10 Version 5 - Attendance Policy**

****If the above proposals are agreed upon, the company will remove two points for every employee who has two points or more. If someone has one point, they will go to zero.**

Date: _____

For the Company: _____ For the Union: _____

The Company reserves the right at any time during the negotiations process and prior to ratification to amend, withdraw, or add to any proposals. There shall not be final agreement on any issue, regardless of procedural tentative agreement, until full agreement is reached on all issues which are the subject matter for bargaining and ratified by the parties.

11/07/25

COMPANY PROPOSAL C-9
Article 16 –VACATION AND PERSONAL DAYS (Version 5)

16.8.a Vacation Request: Vacation can be scheduled any time during the vacation year January 1st to December 31st. Vacation may be used in two (2) hour increments at the beginning or end of the shift. ~~The vacation request forms are available from Security and must be turned in to the Shift Supervisor.~~ Vacation should be requested using the electronic system.

16.8.b Vacation Request Procedure: An employee's vacation requests for the coming calendar year will be honored on a "Seniority" basis for a two (2) week period in November/December. After that (2) two week period, vacation requests for the coming year, will be honored on a "First Come – First Serve" basis. This is done to allow employees to make long range plans for vacation reservations, etc., after their vacation request has been approved. Full week (5 or more consecutive work days including Holidays) increments take precedent over single day requests. If an employee decides to cancel any days of an approved full week, the entire week must be canceled. The employee may reschedule days within that week after a period of 5 working days, and the "first come-first serve" process will then be followed.

16.8.c Vacation Request Timing: Vacation must be requested at a minimum of forty five (45) minutes before the start of the vacation.

16.15 Personal Days: Each year employees will receive ~~two (2)~~ five (5) paid personal days and ~~three (3) unpaid personal days~~ that may be used during the calendar year for personal reasons and administered as such:

Must be scheduled and approved by Supervisor/Shift Team Leader and will be documented using vacation request form and indicated as personal day.

- ~~• No carryover of personal days. Employees will have the option to either be paid out at the end of the year for unused personal time at the employee's regular rate or to carry over unused hours (up to a total balance of 80 hours)~~
- Does not count as absence points if properly scheduled and approved
- ~~• Unpaid personal days are not used in the calculation of overtime~~
- Personal days are used in calculating the allowable number of people off for that day
- May be used in 4 hour increments
- ~~New hires will receive accrued Paid Personal Days accrue personal leave at a rate of 1 hour leave for every 30 hours worked up to the maximum allotment; at 1 hour per 30 until granted at 120 days to align with MN ESST requirement. Personal days for new hires will be granted upon completion of their probationary period and prorated for the first calendar year of employment per the following schedule:~~
 - ~~o Hire date January 1 – March 31: 5 days (2 paid; 3 unpaid)~~
 - ~~o Hire date April 1 – June 30: 4 days (2 paid; 2 unpaid)~~
 - o Hire date July 1 – September 30: 3 days (2 paid; 1 unpaid)

11/06/2025

COMPANY PROPOSAL C-6 MN ESST (Version 4)

Article XVI

16.17 Minnesota Employee Sick and Safe Time (ESST)

~~The purpose of this Memorandum of Understanding (MOU) is to modify the current collective bargaining agreement between the Company and the Union that expires on December 31, 2025 (the "CBA") to ensure compliance with Minnesota's sick and safe time law ("ESST") that became effective on January 1, 2024 and provides paid leave to eligible employees for certain specified reasons ("ESST leave").~~

~~The Company and the Union agree to modify the CBA as follows:~~

1. ~~The CBA provides employees represented by the Union ("unit employees") with paid leave beyond vacation time. Each year, unit employees who complete their probationary period receive: (a) two five paid personal days; (b) two floating holidays; and (b) one paid caregiver day (recently provided to all employees at the Winona facility) (collectively "Paid Leave"). In consideration for the other promises in this MOU, the parties agree to modify Article 16.15 of the CBA to provide unit employees with three paid personal days and two unpaid personal days during each calendar year. Paid Leave remains available in accordance with the terms for use in the CBA and applicable policies.~~

