

## Negotiations Update:

# We say “NO!” to the Carriers’ greed

The BMWED/SMART-Mechanical bargaining group met with the National Carriers Conference Committee (NCCC) for mediation on August 2 & 3. Their latest offer goes further backwards from the last meeting – including no “retro pay,” only \$10,162 in increases for the average member over the course of the five-year contract, and health insurance concessions that would increase family deductibles to \$1,400 and family out-of-pocket maximum payments to \$6000 in each calendar year.

Our Union negotiators stood tall and responded with a fair proposal that includes retro pay, an average increase in pay of \$30,703 per member over the five-year contract, and no changes to the health insurance except a \$25 increase in the emergency room co-pay. We also proposed better dental and vision coverage, as well as more paid-time-off. The Carriers have more than enough money to afford our proposal!

Below is a chart comparing our Union proposal on Healthcare to NCCC’s. To compare both proposals on contracting out, vacation and other issues, please go to [www.bmwe.org](http://www.bmwe.org).

## Healthcare/Wage Proposals –NCCC & BMWED

Contract Year	NCCC Cost Sharing*	BMWED Cost Sharing*	NCCC Deductibles	BMWED Deductibles
2015	\$198	\$198	\$700/\$1400	\$200/400
2016	\$228.89	\$228.89	\$700/\$1400	\$200/400
2017	\$245	\$228.89	\$700/\$1400	\$200/400
2018	\$260	\$228.89	\$700/\$1400	\$200/400
2019	\$275	\$228.89	\$700/\$1400	\$200/400

\*Cost Sharing is the amount we pay out of our checks monthly – currently \$228.89 for most of us.

Contract Year	NCCC Max. Out-Of-Pocket	BMWED Max. Out-Of-Pocket	NCCC Wages	BMWED Wages
2015	\$3000/\$6000	\$1000/\$2000	0%**	1% (Effective 7.1.15)
2016	\$3000/\$6000	\$1000/\$2000	0%	3.5%
2017	\$3000/\$6000	\$1000/\$2000	0%	3%
2018	\$3000/\$6000	\$1000/\$2000	2%	3%
2019	\$3000/\$6000	\$1000/\$2000	2%	3.5%

\*\*We received a 3.0% wage increase on Jan. 1, 2015. The NCCC proposes a 4% wage increase upon the signing of the new agreement - but only if that date is before July 1, 2018.



## Healthcare NOT Wealthcare

[www.bmwe.org](http://www.bmwe.org)

