

LOCAL 96 AND ALTAGAS/WGL – PROPOSED CHANGES TO CURRENT CONTRACT LANGUAGE

[Note: This list does not include minor “clean up” like spelling out numbers or substituting one term for another, such as “Success” for “Meets Requirements”.]

MAJOR ECONOMICS

Wages

Annex W	Increase all Grades and steps
	Effective June 1, 2021 +2%
	Effective June 1, 2022 +3%
	Effective June 1, 2023 +3%
	Effective June 1, 2024 +3%
	Effective June 1, 2025 <u>+3%</u>
	14%
Effective June 18, 2021	+\$1,000 one time payment

[The Company refused to agree to 3% in the first year or 15% over 5 years. Instead, they offered a 1% lump sum payment. Your Union Committee bargained that up to \$1,000, which is 1.29% of the average Local 96 wage and 1.02% of the top Local 96 wage -- Grade 8 Step 5. One-time money is not worth as much as increases to the GWI, but 14% + \$1,000 seemed like a reasonable compromise to close the deal. The straight time pay increases over the five years of the contract will cost the Company more than \$7.3 million.]

Medical Benefits

Article 22 Up until now, the contract allowed the Company to make **any** changes in the benefits **anytime they wanted**.

The proposed language would allow phasing in of specific higher deductibles, maximum out-of-pocket maximums and co-pays for the BlueCross PPO plan, with no changes allowed in 2021. ([See the link to Blue Cross Benefits Changes for details.](#)) The proposed language will have no effect on the Kaiser option and would affect only the prescription co-pays on the Blue Cross CDHP Plan.

Only in rare cases does anyone reach the out-of-pocket maximum. Raising deductibles and out-of-pocket does mean that members who use a lot of medical services will pay more, but those out-of-pocket costs will be more than offset by straight time wage increases averaging \$11,438 over the five years of the contract.

The benefit changes will keep payroll deductions for Blue Cross/Shield lower. The projection for next year would actually result in a reduction in the payroll deduction.

This document is intended to be helpful, but it is not an official part of the proposed contract. Please rely on the actual proposed contract document for actual provisions.

CONTRACT LANGUAGE

- 3.3 Delete: “if possible” for assigning E-Bd to day shift.
Add: with 5 days notice for union business, E-Bd exempt from drafting and ineligible for OT during the time they are ineligible for drafting.
Add: 5 days notice required for moving shop stewards to day shift for monthly meetings.
- 3.4 Change 7 calendar to 5 working days’ notice required for union leave.
Add Co. right to deny union leave if 5 working days’ notice not provided.
- 5.6 Delete reference to attendance rating from performance evaluations. Attendance no longer considered in performance evaluation.
- 5.7 Reduce probationary period to 6 months (from 10 months).
- 6.3(b)&(c) Delete old language and Incorporate side letter on progressive jobs into the contract.
- 6.4 Employees on TT roster training time to count toward advancement on a 1 month for 6 months basis.
- 6.6 Update job posting language to remove references to bulletin boards since postings are electronic.
- 6.8 Employees on Step 2 of discipline will be eligible for promotion. Not eligible if receive points after being on Step 2.
- 6.9 Employees seeking to attend a qualifying school for any job classification (not just lower graded) must sign written agreement to accept a job in that classification.
- 6.10 Remove attendance as a reason to disqualify employees from promotion, transfers, TT upgrade and qualifying schools.
- 7.1 Revise drafting procedure to rely more on volunteers and allow employees to decline up to three drafts per calendar year.
- 7.5 72 hours notice of test runs required or GSO employees to be paid emergency rate.
- 7.6 Clean up: Define 3 days as 72 hours and substitute “work management system” for “CAD”
- 7.7 Add language requiring employees unable to report to notify supervisor of where they can be reached and the approximate time they expect to be able to return and notify before they return to work.
- 7.10 Bring language in side letter of agreement about Station Transfer Request into the contract.

