

**MEMORANDUM OF UNDERSTANDING**  
**AMPTHILL RAYON WORKERS, INC., LOCAL 992**  
**AND**  
**DUPONT SPECIALTY PRODUCTS USA, LLC**

DuPont Specialty Products USA, LLC (Company) and Ampthill Rayon Workers, Inc., Local 992 (Union) have agreed to the following changes to the collective bargaining agreement as related to 12-hour shifts:

- The following policies are contained within the agreement
  - V-1 Vacation Plan
  - O2 Overtime Policy
  - D2 Short-Term Disability Plan
  - O-3 Overtime Canvassing Policy for 12-hour Shifts
- 12 hour rotating shifts for operations.
- 12-hour shifts will consist of 4 rotating shifts.
- Day Shift – 7:00AM to 7:00PM
- Night Shift – 7:00PM to 7:00AM
- Each unit can select their rotational schedule from the Fireman's 2-3-2 schedule or DuPont's 7-day break schedule
  - Nomex – 2-3-2 Fireman's Schedule
  - Kevlar & Tyvek DuPont 7-day break schedule
- A re-vote may be requested and can occur for 8-hour shifts in June of 2021. If 8-hour shifts are voted back in we will start January 1, 2022.
- If a return to an 8-hour schedule is voted into effect, the current excessed Day Relief Operators will have first recall rights back to their previous Day Relief Role.
- Reduction of day relief assignments. Voluntary CTPs equal to the number of current day-relief positions (25). If more subscribe, we will consider the extra reductions. If there are less subscribers, we will take the remaining excesses through attrition.
- Day Relief operators not taking a CTP will roll back into their skill path, operator box and level.
- Area Managers have latitude to utilize the excessed Day Relief Operators on day work to satisfy business needs. These in area options will be processed by the Area Manager and Area Union Director.
- Tracking of overtime, forced overtime and disability will occur to capture trends.
- Article 6 section 6; Shift Differential - Maintain current shift differential for hours worked, vacation and disability. 4:00PM to 8:00AM at \$1.50 flat rate.

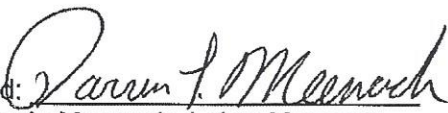
days cannot be requested more than fourteen (14) days in advance. All vacation requests are subject to company approval and will not be unreasonably withheld.

- Article 14 section 9; Miscellaneous - An employee scheduled to work the 12-8 or 7:00PM to 7:00AM shift will, upon request, be rescheduled to work the day shift on the days of work in his schedule that he is required to serve on jury duty. An employee so rescheduled will not receive overtime pay under any other provision of this Agreement due to such rescheduling or when returning to his regular shift.

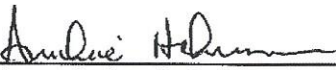
Agreed to by:

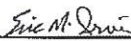
Company:

Local 992 ARWI P&M:

Signed:   
Darrin Meenach, Labor Manager  
1-16-20

Signed:   
Donald Irvin, Contract Committee Chair

Signed:   
Andre Holmes, Labor Relations Consultant

Signed:  01-16-20  
Eric Irvin, Secretary

Signed:   
Colby Creech, President