



NCSRCC Floor Covering Addendum 2019 Tentative Agreement Summary

Tentative Agreements

1. Improved language concerning a diverse workforce, sanitation facilities and lactation facilities.
2. Enabling language to create a Labor Management Fund to defray cost of tools.
3. Pile driving work clarified as part of agreement.
4. Apprentice ratio in CBA to reflect standards and side letter which is at 1:1.
5. Annual negotiated increases will take effect on Monday closest to May 1 each year.
6. Apprentice starting rate increased from 50% to 55% for hours 1001-2000.
7. New travel and subsistence language at 65 miles from employee's home and 65 miles from contractor's office at \$50 floor or lodging, mileage, and expenses incurred. Mileage paid between jobs increased from 20 cents to 40 cents/mile. Parking still fully reimbursed.
8. 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 health care coverage.
9. Employer contribution of an amount to be determined 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 contributions to increase benefits, which is not possible now. More education to come from trustees. This additional employer contribution 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 could be reallocated by members.
10. Increases to the new variable rate pension plan will apply to apprentices at the same percentage as their apprentice schedule percentage.
11. Foremen rate increase: 5/1/19 from \$0.50 to \$1.00, 5/1/20 to \$1.50, 5/1/21 to \$2.00.
12. Material handler starting rate increase to \$15/hr 5/1/19, and 50 cent increase in 2020 and 2021.
13. Other housekeeping changes with no economic impact.

Economic Settlements

Three-year agreement expiring 4/30/22. Increases in all areas.

5/1/19: \$2.10

5/1/20: \$2.05

5/1/21: \$2.00

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|-------------------|--------|--------|--------|----------|
| 2019 Allocations: | WAGE | DC | Health | Training |
| | \$1.00 | \$0.50 | \$0.50 | \$0.10 |