

Locals 34 and 35 Contract Settlement

LOCAL 35 ISSUES

Salaries, Premiums

Across the board raises

2002	2003	2004	2005	2006	2007	2008	2009
3%	3.5%	3%	3%	4%*	4%*	4%*	4%*

*Half the value of the January 2006-January 2009 increases will be paid beginning in January, with the full increase being paid 26 weeks later.

Eliminate new hire rate. For casuals, in Section 30.2 reduce \$2.00 less than base rate to \$1.00 less than base rate.

Premiums

License premium remains .50 per hour.

Lead premium raised from .45 to .80 per hour. It will increase each year by the across the board percentage.

Saturday premium raised from .50 to .80 per hour. It will increase each year by the across the board percentage.

Sunday premium raised from .55 to .80 per hour. It will increase each year by the across the board percentage.

Nonrotating shift premium raised from .50 to .80 per hour. It will increase each year by the across the board percentage.

Rotating premium raised from 1.20 to 1.60 per hour. It will increase each year by the across the board percentage.

New Watch Engineer premium of 1.20 per hour. It will increase each year by the across the board percentage.

New skilled trades premium. 50 now. .52 in January 2004. \$1.05 in January 2005. Then, it will increase each year by the across the board percentage.

Base rates and premiums per attached chart.

Return to work

Return to work in CAB and Sprague Hall will begin with posting of positions in less than two weeks. At least 19 Custodial jobs will be added in CAB.

Job Security

Lifetime job security for current workers. Staffing minimums are raised to higher levels. All vacated labor grade 11 positions will be replaced with labor grade 11 positions.

Major new buildings will be staffed by Local 35 members after best practices standards are agreed to. There will be special procedures for the buildings that will be used to set and test these standards.

Pensions

Pensions increase dramatically based on the higher multiplier and the raises. The typical immediate increase is 40-50%. The typical increase over the life of the contract is 80-95%.

Early retirement with no penalty is now available at age 60 with 25 years of service.

Pay for sick pay at retirement. Any employees retiring on or after the date of ratification will be paid out 25% of their accumulated sick time in cash at retirement and the 75% balance will be applied toward the employee's years of service for retirement. Any employees retiring in January 2008 or later will be paid out 50% of their accumulated sick time in cash at retirement and the 50% balance will be applied toward the employee's years of service for retirement.

Departmental issues

Many upgrades, safety shoes for Custodians, and new positions at the Yale Bowl and in Science Area Grounds Maintenance are among the highlights.