



The Metal Trades Council is pleased to announce we have reached a tentative agreement subject to ratification. This tentative five-year agreement provides significant improvements to wages, vacation time and paid sick time. It also has five general wage increases, a ratification bonus of \$2,500 deposited into your 401k in the form of an NCRC, a \$6,000 retention bonus and a \$2,000 longevity bonus. Your existing health care will continue with minimal increases to weekly premiums and has additional seed money. We also agreed to an increase in pension benefits for those of you who are eligible. There are language changes to promote efficiencies in work practices, promotions, overtime and to recognize individual achievements (OPEX).

The attached package provides the changes in more detail.

Your negotiating committee unanimously recommends that you ACCEPT the new collective bargaining agreement.

#### **Membership meetings**

All meeting will take place on Wednesday, October 4<sup>th</sup>, 2023

For 3rd shift members, in the Boilermakers Union Hall at 33 Sacred Heart Drive (Groton) at 7am

All others, at the Groton Municipal Building, 295 Meridian St. (Groton) at 1pm and 3pm

#### **Ratification**

Will occur on Friday, October 6, 2023 from 5am to 5pm across from the Main Gate under the "VOTE HERE" Banner.

The package is also available at [MTCNLC.org](http://MTCNLC.org).

Peter Baker, President  
Metal Trades Council of  
New London County





# MTC Contract Negotiations Highlights



September 30, 2023 to September 29, 2028



# History has been Made



- Largest Wage Compensation Package in over 30 years
- \$6,000 dollar Retention Bonus Program
- \$2,500 401K Deposit
- \$2,000 Longevity bonus for employees with 10 or more years of service
- Affordable Healthcare with minimal premium increase over the duration of the contract which includes Seeds and Matches
- Continued Competitive Retirement Options
- Time off Enhancements for greater work / life balance
- Vacation Percentage is Back



# Quality of Life Improvements for All Members



## SUMMARY OF IMPROVEMENTS

	EB CAREER STAGE	
	0 - 9 years	10+ years
Unprecedented General Wage Increases	★	★
Retention Cash Bonus	★	★
401K Contribution (one time)	★	★
Vacation Percentage (10+ years)		★
Special Pay Enhancement	★	★
OPEX Program	★	★
Longevity Bonus		★
Paid Vacation Increases (0 - 10 years)	★	
Paid Sick time increases (0 - 10 years)	★	
Carry over unused sick time	★	
Unpaid Shutdown Option	★	
Minimal Medical Premium Increases	★	
Continued Seed and Company match into HSA	★	
No Dental Premium Increases	★	
Pension Increase for Pension Eligible Employees		★
Labor Stability – 5 year agreement	★	★
Full time Union Position - EPR	★	★
Separate Road Job Lists	★	★

