1. Term

Seven years, from July 1, 2012 to June 30, 2019.

2. Monetary Provisions:

- Effective July 1, 2013: 1.5%
- Effective Feb 1, 2014: 2.0%
- Effective July 1, 2015: 1.0%;
- Effective July 1, 2016: 0.5%;
- Effective May 1, 2017: 1.0%;
- Effective July 1, 2017: 0.5%;
- Effective May 1, 2018: 1.0%;
- Effective July 1, 2018: 0.5%;
- Effective May 1, 2019: 1.0%.

Any additional increases coming from the ESD will take effect on the first payday after the commencement of the eleventh (11th) month in the collective agreement year.

3. Benefit Provisions:

- Effective June 1, 2014: Put Residual Savings from Regularization, $76,000, provided as a lump sum to benefit plan instead of $.04 per hour regularization adjustment per employee.
- Effective July 1, 2014: Increase contribution rate to $275 per eligible employee.
- Further increases to the benefit plan will be subject to an agreed upon renewal plan process and a joint return to work process.