



TIME TO ORGANIZE!

At our last bargaining session on 5/12/09, the negotiating team responded to the economic package that RF management presented on 5/06/09. The main elements of their proposal are:

- Wages: *0% the first year and 1.25% for each of the last two years of the contract*
- Longevity increases: Increase each increment by \$75 and pay all longevity increments as lump sum payments at the end of each year. This lump sum would not be included in salary increases or the pension calculation as it is currently.
- Health insurance premiums: Management has added a third “option.”
 1. The percentage contribution for all employees would increase to **19% in 2010** and **21% in 2011**, or
 2. The percentage contribution would remain at **17%** for individuals and for the individual portion of dependent/family coverage, but would increase to **30% in 2010** for the dependent/family portion of coverage, or
 3. As of **2010**, the percentage contribution would increase to **19%** for Individual coverage, **21%** for Husband /Wife and Parent/Child coverage, and **26%** for Family coverage.
- Reduce annual leave, sick leave, and severance benefits for employees hired after 1/1/09.
- No Paid Parental Leave.

Management's wage proposal, when viewed as a package with their demand for an increase in the employee contribution to the health insurance premium, is **lower than 2%** over the life of the contract and would represent a wage cut for the majority of our members.

What the Union is fighting for:

- **Fair wage increases;**
- **No increase in the percentage that employees contribute to health insurance;**
- **Maintaining unity by resisting management's efforts to divide us based on family status and date of hire.**