



# MESSAGE FROM THE BARGAINING UNIT

November 16, 2012

## Over-view of past gains at the Bargaining Table

MINE MILL  
LOCAL 598/COM

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### Permanent Full-Time Employees

#### Benefits—Article 20.00

100% Major medical  
100% Life insurance  
50% Dental

#### Sick Leave—Article 20.06

#### Pension Plan—Article 23.01

2% Company contribution

#### Holidays—Article 18.01 A & B

9 Stat holidays  
2 Float holidays

#### Vacation—Article 19.00

Percentage is of gross earnings over and above hourly rate (see chart)

#### Paid Leave—Article 15.02

Jury duty

#### Bereavement—Article 15.07

#### Uniform Allowance—Article 24.01

5.2% per hour worked over and above hourly rate paid by employer to both full and part time employees.

#### Premium Payment—Article 17.08

*“Effective in the first full pay period in January 2007, the Employer will pay a weekend premium of fifteen cents (\$0.15) per hour for each hour worked between the start of the shift commencing on or about 2300 hours on Friday to the end of the shift ending on or about 2300 hours on Sunday. The weekend premium will not form part of the straight time hourly rate of pay.”*

#### Weekend Premium—Article 17.08

## SOLIDARITY

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