

BART PROPOSALS

4 Year Contract Term



	April 1	June 27	June 29	July 2	August 2	August 4	August 10
Wage	0%	4% (1%,1%,1%,1%) All unconditional	8% (2%,2%,2%,2%) 3% conditional, 5% unconditional	8% (2%,2%,2%,2%) All unconditional	8% (2%,2%,2%,2%) All unconditional	9% (2%,2%,2.5%,2.5%) All unconditional	10% (2.5%,2.5%,2.5%,2.5%) All unconditional
Medical	20%,20%,20%,20% of medical premium	6%,10%,15%,20% of medical premium	6%,8%,12%,16% of medical premium	6%,8%,9%,10% of medical premium	Cap at lower of Blue Shield or Kaiser +2 family plan	Cap at lower of Blue Shield or Kaiser +2 family plan	Cap at lower of Blue Shield or Kaiser +2 family plan
Pension	6.25%-7.4% of pension costs	3%,5%,6%,6%	2%,3%,4%,5%	2%,3%,4%,5%	2%,3%,4%,5%	2%,3%,4%,5%	1%,2%,3%,4%

UNION PROPOSALS

3 Year Contract Term

Wage			
April	June	July	August
21.6%	21.6%*	23.35%*	21.5%*

Medical	
No proposed changes to the current contract until August 3rd. Employees would add 5% to the 2009 contract flat rate co-pay schedule:	
Currently scheduled: 2013: \$92.24 2014: \$95.01 2015: \$97.86 2016: \$100.79	Proposal: 2013: \$92.24 2014: \$99.76 2015: \$102.75 2016: \$105.83

Pension
*Proposals reimbursed with a wage increase. Most current proposal is a fully reimbursed 7%.