

CHPRC's

Major changes from CHPRC's current CBA to their 'Best, Last and Final'.

PREAMBLE- Name changes.

Article I- Added language "shall be included in this agreement and the parties shall meet to discuss applicable Appendix A items."

Article II- Added language to 'include the assignment of required overtime'.

Article III- Minor change to include the number of stewards and that the stewards will not be excessed or reassigned.

Article IV- No changes.

Article V- No changes.

Article VI-

- Added the word 'chemical' to industrial accident and other changes to section 4.
- Took out the wording of 'efficiency and productivity and added 'and in the interests of the affected employees' under the Table 2-0.
- Various agreed to changes in section 6 and section 7.
- Added a section 8 which we moved from Misc. Conditions about continuous wearing of respiratory protection. Now includes continuous wearing for up to 3 hours in a tight fitting face piece and up to 4 hours with a PAPR or protection without a tight fitting face piece. After that the employee is allowed a 30 minute period during which time they will not wear such protection 'The time shall begin upon entry and end upon exit.'

Article VII- Added several new standard shifts. They include a

- "Tropical Eight Nine Shift. Established during June through September'.
- A 'Four Ten Straight Day Schedule'.
- An 'Eight Nine PQ shift'.
- A 'Four Ten PQ shift'.

The 12 hours shifts are still addressed in Attachment L. New shifts are to be approved or denied within 4 working days; otherwise the company can implement them.

Article VIII-

- Time and a half will be paid after your regular schedule in a work day, or over 40 hours in a work week.
- Double time will be paid for all hours worked in excess of 52 hours in a single workweek.
- No more call in pay. (ECI).
- No more Schedule Overtime Pay, No more Hold Over Pay. These are just paid based upon the overtime hours the employee has worked during the workweek.

Article IX- Added the 4-10 schedule. Deleted the Short Term Disability and moved it to Article XX.

Article X- No changes.

Article XI-Name changes.

Article XII-Contractor name changes.

Article XIII- Contractor name changes.

Article XIV- No changes.

Article XV- Name changes.

Article XVI- Name changes.

Article XVII-

- Added 'the company recognizes the grievant right to attend the Oral Discussion meeting and the Step One meeting.
- Added 'the council shall advise the Employer regarding the grievance to be presented 'no later than the 3rd Wednesday of the Month.'

Article XVIII- No changes.

Article XIX-

- Wage increases- 30 days from ratification 1.5%.
- Effective the first Monday of the second year 1.5%
- Effective the first Monday of the third year 2%
- No more COLA.

Article XX-

- Moved the Short Term Disability section here. The STD program is now voluntary and the cost of the STD program will be split between the employer and employee. The cost is estimated to be approximately \$21 a month. If you do not keep the coverage the first year, then you sign up for it the second year it does not cover pre-existing conditions for 6 months.
- There are additional amendments and provisions added to the insurance plans to reflect the Affordable Health Care Act rules etc.
- Changes to the pension plan include 'grandfathered' and 'non grandfathered' formulas. Basically they are cutting the multiplier from 1.6 to 1.2. They are also basing the payout on the Straight Life option which with the loss of the multiplier results in a loss of up to 30% of your benefit. Employees on Long Term disability will not accrue years of service during their period of disability.
- New hires will no longer be eligible to participate in the pension plan. Instead they will receive an 'Enhance Defined Contribution plan.

Article XXI- Name changes.

Article XXII-No changes.

Article XXIII-Name changes.

Article XXIV-Contractor name changes. Added 'no disciplinary actions on file'. Temporary reassignments are limited to 90 days.

Article XXV-

- Moved the 'continuous wearing of respiratory protection to Article VI.
- Removal of disciplinary actions from personal and field files after one year if employee has no other discipline. After 2 years a Last Chance letter will be removed if employee has no other discipline.

Article XXVI- Name changes.

Article XXVII- No changes.

Article XXVIII- 3 year agreement.

Article XXIX- Name change.

Attachment A- Required Overtime. New Sign Up/Scheduling process.

Attachment B- No changes.

Attachment C- Name changes.

Attachment D-Name changes.

Attachment E-HRP discussions will happen if employees are subject to the rules.

Attachment G-Training delays will be investigated.

Attachment H-Name changes.

Attachment I- No change.

Attachment J- Number changes.

Attachment K-No change.

Attachment L-Overtime pay changes.

Attachment M-Dental and Medical plan changes.

Attachment N- Insurance premiums increases

- January 2014 to 22% of the premium up to \$444.04 for GH and \$711.66 for United HC family.
- January 2015 to 24% of the premium up to \$542.54 for GH and \$896.52 for United HC family.
- January 2016 to 24% of the premium up to \$607.65 for GH and \$973.86 for United HC family.
- Rate increases for Willamette Dental up to \$33.71 for 2014, \$38.47 for 2015 and \$40.39 for 2016.

- Rate increases for Delta Dental up to \$27.21 for 2014, \$31.06 for 2015 and \$32.61 for 2016.
- Numerous changes to the plans.

Attachment O- Delete.

Attachment P- No change.