



May 8, 2015

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

*Karen Cecil 5-9-15*

Century Aluminum Hawesville 270.685.2493  
1627 State Route 3543 270.852.2886 (F)  
Hawesville, KY 42348

*Richard Haas 5-9-2015*

Out-of-Pocket Max: *Effective 2017 RA*  
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- The union must agree that all grievances filed from April 25, 2015 through the ratification period will be withdrawn by the union and will not be subject to further consideration upon ratification of this Modified Proposal.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* 5-9-15  
\_\_\_\_\_  
Karen Cecil Date  
Century Human Resource Director, NA

*Richard Haas* 5-9-2015  
\_\_\_\_\_  
Richard Haas Date  
United Steelworkers



May 8, 2015

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) vacancies 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 one vacancy within this seven (7) day period spanning from Thursday to the following Friday.

*Karen Cecil* 5-9-15  
Karen Cecil Date  
Century Aluminum of Kentucky, GP

*Richard Haas* 5-9-2015  
Richard Haas Date  
United Steelworkers

Century Aluminum Hawesville 270.685.2493  
1627 State Route 3543 270.852.2886 (F)  
Hawesville, KY 42348

## Haas, Richard

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**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