

## **TEAMSTERS LOCAL 251 INITIAL ECONOMIC PROPOSALS TO LIFESPAN**

**December 16, 2014**

*The Union reserves the right to add to, delete from, withdraw, or otherwise modify any or all of these proposals during the course of negotiations.*

### **Article 33 – Health Insurance**

Revise to provide for the Employer to provide and pay the full cost of coverage under the IBT Health and Welfare Fund on behalf of all employees with regularly scheduled hours of 20 or more per week.

### **Article 37 – Retirement Plan and Tax Sheltered Annuity**

Section 1.

Revise to specify that the Employer shall continue the Lifespan Corporate Retirement Plan with Employer contributions at no less than the rates in effect as of December 16, 2014.

Section 2.

Revise to provide for the Employer to reinstitute matching contributions to employees' 403(b) accounts, with the contribution rate set at 50% of the employee's contribution up to 6% (maximum Employer contribution of 3%).

Section 3. Delete old effective date. Otherwise no change.

Section 4. No change.

New Section: Effective 1/1/15 the Employer shall subscribe to the New England Teamsters Trucking Industry Pension Fund and contribute \$1.00 per hour for all hours compensated on behalf of each employee.

### **Article 38 – Wages**

Section 1.

Increase wages for all employees covered by this agreement as follows:

Effective January 1, 2015, + \$.95 per hour

Effective January 1, 2016, + \$.95 per hour

Effective January 1, 2017, + \$.95 per hour

Section 2.

Revise to provide for a maximum decrease of 8%.

Section 3. No change.

Section 4. Delete obsolete language regarding 8 year rate. Renumber following sections accordingly.

Section 5. – No change.

#### **Article 40 – Shift, Weekend and Other Differentials**

Section 1. Increase evening shift differential to \$1.00 per hour effective 1/1/15, \$1.10 effective 1/1/16 and \$1.20 effective 1/1/17.

Section 2. Increase night shift differential to \$1.50 per hour effective 1/1/15, \$1.60 per hour effective 1/1/16 and \$170 per hour effective 1/1/17.

Section 3. Standardize weekend differential at \$2.50 per hour effective 1/1/15. (Those employees currently at \$3.50 would be “grandfathered” under current Section 5.]

Section 4. Delete

Section 5. No change. Renumber as Section 4.

#### **Article 41 – On-Call, Call-Back Pay**

Section 1. Increase On-Call Pay to \$3.00 per hour.

Section 2. No change

Section 3. No change

Section 4. Call-Back Pay

a. No change

b. No change

c. No change

Section 5. No change

Section 6. No change