

Highland Chateau Service and Maintenance

Proposed Settlement Agreement

1. Effective 10/1/2015:
 - a. Wages: .11 increase across the board wage increase.
 - b. Bonus to be paid January 2016:
 - Full-time \$100
 - Part-time \$50
2. Increase Uniform allowance to \$30 for part-time and \$40 for full-time (paid out every 6 months).
3. The Employer will pay the entire cost of the increased insurance premium. (New plan with improved benefits and optional buy-up to lower deductible plan).
4. Amend Section 4.9; posting to include classification, position, unit, shift and days. (Employees may be moved to other units per facility needs).
5. Amend mandating language to read: If the Employer finds it necessary to mandate an employee to stay on duty after the end of their shift to fill open hours arising from call-ins within twelve (12) hours prior to the start of a shift... (Change from "during the shift).
6. 2 year Agreement to expire September 30, 2017. (10/1/15 – 9/30/17)
7. Wage and Health Insurance re-opener October 1, 2016.

The proposed settlement offer comes with unanimous committee recommendation.