

	LOCAL 1414	Variable fringe		31.16%	29.42%		
				Add'l Cost (Savings)	Add'l Cost (Savings)		Arbitration award
LOCAL	TOPIC	LANGUAGE CHANGE	Ref	FY15	FY16	Comments/Notes	
1414	Wage Adjustment	1st year @ 3% effective 10/1/14; 2nd year @3.25% effective 10/1/15; 3rd year CPIU plus .25% with Max CAP at 3.25% eff. 7/1/16	#1	\$511,004	\$779,230	Does not include impact on increase cost on overtime and premium pay	
				\$159,229	\$229,250		
1414	Health Insurance	Adopt 93/93/83 Health Cost sharing arrangement	#2	\$ 20,317	\$44,933	Adopted	
1414	Job class 7313 Wage Adjustment	Parity adjustment to add \$0.40 per hour to base rate for 7313	#3	\$15,392	\$18,899	Does not include impact on increase cost on overtime and premium pay	
				\$4,796	\$5,560		
1414	Lead worker Premium	Increase Lead worker premium from \$19/day to \$20/day	#4	\$ 34,550	\$ 50,709	Salary	
				\$ 10,766	\$ 14,919		
1414	Sat/Sunday premium	Increase Saturday premium from 12.5% to 15%; Sunday premium increase from 12.5% to 30%	#5	\$ 134,505	\$ 9,251	Does not include impact on increase cost on overtime	
				\$ 41,912	\$ 2,721		
1414	Internal Adjustment for 7306 & 7309	7306 *& 7309 1% base wage increase	#6	\$30,853	\$80,824	Does not include impact on increase cost on overtime and premium pay	
				\$9,614	\$23,779		
1414	Safety Shoes	Increase maximum allowance from \$550 to \$600	#7	\$ 6,887.50	\$ 7,375.00		
1414	Tool Allowance	Increase maximum allowance from \$550 to \$600	#7	\$ 13,775.00	\$ 14,750.00		
	Clothing	Cost Protective Coveralls, bib overall	#7	\$ 41,325.00	\$ 44,250.00		
1414	Floating Holiday	Remove two floating holidays		\$0	\$0	No costing , this is one-time award in FY2013	
1414	Sick Pay cash out	Eliminated provision for cash out of sick leave effective 7/1/14	#8	(\$90,475)	(\$93,416)	Savings	
				(\$28,192)	(\$27,483)		
TOTAL COST				\$916,258	\$1,205,551		