**Negotiations 2015 Update**

**4-14-2015**

**The Bargaining Committee has met with the Company for the second time. The Company is proposing to eliminate some key contract language and significantly increase health care costs. Some of the key Company proposals are;**

1. **Article 5 Seniority**

* **Eliminating the inverse lay off language**
* **Reducing Recall rights to 5 years**

1. **Article 6 Upgrading and Job posting**

* **Changing education credits from 12 to 20**
* **Changing the length of time for release**
* **Proposing that an employee cannot turn down a posting and go back to your former job**
* **Proposing that new employees cannot post for a new job for 18 months**

1. **Article 10 Hours and Overtime**

* **Charging hours for holidays**

1. **Article 17 General provisions**
   * **Redefining Bereavement language to immediate family and only 3 days**
2. **Article 18 Appendix B Insurance**

* **Eliminating the BYO option**
* **Company is only offering only 3 HDHP options. With increases to those premiums ranging from 152% increase to 196% increase.**

**While we realize that we are in the early stages of negotiations. These types of proposals by the Company are unacceptable to the membership because they erode years of Collective Bargaining language that we have fought for. WE are committed to defending and strengthening the language that we currently have.**

**We will keep you updated as we move forward in negotiations.**

**In Solidarity,**

**Your Bargaining Committee**