

Bargaining Solidarity Update #14

April 23, 2012

Today the Union responded to the Company's health insurance proposal and anti-union proposals by presenting "Union Package #1" – basically identifying all of the major issues left on the table in one encompassing package. A single proposal is not "agreed-to" in these packages unless the other proposals are as well. If not, we start over again where we left off before this package was presented. The Union addressed Workforce Planning, Health insurance – "Option 3", Vision, Retirement Saving Plan, Wages (3%, 3%, 3.5%), BGS "flexibility" with no-layoffs and Maintenance wages, Fire Resistant Clothing Logos (option or arbitrate), Line and Pole On Call improvements, vacation improvements, and clearing of personnel files. The anti-union and union-busting proposals would be gone with this package.

This was an ambitious package as the Union is trying to provide a direction and path toward a voluntary agreement. The Company indicated that this was a lot to address and would get back to us on Wednesday. We will know much more after that.

Attached are the outlines of our "Option 3" proposal on health care and some Facts and Statistics that we should know about the relative cost of our health insurance and wage packages compared to the overall MGE operating expenses and compared to health costs in other parts of the state. In short, given the economics of our situation at MGE, there is no rational basis for a big fight over ideological/union-busting issues. **Our point is basically, let's get on with it and work out our differences – which the Union and Company have done effectively for 75 years.** Please take a minute to review these and ask your Solidarity Committee Representative about them if you have any questions.

Please feel free to print and share this information with your co-workers.

In Solidarity,

IBEW Local 2304 Bargaining Committee