



CONTRACT 2020

REPORT OF THE IAM NEGOTIATING COMMITTEE ON THE TLD-ACE / IAM DISTRICT 26 AND LOCAL LODGE 743 CONTRACT

Highlights of the Company's Final Offer April 19, 2020

Outlined below are the highlights of the company's final offer – reached during contract talks between your elected Negotiating Committee and management in the 2020 contract negotiations. Provisions that did not change will be listed maintain current contract language.

Your elected IAM Negotiating Committee Keith Dehaney, Gregg Prior, and Jorge Ortiz along with Local Lodge President Dianna Koch, Recording Secretary Karen Blanchard, Directing Business Representative Mike Stone, and Chief Negotiator Jeff Santini worked long hours and deserve the thanks of all TLD-ACE workers. Management was on an agenda to eliminate overtime payments and to freeze your wages. This contract was negotiated in the worst of times and in the worst possible forum. It was negotiated on-line in the middle of a pandemic, and if it makes you angry, and it should, you need to make sure the union membership is at 90% 3-years from now and stick it to the company because if increase the membership you have the power.

The first vote: do you accept the company's final offer? This vote is decided by a simple majority of **50% plus one**, of the TLD-ACE members present and voting.

If the company's offer is rejected, the second vote is counted, which is: do you authorize strike action against the company at this time? Under our IAM Constitution, this vote requires a **66 2/3 majority** of TLD-ACE members present and voting, in order to take strike action.

If a simple majority of the members voting do not accept the company's final offer, but a strike vote does not pass by 66 2/3, then the final offer of the company goes into effect as the new contract.

Agreement

- Effective date April 20, 2020

Article 1 – Coverage

- Maintain current contract language

Article 2 – Recognition

- Maintain current contract language

Article 3 – Management Rights

- Maintain current contract language

Article 4 – Union Responsibility

- Maintain current contract language

Article 5 – Maintenance Of Membership

- Maintain Current Language

Article 6 – Check – Off

- Maintain current contract language

Article 7 – Non – Discrimination

- Maintain current contract language

Article 8 – Hours of Work

- Maintain current contract language

Article 9 – Shop Committee and Union Representation

- Maintain current contract language

Article 10 – Grievance Procedure

- Maintain current contract language

Article 11 – Arbitration

- Maintain current contract language

Article 12 – Seniority

- Change company having the right to layoff out of seniority order from 5% to 10%

Article 13 – Maintenance of Privileges

- Maintain current contract language

Article 14 – Report-In Pay Call-In Pay

- Maintain current contract language

Article 15 – Work By Supervisors

- Maintain current contract language

Article 16 – New Employees

- Maintain current language

Article 17 – Subcontracting

- Maintain current contract language

Article 18 – Strike or Lockout

- Maintain current contract language

Article 19 – Leave of Absence

- Maintain current contract language

Article 20 – Bulletin Board

- Maintain current contract language

Article 21 – Separability

- Maintain current contract language

Article 22 – Overtime

- Delete time and one half for work in excess of 8 hours in a day
- Time and one half for all work after forty hours in a week, paid time off counts toward the forty hours
- Double time paid after 55-hours in a week and for all work on holidays

