



Local 223 UWUA Announces Statewide Tentative Agreement INFORMATIONAL MEETINGS

Local 223 Informational Meetings regarding the tentative agreement will be held in various locations and online from **May 11-21, 2021**. (see reverse side for times and locations)

IMPORTANT MESSAGE

Be sure to attend one of the informational meetings. Ballots will be mailed to your home on Tuesday, May 18, 2021 and **must** be returned by way of U.S. mail **only**, and in the **Post Office Box #1247, Greenfield Post Office, Dearborn, MI** by 9:00 a.m., **Friday, June 11, 2021** in order to be counted.

Any member who has not received a ballot by Tuesday, May 25, 2021, please notify the Contract Ratification Committee Chairs:

Leroy Huckleberry **Paula Turner** **Dave Tingle**
313.216.0795 **734.347.2200** **313.333.0549**

NOTE: This ratification will be a combined vote for Trades, OPT and Gas members.

Utility Workers Union of America
Local 223, AFL-CIO
 15160 Commerce Drive N.
 Dearborn, MI 48120-1225



In-Person Tentative Agreement Informational Meetings

AREA	LOCATION	DATE	TIME
SOUTH AREA	Crystal Gardens - Southgate 16703 Fort Street Southgate, MI 48195 (734) 285-2210	Wednesday, May 12, 2021	10:00 a.m., 1:00 p.m. and 6:00 p.m.
NORTH AREA	DoubleTree by Hilton - Port Huron 800 Harker Street Port Huron, MI 48060 (810) 984-8000	Thursday, May 13, 2021	10:00 a.m., 1:00 p.m. and 6:00 p.m.
CENTRAL AREA	DoubleTree by Hilton - Detroit/Dearborn 5801 Southfield Freeway Detroit, MI 48228 (313) 982-3983	Saturday, May 15, 2021	12:00 noon
GRAND RAPIDS AREA	Kent-Ionia Labor Council 918 Benjamin Avenue, NE Grand Rapids, MI 48503 (616) 456-8233	Wednesday, May 19, 2021	6:00 p.m.
		Thursday, May 20, 2021	10:00 a.m.
TRAVERSE CITY AREA	Holiday Inn - West Bay Beach 615 E. Front Street Traverse City, MI 49686 (800) 888-8020	Friday, May 21, 2021	6:00 p.m.

Utility Workers Union of America Local 223 Contract Bulletin

Details of the
TENTATIVE AGREEMENT
 between Local 223 Trades, OPT and
 Gas Members and DTE Energy

Brothers and Sisters,

The Local 223 Negotiations Team has reached a new Tentative Agreement (TA) with DTE. **IT INCLUDES SIGNIFICANT PAY INCREASES, BUT NO CHANGES TO BENEFIT PLAN DESIGN FOR INCUMBENT EMPLOYEES.** It has several key points that we feel align with the survey information that was compiled in March 2021.

The highlights are as follows:

- Annual base wage increases and/or lump sums
(Over 16.8% increase in base wages with compounding)
- \$1,500 signing bonus
- Extended contract length for added job security.
- Continuation of the previous healthcare design
- Increased VEBA contribution after 1 year for new hires.
- Same incremental changes to incumbent employee's healthcare costs as in the current Collective Bargaining Agreement.
- No increase to Healthy Living Requirement

The Negotiations Team believes this TA addresses the top issues which are wages, healthcare, retirement, job protection and security. We feel the TA continues to keep us ahead of our peers and was approved by the Executive Board of Local 223.

We encourage you to read the information in this bulletin and if you have questions, please join one of the informational meetings online or in-person for clarification. It is our belief that once you read the information enclosed you will agree with the recommendation of the Local 223 Executive Board and General Council by VOTING Yes for this agreement.

In solidarity,
Local 223 Negotiations Committee



virtual meetings

In the next few weeks, informational meetings will be conducted online to answer questions about this TA. With the rising numbers for COVID-19, in Michigan, we thought it prudent to meet virtually and in-person to explain the tentative agreement and answer questions. The list of virtual meetings are as follows:

MAY 11, 14 & 17 (ONLINE MEETINGS ONLY)

6:00 p.m. each day using the following information:

- Join the meeting from your computer, tablet or smartphone to be able to view:
<https://global.gotomeeting.com/join/767250253>
- You can also dial in using your phone. United States: +1 (872) 240-3311 Access Code: 767-250-253
- A maximum of 250 members per meeting allowed. The virtual room will be locked once the limit is reached or by 6:10 p.m. All questions must be either emailed to Benefits@Local223uwua.org, during the meeting or typed into the chat function. Any interruptions will result in immediate expulsion from the room without being able to rejoin.

