

Breakdown of the Tentative Contract/Agreement:

1. Standard language change for the duration dates and the mid-contract wage reopener
2. 3.5% pay bump to base pay for all. Previous 3.00/hour Premium Pay agreement remains until April 2023.
3. All classifications receiving the Current Premium Pay will have 1.00 added to their base pay (2.25% base pay bump). The Premium Pay agreement will be modified to 2.00/hour through September 2023.
4. New Job classifications with pay structure. Garage Mechanics and Truck Drivers have a title change with no wage loss or classification step drop.
5. FR clothing allotment will be revisited at mid-contract, same as the GWI reopener.
 - a. Female employees will be provided 6 FR bras each year.
6. Garage Mechanics will have a new classification and Progression Training Program. Current Garage Employees will NOT fall under the new program. The new training program will ONLY affect New Hires.
7. Fleet Tool package will be offered to current employees when one is established.
8. ~~Rest guidelines for work after midnight and not covered under the 16 hour rule.~~
 - a. ~~This modification also clarifies you get 1 hour for an overtime meal break AND adds the 30 minute lunch break to your rest~~

9. Overtime meals may be taken at home if within a reasonable distance to respond. While on your meal break you are expected to respond if not going into rest.

a. Example: On call, I completed all orders and am due a meal break. If I reside in the Ops Center territory or within a reasonable response time, I am permitted to go home to eat, taking that hour meal break at home. Your signal 2 time will be 1 hour from the time you call DCC.

i. DCC notification example:

1. "This is (name), I'm going to take an hour for a meal, show me signal 2 an hour from now at 0200, if anything comes in while I'm eating, call me on my cell phone".

10. Residence requirements.

a. You will now be able to reside anywhere in your Operations Service Territory, regardless of mileage OR within 40 minutes of drive time from residence to assigned Operations Center. The drive time does not have a restriction of the time of day to make it there in 40 minutes.

11. New hires will not be able to transfer for 5 years from the date of hire.

12. Reference Supply Chain:

a. Vacation sign up and other activities for which seniority plays a deciding factor will be based upon the proposed breakdown/groupings.

13. The company is looking into modifying the vacation accrual plan (getting more vacation quicker). If the company elects to modify the vacation, 962 is able to take advantage of this and not have to wait until the next contract negotiations.