

Appendix F Improvement Progression

Prior to 2009 Bargaining

Annual salary \$35,000
 Hourly wage \$16.76 per hr. or \$670.50 per wk. (top step)
 Temporary Employment
 No employment security
 No Pensions
 No 401K
 \$25.00 Meal reimbursement w/receipts
 Unlimited Mandatory Overtime
 No Choice of schedules
 No Crediting of overtime

Post 2009 Bargaining

Annual salary \$41,760
 Hourly wage was \$20.00 per hr. or \$800.00 per wk. (top step)
 19.5% increase at top step (6.75% core)
 Added Drop Work
 Became Regular employees
 Employment security (priority placement 14 days if bumped)
 Pension (BCB-2)
 401K
 \$30.00 Meal reimbursement w/receipts
 Unlimited Mandatory Overtime
 No Choice of schedules
 No Crediting of overtime
 Reduce # of EMD's management can schedule
 Guaranteed weekend off per month
 Improve canceling of hour's language

Post 2012 Bargaining

Annual salary \$45,231
 Hourly wage will be \$21.65 per hr. or \$866.50 per wk. (top step)
 April 8, 2012= 2.25%
 April 7, 2013= 2.75%
 April 6, 2014= 3 %
 Over all 8 % increase over the life of the contract
 No Additional Job Duties
 Seniority scheduling
 Demand Day Language
 \$35.00 Meal reimbursement w/receipts
 17 hr. overtime caps
 Crediting of overtime (Sunday, Holidays, Union Time, Joint Conference Time)
 Added CORE Agreements
 A-8 Safety Advisory Council,
 A-14 Innovative Scheduling (Flextime),
 A-6 Success Sharing Plan,
 A-36 Benefit Rules for Movement,
 A-34 Payment In Lieu of Vacation
 Common Attendance Guidelines

Post 2015 Bargaining

Annual salary \$50,311
 Hourly wage will be \$24.09 per hr. or \$963.81 per wk. (top step)
 \$.55 Wage Increase at Each Wage Step prior to GWI
 April 12, 2015= 3%
 April 10, 2016= 2.25%
 April 9, 2017= 3 %
 Over all 11.2 % Increase over the life of the contract
 Add pair change, fiber xcut, bridge tap connector
 Language that Excludes fiber fusion splicing
 Full access to Midwest Staffing Plan NTP
 Full access to NTP with Benefit Protection
 Additional Demand Day Scheduling M-S
 2nd Demand Day with 24 hour notice
 \$37 Meal Reimbursement w/receipts
 14 hour Mandatory Overtime Cap
 Additional week for Surplus notification with Priority Placement
 Additional Crediting of Overtime (Medical visits, Personal days)
 Additional Added CORE Agreements
 A-4 Joint Benefits Forum
 A-5 CDL or Special Permit
 A-11 Midwest Staffing
 A-15 Medical Facilities
 A-16 Labor Advisory
 A-21 Neutral Evaluation
 A-22 Proper use of Review Board
 A-31 Presidents Council
 A-32 National Transfer Plan

43.75% wage increases over the life of the last three contracts. (Core 24.00%)
Totalling an annual wage increase of \$15,231.

(6)