

NEGOTIATIONS
MILLER DWAN

ARTICLE 4
Union Security

1. Section 4.6

After the conclusion of the scheduled General Orientation day for new hires, a representative of the UFCW will be allowed to meet with each new bargaining unit member. Such time will be unpaid.

2. Section 4.7 – Active Ballot Club Checkoff

The Employer agrees to deduct amounts designated by employees for the UFCW Active Ballot Club (ABC) when the Employer has been furnished an individual written authorization for making such deductions. It is agreed that the ABC authorization is to be voluntary. The Employer agrees to remit the ABC contributions to Local #1189 in the same manner as the Union dues.

ARTICLE 11
Low Need Days

3. Section 11.1 #5

- a. Open Discussion on MTOs & VTOs. Have a cap on how many times this can be done; six (6) times per year. When called for MTO, the call time should be two (2) hours prior to start time.
- b. Contract needs to be followed. VTO sign up first then followed by MTOs second.
- c. PACU Nursing Assistant needs to be part of OP's.

ARTICLE 14 & 15
Vacations / PTO

4. Section 14.1 (NEW) Additional vacation pay up to 240 hours.

5. Section 14.3 & 15.2

Open discussion on Shift Differential for Vacation and PTO.

ARTICLE 16
Holidays

6. Section 16.1

Add Good Friday and Easter for a total of 8 Holidays.

ARTICLE 17**Uniforms**

7. Section 17.1a Employees shall be reimbursed for up to \$250 for uniforms per year (July 1 – June 30)
8. Employer shall pay for support socks if medically necessary

ARTICLE 18**Sick Leave**

9. Section 18.1 Delete “accumulate to 288 hours” and change to 520 hours. Delete “maximum 288 hours” and change to 520 hours.

ARTICLE 20**Wage Rates**

10. Section 20.2 Wage Rates for Shift Differential for working weekends increased an additional one dollar (\$1.00) per hour.

ARTICLE 21**Health Insurance**

11. Section 21.3
Effective the month following Ratification Date, the Employer will pay 90% of plan A and the Employee will pay 10% of Plan A (Single Coverage) (Pre-Tax).
12. Effective the month following Ratification Date, the Employer will pay 80% of plan A and the Employee will pay 20% of Plan A (Family Coverage) (Pre-Tax).

ARTICLE 24**Retirement/Pension**

13. Section 24.1 All Members are to participate in the Miller-Dwan defined benefit plan.

ARTICLE 27**Grievance Procedure**

14. Section 27.3
Add a sentence that says that the Employer shall respond to the grievance within fifteen (15) days. Failure to notify the Union Representative and grievant within the fifteen (15) days will automatically resolve the grievance in favor of the Employee(s).

ARTICLE 33**Termination of Agreement**

15. Section 33.1
Three Year Contract.

APPENDIX A**Wage Scale**

16. Delete the Start Scales in each grade. The new Start Scale shall be the 121 days as new start scale.
17. Five Percent (5%) wage increase across all rates, brackets each year. Retro to April 1, 2018.
18. Longevity Pay
Effective 4/1/2018 one dollar (\$1.00) per hour for Employees with twenty (20) years (41600 date of hire hours) or more with Miller Dwan. Retro to April 1, 2018.
19. Move Operating Assistants CNA from Grade 3 to Grade 4.

The Union reserves to add, modify, or delete these proposals at any time.

Wr/Opeiu#12