

Current Infrastructure Employee Data

Labor Category	FTEs
Inspectors	3
Maintenance Mechanics	2
Garage Mechanics	2
Electrical Mechanics	4
Instrument Mechanics	2
Heavy Equipment Operator	1
Heavy Equipment Mechanic	1
Carpenters	2
Laborers	14
Janitors	18
Locksmith	1
Total	50

- Part-time employee may be necessary during peak mowing seasons
- Section J – Attachment J-7 Collective Bargaining Unit Agreement includes rates
- Average Company Service Credit is **18 years**.
- 23 of the 50 are currently grandfathered employees.

Benefits

- Medical, Dental, Vision, Short/Long Term Disability, Life Insurance, Pension, and ETTP Pension Plan for Grandfathered Employees, and Health Reimbursement Account benefits are cost reimbursable for all Grandfathered employees.
- Paid-Time-Off and 401k are NOT cost reimbursable for Grandfathered employees.
- **No benefits are cost reimbursable for non-Grandfathered USW employees (currently 27 USW employees).**

APPENDIX A

TABLE 1A, WAGE RATE SCHEDULE AND JOB CLASSIFICATION LISTING

EFFECTIVE DATES

	02/05/18	07/30/18	07/29/19	07/27/20
Inspector	\$28.20	\$28.80	\$29.80	\$30.10
Maintenance Mechanic	\$35.50	\$36.00	\$37.00	\$37.35
Garage Mechanic	\$35.50	\$36.00	\$37.00	\$37.35
Electrical Mechanic	\$35.50	\$36.00	\$37.00	\$37.35
Instrument Mechanic	\$35.50	\$36.00	\$37.00	\$37.35
Heavy Equipment Operator	\$35.50	\$36.00	\$37.00	\$37.35
Heavy Equipment Mechanic	\$35.50	\$36.00	\$37.00	\$37.35
Material Handler	\$30.35	\$30.35	\$30.35	\$30.35
Locksmith	\$35.50	\$36.00	\$37.00	\$37.35
Carpenter	\$35.50	\$36.00	\$37.00	\$37.35
Painter	\$35.50	\$36.00	\$37.00	\$37.35
Truck Driver	\$28.70	\$29.70	\$30.70	\$31.00
Operator	\$35.00	\$36.00	\$37.00	\$37.35
Operator B	\$33.00	\$34.10	\$35.00	\$35.25
Summer Worker	\$17.00	\$17.00	\$17.00	\$17.00
Laborer	\$27.00	\$27.60	\$28.50	\$28.80
Janitor	\$27.00	\$27.60	\$28.50	\$28.80

¹The addition of Heavy Equipment Mechanic does not preclude the employee from doing general Garage Mechanic work when there is no Heavy Equipment Mechanic Work.

²The parties agree that, as the need arises, Laborers/Janitors may be utilized for example, but is not limited to receive or deliver merchandise of storeroom inventory. This includes receipt of material in the storeroom, delivery of material to the plant, and pickup delivery of material from local area vendors. Such may include some fork truck operation.

**Current Infrastructure Non-USW Employees Staffing Levels and
Historical Fiscal Year 2014 Direct Labor Rates**

The table below provides the current FTE count for non-USW Staffing Levels. For informational purposes, historical direct labor rates from Fiscal Year 2014, current staffing levels, and budgetary data is provided by DOE. The historical direct labor rates from Fiscal Year 2014, current staffing levels, and budgetary data provided apply to former contract DE-AC30-10CC40021, and this information is provided merely for informational purposes. This historical information shall not be considered to be representative or predictive of future workload or activities. **This listing does not include the Executive Management staff (i.e. Corporate Personnel, Directors, and Senior Executives)**

