

13.06

Any authorization of dues deduction shall not be subject to revocation except that an employee may revoke the authorization during the period beginning fourteen (14) days prior to each anniversary date of the current collective bargaining agreement. These periods are April 15 through April 29 for years 2021, 2022, 2023, and 2024; and April 16 through April 30, 2025, all dates inclusive.

- A. Each employee who desires to revoke his/her dues must advise the personnel office by individually signed letters.
- B. The Company will send a copy of this letter and associated envelope to the Local Union President on a daily basis.

EXHIBIT A

PAYROLL DEDUCTION AUTHORIZATION

The undersigned hereby authorizes Helena Laboratories Corporation to deduct from my wages an equal amount to the regular monthly dues and initiation fees as outlined below and remit the same to the Secretary-Treasurer of Communications Workers of America or his/her duly authorized agent. This authorization may be revoked by me only during the period beginning fourteen (14) days prior to each anniversary date of the current collective bargaining agreement. These periods are April 15 through April 29 for years 2021, 2022, 2023, and 2024; and April 16 through April 30, 2025, all dates inclusive.

Initiation Fee _____
Regular Union Dues _____
Resident Address _____
City or Town _____ Zip Code _____
State _____
SS# _____
Signature _____

ARTICLE 14

NOTICE OF PROMOTIONS OF UNION OFFICERS, ELECTED STEWARDS, AND DESIGNATED REPRESENTATIVES

When a union officer, steward or designated representative is promoted to a position outside of the bargaining unit it is the Company's responsibility to notify the Union in writing via email along with phone confirmation, the President or Secretary Treasurer of Local 6139 (Beaumont, Texas) who will notify the CWA District Headquarters office within a period of seven (7) calendar days prior to the effective date of promotion.

ARTICLE 15

NONDISCRIMINATION

The Company and the Union mutually agree not to discriminate in any way against any employee because of religion, race, creed, color, sex, national origin or age. Furthermore, the parties agree to comply with all applicable laws relating to the handicapped and all post-war Veterans.

**ARTICLE 16
BULLETIN BOARDS**

The Company and the Union have previously agreed on the number of Union bulletin boards. The number of approved Union bulletin boards on Helena premises may be adjusted by mutual agreement of the Company and a Local Union Officer. Helena will notify the Local Union Officer prior to relocating any Union bulletin board. Helena will provide Union bulletin board #1 for the Personnel Office foyer, with size no less than 2' x 3' and appearance agreed upon by both the Company and the Union. The Union agrees to posting only non-controversial Union approved notices specifically dealing with Company/Union issues.

**ARTICLE 17
PAST PRACTICES**

No claim to prior privileges, past practices, salary, or customs shall be recognized or continued unless specifically set forth in the agreement.

**ARTICLE 18
CLASSIFICATION AND WAGES**

18.01

Classification and wages as outlined in ARTICLE 19, Year 1, Shall become effective April 30, 2020.
Classification and wages as outlined in ARTICLE 19, Year 2, Shall become effective April 30, 2021.
Classification and wages as outlined in ARTICLE 19, Year 3, Shall become effective April 30, 2022.
Classification and wages as outlined in ARTICLE 19, Year 4, Shall become effective April 30, 2023.
Classification and wages as outlined in ARTICLE 19, Year 5, Shall become effective April 30, 2024.

18.02

Each employee who enters the service of the Company shall begin employment at the wage rate designated "0" for the appropriate job title and schedule, except that appropriate allowance over such minimum rate may be made by the Company for an employee who has had previous experience or training considered to be of value. The union will be notified of such action and the action will be subject to the grievance and arbitration procedure.

