

Subject of Bargaining	Current Contract	Final
Wages	Discretionary	Annual increases will be given if the incentive pool is funded. All employees will receive at least the minimum distribution and bonuses will not be used to circumvent raises.
Wage Ranges	2011 rates	Wage Ranges will be eliminated and wage minimums will be raised by 13%
Exempt Employees	Exempt employees receive no overtime or holiday pay	All exempt employees on the property after ratification will be made non exempt and entitled to overtime and holiday pay.
Health Insurance Premiums	Company controlled with no maximum in place	Premium Share will not be raised above 25% or the premium share in place or the current premium share whichever is higher.
Vacations and Sick/Personal Days	Per Article 5 can be changed or reduced at anytime.	Memorialized in contract that there will be no reductions and members will be entitled to any increases given to other employees
Holidays	Not in contract can be changed at any time	11 guaranteed Holidays with the addition of two floating holidays which are chosen by the member.
Severance	Currently maximum of 12 weeks	Increased to maximum of 24 weeks
403(b) Match	Per Article 5 can be changed or reduced at anytime.	Memorialized in contract that there will be no reductions and members will be entitled to any increases given to other employees
Domestic Violence Leave	None	30 days, 10 paid for counseling, relocation, legal assistance, court appearance etc.
Movement of Work	100%	Non bargained for employees cannot spend the majority of their time doing bargaining unit work.
Subcontracting	100%	Limit that contracting cannot result in layoff
Hour Reduction	Employees were forced to use their own time or take leave without pay while other employees were doing the limited amount of work available	Employees who work at least an average of 30 hours per week will not have their hours reduced while others perform their regular work.
Scheduling	30-60 minutes away from work at management discretion	Guaranteed 30 min meal break and 15 minute break for every four hours of work
New Hires	Company could extend introductory period at will.	Need agreement from Union before extension of Introductory period.
Promotions and Transfers	No rules surrounding process	The foundation will post vacancies and if applicants qualifications are equal seniority will govern
Artistic Discretion	Affected titles can be terminated at any time	Limited use to specific parameters that can be challenged in grievance and arbitration.
Recall from Layoff	Currently 9 months	Increased to 12 months
Volunteering	Unlimited, managers can pressure no expense language	Manager can directly ask for a maximum of 8 hours of volunteer time a month, although you can volunteer more often. Expenses will be paid with prior approval from the volunteer coordinator.
Copies of Contract	None	Will be available on innertube
Duration		3 years starting on ratification date