**January 31, 2019**

**Final and Concluding Agreement**

**Solutia, Inc. (Indian Orchard) a subsidiary of Eastman Chemical Company & IUE-CWA, Local (81)288**

1. **2-Year Agreement:**
* Effective 11:00pm April 1, 2019 through 11:00pm April 1, 2021

ARTICLE XXIi

Term of Agreement

This Agreement shall become effective as of 11:00 p.m., **April 1, 2019** and shall remain in effect until 11:00 p.m., **April 1, 2021**, and shall automatically renew itself for periods of one (1) year unless written notice of desired changes or termination is given by one party to the other at least sixty (60) days before the termination of any such period.

IN WITNESS WHEREOF THE PARTIES HAVE EXECUTED THIS AGREEMENT ON THE DATE FIRST WRITTEN ABOVE.

IUE-CWA

##### LOCAL 288

A. F. OF L. - C. I. O.

IN WITNESS WHEREOF THE PARTIES HAVE EXECUTED THIS AGREEMENT ON THE DATE WRITTEN ABOVE.

1. **Wages:**
* General Wage Increases as follows:
	+ March 4, 2019 – 2.50%
	+ April 1, 2020 – 2.50%
* Lead (L) pay premium increased to $0.75 per hour
* Trainer (T) pay premium increased to $0.75 per hour
* Refer to attached **“Schedule 2”**

 **3. Shift Premium:**

* Increase as follows:
	+ March 4, 2019 – $0.74 per hour
	+ April 1, 2020 – $0.76 per hour

 **4. Ratification Bonus:**

* A one-time $500.00 ratification bonus for Local (81) 288 members who are active Eastman employees at the time of ratification

\*Pre-tax deferral options to be determined

**5. Wage-related contract language:**

* ***Article IV, Section 2.B. modified as follows:***

B. Employees not previously qualified in an occupation within a production department who are awarded an SEO I or RBPO position will start at 80% of the job code rate and will progress to 100% of the job code rate in **thirty-six (36) months** per the following schedule:

* **At eighteen (18) months the employee’s rate will increase to 90% of the full job code rate.**
* **At thirty-six (36) months the employee’s rate will increase to 100% of the full job code rate.**

 The employee’s rate will be maintained at the target percentage above in the event of changes to the job code rate. However, an employee will not be considered “qualified” under the terms of the contract until they meet the experience requirements in Schedule 2.

* ***Article X, Section 1.E. modified as follows:***
1. Employees who are required to change from their permanent job under the provisions of this Section shall be guaranteed as a minimum no loss in compensation (base rate and shift premium, as applicable) for a period of **eighteen (18) months** from the date they are removed from the job as described above.

Boiler Operators who are required to change their permanent job no earlier than October 31, 2016 and no later than June 30, 2017 under the provisions of this Section shall be guaranteed as a minimum no loss in compensation (base rate, shift premium, until the displaced employee bids into a job).

SV/R Line Operators who are required to change their permanent job under the provisions of this Section shall be guaranteed as a minimum no loss in compensation (base rate, shift premium, until the displaced employee bids into a job).

Holdover rate guarantees will cease:

1. When the employee enters a job having a compensation, as defined above, which equals or exceeds that of the job from which they are cut back, or
2. If the employee refuses to accept a permanent vacancy when offered, in the occupation and department from which they are cut back.

Only employees who have no option to remain in their permanent job shall be eligible for the guarantee described above.

**6. Terms and Conditions:**

**All the remaining terms and conditions of the Collective Bargaining Agreement entered into as of April 1, 2016 shall remain unchanged through April 1, 2021 at 11:00 p.m.**

**7. Schedule 2:**



**Final and Concluding Agreement**

The undersigned Union, through its designated representatives, and the Company have agreed to the terms and conditions of the attached Final and Concluding Agreement dated January 31, 2019. The Agreement was negotiated in good faith and is supported and endorsed by the Union, the individuals who have signed below, and the Company. The Agreement is subject to ratification by the Union’s general membership which vote shall take place on February 5 and 6, 2019.

The Union acknowledges that in the event the Agreement is rejected by its membership the entire Agreement will be withdrawn by the Company.

**For IUE-CWA, Local 288 For Eastman, Inc. – Indian Orchard**

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David A. Gamache Cynthia Averell

President

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Rodney Carter Karoline Butler

Negotiating Committee Chair

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Jesse D. Desrochers David O’Neill

Vice President

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Jason P. Dionne

Negotiating Committee

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Marios Politakos

Negotiating Committee

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Dennis Provost

Negotiating Committee

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Matthew P. Ryczek

Negotiating Committee

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Amber Brooks

Local 288 Representative