A ★ = \$ a  
Contract  
Improvement



# Unprecedented Wage Growth



## Largest Wage Compensation Package in 30 Years General Wage Increases & Retention Bonus

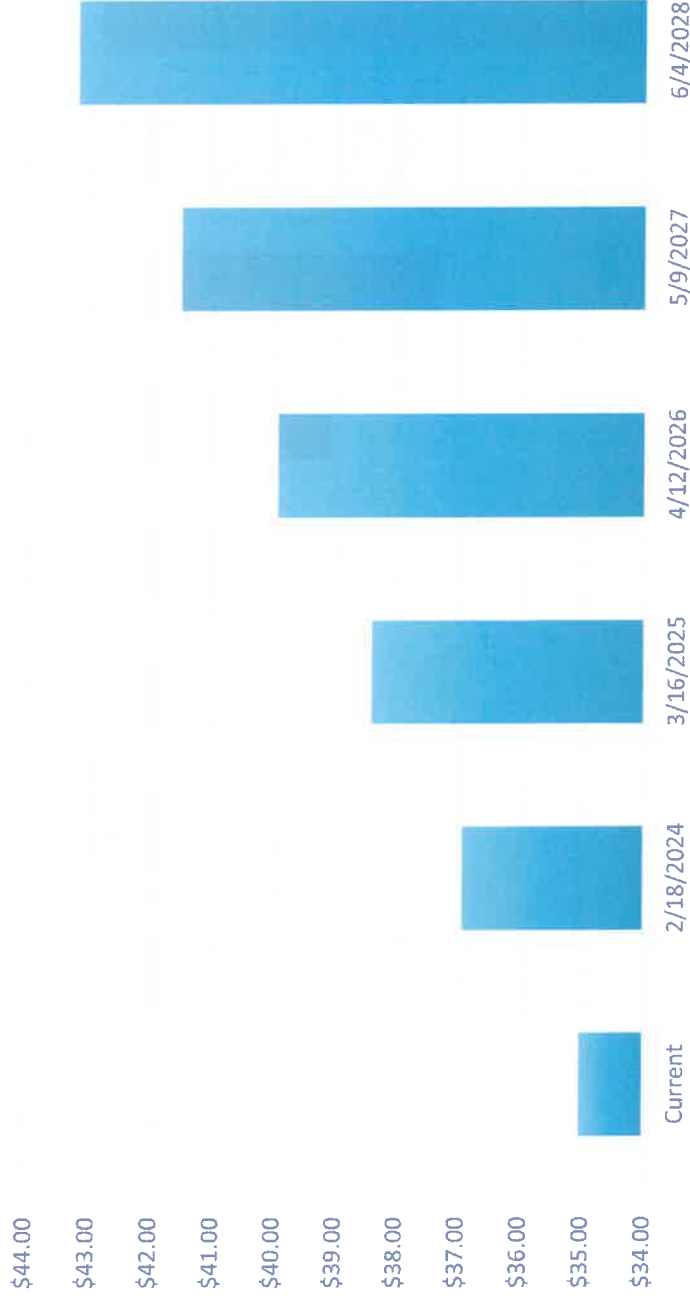
	GW Date	GW	Ret.
1 <sup>st</sup> Year	February 18, 2024	5.4%	\$1,000
2 <sup>nd</sup> Year	March 16, 2025	4.0%	
3 <sup>rd</sup> Year	April 12, 2026	4.0%	\$1,500
4 <sup>th</sup> Year	May 9, 2027	4.0%	
5 <sup>th</sup> Year	June 4, 2028	4.0%	\$3,500



# Sample Wage Increase



First Class Mechanic



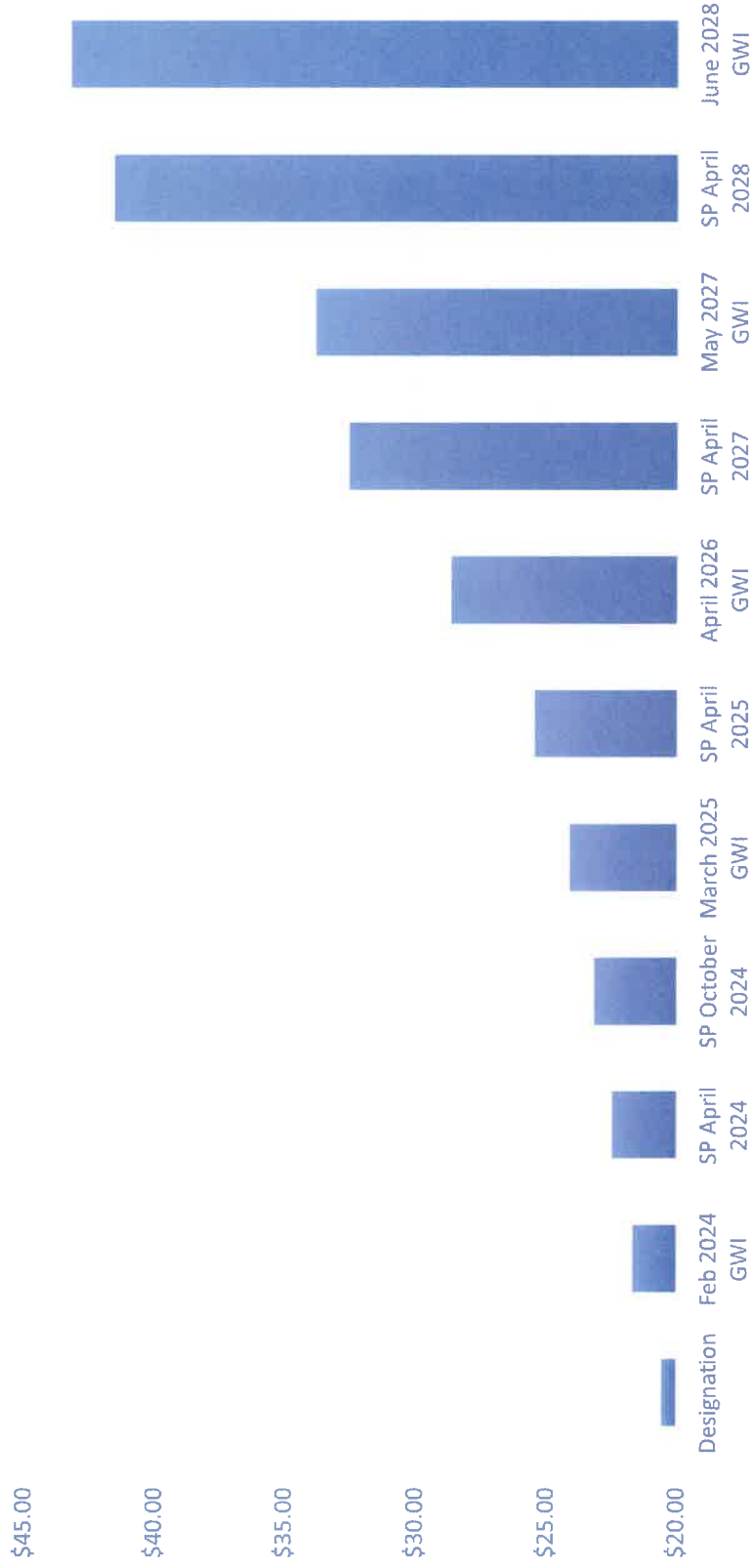
The First Class Mechanics Hourly Rate would increase from \$35.04/hr. to \$43.21/hr. over the proposed contract term. That is 23.3% growth in wages; an increase from \$72,883 to **\$89,876!**



