

# IUE-CWA/GE Tentative Agreement

*June 20, 2011-June 21, 2015*

▶ **IUE-CWA Beats Back GE's Attempt at Massive Health Care Cost Shifting.**

- Employee share of health care costs rises only 2.5 percentage points—same increase as in last contract. GE's proposal was for employees to pay 35 percent of cost, now pay only 24 percent.
- Reduces costs compared to salaried plan.
- Provides options for reduced cost to access health care.

▶ **Significant Wage Increases.**

- Upfront accelerated cash payment of **\$5,000**.
- Three general increases, improved COLA formula and eight COLA increases.
- Delivers projected **12.1%** increase for average IUE-CWA member over term of contract.
- Almost **\$17,650** in accumulated additional pay during 4-year term of contract for typical hourly employee currently earning \$28.13 per hour.

▶ **Valuable Pension Improvements.**

▶ **No Reduction for Disability Pension.**

▶ **Side Letter Protecting Defined Benefit Pension Plan.**

▶ **SERO Renewed for Long-Service Employees Impacted by Job Loss Events.**

▶ **Fall SERO Window and VRIP Provide Total of 800 Early Retirement Opportunities.**

▶ **Additional Vacation and Sick and Personal Pay Days for Shorter-Service Employees.**

▶ **Special "13<sup>th</sup> Check" Payment for Pensioners in December 2011.**

▶ **No Premium Increase for Pre-65 Retiree Medical Coverage. Post-65 Cost Sharing Structure Remains Unchanged.**

▶ **Enhanced 401(k) Plan for New Employees Hired Starting January 2012.**

# WAGES

## Accelerated Cash Payment (ACP)

- \$5,000 cash payment in July for employees on active payroll. ACP is also payable to those who return from layoff by Oct. 1, 2011, from illness absence or other approved leave by Dec. 31, 2011.
- ACP increases value of overtime worked from June 20, 2011 to June 17, 2012 – will add an estimated \$1.25 for every hour worked at time-and-one-half. Expected to yield about \$450 for typical employee with overtime earnings.
- Pay included in compensation eligible for both Pension earnings credits and S&SP match:
  - + Added \$175 company match (3.5%) for those saving 7% or more in S&SP.
  - + Boosts annual lifetime pension benefit paid at retirement under both Guaranteed Pension table and Regular Benefit formula.
- ACP is 10% or more of annual pay for those earning up to \$50,000.

## Three General Increases

- 2.25% June 2012
- 2.50% June 2013
- 3.00% June 2014

## Eight COLA Increases under Improved Formula

- 14¢ COLA payment for each 1.0% increase in the Consumer Price Index (CPI-W).

	<u>Estimated</u>
December 19, 2011	9¢
June 25, 2012	13¢
December 24, 2012	15¢
June 24, 2013	15¢
December 23, 2013	17¢
June 23, 2014	16¢
December 22, 2014	17¢
April 20, 2015	11¢
Total	\$1.13

**Projected rate increase for typical IUE-CWA hourly worker is \$3.40/hour over term of the contract.**

# PENSIONS

## Required Pension Contributions Reduced

- Starting in 2012, 3% Personal Pension Account (PPA) contribution begins at \$80,000 (up from \$70,000 currently). Reduced pension contribution adds to annual take-home pay each year of the contract for employees earning more than \$70,000. For example, an employee earning \$75,000 will see a take-home pay increase of \$150; take-home pay will go up \$300 for an employee earning \$80,000 or more.
- Employees can still make 3% Voluntary Pension Account (VPA) contributions on earnings up to starting point of any required PPA contribution.

## Guaranteed Pension Table Improved

- Improved guaranteed table, effective July 1, 2011, increases monthly benefit range to \$35-\$80 (up from \$34-\$70). New table ranges result in an immediate increase at all levels.
- Based on highest average of 3 consecutive years of last 10 years before retirement.
- Increases in guaranteed table deliver an immediate, across-the-board pension boost and ensure higher pension income for many longer-service employees with average earnings up to \$82,000 a year (was \$73,000).
- With additional service and higher pay, the improved guaranteed table provides continuous growth in the benefit level.
- July 2011 Accelerated Cash Payment will move many who are close to retirement to higher range in guaranteed pension table during contract.

