



Summary of **First** Contract Between IAM District 751 & AIM Aerospace, Sumner Plant

Your vote is your voice! Committee recommends acceptance!

Your negotiating team has worked for months pushing to get AIM Aerospace to address your issues. It has been a slow process, but substantial progress has been made. On Monday, April 21st, a tentative agreement was reached for a first contract to present to the membership.

Members identified pay as their top issue, as well as holding down health care costs. Your negotiating team made gains in wages, reduced employee contributions to medical, defined leaves, established grievance and arbitration procedures, job descriptions, and seniority provisions.

This proposal creates a foundation for the future, which we can build upon in future negotiations. If approved, the proposed four-year Agreement would be effective April 26, 2014 through May 1, 2018. Highlights of the offer include the following:

WAGE INCREASES

- Wage increase each year of the contract. First year increases are a minimum of 3.5% and range from 35¢ to \$2.10 an hour for an average of 5.6% in the first year. Second, third and fourth year raises of 2.75% each year for those with 4+ years of seniority. Others with less seniority get a guaranteed wage increase based on the new progression chart (see chart page 3).

MEDICAL COVERAGE

- Monthly premium share for all classifications reduced by 5%.

GRIEVANCE & ARBITRATION PROCEDURES

- No longer an at will employee. Management must show just cause for any disciplinary action. Grievance and arbitration procedure gives a employees fair and equitable system to resolve disputes.

RATIFICATION BONUS

- \$325 to each employee if the proposal is ratified.

Remember, only members of the IAM get to vote; non-members and Union Representatives don't vote on your contract, only members get this opportunity. If you have not filled out a membership application, contact one of your negotiating committee members and ask for an application. We will also have them available at the two meetings on Friday, April 25. The polls will open immediately after each meeting concludes. Plan to be there and hear the presentation to make an informed decision.

IAM Members at AIM Aerospace Sumner Contract Ratification Meetings
Friday, April 25 at Holiday Inn Express Sumner (2500 136th Ave Ct E)
11:30 a.m. to 1 p.m. OR 3:30 p.m. to 5 p.m.

Your negotiating committee, working on your behalf, recommends you accept this proposal. It is the best package which could be negotiated short of a strike. It shows improvements in many areas identified by you, our members. Study the proposal and discuss it with your family prior to the vote. While the negotiating committee makes a recommendation, ultimately it is up to each member to decide if the proposal adequately addresses the issues of the group. We will continue working on your behalf and welcome your input and feedback throughout the life of the Agreement.

Thanks again for your support,
IAM Negotiating Team

**View a copy of the complete contract language
at www.voteyesiam.com/AIM**

This is your Union, and it works best when we are all involved!

Economic Issues

Wage Increases – each year of contract

Guaranteed wage increases in each year of the contract for every employee on the payroll.

Effective 2014 - First year increases are a minimum of 3.5% and range from 35¢ to \$2.10 an hour for an average of 5.6% in first year. Second, third and fourth year raises of 2.75% each year for those with 4+ years of seniority. Others with less seniority get a guaranteed wage increase based on the new progression chart (see chart next page).

Job Slotting to Proper Classification

Upon ratification all employees will be moved to their appropriate Job Classification.

The proposal has an increase from 35¢ to \$2.10 or from \$728 a year to \$4,368 a year increase with approximate increases outlined below:

- 84 people will see an increase between 35¢ and 50¢
- 79 people will see an increase between 51¢ and 60¢
- 30 people will see an increase between 61¢ and 75¢
- 22 people will see an increase between 76¢ and \$1.00
- 60 people will see an increase between \$1.01 and \$2.10

Ratification Bonus

\$325 for each employee if the proposal is ratified. Payable no later than 30 days after ratification.

Lead Pay & Shift Differential

Lead pay maintained at \$1.00 per hour above normal straight time.

Shift differential for second shift and third shift maintained at \$.75.

Incentive Plan

The Company and the Union will form a committee to explore and identify problems and solutions to reduce scrap, including discussing an incentivizing performance plan within 9 months of ratification.

Overtime

Overtime shall be paid at 1.5 times the regular base rate for every hour worked in excess of 40 hours during a pay week.

Management will first seek to fulfill overtime with volunteers who perform the work on a straight time basis through the week. Reasonable effort will be made by classification and shift to equalize overtime.

If an employee has previously scheduled vacation on Monday or Friday, management cannot designate overtime for that employee on such weekend.

Call Back Pay

Employees called back after working a scheduled shift or to report in on a scheduled day off will receive a minimum of 4 hours pay (maintained).

Temporary Employees

Company may use temporary employees for up to 75 calendar days. The number of temporary employees may not exceed 25 percent of the number of employees in the bargaining unit (previously use of temps was unlimited). Temporary employees will not be used to cause or prolong layoff of any employee covered by the Agreement.

