

2021 Performance Bonus Payment Hourly Bargaining Unit Employees



A Performance Bonus Payment equivalent to four percent (4%) of an employee's qualified earnings will be made to each eligible hourly employee represented by the following union in accordance with these instructions:

- UAW represented hourly and represented hourly supplemental employees covered by the National Production, Maintenance, and Parts Agreement.
- IUOE represented hourly employees (Classifications 5950 and 5960)
- IBT represented employees at the St. Louis Parts Depot (Location 3194).

Eligibility:

The Performance Bonus eligibility year is September 7, 2020 through September 5, 2021.

The general rules for eligibility for the Performance Bonus Payment are set forth below:

1. Active and Inactive employees who were on roll as of September 6, 2021 and include:
 - a. Hourly non-skilled classified employees hired and with a CSD prior to October 29, 2007
 - b. Hourly non-skilled classified employees hired and with a CSD on or after October 29, 2007 that have reached the team member maximum rate as of December 31, 2020
 - c. Hourly Skilled Trades classified employees
2. Death or Retirement between September 7, 2020 through September 5, 2021 (codes TER/DEA (40), RET/REG (41), RET/PTD (44), TER/PTD (46))

Ineligible Employees:

The following hourly employees **are not** eligible:

1. Full-time seniority in-progression hourly employees (FWA 0) hired on or after October 29, 2007 that have not reached the team member maximum rate
2. Full-time probationary employees (FWA 1)
3. Hourly temporary employees (FWA 2, FWA 3)
4. All other inactive and separated employees
5. Any Hourly Represented Employee who quits or is discharged on or prior to September 17, 2021 is not eligible to receive a Performance Bonus payment.

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Qualified Earnings:

An employee's Performance Bonus will be based on the qualified earnings during the fifty-two (52) consecutive pay periods (September 7, 2020 through September 5, 2021) immediately preceding the pay period in which the designated eligibility date falls.

- a. HBU PW 38, 2020 through PW 36, 2021

Qualified earnings, as used herein, are defined as income received by an eligible employee from the Company during the Performance Bonus eligibility year resulting from the following:

Hourly Base Wages*	Bereavement Pay
Shift / Crew Premium*	Jury Duty Pay
Payment in Lieu of Vacation and Paid Absence Allowance	Apprentice Pay
Holiday Pay	Call-In Pay
Seven-Day Operations Premium	Short-Term Military Duty Pay

*Including Overtime, Saturday, Sunday and Holiday Premium Payments

UAW Savings Plan (UAWSP)

Employees are able to make a separate bonus election for this payment. Elections must be made no later than Tuesday, September 7 at 3:00 p.m. Employees can elect up to 100% of this bonus payment to pre-tax and/or Roth. If no bonus election is made 0% will be withheld for this bonus payment. Please note pre-tax 401(k) deductions are subject to FICA tax.

Regular deferral rates continue for regular pay cycles. Elections are made via Merrill at www.benefits.ml.com or 1-800-483-SAVE.

Posting:



PERFORMANCE
BONUS PAYMENT PO

To avoid miscommunication, please only post information regarding the Performance Bonus payment that is issued by this Office.

Payment:

The Performance Bonus payment is currently scheduled to be made by separate payment on **Friday, September 17, 2021**. Payment will be made by direct deposit or pay card, based on the employee's current payment method.

Overtime Recalculation Payment

The Performance Bonus payment is subject to an Overtime Recalculation Payment. Employees who receive the Performance Bonus payment will receive an overtime recalculation adjustment if eligible. The Overtime Recalculation payment will be paid on **Friday, October 15, 2021**.

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Deductions:

Union	Dues Deduction
UAW	1.44%
IUOE	1.15%
IBT	0%

Performance Bonus payments are subject to a flat 22% federal income tax, normal state and local taxes, FICA, Deferred Pay Plan contributions, child support arrearages and other legally required deductions.

Employees on Layoff

Employees on layoff and receiving a Performance Bonus must report these earnings to their State Unemployment Agencies as follows:

- Illinois, Indiana, and Ohio – Do not report the Performance Bonus payment as earnings.
- Michigan – Must report the Performance Bonus **as a Bonus payment** in the week in which the bonus is paid Benefit Week Ending 9/18/21. SUB will be paid based on the SSB payment amount from the State.
- For all other States, please refer to your State for reporting requirements.

Contact Information:

Eligibility inquiries: Please utilize the below Bonus Payment Request for Review Form link.

https://docs.google.com/forms/d/e/1FAIpQLSdwIO3ZCIIHfXYeWQiXXA-yiBiOm12xfA-5bT8rWetO-fUITg/viewform?usp=sf_link

Payment amount or deduction inquiries: Contact fcapayrollservices@hrs-it.com.