- 9.1 Change "ROE" to "ABP", which means Annual Bonus Program.
Delete redundant language about wage increases. Wage increases set forth in Annex W.
- 10.1 Delete old language referring to past dates.
- 10.1 Add language acknowledging employees' responsibility to ensure timesheets submitted by payroll deadline.
- 10.1 Include current practice that employees on STD do not accrue PTO/A on monthly basis.
- 10.2? Clarify that supervisors and managers have decision power over schedule change requests, not schedulers.
- 10.6 Revise language regarding return from military leave to conform to Federal Law.
- Article 14 Union to continue participation in a Labor-Management Committee on uniforms and protective gear.
- Article 17 Keep blank as a placeholder for possible future use.
- Article 18 Require written notice of informal grievance.
5 days for sup to respond to informal grievance in writing.
Delete reference to mid-year performance evaluations which don't happen anymore.
- Article 21 Delete language committing union leadership to support all Co. safety initiatives.
Safety Committees to meet quarterly instead of every other month.
- Article 24 Increase meal allowance to \$16.
Revise mileage allowance language to conform to IRS.
Increase footgear allowance to \$230.
Increase prescription safety glasses allowance to \$300.
Delete tool allowance for employees required to carry tools in their own vehicles as obsolete.
Delete old language referring to employees' use of their own cell phones.
- Article 25 No documentation of need for funeral leave required unless PTO was denied for same date(s) or unless employee has no more PTO.
- Annex AG Delete Attendance Guideline altogether. No longer tracked.

- Annex D Technical language change to allow Company to use “agents” (testing facilities, Substance Abuse Professionals, etc.) in administering drug and alcohol policy.
- Raise blood alcohol standard to .02% from .005%.
- Allow random testing for 5 years for employees rehired after testing positive as per DOT.
- Allow employees to self-identify and seek help up to the point of a test.
- Extend time for rehabilitation to 90 days and allow Substance Abuse Professional to extend it beyond 90 days.
- Annex DA Avoidable accidents and injuries no longer grounds for discipline.
- Employees responsible to pay traffic citations or request court date.
- Employees to pay fines or reimburse company within 30 days of notification.
- Employees who fail to pay fine or authorize company to deduct from their check are subject to discipline, but discipline will be rescinded when payment is made.
- Employees obligated to report loss of driver’s license at beginning of next shift.
- Delete automatic 5 days suspension for failure to report loss of license.
- Decrease period that Step 3 discipline remains on record to 27 months (was 36).
- Decrease period that Step 4 discipline remains on record to 39 months (was 48).
- Clarify that reduction of discipline step is after 12 months of active employment or on workers’ comp.
- Revise driving point system:
- Good driving reward points maximum increased to 9 pts for 3 years (was 6 pts).
 - Points go away after 2 yrs of no avoidable accidents or traffic violations (was 3) while actively working or on workers’ comp.
 - No points for avoidable accidents except 1 point for backing or following too close.
 - No more points for following too close ticket.
 - No more points for rolling stops or red lights if less than 11 mph.
 - No more points for speeding citations.
 - Increase points for handling electronic device to 6 (from 3).
 - Increase points for passing school bus when red lights flashing in time enough to stop to 10 (from 7).

Supervisors to have 5 working days to schedule and hear informal grievances over driving points not resulting in discipline.

Annex ROE Change ROE to ABP (Annual Bonus Program).

Change fiscal year to calendar year.

Annex STBY Bring language from side letter describing current practice for on-call into the contract.

Revise language regarding assistance from Fleet Management to describe current practice.

Annex THV 2 weeks' notice required for employees to withdraw from THV and for Co. to remove employees for THV.

Employees required to inform Co. of change of address.

Prohibit transportation of weapons as defined in Co. policy in Co. vehicles.

Systems Operation THV employees expected to be at first job at beginning of shift.

Location Reporting: Thursdays instead of Fridays.

Delete language about THV participants assigned off on Friday to work weekends will follow Friday guidelines on Saturday.

Fuel cards instead of credit cards.