Probationary Period

Probationary period now limited to 90 days (previously management could extend at will)

Job Categories, Grievance Procedure, Seniority

Job Categories & Descriptions

Established job categories and descriptions for each position.

Grievance and Arbitration

Established grievance and arbitration procedure so employees have a fair and equitable system to resolve workplace issues and contract violations.

Just Cause

No longer an at will employee. Management must show just cause for disciplinary action of any kind.

Seniority

Established a seniority system to be implemented for all employees, which applies to layoffs. Seniority continues for first 180 days following layoff.

April 21, 2014 Union to Company Proposal

	Category	Tenure Milestone	Hourly Wage Progression			
			1st Year	2015	2016	2017
	Contractor	0 to 2 Months	N/A	N/A	N/A	N/A
	Trainee , mfg AIM Direct hire	Conversion	\$10.25	\$10.35	\$10.45	\$10.55
	Trainee, mfg	3 months	\$10.50	\$10.60	\$10.70	\$10.80
	Manufacturing	6 months	\$11.00	\$11.10	\$11.20	\$11.30
	Manufacturing	9 months	\$11.10	\$11.20	\$11.30	\$11.40
	Manufacturing	12 months	\$11.60	\$11.70	\$11.80	\$11.90
	Manufacturing	18 months	\$12.10	\$12.20	\$12.30	\$12.40
	Manufacturing	2 year	\$12.60	\$12.70	\$12.80	\$12.90
	Manufacturing	3 year	\$13.30	\$13.40	\$13.50	\$13.60
	Manufacturing	Annual 4+ Year**	*	2.750%	2.750%	2.750%
	Contractor	0 to 2 Months	N/A	N/A	N/A	N/A
	Trainee , QA AIM Direct hire	Conversion	\$10.25	\$10.35	\$10.45	\$10.55
	Trainee, QA	3 months	\$10.65	\$10.75	\$10.85	\$10.95
	Quality	6 months	\$11.35	\$11.45	\$11.55	\$11.65
	Quality	9 months	\$11.65	\$11.75	\$11.85	\$11.95
	Quality	12 months	\$12.50	\$12.60	\$12.70	\$12.80
	Quality	18 months	\$13.50	\$13.60	\$13.70	\$13.85
	Quality	2 year	\$14.65	\$14.75	\$14.90	\$15.05
	Quality	3 year	\$15.90	\$16.00	\$16.20	\$16.35
	Quality	Annual, 4+ Years**	*	2.750%	2.750%	2.750%
	Contractor	0 to 2 Months	N/A	N/A	N/A	N/A
	Trainee , Support AIM Direct hire	Conversion	\$10.25	\$10.35	\$10.45	\$10.55
	Trainee, Support	3 months	\$10.50	\$10.60	\$10.70	\$10.80
	Support, Manufacturing	6 months	\$11.00	\$11.10	\$11.20	\$11.30
	Support, Manufacturing	9 months	\$11.20	\$11.30	\$11.40	\$11.50
	Support, Manufacturing	12 months	\$11.70	\$11.80	\$11.90	\$12.00
	Support, Manufacturing	18 months	\$12.20	\$12.30	\$12.40	\$12.50
	Support, Manufacturing	2 year	\$12.95	\$13.05	\$13.15	\$13.25
	Support, Manufacturing	3 year	\$13.70	\$13.80	\$13.90	\$14.00
	Support, Manufacturing	Annual 4+ Years**	*	2.750%	2.750%	2.750%

****Annual increases as noted by year**

Notes & Conditions:

These are base wages - any shift/lead differential is added on top of the base wage.

Employees who are over scale or at the Annual, 4+ year step will receive an annual increase using the percentage applicable to the year as noted above.

*At Ratification employee wages will be adjusted to the applicable rate noted above, or awarded a 3.5% increase which ever is greater.

Benefits

Medical

Monthly premiums for employee only coverage was reduced.
Employee premium contribution percentage as follows:

- Employee 5%
- Employee + spouse 15%
- Employee + children 15%
- Employee + Family 20%

Employee now has option to buy up to a lower deductible medical plan.

Dental

Deductible: \$50 per individual/\$150 max per family
Preventive: 100% - deductible waived
Basic Services: 80%
Major Services: 50%
Annual Maximum: \$2,000 per individual

Basic Life Insurance & AD&D/Short

Term Disability

Company will now pay for life insurance at 2x base annual earnings up to \$200,000, AD&D coverage and short term disability.

Retirement Plan

Employees may participate in Company's 401(k) Retirement Plan. This will include the Company's traditional match at no less than any other AIM employee(s).

