

Summary of Jeffboat Offer for New Union Contract

Adopted by Negotiating Committees – April 29, 2001

• **THIS OFFER IS STILL OPEN**

• **WAGES**

- Increased 12% across the board (6% in first year) – compounding equals **12.6%**.
See examples below.

3% April 30, 2001 **3%** Sept 30, 2001 **3%** Sept 30, 2002 **3%** Sept 30, 2003

Examples of new wage rates:

Classification	Current Rate	4/30/01 Rate	9/30/01 Rate	9/30/02 Rate	9/30/03 Rate	Total Rate Increase
Gantry	\$14.67	\$15.11	\$15.56	\$16.03	\$16.51	\$1.84
1 st Class Welder	\$14.02	\$14.44	\$14.87	\$15.32	\$15.78	\$1.76
1 st Class	\$13.79	\$14.20	\$14.63	\$15.07	\$15.52	\$1.73
2 nd Class	\$12.61	\$12.99	\$13.38	\$13.78	\$14.19	\$1.58
Helper/Laborer	\$10.25	\$10.56	\$10.87	\$11.20	\$11.54	\$1.29

Example of monthly wage increase vs. benefit premium increase:

Classification	Current Wage Rate	Wage Rate Sept. 30, 2003	Monthly Increase @ 173 hours (no OT)	Benefit Premium Increase (Family)
Gantry	\$14.67	\$16.51	\$318.32	\$15
1 st Class	\$13.79	\$15.52	\$299.29	\$15
2 nd Class	\$12.61	\$14.19	\$273.34	\$15
Helper	\$10.25	\$11.54	\$223.17	\$15

• **PENSION**

- Retirement benefit Increased **19%**
- From \$26 to \$31 over term of agreement

Note: 40 red circled employees increased 9% to \$31

• **MEDICAL BENEFITS**

- Added General Wellness Exams - **\$100 per year per covered person (\$400 for a family of 4)**
- Added **Newborn Wellness Exams** – includes immunizations
- Improved Chiropractic coverage
- Increased lifetime cap from \$400,000 to **\$500,000**
- Improved **90/10** major medical coverage – simplified traditional medical plan
- Increased disability pay by **23%** over term of contract; added **10 more weeks** for critically ill coverage
- Increased employee life insurance **15%**; dependent coverage by **100%**

- Employee monthly premiums. (Deductibles not increased):

	<u>Single</u>	<u>Employee + 1*</u>	<u>Family</u>
Current Contract	\$20	\$40	\$40
April 30, 2001	\$30	\$45	\$50
Sept. 30, 2002	\$31	\$47	\$53
Sept. 30, 2003	\$32	\$49	\$55

***New category added for employee plus 1.**

- **Prescription co-pay:**

	<u>Current Contract</u>	<u>April 30, 01</u>	<u>Sept. 30, 02</u>	<u>Sept. 30, 03</u>
21 day – 1 refill:	\$7/\$12	\$10/\$15	\$13/\$19	\$15/\$20
Mail Order:	\$9	\$11	\$12	\$14

Mail order reduced from 120 to 90 day supply to avoid waste.

- **Vision:**

Replaced old plan with low cost employee-paid plan. Employee can opt in or out year to year. (Same as salaried employee plan – premiums subject to change annually at company prevailing rates.)

Monthly Premiums:	<u>Single</u>	<u>Employee + 1</u>	<u>Family</u>
	\$5.60	\$8.04	\$14.40

- **VACATION**

- Earned vacation available on employee **anniversary hire date**
- Vacation paid at wage rate being earned at **time of vacation**

- **RECALL RIGHTS**

- Extended from 42 months to **60** months (three years or more seniority)

- **ABSENTEEISM**

- The proposed system is easier to understand. Employees with low absenteeism benefit. Employees can now eliminate points on their record at a faster rate. Even employees with low overtime have potential to take substantially more than 12-1/2 points in a 12 month period. **All employees get 4 points taken off immediately rather than having to wait until next point anniversaries.**

- **DURATION**

- Contract expires September 29, 2004. Helps secure business from customers that need barges delivered before harvest season. Employees paid a full year of increase (3%), for the five month extension in duration.