

TEAMSTERS LOCAL 251 ECONOMIC PROPOSAL #3 TO LIFESPAN
February 9, 2015

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 20 – Sick Time

Delete “sunset” date. Sick/sell to continue for term of the Agreement.

Article 33 – Health Insurance

Revise to provide for coverage for all Teamster employees under the Local 251 HSIP effective August 1, 2015, with the Employer to pay 85% of the aggregate cost of premiums on behalf of all employees scheduled for or regularly working 20 hours per week. . [Part timer inclusion pending working out a Level II with 251 HSIP.]

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 31, 2014.

Section 2.

Revise Section 2 to provide effective 9/1/15, 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 4% (maximum Employer contribution of 2%.) OR the Employer shall subscribe to the New England Teamsters Trucking Industry Pension Fund and contribute \$0.50 per hour for a maximum of 40 compensated hours per week on behalf of each employee. Employer contribution to New England Teamsters Trucking Industry Pension Fund to increase to \$.75 per hour effective 9/1/16 and to \$1.00 per hour effective 9/1/17.

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

Section 4. No change.

Article 38 – Wages

Section 1.

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

Effective January 1, 2015, + \$.30 per hour
Effective June 1, 2015, + \$.30 per hour
Effective September 1, 2015, + \$.30 per hour
Effective September 1, 2016, + \$.85 per hour
Effective September 1, 2017, + \$.85 per hour

Notwithstanding the above, effective September 1, 2017, no employee shall be paid at a rate of less than \$15.00 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 \$0.85 per hour effective 1/1/15, \$0.95 effective 1/1/16 and \$1.05 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. Effective June 1, 2015, increase the minimum weekend differential at \$2.00 per hour. Effective June 1, 2016, increase the minimum weekend differential to \$2.50 per hour. (Those employees currently receiving more 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. For on-call periods in excess of 8 hours up to 16 hours, increase on-call pay to \$2.50 per hour for all hours on-call. For on-call periods in excess of 16 hours, increase on-call pay to 3.50 per hour for all hours on-call.

Section 2. No change

Section 3. No change

Section 4. Call-Back Pay

a. No change

b. No change

c. No change

Section 6. No change