

K# 4183

1700 ees

# AMENDMENT and EXTENSION Of The

June 1, 1997 - June 1, 2002

# AGREEMENT

*Between*

## HOWMET CORPORATION

Covering Its  
Muskegon County Operations

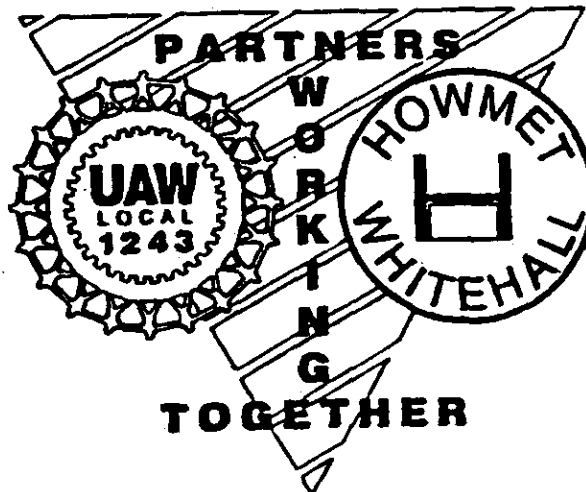
*And*

## LOCAL NO. 1243

United Automobile, Aerospace and  
Agricultural Implement Workers of America  
And Its  
International Union

10/17/03

1100 + 13300  
contract =



14700

January 1, 1999 - Jun 1, 2005

**" PROTECT YOUR JOB "**

\*\*\*\*\*

**In case of absence for ONE shift or longer**

**Call**

**Automated Voice Response System**

**894-7100**

\*\*\*\*\*

**Employees who call in will be given a Call-In Number  
by the Automated Voice Response System.**

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## Economic Issues

### Extension - New Expiration

June 2005

	2002	2003	2004
Wages	\$ .60	\$ .50	\$ .50
Pension	\$ 1.00	\$1.00	\$ .50
Life/AD & D	\$ 1,000	\$ 1,000	\$ 1,000
S & A	\$ 20	\$ 10	\$ 10
New Hire 401(k)	\$75 Match (\$25 Guaranteed)	Remains Same	\$85 Match (\$30 Guaranteed)
Current Retirees (Present)	\$350* Lump Sum		

\* Must be retired on or before date of ratification to be paid 6/1/2002.

## Language Issues

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- **Limit Transfers to New Plant**

See Page 6 for transfer language.

- \* There will be no attempt by the Company in the 2005 negotiations to remove current provisions for paid Personal Days (two) and/or Vacation allotment and compensation percentage for current employees (hired prior to January 1, 1999).

- **Mandatory Flex - New Plant**

Flex Pay is \$.30 per hour

- **All Other Language Remains as Per Current Agreement**

## Transfers

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Opening for all classification in the new Plant #2 will be filled per current contract language with the following exceptions:

- For the first twelve (12) months (Phase I), first six (6) months (Phase II) the openings will be filled by seniority from the transfer file by the most senior employee who is previously qualified in the classification to which they are requesting the transfer.
- Employees accepting transfers will be moved as soon as possible to not interrupt production, but in no event longer than four weeks (unless mutually agreed upon).
- For a rolling period of six (6) months after start up of each phase no classification will be required to allow more than fifty percent of their current work force to transfer to the new plant.
- Transfers to the new plant will be charged to the employee at the time of acceptance. The twelve month time frame for transfers will not start until actual date of move. It is our intention that we will fill openings well in advance of the plant opening to assure that we can replace all employees requesting transfers in a timely and efficient manner.

