



Local 743
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CONTRACT 2010

Prepared by: Local Lodge 743 Communicator, Vic Ghidoni



Negotiations Update

Your negotiating team began their fourth day of negotiations with the company on Tuesday, April 20th at the Sheraton in East Hartford. First on the agenda was a presentation from Charles Mabry, President of Employee Benefit Systems, Inc. (EBS). Charlie spoke to the committees about the Union's proposal to offer our members the *Machinists Custom Choices Worksite Benefits* program of supplemental insurance benefits. Benefits offered include: Life Insurance, Critical Illness, Disability Income, Accident, and Cancer Insurance. **These individually owned – lifetime benefits would provide additional financial security for members preparing for retirement or those looking for additional protection for themselves and their family.** Life, critical illness, accident, and disability income products are all guaranteed issue for employees during their first year of eligibility. This means no health questions of any kind! Plans are completely voluntary, fully portable with no change in benefits or cost (except Disability) and carry a Strike Waiver of Premium provision. **This program would greatly benefit members considering the high deductible health insurance option currently on the table.**

Here are just a few examples of some of the benefits:

Life Insurance

- Available to employees on a truly guaranteed issue basis during your first year of eligibility.
- Cost of life insurance will never go up and death benefit will never go down.
- Policies are available for employee, spouse, children and grandchildren.

Critical Illness

- Employee coverage of \$10,000 or \$25,000.
- \$10,000 benefit available to employees on a truly guaranteed issue basis.
- Children covered at no additional cost and you may also elect coverage on your spouse.
- Entire benefit amount paid directly to the insured upon diagnosis of heart attack, stroke, cancer, organ transplant, and/or end stage renal failure.

Accident Plan - Protection for the Unexpected!

- 24 - Hour coverage for accidents, on or off the job. Available to employees on a truly guaranteed issue basis.
- \$350 Emergency Room benefit.
- \$1,000 plus \$250 per day hospital admission benefit.
- Up to \$50,000 accidental death benefit.
- Additional benefits for transportation, lodging, dismemberment, common accidental injuries, and follow-up care.
- Benefits are completely separate and do not coordinate with group insurance.

Disability Income – Protect Your Most Valuable Asset – Your Income

- Available to employees on a truly guaranteed issue basis during your first year of eligibility.
- Employees chose a benefit amount from \$300 to \$2,100 per month.
- Tax-free benefits begin after 12 months of disability, and are payable for up to 5 years.

Cancer Insurance

- Provides up to \$20,000 per year of benefit for chemo and radiation therapy.
- Provides a lump sum initial diagnosis benefit of \$3000.
- Covers in and outpatient charges, travel and transportation expenses, and cancer wellness screenings.
- Provides \$300 per day if in Intensive Care/CCU
- Benefits do not coordinate with group insurance and are payable directly to policyholder.

LET MANAGEMENT KNOW THAT WE DESERVE BETTER INSURANCE OPTIONS!

You can get more information on Machinists Custom Choice at: <http://www.ebsworksite.org>

What Do The Bosses Say About Your Proposals?

Job Security Language?

...*"We Reject That Proposal"*...

Improved Promotion Language?

...*"We Reject That Proposal"*...

Improved Layoff Recall Rights?

...*"We Reject That Proposal"*...

Improved Seniority Language?

...*"We Reject That Proposal"*...

The company continues to reject your proposals during these negotiations! What's worse? They are attacking Article 8 Seniority! Look at their proposal to add a new section 3 b:

"Nothing shall preclude the Company from assigning an employee to work in a layoff impacted job ladder and/or job code...as business conditions warrant"

Our current language allows us to grieve when the company farms workers into a layoff impacted area. This process protects our members on layoff and has resulted in many of them being recalled back to work. Just imagine being on layoff while people from other areas (quite possibly with less seniority) DO YOUR JOB!

THE UNION STRONGLY REJECTS THAT PROPOSAL!!!

THE COMPANY IS STILL REFUSING TO DISCUSS ANY ECONOMICS!

NO OVERTIME PROPOSALS!

NO PENSION PROPOSALS!

NO WAGE PROPOSALS!

LET MANAGEMENT KNOW THAT STALLING WILL NOT HELP!

IT'S TIME TO TAKE IT TO THE TABLE!

YOUR VOICE MAKES A DIFFERENCE!

IT'S YOUR JOB SECURITY!

IT'S YOUR CONTRACT!

IT'S YOUR FUTURE!

STAND STRONG!!!



Watch the new video at: LL743.org