

**TFEU RESPONSE TO EMPLOYER'S PACKAGE PROPOSAL  
OF DECEMBER 14, 2007**

<b>ART.</b>	<b>ITEM</b>	<b>REFERENCE</b>
21.	<del>Bonusing</del>	<del>A-21-E-1</del>
26.	Vacation and Vacation Pay	26.1 to read appointment to 2 <sup>nd</sup> year of employment – 15 days from 3 <sup>rd</sup> to 9 <sup>th</sup> year of employment – 20 days
<b>35</b>	<b>Leave without pay for elder care</b>	<b>A-35-U-5</b>
43.	Health & Welfare Benefits	A-43-E-1 plus SIP Allowance to be “Pensionable Earnings” effective July 1, 2008 subject to processing of Pension Plan Amendment <b>Vision \$800/person/2 years plus cost of yearly eye exam Podiatrist \$600/year Coverage for disabled children for dental</b>
45.	<del>Retirement Benefits</del>	<del>A-45-E-1</del> <b>Keep as is; increase deductible for EHB in both 43 and 45 to \$50 from \$25.</b>
48.	Staff Training	A-48-E-1
50.	Duration	<del>5</del> <b>3 YEARS</b> (July 1, 2007 to June 30, 2012 2010)
52.	Salary Grid	<del>4.0</del> <b>2.0%</b> -July 1, 2007, <del>4.0</del> <b>2.5%</b> -July 1, 2008. <del>3.5</del> <b>2.0%</b> -July 1, 2009, <del>2.0%</del> July 1, 2010, <del>2.5%</del> July 1, 2011 <b>11% 5 year grid increase</b>
61	<del>Appendix H Job Classification</del>	<del>A-61-E-1</del>
XY	PhD Allowance	A-XY-E-1 – <b>delete “research”</b>
<b>XZ</b>	<b>Master’s allowance \$2,500</b>	<b>Where working in related position</b>
SB	Signing Bonus	<del>A-SB-E-1</del> (\$4,000)
	All agreed language to December 14, 2007	11 items