

Negotiations Update

Current Status 04/18/2022

	Company Proposal 4/14/2022	Union Proposal 4/18/2022
Duration	4 years 2 months	3 years
Ratification Bonus	\$2,000.00 by June 2022 and \$2,000.00 by February 24, 2023	\$6,000.00 within 60 days of Ratification
GWI	2022 - 4.0%	2022 - 7%
	2023 – 3.0%	2023 - 5%
	2024 – 3.0%	2024 - 4.75%
	2025 – 3.0%	
COLA Adjustment	Capped at .36¢ per year beginning September 30, 2023	No Cap on COLA Adjustment for the term of the agreement
COLA Supplement	\$400.00 by November 18, 2022, and then \$900.00 per year in January of 2023, 2024, 2025, and 2026.	\$1,200.00 each year
Annual Progression Raise	0.25¢ - 4 times per year	0.50¢ - 3 times per year
Shift Premium	Additional .60¢ per hour for 2 nd shift	Additional .85¢ per hour for 2 nd shift
Defined Pension Benefit	01/01/22 = \$102.00 01/01/24 = \$105.00	01/01/22 = \$105.00
IAM 401(k)	0-3 years Company contribution = 5% 4 + years Company contribution = 6%	Company Contribution = 10% for all
Field Rate	Additional \$.75 per hour	Additional \$1.00 per hour
MEDICAL		
HMO POS	Before 2016 hires Before 2016 hires	Members have choice of POS, HMO, or HDHP plans.
HDHP	Plan 1 Plan 2 Plan 3	Company 90%, Employee 10% Company 95%, Employee 5% Company 100%, Employee 0%
Health Savings Account (HSA)	Company Contribution 1 st year ONLY Employee Only: \$1,250.00 Employee + One or more: \$2,500.00	2023 Company Contribution Employee Only \$3,650.00 Employee + One or More \$7,300.00 <u>currently 100% of IRS Maximum</u> 2024 Company Contribution 75% of <u>IRS Maximum</u> 2025 Company Contribution 50% of IRS Maximum
Performance Share Plan (PSP) convert from HSP	Match 50% of first 8% weekly eligible base pay contributions	Match 75% of first 8% of weekly eligible base pay contribution

As soon as we receive the Company's "Last, Best, and Final" proposal we will let the membership know! See you Sunday!!!

United We Stand

District Lodge 776 Negotiating Committee

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Your Committee passed a counter proposal this afternoon as outlined and the Company says it will respond with their “Last, Best, and Final” offer some time Wednesday. Based on the dialogue at the table we don’t know that the Company is listening to your demands. Inflation is at a 40-year high but so far, the Company proposal on General Wage Increases, COLA adjustments, and COLA supplemental payments are low. On top of that, they want to cap your future COLA payments. Your Committee made it clear they will not recommend a contract that has the following “same as basis” language attached to your benefits!

The following Plans in this Article 25 are offered on a same basis as-
Section 1 Medical Plans, Paragraph C High Deductible Health Plans,

Section 2 Dental Plans, Paragraph B,

Section 3 Vision Plans, Paragraph B,

Section 5 Other Plans, Paragraph B Business Travel Accident Plan,

Section 5 Other Plans, Paragraph H Voluntary Supplemental Insurances,

Section 7 Retiree Medical, Paragraph B Under-Age 65 Retirees, Subsection 2a 5a High Deductible Retiree Health Plans, and

Section 7 Retiree Medical, Paragraph C Over-Age 65 Retirees, Subsection 1 Private Medicare Exchange Retiree Medical Coverage.

“Same basis as” is understood to mean that any improvements, modifications, **reductions, discontinuations, eliminations, or changes to the plan(s) for non-bargaining unit employees and/or retirees shall be automatically applicable to bargaining unit employees covered by this Agreement. Same basis applies to any and all aspects of the plan(s) including but not limited to eligibility, plan offerings, effective dates and plan designs.**

This membership didn’t have the luxury of working from home during the Pandemic! You Essential Workers came to work every day, and the Company chooses to insult you by bringing a substandard proposal to the table and say it is their “Best and Final offer.” We will see if they come through with an offer your Committee can proudly recommend, but we are doubtful that the Company will do what it will take to get this Committee’s full recommendation.