Transfer language will revert back to current contract two years after start date (estimated July, 2002)

## New Hires - Muskegon County Operations

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- New Hire Provisions - Current Agreement Scheduled June 2000
  - Now Effective January 1, 1999
  
- New Hire Starting Wage \$4.00 under "A" Rate \*\*
  - Ramp Up Over Four (4) Years (50¢-75¢-\$1.00-\$1.75)
  - Also Receives General Wage Increases per Contract
  - Eligible for Flex Pay Upon Receiving "A" Rate
  
- New Hire Benefits - Medical POS - 400 - Plan Only
  - All Others Remain the Same
  
- New Hire Extension of Probation (Attendance)
  - Employees will be considered probationary for Attendance issues for a period of six (6) months from date of hire.
  - All Other Provisions Remain 61st Day per Contract.
  
- New Hire Personal Days \*
  - Eliminate two (2) Paid Personal Days
  - All Other Provisions per Contract
  
- New Hire Vacation Pay \*
  - Pay Based on Forty (40) Hours per Week
  - 6 Months - 7 Years                      2 weeks
  - 7 Years - 20 Years                      3 weeks
  - All Others per Contract

\* See Language Information (Page 5)

\*\* Not applicable to Electrician, Millwright, and Tool & Die classifications.

## Holidays

2002 - 2003

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1.	July 4, 2002	Independence Day
2.	July 5, 2002	Friday after Independence Day
3.	September 2, 2002	Labor Day
4.	November 28, 2002	Thanksgiving Day
5.	November 29, 2002	Friday after Thanksgiving Day
6.	December 24, 2002	Tuesday before Christmas Day
7.	December 25, 2002	Christmas Day
8.	December 26, 2002	
9.	December 27, 2002	
10.	December 30, 2002	
11.	December 31, 2002	
12.	January 1, 2003	New Year's Day
13.	April 18, 2003	Good Friday
14.	May 26, 2003	Memorial Day

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14 Holidays



## Holidays

2003 - 2004

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1.	July 4, 2003	Independence Day
2.	September 1, 2003	Labor Day
3.	November 27, 2003	Thanksgiving Day
4.	November 28, 2003	Friday after Thanksgiving Day
5.	December 24, 2003	Wednesday before Christmas Day
6.	December 25, 2003	Christmas Day
7.	December 26, 2003	
8.	December 29, 2003	
9.	December 30, 2003	
10.	December 31, 2003	
11.	January 1, 2004	New Year's Day
12.	April 9, 2004	Good Friday
13.	May 31, 2004	Memorial Day

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13 Holidays

## Holidays

2004 - 2005

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- |     |                   |                               |
|-----|-------------------|-------------------------------|
| 1.  | July 5, 2004      | Monday after Independence Day |
| 2.  | September 6, 2004 | Labor Day                     |
| 3.  | November 25, 2004 | Thanksgiving Day              |
| 4.  | November 26, 2004 | Friday after Thanksgiving Day |
| 5.  | December 24, 2004 | Friday before Christmas Day   |
| 6.  | December 27, 2004 |                               |
| 7.  | December 28, 2004 |                               |
| 8.  | December 29, 2004 |                               |
| 9.  | December 30, 2004 |                               |
| 10. | December 31, 2004 |                               |
| 11. | March 25, 2005    | Good Friday                   |
| 12. | May 30, 2005      | Memorial Day                  |
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12 Holidays

IN WITNESS WHEREOF, the parties hereby have set their hands:

Collective Bargaining Agreement, dated January 1, 1999.

For Howmet Corporation,  
its Plants 3, 4, 5, 8, 9, and  
the Operhall Research Center  
located in Muskegon County,  
Michigan

For Local 1243,  
United Automobile Workers  
of America, UAW

Amy L.H. Heisser

Rita M. Kosheba

Judy A. Bosma

Ronald J. Frederick

Lois Woodworth

Gayle E. Spaulding

Donald E. Gale

James L. Willard

Larry N. Anderson

Thomas P. Hiddema

Michael S. Plouhar

Robert Miszewski  
International Representative

George N. Andros  
Director, Region 1-D UAW

Date: November 25, 1998

Date: November 25, 1998

**Howmet Castings**

an Alcoa Company

Human Resources Department

One Maco Drive

Whitehall, MI 49461 USA