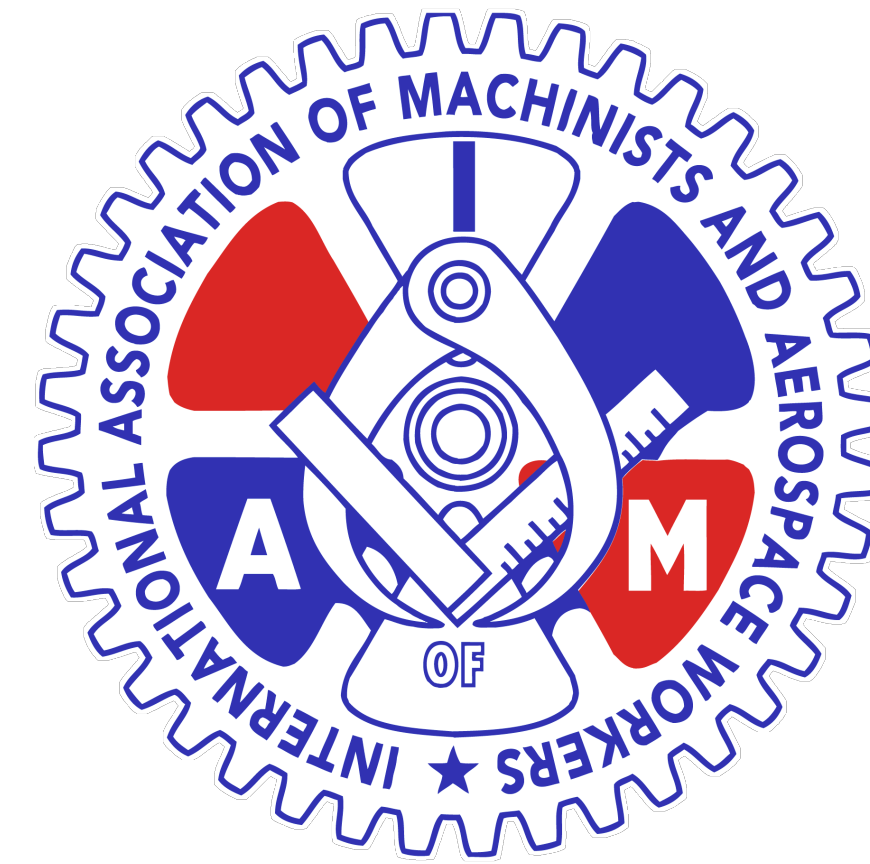




Kay & Associates, Inc.



B-1 CFT

Proposed CBA Ratification

Preamble & Article 1

- Same as our old Preamble, Article 1, and Article 2

Article 2 • Management Rights

- Went from ONE paragraph (old) to two-and-a-half PAGES of numbered items

Article 3 • Assistance to Covered Employees

- Similar to our old Article 3

Article 4 • No Strike/No Lockout

- Pulls our teeth once we agree to it
- Strikers after agreement subject to discipline up to discharge

Article 5 • Union Access

- Similar to our old Article 7
- Covers Union rep visitation to the site

Article 6 • Seniority

- Similar to our old Article 5
- New employees have 90-day probation
- Employees hired by predecessor on complete the remainder of their ORIGINAL probation
- Previous contract employees who finished have no probation

Article 7 • TDY Travel

- A whole two-page article for what was our old Section 16-2

Article 8 • Job Opportunities

- Similar to our old Section 5-1
- Details job postings
- Jobs go to most-qualified applicant; in cases of equal qualification, most senior gets position

Article 9 • Hours of Work and Overtime

- Mainly similar to our old Article 11
- Codifies ability to trade off O/T
- Call-in Pay (old Section 16-5) and Report Pay (old Section 16-6) now incorporated HERE as Section 9-8, 9-9

Article 10 • Meals & Breaks

- Two company-assigned 15 minute breaks per shift with additional 15 for every two hours past 9 hours on shift
- One 60-minute unpaid, un-interrupted meal per shift
- Can't consolidate breaks/meals to leave early

Article 11 • Temporary Employees

- Company can hire temps to cover workload fluctuations, scheduled absences, PTO, LOA, or other similar
- Temp is one hired for not more than 90 days in a 12-month period, subject to extension by mutual agreement between temp & company
 - Excluded from bargaining unit, but performs BU work
 - Fireable at will

Article 12 • Company Work Rules

- Redundancy from Management Rights and Grievance Procedures
- Adds employee handbook to CBA as Appendix C

Article 13 • Discipline and Discharge

- Company reserves right to discipline (up to termination) at their own discretion with **NO PUBLISHED GUIDELINES** for how that will be handled

Article 14 • Grievance Procedure and Arbitration

- Mainly similar to old Article 10

Article 15 • Drug and Alcohol Policy

- Adds company's drug/alcohol policy as Appendix A

Article 16 • Bulletin Boards

- Similar to old Article 21

Article 17 • Shop Stewards

- Similar to old Article 8, with caveats
 - Stewards limited to the shift they're on
 - Limited to ONE HOUR per week to investigate/work complaints/grievances on work time
 - Expect your stewards to be working their asses off under this company

Article 18 • Union Dues/Security Check-Off

- Similar to old Article 6

Article 19 • Leaves of Absence

- Reduced version of old Article 19, but incorporates old Articles 14 & 15 (Jury Duty, Bereavement Leave)
- Jury Duty same
- Bereavement Leave is improved:
 - Adds Aunts/Uncles, domestic partners, half-siblings, and any other family member residing in your household under your care

Article 20 • Safety

- More employee handbook stuff added as Appendix B

Article 21 • PTO

Section 21-1

- Continues to accrue
- Gave back **9 days (72 hrs)** as a trade-off for paid down days
 - Less than five years: 13 days (104 hrs), 4 hrs/pay period
 - 5-<10: 18 days (144 hrs), 5.54 hrs/pay period
 - >10: 23 days (184 hrs), 7.08 hrs/pay period

Article 21 • PTO

Section 21-2

- One year accrual carryover for calendar year from old CBA is gone
 - Replaced with 40 hour max carryover on individual anniversary date

Section 21-3

- PTO used in 30-minute increments

Article 21 • PTO

Section 21-4

- Down days are paid days off now

Section 21-5

- Any other days where Govt closes facility and doesn't require company to make up hours are also paid (EO, WX, etc.)

