

NSTAR CONTRACT

2005

Utility Workers Union of America

Local 369

Local 369 Officers

Gary Sullivan	President
Daniel Hurley	Secretary-Treasurer
Vincent Baldwin	Executive Vice President
John Riley	Business Agent
William Carr	Business Agent
Phil Trombly	Business Agent
James Pinkham	Trustee Chairman
Edward Labo	Trustee
Anthony Fontes	Trustee
Daniel O'Connor	Trustee
Robert Senier	Trustee
David Stauber	Trustee
Thomas Roche	Trustee

Executive Board

Nicholas Bouras, George Butler, Barbara Discipio, Kevin Emery, Edward Sessler, Edward Lynch, Jay Manning, Tim Morrissey, Arthur Rebello, Debra Smith, Michael Spirito, Donald Stirling, Wm. Brendan. Sullivan, Angie Woodman, Kevin Yetman

Bargaining Committee

Nicholas Bouras, George Butler, Barbara Discipio, Edward Sessler, Edward Lynch, Jay Manning, Tim Morrissey, Arthur Rebello, Debra Smith, Michael Spirito, Donald Stirling, Wm. Brendan. Sullivan, Angie Woodman, Gary Sullivan, Dan Hurley, Vincent Baldwin, John Riley, Phil Trombly, Bill Carr

UNITY



NSTAR was determined to

Decimate our Contract and reduce the 172 page agreement to 15 pages but we fought back and said**NOOOOOOOO!!!!**

Eliminate ALL Premiums:

- The Local fought to **MAINTAIN ALL PREMIUMS!!!**

Eliminate all working conditions and job protections:

We fought to keep and improve our working conditions....

- Preventative Maintenance Program- **NEW**
- 150 **NEW** bargaining unit positions in various departments-**NEW**
- Neutrality language, which helps organize NSTAR non-union people. **RETAINED**
- Standard Work Week from Monday to Friday **RETAINED**
- Standard Hours of Work- **RETAINED**
- Arbitration Language concerning shifts- **RETAINED**
- Standardize Work Hours to 8 ½ hours per day- **CHANGE**
- Travel Time- **RETAINED**
- Meal Time and Allowance- **RETAINED**
- Increase use of outside contractors-**REJECTED**- Contractor Agreement **RETAINED**
- Inclement Weather-**RETAINED**
- Union Consolidation Agreement- **CHANGE**
- Seniority Rights-**RETAINED**
- 5 year no lay-off clause- **RETAINED**
- Outsource Dig Safe, Survey & Records, Credit & Collections, Building & Grounds, Corrosion Testing, 7- year meter replacement, and NO contractor oversight- **REJECTED**
- OSI Agreement- **RETAINED**
- Combine UG Troubleshooter and Construction Inspector-**REJECTED**
- UG2 Prelim 15KV- **REJECTED**
- Contractors performing Light ups-**REJECTED**
- Outsource rubber glove testing- **REJECTED**
- Remove snow removal from all Dist. & Warehousing Spec.- **REJECTED**

BENEFITS

- Increase employee contribution for health, dental and vision care by 5% over 4 years from 17% to 20% effective on 1/1/06- **CHANGE**
- 401(K) match-retained 4% to 8% on gross pay- **RETAINED**
- Life insurance for active members- **RETAINED**
- Decrease maximum age for dependent child coverage from 23 to 19 for non-students and from 25 to 23 for students- grandfathered current students effective 1/1/06-**CHANGE**
- Voluntary high deductible health plan with 10% contribution-**NEW**

- Increase medical waiver (for those few employees who decline health care coverage), effective 1/1/06 up to \$2,000 annually, depending on status **IMPROVED**
- Same sex domestic partner health benefit coverage for active employees and retirees- **NEW**
- Increase in tuition assistance up to \$5,000 including fees-**IMPROVED**
- Annual sick day allowance of 10 days per **CALENDAR** year- **IMPROVED**
- Felonious Assault insurance coverage- **RETAINED**
- Vacation Averaging-**RETAINED**
- Flexible Spending Account- **NEW**

WAGES

- Increase of 12% over 4 years, 3% increase effective may 16th of each year-**NEW**
- Additional increases of up to 2.5% (in pay rate or lump sum) for certain classifications- **NEW**
- Increase in shift differential to \$1.50 effective 1/1/06- **IMPROVED**
- LTD and STD plans-**RETAINED**
- Medical Examination Language-**IMPROVED**

CONTRACT TERM

- Four Year Contract effective June 1, 2005 through June 1, 2009-**NEW DATE**

PENSIONS

- Local 369 pension-**RETAINED**
- PEP plan for new hires only- Current members can choose to enroll in PEP plan on a voluntary basis-**CHANGE**
- Same sex domestic partner pension benefit coverage for active employees through the PEP Plan-**NEW**
- Company Proposal to eliminate grievance Award #6480 pension application for OT&P-**REJECTED**

RETIREE

- Eliminate Retiree dental care-**REJECTED**
- Eliminate Retiree vision care- **REJECTED**
- Retirees cap at 50% for health care costs- **IMPROVED**
- Reduced retiree life insurance at age 65 from \$30,000 to \$20,000- **CHANGE**
- Company contribution to Medex reduced from 85% to 80%-**CHANGE**
- Company Proposal of Medex D Prescription- **REJECTED**
- Increase in retiree prescriptions, up to \$20 to \$80 per prescription- **CHANGE**
- Same sex domestic partner health benefit coverage for retirees- **NEW**

We said "We will if we have to have to". We DID and We WON!!!!