

## **LIGHT & POWER B.U.**

### **BENEFITS IN BRIEF**

***Note: This document is a summary of benefits and is not intended to replace what is detailed within the current Collective Bargaining Agreement. Please refer to CBA for specific language.***

CONTRACT PERIOD: July 1, 2024 – June 30, 2027

UNION: Utility Workers Union of America Local 295

PROBATIONARY PERIOD: 1040 Hours Worked

ELIGIBILITY OF FRINGE: First of the month following date of hire unless otherwise indicated.

**TO BE FILLED IN AT BEGINNING OF EMPLOYMENT:** \_\_\_\_\_

Name \_\_\_\_\_

Date of Hire: \_\_\_\_\_

HOLIDAYS: (13) New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, July 4<sup>th</sup>, Labor Day, Veterans Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve, Christmas Day and two (2) Floating Holidays per calendar year. *Immediate*

OVERTIME PAY: Time-and-one-half & double time on Sundays and Holidays. *Immediate*  
(See CBA for further information.)

CALL BACK PAY: 2 hours at time and one ½. *Immediate*

VACATION:

Length of Service	Maximum Hrs Per Pay	# of Hrs/Days Per Year
0 to 5 years	3.08	80 hrs/10 days
6 to 10 years	4.62	120 hrs/15 days
11 to 15 years	6.15	160 hrs/20 days
16 + years	7.69	200 hrs/25 days

Regular full-time employees shall be eligible to begin using accumulated leave on the first month following their date of hire based on the accrual rate identified above. Vacation days accruing to an employee in excess of twenty (20) days as of July 1 shall be used by the employee prior to the

following October 31 or be lost. Employees who have accrued 160 or more hours as of July 1 may cash out 20 or 40 hours in lieu of vacation.

Upon separation from service, employees will be entitled to compensation for any unused portion of accumulated leave except separation for retirement, at which time the employee will be entitled to reimbursement for a maximum of ten (10) days accumulation.

**HEALTH INSURANCE:**

Employee option to select from Priority Health Plan #1 or HDHP with HSA.

Employer shall pay 80% of the monthly cost with the employee responsible for 20% of the monthly cost.

For coverage under a High Deductible Health Plan (HDHP) with a Health Savings Account (HSA), the cost of the plan deductible will be deposited by the Employer into an eligible employee's individual health savings account on an annual basis. New hires and/or employees who increase coverage level from single to double/family after July 1 shall receive a pro-rata payment into their health savings account beginning with the first full month of insurance eligibility or coverage change through the end of the plan year. Employee shall be responsible for the remainder of the deductible.

In-Lieu of health insurance opt-out of 3,600/yr.

**LIFE INSURANCE:**

\$50,000 term life with double indemnity for accidental death.

**VOLUNTARY LIFE INSURANCE:**

Employees have the option to elect voluntary life insurance with employee paying 100% of the premiums.

**DENTAL:**

Delta Dental Plan - TCL&P provides dental insurance to employees of the collective Bargaining unit, to the employee's spouse and their dependent children. TCL&P pays 100% of the insurance premium for the base plan. Employee pays difference between base and buy up option.

**VISION:**

Standard Vision Plan (VSP Network) - TCL&P provides vision insurance to employees of the collective Bargaining unit, to the employee's spouse and their dependent children. TCL&P pays 100% of the insurance premium.

SICK/SHORT-TERM LEAVE:	7 STL days/Dec 1 to Nov. 30, non-accrued, cashed out following first full pay period after Dec. 1 <sup>st</sup> of each year. New hires will receive pro-rata amount of STL based on their d.o.h. & benefit period.
SHORT TERM DISABILITY:	Coverage for non-duty related injury/illness: Coverage eff. 1 <sup>st</sup> day of injury/8th day of illness. Up to 26 weeks of coverage per occurrence.  Weekly benefit of 66 2/3% of the employee's gross wage.
LONG TERM DISABILITY:	60% of monthly earning, \$4k max., 6 month elimination period, Family Social Security Integration, duration to age 65 or normal S.S. retirement age, w/Managed Disability Solutions.
PERSONAL DAYS:	3 days per fiscal year, prorated according to hire date (July through June).
BEREAVEMENT LEAVE:	Funeral leave in case of death of any relative living within the household of the employee or death of: spouse, domestic partner, child, parents, sister, brother, "in-laws" – father, mother, sister, brother, son, daughter, grandparents, grandchildren, step mother/father/child, son-in-law, daughter-in-law, grandparent-in-law, father/mother-in-law, sister/brother-in-law of current marriage. Leave shall be granted from the date of death to the date immediately following the date of the funeral services. Leave does not need to be consecutive, however leave must be used within six months from date of death regardless of the funeral service date. Leave shall not exceed 3 working days, or up to 5 days, if the funeral services are more than 300 miles from the Traverse City's limits or in cases of the death of a spouse, domestic partner or child or any relative (listed above) living within the household of an employee.
SHIFT PREMIUM:	\$1.00/hour for afternoon (2 <sup>nd</sup> ) shift & \$1.50/hour for night (3 <sup>rd</sup> ) shift for positions engaged in continuous operations.
COLLEGE EDUCATION INCENTIVES:	Light & Power will reimburse up to 100% of the cost of tuition for education and training courses which are directly related to any company job description subject to certain conditions being met.
LIMITED FLEXIBLE SPENDING ACCOUNT:	Voluntary salary redirection program for contributory

insurance premium election, dependent care assistance, and medical reimbursements.

**457 DEFERRED COMP.:**

If employee contributes 1.5% of gross pay the Employer will contribute 6%. If employee's contribution is less than 1.5%, the Employer makes no contribution.

For employees hired on or after July 1, 2012, employer will contribute an additional 4% per year into the employee's 457 Deferred Compensation Plan effective 7/1/2017.

**RETIREMENT HEALTH SAVINGS PLAN:**

MERS Health Care Savings Plan. Employer agrees to contribute two percent (2%) of an employee's gross salary and employee shall contribute one percent (1%).

**RETIREMENT PLAN:**

MERS Defined Contribution Plan. 7% employer contribution, base wages only. 0% employee contribution. Vesting – one (1) year cliff.

**RESIDENCY REQUIREMENT:**

Employees are required to reside in a location that allows for a response time within no more than 60 minutes under normal driving circumstances.

---

Employee Signature

---

Date