

UNION NEGOTIATIONS UPDATE

4-21-2011

The Bargaining Committee has met with the Company for the second time. The Company is proposing to eliminate some key contract language and increase our Healthcare cost. Some of the key Company proposals are;

1. Article 5 Seniority

- **Eliminating the Inverse layoff language**
- **Reducing Recall rights to 6 years**

2. Article 6 Upgrading and Job Posting

- **Eliminating Bumping rights to another department regardless of classification(s) held.**

3. Article 10 Hours and Overtime

- **Zeroing out the Overtime at the beginning of the year and charging for Holidays**

4. Article 17 General Provisions

- **Redefining Bereavement language to immediate family**

5. Article 18 Appendix B Insurance

- **Increasing the overall Health care premium costs by 36% for 3 years on the BYO plan 1+1 for family**
- **Increasing Dental premium costs by 11.5% for 3 years**
- **Deductibles and out-of- pocket increase 30%**
- **Co-pays increase by \$5**

6. Article 18 Appendix E Letters of Agreement

- **The Company is proposing to eliminate the Kelliher Arbitration decision**

Your Bargaining Committee gave the Company a Healthcare proposal which would lower the overall costs to our members and the Company. This is an HD/HP with an HSA plan that is partially funded by the Company with NO Healthcare premiums.

While we realize that we are in the early stages of negotiations. These types of proposals by the Company are unacceptable to the membership because they erode years of Collective Bargaining language that we have fought for. We are committed to defending and strengthening the language that we currently have.

We will keep you updated as we move forward in negotiations.

******* Remember May 8th, 2011 1pm-4pm at Tebala Shrine Temple*****
STRIKE AUTHORIZATION VOTE**

In Solidarity,

Your Bargaining Committee