Labor Category	Current FTE	Low Range	Middle Range	High Range
Administrative Assistant, Records Specialist, Training Coordinator Assistant, Visitor Control	17	\$15.78	\$21.30	\$26.83
Sr. Records Specialist, Security Specialist, Security Systems Lead	4	\$17.78	\$24.01	\$30.23
HR Coordinator, Accounts Payable Specialist, Field Engineer Technician, Quality Assurance Technician, Rad Control Technician	10	\$20.03	\$27.06	\$34.10
Procurement Specialist, Project Controls, Procedures Specialist	3	\$22.81	\$30.81	\$38.82
Accounting Manager, Personnel Security Specialists, Property Specialist, Training Specialist, Work Control Specialist, Sr. Procurement Specialist, Safety Specialists, Quality Assurance Specialist, Security Coordinator	16	\$25.83	\$34.83	\$43.84
Maintenance Supervisor, Electrical Supervisor, Information Security Specialist, Performance Assurance Lead, Personnel Security Manager, Physical Security Manager, Classification Manager, Environmental Compliance Specialist, Project Engineer, Rad Protection Supervisor, Sr. Property Specialist	16	\$29.38	\$39.67	\$49.96
ES&H Manager, QA Manager, HR Manager	3	\$38.04	\$51.34	\$64.64
O&M Manager, Maintenance Superintendent, Personnel Security Lead, Telephone and Radio Manager, Sr. Manager, Training Manager, Deputy Security Manager, Certified Health Physicist, Engineering Manager, Records Manager, Security Manager, Program Manager	12	\$52.38	\$70.71	\$89.03

IT and Cyber DPLH				
IT Manager	3	\$43.25	\$58.37	\$73.49
Database Administrator, Cyber Security Manager, Application Developer, System Administrator	10	\$29.38	\$39.67	\$49.96
End User Support Specialist, Cyber Security Specialist	7	\$17.78	\$24.01	\$30.23
IT Project Manager, Senior Network Administrator, Senior Cyber Security Specialist	3	\$38.04	\$51.34	\$64.64
IT/Cyber/Technical Writer/Editor	1	\$20.03	\$27.06	\$34.10

Benefits

- **There is 1 Grandfathered salaried-employee.**
- Medical, Dental, Vision, Short/Long Term Disability, Life Insurance, Pension, and ETTP Pension Plan for Grandfathered Employees, and Health Reimbursement Account benefits are cost reimbursable for the one Grandfathered employees.
- **No benefits are cost reimbursable for non-Grandfathered salaried employees.**
- Average Company Service Credit is **15 years**.

SWIFT & STALEY INC. BENEFITS OVERVIEW FOR CONTRACT DE-EM0003733

BENEFIT	BENEFIT DESCRIPTION
401(k) Plan	<ul style="list-style-type: none"> a. Immediately vested b. Company will match employee’s contribution up to 4% of his gross pay c. For non-Grandfathered employees, Company will make a non-elective contribution of 5.8% of pay for all hours worked on an annual basis
Medical/Rx (In-Network Provider)	<ul style="list-style-type: none"> a. High deductible-\$5,000/\$10,000 (deductible reimbursed to employee by company’s Health Reimbursement Account [HRA] after \$1,000 [Single] and /or \$2,000 [Family] annual deductible paid by employee). HRA reimbursement for the out of pocket limit expenses 20% up to \$6,500 [Single] and/or \$13,000 [Family] b. \$250 emergency room copay; \$100 reimbursed by HRA; if employee is admitted the copay is waived. c. \$75 Urgent Care copay (\$25 reimbursed by HRA) d. \$35 Primary Care office visit copay (\$5 HRA reimbursement) e. \$50 Specialist office visit copay (no HRA reimbursement) f. Prescription plan (\$15, \$35, \$55, 25% copays) \$5 reimbursement for Tier 2 and Tier 3. 100% reimbursement of the 25% coinsurance for Tier 4 g. If participating in the mail order program, 2 copays for a 90-day prescription h. \$35 Chiropractic care copay per visit; (no limit on number of visits) i. Home Health Care – 80%/20% after deductible (100 visits per calendar year). (HRA will reimburse for the out of pocket limit expenses of 20% up to 6,500/13,000) j. Rehabilitation Services - \$35 copay per visit for Physical and Occupational; \$50 copay per visit for Speech and Audiology (60 visits per year includes manipulations and adjustments) k. \$35 copay per visit for Mental/Behavioral Health outpatient services l. \$35 copay per visit for Substance Use Disorder outpatient services
Medical/Rx (Out-Of-Network Provider)	\$15,000/\$30,000 deductible (no HRA reimbursement)
Medical/Rx Premiums	Employee pays 20% (coverage optional) for the life of the Contract

