

INSIDE WIRE CONTRACT HISTORY COMPARISON – 6/11/21

NEW CBA PROPOSAL

PRIOR CBA

PRIOR CBA

6/1/21-5/31/24 (3-YR)

6/1/18-5/31/21 (3-YR)

6/1/15-5/31/18 (3-YR)

<u>NEW WAGE/BENEFIT PACKAGE</u>	<u>WAGE BENEFIT PACKAGE</u>	<u>WAGE BENEFIT PACKAGE</u>
<p>\$15.50 over 3 years</p> <p>8/2/21 \$1.50 2/7/22 \$2.75 8/1/22 \$2.00 2/6/23 \$3.25 8/7/23 \$2.50 2/5/24 \$3.50</p>	<p>\$14.50 over 3 years</p> <p>8/6/18 \$.50 2/4/19 \$3.50 8/4/19 \$1.75 2/3/20 \$3.75 8/3/20 \$1.75 2/1/21 \$3.25</p>	<p>\$9.50 over 3 years</p> <p>10/5/15 \$0.50 2/1/16 \$2.25 2/6/17 \$3.25 2/5/18 \$3.50</p>
<p><u>PARKING</u> Seattle Zone (Unchanged) Effective 2/7/22 Bellevue zone added (South of NE 12th Street, North of Main Street, West of 116th Ave NE and East of 100th Ave NE)</p> <p>Effective 2/7/22 the Transportation Premium increases to \$2.00/hr. for both Parking Zones on the check.</p>	<p><u>PARKING</u> Effective 8/1/2019: Seattle Parking Zone Established with \$1.50 Transportation Premium on the check.</p>	<p><u>PARKING</u> Did not Exist</p>
<p><u>Non-Discrimination Language 1.09</u> Added NEW language to affirm the importance that both the Union and Employers place on INCLUSION & DIGNITY for everyone in our trade, and everyone looking at a future in our trade.</p>	<p>No Change</p>	<p>No Change</p>
<p><u>SECTION 3.20(a) SUBSISTENCE</u> Increased to \$54 from \$46 whenever a member is required to stay away from home overnight.</p>	<p><u>SECTION 3.20(a) SUBSISTENCE</u> \$46</p>	<p><u>SECTION 3.20(a) SUBSISTENCE</u> \$46</p>
<p><u>SECTION 2.13(a) JOB STEWARDS</u> <u>Written Notification when a Steward is appointed. (already common practice)</u></p> <p><u>SECTION 2.14 UNION ACCESS TO SHOP AND JOBS</u> - Added language that will require Union Representatives to notify Employers of Job / Shop Visits the day prior to the visit. Emergency access is always allowed</p>	<p><u>Stewards Language:</u> No change</p>	<p><u>Stewards Language:</u> No change</p>
<p><u>SECTION 3.01(a) ESTABLISHMENT OF SIX HOUR DAY – EIGHT HOUR DAY / FOUR TENS</u> Allows a non-consecutive Four –Tens Schedule to be established for weeks when a Holiday occurs mid-week. Requires prior notice to the Union Dispatch Office. This was requested</p>	<p><u>SECTION 3.01(a) ESTABLISHMENT OF SIX HOUR DAY – EIGHT HOUR DAY / FOUR TENS</u> NO CHANGE</p>	<p><u>SECTION 3.01(a) ESTABLISHMENT OF SIX HOUR DAY – EIGHT HOUR DAY / FOUR TENS</u> NO CHANGE</p>