# Semi Skilled Wage Growth



Semi Skilled Step 3 GWI + Step Progression (SP)



The SS Step 3 Hourly Rate increases from \$20.59/hr. to \$43.21/hr. over the proposed contract term. That is **110%** growth in wages; an increase from \$42,827 to **\$89,876!**





# Employee Retention Program



- Bonus Program for Hiring and Retention
- Current Employees

Continues to be employed in the bargaining unit through 10/06/24	Will receive a \$1,000 retention bonus
Continues to be employed in the bargaining unit through 10/06/26	Will receive a \$1,500 retention bonus
Continues to be employed in the bargaining unit through 10/06/28	Will receive a \$3,500 retention bonus

- Must be employed within an MTC designated title to be eligible for the program
- If an member is no longer in the MTC they are not eligible for the program



## Vacation Percentage Expansion



- All MTC employees with 10 years of service or more (at any point in time during contract duration) are now eligible for vacation pay percentage
  - 10 yrs. to 15 yrs. – 5% of earnings
  - 15 yrs. to 20 yrs. – 6% of earnings
  - 20 yrs. to 25 yrs. – 8% of earnings
  - 25 yrs. or more – 10% of earnings



# Sick & Vacation Pay Enhancements



- **Sick Pay**
  - 6 mos to 5 years – Convert 24 Unpaid Hours to Paid Hours
  - 5 years to 10 years – Convert 8 Unpaid Hours to Paid Hours
- **Vacation Pay**
  - 6 mos to 1 year – Add 16 paid hours – new total – 16 hours
  - 1 year to 2 years – Add 20 paid hours – new total 60 hours
  - 3 years to 4 years – Add 20 paid hours – new total 80 hours
  - 5 years to 10 years – Add 20 paid hours – new total 100 hours