## Regular Benefit Formula Improved

- Break point updated to 1.45% / 1.90% based on covered compensation at \$45,000 for term of contract.
- “Covered compensation” fixed at \$45,000 for term of contract—keeps more pay at high end of formula to produce larger benefit.

## Regular Pension Update Formula Adds to Pensions for Many Long-Service Employees.

- IUE-CWA members qualifying for update receive average increase of \$4,822 a year (17.1%).
- Special pension update applied to regular pension benefits earned through Dec. 31, 2010 for employees with 25 years or more of PQS and employees age 55 and older with 20 years of PQS.
- Based on best consecutive three-year average earnings out of last six years from 2005 through 2010.
- Update formula helps long-service employees approaching retirement, particularly those with earnings above the guaranteed pension table's top level. Formula designed to help reach "replacement income" objective. Structure similar to 2007 update.
- All straight-time and overtime earnings included in update calculations.

## Regular Supplement Immediate Increase of 11%

- \$20 per month per year of service (up from \$18) for retirements on or after July 1, 2011.

## Special Supplement Renewed and Raised

- Special Supplement increased to \$400 per month, up from \$375.

## Supplement Extenders Renewed

- Regular and Special Supplement "extenders" renewed — expands payment period for both supplements to "bridge" retirees to age when they are eligible to collect Social Security benefits at 80% level.
- As a result, many employees who retire at 60 during the next 4 years will enjoy supplements for 3 full years.

## Disability Pension

- Reduction factors for disability pensions starting before age 60 eliminated.

## GE Pension Plan Side Letter

- GE has provided a side letter to address concerns about the future of the GE Pension Plan.
  - + The company has provided an unprecedented commitment that they will not make any proposals in 2015 negotiations that would “freeze” either the Regular or Guaranteed pension benefits for the next contract period, which is expected to be a four-year agreement.
  - + The letter states that GE sees nothing on the horizon that would cause GE to consider a “freeze” in plan benefits for IUE-CWA represented employees.

## Company to Recommend Special Pensioner 13<sup>th</sup> Check

- Company has informed the Union that it will recommend to GE’s Board of Directors the payment of an additional month’s pension benefit—13<sup>th</sup> check—for eligible retirees (but not former executives) in December 2011.
- This special payment will go to those who retired before July 2007.
- Eligible participants and surviving spouses will be notified of the payment in November 2011.

