

WITHOUT PREJUDICE
Union Framework for Settlement

Union proposes that the below economics be applied to the four unionized Local 40 camps (Attachie, Kobes, CPC, and Mile 132).

Duration:

- 3 year contract from certification not ratification
- Union will NOT agree to give up right to strike when contract expires in 3 years

Wages:

- 11% Retro to Certification
- 22% at Ratification
- Everyone above scale gets same classification increase
- 12 months after certification (8% increase)
- 24 months after certification (5% increase)

Health Care:

- Join Union Health Care plan at \$2.50 per hour

Pension:

- \$1.00 per hour

Travel:

- \$450 travel pay at ratification

Other Items still to discuss:

- Shift lengths
- Bus transportation drop off and pick up
- Recall Period
- Classifications
- Night Shift Premium
- Probation Period Terminations
- Sick Days
- Drug Testing

Outstanding Legal Items:

- Union is prepared to withdraw all outstanding LRB complaints IF the Employer agrees to reinstate and grandfather in the previous wage rates for the employees that have been demoted and had their wage decreased.