# ABHP-Standard and Enhanced



- Continue existing plans with minimal weekly increases

ABHP	UHC In-Network				
	2024	2025	2026	2027	2028
Deductible	\$1600/\$3200	\$1600/\$3200	\$1600/\$3200	\$1700/\$3400	\$1700/\$3400
Co-Insurance	85%/15%	85%/15%	85%/15%	85%/15%	85%/15%
OOP Max	\$3000/\$6000	\$3000/\$6000	\$3000/\$6000	\$3000/\$6000	\$3000/\$6000
Rx	Negotiated Rate / Cost				
Company Seed into HSA *	\$600/\$1200	\$600/\$1200	\$600/\$1200	\$700/\$1400	\$700/\$1400
Company Match into HSA *	\$300/\$600	\$300/\$600	\$300/\$600	\$300/\$600	\$300/\$600
Company Subsidy Match/Seed*	75%	75%	75%	75%	75%
EE Contribution/week	Standard/Enhanced	Standard/Enhanced	Standard/Enhanced	Standard/Enhanced	Standard/Enhanced
Single	\$15/\$20	\$16/\$21	\$17/\$22	\$18/\$23	\$19/\$24
EE & Child(ren)	\$30/\$36	\$32/\$38	\$34/\$40	\$36/\$42	\$38/\$44
EE & Spouse	\$30/\$36	\$32/\$38	\$34/\$40	\$36/\$42	\$38/\$44
Family	\$41/\$49	\$43/\$51	\$46/\$54	\$49/\$57	\$52/\$60

\* Applies to the ABHP-Enhanced Plan Only



# ABHP-Select Plan



## New Plan option

UHC In-Network				
Select Plan	2025	2026	2027	2028
<b>Plan Design</b>	<b>Select</b>	<b>Select</b>	<b>Select</b>	<b>Select</b>
<b>Deductible</b>	<b>\$2700/\$5400</b>	<b>\$2700/\$5400</b>	<b>\$2700/\$5400</b>	<b>\$2700/\$5400</b>
<b>Co-Insurance</b>	80%/20%	80%/20%	80%/20%	80%/20%
<b>OOP Max</b>	<b>\$4,100/\$8,150</b>	<b>\$4,100/\$8,150</b>	<b>\$4,100/\$8,150</b>	<b>\$4,100/\$8,150</b>
Rx	Negotiated Rate / Cost			
Company Seed into HSA *	N/A	N/A	N/A	N/A
Company Match into HSA *	N/A	N/A	N/A	N/A
EE Weekly Contributions				
Single	\$6	\$7	\$7	\$8
EE & Child(ren)	\$11	\$11	\$12	\$13
EE & Spouse	\$11	\$11	\$12	\$13
Family	\$14	\$15	\$15	\$16



# Other Healthcare



- Effective 1/1/25, dependent coverage will end on the **last day of the month** in which he/she turns 26
- Effective 1/1/2024, Express Scripts will replace Prime Therapeutics as the pharmacy benefit manager
- Preventive generic drugs are still covered at 100% when filled at the EB Family Pharmacy or in-network pharmacy



# Additional Prescription Plan Highlights



- 30- or 90-day supplies of preventive generic drugs are covered at 100% for the following chronic conditions/drug classes:
  - Blood Pressure Medications
  - Cholesterol Medications
  - Bowel Prep
  - Antiarrhythmic
  - Heparins/Low Molecular Weight Heparin
  - SSRIs for Depression Treatment
- **Dimensions Diabetes Program**
  - Employees and eligible dependents enrolled in an EB Medical Plan are eligible to enroll in the Dimensions Diabetes Prevention program at the EB Family Pharmacy to receive diabetes medications and supplies including insulin, lancets, and strips (select brand) at no cost. Call the EB Family Pharmacy for more information: 888-578-3457



# Health Savings Account Highlights



An HSA is a tax advantaged account created for individuals who are covered under High Deductible health plans to help pay for medical expenses today and in the future.

## Triple tax advantage

1. Pre-tax deductions from payroll
2. Employer contributions not taxed
3. Interest earned in account is not taxed

- 2024 HSA contribution limits: \$4150/ single, \$8300/family
  - \$1000 catch-up contribution for those 55 and older
- Investment options similar to a 401(k) for balances over \$500
- Funds roll over from year to year and they remain in your account even if you leave EB





# Dental Plan



- Effective 1/1/24, there will be a 5% increase to the fee schedule
- No other changes to the plan
- No increase to premiums through 2028