**ARTICLE 19
WAGE PROGRESSION
SCHEDULE**

The current wage base will be adjusted as follows:
Effective April 30, 2020 wages will be increased 4.5%
Effective April 30, 2021 wages will be increased 2%
Effective April 30, 2022 wages will be increased 2%
Effective April 30, 2023 wages will be increased 2%
Effective April 30, 2024 wages will be increased 1.5%

HELENA LABORATORIES CORPORATION
 WAGE PROGRESSION SCHEDULE
 04/30/20, 04/30/21, 04/30/22, 04/30/23, 04/30/24

MARKETING

EXPORT ORDER CLERK

	Year 1	Year 2	Year 3	Year 4	Year 5
12 months	13.10	13.36	13.63	13.90	14.11
6 months	12.92	13.18	13.44	13.71	13.92
0 months	12.63	12.88	13.14	13.40	13.60

ADVERTISING/PRINTING

ROTEK FOBT PRESS TECHNICIAN

	Year 1	Year 2	Year 3	Year 4	Year 5
12 months	26.55	27.06	27.62	28.17	28.59
6 months	25.82	26.34	26.87	27.41	27.82
0 months	25.11	25.61	26.12	26.64	27.04

SENIOR PRESS OPERATORS

	Year 1	Year 2	Year 3	Year 4	Year 5
12 months	24.39	24.88	25.38	25.89	26.28
6 months	23.89	24.37	24.86	25.36	25.74
0 months	23.44	23.91	24.39	24.88	25.25

OFF-SET PRESS OPERATOR

	Year 1	Year 2	Year 3	Year 4	Year 5
12 months	22.08	22.52	22.97	23.43	23.78
6 months	21.33	21.76	22.2	22.64	22.98
0 months	20.52	20.93	21.35	21.78	22.11

APPRENTICE OFF-SET PRESS OPERATOR

	Year 1	Year 2	Year 3	Year 4	Year 5
12 months	17.33	17.68	18.03	18.39	18.67
6 months	16.70	17.03	17.37	17.72	17.99
0 months	16.09	16.41	16.74	17.07	17.33

EQUIPMENT OPERATOR

	Year 1	Year 2	Year 3	Year 4	Year 5
12 months	13.66	13.93	14.21	14.49	14.71
6 months	13.17	13.43	13.70	13.97	14.18
0 months	12.63	12.88	13.14	13.40	13.60

LITERATURE SERVICE WORKER

	Year 1	Year 2	Year 3	Year 4	Year 5
12 months	11.72	11.95	12.19	12.43	12.62
6 months	11.44	11.67	11.90	12.14	12.32
0 months	11.18	11.40	11.63	11.86	12.04

BINDERY WORKER

	Year 1	Year 2	Year 3	Year 4	Year 5
12 months	11.72	11.95	12.19	12.43	12.62
6 months	11.44	11.67	11.90	12.14	12.32
0 months	11.18	11.40	11.63	11.86	12.04

SALES OFFICE**CODING CLERK**

	Year 1	Year 2	Year 3	Year 4	Year 5
12 months	13.22	13.48	13.75	14.03	14.24
6 months	12.99	13.25	13.52	13.79	14.00
0 months	12.78	13.04	13.30	13.57	13.77

ORDER CLERK

	Year 1	Year 2	Year 3	Year 4	Year 5
12 months	12.73	12.98	13.24	13.50	13.70
6 months	12.53	12.78	13.04	13.30	13.50
0 months	12.32	12.57	12.82	13.08	13.28

ACCOUNTING**ACCOUNTS PAYABLE CLERK**

	Year 1	Year 2	Year 3	Year 4	Year 5
12 months	15.33	15.64	15.95	16.27	16.51
6 months	15.12	15.42	15.73	16.04	16.28
0 months	14.93	15.23	15.53	15.84	16.08

ACCOUNTING CLERK

	Year 1	Year 2	Year 3	Year 4	Year 5
12 months	15.33	15.64	15.95	16.27	16.51
6 months	15.12	15.42	15.73	16.04	16.28
0 months	14.93	15.23	15.53	15.84	16.08

ASSISTANT ACCOUNTING CLERK

	Year 1	Year 2	Year 3	Year 4	Year 5
12 months	13.11	13.37	13.64	13.91	14.12
6 months	12.92	13.18	13.44	13.71	13.92
0 months	12.63	12.88	13.14	13.40	13.60

CONSUMABLES PRODUCTION**PRODUCTION WORKER**

	Year 1	Year 2	Year 3	Year 4	Year 5
12 months	11.81	12.05	12.29	12.54	12.73
6 months	11.52	11.75	11.99	12.23	12.41
0 months	11.18	11.40	11.63	11.86	12.04