Union Wage Data Report for Mar 12 – Mar 25, 2020

**CONTRACT SETTLEMENTS: Mar 12 – Mar 25, 2020**

The summaries below include changes in wages and benefits provided by recently ratified union contracts that were added to Bloomberg Industry Group’s wage settlements database Mar 12 – Mar 25, 2020. Also included are previously ratified contracts containing wage increases that have been “deferred” to this date range.

**Major Settlements**

- Under two separate, four-year contracts between Giant Food & Safeway Inc. and approximately 24,000 workers represented by the Food & Commercial Workers Service calls for wage increases of $0.20-0.40 per hour 1st year, 2nd year, 3rd year and $0.25-0.45 per hour 4th year (see Nonmfg. - Multistate)
- A contract between the US Postal Service and the Postal Workers Union, covering approximately 200,000 workers, provides wage increases of 1.3% in the 1st year, 1.1% in the 2nd year and 1% in the last year of the three-year contract (Nonmfg. - Multistate)

*(In addition to newly negotiated settlements, the table below lists deferred increases in wages and benefits that recently took effect under previously negotiated contracts.)*

**Note:** Deferred wage increases and benefit provisions in the table are those originally reported; midterm modifications are not reflected.
Georgia

BASF Middle Georgia—Steelworkers Locals 233, 237 and 237-01; Gordon and McIntyre; 4-yr contract ratified 1-24-2020 retro to 10-1-2019 expires 9-30-2023; covers approximately 310 workers (2)

—INCREASE: 2% 1st yr, 2nd yr, 2.1% 3rd yr, 4th yr

—OTHER PROVISIONS: 3% of total pay employer contribution to workers 401(k), maintained employer match of employees contribution to 401(k) funds, increased long term disability to 2 years, 5 days (was 3) funeral leave initially

Idaho

Hecla Mining Company—Steelworkers Local 5114; Coeur D'Alene; 3-yr contract ratified 1-7-2020; cover approximately 200 workers at the Lucky Friday Mine (2)

—INCREASE: Unspec initially; $1,000 signing bonus initially; $0.45 per hr shift differentials

—NEW RATE: $19.85-$34.90 per hr start/top

New York

CBSN—Writers Guild of America East; New York; 3-yr contract ratified 3-2020; covers approximately 65 writers, producers and graphic artists; 1st contract (2)

—INCREASE: 3% 1st yr, 2nd yr, 3rd yr

Ohio

Cleveland-Cliffs Inc - AK Steel facility—Machinists Local 1943; Middletown; 3-yr contract ratified 3-18-2020 retro to 3-15-2020 expires 5-15-2023; covers approximately 1,825 workers (2)

—INCREASE: $1 per hr 3-15-2020, $0.75 per hr 3-15-2021, $1 per hr 3-15-2022

—OTHER PROVISIONS: Maintained profit-sharing language, 2 weeks vacation with 1-7 years service, 3 weeks vacation with 8-15 years service, 4 weeks vacation with 15-23 years service, 5 weeks vacation with 23-33 years service, 6 weeks vacation with 33+ years service, maintained pension contribution, maintained H&W insurance benefits initially

Virginia

Volvo Trucks North America—Auto Workers Local 2069; 5-yr contract ratified 4-3-2016 retro to 3-21-2016 expires 3-16-2021; covers approximately 2,000 workers (3)

—DEFERRED INCREASE: 3% (core) 5th yr; $16-19 per hr new-hire rate with $1 per hr increases after 12, 24, 36 & 48 mos of serv over term; workers hired between 2004-2006 will receive $0.50 per hr after 12 & 24 mos active serv over term, workers hired between 2011-2016 will receive $0.50 per hr 2nd, 3rd & 4th yrs and $0.73 per hr 5th yr
Wisconsin

Modine Manufacturing—Auto Workers Local 82; Racine; 5-yr contract eff 3-12-2016 expires 3-12-2021; covers approximately 30 workers (3)

