

**BEST AND FINAL OFFER**

**2018 WAGE AND BENEFITS REOPENER NEGOTIATIONS**

The Company withdraws Proposals M-1 and M-2.

**M-3 – A General Wage Increase effective December 3, 2018 of ~~3%~~ 4%  
for all classifications in Exhibit A.**

**Company to accept UP-002.**

**Company to accept UP-003.**

**Company to accept UP-004.**