

PRODUCTION TECHNICIAN

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
12 months	13.72	13.99	14.27	14.56	14.78
6 months	13.43	13.70	13.97	14.25	14.46
0 months	13.13	13.39	13.66	13.93	14.14

PRODUCTION TECHNICIAN A

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
12 months	15.02	15.32	15.63	15.94	16.18
6 months	14.76	15.06	15.36	15.67	15.91
0 months	14.47	14.76	15.06	15.36	15.59

LABORATORY TECHNICIAN

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
12 months	16.64	16.97	17.31	17.66	17.92
6 months	16.45	16.78	17.12	17.46	17.72
0 months	16.19	16.51	16.84	17.18	17.44

MOLDING ROOM PRODUCTION WORKER

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
12 months	12.33	12.58	12.83	13.09	13.29
6 months	12.04	12.28	12.53	12.78	12.97
0 months	11.72	11.95	12.19	12.43	12.62

MOLDING ROOM TECHNICIANS

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
12 months	14.24	14.52	14.81	15.11	15.34
6 months	13.92	14.20	14.48	14.77	14.99
0 months	13.64	13.91	14.19	14.47	14.69

WAREHOUSE CLERK

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
12 months	12.40	12.65	12.90	13.16	13.36
6 months	12.12	12.36	12.61	12.86	13.05
0 months	11.82	12.06	12.39	12.55	12.74

WAREHOUSEPERSON

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
12 months	13.73	14.00	14.28	14.57	14.79
6 months	13.43	13.70	13.97	14.25	14.46
0 months	13.13	13.39	13.66	13.93	14.14

SENIOR WAREHOUSEPERSON

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
12 months	15.02	15.32	15.63	15.94	16.18
6 months	14.76	15.03	15.36	15.67	15.91
0 months	14.47	14.76	15.06	15.36	15.59

RECEPTIONIST CLERK

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
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

SHIPPING CLERK

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
12 months	13.73	14.00	14.28	14.57	14.79
6 months	13.43	13.70	13.97	14.25	14.46
0 months	13.13	13.39	13.66	13.93	14.14

SENIOR SHIPPING CLERK

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
12 months	15.02	15.32	15.63	15.94	16.16
6 months	14.76	15.03	15.36	15.67	15.91
0 months	14.47	14.76	15.06	15.36	15.59

MAINTENANCE HELPER

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
12 months	12.59	12.84	13.10	13.36	13.56
6 months	12.27	12.52	12.77	13.03	13.23
0 months	11.92	12.16	12.40	12.65	12.84

MAINTENANCE PERSON

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
12 months	14.62	14.91	15.21	15.51	15.74
6 months	14.24	14.52	14.81	15.11	15.34
0 months	13.89	14.17	14.45	14.74	14.96

BUILDING MAINTAINER

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
12 months	17.23	17.57	17.92	18.28	18.55
6 months	16.64	16.97	17.31	17.66	17.92
0 months	16.01	16.33	16.66	16.99	17.24

ELECTRONICS**PRODUCTION WORKER**

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
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

ASSEMBLER

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
12 months	12.44	12.69	12.94	13.20	13.40
6 months	12.14	12.38	12.63	12.88	13.07
0 months	11.81	12.02	12.29	12.54	12.73

SENIOR ASSEMBLER

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
12 months	14.36	14.65	14.94	15.24	15.47
6 months	14.06	14.34	14.63	14.92	15.14
0 months	13.75	14.03	14.31	14.60	14.82

BOXER

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
12 months	14.17	14.45	14.74	15.03	15.26
6 months	13.80	14.08	14.36	14.65	14.87
0 months	13.55	13.82	14.10	14.38	14.60

WAREHOUSE CLERK

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
12 months	12.40	12.65	12.90	13.16	13.36
6 months	12.12	12.36	12.61	12.86	13.05
0 months	11.82	12.06	12.39	12.55	12.74

WAREHOUSEPERSON

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
12 months	13.73	14.00	14.28	14.57	14.79
6 months	13.43	13.70	13.97	14.25	14.46
0 months	13.13	13.39	13.66	13.93	14.14

ELECTRONICS SECRETARY

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
12 months	11.78	12.02	12.26	12.51	12.70
6 months	11.51	11.74	11.97	12.21	12.39
0 months	11.18	11.40	11.63	11.86	12.04

