

## Information Picketing Sign-Up Begins! MDC Management: We Deserve a Better Contract Offer

Several weeks ago **97% of us said “NO”** to a substandard union contract and **96% of us said “YES” to take action.**

We hoped MDC management would hear our message that we're not settling for inadequate wage increases and taking cuts to our retirement, but they haven't. MDC has not changed their economic proposal. **It's time for us to take action.**

### Inadequate Wage Increases.

MDC has offered a 1.5% wage increase upon ratification, a 1% increase on 8/1/16 and a 1% increase on 8/1/17. MDC will tell you they are offering a 3.5% increase—but **this is fuzzy math!** They are including the annual step raises that employees already

receive. Management's offer is inadequate. We've gone far too long without any cost of living increases, making this offer very unjust.

### Cuts to Our Retirement.

Additionally, MDC continues to want to reduce their required contribution to our retirement plan. Currently, MDC pays 4% to our retirement plan and then will match up to another 4% of what we voluntarily contribute. Management has proposed to pay only 3% to your retirement plan and then match up to another 5% if we make voluntary contributions. The bottom line is MDC wants to save costs by taking the 1% contribution from us, and they know very few employees can afford to take the match.

## MDC Shop Stewards Needed

We currently have two Shop Steward positions vacant. Our Union Contract states that there will be one Chief Steward and four Shop Stewards with not more than one Shop Steward from each division.

We will have the nomination forms, along with the role of

the Steward, available at the meeting on March 24. If there are more nominations than slots available, we'll hold an election for those positions. You'll be notified in advance of any Steward election that would take place.

## It is time to take action!

### Bargaining Update Meeting Reminder

March 24, 2016  
4:30 – 6pm  
Learning Center  
721 Fawcett Ave  
Tacoma, WA

We will be discussing our next steps to reach a fair contract, including signing up to Informational Picket!

### Here's a Summary of our Outstanding Issues:

(click [www.opeiu8.org](http://www.opeiu8.org) for more details)

- Reduce the employer's pension contribution by 1% (currently MDC contributes 4% for eligible employee)
- 1.5% across-the-board wage increase upon ratification. No wage increases for the life of the agreement
- 3 year agreement