

# Q and A: Strikes



- We have received questions from employees about what happens if the RTEC Unions decide to strike after the Master Agreement terms end.
- The Company is committed to bargaining in good faith in order to obtain a contract. The Company's proposals would increase RTEC employees' industry leading wages and benefits and, the Company's proposals do not seek wage or benefits concessions.
- We certainly hope that the Unions do not go on strike, but because a strike would have serious impact on employees, we want to make sure you have the facts about what does and does not happen during a strike.

## Q: CAN I CONTINUE TO WORK IF THERE IS A STRIKE?

A: **YES.** Employees may continue to work during a strike. Employees who wish to work during a strike may report to work on their normal shift and will be crewed and paid according to the contract. Any employee who reports to work at the beginning of his/her shift may be allowed to work that day. Please contact your HR manager at the following numbers in advance if you are planning on reporting to work during a strike:

Omaha	Jenny Parr, 402-718-2254
Lancaster	Courtney Cunningham, 717-742-6119
Battle Creek	Laura Reyna, 269-208-1567
Memphis	Nicole Marshall, 817-688-5740

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## **Q: DO I GET UNEMPLOYMENT BENEFITS DURING A STRIKE?**

**A:** **NO.** Under all applicable state laws, employees are not eligible for unemployment compensation benefits in the event of a strike.

## **Q: WHAT HAPPENS TO MY HEALTH CARE BENEFITS DURING A STRIKE?**

**A:** Health care benefits would cease for the duration of the strike. You can continue your healthcare by paying out-of-pocket at the COBRA rate (see attached chart). A Transitional employee with family coverage would pay between \$1,662 and \$1,835 per month to maintain coverage. A Legacy employee with family coverage would pay \$2,884 per month to maintain coverage.

## **Q: CAN UNION MEMBERS BE DISCIPLINED/FINED BY THE UNION FOR WORKING DURING A STRIKE?**

**A:** Article XXII, Section 1, Subsection 8 of the BCTGM International Constitution includes working during a strike as a basis for charges and a trial under the Constitution's procedures. That same Article includes potential fines in the event charges are sustained. There may also be similar provisions in your local bylaws and constitution.

## **Q: CAN I RESIGN MY MEMBERSHIP FROM THE UNION TO AVOID BEING FINED?**

**A:** Yes. You have the right to resign union membership at any time. That decision is up to you. You can resign by sending a letter addressed to the President of your local Union informing him or her that you resign your membership from the Local Union and the International Union. Employees exercising this rights should send the letter in a way that can be tracked and should keep a copy for their records.

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## Q: WHAT OTHER BENEFITS ARE IMPACTED BY A STRIKE?

### A: Pension:

- Credited service (service used to calculate an employee's pension benefit) is based on hours worked during a plan year. In the event of a work stoppage, employees would not earn credited service for the duration of the strike.

### Savings and Investment Plan (401k):

- Because employees would not receive compensation during a work stoppage, S&I contributions would cease.
- **Over 500 RTEC hourly employees have an outstanding loan under the S&I Plan.** An employee with an outstanding S&I loan at the time of a strike may request to continue repaying the loan either through loan repayment coupons or through a direct debit from a bank account. If an employee does not request to continue loan payments, the loan will default.

### Life Insurance:

- For both Optional and Basic Coverage, coverage for employees and their dependents would cease for the duration of the work stoppage.

# Current Monthly COBRA Rates (per month)



<b>RTEC Legacy PPO</b>	
Employee	\$994.50
Employee + Children	\$1,790.11
Employee + Spouse	\$2,088.46
Employee + Family	\$2,884.06
<b>RTEC Transitional PPO</b>	
Employee	\$633.05
Employee + Children	\$1,139.49
Employee + Spouse	\$1,329.41
Employee + Family	\$1,835.85
<b>RTEC Transitional HSA</b>	
Employee	\$560.00
Employee + Children	\$999.51
Employee + Spouse	\$1,180.25
Employee + Family	\$1,662.25
<b>RTEC Transitional EPO</b>	
Employee	\$582.52
Employee + Children	\$1,048.55
Employee + Spouse	\$1,223.31
Employee + Family	\$1,689.32