

## BARGAINING 2018—UPDATE

Proposals	USW	IFLRA	Agree/Disagree
Wages/Term	3%/year over four years	2%/year over five years	Not Agreed
Health & Welfare	Improve Physio/Chiro/Psyc/Orthoped	Rx Generic/Dispensing Cap/Mark-up Cap	Not Agreed
Hours of Work	No Changes	9-hour Schedule/ Tue-Sat Clean-up @ Straight time	Not Agreed
Group Life Insurance	USW Proposal increase to \$140,000	Conditional w/H&W changes	Not Agreed
LTD Premium	No Change w/o benefit improvements	\$0.38/hour each/no improvements	Not Agreed/Not Signed off
Shift Differential	USW Proposal Increase to \$0.75/hour	No Agreement	Employer won't agree
Probationary Period	No Change	Double to 60 days	Not Agreed
Domestic Violence	USW Proposal – Leave Language	Conditional on final package	Not Signed Off
Right to Refuse	USW Proposal – Improvement	Conditional on final package	Not Signed Off
First Aid Premium	USW Proposal—Increase of \$0.15/hour	Conditional on final package	Not Signed Off
Disciplinary Lang.	USW Proposal – Improvement	Conditional on final package	Not Signed Off
Pension Memo	USW Proposal – Update	Conditional on final package	Not Signed Off
Contract Out LOU	USW Proposal - Improvement	Conditional on final package	Not Signed Off
Bumping LOU	USW Proposal	No Agreement	Employer won't agree
Relief Supervisors	USW Proposal – Proper Use	No Agreement	Employer won't discuss
Chargehands	USW Proposal – Proper Use	No Agreement	Employer won't discuss
Bereavement Leave	Add Steps and GG's Improvement	No Agreement	Employer won't agree
Accommodation Lang	USW Proposal	No Agreement	Employer won't agree
Boot Allowance	USW Proposal	No Agreement	Employer won't agree
Addiction Treatment	USW Proposal	No Agreement	Employer won't agree
Ed. Fund Increase	USW Proposal	No Agreement	Employer won't agree
New Stat Language	USW Proposal	No Agreement	Employer won't agree
Sign Off Alt Shift	USW Proposal	No Agreement	Employer won't agree