Benefit Provision		Current PPO	2022	2023/2024
		In Network	In Network	In Network
Deductible	Individual	\$100	\$300	\$500
	Family	\$200	\$600	\$1,000
Out-of-Pocket Max (includes deductible)	Individual	\$1,500	\$2,000	\$3,000
	Family	\$3,000	\$4,000	\$6,000
Coinsurance		80%	80%	80%
Physician Office Visits		\$10 copay	\$15 / \$30 copay	\$25 / \$40 copay
Emergency Room		\$75 copay then 80% after deductible	\$75 copay then 80% after deductible	\$100 copay then 80% after deductible
Prescription Drugs	Retail: Generic	\$10 copay	\$10 copay	\$10 copay
	Retail: Preferred Brand	\$15 copay	\$30 copay	\$30 copay
	Retail: Non- Preferred Brand	80%	\$50 copay	\$50 copay
	Retail: Specialty	\$75 copay	80% up to \$150	80% up to \$150
	Separate Out-of- Pocket Max	\$3,500 (Retail) \$7,500 (Mail Order)	\$3,500 (Retail) \$7,500 (Mail Order)	\$3,500 (Retail) \$7,500 (Mail Order)
Actuarial Value		92%	89%	87%

Washington Gas
Illustrative 2022-2024 Union Rates and Contributions
 Actual 2021 Budget Rates and Contributions

Medical Plans	2021			2022			2023			2024		
CareFirst PPO	Total Premium Equivalent Rate	EE Cost	EE %	Total Premium Equivalent Rate	EE Cost	EE %	Total Premium Equivalent Rate	EE Cost	EE %	Total Premium Equivalent Rate	EE Cost	EE %
WGL Unions												
EE Only	\$638.94	\$142.78	22%	\$687.14	\$137.43	20%	\$714.93	\$142.99	20%	\$762.22	\$152.44	20%
EE + 1	\$1,150.09	\$257.00	22%	\$1,236.85	\$247.37	20%	\$1,286.87	\$257.37	20%	\$1,371.99	\$274.40	20%
EE + 2	\$1,683.50	\$376.20	22%	\$1,810.51	\$362.10	20%	\$1,883.72	\$376.74	20%	\$2,008.32	\$401.66	20%
EE + Family	\$1,948.77	\$435.48	22%	\$2,095.79	\$419.16	20%	\$2,180.54	\$436.11	20%	\$2,324.77	\$464.95	20%
CareFirst CDHP												
EE Only	\$638.94	\$71.39	11%	\$343.57	\$68.71	20%	\$357.46	\$71.49	20%	\$381.11	\$76.22	20%
EE + 1	\$1,150.09	\$128.50	11%	\$618.43	\$123.69	20%	\$643.44	\$128.69	20%	\$686.00	\$137.20	20%
EE + 2	\$1,683.50	\$188.10	11%	\$905.25	\$181.05	20%	\$941.86	\$188.37	20%	\$1,004.16	\$200.83	20%
EE + Family	\$1,948.77	\$217.74	11%	\$1,047.89	\$209.58	20%	\$1,090.27	\$218.05	20%	\$1,162.39	\$232.48	20%
Difference in EE Cost	\$8,486,059	\$1,829,596	22%	\$8,805,134	\$1,761,027	20%	\$9,161,199	\$1,832,240	20%	\$9,767,194	\$1,953,439	20%
CareFirst PPO					EE Contribution (\$)	EE Cost Share (%)		EE Contribution (\$)	EE Cost Share (%)		EE Contribution (\$)	EE Cost Share (%)
WGL Unions												
EE Only					(\$5.35)	-2%		\$5.56	0%		\$9.46	0%
EE + 1					(\$9.63)	-2%		\$10.00	0%		\$17.02	0%
EE + 2					(\$14.10)	-2%		\$14.64	0%		\$24.92	0%
EE + Family					(\$16.32)	-2%		\$16.95	0%		\$28.85	0%
CareFirst CDHP					EE Cost	EE %		EE Cost	EE %		EE Cost	EE %
WGL Unions												
EE Only					(\$2.68)	9%		\$2.78	0%		\$4.73	0%
EE + 1					(\$4.81)	9%		\$5.00	0%		\$8.51	0%
EE + 2					(\$7.05)	9%		\$7.32	0%		\$12.46	0%
EE + Family					(\$8.16)	9%		\$8.48	0%		\$14.42	0%

These are cost projections based on Claim History

Assumptions

- 7.0% Annual Trend
- 2.0% Annual Rx savings

Plan Changes

- 2.7% 2021 to 2022
- 2.4% 2022 to 2023
- 0.0% 2023 to 2024