—DEFERRED INCREASE: 2.8% 5th yr

NONMANUFACTURING (Excluding Construction)

Multistate

Frontier Communications—Communications Workers Locals 71, 289, 1106 & 1431; Michigan, Ohio, North & South Carolina; 4-yr contract ratified 7-2018 retro to 3-25-2018 expires 3-26-2022; covers approximately 800 workers (MIFA 1 unit) in four states (1)

—DEFERRED INCREASE: 2.25% 3rd yr, 2.5% 4th yr

Giant Food—Food and Commercial Workers Local 400 & 27; Maryland, Virginia and Washington DC; 4-yr contract ratified 3-5-2020 retro to 10-27-2019 expires 10-28-2023; w/ Safeway (see below) covers approximately 24,000 workers total (2)

—INCREASE: $0.20-0.40 per hr 1st yr, 2nd yr, 3rd yr, $0.25-0.45 4th yr

—OTHER PROVISIONS: $18.6 million per year employer contribution to pension fund, guaranteed full pension benefits for current employees and retirees, maintained H&W insurance benefits with minimal premium increases, expanded access to H&W insurance benefits for part-time employees initially

Safeway Inc—Food and Commercial Workers Local 400 & 27; Maryland, Virginia and Washington DC; 4-yr contract ratified 3-5-2020 retro to 10-27-2019 expires 10-28-2023; w/ Giant Food (see above) covers approximately 24,000 workers total (2)

—INCREASE: $0.20-0.40 per hr 1st yr, 2nd yr, 3rd yr, $0.25-0.45 4th yr

—OTHER PROVISIONS: $18.6 million per year employer contribution to pension fund, guaranteed full pension benefits for current employees and retirees, maintained H&W insurance benefits with minimal premium increases, expanded access to H&W insurance benefits for part-time employees initially

US Postal Service—Postal Workers; nationwide; 3-yr contract ratified 3-11-2020 retro to 9-21-2018 expires 9-20-2021; covers approximately 200,000 postal workers (1)

—INCREASE: 1.3% retro to 11-24-2018, 1.1% retro to 11-23-2019, 1% 11-21-2020; $0.30 per hour COLA increase retro to 8-31-2019, $0.08 per hour COLA increase 2-29-2020, unspecified COLA increases 9-20, 3-21, 9-21

—OTHER PROVISIONS: Maintained H&W insurance premium cost-sharing initially; 5% increase in annual uniform and work clothes allowance 1-1-2020; 2.5% increase in annual uniform and work clothes allowance, 73% (was 72%) employer contribution to H&W insurance premiums 1-1-2021
Illinois

Northwestern Michigan College—Northwestern Michigan College Faculty Association; Evanston; 34-mo contract ratified 10-14-2019 expires 7-31-2022; covers approximately 80 faculty members (2)

—INCREASE: 2.50% 10-2019, 8-2020, 2% 8-2021

Massachusetts

Beth Israel Deaconess Medical Center - Plymouth (BIDMC)—Service Employees 1199 - United Healthcare Workers East; Plymouth; 3-yr contract ratified 2-2020; covers approximately 1,200 workers (2)

—INCREASE: 2.5% avg 1st yr, 2nd yr, 3rd yr

—OLD RATE: $15 per hr

—OTHER PROVISIONS: Maintained H&W insurance initially

Michigan

Sysco Corporation—Teamsters Local 337; Monroe; 4-yr contract ratified 3-12-2020; covers approximately 120 drivers at the Sygma Network distribution center; 1st contract (2)

—INCREASE: 12.5% over term; $1,500 signing bonus initially

—OTHER PROVISIONS: Reduced (was $275) per week worker contribution to H&W insurance initially

Minnesota

Minneapolis - St Paul Contract Cleaners Association—Service Employees Local 26; Minneapolis - St Paul; 4-yr contract ratified 3-14-2020 retro to 1-1-2020 expires 12-31-2023; covers approximately 4,000 janitors (2)

