

Union's Last Best and Final Offer

April 29, 2016

1. Term

- 4 Year Agreement

2. Blue Cards

- No OT after 40 hours for Blue Cards unless fulltime Employees refuse.
- Cap 12.5% of location workforce
- 2.5x's the hourly rate for dues
- Blue Cards permitted as above in Kankakee
- Blue Cards shall not be used to take a store off of a Merchandiser's route once a Merchandiser has started his or her route unless a customer service issue arises that cannot be satisfactorily resolved by the Merchandiser

3. Transport Tanker Work (HFCS runs)

- \$100 per run
- The parties agree that within 6 months after the ratification of the CBA that they will meet and confer regarding the scheduling of transport drivers for high fructose corn syrup loads as part of the employee relations committee process. The purpose of this meeting will be to discuss any issues that either party may have regarding the transport deliver of the HFCS loads.

4. MEM

- \$90 pager pay for Kankakee MEM employees
- \$.50 per hour premium beginning in year one for all MEM employees required to have a DOT medical card at both Chicago and Kankakee
- \$1.00 per hour increase each year for all Service Advantage employees whose job shall be subject to the job bidding by seniority.
- \$1.00 per year in year 1 for all Kankakee MEM service technician who has or obtains a refrigeration certification

5. Wages

- \$1.00 wage increase for all hourly employees per year (including special events employees)
- 5% wage increase to Base pay, Commission rates, and transport mileage rates for all transport and commission employees each year
- Reject lower tier of Transport mileage rate

6. Paid Time Off

- 2 paid sick days for all employees each year
- \$20 increase for all PTO time (including bereavement pay, sick pay, holiday pay and any other paid time off pay provided for in the CBA) pay each year for all commission drivers and Transport Drivers

7. Benefits

- Standard Flex Benefits with Short Term Disability at the rate of \$500
- No employee shall be disciplined for representations made by the employee during or after enrollment in the above benefits
- Most favored nations for Employee Standard Flex Benefits contribution rates
- 401(k)- 50% match up to 10% of the employee's salary

8. Retroactivity and Ratification

- All benefits wages and conditions will be retroactive to April 28, 2016
- Contingent upon the Company's acceptance of the above offer, the Bargaining Committee will recommend the contract and work towards its passage

*All Tentative Agreements previously reached by the Parties during Bargaining shall be included in the above offer.