



**Local 1050**

2507 Harvard Avenue (Rear) \* Cleveland Ohio 44105

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James "Gappy" Burney, President

2/29/24

## **Tentative Agreement**

**Fully endorsed by the Bargaining Committee and the Executive Board**

### **Duration**

Five (5) years, expiring at midnight on February 28, 2029

### **Wages**

Year 1 - **8.0 %** GWI effective the first full pay period following ratification

Year 2 - **3.0%** GWI effective February 24, 2025

Year 3 - **3.0%** GWI effective February 23, 2026

Year 4 - **3.0%** GWI effective February 22, 2027

Year 5 – **3.0%** GWI effective February 28, 2028

### **Health & Welfare Contributions – Active Employees**

- Current plan design will remain in effect for the life of the agreement, with the exception of the following changes;
- Eliminate significantly more expensive HMO option
- Enhanced Therapy Services (Physical Therapy; Occupational Therapy; Speech; cardio) which is subject to deductible with 15% co-insurance, by removing deductible requirement and introducing a \$20 co-pay per visit.

- Employee contribution rates will decrease as follows effective January 1, 2025 and remain unchanged during the life of this agreement
- **Health & Welfare Contributions – Active Employees**
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	Current	Proposed				
Weekly Amount	2024	2025	2026	2027	2028	2029
You Only	\$64.00	\$54.00	\$54.00	\$54.00	\$54.00	\$54.00
You + Family	\$85.00	\$65.00	\$65.00	\$65.00	\$65.00	\$65.00

### **Increase to additional contributions for ERIC participants**

Effective 1/1/2025 the company agrees to contribute 1% of eligible earnings in the form of an additional contribution to the 401K savings plan for participants hired on or after April 1, 2009. Eligible earnings for this purpose is the same definition used for the company match. This additional contribution is in addition to the existing 3% ERIC contribution and contributed every pay period.

### **Pension/Retirement Income**

For employees who are still active as of February 1, 2027

- Rule IID – each of the pension multipliers in Tier I and Tier III will be increased by \$2.00
- Rule IIBB – each of the pension multipliers in Tier I & Tier II will be increased by \$2.00

### **Paid Holidays**

Martin Luther King Jr Day will be added as an additional company paid holiday.

## **Retiree Healthcare**

Current plans, CAP credits and reimbursements remain unchanged through the life of this five (5) year contract.

## **New hire vacation eligibility**

After 6 months of seniority all new hires are eligible to take a one (1) week vacation whether it be DAAT or full week prior to their one (1) year anniversary allowing first year employees paid time off.

## **Vacation**

We will now be able to select three (3) weeks of DAAT vacation starting in 2025. Additionally, we will now be able to select up to two (2) of those weeks in half day increments.

## **Skilled Trades**

### **Apprenticeship Program**

We have a signed commitment for 10 apprentices in 2024 and an additional minimum of 25 during the life of the contract.

### **Job Combinations**

All Electrical Techs will be combined with Electricians and will be paid Job Grade 35\* and Mechanical Techs will be combined with Millwrights and will be paid Job Grade 33\*. All Mechanical Techs and Electrical Techs will receive a one-time lump sum bonus of \$500.

### **Local Market Craft Adjustment**

Toolmaker, Powerhouse Engineers, and Facility Maintenance Specialist will receive a one-time \$1.75 craft adjustment.

### **Welder Pay**

Increased pay \$750 for structural and \$1500 for high pressure.

### **Tool Crib Attendant**

The company will restore this classification and populate with 1