

Bargaining Solidarity Update #11

April 11, 2012

The Company presented their long-awaited health insurance agenda today. They provided essentially the same analysis they presented to the **Joint Insurance Committee** back in August of 2011 and followed that with their specific **health insurance proposal, C-1**. They have provided the Unions with two options: **Option 1** requires the Union to give up our collective bargaining rights over health plan design and we would pay 20% of the premium beginning next year. In **Option 2** the Union retains its collective bargaining rights over what kind of plans and coverage we have and we would pay 20% of the premium beginning next year plus 50% of any increase in plan costs in subsequent years. In Option 1 the bulk of the contract language we negotiated over the decades will be gone from the Labor Agreement and the Employer could do whatever they want. We could only bargain over the premiums. Neither option on its own is acceptable to this Bargaining Committee.

The Union provided additional evidence on cost-of-living for communities across the state in comparison to Madison. We also provided our **U-10 Vision coverage improvements**.

Local 2304 members should check out our website; www.ibew2304.com for more details in the "Members Only" section. As always, please talk to your **Solidarity Committee Representative** for more information.

Reminder; next week Thursday we will have a Solidarity Rally and Party with OPEIU Local 39 at the Labor Temple in Room 201B. The doors open at 4:00pm. We will have beer, beverages, and some food. As we head down to "crunch time" with our contract negotiations, it is important that we all stand together!

In Solidarity,

IBEW 2304 Bargaining Committee