

Company's Last, Best, and Final Economic Offer 5/2/2016

1. Kankakee MEM on call increased to \$90

2. MEM DOT Cards – Starting in Year 2 of the Contract, \$.50/hr for those MEM employees holding a DOT card when actually performing the work for which the DOT medical card is required.

Refrigeration

- Increase of \$1/hr beginning year 1 for Kankakee MEM Service techs that are performing refrigeration work (to match Chicago).
- 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.

3. Convert Employees to Standard Flex Benefits Program as described in Negotiations.

- If contract is ratified by June 1st, transition date effective no later than September 1, 2016. Ratification past June 1st, transition will be 1/1/17.
- Short term disability weekly max to be \$500.
- The company agrees that the plan design in total and rates (paycheck costs) will be the same as those offered throughout the PBC system for frontline employees. Employees shall receive the rates offered in 2016, and will be subject to any employee premium contribution increases provided for in the Plan from time to time thereafter.
- The company will not pursue discipline pertaining to surcharges.

4. Wages:

	Year 1+ 1 Sick Day	Year 2 + 1 Sick Day	Year 3	Year 4
Hourly including special events employees	\$0.40	\$0.40	\$0.50	\$0.50

*Paid sick days can be used at employee's discretion and will not apply to the attendance policy. They will apply to the holiday eligibility language (to be eligible for holiday pay all employees must work their scheduled workday immediately before and their scheduled workday immediately after a holiday).

5. Transport

Transport Lump Sum	\$750	\$750	\$750	\$750
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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

No Change in overtime

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. The parties agree that within six (6) months after the ratification of their collective bargaining agreement that they will meet and confer regarding the scheduling of Transport Drivers for High Fructose Corn Syrup (“HFCS”) loads as part the Employee Relations Committee process. The purpose of this meeting will be to discuss any issues that either party may have regarding the Transport delivery of the HFCS loads.

5. Commissioned Drivers (D-Bay & FSV)

CHICAGO

	Year 1 + 1 Sick Day	Year 2 + 1 Sick Day	Year 3	Year 4
D-Bay	Targeted Annual Increase \$1572 (\$0.012 commission increase)	Targeted Annual increase \$1572 (\$0.012 commission increase)	Targeted Annual Increase \$1703 (\$0.013 commission increase)	Targeted Annual Increase \$1703 (\$0.013 commission increase)
FSV	Targeted Annual Increase \$1184 (\$7/week base, \$0.041 commission increase)	Targeted Annual Increase \$1184 (\$7/week base, \$0.041 commission increase)	Targeted Annual Increase \$1304 (\$7/week base, \$0.047 commission increase)	Targeted Annual Increase \$1304 (\$7/week base, \$0.047 commission increase)

Average increase based on 131,000 cases for DBD and 20,000 cases for FSV

KANKAKEE

	Year 1 + 1 Sick Day	Year 2 + 1 Sick Day	Year 3	Year 4
D-Bay	Targeted Annual Increase \$1576 (\$0.0111 commission increase)	Targeted Annual Increase \$1576 (\$0.0111 commission increase)	Targeted Annual Increase \$1704 (\$0.012 commission increase)	Targeted Annual Increase \$1704 (\$0.012 commission increase)
FSV	Targeted Annual Increase \$1184 (\$7/week base, \$0.041 commission increase)	Targeted Annual Increase \$1184 (\$7/week base, \$0.041 commission increase)	Targeted Annual Increase \$1304 (\$7/week base, \$0.047 commission increase)	Targeted Annual Increase \$1304 (\$7/week base, \$0.047 commission increase)

Average increase based on 142,000 cases for DBD and 20,000 cases for FSV

6. Paid time off for Commissioned drivers (D-Bay and FSV only): \$20 increase for holiday, bereavement, birthday, and sick pay each year. (Example: Year 1 pay for holidays for commissioned drivers D-Bay and Full Service \$95 per holiday.)

7. Pension

	Year 1	Year 2	Year 3	Year 4
Chicago Pension	\$1 (\$40)	\$1 (\$41)	\$1 (\$42)	\$1 (\$43)

Yearly Pension increase for those employees still in the multiplier plan. Remaining employees that are in Accounts Balance Plan will remain in Accounts Balance Plan.

This represents the company's last, best and final economic offer. This offer is contingent upon an entire contract being ratified without a work stoppage. Retroactive payments shall apply only to the first year wage increases.