Article 23 – Holiday Pay

- Maintain current contract language

- **2020**
- Monday, May 25, 2020 Memorial Day
- Friday, July 3, 2020 4th of July
- Monday, September 7, 2020 Labor Day
- Thursday, November 26, 2020 Thanksgiving
- Friday, November 27, 2020 Thanksgiving Holiday
- Friday, December 25, 2020 Christmas
- Monday, December 28, 2020 Christmas Holiday
- Tuesday, December 29, 200 Christmas Holiday
- Wednesday, December 30, 2020 Christmas Holiday
- Thursday, December 31, 2020 Christmas Holiday
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- **2021**
- Friday, January 1, 2021 New Year's Day
- Friday, April 2, 2021 Good Friday
- Monday, May 31, 2021 Memorial Day
- Monday, July 5, 2021 4th of July
- Monday, September 6, 2021 Labor Day
- Thursday, November 25, 2021 Thanksgiving
- Friday, November 26, 2021 Thanksgiving Holiday
- Monday, December 27, 2021 Christmas Holiday
- Tuesday, December 28, 2021 Christmas Holiday
- Wednesday, December 29, 2021 Christmas Holiday
- Thursday, December 30, 2021 Christmas Holiday
- Friday, December 31, 2021 Christmas Holiday
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- **2022**
- Friday, April 15, 2022 Good Friday
- Monday, May 30, 2022 Memorial Day
- Monday, July 4, 2022 4th of July
- Monday, September 5, 2022 Labor Day
- Thursday, November 24, 2022 Thanksgiving
- Friday, November 25, 2022 Thanksgiving Holiday
- Monday, December 26, 2022 Christmas Holiday
- Tuesday, December 27, 2022 Christmas Holiday
- Wednesday, December 28, 2022 Christmas Holiday
- Thursday, December 29, 2022 Christmas Holiday
- Friday, December 30, 2022 Christmas Holiday
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- **2023**
- April 7, 2023 Good Friday

Article 24 – Bereavement Leave

- Maintain current contract language

Article 25 – Vacation Pay

- Maintain current contract language

Article 26 – Health and Welfare

- Life Insurance Increased to \$73,000
- Sickness and Accident max increased to \$500

Article 27 – Classification and Rates

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|---------------------------------|----------|----------|
| Machinists | \$ 15.00 | \$ 24.70 |
| Assembler – Electrical | \$ 15.00 | \$ 24.15 |
| Painter | \$ 15.00 | \$ 24.60 |
| Sheet Metal Worker | \$ 15.00 | \$ 25.90 |
| Welder | \$ 15.00 | \$ 23.75 |
| Assembler – Mechanical | \$ 15.00 | \$ 22.95 |
| Assembler – Refrigeration | \$ 15.00 | \$ 23.70 |
| Shipping & Receiving, Stockroom | \$ 15.00 | \$ 21.05 |
| Truck Driver | \$ 15.00 | \$ 20.60 |
| Janitor | \$ 15.00 | \$ 18.70 |
| Fork Lift Operator | \$ 15.00 | \$ 21.35 |
| Maintenance | \$ 15.00 | \$ 23.60 |

Article 28 – Wages

- Wage freeze in year 1
- 10-cents in year 2
- 10-cents in year 3
- No merit increase in year 1 merit increases continue in year 2 and year 3
- No perfect attendance in year 1
- Merit rating form unchanged

Article 29 – General Conditions

- Maintain current contract language

Article 30 – Union Right To Visit

- Maintain current contract language

Article 31 – Jury Duty

- Maintain current contract language

Article 32 – Health & Safety

- Maintain current contract language

Article 33 – Personal Leave

- Add 1 additional day of Personal Leave

Article 34 – M.N.P.L. Check-Off

- Maintain current contract language

Article 35 – Duration Clause

- 3 year agreement expires April 16, 2023

Attachment A

- Updated

Letter 1 – Group Leaders

- Updated to current group leaders

Letter 2 – Leave of Absence

- Maintain current contract language

Letter 3 – Health and Welfare

- Maintain current contract language

Letter 4 – Arbitration

- Maintain current contract language

Letter 5 – Employee Records

- Maintain current contract language

Letter 6 – FMLA

- Maintain current contract language

Letter 7 – Military Service

- Increase leave to 15 days

The Negotiating Committee deliberated the company's last best and final offer Friday evening. The committee realizes this package falls short on your wage demands. The committee was however able to beat back the many of the company's repugnant takeaways but not all of them! The first year has a wage freeze and managements attacks on overtime were there at the end

While the committee is recommending that you reject the contract, they feel that recommending a strike in the middle of a pandemic will only hurt the membership and would not be responsible. It is important that members understand these are not normal times it is likely that your ability to picket would not exist because of the governor's orders regarding social distancing.

Unanimous Recommendation of the
IAM Negotiating Committee

Vote to Reject the Contract

Vote NO to Strike Action

The final decision is yours. The IAM is prepared to back you 100% in whatever decision you, the members, make.