



GAS WORKERS UNION LOCAL G-555

UTILITY WORKERS UNION of AMERICA, AFL-CIO



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June 21, 2018

To: All Local G-555 Members

Re: Successful Contract Negotiations

Dear Brothers & Sisters,

I am pleased to announce that your Union has reached a tentative four (4) year agreement with The East Ohio Gas Company d/b/a Dominion Energy Ohio for a successor collective bargaining agreement. On June 20, 2018, the Union Executive Committee overwhelmingly approved the proposed contract and is recommending ratification by the membership. The ratification vote will be held at the shops on Thursday, June 28, 2018. **Your Union leadership, including the entire Wage & Grievance Committee and the Executive Committee approved and recommends a vote to ACCEPT the proposed contract.**

These are difficult times for unions and working people to negotiate fair contracts. Today's political climate is challenging at best for unions and working people like you and your fellow Union members. Included within the challenges faced in negotiating a new contract is the uncertain nature of healthcare in our country. The only thing that seems certain when it comes to healthcare these days is that it is going to cost more. Despite these and other challenges, your Union was able to negotiate an excellent new contract that provides all members with a 2.75% wage increase each year of the 4-year contract with no increase in your health care costs through 2019 and locked in ceilings on your increases after that. Your Union was also able to protect the retirement benefits so that you and your Union brothers and sisters can enjoy your retirement years as you deserve.

Your Union was able to accomplish this positive outcome in a timely manner without a lockout, bitterness and unfair labor practice charges that our brothers and sisters in UGWU Local 69 had to deal with a couple of years ago when they negotiated with Dominion. This result was brought about by the diligent efforts of the Wage & Grievance Committee who from beginning to end were tough, patient and determined to bring back a good contract for each of you. I cannot thank the Wage & Grievance Committee enough for all their efforts and support.

Enclosed is a summary of the proposed contract. Please contact your District Representative or the Union Office with any questions.

Fraternally Yours,

Eddie Hall, Executive President
Gas Workers Union Local G-555
Utility Workers Union of America, AFL-CIO



LOCAL G-555 CONTRACT PROPOSAL

Article XXIII Term of Agreement: 4-years June 16, 2018 – June 15, 2022

Base Wages Increases: June 16, 2018 **2.75%**
June 16, 2019 **2.75%**
June 16, 2020 **2.75%**
June 16, 2021 **2.75%**

Signing Bonus: \$1,000 lump sum in first paycheck after ratification or thereafter as soon as practical

AIP Bonus: 2019 **4.5%**
2020 **4.5%**
2021 **4.5%**
2022 **4.5%**

Active Employee Medical Rates: Employee, Employee & Child, Employee & Spouse, Employee & Family*
2019 – **SAME RATES AS 2018—NO INCREASE**
2020 – TBD – actual group costs to a maximum cap of 6%
2021 – TBD – actual group costs to a maximum cap of 6%
2022 – TBD – actual group costs to a maximum cap of 6%

Vision Rates: Employee, Employee & Child, Employee & Spouse, Employee & Family*
2019 – **SAME RATES AS 2018 – NO INCREASE**
2020 – **SAME RATES AS 2018 – NO INCREASE**
2021 - **SAME RATES AS 2018 – NO INCREASE**
2022 – 3% increase

Dental Rates: Employee, Employee & Child, Employee & Spouse, Employee & Family*
2019 – **SAME RATES AS 2018 – NO INCREASE**
2020 – **SAME RATES AS 2018 – NO INCREASE**
2021 - **SAME RATES AS 2018 – NO INCREASE**
2022 – 3% increase

*Domestic Partner rates for Medical, Vision and Dental continue to be determined before open enrollment each year

Prescription Plan: Express Scripts – Fill maintenance drugs at pharmacy or mail order
Implementation of CVS Smart 90 program

Diabetic Supplies: Express Scripts – fill at pharmacy; one-touch monitors

Hearing Aids: Maximum allowance of **\$2500 every 36 months**

Survivor Medical LTD: If employee dies while on LTD with retiree medical, the surviving spouse will now receive retiree medical

Survivor Medical: Eligible before 1/1/19 are grandfathered on Medical Plan D for free; eligible after 1/1/19 default to Medical Plan C for free unless different plan is picked during open enrollment

Healthcare Flexible Spending Accounts: Increase from \$2550 to **\$2600**/year per IRS guidelines

Active Health Reimbursement Account*:	Increase from \$1800	January 2019	\$2100
(Eligible if on Medical Plan B or C)		January 2020	\$2100
		January 2021	\$2100
		January 2022	\$2100

*Hired after 1/1 and before 7/1 amount is **\$1050** first year, increased from \$800

ALLOWANCE INCREASES:

Meals: Increased from \$13.00	June 16, 2018	\$13.25
	June 16, 2019	\$13.50
	June 16, 2020	\$13.75
	June 16, 2021	\$14.00

Shift Premium: Increased from \$1.65 to **\$1.75** per hour

Holiday Pay for Saturday & Sunday Premium: Increased from \$5.00 to **\$6.00** per hour