2. ~~Unit employees that complete their probationary period accrue Paid Leave on January 1 of each calendar year. Employees may carry over up to 4 days of accrued, unused Paid Leave into a subsequent year. Any accrued, unused Paid Leave above 4 days will be forfeited on the next January 1. A minimum of 48 hours of ESST is provided to an employee and made available for immediate use at the start of each year. New hires will receive their ESST time according to item 4.~~

3. ~~Employees will have the option to either be paid out at the end of the year for unused ESST at the employee's regular rate or to carry over unused hours (up to a total balance of 80 hours) provided this is in accordance with MN State law.~~

3. ~~Employees who complete their probationary period after January 1 in a calendar year receive a prorated amount of Paid Leave for the remainder of that year. New hires will receive accrued Paid Personal Days at 1 hour per 30 until granted at 120 days to align with MN ESST requirement.~~

4. ~~In order to comply with the ESST law, beginning on their first day of employment, all new employees will accrue ESST leave at a rate of 1 hour of ESST leave for every 30 hours worked up to a maximum of 48 hours of ESST leave accrued in a year. Accrued unused ESST leave will be carried over to a subsequent year up to a maximum of 80 hours of ESST leave. Once unit employees have 80 hours of ESST leave accrued, they will not accrue additional ESST leave until they use some of their accrued ESST leave.~~

5. ~~Disputes over the Company's compliance with State law are deferrable to the CBA's dispute resolution procedure only if both parties agree.~~

6. When unit employees ~~accrue ESST leave and~~ need to take leave for an ESST-qualifying reason, they must use their ~~accrued~~ Paid Leave (i.e. ~~accrued~~ ESST leave will run concurrently with ~~accrued~~ Paid Leave). ~~Accrued~~ ESST leave does not provide any additional Paid Leave to employees ~~(except as set forth in Section 6)~~. Rather, unit employees become eligible to use Paid Leave as ESST leave ~~once ESST leave accrues as set forth in Section 4~~; provided that Paid Leave is available to the unit employee when seeking to use ~~accrued~~ ESST leave.

~~6. As an exception to Section 5, unit employees that are in their probationary period and have no Paid Leave can use their accrued ESST leave for an ESST qualifying reason consistent with this MOU CBA. Once unit employees end their probationary period and receive Paid Leave equal to or greater than their accrued ESST leave, their accrued ESST leave will be used consistent with the terms outlined in Section 5.~~

7. ESST leave must be taken in increments of fifteen minutes. Unit employees using ESST leave must comply with the Company's procedures for notifying the Company of an absence for all or part of a scheduled shift; ~~which the Union acknowledges have previously been provided in writing to unit employees~~. When the need for ESST leave is not foreseeable, unit employees must provide as much advance notice to the Company as practicable under the circumstances.

8. Unit employees' leave will be designated as ESST leave and/or Paid Leave so long as the employee provides sufficient information per Minnesota State Law for the Company to determine whether such leave may apply to the request. Unit employees will not receive any attendance points or discipline for ESST leave unless they fail to comply with the Company's notice policy; however, if disciplined under Article 14 of the CBA employees will not also have ESST or Paid Leave deducted for the same day(s) or half day(s) and such leave will be unpaid.

9. Consistent with the terms of this ~~MOUCBA~~ and the Company's applicable policies, unit employees can use ~~accrued~~ ESST leave for any reason provided by the ESST law. ESST leave will be paid to unit employees at their regular hourly rate. ~~ESST leave, unlike Paid Leave, is not considered hours worked for the purpose of calculating unit employees' entitlement to overtime. ESST leave may only be used for scheduled shifts.~~

10. Any unused paid leave outlined in this ~~MOU CBA~~, including ESST leave, will be forfeited upon termination of employment; however, those employees giving at least two weeks' advance notice of their resignation will be allowed to use available Paid Leave prior to their announced termination date if they comply with the Company's notice requirements for the use Paid Leave and/or ESST leave.

11. ESST leave used by unit employees will run concurrently with other types of leave that unit employees are eligible to receive, such as leave under the ~~Federal~~ Family and Medical Leave Act. ESST leave must be used by unit employees who take ~~Federal~~ FMLA leave.