—INCREASE: $2.20 per hr over term

—OTHER PROVISIONS: Reduced H&W insurance costs for individuals and families initially; 6 paid sick days by 2nd yr

New York

Bronx Realty Advisory Board—Service Employees Local 32 BJ; Bronx; 4-yr contract effective 3-15-2019 expires 3-14-2023; covers approximately 3,000 doorpersons, handypersons, porters, superintendents and other workers (2)

—DEFERRED INCREASE: $13 per wk 2nd yr, $18.50 per wk 3rd yr, $32 per wk 4th yr

New York University Langone Hospital - Brooklyn—Teachers Local 2 UFT; Brooklyn; 2-yr contract ratified 2-2020 effective 2-29-2020 expires 2-28-2022; covers approximately 900 nurses (2)

—INCREASE: 3% 3-1-2020, 2.5% 3-1-2021, 0.5% 9-1-2021

—OTHER PROVISIONS: Improved staffing level language initially

Putnam Hospital Center—New York State Nurses Assn; Carmel; 3-yr contract ratified 3-22-2019; covers approximately 300 registered nurses; 1st contract (2)
Oregon

Oregon Health and Science University—State County and Municipal Employees; Portland; 3.5-yr contract ratified 3-11-2020 expires 6-30-2023; covers approximately 300 graduate students in the schools of medicine, public health and nursing; 1st contract (2)

—INCREASE: $80 per mo initially, 3% 7-1-2020, 7-1-2021, 7-1-2022

—OTHER PROVISIONS: 40 hour work-week maximum, new H&W insurance coverage for dependents, $3,000 (was $6,000) plan's out-of-pocket maximums initially

Virginia

SBM Management Services at Merck & Co Inc.—Food & Commercial Workers Local 94 C; Elkton; 4-yr contract ratified 3-21-2018 expires 3-2022; covers approximately 40 cleaning service workers; 1st contract (1)

—DEFERRED INCREASE: 3.5% 3rd yr, 4th yr

STATE AND LOCAL GOVERNMENT

Alaska

Matanuska-Susitna Borough School District—Classified Employees Association; Palmer; 3-yr contract ratified 2-19-2020 eff 7-1-2019 expires 6-30-2022; covers approximately 800 support staff (2)

—INCREASE: Unspec 1st yr, 1.5% 2nd yr, 3rd yr; $1,500 one time bonus initially

—NEW RATE: $11.21-$41.21 per hr start/top

—OTHER PROVISIONS: $1,514 per month employer contribution to H&W insurance premiums initially

California

Long Beach, City of—Firefighters Local Local 372; Long Beach; 3-yr contract ratified 10-29-2019 eff 10-1-2019 expires 9-30-2022; covers approximately 390 firefighters (3)

—INCREASE: 3% 1st yr, 2nd yr, 3rd yr

Siskiyou, County of—Operating Engineers Local 3; Yreka; 2-yr contract ratified 1-2020 retro to 3-15-2019 expires 3-14-2021; covers approximately 60 trade-craft workers (1)

—DEFERRED INCREASE: 3% 2nd yr

Florida

Clearwater, City of—Fraternal Order of Police; 3-yr contract ratified 3-2019; covers approximately 230 police officers (2)

—DEFERRED INCREASE: 3% 2nd yr, 3rd yr
Massachusetts

Acushnet Public Schools—Acushnet Teachers' Association; Acushnet; 3-yr contract ratified 2-14-2020; covers approximately 75 teachers (2)

—INCREASE: 6% over term

Minnesota

Becker, County of—Teamsters Local 320; Detroit Lakes; 2-yr contract ratified 3-2020 retro to 1-1-2020 expires 12-31-2021; covers approximately 160 human services department and courthouse workers (2)

—INCREASE: 2.5% 1st yr, 2.75% 2nd yr

Glencoe-Silver Lake Public Schools—Service Employees Local 284; Glencoe; 2-yr contract ratified 3-9-2020; covers clerical staff, paraprofessionals (2)