## Guaranteed Pension Increase

<u>Final Average Compensation</u>			<u>Monthly Pension Per Year of PBS</u>	
Over	Up To	And Including	Effective 7/1/11	Present Table
	\$38,000		\$35.00	\$34.00 - \$34.75
\$38,000	\$39,000		\$36.00	\$34.75 - \$35.50
\$39,000	\$40,000		\$37.00	\$35.50 - \$36.25
\$40,000	\$41,000		\$38.00	\$37.00 - \$37.75
\$41,000	\$42,000		\$39.00	\$37.75 - \$38.50
\$42,000	\$43,000		\$40.00	\$38.50 - \$39.25
\$43,000	\$44,000		\$41.00	\$40.00 - \$40.75
\$44,000	\$45,000		\$42.00	\$40.75 - \$41.50
\$45,000	\$46,000		\$43.00	\$41.50 - \$42.25
\$46,000	\$47,000		\$44.00	\$43.00 - \$43.75
\$47,000	\$48,000		\$45.00	\$43.75 - \$44.50
\$48,000	\$49,000		\$46.00	\$44.50 - \$45.25
\$49,000	\$50,000		\$47.00	\$46.00 - \$46.75
\$50,000	\$51,000		\$48.00	\$46.75 - \$47.50
\$51,000	\$52,000		\$49.00	\$47.50 - \$48.25
\$52,000	\$53,000		\$50.00	\$49.00 - \$49.75
\$53,000	\$54,000		\$51.00	\$49.75 - \$50.50
\$54,000	\$55,000		\$52.00	\$50.50 - \$51.25
\$55,000	\$56,000		\$53.00	\$52.00 - \$52.75
\$56,000	\$57,000		\$54.00	\$52.75 - \$53.50
\$57,000	\$58,000		\$55.00	\$53.50 - \$54.25
\$58,000	\$59,000		\$56.00	\$55.00 - \$55.75
\$59,000	\$60,000		\$57.00	\$55.75 - \$56.50
\$60,000	\$61,000		\$58.00	\$56.50 - \$57.25
\$61,000	\$62,000		\$59.00	\$58.00 - \$58.75
\$62,000	\$63,000		\$60.00	\$58.75 - \$59.50
\$63,000	\$64,000		\$61.00	\$59.50 - \$60.25
\$64,000	\$65,000		\$62.00	\$61.00 - \$61.75
\$65,000	\$66,000		\$63.00	\$61.75 - \$62.50
\$66,000	\$67,000		\$64.00	\$62.50 - \$63.25
\$67,000	\$68,000		\$65.00	\$64.00 - \$64.75
\$68,000	\$69,000		\$66.00	\$64.75 - \$65.50
\$69,000	\$70,000		\$67.00	\$65.50 - \$66.25
\$70,000	\$71,000		\$68.00	\$67.00 - \$67.75
\$71,000	\$72,000		\$69.00	\$67.75 - \$68.50
\$72,000	\$73,000		\$70.00	\$68.50 - \$69.25
\$73,000	\$74,000		\$71.00	\$70.00
\$74,000	\$75,000		\$72.00	\$70.00
\$75,000	\$76,000		\$73.00	\$70.00
\$76,000	\$77,000		\$74.00	\$70.00
\$77,000	\$78,000		\$75.00	\$70.00
\$78,000	\$79,000		\$76.00	\$70.00
\$79,000	\$80,000		\$77.00	\$70.00
\$80,000	\$81,000		\$78.00	\$70.00
\$81,000	\$82,000		\$79.00	\$70.00
\$82,000			\$80.00	\$70.00

## SERO Job-Loss Protection Benefit Re-Established

- **Direct Impact** provides all pension improvements and higher supplements for employees age 55-59 with at least 25 years Pension Qualification Service (PQS) who are **directly** affected by a job-loss event and subject to **involuntary** layoff with no displacement right.
  - + Includes full retiree health care and other pre-65 and post-65 retiree benefits.
  - + Continues to provide full job-loss protection with unreduced SERO pension and retiree benefits for long-service employees close to optional retirement who involuntarily lose their jobs.
- **Voluntary Substitution** provides option for employees age 55-59 with at least 25 years Pension Qualification Service (PQS) in a classification affected by a qualifying job loss event to elect retirement as a substitute for an employee who would be laid off.
  - + Eligible for unreduced pension income benefits **without supplements.**
  - + Access to pre-65 retiree health coverage by paying **full plan costs.**
  - + **Not eligible for retiree life and post-65 health plans coverage.**
  - + Preserves eligibility for basic early retirement pension benefits under SERO.

## SERO 30 Protection

- “SERO 30” renewed and continues to protect hourly and nonexempt salaried employees under age 55 with at least 30 years of PQS directly impacted by a job-loss event that results in a layoff or a pay rate reduction of 18% or more in a 12-month period. Eligibility for supplements, retiree health, and other post-retirement benefits same as for regular SERO and depend upon whether the SERO retirement was SERO 30 **direct impact** or SERO 30 **voluntary substitution.**

## Plant Closing Pension Option (PCPO)

- Plant Closing Pension Option (PCPO) renewed and includes all pension improvements and supplements for eligible employees, including those under age 50 with at least 30 years of PQS.

## Special Supplement Benefit Option (SSBO)

- Special Supplement Benefit Option renewed for 25-year PQS employees affected by job loss.
- Benefit increased to \$400 per month, from \$375.
- Extends beyond 24 months to “bridge” retirees to age when they are eligible to collect Social Security benefits at 80% level. For employees born before 1955, this means an extra 12 months. Employees born in 1955 or later will be eligible for up to 24 months additional benefits if impacted during this contract. SSBO early payment option continues.