12. The Company and Union acknowledge and agree that the leave provided in this ~~MOU CBA~~ satisfies the Company's obligations to provide paid leave for certain reasons under the ESST law.

~~13. The Company and Union agree that this MOU will become effective immediately after its execution by both parties, it will remain in effect through the expiration of current CBA on December 31, 2025, and the parties contemplate its inclusion, subject to bargaining modifications, in a successor collective bargaining agreement.~~

COMPANY PROPOSAL C-10 (Version 5)

Article 14 - Absence Policy

ARTICLE 14 ABSENCE POLICY

14.1 The Company shall follow and direct the disposition of all wage roll employees attendance records. The Company shall also establish disciplinary guidelines that shall be followed in the event an employee's attendance/absenteeism rate exceeds any of the standards set forth in this document.

All absences from scheduled work will be monitored. An occasion of absence will be considered excused when the employee is absent from scheduled work because of any of the following reasons:

- Jury Duty
- Prior approved Funeral Leave
- Approved Military Leave
- Pre-approved Leave of Absence, including Family Medical Leave
- Occupational Illness and Injury
- Vacation time (see IV Additional Information B)
- Holiday
- Short Term/Long Term Disability
- Personal Time
- Any other authorized leave granted in writing by Plant Management or pursuant to Federal, State or Local Law. Emergencies will be considered by Plant Management related to employee, spouse, or children

Unless excused as defined above, each absence within a rolling 12 month period will constitute a step in the discipline process.

- B. An incident of (unexcused) absenteeism is defined as when an employee:
- Works less than his or her regular eight (8) hour shift.

14.2 Incident Codes

The following "Incident Codes" shall be used to determine the amount of penalty, (if any), applied to each case of an employee being absent from the site during his/her shift. For the purposes of this policy, shift is defined by scheduled hours and any overtime shift or hours that an employee has agreed to work.

1. Incident of 0.5 = Any unexcused absence, tardy, or early out or failure to work wherein said employee works at least four (4) hours but less than the full shift.
2. Incident of 1.0 = Any unexcused absence wherein said employee misses more than four (4) hours of their shift.
3. NOTE: Absence of weekend work counts as double for each day missed unless approved by supervisor.
4. NOTE: Any consecutive incidents of excused or unexcused absence following the original day of work missed, regardless if the first day missed is a partial, (less than eight (8) hour) shift or a full eight (8) hour shift shall be entered as an absence rate of 0.5 in the employee's absence file. Friday and Monday are not considered consecutive days.
5. Failure to call in at least forty five (45) minutes prior to the start of the shift adds an additional ½ point.
6. No call, no show will result in immediate discipline of the next level of discipline. Three consecutive days of no call no show will result in immediate termination of employment.

14.3 Attendance Standards and Disciplinary Steps

The following disciplinary program to encourage attendance shall apply:

- ~~1. After an incident rate of 3.0 1.0 or above is attained within a twelve (12) month period starting from the most current date.~~
 - ~~• Resulting Disciplinary Action – verbal consultation~~
1. After an incident rate of 5.0 3.0 or above is attained within a twelve (12) month period starting from the most current date.
 - Resulting Disciplinary Action – written warning
2. After an incident rate of 7.0 5.0 or above is attained within a twelve (12) month period starting from the most current date.
 - Resulting Disciplinary Action – Final Warning.
3. After an incident rate of 9.0 7.0 or above is attained within a twelve (12) month period starting from the most current date.
 - Resulting Disciplinary Action – Termination Recommended

