

IBEW/CWA, CBRE Bargaining Highlights-2018

Article	
1	Recognition-Company name change
2	Term of Agreement 4 years
3	Validity-No Change
4	Management Rights-No Change
5	Discrimination-No Change
6	Definitions-Changed Company name
7	Seniority-No Change
8	<p>Scope of Work-Facility Mechanics who hold a CFC certification and are directed by management to perform work requiring a CFC certification per 40 CFR Part 82, Subpart F, will be paid at a rate equal to the thirty (30) month progression step of Facility Engineer for the day, including overtime.</p> <p>A Facility Mechanic who holds a CFC certification and is directed by management to perform work requiring a CFC certification per 40 CFR Part 82, Subpart F, for sixty (60) days during the term of the agreement will be paid at the thirty-six (36) month progression step of the Facility Engineer for the day, including overtime.</p> <p>Once a Facility Mechanic has been paid at a rate equal to the thirty (30) month progression step of Facility Engineer for thirty (30) days within a rolling year, the Union and the Company will convene a meeting of the JAC to discuss the work being done as well as opportunities for promotion to the Facility Engineer title.</p>
9	Types of Employees-No Change
10	Union Security-No Change
11	Schedules/Work Shift-(c) For the purpose of shift preference, "including on-call schedules", out of hour schedules would normally run for six (6) weeks unless agreed to by the Company and the Union.
12	Overtime-On-Call pay \$15.00 to \$20.00 for scheduled days and \$30.00 to \$40.00 for non scheduled days.
13	Payment for Time not Worked-No Change
14	Transfers/Promotions-No Change
15	Board/Lodging Expenses-No Change
16	Safety-The company will reimburse \$175.00 for the purchase of safety shoes that meet the ASTM standard every two (2) years. Management may approve reimbursement for the prescribed safety glasses and safety shoes more frequently if worn out or damaged during the normal course of business.
17	Vehicles/Garaging-No Change
18	Tools & Clothing-No Change
19	Surplus-No Change
20	Layoffs & Recall-a) 1. The period for recall is 3 years.
21	Relocation-impacted employees will be eligible for three (3) paid days off to look for housing.
22	Training/Retraining-No Change
23	Drugs/Alcohol-No Change
24	Holidays-Three (3) Floating Holidays
25	Vacations-No Change
26	Demotion/Dismissal/Suspension-No Change
27	Grievances and Arbitrations-No Change
28	Joint Advisory Committee- Eliminated scheduling restrictions.
	Union Paid Time-No Change
30	No Strike/ No Lockout-No Change
31	Wrap-Up Clause-The Agreement can only be amended by a written agreement executed by the Company's Director of Labor Relations, the District 4 Rep for CWA or their designee and the IBEW Local 21 Business Manager
32	COPE-No Change
33	Successorship-No Change
Exhibit A	Wages/Titles-3% 2018, 2.5% 2019, 3% 2020 and 2.5% 2021
Exhibit B	Benefit Plan-No Change
Exhibit C	Employee Involvement Program- No Change
LOA	Union Representatiion-No Change
LOA	Jurisdiction-No Change
LOA	Drivers Fleet Policy-No Change
MOA	4 day Tour-No Change
MOA	Home Garaging-No Change
LOA	Filling Positions on Disability-No Change
App. A	Town classification- added cities from Iowa