

UA290 Proposal 3-26-11

John Endicott (Business Manager UA Local 290)

We appreciate Mason's comments.

We want to talk about what we do to work with you and to help us gain market share.

We spent more than \$200,000 in grant funding.

We spend a lot of money on lobbying in order to help our position in the market.

We spent \$7 million in training and have one of the finest training centers.

We don't feel we have priced ourselves out of work.

We are still doing a lot of hospital work and are keeping the non-Union out. Our members spend their own time to polish their skills in order to be better employees for you.

We recognize that we need each other.

In 2004 we didn't keep up with the CPI. The same was true in 2005 and 2006. In 2007 and 2008 we didn't even come close.

There has been a real spin on the problems in the economy and that it's because of the blue collar wages. No one is even looking at Wall Street anymore.

Pasco, Seattle and Tacoma are all making more than we are and we need to catch up. Pasco is going to be \$12.00 more than us after their next wage increase, and Tacoma is \$2.24 higher than us. How can we attract travelers down here when our economic package is so low?

We think we are going to be adding a lot of man-hours in the near future.

We have been taking it on the chin for along time.

Mason's company took a job away from Greenberry because they couldn't get the job done. TIC has also moved out of our area. This shows that we are keeping the non-Union away.

We are keeping our proposal on the 15 minute breaks for 4-10 schedules and on travel pay.

We propose wages of \$4.50 in year 1 and \$5.00 in year 2.

We are saying no on your drug and alcohol policy proposal.