

**EXHIBIT D**

## MANAGEMENT'S CONTRACT PROPOSALS

DURATION OF CONTRACT: 1 year

WAGES: 10% base wage cut. LONGEVITY: None.

PRIVATIZATION: Even if we win our legal appeal of Cox's union busting order, or the laws are changed by the ballot measures this November, they still want the right lay us off and replace us with contractors

UNION REPRESENTATION: Forbid members to meet with steward unless it's on your own time *and* the steward's own time.

### PENSIONS:

- In an attempt to force us into inferior Defined Contribution Pensions we'd be charged 5% of our before-tax wages (including O.T. & Holiday pay) just to stay in our current Defined Benefit Pensions. This is in addition to whatever is currently deducted for your annuity. The Defined Contribution Pensions would not include duty or non-duty disability retirement or healthcare insurance after retirement
- Pension multiplier reduced to 1.5% for all future pension earnings (currently 1.6% for first 10 years, 1.8% for second 10 years service, 2.0% for next 5 years, and 2.2% for additional years).
- Eliminate yearly 2.25% post-retirement cost-of-living escalator on future pension earnings.
- Majority of Pension Board Trustee to be appointed by mayor. Will lead to takeover of our pensions.

HEALTH INSURANCE: (Health insurance costs would increase an estimated 90% overall over your career)

- Eliminate Blue Cross Traditional.
- **Community Blue**, deductions from our checks would double. Deductibles would be increase to: \$250 single/\$500 family (currently \$ 175 single / \$350 family).
- Co-insurance (out-of-pocket cost) and it will be increased to: \$ 1500 single / \$3000 family (currently \$ 825 single / \$1,650 [in network for HMOs – out of network is more]).
- Doctor visit co-pay \$25 (currently \$10). Urgent care visit \$25 (currently \$10)
- **HAP, Total Health Care and Blue Care Network** will now be charged same out-of-pockets as **Community Blue** while continuing to pay 20% contributions out of our checks.
- A 20% premium contribution for **dental, and optical** (currently none).
- Hospital and Emergency Room service co-pay \$75 even if admitted (currently free if admitted).
- **Prescriptions** \$10 generic, \$35 brand on formulary list, \$50 brand not on list (currently \$5, \$15, \$15).

TWO-TIER BENEFITS: Maintain inferior benefits for those hired after November 2011(vacation, swing holidays, sick time, reserve sick time, pensions, health insurance).

OVERTIME: No overtime till 40 hours have been worked (not including sick time, jury duty)