



## Negotiation Update 10.26.2022

The Union and Company met today for negotiations. Below is a list of items tentatively agreed to:

**U-14 Shift Work Premium:** It was agreed to increase to **1.40** and the premium shall increase equal to percentage of the general wage increase.

**U-29 Job Site Allowance:** Except as amended pursuant to the stipulation on job site reporting, employees shall report for work at Company headquarters within the territory served by the Company and travel from headquarters to and from work locations shall be on Company time. The application of this paragraph may be changed by mutual agreement between the Company, the Brotherhood, and any certain work group. Employees assigned to report to job site locations will be paid a job site allowance of ~~\$12.00 per day~~ **\$20.00 per day**.

**U-31/32 Holidays:** It was agreed to include **Juneteenth** as a holiday. In addition, On all of the above holidays any employee who is scheduled to work, whether they be on shift work or maintenance work, shall be paid time and one-half (1.5) rate for their scheduled eight (8) hour tour of duty on that day and double time rate for all additional time worked on the holiday. In addition, such employee shall receive eight (8) hours' pay at the regular rate. **If such employee would choose to bank the eight (8) hours of pay at the regular rate to use for a day off at a later date, then they would have such option, to be used within the calendar year.**

**U-33 Meals During Overtime:** When crews are working outside of their seniority division will be paid at the appropriate GSA rate for their meal.

**U-12 Modify existing language for temporary or relief foreman pay, any employees when assigned as a temporary or relief foreman or supervisor, shall receive increases of twenty percent (20%) of their regular rates.**

**In addition, proposals were exchanged regarding vacation and fleet training.**

**The Company rejected:**

**Union Proposal 15**

**Re: ARTICLE 10 WORKING CONDITIONS**

Modify existing language to provide for an increase in days off for death in immediate family and also death of grandmother, grandfather, grandchild, sister-in-law and brother-in-law.

**Union Proposal 17**

**Re: ARTICLE 10 WORKING CONDITIONS**

Modify existing language allowing Basic Life Insurance equal to two time the employee's annual base wage. Change grandfathered age from 67 to 72 for employees 45 as of June 30, 2007.

**Union Proposal 18**

**Re: ARTICLE 10 WORKING CONDITIONS**

Modify existing language allowing Basic Accidental Death and Dismemberment Insurance in the amount of two times the employee's annual base wage removing the maximum of \$60,000.

**Union Proposal 22**

**RE: Article 11 – Sick Leave – Sick leave for personal illness**

Employee will have 6 first days to use for personal or family illness. Change the 45-hour disciplinary limit to 48 hours

**Union Proposal 37**

RE: Create a formal apprenticeship for the Distribution Automation and Communications Department.

The Union and Company continued to discuss other proposals from both sides. We will meet again on Friday the 28<sup>th</sup>.