



PEB 250 SUMMARY DOCUMENT 1

Aug. 18, 2022

GENERAL WAGE INCREASE (GWI) SUMMARY

General Wage Increases and Service Recognition Bonuses		
Date	Increase	Compounded
July 1, 2020*	3.0% GWI	1.030
Dec. 1, 2020*	\$1,000 bonus	
July 1, 2021*	3.5% GWI	1.066
Dec. 1, 2021*	\$1,000 bonus	
July 1, 2022*	7.0% GWI	1.141
Dec. 1, 2022	\$1,000 bonus	
July 1, 2023	4.0% GWI	1.186
Dec. 1, 2023	\$1,000 bonus	
July 1, 2024	4.5% GWI	1.24
Dec. 1, 2024	\$1,000 bonus	

* Employees are to receive full retroactivity, calculated and paid consistently with the usual practices of the parties.

HEALTH AND WELFARE

Effective Jan. 1, 2023, remove the cap on monthly employee contributions so that thereafter the contributions equal 15% of the overall cost to the plans of providing covered benefits to participants. [**Currently we pay \$228.88 which is about 12.6% of the overall cost of the plan.**]

Effective Jan. 1, 2023, change the plan design to:

- 1) increase the annual maximum for hearing benefits from \$600.00 to \$2,000.00; and
- 2) remove age limits on speech therapy and provide coverage for Applied Behavioral Analysis without age or dollar limits for those with Autism Spectrum Disorder.

The Joint Committees are to meet to design and oversee an appropriate rebid process to ensure that current costs are competitive and not excessive.

PERSONAL DAY

Effective Jan. 1, 2023, employees are to receive one additional paid personal day per year.

MEAL ALLOWANCES

The issue is returned to the Parties to bargain appropriate updated national agreement meal allowances, if possible.

AUTOMATED BIDDING SYSTEMS, POOLS, EXTRA BOARDS & WORK SCHEDULES

All issues returned to the Parties for negotiation with any and all unresolved issues to be resolved by final and binding Party-paid interest arbitration.