—INCREASE: 7.94% to wage-benefits package over term

—OLD RATE: $11.51-$18.52 per hr

North Dakota

Fargo Public Schools—Fargo Education Association; Fargo; 2-yr contract ratified 2-21-2020 retro to 7-1-2019 expires 6-30-2021; covers approximately 965 teachers (2)

—INCREASE: 1.5% 1st yr, 1.25% 2nd yr

—NEW RATE: $42,155-$84,183 per yr start/top

Ohio

Plain, Township of—Fire Fighters Local 2967; 3-yr contract ratified 3-12-2019 eff 3-24-2019 expires 3-20-2022; covers approximately 45 firefighters (1)

—DEFERRED INCREASE: 3% 2nd yr, 3rd yr

Trumbull County Combined Health District—State County and Municipal Employees Local 11; Warren; 3-yr contract ratified 10-18-2019 eff 1-1-2020 expires 12-31-2022; covers public health nurses, health educators, coordinators, others (1)

—INCREASE: 3% 1st yr, 2nd yr, 2.5% 3rd yr; $300 ratification bonus initially

Twin City Water & Sewer District—State County and Municipal Employees Local 11; Dennison; 3-yr contract ratified 11-21-2019 eff 1-1-2020 expires 12-31-2022; covers maintenance crew leaders, treatment plant operators, water meter readers (2)

—INCREASE: $0.40 per hr 1st yr, 2nd yr, 3rd yr

Warren, City of—Fire Fighters Local 204; Warren; 3-yr contract ratified 1-8-2020; covers approximately 65 firefighters (2)

—INCREASE: 3% 1st yr, 2% 2nd yr, none 3rd yr
Warren, City of—State County and Municipal Employees Local 2501; Warren; 3-yr contract ratified 1-8-2020; covers approximately 25 management personnel including human resource department (2)

—INCREASE: 3% 1st yr, 2% 2nd yr, none 3rd yr

Warren, City of—State County and Municipal Employees Council 8; Warren; 3-yr contract ratified 1-8-2020; covers approximately 40 workers that deal with policy & procedures (2)

—INCREASE: 3% 1st yr, 2% 2nd yr, none 3rd yr

Wellston, City of—State County and Municipal Employees Local 11; Wellston; 3-yr contract ratified 3-9-2020 eff 1-1-2020 expires 12-31-2022; covers approximately 15 workers in the water plant (1)

—INCREASE: 2% 1st yr, 2nd yr, 3rd yr

—OTHER PROVISIONS: 90/10% (employer/employee) contribution to H&W insurance initially

Rhode Island

Middletown, Town of—Fire Fighters Local 1933; Middletown; 4-yr contract ratified 3-16-2020 retro to 7-1-2019 expires 6-30-2023; covers approximately 30 fire fighters (2)

—INCREASE: None 1st yr, 2% 2nd yr, 1% 3rd yr, 4th yr

—OTHER PROVISIONS: Improved staffing language initially

South Dakota

Pierre, City of—Electrical Workers; 2-yr contract ratified 3-12-2019; covers 10 workers employed by the city's municipal electric utility (2)

—DEFERRED INCREASE: 3.5% 2nd yr; 1% longevity pay 2nd yr, new 36-step salary matrix

Pierre, City of—Operating Engineers - Civilian Unit; 2-yr contract ratified 3-12-2019; covers 84 workers (2)

—DEFERRED INCREASE: 3% 2nd yr; 1% longevity pay 2nd yr, new 36-step salary matrix

Pierre, City of—Operating Engineers - Police Division; 2-yr contract ratified 3-12-2019; covers 39 police officers (2)

—DEFERRED INCREASE: 3% 2nd yr; 1% longevity pay 2nd yr, new 36-step salary matrix

(1) Source: Union publication

(2) Source: Other press.

(3) Source: Direct report by Bloomberg BNA.

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