

Union Proposal # 1

Increase all wage levels 1 through 26 and all special negotiated wage rates.

Increase Shift differentials

Increase Meal money

Increase Sunday premium

Increase Pager duty premium

Increase Tool allowance

Increase FR clothing allowance

Increase Leadperson pay

Increase Leadperson Trainer pay

Increase Safety Shoe allowance

Union Proposal # 2

Increase the Union Employees Retirement Income (Traditional) plan

Increase Cash Balance Plan

Increase the 401k company match

Increase the Post Retirement Health Care Options

Open enrollment period for the Health Retirement Account options

Union Proposal # 3

Delete Article V Section 20(c) from the contract

Union Proposal # 4

Add language to Article V Section 3(c) that states an employee who works the actual calendar holiday will receive double time for any hours worked outside their regular schedule shift.

Union Proposal # 5

Amend the 12 hour shift work rules

Union Proposal # 6

Renew the letter of agreement of December 6, 2006 concerning “Stipulation to Territorial Issues and the 2006 Contract Language Changes”

Union Proposal # 7

Discussion to change or modify the procedures for applying or continuing STD

Union Proposal # 8

Health Care and Dental Care plans monthly employee premium to be 10%

Union Proposal # 9

Discuss the wage rate for the new Control Room Operator Classification

Union Proposal # 10

Review in order to Renew, Amend or Delete
Historical Sidebar Letters

Union Proposal # 11

Change Article V, Section 7 from every other week to weekly.

Union Proposal # 12

Change Article III, Section 6(c) from two weeks to six months

Union Proposal # 13

Delete Article 1, Section 11 completely

Union Proposal # 14

Change Article IV, Section 1(k) to provide for ten vacation days to be carried over into the next year

Union Proposal # 15

Allow employees to choose their retirement plan choice one year before retirement

Union Proposal # 16

Change Article V, Section 25(I) to allow for disagreements with the company to go to arbitration

Union Proposal # 17

Change Article IV, Section 1(e) to allow for vacation time to be taken in half days