

## Bargaining Solidarity Update #10

April 9, 2012

The Union presented **U-2**, the M&C wages and progression for the new Job Descriptions (JD's) that were modified by the Company last week. We proposed that all would get the negotiated wage increase and nobody would receive less pay in the transition to the new classifications. The Union also presented our understanding of the health care market in the Madison area, **U-5 through U-9. We have the lowest cost and highest quality health care in the state and, as such, it provides us a unique opportunity to not "have to be like everyone else" across the state in the "race to the bottom" in health care.** Madison has nationally recognized top-rated HMO's and world-class hospitals competing for our health care dollar – we should use this situation as an opportunity to do something different and better than other companies have done. Since our MGE CEO is on the Board of one of these hospitals, we all should understand this when developing solutions at MGE.

The Company responded to **U-11**, improvements in our Retirement Savings Plan (RSP) for those hired after 2006. They said they were not interested in "improved benefits" and that they have a different philosophy than the Union. The Union wants benefits equivalent between the various retirement Plans and the Employer wants to contain and control costs. They believe the current RSP is "within the market now". The also responded to the logos issue **C-6**, and claim they always had the right to determine which if any logos would be on our clothing. The Company also presented **C-10**, union business reimbursement. They want to treat the IBEW just like any vendor and increase our costs for "lost time" nearly 70%. **This anti-union proposal would significantly impact our dues structure and the finances of the Local Union.**

After a caucus the Company and the Union **Tentatively Agreed (TA'd)** on the JD's and pay and progression for Meter and Connection. On Wednesday we will have a presentation from the Company on health care and their specific health care proposals.

As always, stay in touch with your **Solidarity Committee Representative** for more details and check our website "members only" section for more documents from bargaining.

In Solidarity,

**IBEW 2304 Bargaining Committee**