

Richard Haas Staff Representative **United Steelworkers** Airport Office Park 200 High Rise Drive, Suite 144 Louisville, KY 40213-3267

Re: Modified Offer/expiration: 11:59 p.m. CDT, Monday, May 11, 2015

Dear Richard:

The purpose of this email is to confirm:

- 1) The USW has requested that Century delay the lockout now scheduled to begin at 8 a.m. CDT on Monday, May 11, 2015 until 8 a.m., Tuesday, May 12, 2015.
- 2) The purpose of the requested delay is to provide the USW with time to have the union membership vote on the Modified Offer that Century delivered to the USW today.
- 3) You acknowledge and agree that the notice of lockout that Century previously gave the USW, pursuit to the April 3 agreement on strike/lockout notice, remains in place and no new notice of lockout is needed to comply with the April 3 agreement, for Century to implement a lockout at 8 a.m. CDT on May 12, 2015.
- 4) The Modified Offer delivered to you today is extended until 11:59 p.m. CDT on May 11, 2015.
- 5) Should the union membership fail to ratify the Modified Offer before this deadline, the Company's "last best and final" offer of April 25 remains available for the membership to ratify thereafter.
- Under these conditions, Century grants the requested 24 hour delay in the lockout.

Please acknowledge the foregoing by return email and by returning signed copy to Karen Cecil.

Century Human Resource Director, NA

Ruhard HOAD 5-9-2015

Steelworkers

Century Aluminum Hawesville 1627 State Route 3543 Hawesvliie, KY 42348

270.685.2493 270.852.2886 (F)



Richard Haas Staff Representative United Steelworkers Airport Office Park 200 High Rise Drive, Suite 144 Louisville, KY 40213-3267

Dear Richard and USW Negotiations Committee:

Today Century Aluminum Hawesville offers for your consideration a temporary modified Last, Best and Final as noted below.

As follows are the proposed changes:

- Standard Hourly Base Wage Rates will increase on the Monday nearest ratification date based on March 31, 2015 wages:
 - 2015: 2.50%
 - 2016: 2.75%
 - 2017: 2.75%
 - 2018: 2.75%
 - 2019: 2.75%
- Article 9 Vacation Pay

Employees will receive pay based on the number of their regularly scheduled hours they would have worked for the week they take vacation, plus any shift and scheduled premium pay at the appropriate pay rate.

For example: Employees who have variable work weeks (i.e. 36, 40, 48 hour work weeks) will receive compensation for the number of hours they would have worked during the week they would have worked.

Article 17 regarding Insurance Benefit / Monthly Premiums

	2015	2016	2017	2018	2019	2020
Employee Only	\$90	\$90	\$100	\$115	\$125	\$140
Employee + 1	\$120	\$150	\$180	\$215	\$245	\$280
Family	\$150	\$210	\$255	\$300	\$350	\$400

Medical Co-Pays:

Specialist, \$30; Urgent Care \$30

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Hawesville, KY 42348

Richard Haas 5-9-2015





Out-of-Pocket Max: Effective 2017 RM Family, \$4,000

- See attached letter on revocation of retirement
- The union must agree that all grievances filed from April 25, 2015 through the ratification period will be withdrawn by the union and will not be subject to further consideration upon ratification of this Modified Proposal.

Sincerely,

Karen Cecil

Century Human Resource Director, NA

United Steelworkers



Richard Haas
Staff Representative
United Steelworkers
District 8
Airport Öffice Park
200 High Rise Drive, Suite 144
Louisville, KY 40213

Subject: Revocation of Retirement

The parties agree to allow former employees who retired in good standing between April 1, 2015 and the ratification date of the new CBA to elect to revoke their retirement and have their employment and seniority reinstated, with time off being treated as unpaid leave. Retirees must communicate such election within seven days of ratification of the new CBA, and reinstatement may be disqualified to the extent such retirees have received pension payments from the Steelworkers Pension Trust.

Karen Cecil

Date

Century Aluminum of Kentucky, GP

Richard Haas

Data

United Steelworkers





Richard Haas Staff Representative United Steelworkers District 8 Airport Office Park 200 High Rise Drive, Suite 144 Louisville, KY 40213

Subject: Overtime

The parties hereby agree that upon ratification of the Company's modified Last, Best and Final offer presented on May 8, 2015, language in Article 6 regarding overtime in the ratified LBF shall be applicable for nine months. At the end of that time, specifically on February 12, 2016, the parties will revert to overtime language in the 2010-2015 collective bargaining agreement. Therefore, the language will be as follows:

Article 6 II (Last, Best and Final) effective May 12, 2015

- A. Employees shall not be forced to work mandatory overtime within the period between his last scheduled shift prior to vacation (no less than one vacation day for employees with three or fewer days off; employees with four or greater days off must use two consecutive vacation days) or other pre-approved leave (as defined in Article 10, Section IX, Leave of Absence), and his first scheduled shift back following vacation or other pre-approved leave.
- B. Employees with three or fewer days off shall not be forced to fill more than one vacancy during their scheduled period off. Employees with four or greater days off shall not be forced to fill more than one (1) two (2) vacancyles during their per scheduled period off. A continuation of an employee's shift does not constitute a force.

Example: Employee A works off on his seven (7) day break on Thursday. Employee A may only be forced to cover one vacancy within this seven (7) day period spanning from Thursday to the following Friday:

Revert to Article 6 (2010-2015) on February 12, 2016

A. Employees shall not be forced to work mandatory overtime within the period between his last scheduled shift prior to vacation or other pre-approved leave (as defined in Article 10, Section IX, Leave of Absence), and his first scheduled shift back following vacation or other pre-approved leave.

B. Employees shall not be forced to fill more than one (1) vacancy per scheduled period off.

Example: Employee A works off on his seven (7) day break on Thursday. Employee A may only be forced to cover 999 vacancy within this seven (7) day period spanning from Thursday to the following Friday.

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Century Aluminum of Kentucky, GP

Richard Haas

Date

United Steelworkers

Century Aluminum Hawesville 1627 State Route 3543

270.685.2493 270.852.2886 (F)

Hawesville, KY 42348

Haas, Richard

From: Cecil, Karen < Karen.Cecil@centuryaluminum.com>

Sent: Saturday, May 09, 2015 1:19 PM

To: Haas, Richard
Cc: Barkley, Kenny
Subject: Out of pocket Mac

The out of pocket max of \$4,000 is effective in 2017 for family. Documents to be corrected on Monday.

Karen Cecil

Sent from my iPhone