

4-26-16
1:50am

Pepsi Beverages Opening Economic Offer

April 26, 2016

The following pages contain the company's initial economic offer. In addition to the attached pages (6 in total including this page) the company maintains the following proposals:

1. Move employees into PBC's Standard Flexible Benefits Program
2. Change from daily bidding in Chicago (D-bay) to annual bidding
3. 51st re-pack proposal

In Addition the company modifies the following proposal:

1. MEM

Chicago & Kankakee: Effective April 29, 2016, Field Service Technicians which are designated and working as Service Advantage Technicians will receive an additional \$1.00. Service Advantage Technicians must have Type I and II certifications or Universal refrigeration certification and be otherwise qualified for the additional duties required of the Service Advantage Technician role. Approval for certification will be based on seniority and business need.

The company withdraws the following proposals:

1. Convert D-bay to a single rate conversion
2. Work Schedules for D-bay and bulk

Any current pending proposals the company considers to be open

Company Opening Economic Offer 4/26/16

Classification (Chicago Inside)	Current	Increase	4/29/2016	4/29/2017	4/29/2018	4/29/2019
Production Operator A	\$20.55	\$0.35	\$20.90	\$21.25	\$21.60	\$21.95
Production Operator B	\$20.15	\$0.35	\$20.50	\$20.85	\$21.20	\$21.55
CO2 Filler Operator	\$19.90	\$0.35	\$20.25	\$20.60	\$20.95	\$21.30
Syrup Batcher	\$20.85	\$0.35	\$21.20	\$21.55	\$21.90	\$22.25
Sanitizer	\$20.05	\$0.35	\$20.40	\$20.75	\$21.10	\$21.45
Greaser/Oiler	\$20.00	\$0.35	\$20.35	\$20.70	\$21.05	\$21.40
Scrubber Operator	\$20.05	\$0.35	\$20.40	\$20.75	\$21.10	\$21.45
Warehouse General Plant	\$19.92	\$0.35	\$20.27	\$20.62	\$20.97	\$21.32
Lift Truck Operator	\$20.05	\$0.35	\$20.40	\$20.75	\$21.10	\$21.45
Truck Hiker	\$20.35	\$0.35	\$20.70	\$21.05	\$21.40	\$21.75
Repack	\$16.20	\$0.35	\$16.55	\$16.90	\$17.25	\$17.60
Blue Card	\$14.35	\$0.15	\$14.50	\$14.65	\$14.80	\$14.95
MEM General Labor	\$16.05	\$0.35	\$16.40	\$16.75	\$17.10	\$17.45
MEM Shop Serviceman	\$19.55	\$0.35	\$19.90	\$20.25	\$20.60	\$20.95
MEM Field Service Tech	\$22.40	\$0.35	\$22.75	\$23.10	\$23.45	\$23.80
Classification (Chicago Outside)	Current	Increase	4/29/2016	4/29/2017	4/29/2018	4/29/2019
Express Driver	\$22.45	\$0.35	\$22.80	\$23.15	\$23.50	\$23.85
Food Service Express Driver	\$22.46	\$0.35	\$22.81	\$23.16	\$23.51	\$23.86
Merchandiser (hired prior to 4/30/90)	\$17.85	\$0.35	\$18.20	\$18.55	\$18.90	\$19.25
Merchandiser (with Class A CDL)	\$17.85	\$0.35	\$18.20	\$18.55	\$18.90	\$19.25
Merchandiser	\$17.10	\$0.35	\$17.45	\$17.80	\$18.15	\$18.50
Swingmen	\$17.85	\$0.35	\$18.20	\$18.55	\$18.90	\$19.25
On-Premise Utility Driver	\$20.05	\$0.35	\$20.40	\$20.75	\$21.10	\$21.45
Dbay						