14.4 Additional Information

- A. In many instances, an employee may call in stating that they will not be in to work for whatever reason on a particular day and then request a day of vacation. In that situation, the entry in the employee's absence file would be considered an absence rating of 1.0 until such time as the Security Office receives notification of an approved vacation for that particular day of work. When proper notification is received, that specific entry is then permanently removed from said employee's absence file.
- B. Inclement Weather – As always, employee safety is our greatest concern. Employees should make the decision whether or not it is safe for them to come to work. Management will make a decision in the event of inclement weather, whether or not absences will be excused or unexcused. Management will take into consideration any DOT Travel Advisories.
 - (*) Employees may use vacation to cover time missed for inclement weather to cover pay loss, however, this does not constitute an excused absence unless excused by management as defined above.
- C. Employees that call in prior to the start of shift, if the maximum number of employees are already scheduled off, that request will be unexcused regardless of using vacation to cover the absence.
- D. Employees that fail to punch in and/or out may be subject to progressive disciplinary action.
- F. If an employee has an appointment scheduled, in order for the time off to be excused, they will be required to use personal time or vacation time to cover time off. Personal time may be used in 4 hour increments.
 - If an employee is absent due to sickness, in order for the time to be excused, they will be required to use personal time to cover time off.
- G. For each calendar year that an employee has no absences, other than the following paid time off events which are scheduled vacation, holiday, jury pay or bereavement pay, \$300 400 will be paid in January, April, July and October for the prior year-quarter. Absences include, but are not limited to unexcused absences, and emergency vacation.
- H. If an employee is out for medical reasons for three (3) days or longer, they will be required to contact their supervisor and the Site Nurse along with bringing in medical documentation from their doctor that they are fit to return to work. The Site Nurse will determine the correct path needed for the employee's return to work in compliance with Syensqo's HSE policies. This may include a return to work fit for duty exam with the company doctor who will make the final determination.

11/06/2025

**COMPANY COUNTER TO UNION 11.3a Hazardous Waste Operator
PROPOSAL C-19 (Version 2)**

Article 19.1

19.1

Add the following to the list of premiums:

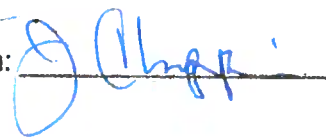
**Primary Hazardous Waste/Sustainability Operator - \$1.85 Additional
Secondary Hazardous Waste/Sustainability Operator - \$.60 Additional**

Date: 11-6-25

For the Company:



For the Union:



The Company reserves the right at any time during the negotiations process and prior to ratification to amend, withdraw, or add to any proposals. There shall not be final agreement on any issue, regardless of procedural tentative agreement, until full agreement is reached on all issues which are the subject matter for bargaining and ratified by the parties.

11/18/2025

COMPANY PROPOSAL C-20 (Version 2)

MOU - TRANSITION TO SCHEDULE PRO

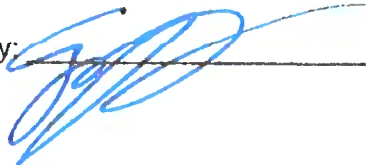
The Company agrees to continue providing paper and electronic reporting through December 31, 2025. After that time period, we will transition to use the system and we will meet monthly to discuss the effectiveness of the system and any issues that need to be addressed.

The Company agrees to provide visibility to requested reports to union stewards with regard to people time stamps for overtime bidding and vacation requests.

The Company agrees to continue the current practice for requesting vacation during the two week period in November/December for the remainder of this contract through ~~December 31, 2028~~. This practice will be reviewed annually until the scheduling system is capable of accurately completing this process and at that time an MOU will be completed.

Date: 11-18-25

For the Company:



For the Union:



The Company reserves the right at any time during the negotiations process and prior to ratification to amend, withdraw, or add to any proposals. There shall not be final agreement on any issue, regardless of procedural tentative agreement, until full agreement is reached on all issues which are the subject matter for bargaining and ratified by the parties.

11/21/2025

COMPANY PROPOSAL C-22 (Version 7)

ARTICLE 19 – CLASSIFICATION/WAGES

19.1

Year 1	Year 2	Year 3
3.5%	3.0%	3.0%

Date: _____

For the Company: _____ For the Union: _____

The Company reserves the right at any time during the negotiations process and prior to ratification to amend, withdraw, or add to any proposals. There shall not be final agreement on any issue, regardless of procedural tentative agreement, until full agreement is reached on all issues which are the subject matter for bargaining and ratified by the parties.

