

2021 RTEC Master Bargaining: Company Initial Proposals “At-a-Glance”

	Part 1: Proposals for Group A Employees (current Regular employees; excludes Transitionals and New Hires)	
1.A	Group A Wages	- Proposed 2% in Year 1; discuss lump sums in later years \$1/hr increase in straight time rates for Maintenance Employees New Benefit: Vision Insurance - No proposed change to current Health Care offering for Group A employees - No change to current pension offering for Group A employees
1.B	Benefits Housekeeping	
1.C	Vision Insurance Plan	
1.D	Group A Pension	
	Part 2: Proposals for Group B Employees (current Transitionals and New Hires)	
2.A	Elimination of Transitional Concept and TE Graduation	- Immediate, significant wage increases - Progression to top rate over 8 years - No change to current health care offering for current Transitionals/New Hires New Benefits: Dental and Visions - Eligibility for increased vacation based on years of service New Benefit: Company retirement contribution
2.B	Group B Wages	
2.C	Group B Health Care	
2.D	Group B Dental	
2.E	Group B Vision	
2.F	Group B Vacation	
2.G	Group B Holidays	
2.H	Group B Retirement	
2.I	Eliminate New Hire Progression Rate	
	Part 3: COLA	
3.A	Eliminate COLA	Wage progression, percentage based increases and/or lump sum increases instead of COLA
	Part 4: Alternative Schedules	
4.A	Alternative Schedules	Proposed involvement of third-party consultant to aid Company and Union in identifying different scheduling options

- The Company reserves the right to change, add to or delete from its proposals at any time; its initial proposals represent a best foot forward approach to reach prompt agreement.
- This “At-a-Glance” table is a summary of the Company’s initial proposals. To the extent there is any conflict between this table summary and the contents of the Company’s proposals, the contents of the Company’s proposals will control.

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		Proposed exploration of alternative schedules that would exist together with traditional schedules
	Part 5: Other Language Changes	
5.A	Sec. 2.03(d) Leave	Eliminate
5.B	FMLA MOA	Concurrent application of vacation with FMLA leave
5.C	Holiday Pay	Employees required to work last scheduled shift before and after holiday in order to get holiday pay.
5.D	Union Logo MOA	Eliminate MOA
5.E	Wage Appendix: Seasonal Rate	Change to 70% of new hire rate in Group B wage progression
5.F	JDs and Layoff	- Severance Pay available after 12 consecutive months of layoff - Adjust to require termination after 12 months of layoff
5.G	JDs and Layoff	
5.H	Vacation Pay Upon Termination	Eliminate vacation pay out in the event of termination
5.I	Premium Pay for Work on Holiday	Eliminate triple time provision
5.J	Premium Pay for Work on Holiday (eliminate 5.11(b))	
5.K	WIB	Modify
5.L	SWIB	Modify
5.M	Communications on Negotiated Benefits	Company to provide advance copies of benefit descriptions
	Part 6: Housekeeping	
6.A	Non-Discount Company Stock Purchase (eliminate)	Tentative Agreements from 2020 negotiations
6.B	Incorporate MOAs on Severance Pay C concept into 1.03(d)	
6.C	Eliminate MOAs on Wage Parity and Truck Drivers	

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