

Voluntary Layoff (Temp Furlough) UI to SUB Pay Process-Des Moines

*Upon Teammate Received Proof of Green Sheet/Unemployment Benefit Amount from Iowa Workforce Development, Teammate to Provide to Union Hall ASAP along with Completed 1st SUB Pay Weekly Benefit Application.

*Every Week Following a Completed SUB Pay Weekly Benefit Application is required to the Union Hall no later than **12 Noon Monday Deadline** of Each Week for Timely Payment Processing.

*Upon Teammate Return to work (Within the 12 Week Period) The Company will request from Iowa Workforce Development Proof of Unemployment Benefit History by Impacted Teammate for Internal Auditing Purposes.

Benefit Coverage for those Impacted by Voluntary Layoff

You will continue to carry your current and existing benefit coverage into the Voluntary Layoff (Temp. Furlough) Process starting July 5th. Your Benefit Premiums will be deducted from your SUB Pay Earnings.

If you have a delay in turning in your SUB Pay Documentation and/or Your SUB Pay Earnings (Minus Unemployment Benefit Deduction) are not enough to cover your Benefit Premium's you will be deducted catch up premiums upon next available Earnings.

For those that may not have enough SUB Pay Earnings to Cover (Minus Unemployment Benefit Deduction) those Benefit Premiums you will then see catch-up premiums upon your Return to Active Full Employment Earnings Status.

Supplemental Unemployment Benefits

The Company will provide a Supplemental Unemployment Benefit ("SUB") to an employee with at least two years of seniority in an amount which, when added to his State System Benefit, will equal eighty percent of an employee's Average Weekly Wage for each week for which he is eligible for a State System Benefit. It is understood that this Supplemental Unemployment Benefit is contingent upon receipt of the State System Unemployment-Compensation Benefit, except that if the only reason for ineligibility is the exhaustion of the State System Benefit the Company will nevertheless make the payment up to the specified limit as if the State System Benefit was not exhausted. It is further understood that for employees with at least two (2) years of seniority and ten (10) years or less of seniority the Supplemental Unemployment Benefit shall be limited to a total of twenty-six weeks, without regard to any extension of the number of weeks the employee may receive the State System Benefit.

The Company will pay a Supplemental Unemployment Benefit to employees who have more than ten (10) and less than twenty (20) years of seniority in an amount equal to eighty percent of an employee's Average Weekly Wage, for up to thirteen additional weeks, for each week the employee is eligible for a State System Benefit, or would have been eligible but for the exhaustion of such State System Benefit. The Company will pay a Supplemental Unemployment Benefit to employees who have more than twenty (20) years of Seniority in an amount equal to eighty percent of an employee's Average Weekly Wage, for up to thirteen weeks in addition to the thirteen weeks provided in the preceding sentence, for each week for which the employee is eligible for a State System Benefit, or would have been eligible but for the exhaustion of such State System Benefit. In all cases, any governmental extension of benefits beyond the base 26-week period shall not operate to extend the length of the Company's obligation.

For purposes of this letter, an employee's Average Weekly Wage means an amount equal to the taxable wages paid to the individual during that quarter of his Base Period in which such taxable wages were the highest, divided by the number of weeks in such quarter. For purposes of this letter, an employee's Base Period means the first four of the last five completed calendar quarters immediately preceding the first day of an individual's eligibility for benefits.

This Supplemental Unemployment Benefit will not be paid to any employee for any period of disciplinary suspension or disciplinary layoff, regardless of the employee's eligibility, if any, for a State System Unemployment Compensation Benefit.