



LOCAL 1010

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To All Local 1010 Members:

Layoff Minimization Plan

The Company has mandated that all Employees with less than two years be laid off. This is not in line with the Collective Bargaining Agreement. Our interpretation is that the Company must offer voluntary layoffs before anybody is involuntarily laid off. The Union has demanded a layoff minimization plan that is in line with the CBA. If the Company imposes their own layoff plan unilaterally, we will fight to get Employees back to work as soon as possible. Also, as in the past, we will be fighting to get all probationary employees call back rights when business conditions improve. All non-probationary Employees that get laid off already have call back rights.

The Company is not following our Plan of Insurance & Benefits and recognizing employees quarantining at home as immediately disabling in regards to the 7 day waiting period. Under normal circumstances the employees would be hospitalized and paid from day one. The Company's actions are encouraging sick employees to come to work and infect others. If the previous information isn't upsetting enough, for laid off employees, the Company also wants to take your weekly \$600 Federal Stimulus unemployment insurance at a time when you and your family need money the most. We are disclosing this information to the membership after giving the Company ample time to do the right thing.

The process is ongoing and we will continue to communicate as information materializes.

Safety

After several visits/audits in the plant, we are seeing that we must improve social distancing. Maintain at least 6 feet of distance and keep groups and meetings to a minimum but never more than 10 people in a group. We have been working to get the Company to provide non-respirator face masks/covers for several weeks. Now, there is an availability issue due to the lack of action on the Company's part. The Company now states that masks are on order. In the interim we recommend to provide and use your own face covers until supplies are available. Continue using social distancing, washing your hands, and cleaning your work and break areas. If we are not able to make the job safe, then we do not do the work. The right to refuse unsafe work has not changed.

In Solidarity,

Steve Wagner, President