Dental	2024	2025	2026	2027	2028
Deductible	\$50/\$100	\$50/\$100	\$50/\$100	\$50/\$100	\$50/\$100
Annual Maximum	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Preventive Services	Fee Schedule	Fee Schedule	Fee Schedule	Fee Schedule	Fee Schedule
Basic Services	Fee Schedule	Fee Schedule	Fee Schedule	Fee Schedule	Fee Schedule
Major Services	Fee Schedule	Fee Schedule	Fee Schedule	Fee Schedule	Fee Schedule
Orthodontic Lifetime Benefit	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Orthodontic Services	50% coinsurance	50% coinsurance	50% coinsurance	50% coinsurance	50% coinsurance
EE Contribution/Week					
Single	\$11	\$11	\$11	\$11	\$11
EE & Child(ren)	\$16	\$16	\$16	\$16	\$16
EE & Spouse	\$16	\$16	\$16	\$16	\$16
Family	\$20	\$20	\$20	\$20	\$20



## 401K Enhancement



- One time contribution of **\$2,500** into employee's 401K
- All active MTC employees employed by the Company on October 6, 2023
- One time Non-matching Retirement Contribution (NCRC) to be deposited no later than 3rd quarter 2024 but as soon as administratively possible
- Deposit will be fully vested at the time of contribution



# An Increased Pension Benefit



- Pension multiplier remains at \$59 for each year of credited service through 2019
- From 1/1/20 through 12/31/23 the pension multiplier remains at \$63 for each year of credited service
- Effective 1/1/24 the new pension multiplier will increase from \$63 to \$68 for credited future service

Retirement Calculation with 35 Years of Credited Pension Service			
	Years of Credited Service	Monthly Pension Multiplier	Monthly Benefit
Service from 1/1/1989-12/31/2014	26	\$54	\$1,404
Service from 1/1/2015-12/31/2019	5	\$59	\$295
Service from 1/1/2020-12/31/2023	4	\$63	\$252
Service from 1/1/2024-12/31/2028	5	\$68	\$340
<b>Total</b>			<b>\$2,291</b>



# 401k Plan



- **The current 401k plan (Plan 5.0) for Pension Eligible employees continues throughout the contract**
  - **Company match will be \$1 for \$1 up to first 4% of pay and \$0.50 per \$1 on the next 2% of pay.**
- **The current 401k plan (Plan 6.0) for employees Not Eligible for Pension continues throughout the contract**
  - **Company match will be \$1 for \$1 up to 6% of pay.**
- **Eligible 401k pay includes pay categories such as overtime, shift differentials, site differentials, sick leave pay, vacation pay and bonus pay.**
- **Ability to contribute on before-tax, after tax or Roth 401k basis.**
- **Matching contributions are immediately 100% vested.**
- **Investments on matching contributions will follow employees' money – Matching contributions received will be invested in the same GD 401K investment(s) as the payroll contributions.**



# Life Insurance and Accidental Death & Dismemberment (AD&D)



- **Life Insurance**
  - No change to \$10k company paid Basic Life policy (employer paid)
  - For the 2025 plan year one time opportunity to increase their Supplemental Life insurance by 1x pay without having to answer any medical questions (EOI: Evidence of Insurability)
    - Supplemental Life Insurance is employee paid
- **Accidental Death & Dismemberment (AD&D)**
  - No change to the \$10k company paid AD&D policy (employer paid)
  - Beginning 1/1/2025, Supplemental AD&D will be offered & employees will have an opportunity to purchase 1-10x pay
  - Supplemental AD&D will continue to be offered through 2028
    - Supplemental AD&D is employee paid
    - AD&D does not require an EOI



## Short Term Disability Benefit (STD)



- The Accident and Sickness (A&S) is now referred to as Short Term Disability (STD)
- The weekly disability maximum will be increased as follows:

Year	Maximum Benefit Amount
01/01/2024	\$620
01/01/2025	\$630
01/01/2026	\$640
01/01/2027	\$650
01/01/2028	\$660



# Enhanced Shipbuilding Efficiencies



- Working together with a shared interest to enhance efficiency and productivity
- This shared vision enabled the parties to achieve greater wages and benefits into the agreement
- Enhanced efficiency and productivity through several objectives, for examples but not limited to
  - Jointly supporting efforts to increase efficiency, effectiveness, productivity, and economy in shipbuilding
  - Maximizing production hours during the course of a job, task, project or shift
  - Deploying the most proficient shipbuilders for a given task
  - Identifying and implementing process improvements
- Creation of new full time union position – Efficiency & Productivity Rep or “EPR”



