Amports Response and Counter Proposal to Teamster Local 853 and Machinists Lodge 190

October 1, 2015

* Union proposal for all hours paid to count for purposes of reaching the 1,250 hours for full vacation and sick leave accruals.

**Employer counter proposal: Add hours paid for jury duty to qualifying paid hours for purposes of vacation and sick leave accruals.**

* Union proposal for term of three years.

**Employer counter proposal: four years through 9/30/2019**

* Union proposal to add language requiring continued application for Workshare.

**Employer rejects adding Workshare into the CBA**

* Health and Welfare: Union proposal for increasing cap (currently $1,225.00/month) 12% each year of the agreement.

**Employer counter proposal:**

**10/1/2015 – 9/30/2016 Cap remains at $1,225.00/month as an hourly cap rate of $\_\_\_\_\_\_. A monthly calculation will be made of the total health and welfare benefits paid/total hours worked for all employees (those qualifying for health and welfare coverage that month as well as those who do not qualify in that month). If the amount exceeds the hourly cap rate employee contributions equaling the amount will be collected the following month by applying these ratios:**

**Single - 15% of the equaling amount**

**Two Party – 35% of the equaling amount**

**Family and Composite – 50% of the equaling amount**

**Employees shall have the following weekly contributions deducted for health and welfare coverage:**

**Single - $-0-**

**Two Party - $5.00**

**Family and Composite - $10.00**

**Effective 10/1/2016 Cap will be increased to $1,274.00/month and applied as above.**

**Effective 10/1/2017 Cap will be increased to $1,325.00/month and applied as above.**

**Effective 10/1/2018 Cap will be increased to $1,378.00/month and applied as above.**

* Union proposal for wage increases for all classifications as follows:

Year One - $1.25/hour

Year Two - $1.00/hour

Year Three - $1.00/hour

**Employer counter proposal: Modify classifications and hourly wages as follows:**

**IAM Classifications:**

**Journey/Automotive Technician $29.57**

**Body/Fender and Paint Technician $27.72**

**\*Foreman paid 10% above Journey**

**Body Shop Helper $21.48 with three 90-day work ups**

**Mechanics Helper $22.38 with three 90-day work ups**

**Technical Accessory Installer $22.38 with three 90-day work ups**

**Teamster Classifications:**

**Utility hired after 10/1/15 $15.00 with two 60-day work ups**

**Grandfathered Utility (hired prior to $18.04 red-circled until Utility hired after 10/1/15**

 **10/1/15) meets current rate**

**Leads $20.58**

**Account Leads $20.58**

**Bid Positions**

**Installer $18.29 with three 90-day work ups**

**Warehouse Person $17.79 with two 60-day work ups**

**Tool Person $18.04 with three 90-day work ups**

**Auditor $18.04 with three 90-day work ups**

**Parts Person/Service Writer $20.41**

**(Utility Buff/Polish and Locator would be removed jobs – there are no incumbents)**

**(Underseal/Ziebart Applicator would be removed – there are no incumbents)**

**Effective the first pay period after ratification the above hourly rates will be increased by 2%**

**Effective 10/1/16 all hourly rates will be increased by 2%**

**Effective 10/1/17 all hourly rates will be increased by 2%**

**Effective 10/1/18 all hourly rates will be increased by 2%**

* Employer maintains proposal for Section 3.7 Scheduling Work in Other Compounds – Modify to reduce refusal of assignment from three (3) times to two (2) times in a six (6) month period for removal from the list.