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## Statement of C. G. Bretting Manufacturing 19 December 2018

As we've watched and read the union's comments about its decision to take most of our production employees out on strike, two allegations have come up that are grossly inaccurate:

1) Members are "falling behind" in terms of wages.

This one is simply not true. Wages for this group - based on W2 data which include base wages and bonus - have only increased.

You can see this trend at work over the last four years:

<i>Year</i>	<i>Average W2 Wages</i>	<i>Increase vs. Previous Year</i>
2015	\$54,342	\$3,882
2016	\$54,551	\$209
2017	\$58,566	\$4,015
2018:	\$67,401*	\$8,835

\*Estimated based on year-to-date through 12/15/2018 or 25 of 26 payroll periods.

Our last offer to the union would have kept the trend going as we were offering wage increases of 3 percent, 2.75 percent and 2.5 percent in each of the three years of the new contract.

2) Health care costs are eating into any gains members make in wages.

Again, the facts tell a different story. Since 2015, members' monthly premiums have increased very modestly even in the face of massive changes in the health insurance markets:

<i>Year</i>	<i>Monthly Premium Charged</i>	<i>Monthly Increase vs. Previous Year</i>
2015	Single \$115.31	\$7.82
	Family \$274.28	\$2.67
2016	Single \$122.15	\$6.84
	Family \$299.40	\$25.12
2017	Single \$122.15	\$0.00
	Family \$299.40	\$0.00
2018	Single \$132.85	\$10.70
	Family \$316.53	\$17.13

In 2016 annual deductibles increased by \$500 (**\$1,500 to \$2,000**) for individuals and increased by \$1,000 (**\$3,000 to \$4,000**) for families; and remained the same in 2017 and 2018. We proposed no change to annual deductibles in our last offer for the new contract which would run through 2021.

The data above shows that the take-home pay of our production employees has grown by \$16,941 and health care premiums have only increased by \$539 over the past four years. Our goal in negotiations has been - and remains - to reach an agreement on a new contract that preserves our employees' historic position as one of the best-compensated work groups in the region.