

**ICWUC Local 560C W.H. Bagshaw Contract Proposals  
December 5, 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
- 4% effective January 1, 2025
- 3% effective January 1, 2026

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

**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 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.** Employees are to pay out of pocket and bring the receipt and evidence of the boots to the office for reimbursement.

**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.