

EMPLOYEE MANAGEMENT CONSULTANTS, INC.

EMCO

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TO: Mr. Chris Snyder

FROM: Jon L. Tulino

DATE: March 27, 2020

SUBJECT: National Emergency Employee Bonus -Northern Cambria GE

Chris, regarding your email dated March 24, 2020 concerning the issued "Letter of Understanding (LOU), concerning the pandemic" the Employer does not intend to execute the issued Letter of Understanding.

Please note, the Employer has always worked with their employees on an individual basis and will continue to do so in accordance with the current collective bargaining agreements, State and Federal laws regarding employment matters. Due to the present pandemic conditions, this regular business practice has intensified because of the various uncertainties. The Employer has and will engage an appropriate evaluation process of situations to seek reasonable solutions to issues as things progress.

The Employer does however want to recognize their employee's efforts and commitment in response to this National Emergency. Therefore, the Employer has established a one-time targeted national emergency bonus payment for hourly bargaining unit employees, as follows:

- Hourly paid bargaining unit employees will receive a bonus payment of one-dollar (\$1.00) per hour for all hours worked during the periods of March 15, 2020 through May 2, 2020. An applicable bonus payment will be in addition to an hourly employee's current applicable regular hourly rate of pay.
- To be eligible for the bonus payment an hourly bargaining unit employee must be on the active payroll roster and employed on May 2, 2020.
- The bonus will be issued as lump sum payment, no later than the second payroll period following May 2, 2020.

If you have any questions, please let me know, Sincerely, Jon