

## SPSE-UPTE Bargaining Bulletin from 10/3/2019 Session

Dear Skilled Trades Colleagues—

We continued bargaining for your next Contract on October 3rd.

Several dozen Unit Members attended to support the bargaining team at the table. The back-and-forth discussion centered on on-call duties, subcontracting, and, briefly, wages.

With respect to wages, management signaled that it was planning to continue its practice of comparing you to municipal employees for the most part. Also for the most part, these municipal workers have solid benefits, good pensions, and guaranteed job security, which means they can agree to keep their hourly wages low. The comparison of you to them is inappropriate. You do more than maintenance, often you do original construction. Plus you face hazards that no municipal, BART, or EBMUD employee ever has to deal with.

Management did NOT give us their wage proposal at the table as they claimed in their recent e-mail. Rather they quietly sent it out late Friday the 4th, the day after bargaining. We can guess why: it's dismal. We've included it below for you to see and review. As always the team welcomes your comments. Their e-mail states: "a few classifications were determined to be paid significantly above market already", and their proposal singles out High Voltage Electricians, Laborers, Welders, AC Mechanics, and Boiler / Pressure System Mechanics as overpaid. We especially wish to hear from those shops.

Our response at the table was that the Union's proposal will be indexed to prevailing wage on a craft-by-craft basis. Prevailing wage is what LLNS pays for Davis Bacon work. The reason management is having so much trouble hiring into the shops is that they're competing with prevailing wage offers on the outside. Prevailing wage is also what they pay subcontractors coming in the gate for whatever work they do. And as many of you can attest, the subcontracts often end before the work is done, and you get called in to clean up the mess. It's time you got recognized for the value of your labor. Equal pay for equal work is the basis of our bargaining position. Support your team!

SPSE-UPTE Bargaining Team

-----

LLNS Initial Wage Proposal - 10/3/2019

Wage Proposal for a three-year term

Year One

C1 -- No increase (over time will become C2s as they get nearer to the market)

C2 - 1% base building

C3 - 1% base building plus adjustments to the market

## Year Two

C1 - No increase (over time will become C2s as they get nearer to the market)

C2 - 1% base building

C3 - 1% base building plus adjustments to the market (if necessary)

## Year Three

C1 - No increase (over time will become C2s as they get nearer to the market)

C2 - 1% base building

C3 - 1% base building plus adjustments to the market (if necessary)

New wage rates will become effective the first Sunday on or after January 1 of the appropriate year.

C1 = Classifications currently paid above market - Laborer II (+ 17.1%); Laborer Lead (+6.1%); Welder II (+1.3%); Air Conditioning Mech II (+2.8%), High Voltage Electrician (+2.7%) and Boiler & Pressure Sys Mech II (+5.1%) Eligible for no or nominal increase until the market catches up with their pay rate.

C2 =

a) Classifications currently paid at or near (within 3.9%) of the market - Laborer 1(-.4%), Painter (-2.8%); Maintenance Mechanic (-3.2%); Locksmith II (-2.0%); Maintenance Mechanic Lead (-3.1%) Eligible to receive a reasonable market increase.

b) Classifications with no direct comparable market data are presumed to be at or near market Rigger 1; Air Conditioning Mech 1; Rigger II; Welder I, Rigger Lead; Sheetmetal Worker Lead, Welder, Lead; Boiler & Pressure Sys Mech Lead; and High Voltage Electrician, Lead.

C3 = Classifications are significantly lagging {4% or more) below the market - Carpenter (-7.6%); Heavy Equipment Mechanic (-10.3%); Carpenter Lead (-4.3%); Painter Lead (-9.1%); Electrician I (-9.3%), Plumber/Fitter (-14.9%); Plumber Fitter Lead (-16%); Electrician II (-10.4%); Sheetmetal Worker (-11.6%), Air Conditioning Mechanic Lead (-6.4%) and Electrician Lead (-5.1%). Eligible to receive reasonable market increase like Group C2 plus an additional amount to move the classification closer to market over the life of the new CBA. Once at market, they get same increase as Group C2 will require individualized bargaining by classification.

The Employer reserves the right to withdraw, amend, add or delete items of this; proposal until a final agreement on a complete contract is reached by the parties.