

A message from the Business Manager

Friday, July 20, 2018 is a critical time in the Glaziers negotiation process. First let me say as the Business Manager of District Council 16 and on behalf of this leadership team, I fully support and recommend ratification of this agreement.

Here are some **facts**:

1. \$4.00, \$3.00 and \$3.00 over a 3 year period with increases every 6-months. First six-month increase of \$3.00 is retroactive and payable from July 1, 2018.
2. 100% of the July 1, 2018, \$3.00 increase has been dedicated to go directly on the check in wages (as per our members). The January 1, 2019 increase has also been dedicated to wages minus any Health & Welfare increases (our H&W average increase each year in the last 7 years has been 7 cents per year).
3. Increase for High-Time covered and certified manipulator operator premium pay.
4. The national increase of hourly pay is 2.7%. This proposed increase averages 7% each year!!!! (San Francisco metro area wage increase over the last year was 2.3%)
5. This agreement is the largest economic increase (raises) offered in District Council 16 history.

As I said when I started this message, this is a critical time for our members and their families. If this agreement does not pass, I feel the consequences of that decision will start to outweigh the

achievements that have been made. If the members decide to not pass this agreement it effects many aspects of your lives including, loss of wages, pension hours and contributions, members families health & welfare, annuity contributions and much more.

These are the **facts**. I ask that your decision be based on how you and your family will be affected. Contact your Business Representatives for any questions regarding this Friday's ratification vote.

On a final note, I would rather see our members and their families ride these good times and prosper through the next couple years rather than take the chance of fighting to get back what you have already received.

Fraternally,

BM/ST

Chris Christophersen

District Council 16