

BENEFIT PROPOSALS

Pension

1. Substantially increase the pension band schedules, and the early retirement supplement, for both ages 55 to 60 and 60 to 62. And amend the pension plan to provide for pension bands based on years of service rather than job level. And discuss merging the employees currently participating in the Retirement Growth Plan (employees hired after January 1, 1998) into the Pension Plan for employees hired prior to January 1, 1998.

Life Insurance

2. Increase the gift life insurance to \$15,000.
3. Increase the noncontributory life insurance benefit from one and one-half your annual base pay to three times your annual base pay.

Dental Assistance Plan

4. The company shall pay the full premium for the term of the agreement.

Discuss and improve the coverage included in the Dental Assistance Plan and include orthodontic coverage for active employees.

Discuss continued coverage under the Dental Assistance Plan for retirees.

Thrift Plan

5. Substantially improve the Thrift Plan by increasing the amount of matched contributions by providing for a dollar for dollar employer matching contribution up to 6%.

Amend the plan to allow increased contributions based on overtime and upgrade.

Medical Plan

6. The company shall pay all medical premiums for the term of the agreement.
7. Discuss the premium structure.
8. Discuss eye care coverage.

9. Discuss the amount to be paid by retirees for medical insurance.

General Items

10. The length of all benefit agreements shall be 5 years.

CONTRACT PROPOSALS

11. Memorandum of Understanding dated February 9, 1971 concerning the implementation of the overtime equalization provisions.

Amend section 1(b) by adding a second sentence to read: The affected overtime hours will be paid at a rate of double time.

Amend section 1(c) as follows: The work will be offered until an equal number of employees have accepted the work or all employees have been asked to work.

12. Article VII, Section 3.

Amend this section by eliminating the four/five hour requirement for upgrade, and by adding the following paragraph to read as follows: When any employee is upgraded to a job classification for 30 days or more in a calendar year, that job classification shall be posted for promotion.

13. Article V, Section 6.

Amend this section to read as follows: The company agrees it will not contract any work which is ordinarily and customarily done by its regular employees, if as a result thereof, it would become necessary to lay off or reduce the rate of pay or wages of any such employees or it would cause employees to be relocated or it would become unnecessary to fill positions vacated by attrition. If the company should contract any of the work covered by this Agreement, such work shall be done by a contractor who employs labor under conditions acceptable to the union.

14. Discuss improvements in the meal allowance.

15. Article IV, Section 4.

Discuss improvements in night shift premium, the hours an employee is eligible for shift premium, and amend the language to eliminate the restriction to an employee basic work day.

16. Article IV, Section 12(b).

Amend the second sentence to read: If not given this notice, the employee will be paid at the overtime rate on the first basic work day of the new schedule

17. Discuss improvements in the vacation schedule and holidays.

18. Physical Exhibit A.
Clerical Exhibit A.

Substantially increase all basic hourly rates of pay, and eliminate the two-tier and three-tier wage schedules.

19. Physical Exhibit B.

Discuss lines of Promotion and Demotion, Promotional Seniority, and Job Classifications.

20. Clerical Exhibit B.

Discuss lines of Promotion and Demotion, Pre-Requisites, Promotional Seniority, and Job Classifications. This includes but is not limited to the Contact Center, Resource Management, and the Collector classification.

21. Article IV, Section 15(b).

Amend this article to read: (b) at least **four** hours of overtime in the **16** hour period immediately preceding his/her basic work day will, upon release, be entitled to an eight-hour rest period before returning to work. **When overtime extends into the basic work day, the employee will continue to be paid the overtime rate until released.** If a rest period, under the provisions of this section, extends into the basic work day, the employee will lose no time thereby.

22. Discuss revisions to the Sick Policy and amend Article VI, Section 21.

23. Article IV, Section 1.

Eliminate the word “Normally” from the second sentence so that 2 regular scheduled days off shall be consecutive.

24. Article IV, Section 9.

Amend the first sentence from “eight hours” to “ten hours” off between leaving one shift and returning to the next shift.

25. Article IV, Section 13 (c).

Eliminate section (c).

26. Discuss a Mutual Aid Agreement.

27. Discuss GPS and Drive Cam ground rules.

28. Discuss Fleet Management issues.

29. Article VI, Section 15.

Discuss improvements to the bereavement clause.

30. Eliminate Article VII, Section 9.

31. Eliminate Article VII, Section 6.

32. Article IX

The term of this agreement shall be for 5 years.