

## CONTRACT COMPARISON -7/20/06



	<b>BUTLER</b>	<b>MIDDLETOWN WORKS</b>	
	TENTATIVE AGREEMENT	AEIF PROPOSAL	AK PROPOSAL
<b>Wages</b>	18.33 - 22.15	15.91 - 21.75	15.91 - 21.75
<b>Raises in Contract</b>	3	3	2
<b>Beginning Incentive Factor</b>	.353 - .489	.358 - .434	.358 - .434 (Flat Rate)
<b>Incentive Increases with Raises</b>	YES	YES	NO
<b>Company Can Change Incentive Unilaterally</b>	NO	NO	YES
<b>Senior Maint Tech Grade Leader Rate</b>	YES \$1.00	YES NO	NO NO
<b>Holidays</b>	11	10	10
<b>Vacations</b>	6 Wks Max	5 Wks Max	5 Wks Max
<b>ACTIVE EMP INSURANCE</b>			
<b>Premium</b>	NONE	NONE	15%
<b>Network Deductible</b>	250 / 500	250 / 500	250 / 500
<b>Network Coinsurance</b>	NONE	NONE	10%
<b>Out of Net Deductible</b>	500 / 1000	500 / 1000	500 / 1000
<b>Out of Net Coinsurance</b>	20%	20%	30%
<b>Out of Net Stop Loss</b>	1500 / 3000	2000 / 4000	3000 / 6000
<b>Retail Prescriptions</b>	5 / 10 / 15	5 / 10 / 15	10 / 20 / 30
<b>Mail Order Prescriptions</b>	10 / 20 / 30	10 / 20 / 30	20 / 40 / 60
<b>S &amp; A Weekly</b>	475 - 575	525	414 - 543
<b>CURRENT RETIREES</b>			
<b>Premium</b>	NONE	15% Pre-Med; 20% Med Elg	10% Pre-Med; 50% Med Elg
<b>Retiree Pay Cap</b>	N/A	\$84.20 Pre -med; \$56.14 Med Elg	UNLIMITED
<b>FUTURE RETIREES</b>			
<b>Premium</b>	10% Pre-Med; 10% Med Elg	15% Pre-Med; 20% Med Elg	\$350-\$1140 Pre-Med; \$163- \$456(?) Med Elg
<b>Retiree Pay Cap</b>	\$100	\$84.20 Pre -med; \$56.14 Med Elg	UNLIMITED
<b>ALL RETIREES</b>			
<b>Company Pay Cap</b>	2010 at 2009 rates	2011 at 2009 rates	Current 2007 Future 2006
<b>Dental / Vision Care</b>	Through 2008	Through Contract	1 Mo after Eff Date
<b>New Employees Eligible for Retirement Benefits</b>	YES	YES	NO
<b>VEBA</b>	YES	YES	NO
<b>PENSION</b>			
<b>Lock and Freeze Date</b>	60 Days After Eff Date	12/31/2006	60 Days After Eff Date
<b>Hourly Contribution</b>	\$1.80 - \$2.00 (2009)	\$1.80	\$1.80
<b>Union can choose Multi-Emp</b>	YES	YES	NO