SERVICE/PRODUCTION BENCH TECHNICIAN

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
12 months	20.33	20.74	21.15	21.57	21.89
6 months	20.14	20.54	20.95	21.37	21.69
0 months	20.01	20.41	20.82	21.24	21.56

BENCH/PHONE TECH

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
12 months	22.82	23.28	23.75	24.23	24.59
6 months	21.81	22.25	22.70	23.15	23.50
0 months	20.77	21.19	21.61	22.04	22.37

DESIGN DRAFTSPERSON

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
12 months	21.36	21.79	22.23	22.67	23.01
6 months	20.99	21.41	21.84	22.28	22.61
0 months	20.70	21.11	21.53	21.96	22.29

DETAIL DRAFTSPERSON

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
12 months	18.43	18.80	19.18	19.56	19.85
6 months	18.08	18.44	18.81	19.19	19.48
0 months	17.82	18.18	18.54	18.91	19.19

DRAFTER

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
12 months	15.12	15.42	15.73	16.04	16.28
6 months	14.77	15.07	15.37	15.68	15.92
0 months	14.32	14.61	14.90	15.20	15.43

MACHINIST - A -

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
12 months	25.37	25.88	26.40	26.93	27.33
6 months	23.76	24.24	24.72	25.21	25.59
0 months	22.05	22.49	22.94	23.40	23.75

MACHINIST - B -

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
12 months	19.79	20.19	20.59	21.00	21.32
6 months	18.74	19.11	19.49	19.88	20.18
0 months	17.67	18.02	18.38	18.75	19.03

MACHINIST - C -

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
12 months	14.10	14.38	14.67	14.96	15.18
6 months	13.53	13.80	14.08	14.36	14.58
0 months	13.04	13.30	13.57	13.84	14.05

Q.A. INSPECTOR

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
12 months	14.17	14.45	14.74	15.03	15.26
6 months	13.80	14.08	14.36	14.65	14.87
0 months	13.55	13.82	14.10	14.38	14.60

Q.A. INSPECTOR A

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
12 months	20.33	20.74	21.15	21.57	21.89
6 months	20.30	20.71	21.12	21.54	21.86
0 months	20.01	20.41	20.82	21.24	21.56

Q.A. INSPECTOR B

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
12 months	15.69	16.00	16.32	16.65	16.90
6 months	15.45	15.76	16.08	16.40	16.65
0 months	15.11	15.41	15.72	16.03	16.27

ARTICLE 20
ALLIANCE PROGRAM

The Company/Employee Alliance Program is designed to encourage creative change in the way we do business. Its purpose is to seek input from our most valuable resource, our employees, and to demonstrate a continued commitment between the Communications Workers of America and Helena Laboratories. To achieve the above principles, the Union and Company agree to establish, for the duration of this agreement, a Company/Employee Alliance Program. The Alliance shall consist of not more than two (2) representatives appointed by the Union and two (2) representatives appointed by the Company and co-chaired by Joe Gollas and a designated Union Official. This Alliance shall meet by mutual agreement, but not less than 2 times per year.

ARTICLE 21
TERMS OF AGREEMENT

This agreement shall become effective on April 30, 2020 and shall remain in effect for a five (5) year period through April 29, 2025. This agreement shall become automatically renewed for consecutive periods of one (1) year thereafter, unless either party shall serve notice upon the other party in writing, of its desire to cancel the agreement at least sixty (60) days, but not more than ninety (90) days prior to the termination date.

The above changes and amendments to the April 30, 2020 Labor Agreement constitute the entire tentative agreement. Both the Company and Union agree that any and all other proposals and/or counter proposals tendered during the negotiations leading up to this tentative agreement are respectfully withdrawn.

AMENDMENTS

This agreement may be amended or modified only by the mutual consent and only then by a written and signed document by those empowered by both parties to make such agreements in witness whereof, the parties hereto have executed this agreement, on the 22nd of July, 2020

Communications Workers of America - AFL - CIO

Sherron Molina
Sherron Molina
CWA Representative

Committee
Marc Larousse
Marc Larousse

Joyce Baker
Joyce Baker
Robert Millard
Robert Millard

Helena Laboratories Corporation

Joe Gollas
Joe Gollas
President

Committee
Noel Bartlett
Noel Bartlett

Janet Blair
Janet Blair