VTC
3/24/11

Union Package Proposal #1
March 24, 2011

Term:	July 1, 2011 to June 30, 2013
Compensation:	Maintain current base pay reduction of 3.35% 5% additional retirement contribution calculated FY 09/10 base pay Reopener should any other bargaining group concedes less 10 %
Health Care Cost Sharing:	85/15 and City to offer OE 3 Medical Plans to OE 3 represented employees
Health and Dental in Lieu:	Agree to City Proposal
Health care Dual Coverage:	Agree to City Proposal
Certificate Pay:	Union Proposal
Holiday Pay:	Union Proposal
Arbitration Costs:	Union Proposal and costs associated with Arbitration be shared equally by Union and City
Safety:	Union Proposal
Documented Oral Counseling:	Union Proposal

Local 3 reserves the right to modify, edit or amend proposals during the course of negotiations