## **Contract Highlights**



- **Working Leader Increase to \$2.00 dollars**
- **Updates to Safety and Health Article**
  - Continued Union and Company cooperation to promote Safety and Health with the employees
  - Enhanced training for Union Safety Committee
- **New promotion opportunities**
  - STO, Maintenance, Inspection





# Changes to Article X



- Inequality defined as 32 hours
- Anywhere in this article where 16 hours of overtime is reference change to 32 hours.
- Liability threshold increased from 50 to 100 hours
- After exhaustion of title, Company may use non-bargaining unit employees or other means as necessary to accomplish work
- Habitual (more than 2 times over a rolling 6 month period) non-commitment (No Shows) for overtime will be temporarily excluded from overtime equalization, when employee is returned to list assigned highest current hours on list



# Shutdown Periods

2023 – 2024 – Saturday, December 23, 2023 through Monday, January 1, 2024

Monday	December 25, 2023	Holiday
Tuesday	December 26, 2023	Vacation/Sick Leave/ Floating Holiday/unpaid
Wednesday	December 27, 2023	Vacation/Sick Leave/ Floating Holiday/unpaid
Thursday	December 28, 2023	Vacation/Sick Leave/ Floating Holiday/unpaid
Friday	December 29, 2023	Vacation/Sick Leave/ Floating Holiday/unpaid
Monday	January 1, 2024	Holiday

2024 - 2025 – Saturday, December 21, 2024 through Wednesday, January 1, 2025

Monday	December 23, 2024	Vacation/Sick Leave/ Floating Holiday/unpaid
Tuesday	December 24, 2024	Vacation/Sick Leave/ Floating Holiday/unpaid
Wednesday	December 25, 2024	Holiday
Thursday	December 26, 2024	Vacation/Sick Leave/ Floating Holiday/unpaid
Friday	December 27, 2024	Vacation/Sick Leave/ Floating Holiday/unpaid
Monday	December 30, 2024	Vacation/Sick Leave/ Floating Holiday/unpaid
Tuesday	December 31, 2024	Vacation/Sick Leave/ Floating Holiday/unpaid
Wednesday	January 1, 2025	Holiday



# Shutdown Periods (cont.)

2025 – 2026 – Wednesday, December 24, 2025  
through Sunday, January 4, 2026

Wednesday	December 24, 2025	Vacation/Sick Leave/ Floating Holiday/unpaid
Thursday	December 25, 2025	Holiday
Friday	December 26, 2025	Vacation/Sick Leave/ Floating Holiday/unpaid
Monday	December 29, 2025	Vacation/Sick Leave/ Floating Holiday/unpaid
Tuesday	December 30, 2025	Vacation/Sick Leave/ Floating Holiday/unpaid
Wednesday	December 31, 2025	Vacation/Sick Leave/ Floating Holiday/unpaid
Thursday	January 1, 2026	Holiday
Friday	January 2, 2026	Vacation/Sick Leave/ Floating Holiday/unpaid

2026 – 2027 – Thursday, December 24, 2026  
through Friday, January 1, 2027

Thursday	December 24, 2026	Vacation/Sick Leave/ Floating Holiday/unpaid
Friday	December 25, 2026	Holiday
Monday	December 28, 2026	Vacation/Sick Leave/ Floating Holiday/unpaid
Tuesday	December 29, 2026	Vacation/Sick Leave/ Floating Holiday/unpaid
Wednesday	December 30, 2026	Vacation/Sick Leave/ Floating Holiday/unpaid
Thursday	December 31, 2026	Vacation/Sick Leave/ Floating Holiday/unpaid
Friday	January 1, 2027	Holiday



# Shutdown Periods (cont.)



2027 – 2028 – Friday, December 24, 2027  
through Monday, January 3, 2028

Friday	December 24, 2027	Holiday
Monday	December 27, 2027	Vacation/Sick Leave/ Floating Holiday/unpaid
Tuesday	December 28, 2027	Vacation/Sick Leave/ Floating Holiday/unpaid
Wednesday	December 29, 2027	Vacation/Sick Leave/ Floating Holiday/unpaid
Thursday	December 30, 2027	Vacation/Sick Leave/ Floating Holiday/unpaid
Friday	December 31, 2027	Holiday