

## Waste Management's Final Offer Summary

10/22/10

Changes from Current Agreement:

### Article 4 Union Representation

Interrogations may not be delayed if a Union Representative is not available and the incident is in connection accident or personal injury or an incident requiring an emergency response. All other investigations can be delayed up to 24 hours.

### Article 6 Work Week, Working Hours and Overtime

Can no longer take both breaks with lunch (only 1, with management okay).

### Article 8 Seniority

New Section that job openings will be posted for 7 calendar days. Preference given to criteria of seniority, skill and ability, qualifications.

### Article 10 Leave Of Absence

Sick Leave is now earned on January 1 rather than on employee's anniversary. Sick leave for persons with less than 1 year will be pro-rated on January 1.

### Article 13 Holidays

To receive holiday pay employees must also work any scheduled makeup day (unless excused by doctor's note, etc.).

### Article 14 Vacation

Vacation is now earned on January 1.  
Vacation selection period is now in December (was January).  
Now earn 3 weeks vacation after 5 years (was 6).  
Payment of vacation pay based on average hourly rate on actual hours worked over prior 6 months (varied beforehand).

### Article 19 Health and Welfare

No employee premiums during the life of the Agreement.  
New hires will be under a Plan C-4 for 1 year, then Plan C-2 for 3 years, then C.

### Article 20 Pension

Company has to pay an additional 40 cents (10 cents 12/1/09; 15 cents 12/1/10; and 15 cents 12/1/11) towards Rehab Plan.  
Rehab Plan – effective 1/1/11 benefit equals 1% of contributions, maintain Rule of 85, no disability pension, no subsidy for early retirement.  
If company still has to pay 40 cents (or any portion) it can be deducted from employees future increase after 11/1/12.

### Article 21 401(k)

New Plan (old Plan no longer exists).

Article 24 Miscellaneous

Company now pays 100% of cost of required uniforms (was 75%). If employee chooses to wash their own, there is no compensation including for time.

Article 25 General Provisions

Term of Agreement is 3 years, November 1, 2010 to October 31, 2013.

Appendix A Wages

Ratification \$1.25  
11/1/11 \$ .50  
11/1/12 \$ .50 (\*unless a portion needed for pension)

<u>Classification</u>	<u>Current</u>	<u>11/1/10</u>	<u>11/1/11</u>	<u>11/1/12*</u>
Front End	\$13.70	\$14.95	\$15.45	\$15.95
Roll-Off	\$13.70	\$14.95	\$15.45	\$15.95
Residential	\$13.45	\$14.70	\$15.20	\$15.70
Port-O-Let	\$13.45	\$14.70	\$15.20	\$15.70
Container Delivery	\$12.20	\$13.45	\$13.95	\$14.45
Helper (pre 4/1/03)	\$10.58	\$11.83	\$12.33	\$12.83
Helper (post 4/1/03)	\$ 9.50	\$10.75	\$11.25	\$11.75

Swing Drivers \$2.00/hr. premium (was \$1.00)

Defined as a driver whose primary responsibility is to fill/run routes due to absenteeism. Drivers who perform "extra work" and/or "Help time" are not eligible for swing rate.

Letter of Understanding

\$250 ratification bonus (if ratified by November 8, 2010). Taxed as wages.

Letter of Understanding

Employees receiving rates of pay

Ratification Meeting

10/30/10

Thank Committee

Eliseo Melendrez, Saul Lopez throughout  
Jim Cilano earlier part, Abraham Robles, later

2 ½ years to reach a settlement – first negotiation was May 7, 2008

Gone from the Company side:

Aubrey Wainwright

Kevin Doyle

Barbara Russell

Curtis Criswell

(Eliseo get fired from the Union side, but he had a contract so he's still here!)

So why did it take 2 ½ years?

Decerts!!!!

Remember this! You cut your own throat when you sign a decert petition and I'm sure they will be passing them around 3 years from now.

Got great raises BUT everyone went 2 ½ years with NO RAISE.

This is the offer

There is no more

Accept or vote to strike – there are no further negotiations.

By end of contract

\$15.80 wages

1.00 pension

2.75 health insurance

\$19.55 and no premiums!

Even if you pay just \$20/week premium = 40 cents

\$40/week = 80 cents

family coverage even more