

English Translation by Matthew J. Clutteur

**PROPOSAL #4 FOR A NEW COLLECTIVE BARGAINING AGREEMENT BETWEEN  
UNITED STEELWORKERS AFL-CIO-CLC ON BEHALF OF ITS LOCAL 6871 AND  
LONGO – EN TECH PUERTO RICO, LLC**

**VALID FOR THREE (3) YEARS, FROM:  
THE DATE OF RATIFICATION OF THE AGREEMENTS REACHED AT THE TABLE BY  
THE UNION MEMBERSHIP**

**ARTICLE 6  
MANAGEMENT RIGHT**

**THE UNION IS EVALUATING THE EMPLOYER’S PROPOSAL FOR  
SECTION 2a**

**ARTICLE 8  
HOURS AND OVERTIME**

**THE UNION ACCEPTS PROPOSAL FOR SECTION 1  
THE UNION ACCEPTS PROPOSAL FOR SECTION 2E**

**THE UNION DOES NOT ACCEPT PROPOSAL FOR SECTION 2g  
THE UNION DOES NOT ACCEPT PROPOSAL FOR SECTION 3**

**LA UNION PROPOSES THAT THE REST OF THE ARTICLE REMAINS  
THE SAME AS THE CURRENT COLLECTIVE BARGAINING AGREEMENT**

*Ready to  
sign*

**ARTICLE 9**  
**SENIORITY**

**LA UNION ACCEPTS PROPOSAL IN SUBSECTION C, TO ELIMINATE REFERENCE TO  
ARTICLE XVII, SECTION 6**

**THE UNION ACCEPTS PROPOSAL FOR SUBSECTION E.**

**THE UNION ACCEPTS PROPOSAL IN SECTION J TO ELIMINATE LOCAL PRESIDENT**

**THE UNION DOES NOT ACCEPT PROPOSAL TO CHANGE SHOP STEWARDS FOR  
SHOP STEWARD**

*2 shop stewards*

**ARTICLE 15**  
**VACATIONS**

**LA UNION PROPOSES THAT THIS ARTICLE REMAINS THE SAME AS THE CURRENT  
COLLECTIVE BARGAINING AGREEMENT**

**ARTICLE 16**  
**SICK LEAVE**

*agreement*

**Section 2: THE UNION DOES NOT ACCEPT LANGUAGE PROPOSED BY THE  
EMPLOYER.**

**LA UNION PROPOSES THAT THIS SECTION REMAINS THE SAME AS THE CURRENT  
COLLECTIVE BARGAINING AGREEMENT**

**Section 4: In the event of death, the Company shall send the amount for **unused  
sick days** to the employee's legal heirs whenever thus requested by  
his wife, legal heirs, members of the deceased employee's immediate  
family, either by ascending or descending line, or by court order.**

**OK**

**ARTICLE 17**  
**SALARIES**

**EMPLOYER'S PROPOSAL FOR THIS ARTICLE IS ACCEPTED WITH THE EXCEPTION  
OF:**

**The Company shall grant the following salary increases to all Appropriate Unit  
employees:**

**Effective January – \$1,000 SIGNING BONUS**

*Effective upon  
ratification*

**Effective January 1<sup>st</sup> - .40**

**Effective January 2<sup>nd</sup> - .40**

**ARTICLE 19**  
**MEDICAL PLAN AND LIFE INSURANCE**

Section 1: During the term of this collective bargaining agreement, the Company shall pay for an individual, **couple or family** coverage from the Medical Plan to each employee. The employee shall have the option of choosing a family coverage which shall be administered by the Company, but the employee shall assume the costs of the difference between the individual coverage and the family coverage.

**ARTICLE 29**

**STIPENDS AND MILEAGE**

**Section 1: Any employee that travels more than forty (40) miles from his or her home to the work project shall be paid a stipend. The amount of said stipend shall be sixty dollars (\$60) whenever the company does not provide lodging and fifty dollars (\$50) whenever the company does provide lodging.**

**NEW L-ENTECH**

**ARTICLE 30**

**VALIDITY**

**TBD**

**The Union reserves the right to amend, cancel, modify or eliminate a portion or all of this proposal.**