

CWA/HELENA LABS TENTATIVE AGREEMENT

CWA Bargaining Committee reached a Tentative Agreement with Helena Labs on April 29, 2020 at 7:30 p.m. The following summarizes the changes your bargaining committee was able to negotiate.

MOA – Coronavirus Pay

- \$2.00/hour worked beginning May 2, 2020 – May 29, 2020

Wage Increase

- 2020 – 4.5%
- 2021 – 2.0%
- 2022 – 2.0%
- 2023 – 2.0%
- 2024 – 1.5%

Hazard Pay

- 14% at the discretion of the Company

Vacations

- Vacation time shall be considered as hours worked for the computation of mandatory overtime.
- Vacation time (80 hours) will be allowed to be taken in ½ day increments
- Only 40 hours of vacation shall be used in conjunction with FMLA

Sick Pay

- Sick time may be taken in 2 hour increments
- Sick time shall be considered as time worked for the computation of mandatory overtime

Jury Duty

- Employees will receive full pay along with Jury Duty Pay
- Employees on 10 hour days will increase to 12 days Jury Duty Leave

Witness Subpoena

- Any regular full time employee serving as a witness in a criminal proceeding shall receive full pay

Contract Worker

- Reduce contract workers to 20% for 6 months during each year contract

Transfer Request

- Any employee transferring to a new department may be required to remain in current position, and will be entitled to receive wages at the new job class.

Electronics Assemblers

- Electronic Assemblers shall be given a \$0.60/hour increase in base pay