



CONTRACT 2021

Local Lodge 743 and IAM District 26

Report of the IAM Negotiating Committee

Highlights of the company's Final Offer September 26, 2021

Welcome to the contract ratification meeting for members of IAM District 26 and its affiliated Local Lodge 743. Outlined below are the highlights of the company's final offer reached during contract talks between your elected Negotiating committee and management in the 2021 contract negotiations. Only the changes are highlighted. Contract provisions from our previous agreement remain unchanged if they are not noted here.

Your negotiating committee worked extremely hard for long hours in order to secure the agreement you have before you. Your elected negotiators include Dianna Koch, Karen Blanchard, Travis Williams, Vic Ghidoni, Bob MacLean, Carey St Martin and Austin Laporte. They deserve special thanks for their efforts.

Also instrumental in securing this agreement were Chief Negotiator Jeff Santini, Local Lodge President Dianna Koch, District 26 Directing Business Representative Mike Stone, Business Representative Tony Walter and District 26 Office Manager Eleanor Getchell. Also, we had the full support of General Vice President Brian Bryant, Aerospace Coordinator Robert Barnwell, and Senior Economist Gwendolyn Camp.

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

If the company's offer is rejected, the second vote is counted, which is: do you vote to strike? Under our IAM Constitution, this vote requires a 66 2/3 majority of 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 last best & final offer of the company goes into effect as the new contract.

AGREEMENT:

Agreement October 1, 2021

ARTICLE 4 – Non-Discrimination:

Updated to reflect abiding by all state and federal laws regarding discrimination.

ARTICLE 5 – Union Security:

Section 13: Add: “This deduction will not be greater than twenty-five dollars (\$25.00) and will be in addition to the normal dues deduction.”

Section 18: Add: full time District Secretary Treasurer position can come from Local 743.

ARTICLE 7 - Grievance Procedure:

Removed Arbitration Panel and changed to use a regional panel through the FMCS to select an Arbitrator.

ARTICLE 8 – Seniority

Section 11(a): Added employees on Union Business Leave of Absence can accumulate Continuous Service credits for the purpose of computing pension benefits.

Section 14 & 14(a): Added: “Union FMLA Coordinator” (maintain union representation)

ARTICLE 11 – Wages:

Added: “The base hourly rate schedule will be inclusive of a \$0.53 cost of living allowance in effect on May 3, 2021.”

May 3, 2021 2.5% GWI

May 2, 2022 2.5% GWI

May 1, 2023 2.5% GWI

(See Attachments)

Cost-of-living allowance to start at \$0.16 on October 1, 2021.

Section 6 (c) Effective date of cola adjustments during the life of the agreement updated.

ARTICLE 13 – Vacations:

Section 8(b): Added Juneteenth and Family Medical Leave as absences not counted against perfect attendance.

ARTICLE 14 – Holidays:

Updated to reflect dates of holidays during the life of the agreement.

(See Attachment)

ARTICLE 15 – Sick and Personal Leave:

Section 2: Effective January 1, 2022 and hired between January 1st and June 30th will receive 3 days' pay after completion of his/her probationary period.

Section 3: January 1, 2022 receive 5 days' pay in anniversary year.

ARTICLE 17 – Bereavement Leave:

Section 1: Added: "domestic partner".

Deleted: "if brought up and supported as though a natural child".

ARTICLE 18 – Jury Duty:

Section 2(c): Deleted second and third shift required to report on jury service day.

ARTICLE 22 – Group Insurance:

See handout.

ARTICLE 26 – Environmental, Health & Safety:

Section 2: Deleted "the accident and/or spill/release are classified as recordable "Added: "an investigation is required".

Section 3(d): Updated title to Site EH&S Lead.

ARTICLE 29 – Hourly Posting Announcement System (HPAS)

Section 6: Added: "However, in the event the new position requires participation in a DOT/FAA/NASA Drug and Alcohol program, a change of status form will be generated within fifteen (15) working days following notification of their selection".

ARTICLE 30 – Duration:

Section 1: three (3) year Agreement beginning October 1, 2021 and ending May 5, 2024 11:59 p.m.

SCHEDULE A, B, C:

Updated wage schedules to reflect 2.5% GWI each year.

(See attachments)

LETTER 1 – Material to be provided to the Union:

Updated: Union receives more records.

LETTER 8 – Third Party Valuation:

Deleted

LETTER 12 – Hourly Employee Recognition Program

Updated to align with Company Employee Recognition Program.

LETTER 13 – Savings Plan:

Increased age from 70 1/2 to 72.

Increased employee match to \$88 effective June 1, 2021 (retroactive to June 1, 2021),

\$90 effective June 1, 2022

\$92 effective June 1, 2023

Employees become fully vested in company matching and automatic company contributions upon completion of two years of service.

LETTER 14 – Pension Plan:

Section (a): June 1, 2021 Increased monthly retirement benefit to \$93 per credited service.

