Carrier Corporation
Final Company Offer

July 26, 2016

The following Company offer represents an integrated proposal. This offer’s terms are to be considered by the Union for acceptance as a complete package. This offer, if accepted by the Union, may be accepted only in its entirety. If not accepted, signed and returned to the Company by midnight on July 26, 2016, this offer shall expire.

Duration of Agreement: The Agreement between Carrier Corporation and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union on behalf of Local Union 1999 dated April 24, 2014 is renewed on July 26, 2016 and shall remain in effect until such time all bargaining unit employees are permanently laid off as result of the Indianapolis plant closing.

Contract Language: All existing contractual provisions (including Letters of Understanding) will continue unchanged unless the parties have expressly agreed to amend or delete such provisions and letters or as is otherwise provided in this offer. Those contractual provisions (including Letters of Understanding) that the parties have expressly agreed to amend, delete or add to the contract are listed below and attached.

Group Insurance: No changes in benefit plan design;
No changes to weekly insurance contributions in 2017, 2018 and beyond

Life Insurance
Increase to $45,000 effective April 30, 2018
Increase to $46,000 effective April 29, 2019

Accidental Death and Dismemberment
Increase to $45,000 effective April 30, 2018
Increase to $46,000 effective April 29, 2019

A&S Weekly Benefit
Increase to $380 effective April 30, 2018
Increase to $390 effective April 29, 2019

Savings Plan Matched/Unmatched
Increase contributions to $76 and $132 effective April 30, 2018
Increase contributions to $78 and $134 effective April 29, 2019

Pension
Increase monthly multiplier to $53 per year of service effective September 1, 2016
General Increase: Increase rates of pay as set forth in Appendix A and B

Effective April 30, 2018
$0.55/hr

If there are bargaining unit employees employed at the Indianapolis plant on or after April 29, 2019, there will be a $0.55/hr general increase in the pay rates as set forth in Appendix A and B as of April 30, 2018.

Extension Bonus: $2,000 lump sum payment (less required withholdings) to be paid on or before Thursday August 11, 2016, provided this offer is accepted and extended in its entirety. Employees must be on the active payroll as of the signing of this agreement to be eligible for this benefit. Such payment is eligible to be rolled over into the savings plan on an unmatched basis.

Accepted: _________________________
James Adcock
Staff Representative
United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union

Date: ____________________________