

**VI. SUMMARY OF RECOMMENDATIONS**

**General Wage Increases and Service Recognition Bonuses**

<u>Date</u>	<u>Increase</u>	<u>Compounded</u>
7-1-20	3.0% GWI	1.030
12-1-20	\$1,000.00 service recognition bonus	
7-1-21	3.5% GWI	1.066
12-1-21	\$1,000.00 service recognition bonus	
7-1-22	7.0% GWI 13.5 %	1.141
12-1-22	\$1,000.00 service recognition bonus	
7-1-23	4.0% GWI	1.186
12-1-23	\$1,000.00 service recognition bonus	
7-1-24	4.5% GWI	1.240
12-1-24	\$1,000.00 service recognition bonus	

[Employees are to receive full retroactivity, calculated and paid consistently with the usual practices of the Parties.]

**Health and Welfare**

Effective January 1, 2023, remove the cap on monthly employee contributions so that thereafter the contributions equal 15% of the overall cost to the Plans of providing covered benefits to participants.

Effective January 1, 2023, change the plan design to:

- 1) increase the annual maximum for hearing benefits from \$600.00 to \$2,000.00; and
- 2) remove age limits on speech therapy and provide coverage for Applied Behavioral Analysis without age or dollar limits for those with Autism Spectrum Disorder.

The Joint Committees are to meet to design and oversee an appropriate rebid process to ensure that current costs are competitive and not excessive.

**Personal Day**

Effective January 1, 2023, employees are to receive one additional paid personal day per year.

**BMWED Travel Allowance and Expenses Away from Home**

Effective January 1, 2023, BMWED members on traveling gangs who are assigned to work away from home are to be reimbursed for travel expenses and hotel and meal and incidental expenses as follows: 1) mileage will be provided at the published IRS mileage rate for business travel for the most direct route to the work location; 2) employees will receive allowances for meals and incidental expenses at the then current GSA standard CONUS per diem rates; and 3) employees will be provided appropriate single rooms at Carrier expense or, if such rooms are not provided, will be entitled to reimbursement for reasonable hotel costs not to exceed the then current GSA standard CONUS scheduled amount for a single occupancy hotel room.

**BLET and SMART-TD Meal Allowances**

The issue is returned to the Parties to bargain appropriate updated national agreement meal allowances, if possible.

**Carriers' Proposal regarding Automated Bidding Systems, Pools, and Extra Boards and BLET and SMART-TD Proposal regarding Work Schedules**

All issues returned to the Parties for negotiation with any and all unresolved issues to be resolved by final and binding Party-paid interest arbitration.