

LOCAL LODGE 839 MEMBERS,

As a committee we worked hard to negotiate over the issues in the membership survey that you identified as being important. Our proposals included and addressed each of these issues:

Pension – We wanted to increase the multiplier. The Company *refused* to increase your pension.

COLA – We proposed lowering the floor and improve the formula. The Company *refused* to address this issue.

Incentive Award – We proposed lowering the trigger threshold. The company wanted to eliminate the current language, and divert a portion of your already-negotiated 3 percent GWI and convert it to a bonus.

Healthcare – We proposed increases to the vision package and prescription drug co-pays. The Company refused, and only agreed to waive the spousal surcharge and refused all other issues that we brought up. The Company tried to **DOUBLE** the cost of the premiums for newly hired employees, and wanted everyone to pay a minimum \$15 in-network office visit copay.

Wages (Pay Disparity) – We proposed improvements to the wage scale, by elimination of the dual pay scale, with everyone progressing to the new maximum of Schedule A. The Company *refused*, saying “You are already ten percent higher than the local labor market”.

The Company offered you what amounted to **CRUMBS**

In fact, the Company proposed **TAKEAWAYS**, but the Committee stood strong and rejected all reductions of the current agreement

Company’s Last, Best and Final Offer included: Waiving the health care spousal surcharge for the remainder of the contract, and increase Life Insurance and AD&D benefit to \$40,000.00. Beginning Jan 1, 2009, Day-one employees below the maximum of Schedule A will begin to progress to the top of the scale.

It is clear the intent of the Company was to **DIVIDE** the membership. However, under the constraints of an economic opener that does not allow us the right to withhold our labor (strike), the Company basically **STONEWALLED** any real improvements. However, that will **NOT** be true in 2010!

In Solidarity

Your Negotiating Committee



**GET READY TO
FIGHT AND WIN 2010**

