

**2021 KELLOGG RTEC MASTER  
UNION PROPOSALS  
9/8/21**

1. Increase severance
2. Eliminate Article 3 Transitional Employees
3. Increase Holidays
4. Modify and Enhance Funeral leave
5. Increase Night Premiums
6. Increase life Insurance
7. Modify Retiree Health Care and Caps
8. Modify and Enhance Dental Insurance
9. Modify Article 10 strikes and lockouts
10. Increase Pension Multiplier
11. Adjust Cola
12. MOA Organizing
13. MOA Repatriation Agreement
14. Modify UAC language
15. Increase S&A
16. Wage Increase
17. Skilled Trades Adjustment
18. Drug and Alcohol Policy
19. Modify MOA on Relocation Guidelines
20. Modify Stock Purchase Plan
21. Modify and Delete Article 4 Provisional Employees
22. Overtime Modification
23. Hearing Aids
24. Bonus Program
25. 401K Increase
26. Retirement and Ratification change
27. Modify Article 8.01 B
28. MOA on Supervisor and Steward Handbook
29. Penalty for delayed contract printing
30. Renew all MOA's and LOU's
31. Attendance Incentive Bonus
32. College Seasonal Hiring
33. Discussion over current Health Care SPD
34. New SPD language
35. Vacation Modification
36. Term of Agreement
37. Covid vaccine language
38. Reserved Rights of Change

