

**ICWUC Local 560C W.H. Bagshaw Contract Proposals
December 20, 2023**

This Does Not Constitute the Union's Final Proposal. The Proposals Contained Below are Subject to Change.

Article VI: Wages

General Wage Increases as follows:

- 8.5% effective January 1, 2024 (for any employee that did not receive an increase in 2023)
- 4% effective January 1, 2025 (for everyone)
- 3% effective January 1, 2026 (for everyone)

Add Wage Table to the collective bargaining agreement showing all 2024 wages, 2025 wages and 2026 wages.

Any employee working any hours on the 2nd shift will be paid a 10% differential for hours worked on that shift. If any employee assigned to the 2nd shift is asked to fill in for a 1st shift position on a temporary basis the 10% differential shall be included in their pay.

Article XII: Distribution of Payroll and Shoes

Move the Shoes portion of this article to Safety and Health.

Shoes: Company will pay up to ~~\$80~~ **\$150** for ~~work boots~~ **Safety Shoes** for employees permanently assigned to the heat treat, scouring, or grinding departments, **or any employee working in an environment that requires additional safety measures**, once a year, ~~during the month their birthday falls in. Employees are to pay out of pocket and bring the receipt and evidence of the boots to the office for reimbursement.~~ **Employees shall provide a receipt of purchased boots once per contract year. This reimbursement shall be provided in the next payroll period providing that it has not closed yet.**

Health and Safety Committee: (New Language)

Management and bargaining unit members shall meet no less than four (4) times per year or as needed to discuss safety concerns in the facility. The Committee shall be made up of equal members from management and Union employees. If Safety concerns present themselves in the facility either party can initiate the meeting, the meeting should take place within a reasonable timeframe to address the safety concerns. Meetings shall take place during normal business hours.

Article III: Paid Time Off and Holidays

Each Full-Time employee shall receive three (3) personal days to be used to in a contract year.

Article VII: Union Notices

~~The Company agrees that the Union shall have the privilege of posting on the Company's bulletin boards, notice for Union meetings and other appropriate notices approved by the Company.~~

The Union shall have the right to hang a Union Bulletin Board in a convenient place visible to its members during break and meal periods. The Union will provide the board (not to exceed two (2) feet by three (3) feet) and maintain postings. The Union will be allowed to post any union business or materials deemed necessary and allowed by the NLRB.

Article XV: Merit Raise

When an employee requests consideration for a merit raise he/she will be interviewed by their supervisor and/or someone in management. A decision will be made **in writing** and explained to the employee within two (2) weeks. **The union will be provided with notification of any such requests as soon as management is made aware of them.**

The Company's decision in this particular matter is not subject to grievance and/or arbitration This is not a modification of the Company's management rights as outlined in Article 1 (A) Management Rights of the Contract.

Article III: Paid Time Off and Holidays

Emergency Sick Days

Each member of bargaining unit will receive three (3) emergency sick days on January 1, to be taken in an emergency situation. The days can be taken in 4-hour increments or taken as a whole day. Any employee who does not use the days in a contract year will be paid according to the following table.

0 days taken3 days pay on the 2nd pay period of the contract year
1 day taken2 days pay on the 2nd pay period of the contract year.
2 days taken.....1 days pay on the 2nd pay period of the contract year.