

## Sauer LPN Proposals

1. Article 4 delete 4.11
2. Holidays - birthday day off in the month of your birthday not to be used on a holiday.
3. Article 11 Vacation - 11.6 three (3) additional days at thirty years.
4. Article 12 Sick Leave - pay out 60% pay out in December of any remaining 12 days the remaining to rollover, if the employee is at the 400 hour cap there will be no rollover, just the 60% pay out.
5. Article 13 LOA - "Domestic Partner shall be defined to mean a person who: 1) is in a committed and mutually exclusive relationship, jointly responsible for the other domestic partner's welfare and financial obligations; and 2) resides with the domestic partner in the same principle residence and intends to do so permanently; 3) is at least eighteen (18) years of age and unmarried; and 4) is not a blood relative of the other domestic partner; and 5) has been in a relationship for six (6) continuous months prior to the date on which the person seeks benefits under this section.
6. Appendix A Wages - 3% across the board
7. LOU update
8. Article 21 term of agreement open
9. Retirement plan 401k employer matching 1% after five (5) years. 2% after ten (10) years. 3% after fifteen (15) years. 4% after twenty (20) years.

The Union reserves the right to amend, add, delete or modify its proposals at any time.

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