Clothing – Tyndale: Moved GM&R and M&C to Group B
New employees to Group B get 2 Nomex coveralls (1 summer & 1 winter)
Tyndale prices – NO INCREASE FOR 3 YEARS

Parental Leave: Starting approximately 10/1/18 three weeks paid leave to bond with birth/adopted child, for mother and father, within 4 months of arrival

Educational Assistance: Increased reimbursement from \$5250 to **\$7500**
*Additional \$2250 is taxable since over the IRS non-taxable limit

Service Awards*:	<u>Years of Service</u>	<u>New Amount</u>	<u>Old Amount</u>
	5	\$100	\$50
	10	\$150	\$75
	15	\$200	\$100
	20	\$300	\$150
	25	\$400	\$200
	30	\$500	\$250
	35	\$500	\$300
	40+	\$500	\$350

*Visa card will be valid for 12 months and can be used for goods or services, award amount will be included in employee's taxable income and applicable taxes will be deducted for employee's paycheck

Retirement Awards*: \$50 for every year of service up to **\$1,000** (age 55 or older + 3 years' service)

*Visa card will be valid for 12 months and can be used for goods or services, award amount will be included in employee's taxable income and applicable taxes will be deducted for employee's paycheck

Retirement Bonus: Provide a 3 months' notice and retire on that date, receive **\$1,000** in final paycheck

Retiree Health Reimbursement Account:	Plan C	\$1500
	Qualify for Plan E	\$500

NEW HIRED EMPLOYEES AS OF 1/1/19:

Cash Balance Pension Formula:	Less than 5 years of service	4% of pay
(vested at 3 years or age 65)	5 to 15 years of service	5% of pay
	15 to 25 years of service	6% of pay
	25 or more years of service	7% of pay

Enhanced 401K Savings Plan:	<u>Years of Service</u>	
(Company match vested at 3 years)	< 5 years	Company match \$1 for \$1 up to first 4%
	5 to 15 years	Company match \$1 for \$1 up to first 5%
	15 to 25 years	Company match \$1 for \$1 up to first 6%
	25+ years	Company match \$1 for \$1 up to first 7%

New Hire Bonus: Receive a **\$1,000** lump sum payment the first January after hire date

RETIREE MEDICAL:

Retiree Medical Rates:	Plan C	2019-2022	4% increase each year
	Plan E-grandfathered	2019	8.5% increase
		2020	CPI Index not to exceed 5%
		2021	CPI Index not to exceed 5%
		2022	CPI Index not to exceed 5%

Eligibility for Retiree Medical:

Hired before 1/1/19, Retire 2018 through 12/31/2021, age 55, minimum 10 years of credited service

Hired before 1/1/19, Retire after 1/1/2022, age 58, minimum 10 years of credited service

Retiree Medical: Employees Hired after 1/1/2019 are not eligible for Retiree Medical

CONTRACT LANGUAGE CHANGES:

Article II	Non-Discrimination 2.3 – updated sexual orientation, gender identity and disability
Article VIII	Working Conditions 8.5b– added language for call out while on vacation
Article IX	Discipline 9.4 – Type III and Type IV added to clarify suspensions and discharge
Article XIV	Seniority 14.1.iv – Elected/Appointment Reps top seniority to pick regular dayshift Seniority 14.4 – removed reporting location only changes from 2 moves in 4 years Seniority 14.6 – added physical test and review with the Union Executive Board Seniority 14.7 – transferred in 2 pay periods or receive mileage shop/shop if held longer Seniority 14.8 – added seniority rights, bidding units, priorities for G-555, River and Lima
Article XV	Transfers 15.2- When awarding reporting location only bids/transfers, department seniority within the job family will be the deciding factor with the candidate is qualified
Article XVI	Layoff and Recall 16.2 – updated all Districts and clarified seniority unit
Article XVII	New Employees 171. New employees and newly hired union interns probation-90 days New Employees 17.3 Reporting location only bid or transfer can be submitted during the probationary period and job will be awarded if only a new hire would result New Employee 17.4 Probationary employee absent 15 days or more, will extend probationary period by length of absences New Employees 17.5 Union Officer at all Company new employee orientations and District Reps given time with all new employees at shop
Article XVIII	Union Interns 18.1 – remove Trainees/Summer Casuals, insert Union Intern Program
Attachment D	Bidding Rule Clarifications – changed “position” to “job title” for language clarity
Attachment L	Roving Field Clerk MOU: updated North - E 55 th or Eastern on future postings updated South – OTTC added to office list
Attachment N	Amendment to CBA Article IV – company paid hours increased from 6,240 to 9,360 Updated Union President and Designated Officer pay and removed being paid at highest rate per the CBA
Attachment O	Absence Control Program
Attachment P	Standby Duty Guidelines and Pay – added guidelines and pay to CBA
NOTES	Customer Relations Specialist – no longer required to wait 2 years to bid/transfer