Dbay, Pre-Sell Driver/Merch weekly	\$377.50	\$0.00	\$377.50	\$377.50	\$377.50	\$377.50
Dbay, Pre-Sell Driver/Merch 5 day	\$75.50	\$0.00	\$75.50	\$75.50	\$75.50	\$75.50
Dbay, Pre-Sell Driver/Merch 4 day	\$94.38	\$0.00	\$94.38	\$94.38	\$94.38	\$94.38
Relief Driver Trainer weekly	\$660	\$0	\$660.00	\$660.00	\$660.00	\$660.00
Relief Driver Trainer 5 day	\$132	\$0	\$132.00	\$132.00	\$132.00	\$132.00
Relief Driver Trainer 4 day	\$165	\$0.00	\$165.00	\$165.00	\$165.00	\$165.00
Bottles and cans	0.35	\$0.0070	0.3570	0.3640	0.3710	0.3780
Per gallon	0.165	\$0.0070	0.1720	0.1790	0.1860	0.1930
Cups (per case sold)	0.5	\$0.0070	0.5070	0.5140	0.5210	0.5280
CO2 tanks sold	0.3	\$0.0070	0.3070	0.3140	0.3210	0.3280
CO2 tanks returned	0.5	\$0.0070	0.5070	0.5140	0.5210	0.5280
Full Service						
Full Service Drivers 5 day	\$81.50	\$1.00	\$82.50	\$83.50	\$84.50	\$85.50
Full Service Drivers 4 day	\$101.88	\$1.25	\$103.13	\$104.38	\$105.63	\$106.88
All bottle and can products	\$1.26	\$0.03	\$1.29	\$1.32	\$1.35	\$1.38
Per gallon	0.155	0	\$0.16	\$0.16	\$0.16	\$0.16
Cups	0.5	0	\$0.50	\$0.50	\$0.50	\$0.50
CO2 tanks sold	0.3	0	\$0.30	\$0.30	\$0.30	\$0.30
CO2 tanks returned	0.5	0	\$0.50	\$0.50	\$0.50	\$0.50
Relief Driver Trainer hourly rate	\$22.45	\$0.35	\$22.80	\$23.15	\$23.50	\$23.85

Heathcare Convert to PBC's Standard Flex Benefits				
Pension Multiplier	2016	2017	2018	2019
	0	0	1	1
Maintain Company's Accounts Balance Plan				

Company Opening Economic Offer 4/26/16

Classification (Kankakee Inside)	Current	Increase	4/29/2016	4/29/2017	4/29/2018	4/29/2019
Lift Truck Operator	\$18.65	\$0.35	\$19.00	\$19.35	\$19.70	\$20.05
Warehousemen	\$18.65	\$0.35	\$19.00	\$19.35	\$19.70	\$20.05
Classification (Kankakee Outside)	Current	Increase	4/29/2016	4/29/2017	4/29/2018	4/29/2019
MEM Field Service Tech	\$21.40	\$0.35	\$21.75	\$22.10	\$22.45	\$22.80
Swingmen	\$17.10	\$0.35	\$17.45	\$17.80	\$18.15	\$18.50
Relief Driver Trainer	\$22.00	\$0.35	\$22.35	\$22.70	\$23.05	\$23.40
Blue Card	\$14.00	\$0.35	\$14.35	\$14.70	\$15.05	\$15.40
Express Driver	\$21.00	\$0.35	\$21.35	\$21.70	\$22.05	\$22.40
Merchandiser (hired prior to May 1, 1992)	\$17.65	\$0.35	\$18.00	\$18.35	\$18.70	\$19.05
Merchandiser (hired after May 1, 1992)	\$16.90	\$0.35	\$17.25	\$17.60	\$17.95	\$18.30
Dbay						
Pre-sell/tell-sell delivery	\$397.50	\$0.00	\$397.50	\$397.50	\$397.50	\$397.50
5 day schedule/base per day	\$79.50	\$0.00	\$79.50	\$79.50	\$79.50	\$79.50
4 day schedule/base per day	\$99.38	\$0.00	\$99.38	\$99.38	\$99.38	\$99.38
Commission	0.3	\$0.0070	0.3070	0.3140	0.3210	0.3280
Full Service						
Full Service base pay per week	\$319.50	\$5.00	\$324.50	\$329.50	\$334.50	\$339.50
5 day schedule/base per day	\$63.90	\$1.00	\$64.90	\$65.90	\$66.90	\$67.90
4 day schedule/base per day	\$79.88	\$1.25	\$81.13	\$82.38	\$83.63	\$84.88
Commission all B&C	\$1.27	\$0.03	\$1.30	\$1.33	\$1.36	\$1.39
Per gallon	0.1375	0	0.1375	0.1375	0.1375	0.1375
Cups	0.5	0	\$0.50	\$0.50	\$0.50	\$0.50
CO2 Tank (delivered & sold)	0.3	0	\$0.30	\$0.30	\$0.30	\$0.30
CO2 Tank (returned)	0.5	0	\$0.50	\$0.50	\$1.00	\$1.00