Leave and Paid Time Off

Vacation and Sick Leave

Captured current benefit levels in writing and now enforceable. Management will attempt to notify employees of approval of vacation within 24 hours of request.

Vacation amounts as follows:

Year(s) of Continuous Service	Vacation Time Awarded Per Year
1 to 4 years	80 hours
5 to 9 years	120 hours
10 or more years	160 hours

Sick leave: 80 hours per year for full time employees who have completed one year of continuous employment. New employees who complete six months of continuous employment are eligible for 20 hours of paid sick leave.

Employees will be paid for any unused portion of their sick leave on or before the end of January each year.

Holidays

Holidays spelled out in writing.

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve Day through New Year's Eve

Rest Period and Wash-Up Time

All employees shall receive two 15-minute rest periods for each 8 hour shift (previously 10 minute rest periods).

Employees will be provided a 5-minute wash up period at the end of each shift. If an employee is assigned to exceptionally dirty work, the company may allow the employee more than 5 minutes clean up.

Bereavement

Guaranteed 24 hours off with pay for each occurrence. Immediate family defined as: employee's spouse, domestic partner, child, sister, brother, mother, father, grandparents, grandchildren, or corresponding step relation and the employee's mother-in-law and father-in-law.

Miscellaneous

Hours of Work

Established start times for all three shifts as follows:

- 1st shift starts between 4 a.m. and 8 a.m.
- 2nd shift starts between 1 p.m. and 4 p.m.
- 3rd shift starts between 10:30 p.m. and 1:30 a.m.

Changes of shift assignment shall be made on the first of a new work week with 48 hours notice unless an emergency situation arises.

MEETING TO DISCUSS PROPOSAL/ VOTING THE PROPOSAL

WHEN: Friday, April 25, 2014

TIME: Meetings to discuss proposal

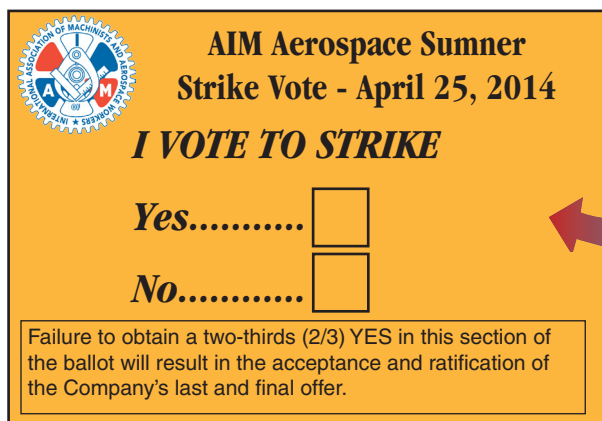
11:30 a.m. to 1 p.m. with voting following immediately OR
3:30 p.m. to 5 p.m. with voting following immediately

WHERE: Holiday Inn Express, 2500 136th Ave Ct E, Sumner, WA

1 What Is on the Ballots

There are two separate ballots:

- One to accept or reject the contract.
- One to authorize a strike



**AIM Aerospace Sumner
Strike Vote - April 25, 2014**

I VOTE TO STRIKE

Yes..... ☐

No..... ☐

Failure to obtain a two-thirds (2/3) YES in this section of the ballot will result in the acceptance and ratification of the Company's last and final offer.



**AIM Aerospace Sumner
CONTRACT VOTE
Friday, April 25, 2014**

I ACCEPT the Contract.... ☐

I REJECT the Contract.... ☐

BALLOT 1:
Do you wish to accept or reject the contract offer?
Vote for one.

BALLOT 2:

IMPORTANT: The IAM Constitution requires two-thirds YES vote on this ballot to strike. Without two-thirds, even if a majority of the members reject the contract - the contract will be accepted by default.

NOTE: You must have filled out a membership application to vote on the offer!

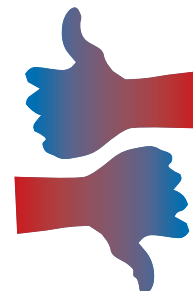
2 How Are the Ballots Counted?

Members who volunteer to count the ballots will tabulate them and validate the numbers.



3 What Do the Results Mean?

- ✓ If a majority of voting members vote to **ACCEPT** the contract, negotiations end and the contract is signed.
- ✓ If a majority of voting members vote to **REJECT** the contract, but **LESS THAN TWO-THIRDS VOTE TO STRIKE**, the contract is automatically accepted by default. The Union cannot call a strike.
- ✓ If a majority of voting members vote to **REJECT** the contract, and **MORE THAN TWO-THIRDS VOTE TO STRIKE** vote to strike, a strike can be called.



Again, ONLY MEMBERS can vote on this proposal so if you want your voice heard, fill out a membership application at the meetings