Section 21-10

- Request in advance as far as possible, minimum 1 hr in case of illness

Article 22 • Wages & Job Classification

	Supply Tech	Mech II	Mech III
Hourly Wage	\$32.21	\$35.81	\$37.26
	\$33.66	\$37.42	\$38.94
	\$35.17	\$39.11	\$40.69
	\$36.58	\$40.67	\$42.32
Raises	Apr '24: 4.5%	Apr '25: 4.5%	Apr '26: 4%
Lead Pay	Apr '24: \$0.85/hr		
Shift Differential	Apr '24	Apr '25	Apr '26
	Swings: \$0.80/hr	Swings: \$0.90/hr	Swings: \$1.00/hr
	Mids: \$1.05/hr	Mids: \$1.15/hr	Mids: \$1.25/hr

Article 23 • Health & Welfare

- Medical/Dental/Vision plan prices comparable to current CBA rates
- Coverage not as good (\$10 prescription, no safety glasses covered under vision, etc.)
- Medical opt-out remains the same: \$1.50/hour paid (up to 40/week)

Article 24 • Retirement

- Company contribution:
 - Apr '24: \$1.90/hr (\$152/paycheck)
 - Apr '25: \$2.00/hr (\$160/paycheck)
 - Apr '26: \$2.15/hr (\$172/paycheck)

Article 25 • Holidays

- 11 Holidays
 - New Year's, MLK, President's, Memorial, Juneteenth, Independence, Labor, ~~Columbus~~ Indigenous People's, Veterans, Thanksgiving, Christmas Day
- Holiday Pay still applies, but doesn't compound with O/T
 - Employee can opt for alternate day off instead of taking Holiday Pay
- Holiday during PTO is Holiday Pay, NOT PTO

Article 26 • General Provisions

- 26-1: site manager approval to leave site on work time (except lunch break)
- 26-2: employees on site subject to Govt rules
 - Clean, neat work clothing; neatly trimmed hair/beards; no ragged/torn/excessively dirty clothes
 - Safety gear required if task calls for it
 - Uniforms required during work hours; no substitutions/alterations without approval

Article 26 • General Provisions

- 26-3: no company discrimination against union membership
- 26-4: Govt supplies special tools/equipment; employees furnish normal tools
- 26-5: boot/clothing allowance of \$125 for all Mech II/Mech III issued on 1 July each contract year
- 26-6: Company supplies OSHA safety gear/PPE (not boots, see 26-5)

Article 27 • Past Practices

- Company doesn't recognize any practice in place before this agreement

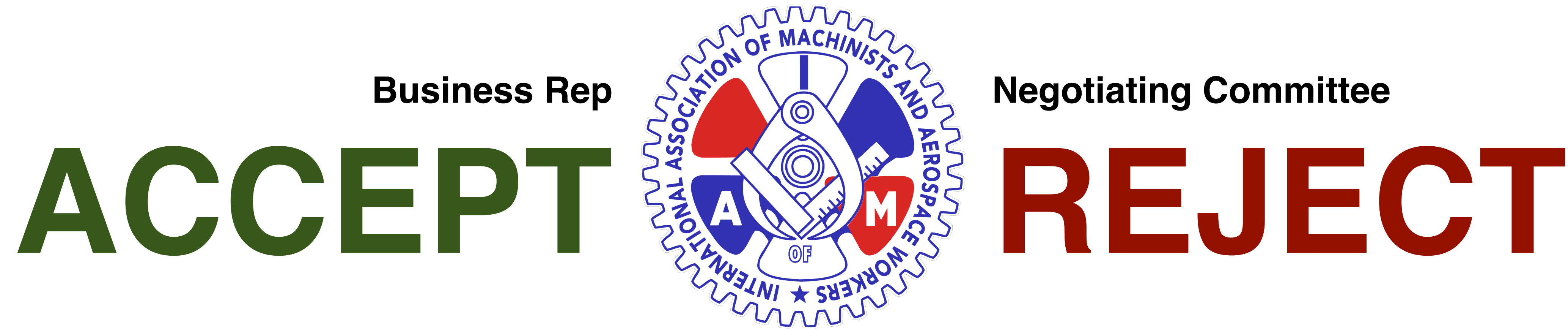
Article 28 • Savings Clause

- Any state/federal law overriding this agreement takes precedence
- Company and Union had unlimited right to make demands/proposals during collective bargaining
 - Anything covered expressly within is ineligible for further bargaining

Article 29 • Duration

- 8 Jun '23 and through 7 Jun '26
- Continues year-to-year unless written notice of re-negotiation served by either party at least 60 days prior to expiration

Negotiator's Recommendations



...So basically no recommendation. Ask questions, think about what you've seen vs. what you wanted, and make up your own mind.



QUESTIONS?



<http://www.boneCFT.org>