# SERO/VRIP WINDOW

## **SERO window and Voluntary Retirement Incentive Payment (VRIP) offered in December 2011 for 800 retirements.**

### SERO Window

- One SERO early retirement window available for active SERO-eligible hourly and nonexempt-salaried employees age 55-59 with at least 30 years of Pension Qualification Service (PQS).
- Window opens in fall for 400 retirements effective Dec. 1, 2011.
- SERO retirements to be identified Company-wide based on length of pension benefit service (PBS).
- SERO retirees received full immediate pension benefits, including applicable supplements, and all other retiree benefits.
- Replacements not required ... but we expect many SERO retirements will need replacements. This will result in recalls and upgrades for shorter-service employees or hiring new employees.

### VRIP Opportunity

- One-time VRIP available for hourly and nonexempt-salaried employees age 60 or older with at least 10 years of continuous service.
- Opportunity in fall for 400 VRIPs to be effective Nov. 30, 2011. Successful applicants can elect to retire effective Dec. 1, 2011.
- VRIP participants receive cash payment equal to 75% of annual pay (approximately 39 weeks of pay) and can elect full immediate pension benefits, including applicable supplements. Also eligible for post-retirement health and life insurance benefits.
- VRIPs to be identified Company-wide based on length of pension benefit service (PBS).
- Replacements not required ... but we expect many VRIP retirements will need replacements. This will result in recalls and upgrades for shorter-service employees or hiring new employees.

# HEALTH CARE

*Except where noted, all changes effective January 1, 2012.*

## GE Health Benefits (GEHB) for Production Employees

- Separate plan from “65%/35%” salaried plan with 76% GE / 24% employee cost-sharing structure.
- Covers active employees in production jobs and pre-65 retirees who work in production occupations and retire in 2012 or later.
- Employee out-of-pocket expenses are lower than comparably paid employees under salaried plan. Significant differences that result in 76% / 24%:
  - + Lower contributions.
  - + Higher Company-funded Health Reimbursement Account amounts.
  - + Lower out-of-pocket maximums for those earning less than \$75,000 a year.
- Individual’s personal cost share can be further reduced by:
  - + Personal choices on funding tax-favored Flexible Spending Accounts (Options 1 & 2) and/or Health Savings Accounts (Option 3).
  - + Other program features such as smoking cessation and health education resources.
  - + The union will work with GE to educate members on their coverage elections this fall. Locals will have an additional union representative, eligible for 8 hours company-paid, who will be trained in the details of the program and who will help members learn about the new plan and assist them in making plan coverage elections.
- Replaces current options – GE Health Care Preferred, GE Medical Benefits and alternative health plans.

## Design Features of New Plan

- Three coverage choices—Option 1 and 2 have higher contributions and lower deductibles and include GE-funded Health Reimbursement Account (HRA) with amounts that are higher than salaried plan. Payments from HRA are tax-free.
- Company-funded HRA account:
  - + Remaining balances carried over each year;
  - + Replenished by the Company each year; and
  - + Remaining balances continue in effect for employees who retire directly from GE.

- Costs can be further reduced through use of pre-tax Flexible Spending Account
- Option 3 has very low contributions but much higher deductibles and includes option to fund a Health Savings Account (HSA). Funds in HSA are pre-tax, earn interest, and are paid out tax-free to cover deductibles and co-pays. HSA account can be carried over to retirement or go with employee after ending GE service.
- Table amounts for contributions, deductibles, co-pay maximums, and out-of-pocket maximums based on annual straight-time pay.
- Retiree contributions will be based on pension income amount if final annual pay is under \$70,000 – results in lower contribution than while working.

## Key Coverage Highlights

- 100% coverage for in-network preventive screenings with no deductible.
- 80% coverage for other expenses in-network after deductible (60% out-of-network).
- Prescription drugs subject to deductible and co-pay. High cost Targeted and Specialty drugs not subject to deductible in Options 1 and 2.
- Procedures covered are same as current plans with some additional preventive care benefits.
- Out-of-pocket maximum caps amount employee pays in-network each year.
- Unlimited catastrophic expense protection continues.
- Health Reimbursement Account partially offsets deductible.