in-person meetings

- **MAY 12 – Crystal Gardens Banquet Center**
16703 Fort St., Southgate, MI 48195 • 10:00 a.m., 1:00 p.m. and 6:00 p.m.
- **MAY 13 – Doubletree Hotel-Port Huron**
800 Harker St., Port Huron, MI 48060 • 10:00 a.m., 1:00 p.m. and 6:00 p.m.
- **MAY 15 – Doubletree Hotel-Dearborn**
5801 Southfield Fwy., Detroit, MI 48228 • 12:00 noon
- **MAY 19 – Kent Ionia Labor Council-Grand Rapids**
918 Benjamin Ave. NE, Grand Rapids, MI 49503 • 6:00 p.m.
- **MAY 20 – Grand Rapids, Kent Ionia Union Hall**
918 Benjamin Ave. NE, Grand Rapids, MI 49503 • 10:00 a.m.
- **MAY 21 – Traverse City, West Bay Beach**
615 E. Front St., Traverse City, MI 49686 • 6:00 p.m.

All in-person meetings are limited to 25 people per the Governor's guidelines and will follow all COVID-19 protocols.



WAGES AND BENEFITS:

The tables below outline General Wage Increases (GWI), signing bonuses and lump sums (given in lieu of a GWI). These wage increases are in response to the survey which cited "Wages" as the most important issue. The Negotiations Team paid attention and we believe the GWI below reflect our commitment to our membership. Please note, the company will pay lump sum payments to classifications that are not eligible to receive the GWI.

Year	General Wage Increase					
	2021	2022	2023	2024	2025	2026
GWI	2.75% + \$1500*	2.95%	2.75%	2.95%	2.70%	2.70%

*Signing Bonus

Year	Average & Random GWI						
	Before 6/6/21	After 6/5/21	2022	2023	2024	2025	2026
Average	\$38.76	\$39.83	\$41.00	\$42.13	\$43.37	\$44.54	\$45.74
Hourly	\$27.76	\$28.52	\$29.36	\$30.17	\$31.06	\$31.90	\$32.76
	\$18.69	\$19.20	\$19.77	\$20.31	\$20.91	\$21.48	\$22.06
	\$44.56	\$45.79	\$47.14	\$48.43	\$49.86	\$51.21	\$52.58

HEALTH AND WELFARE BENEFITS

- Current Medical, Dental, Vision Life, AD&D, and Long Term Disability plan designs will remain unchanged for the duration of this CBA if passed.
- Plan premiums will only increase slightly annually for employees hired prior to June 6, 2021. The chart below lists the increases:

Active Employee (EE) Medical Contribution – Percent of Base Wage (Employees hired prior to June 6, 2021)						
	2022	2023	2024	2025	2026	2027
EE Only	2.55%	2.68%	2.82%	2.96%	3.11%	3.28%
EE + 1	3.19%	3.35%	3.53%	3.71%	3.90%	4.11%
EE + 2 or more	3.82%	4.02%	4.23%	4.45%	4.68%	4.92%

Newly Hired Active Employee (EE) Medical Contribution – Percent of Base Wage (Employees hired on or after June 6, 2021)						
	2022	2023	2024	2025	2026	2027
EE Only	2.86%	2.94%	3.02%	3.11%	3.19%	3.28%
EE + 1	4.72%	4.85%	4.99%	5.13%	5.40%	5.72%
EE + 2 or more	6.17%	6.34%	6.52%	6.77%	7.22%	7.67%

HEALTHY LIVING REQUIREMENTS (HLR)

Effective January 1, 2022, the Healthy Living Requirements Qualification and Surcharge Periods for all employees will remain the same as follows:

Healthy Living Requirements Qualification and Surcharge Periods			
HLR Qualification Period	HLR Surcharge Period	HLR Surcharge Period for Employee	HLR Surcharge Period for Spouse
January 1, 2021 – June 30, 2021	Payroll Year 2022	\$46.15 per pay period	\$46.15 per pay period
January 1, 2022 – June 30, 2022	Payroll Year 2023	\$46.15 per pay period	\$46.15 per pay period
January 1, 2023 – June 30, 2023	Payroll Year 2024	\$46.15 per pay period	\$46.15 per pay period
January 1, 2024 – June 30, 2024	Payroll Year 2025	\$46.15 per pay period	\$46.15 per pay period
January 1, 2025 – June 30, 2025	Payroll Year 2026	\$46.15 per pay period	\$46.15 per pay period
January 1, 2026 – June 30, 2026	Payroll Year 2027	\$46.15 per pay period	\$46.15 per pay period

VEBA - Increase initial VEBA contribution after first year of service

For Local 223 employees in the Trade, OPT and Gas Divisions hired on or after June 6, 2021, after one year of service, the Company will contribute \$1,650 into the VEBA administered by the Utility Workers Union of America National Health and Welfare fund, subject to the terms of a participation agreement.

• All other provisions of the CBA continue throughout the life of the new CBA if it is voted in by the membership. The \$1500 signing bonus is only applicable upon ratification the first time.