11/18/2025

COMPANY PROPOSAL G-23

Article 7

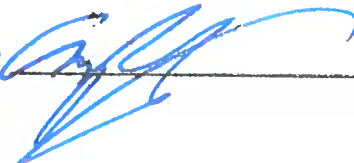
ARTICLE 7 – FUNERAL LEAVE/CELEBRATION OF LIFE

In the case of death in the immediate family (brother, sister, spouse's parent, step-parent, grandparents or spouse's grandparents, step-sibling, domestic partner as defined by someone who the employee has cohabitated with for a period of 5 years or longer) of an employee, he shall be allowed to take off a minimum of one (1) day and up to three (3) days and shall be paid eight (8) hours straight time pay for each regular working day missed up to three days.

The Company will grant a maximum of one (1) day funeral pay in the event of the death of a brother-in-law ~~or~~ sister-in-law ~~or if the employee acts as a Pallbearer (with appropriate documentation)~~. Employee shall be allowed to take up to five (5) days funeral pay for the death of a parents, child, grandchildren, current spouse, step-child or step-grandchild. Hours paid for shall be considered in determining hours for overtime purposes. A minimum of one (1) day up to five (5) days will be allowed as is necessary for attending the funeral and taking care of necessary details caused by the death.

The Company will grant excused unpaid time off in the event of the need for travel with Management approval.

Date: 11-18-25

For the Company: 

For the Union: 

The Company reserves the right at any time during the negotiations process and prior to ratification to amend, withdraw, or add to any proposals. There shall not be final agreement on any issue, regardless of procedural tentative agreement, until full agreement is reached on all issues which are the subject matter for bargaining and ratified by the parties.

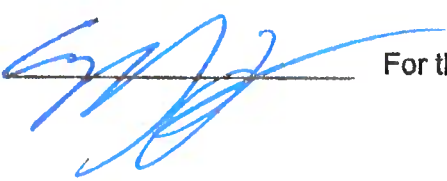
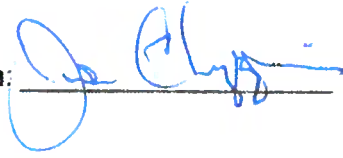
11/19/2025

COMPANY PROPOSAL C-24

Article 11

11.1 Transfer Bid: An Employee has the option to file a transfer bid with the Employer at any time for a position by classification specifying a shift. The Employer shall accept such transfer bid for position openings within the specified shift based upon ~~qualifications and~~ seniority of Employees who have submitted bids and based upon the shift specified in the bid. (Transfer bid form is Available at the Security office and Shift Team Lead office or on line at Z:Administration/HR Forms).

Date: 11-19-25

For the Company:  For the Union: 

The Company reserves the right at any time during the negotiations process and prior to ratification to amend, withdraw, or add to any proposals. There shall not be final agreement on any issue, regardless of procedural tentative agreement, until full agreement is reached on all issues which are the subject matter for bargaining and ratified by the parties.

11/21/25

COMPANY PROPOSAL C-26 Version 2

Article 19 - Wages

19.10 Qualification Incentive Pay Program

In order to enhance operational flexibility and safety by incentivizing team members to obtain multiple qualifications.

- Premium:
 - Step 1 - 6-9 Qualifications: Additional \$0.50/hour (\$0.50 total)
 - Step 2 - 10-14 Qualifications: Additional \$0.50/hour (\$1.00 total)
 - Step 3 - 15+ Qualifications: Additional \$0.50/hour (\$1.50 total)
- Management makes the determination of what areas need additional employees trained. The Company will maintain an electronic list identifying employee interest in training by area(s). The Company will honor seniority in selecting employees for training in these areas.
- If team members lose or have qualifications expire, they will drop down to a lower step in pay after 30 days if they do not re-qualify.
- Additional pay will begin at the start of the next pay period following reaching a new level of qualifications.
- If a team member is receiving the additional skills based premium and has a qualification needed to meet production demands, they will be expected to work in any area that they are qualified for.

Date: _____

For the Company: _____ For the Union: _____

The Company reserves the right at any time during the negotiations process and prior to ratification to amend, withdraw, or add to any proposals. There shall not be final agreement on any issue, regardless of procedural tentative agreement, until full agreement is reached on all issues which are the subject matter for bargaining and ratified by the parties.