LETTER 15 – Group Insurance Plans:

Updated to reflect standard salary medical, Rx, dental and vision programs beginning January 1, 2022 (see handout).

LETTER 19 – Absence on Martin Luther King, Jr. Day, Juneteenth, and Veteran’s Day:

Updated to include Juneteenth.

**LETTER 21 – Union-Management Committee on Productivity, Competitiveness
and Job Security:**

Section (a): Updated to reflect current business unit names.

LETTER 24 – Bonus at Ratification:

\$2,500 bonus at ratification with 50% Savings Plan and/or HSA match.

NEW LETTER – Paid Birth/Adoption and Paid Parental Leave:

Added a New Letter to reflect current paid birth/adoption and paid parental leave.

2021 Holidays

Friday, January 1, 2021
Friday, April 2, 2021
Monday, May 31, 2021
Monday, July 5, 2021
Monday, September 6, 2021
Thursday, November 25, 2021
Friday, November 26, 2021
Friday, December 24, 2021
Monday, December 27, 2021
Tuesday, December 28, 2021
Wednesday, December 29, 2021
Thursday, December 30, 2021
Friday, December 31, 2021

2022 Holidays

Friday, April 15, 2022
Monday, May 30, 2022
Monday, July 4, 2022
Monday, September 5, 2022
Thursday, November 24, 2022
Friday, November 25, 2022
Monday, December 26, 2022
Tuesday, December 27, 2022
Wednesday, December 28, 2022
Thursday, December 29, 2022
Friday, December 30, 2022

2023 Holidays

Monday, January 2, 2023
Friday, April 7, 2023
Monday, May 29, 2023
Tuesday, July 4, 2023
Monday, September 4, 2023
Thursday, November 23, 2023
Friday, November 24, 2023
Monday, December 25, 2023
Tuesday, December 26, 2023
Wednesday, December 27, 2023
Thursday, December 28, 2023
Friday, December 29, 2023

2024 Holidays

Monday, January 1, 2024
Friday, March 29, 2024

SCHEDULE A

EFFECTIVE MAY 3, 2021

LABOR GRADE	NORMAL START RATE	STANDARD RATE*	MAXIMUM RATE
11	\$21.36	\$24.18	\$26.96
10	\$22.12	\$25.05	\$27.84
9	\$23.01	\$26.11	\$28.92
8	\$24.09	\$27.32	\$30.19
7	\$29.13	\$33.44	\$36.82
6	\$30.56	\$35.11	\$38.59
5	\$32.16	\$36.98	\$40.43
4	\$33.87	\$38.98	\$42.47
3	\$35.72	\$41.10	\$44.62
2	\$37.81	\$43.58	\$47.16
1	\$40.07	\$46.16	\$49.68

* An applicant may be hired at a rate below, at, or above any Standard Rate shown in the above Schedule which is determined by the Company to be in accordance with the applicant's qualifications and experience.

First year

SCHEDULE B

EFFECTIVE MAY 2, 2022

LABOR GRADE	NORMAL START RATE	STANDARD RATE*	MAXIMUM RATE
11	\$21.90	\$24.78	\$27.63
10	\$22.67	\$25.68	\$28.53
9	\$23.59	\$26.76	\$29.64
8	\$24.69	\$28.00	\$30.94
7	\$29.86	\$34.27	\$37.74
6	\$31.32	\$35.98	\$39.56
5	\$32.97	\$37.91	\$41.44
4	\$34.71	\$39.96	\$43.53
3	\$36.61	\$42.13	\$45.73
2	\$38.76	\$44.67	\$48.34
1	\$41.07	\$47.31	\$50.92

* An applicant may be hired at a rate below, at, or above any Standard Rate shown in the above Schedule B which is determined by the Company to be in accordance with the applicant's qualifications and experience.

Second Year

SCHEDULE C

EFFECTIVE MAY 1, 2023

LABOR GRADE	NORMAL START RATE	STANDARD RATE*	MAXIMUM RATE
11	\$22.44	\$25.40	\$28.32
10	\$23.24	\$26.32	\$29.25
9	\$24.18	\$27.43	\$30.38
8	\$25.31	\$28.70	\$31.71
7	\$30.61	\$35.13	\$38.68
6	\$32.10	\$36.88	\$40.54
5	\$33.79	\$38.85	\$42.47
4	\$35.58	\$40.95	\$44.62
3	\$37.53	\$43.18	\$46.88
2	\$39.73	\$45.79	\$49.55
1	\$42.10	\$48.49	\$52.20

* An applicant may be hired at a rate below, at, or above any Standard Rate shown in the above Schedule ~~B~~ which is determined by the Company to be in accordance with the applicant's qualifications and experience.

Third Year

The Negotiating Committee deliberated the
company's last best and final offer and the,
Unanimous Recommendation of the
IAM Negotiating Committee

Vote to Accept

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