BENEFIT	BENEFIT DESCRIPTION
Dental	<ul style="list-style-type: none"> a. 100% coverage for customary preventive care b. 80% coverage for basic services c. 50% coverage for major services d. \$50 annual deductible per person (maximum \$150 per year) e. \$1,500 lifetime maximum Orthodontia for children under 18 years old f. \$1,500 total maximum benefit per calendar year, then coverage will be 70%/30% remaining calendar year expenses
Dental Premiums	Employee pays 20% (coverage optional) for the life of the Contract
Vision	<p>Eye exam every 12 months \$130 allowance for frames every 24 months</p> <ul style="list-style-type: none"> a. Single vision, lined bifocal, and lined trifocal lenses for adults; polycarbonate lenses for dependent children every 12 months b. \$130 allowance for contact lenses in lieu of glasses every 12 months
Vision Premiums	Employee pays 20% (coverage optional) for the life of the Contract
Short Term Disability (STD)	<ul style="list-style-type: none"> c. Pays 65% of base gross salary after a 7-day elimination period up to a maximum of 26 weeks d. Employee may use Paid Time Off (PTO) to supplement STD pay
Long Term Disability	Pays 60% of base monthly gross salary after a 6-month elimination period
Basic Life & AD&D	<ul style="list-style-type: none"> a. Two times annual salary, maximum of \$200,000 (employee pays 50% premium) b. Benefits reduce beginning at age 70 c. AD&D- Accidental Death and Dismemberment insurance provides specified benefits for a covered accidental bodily injury that directly causes death or dismemberment (e.g., the loss of a hand, foot, or eye), subject to policy limitations d. If you terminate your employment or become ineligible for this coverage, you have the option to convert all or part of the amount of coverage in force to an individual life policy on the date of termination without Evidence of Insurability. Conversion election must be made within 31 days of your date of termination.

BENEFIT	BENEFIT DESCRIPTION
Voluntary Life for Employee, Spouse, Dependents	<ul style="list-style-type: none"> a. Employee life insurance in increments of \$10,000 to a maximum of \$300,000 (employee pays 100% premium) b. Spouse life insurance in increments of \$5,000 subject to 50% of employee's coverage (employee pays 100% premium) c. Dependents age 14 days to 6 months may have \$250 life insurance and age 6 months to 26 years may have \$10,000 of life coverage (employee pays 100% premium)
Employee Assistance Program (EAP)	Unlimited telephonic access with up to three counseling sessions for employees with issues including mental health and well-being, personal and professional relationship, substance abuse, family life, or daily stress (No cost to employee).
Paid Time Off (PTO)	Paid leave based on a company-service accrual process. Union employees' PTO will be per the applicable Collective Bargaining Agreement.
Flexible Spending Accounts	Pre-tax contributions are allowed for Dependent Care and /or Health Care per IRS guidelines
Retiree Benefits (Non-grandfathered)	<p>Pre-age 65 Medical/Rx/Dental/Vision/Life – retiree pays 25% premium</p> <p>Age 65 and over Medical/Rx/Life – retiree pays 25% premium</p>
Retiree Benefits (Grandfathered)	<p>Pre-age 65 Medical/Rx/Dental/Vision/Life – retiree pays 25% premium</p> <p>Age 65 and over Medical/Rx/Life – retiree pays 25% premium</p> <p>20% of Basic Life coverage for retiree's lifetime – retiree pays 0% premium</p>
	Grandfathered employees participate in the East Tennessee Pension Plan administered by URS/CH2M (UCOR) in Oak Ridge, Tennessee