<p>by Members to help get a <i>FULL WEEK of WORK!</i></p>																																
<p><u>SECTION 3.08(h) & 7.16 – JATC CONTRIBUTION</u></p> <p><u>New language funding the JATC at a rate of \$0.04 per year increase, completely paid by the contractors.</u></p> <table border="0"> <thead> <tr> <th><u>Effective Date</u></th> <th><u>Increase</u></th> </tr> </thead> <tbody> <tr> <td>February 7, 2022</td> <td>\$.04</td> </tr> <tr> <td>February 6, 2023</td> <td>\$.04</td> </tr> <tr> <td>February 5, 2024</td> <td>\$.04</td> </tr> </tbody> </table>	<u>Effective Date</u>	<u>Increase</u>	February 7, 2022	\$.04	February 6, 2023	\$.04	February 5, 2024	\$.04	<p><u>SECTION 3.08(h) & 7.16 – JATC CONTRIBUTION</u></p> <p><u>All JATC Funding was allocated out of the wage package and paid by the membership of the wire unit.</u></p>	<p><u>SECTION 3.08(h) & 7.16 – JATC CONTRIBUTION</u></p> <p><u>All JATC Funding was allocated out of the wage package and paid by the membership of the wire unit.</u></p>																						
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<p><u>SECTION 4.02(a) FRINGE BENEFIT BOND</u> – Effective 1/1/2022, Employer Fringe Benefit Bond requirements will increase to the following amounts:</p> <table border="0"> <thead> <tr> <th><u>COMPANY SIZE EXISTING VALUE</u></th> <th><u>NEW VALUE</u></th> </tr> </thead> <tbody> <tr> <td>1 to 10 Workers</td> <td>\$40,000 bond \$20,000 bond</td> </tr> <tr> <td>11 to 25 Workers</td> <td>\$20,000 bond \$40,000 bond</td> </tr> <tr> <td>25 to 50 Workers</td> <td>\$50,000 bond \$75,000 bond</td> </tr> <tr> <td>51 or More Workers</td> <td>\$100,000 bond \$150,000 bond</td> </tr> </tbody> </table>	<u>COMPANY SIZE EXISTING VALUE</u>	<u>NEW VALUE</u>	1 to 10 Workers	\$40,000 bond \$20,000 bond	11 to 25 Workers	\$20,000 bond \$40,000 bond	25 to 50 Workers	\$50,000 bond \$75,000 bond	51 or More Workers	\$100,000 bond \$150,000 bond	<p><u>SECTION 4.02(a) FRINGE BENEFIT BOND</u> –Employer Fringe Benefit Bond requirements 2018-2021</p> <table border="0"> <thead> <tr> <th><u>COMPANY SIZE EXISTING VALUE</u></th> <th></th> </tr> </thead> <tbody> <tr> <td>1 to 10 Workers</td> <td>\$10,000 bond</td> </tr> <tr> <td>11 to 25 Workers</td> <td>\$20,000 bond</td> </tr> <tr> <td>25 to 50 Workers</td> <td>\$50,000 bond</td> </tr> <tr> <td>51 or More Workers</td> <td>\$100,000 bond</td> </tr> </tbody> </table>	<u>COMPANY SIZE EXISTING VALUE</u>		1 to 10 Workers	\$10,000 bond	11 to 25 Workers	\$20,000 bond	25 to 50 Workers	\$50,000 bond	51 or More Workers	\$100,000 bond	<p><u>SECTION 4.02(a) FRINGE BENEFIT BOND</u> –Employer Fringe Benefit Bond requirements 2015-2018</p> <table border="0"> <thead> <tr> <th><u>COMPANY SIZE EXISTING VALUE</u></th> <th></th> </tr> </thead> <tbody> <tr> <td>1 to 10 Workers</td> <td>\$10,000 bond</td> </tr> <tr> <td>11 to 25 Workers</td> <td>\$20,000 bond</td> </tr> <tr> <td>25 to 50 Workers</td> <td>\$50,000 bond</td> </tr> <tr> <td>51 or More Workers</td> <td>\$100,000 bond</td> </tr> </tbody> </table>	<u>COMPANY SIZE EXISTING VALUE</u>		1 to 10 Workers	\$10,000 bond	11 to 25 Workers	\$20,000 bond	25 to 50 Workers	\$50,000 bond	51 or More Workers	\$100,000 bond
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<p><u>SECTION 4.07(h) VACATION ALLOWANCE</u> – Delete Section.</p>	<p><u>SECTION 4.07(h) VACATION ALLOWANCE</u> – PSEW Trust Language prior to using credit union.</p>	<p><u>SECTION 4.07(h) VACATION ALLOWANCE</u> – PSEW Trust Language prior to using credit union.</p>																														
<p><u>SECTION 4.07(i) VACATION ALLOWANCE</u> – Added language to allow Plan Trustees to MOVE Vacation Funds from Denali Credit Union to another Credit Union or administrator that better meets participant (membership) and plan needs</p>	<p><u>SECTION 4.07(i) VACATION ALLOWANCE</u> – No Change</p>	<p><u>SECTION 4.07(i) VACATION ALLOWANCE</u> – added language to set up accounts with Denali Credit Union.</p>																														
<p><u>SECTION 8.02 LOCAL AREA CONDITIONS (DRUG TESTING PROGRAM)</u> – Provides language for the Parties to review options to replace or amend the Portland Electrical Industry Drug Free Workplace Program. This will help us regain LOCAL CONTROL to change our Drug Testing Program!</p>	<p><u>SECTION 8.02 LOCAL AREA CONDITIONS (DRUG TESTING PROGRAM)</u> Designates the Portland Electrical Industry Drug Free Workplace Program as the sole testing Plan for LU 46.</p>	<p><u>SECTION 8.02 LOCAL AREA CONDITIONS (DRUG TESTING PROGRAM)</u> Designates the Portland Electrical Industry Drug Free Workplace Program as the sole testing Plan for LU 46.</p>																														