

Your New 5-Year TWU Contract With GCS

The TWU Local 100 Executive Board and your TWU Negotiating Committee urge you to **VOTE YES** to lock in these important gains for you and your families.

Your 5-Year Contract Highlights

- 5 Year Contract
- Shift picks will be conducted by the Union in January and June of each year of the Contract.
- All employees will receive a \$150 bonus upon ratification of the Contract.
- Employees will receive their 1st raise upon ratification, and their 2nd raise on December 28, 2020.
- Employees who have worked at GCS for over three (3) years will receive a salary increase totaling \$2.30 over the five (5) years of the contract.
- Shift differentials for bi-lingual employees and for employees who work shifts beginning after 7:00 p.m. will increase from \$.25 per hour to \$.35 per hour.
- The minimum hiring rate shall be \$15.10 for 2021, \$15.15 for 2022, and \$15.25 for 2024.
- Employees will now receive 3 weeks of vacation after 5 years of service and 3.5 weeks of vacation after 7 years of service.
- Employees will be allowed one (1) additional occurrence of tardiness prior to termination.
- Employees will be able to accrue an additional sixteen (16) hours of sick time in accordance with the New York State Paid Sick Leave Law.
- Employees will be allowed to use accrued sick time as soon as it accrues.
- Company agrees to fix and maintain Union bulletin board.
- GCS agrees to establish a Safety Committee, made up of two (2) bargaining unit employees and two (2) Employer representatives. The Safety Committee shall meet once per calendar quarter to discuss safety issues affecting the work place.

New Wage Table

Tenure with GCS	Upon ratification **	12/28/20 or ratification. whichever is later **	12/31/2021	12/31/2022	12/31/2023	12/31/2024
181-365 days	\$15.15	\$15.25	\$15.40	\$15.50	\$15.75	\$16.00
After 1 year	\$15.25	\$15.40	\$15.55	\$15.70	\$15.95	\$16.20
After 2 years	\$15.40	\$15.55	\$15.75	\$15.85	\$16.10	\$16.35
After 3 years - top pay	\$15.75	\$16.05	\$16.40	\$16.75	\$17.10	\$17.70

SPECIAL TWU CONTRACT MEETINGS VIA ZOOM!

NOVEMBER 30, 2020

DECEMBER 2, 2020

DECEMBER 4, 2020

TIME: 6:30pm-7:30pm

Zoom Access code:

434 569 4445



Contract Ratification Vote

DATE: 12/07/20 / TIME: 8am-8pm

AT THE

**Nesva Hotel 39-12 29th Street.
Long Island City, NY 11101**

YOU MUST COME IN PERSON TO VOTE!

**VOTE
YES**

