

LABOR RELATIONS MANAGER'S REPORT

TEAMSTERS LOCAL 695

1. Wages:
 - a. 0.0% increase effective the pay period that includes January 1, 2010. Cost 2010: \$0
 - b. 3.0% increase effective the last pay period of 2011. Cost 2011: \$30,756
 - c. 2.0% increase effective the last pay period of 2012. Cost 2012: \$21,119
2. Maintain Health Insurance at 105% of the minimum premium. Cost 2010: \$91,847
Cost 2011: \$255,893 Cost 2012: Unknown
3. Modified suspensions for absence related misconduct to provide working suspensions. No additional cost.
4. Modified unexcused absence language to clarify late to work/unexcused absences, and to make policies consistent among units. No additional cost.
5. Increase to Post Employment Health Plan: Cost 2010: \$40,000 Cost 2011: \$40,000
Cost 2012: No additional cost.
6. Increase holiday pay for those employees working 9 hour day in office. Cost 2010: \$180
Cost 2011: No additional cost. Cost 2012: No additional cost.
7. Increase in guarantee to four hours for office employees. Cost 2010: \$0-180 Cost
2011: No additional cost Cost 2012: No additional cost.
8. Probationary language modification to address issue of part time employees failing
probation when becoming full time. No additional cost.
9. Modification to shop language to provide changes to schedule by mutual
agreement, where previously schedule changes had to be addressed at bargaining
table. No additional cost.
10. Modification to extra board language to provide equalization of overtime hours by
creating a fill out of any regular runs or unrostered runs, and limiting employees to
one fill until list is exhausted. No additional cost.