

**UNION PROPOSAL
AUGUST 19, 2003**

1. NEW LOCAL 34 JOB SECURITY PROPOSAL

- a. Guarantee individual job security for all current employees and for future employees with seven or more years of service at Yale**
- b. Create a minimum staffing guarantee in the Local 34 bargaining unit of 2600 full-time-equivalent positions (approximately 90% of current employment), which would increase or decrease each year based on total University employment**
- c. Give Yale extremely broad freedom to reorganize, subcontract, or eliminate individual positions**

Detailed proposal is attached.

2. MODIFY ACROSS-THE-BOARD WAGE PROPOSALS

New proposal: four year contract

union/year	1	2	3	4
Local 35	3%	3.5%	3.5%	4%
Local 34	4%	5%	6%	6%

New proposal: six year contract

union/year	1	2	3	4	5	6
Local 35	3%	3.5%	3.5%	4%	4.5%	5%
Local 34	4%	5%	6%	6%	6.5%	7%

3. WITHDRAW OUTSIDE HEALTH CARE PREMIUM INCREASE CAP

[Cap employee premium contributions on Anthem, HealthNet, and retiree plans at level of Local 35 wage increases.]

4. WITHDRAW PARKING AND TRANSIT PROPOSALS

[Parking and Transit

Cap fees at level of Local 35 wage increases.

Up to 20 minutes mandatory flex time for employees who use mass transit

Free Science Area parking lot (analogous to Quigley Field lot) by Yale Shuttle route, probably Science Park

New employees and those using parking will be offered a one month free transit trial (train + bus).

Monthly transit subsidy for mass transit users. Value equivalent to New Haven CT Transit pass (currently \$39).]

5. WITHDRAW WORKER'S COMPENSATION STAFFING PROPOSAL

Reduce workplace injuries and the costs related to them

Create comp/injury management team with ongoing union participation [and staff position funded by the University], similar to job search team, to promote prompt, respectful treatment and timely return to work on a permanent or light duty basis, and to identify opportunities for reducing injuries.

6. WITHDRAW BEST PRACTICES FUNDING PROPOSAL

[.1% (one-tenth of 1%; approx \$120,000) of payroll toward training/start + .1% (one-tenth of 1%) for at least 3 years]

7. WITHDRAW LIFE INSURANCE AND RETIREE LIFE INSURANCE PROPOSALS

[Increase active employee coverage from \$4,000 to \$10,000.]

[Increase from \$1,000 to \$5,000 for existing and future retirees.]

8. WITHDRAW LOCAL 35 SECTION 2.1(d) PROPOSAL

[Change service in grade to seniority]

9. WITHDRAW DENTAL INSURANCE PROPOSALS

[SECTION 20.7 DENTAL PLAN

Raise 50% coverage to 80%. Expand coverage to include bridges, orthodontia, implant dentistry, prosthetics, periodontal treatment and other procedures.]

[Add Retiree and spouse dental coverage, and provide to present retirees.]

10. WITHDRAW NEUTRALITY PROPOSAL

[Neutrality, Mutual Respect

ARTICLE I RECOGNITION (in both contracts)

Subcontract employees performing regular, recurring work on campus will enter the bargaining unit when employee support for unionization is demonstrated by majority support on written union authorization cards. Outside contractors will not undertake an antiunion campaign; employees will not strike for recognition.

Yale, its affiliates, and unions organizing their employees will foster a climate of mutual respect, including not disparaging one another, management not undertaking antiunion campaigns, and employees not striking for recognition. Management will recognize a union when employee support for unionization is demonstrated by majority support on written union authorization cards.]