## Contributions

- Weekly payroll contributions based on annual pay. Rates set January 2012 continue 2 years through 2013. Rates adjusted January 2014 and hold through 2015. Production plan rates lower than expected rates for salaried plan.
- Contributions on pre-tax basis – not subject to federal income and Social Security / Medicare taxes. Not subject to state income taxes in most states.
- Contribution for working spouse declining own employer's coverage continues.

- An additional contribution of \$625 will be required for smokers beginning in 2015, provided that in 2015 the additional contribution will be waived if the participant enrolled in a company-sponsored smoking cessation program.
- Coverage continued for 1 year in case of layoff, disability and other leaves. Contributions for layoff will be waived for all employees. Eliminates a provision that required those with less than 3 years of service to pay contributions to continue coverage during lack of work.

**GE Health Choice 2011  
(GE's original proposal)**  
55K Annual Salary

**GE Health Benefits  
2012 (tentative)**  
55K Annual Salary

Deductible			
No. of People	Option 1	Option 2	Option 3
1	\$800	\$1,200	\$1,600
2	\$1,600	\$2,400	\$3,200
3+	\$2,000	\$3,000	\$4,000

Deductible			
No. of People	Option 1	Option 2	Option 3
1	\$800	\$1,200	\$1,600
2	\$1,600	\$2,400	\$3,200
3+	\$2,000	\$3,000	\$4,000

Out-of-Pocket Maximum			
No. of People	Option 1	Option 2	Option 3
1	\$2,550	\$3,450	\$4,350
2	\$4,225	\$5,775	\$7,325
3+	\$5,500	\$7,500	\$9,500

Out-of-Pocket Maximum			
No. of People	Option 1	Option 2	Option 3
1	\$2,050	\$2,950	\$3,850
2	\$3,475	\$5,025	\$6,575
3+	\$4,500	\$6,500	\$8,500

Reduced  
1 Person: \$500  
2 Persons: \$750  
3 or more: \$1,000

Weekly Premium			
No. of People	Option 1	Option 2	Option 3
1	\$21.09	\$14.38	\$.96
2	\$42.17	\$28.75	\$1.92
3+	\$52.72	\$35.94	\$2.40

Weekly Premium			
No. of People	Option 1	Option 2	Option 3
1	\$19.73	\$13.02	\$.48
2	\$39.43	\$26.01	\$.96
3+	\$49.28	\$32.51	\$1.21

Reduced  
Option 1: 6.5%  
Option 2: 9.5%  
Option 3: 50%

GE-Paid Credit			
No. of People	Option 1	Option 2	Option 3
1	\$500	\$500	\$0
2	\$750	\$750	\$0
3+	\$1,000	\$1,000	\$0

GE-Paid Credit			
No. of People	Option 1	Option 2	Option 3
1	\$600	\$600	\$0
2	\$900	\$900	\$0
3+	\$1,200	\$1,200	\$0

Increased  
20%

### Improvements to Dental Schedule Option

- Schedules to be updated in 2013 increasing the allowance amount for most procedures.
- Implant coverage added to both Dental Schedule Option and Dental Premium Option.

### Vision Schedule Option & Vision Premium Option

- New “low vision” benefit added up to \$2,000 lifetime benefit.
- Disposable contacts increased to four boxes a year (was two boxes).
- Scratch resistant coating coverage added.

### Short-Term Disability Benefits to Improve Twice

- Short-Term Disability benefit for hourly employees will increase twice over next 4 years, beginning with first increase of \$50, to a maximum of \$750 per week, in 2012.
- Second STD benefit increase to \$800 per week in 2014.
- Weekly STD minimum benefit raised to \$350.

### Long-Term Disability Insurance

- Minimum monthly benefit raised by \$50 to \$250 in 2012.

# RETIREE MEDICAL

## Pre-65 Retirees as of December 31, 2011

### Grandfathered in GE HCP and GEMB

- Pre-65 retirees continue coverage under GE Health Care Preferred or GE Medical Benefits.
- Contribution rates and prescription co-pays for those retired in any year from 2004 through 2011 increase in 2012 as follows:
  - + Drug coverage for 21-day retail supply will be \$12 generic, \$30 brand, \$30 specialty. 90-day mail-order will be \$20 generic, \$65 brand and \$65 specialty.
  - + Annual drug co-pay maximum will be \$2,500 per individual/\$5,000 per family.

