



Chairman
Michael J. Brousseau
Bus Mgr. L.U 1106
419 South Washington
Suite 307
Lansing, MI 48933
Office 517-374-0919
Fax 517-374-1115

Vice-Chairman
Fred M. Sabol
Bus Rep L.U 71
3403 Farm Bank Way
Bldg. 2
Grove City, OH 43123
Office 614-539-1394
Fax 614-539-4855

Recording Secretary
Bill Henne
Vice Pres/Asst. Bus Mgr.
L.U 21
1307 West Butterfield Rd
Suite 422
Downers Grove, IL 60515
Office 630-960-4466

Treasurer
Julia Csuhita
Asst. Bus Mgr.
L.U 723
5401 Keystone Drive
Ft. Wayne, IN 46825
Office 260-484-0373
Fax 260-484-0609

Union Bulletin Board Posting

IBEW/Frontier Interest Arbitration Settled

Dear Sisters and Brothers,

The following is the award rendered by Arbitrator Herbert Fishgold on the remaining unresolved issues concerning MIFA I negotiations. Any resolved **Local Union proposals** will be communicated by the respective Local Union.

1. General wage increase of **2% effective July 3, 2016, and 2.5% effective March 26, 2017. All employees will receive a signing bonus of \$1,700.**
Offline Representatives (WAH), NC, shall receive a lump sum in lieu of a general wage increase as follows; effective July 3, 2016, a lump sum of \$900, and effective March 26, 2017, a lump sum of \$1,000. The signing bonus shall be paid to active regular full time employees on the payroll as of July 3, 2016.
2. Employee healthcare premium contributions will be increased to **10 %** as is administratively possible but no earlier than **July 3, 2016. Effective January 1, 2017, 12% and effective January 1, 2018, 13%.**
3. 401K plan match for members with a defined benefit plan will be **4% effective January 1, 2017, and to remain at 4% for the duration of the contract.**
4. Company paid LTD plan benefits shall remain the same up to a maximum of \$3,000 for disabilities prior to July 3, 2016. Disabilities commencing on or after July 3, 2016, will be paid up to a maximum of **\$2,083 per month.** Pension and health care benefits will remain the same for LTD.
5. Short term disability for employees with more than one (1) year accredited service, all days of the waiting period will be waived if the employee has not been absent for personal illness and/or injury in the previous **twelve (12)** consecutive months.

6. Effective no earlier than July 3, 2016, employees will change from 1 year of base pay Life Insurance to a term life insurance coverage using a Years of Service-based formula, as follows:

Years of Service	Benefit
Less than 5	\$10,000
5 to less than 10	\$15,000
10 to less than 15	\$20,000
15 to less than 25	\$30,000
25 to less than 35	\$40,000
35 or more	\$50,000

7. The current contract shall expire on **March 24, 2018.**

In Solidarity,
Your IBEW Negotiating Team
IBEW Local Unions 71 – OH, 289 – NC, 1106 – MI, 1431 – SC

