



**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)

548	Wages	Dues	Savings	Health	DB	DC	App/Ed	UBC	MW	FCF	Total
Allocation	50%			50%		.80	\$0.10				
2019 INCREASE	\$0.60			\$0.60		\$0.80	\$0.10				\$2.10
JOURNEYPERSON	\$35.73	-\$1.55	-\$1.51	\$ 10.37	\$10.35	\$4.11	\$0.70	\$0.10	\$0.05	\$0.02	\$62.23