**Heathcare Convert to PBC's Standard Flex Benefits
Maintain Company's Accounts Balance Plan**

4/26/16 Company Opening Offer Chicago Dbay:			
Dbay Base Pay:	\$377.50	Proposal:	\$0
Tier	Volume	Proposed Increase	
0-250oz	24,895	\$174.27	
251&up	87,442	\$612.09	
per gallon	18,839	\$131.87	
Cups (per case sold)	128	\$0.90	
CO2 tanks sold	219	\$1.53	
CO2 tanks returned	134	\$0.94	
VROT		\$103.59	
Total Increase		\$1,025.19	
4/26/16 Company Opening Offer Kankakee Dbay:			
Dbay Base Pay:	\$377.50	Proposal:	\$0
Tier	Volume	Proposed Increase	
all commissions	142,580	\$998.06	
VROT		\$89.49	
Total Increase		\$1,087.55	

4/26/16 Company Opening Offer Chicago FSV:			
FSV Base Pay:	\$407.50	Proposal:	\$5/week
Tier	Volume	Proposed Increase	
all commissions	19,638	\$589.14	
VROT		\$44	
Total Increase		\$893.01	
4/26/16 Company Opening Offer Kankakee FSV:			
FSV Base Pay:	\$319.50	Proposal:	\$5/week
Tier	Volume	Proposed Increase	
all commissions	19,720	\$591.60	
VROT		\$32.46	
Total Increase		\$884	

Company Offer – Transport 4/26/16

Any new Transport Drivers hired or who enter the Transport Department from the effective date below will be compensated for each trip using the mileage rate plus the run rate in accordance with the following chart, and will not be entitled to over time pay:

Hire date or upon entering the Transport Department Effective April 28, 2016

Mileage Band	From	To	Mileage Rate	Run Rate
Band 1	1	14	\$0.96	\$13.40
Band 2	15	49	\$0.68	\$13.40
Band 3	50+		\$0.58	\$13.40

Any Transport Drivers who were hired in to the department before April 28, 2016 will continue to be compensated for each trip using the mileage rate and run rate in accordance with the following chart:

Mileage Band	From	To	Mileage Rate	Run Rate
Band 1	1	14	\$1.06	\$13.25
Band 2	15	49	\$0.80	\$13.25
Band 3	50+		\$0.68	\$13.25

OT No Change to old contract
\$500 Lump Sum per year of contract

High Fructose Corn Syrup

Should the Company decide to utilize Pepsi Transport employees covered by this agreement for High Fructose Corn Syrup runs for the Chicago 51st St Plant, the round trip rate for a Transport Driver to run a load of High Fructose Corn Syrup (HFCS) will be \$100.

Job Description: Drives a Tanker truck, loading and off-loading HFCS to the Chicago 51st St Pepsi Plant. Checks and/or assists in the loading/unloading of the tanker. Obtains proper authorization for all deliveries/pick-ups. Driver must communicate with the labs at both plants to know how much HFCS is needed and which location needs the next delivery. Responsible for checking vehicle for proper and safe operating condition before and after each trip. Position requires working tractor/trailer components, including bending and cranking landing gear as well as climbing tanker and standing for extended periods of time.

PRIMARY ACCOUNTABILITIES:

- Haul HFCS to assigned destination
- Ensure safety and compliance of load
- Maintain required transport documentation

- Communicate with plant lab

- Deliver loads based on plant need