

Doc No. 84

WEATHER CONDITIONS LETTER

Date: February 26, 2025

Subject: Failure to Work Forty Hours as a consequence of severe weather conditions

The following is intended to address situations where employees fail to work forty (40) hours as a consequence of severe weather conditions. In general, the following determinations will apply with respect to a plant shutdown.

1. In situations where the Company, by virtue of the declaration of a public emergency by a governmental body gives notification by public announcement (radio, TV, Newspaper) that it will not be open for operations, a maximum payment of eight (8) hours will be made to employees regularly scheduled to work during the period of the declared shutdown for each day of the declared shutdown. Such payments will be calculated based on the employee's assigned rate of record and will include any applicable shift premiums and COLA. In order to be eligible for such payment the employee must be considered a seniority employee under the relevant section of this Agreement.

2. In situations where the Company has attempted to operate but has been forced to shut down due to the absenteeism of its employees, and such absenteeism is deemed by the parties to be attributable to severe weather conditions, a payment, calculated as the payment referenced in Paragraph 1 above, and reflective of the period for which they lost wages, will be made to employees who reported to work and were sent home without having received a full eight (8) hours pay for the day in question due to the declaration of a shut-down, in light of employee absenteeism.

3. In situations where a Warning has been declared for severe weather employees who were scheduled to report on the day such a situation occurs will be eligible to receive a maximum payment of eight (8) hours including shift premiums and COLA for such an occurrence provided a "Warning" level has been declared before the employee's scheduled shift starts by the Indiana Department of Homeland Security for.

a. The employee's on record county of residence

b. A county the employee must drive directly through to reach work from the employees on record county of residence.

4. In the calculation of any payments identified in 1, or 2, above, such payment will be offset on an hour for hour basis for any overtime hours (on a straight-time basis) made available to an eligible employee before the occurrence of the severe weather situation during the payroll week within which the severe weather situation occurs.