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# UNION STRONG

*"UNITED WE BARGAIN, DIVIDED WE BEG"*



## Movement at the Table, But Not Enough

IAM Local 743 President Dianna Koch told a rocking rally of fired-up workers Thursday afternoon: “You’ve got this company scared! They have never seen us – all of us – so united and so mad. They need to fix this at the bargaining table -- NOW!”

Management said Thursday evening that they got the message from the demonstrations in the shop, the rally and motorcade to the hotel, and the continued pounding by the committee at the bargaining table.

UTAS negotiator Phil McMann then withdrew the company’s Alternative Work Week (AWW) proposal. It was a victory to get that off the bargaining table and out of the next contract.

**But it was not enough. Management says they hear you – but their ears still seem clogged.**

As we ended Thursday’s negotiations, too many bad or inadequate proposals were still sitting in a stinking pile in the middle of the room. They have today to correct their offer or risk the consequences.

The biggest obstacles: a five year agreement and no pension for new hires. Health care costs are extreme, and their economic offer is cheap.

The pension elimination for new hires will leave them with a tough retirement. Getting a 4% company contribution to the Savings Plan on average means in retirement getting 50% less than the pension would pay.

The wage proposal is 1.5% each year – for five years, with a pension hike of \$4 this year and

another \$1 in 2020. They threw in a \$1,000 signing bonus.

The saving plan matched amount goes up, and there are other token economic boosts, but the costs of health care, prescriptions, dental, etc. take the cash out of your pocket as quick as you earn it.

Worst still, McMann rejected our key Job Security proposal – setting the current headcount as the employment number for the life of the agreement.

IAM chief negotiator Mike Stone said the Job Security provision is reasonable given the orders on backlog for years ahead, and “would create a lot of goodwill with a workforce that’s mad as hell right now.”

Today – Friday – will require a lot of heavy lifting to clear the crap off the bargaining table and get some genuinely positive movement. We know you will do your part. Your IAM Negotiating Committee will be pushing just as hard.

Management better get the wax out of their ears and demonstrate their appreciation to their dedicated and skilled workers. There is no time left for playing games. This is it.

On Sunday, the IAM Negotiating Committee will present the full final offer, in detail, and with both a written presentation and explanation from our negotiating team. Then YOU decide what comes next. Stay str