MILLWRIGHT & MACHINERY ERECTORS #548 2019 CONTRACT NEGOTIATIONS
SUMMARY OF TENTATIVE AGREEMENTS

DURATION: May 1, 2019 through April 30, 2022

WAGE INCREASES: #548
May 1, 2019: $2.10
May 1, 2020: $2.10
May 1, 2021: $2.10

KEY LANGUAGE CHANGES
1. Apprenticeship Start at 65%; $1.00 less DC for levels 65%, 70%, 75%
2. Foreman: +$0.50 (5/1/2020);
3. Travel and Subsistence:
   $45 (+$15*) and Hotel (91+) (5/1/2019);
4. New plan design language created to allow trustees to provide members with choice
   between a portion of their benefit package to be designated between Health and DC
   Pension. For example, younger members may want to put more money in their DC
   Pension to accumulate more investment income while older members may want to
   load up their HRA/Dollar Bank balance to save pre-tax money for retiree coverage.

5. Employer contribution of $1.05 over the negotiated total package to fund the
   transition to a variable rate pension plan design. This does NOT adjust benefits at
   all. It helps fund a new type of plan design that provides better sustainability and
   creates an ability for members to allocate to increase benefits, which is not possible
   now. More education to come from trustees. This $1.05 is contingent on the plan
   design and would revert to the contractor when the current plan is paid off. The
   existing contribution rate to the existing plan can be reallocated by members.

BARGAINING COMMITTEE MEMBERS:
John Raines- EST (548)  Wayne Nordin- Senior Manager (1348)
Travis Beck- Representatives (548)  Jeremiah Vervair- Journeyman 548
David Lasserre- Representative (548)  Marcus Raines- Apprentice 548
Robb Nelson- Deputy General Counsel (548)

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<th></th>
<th>Wages</th>
<th>Dues</th>
<th>Savings</th>
<th>Health</th>
<th>DB</th>
<th>DC</th>
<th>App/Ed</th>
<th>UBC</th>
<th>MW</th>
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<tr>
<td>548</td>
<td>50%</td>
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<td>50%</td>
<td>.80</td>
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