

## Tentative Agreement Reached at Johnson Controls

The Unions, both IBEW and CWA, reached a tentative agreement with the company on February 7, 2007.

Following are the highlights of the agreement:

- Five-year agreement with significant economic improvements including 3% increase on ratification, a 3% increase on the first anniversary, a 3.25% increase in 2009, another 3.25% increase in 2010 and a final 3.5% increase on February 7, 2011;
- Pager pay is increased to \$12 per scheduled day and \$30 per unscheduled day for a weekly total of \$120.00;
- On-call remains voluntary, but is now linked to home garaging and accepting call-outs;
- Meal allowances were raised to \$15.00, Board and Lodging to \$40.00 and incidental expenses to 10.00;
- Allowances for safety shoes and safety glasses reimbursements were increased to \$175.00 each;
- In other wage news, scheduled Saturdays will now be paid at time and a half, as will scheduled Sundays. Non-scheduled Sundays will remain at double time;
- In schedule news, schedule posting deadlines have been moved to Thursdays and IBEW now has language on a 4X10 work schedule.

Although our Union bargaining teams were able to stabilize health care premiums for the moment, increases will begin in 2009 as follows:

- \$10 per month (employee only) and \$15 per month (employee +1);

- An employee with family coverage will pay \$20 per month.
- These increases begin 1/1/09 and will be added each year thereafter at the same rate;
- In other benefits news, a flexible spending account to help shelter taxes for dependent care expenses will be made available as quickly as possible after ratification.

Although the contract includes many improvements, they come at a cost. The exceptional Uniform provision, including laundry is maintained, but all members of the bargaining unit will now be required to wear the company-provided uniforms daily.

In some good news, the Union was able to negotiate progressive language on the implementation of the vehicle GPS program. The first six months of implementation after ratification there will be no discipline for GPS infractions. Managers will merely point them out as they occur and show all of us what the tool is capable of. After the six months, GPS can only be used for discipline if there is other corroborating evidence to support GPS data. Brothers and sisters - this is a warning: be where you're supposed to be when you're supposed to be there. GPS can only hurt you if you're not doing what you're supposed to.

Continuing with other changes, KPI days were re-negotiated beginning with one paid day off this year and two paid days off each year thereafter if the Project attains key performance indicators set by the Joint Advisory Committee. We have met these goals each year since we bargained KPI.

A variety of language changes were implemented. Many of these changes update the agreement. A full accounting of these changes will be contained

in a written summary of this tentative agreement that will be sent to all members tomorrow. That summary will also come with a ballot and detailed voting instructions to make your voice heard on the new deal. Don't delay when you get the mail, read the summary over and vote yes to ratify the new agreement or no to reject it and authorize the bargaining committee to call a strike if necessary. Ballots will be tallied on February 28, 2007.

Retroactive pay will be calculated on ratification back to 2-07-07.

The IBEW/CWA bargaining team is recommending a yes vote on the new agreement. It is not perfect, but it is an excellent contract over all. Again, we encourage all members to ratify it.

Because we do have a tentative agreement, all members should report to work as normal.