## Pre-65 Retirees After Jan. 1, 2012

- Contributions for those retiring January 2012 or later will be based on pension income amount if final annual pay is under \$70,000—results in lower contribution than while working.
- Those retiring after Jan. 1, 2012, will be covered under GE Health Benefits for Production Employees.

## Retiree Post-65 Health Benefits Improved and Lifetime Maximums Increased

- Prescription drug co-pay maximums for post-65 retirees who enrolled in the GE Pensioners Prescription Drug Plan (PPDP) prior to January 1, 2004 set at \$1,750 per participant per year. For those enrolled January 1, 2004 or later annual maximum will be \$2,500 per person.
- Lifetime maximums increased to \$175,000 per person in GE Medical Care Plan for Pensioners (MCP) and GE Medicare Insurance Plan (GEMIP); to \$125,000 per person in GE Pensioners Hospital Indemnity Plan (PHIP).
- First-day inpatient hospitalization benefit increased for post-65 retirees:
  - + Additional \$200 under GE Medical Plan for Pensioners (MCP) —\$900 day.
  - + Additional \$50 under GE Pensioners Hosp. Indemnity Plan (PHIP) — \$225 day.

## Modest Cost-Sharing Increases to Post-65 GE Pensioners Prescription Drug Plan

- Enrolled prior to January 2004:
  - + Mail-order co-pay brand increased to \$35 (up from \$30) for up to a 90-day supply. No changes to retail. No generic change.
  - + Annual out-of-pocket maximum set at \$1,750 (up \$250).
- Enrolled January 2004 or later:
  - + Mail-order co-pay increased to \$65 for brand and specialty drugs (up from \$50) for up to a 90-day supply. No generic change.
  - + Retail co-pay increased to \$30 for brand (up from \$22) and \$30 for specialty (up from \$25) for up to a 21-day supply. No generic change.
  - + Annual out-of-pocket maximum \$2,500 (up \$250).

## New Automatic Enrollment in Post-65 Plans

- Retirees eligible for post-65 health plans coverage will be automatically enrolled in the plans at age 65 unless they have declined the coverage. Those who are automatically enrolled will have 90 days to disenroll and will receive a refund of any contributions.

## MCPP/PPDP Opt-Out

- The opportunity for post-65 retirees to “opt-out” of coverage under MCPP and PPDP and receive a monthly payment will be closed to new entrants beginning in 2012. Those who are currently in the “opt-out” program can continue.

# NEW HIRES

## *New employees hired Jan. 2012 or later.*

### Changes in Retirement Benefits for “New Hires” Do Not Apply to Current Employees, Including Those Hired Anytime in 2011.

- Current employees—including those on the active payroll, employees recalled from layoff or returning from sick leave—remain in the GE Pension Plan and continue to be eligible for post-retirement health plans.
- Rehired employees who were in the GE Pension Plan at any time before 2012 will be covered under the GE Pension Plan.
- Former employees hired before 2012 and subsequently rehired within 5 years of termination due to layoff, disability, plant closing or business sale eligible for same post-retirement health coverages as active employees hired before 2012.

### For New Employees Hired January 2012 or Later

- Covered under enhanced GE Savings & Security Program which will include:
  - + Automatic GE contribution equal to 3% of pay.
  - + Additional \$600 automatic company contribution each year.
  - + Automatic company contribution plus additional \$600 will bring total GE contribution to range of 4-5% of pay for typical new hire.
  - + Opportunity for a 50% match on employee savings of up to 8% of pay — for example, match on 8% S&SP savings equals 4%.
- For new hires saving 8% of pay in S&SP, the company will add a 4% match. And GE will automatically contribute 3% of pay plus an added \$600 each year.
- New hires who elect not to save in S&SP will still have the 3% automatic GE contribution plus the \$600 additional contribution added to their S&SP account.
- New hires will not be eligible to participate in the GE Pension Plan.
- After retirement at age 60 with 10 or more years of service, new hires will have access to pre-65 health coverage paying 50% of pre-65 retiree cost.
- Disability health coverage to age 65 paying active employee rates—15 or more years of service required.
- Company-paid life insurance ends at termination of employment—eligible for conversion policy.



