



Here are Company proposals which are still on the table:

- 9/80 work schedule
- Sliding 5/40 work schedule
- 3-12's Weekend Work Schedule Friday, Saturday, Sunday
- Changes in the overtime pay structure based on work schedule
- Mandatory Overtime
- All grievances currently in the system will be considered withdrawn and closed as of the date of ratification of a new agreement.

Attendance Control Policy

- You must call in at least two hours in advance of your shift start time to report your absence.
- You must exhaust your sick leave before being allowed to incur any unpaid absences.
- 4 hours and 1 minute step 1 (written warning)-Currently 12 hours and 1 minute
- If you miss any unpaid time while in step 1 you go to step 2 (another written warning)
- If you miss any unpaid time while in step 2 you go to step 3 (Final written warning)
- If you miss any unpaid time while in step 3 you go to step 4 (terminated)
- Step 1 must go one review period to back up one step
- Step 2 or 3 – must work 2 review periods to back up one step
- Company is proposing one shift changes per year within your department only.

Your negotiating committee is hard at work preparing the Unions 1st economic proposal which will be passed across the table on Tuesday June 14, 2016.

Now is the time for you to let the company know we are not interested in going backwards in these negotiations, and it is time for them to get off of these take back proposals and get on with negotiating a fair and equitable agreement.