# CONTRACT LANGUAGE

## Preferential Placement/Recall

- Relocation assistance boosted to \$4,000 from \$3,500 for single employees and to \$8,000 from \$7,000 for employees with dependents.
- Reimbursement expenses increased for attending interviews/selection procedures to \$275 from \$250 per visit.
- Employees who are laid off with protected service are now eligible to elect Preferential Placement after 6 months on layoff ... had been one year.
- Employees who have moved through Preferential Placement to a One-Month or Three-Month Progression Schedule job on an alternate wage schedule will be eligible to return to their former location as long as they have recall rights.
- Preferential placement eligibility increased to 4 years from current three years.
- Employees with 6 months service will have recall rights if laid off—formerly required one year of service.
- Continuity of service restored after one year for those rehired without immediate restoration rights. Formerly was three years.
- Disability pension retirees who are able to return to work will be placed on the local recall list.

## Enhanced Bonus Opportunities

- Increased Voluntary Layoff and Special Retirement Bonuses to \$18,000 from \$16,000.

## Income Extension Aid Improved for Recent Hires

- Hourly and nonexempt employees with 6 months of service will be eligible for IEA to a maximum of 2 weeks of pay. At 1 year, the amount increases to 4 weeks of pay as provided under the current provisions.

## Emergency and Family Aid Grants Increased

- Maximum grants under the GE Emergency and Family Aid Plan increased to \$1,000 from \$500. Loan provision eliminated. Effective Jan. 1, 2012.

## Death-in-Family Benefits

- The definition of covered family expanded to include legal guardian—eligible for 3 days.

## Individual Development Program

- Textbook reimbursement increased to \$400 per course (up from \$250).

## Adoption Assistance

- Benefit increased to \$8,000 per adoption (up from \$4,000).

## Educational Loans

- Loan eligibility raised to \$6,000 a year / \$24,000 max per student.
- Maximum outstanding loan total per employee for all students set at \$36,000 (doubled from \$18,000).

## Scholarships for Surviving Children of Deceased Employees

- Benefit amount hiked to \$5,000 year / \$20,000 max per child. (Was \$3,000 / \$12,000)

## Union Representatives

- One additional union representative will be eligible for 8 hours paid time each week. This rep will be trained in the provisions of the new GE Health Benefits Plan for Production Employees and other health programs. The union representative will work to help local unions on health plan elections and with benefits issues.

## Job Committees

- Job Competitiveness and Growth Committee established to replace and build on job preservation process in the current contract. New provisions will place emphasis on job growth and competitiveness by the union and the Company at each location.
- Job preservation guarantee increased to 18 months from 12 months.

## Vacation

- Eligible hourly employees with 5 years of service will be entitled to 3 weeks of vacation, effective June 20, 2011. Adds 2.5 days for those with 5 and 6 years of service. Benefits those who will reach 5 years during contract term. Up to 3,800 union members will qualify for this improvement during the contract.

## Sick & Personal Pay Improvements

- Sick & Personal Pay days increased to 3 days a year (was 2) for those with 1 to 9 years of service, effective June 20, 2011. Up to 4,300 union members will benefit from this better schedule during the contract.

# SERVICE SHOPS

- Travel and living allowance “minimum” is increased from \$36 per day to \$38 per day, effective June 20, 2011. A second increase to \$40 is effective June 20, 2013.
- Reimbursement for the purchase of job-related tools and equipment is increased to \$325 from \$300 annually, effective June 20, 2011.
- Annual reimbursement for the purchase of safety shoes and other approved personal protective equipment is increased to \$225 from \$200, effective June 20, 2011.
- Effective June 20, 2011, service center employees will receive a 40% pay premium for work performed in Mexico.
- Personal vehicle mileage category increased 1¢ in each category.
- Renew Dependent Visit Agreement.
- Apply GSA per diem allowance to all travel assignments in the U.S.