



Summary of **First** Contract Between IAM District 751 & Hytek Finishes, Kent Plant

Economic Issues

Wage Increases – each year of contract

Effective 2013 - all employees receive a 3% wage progression increase retroactive to the first pay period after reclassification has occurred. Reclassification applied prior to adding in General Wage Increase, resulting in additional pay.

2014 - all employees receive a 3% wage progression increase

2015 - all employees receive a 2.5% wage progression increase

2016 - all employees receive a 3% wage progression increase

Shift Differentials

Shift differential for second shift increased to \$.50.

Shift differential for third shift increased to \$.75.

Promotions

- If an employee is promoted to a different job classification, s/he will generally receive the minimum rate of the labor grade of the job classification to which promoted. However, no promoted employee shall receive less than a two (2) percent wage increase upon promotion to a higher classification.
- Additionally, Process Support employees who are promoted from PS1 to PS2 will receive a minimum of two (2) percent wage increase at the time of promotion.
- Automatic progression from entry position (Process Support Level 1) to Process Support Level 2 in 3 years.
- Company will post vacant positions for a minimum of 7 calendar days before looking to outside candidates (previously posted for 3 days).
- Employees will not serve more than 30 days as a trainee in a higher classification (prior contract was 90 days). After 30 days employee is either returned to former classification or attains permanent status in higher classification.

Increased Minimum Rates

Minimum pay rates increased and established for each level of job classification. Employees in the PS1 classification shall be paid a minimum of \$11.00 per hour. Employees in the PS2 classification shall be paid a minimum of \$13.00 per hour.

Ratification Bonus

Ratification bonus of \$550 for those hired after Sept. 1, 2011.

Ratification bonus of \$1,000 for those hired prior to Sept. 1, 2011.

Employees have the option to direct bonus to Health Savings Account (HSA) making it tax free.

Added New Coordinator Position & Pay

- Added new Coordinator job for employees who work primarily in high volume areas such as paint, masking and packaging and spend the majority of their time on coordinating responsibilities. These individuals work in only one department and one shift.
- Those assigned as Coordinator will receive \$.50 an hour Coordinator Pay above their normal straight-time hourly wage, including shift premium.

Skills-based Pay Progression

- Automatic progression from entry position (Process Support Level 1) to Process Support Level 2 in 3 years.
- Improved skill point system and structure so pay is attached to each skill point earned depending on the job classification.
- Established skill point review every six months for each employee based on skills learned and compensated accordingly.
- Skill assessment decisions can be challenged in the grievance procedure.

Economic Issues

New Skills & Training Advisory Committee

Established new Skills & Training Advisory Committee to consist of shop floor members and management. Committee will meet at least quarterly during working hours.

Committee will make recommendations on new skill points and definitions to be created, number of points to be assigned, and other related issues. Committee may also assist in the development of criteria to verify the attainment of skills mastery.

Committee will also help identify training needs and recommend guidelines for employees to follow in their effort to progress toward their maximum capabilities.

Union can file a grievance if they believe decisions are in bad faith or unreasonable.

Report Time

- Employees who report for work as scheduled, he/she shall receive a minimum of 4 hours pay at their regular rate of pay, excluding premiums (previously 2 hours pay). NOTE: 2 hours report time pay continues to apply to employees in maintenance positions.

- Company required to give at least two hour's notice cancelling his/her scheduled shift (previously 1 hour's notice).

Lead Pay Increased

- Lead pay increased to \$1.25 per hour.

- Clarified Leads are not responsible for discipline, hiring, promotions or merit review process

Reclassification and Labor Grades

All employees will be re-classified into new job classifications and rate ranges prior to applying General Wage Increase. Reclassification will not result in a decrease in wage rate for any employee. Reclassification decision may be challenged in the grievance procedure on the basis that those decisions are not made reasonably and in good faith or are in violation of express terms of the Agreement. Any compensation adjustments warranted by this initial re-classification shall be paid retroactive to the contract start date upon placement.

Bargaining Unit Classifications & Ranges

Following are the entry rates for the various job categories:

Job Classification	Grade Minimum	Grade Midpoint	Grade Maximum
Process Support 1	\$11.00	\$13.50	\$15.50
Process Support 2	\$13.00	\$16.00	\$18.25
Process Specialist	\$17.50	\$20.25	\$24.50
Process Expert	\$23.25	\$27.75	\$32.50

Rate ranges for job classifications will be reviewed against market data and adjusted as necessary by Company management on an annual basis. The Company will use annual wage surveys provided by Esterline for setting compensation at Hytek and may consider other relevant information.

Removed Red-Circle Language

- Convinced Company to withdraw proposal to red-circle certain employees, which would have prohibited increases to base pay for some employees.

Benefits

Medical Plan

Secured previous medical benefits in writing for life of the collective bargaining agreement.

Life Insurance

Life insurance increased to two times your annual pay (previously \$20,000).

Leave and Paid Time Off

Paid Time Off Pool

New Paid Time Off plan that incorporates paid vacation and sick leave into one pool. PTO can be used for vacation or personal/family illness. The minimum PTO an employee can use is one hour.

RATES OF ACCRUAL

<u>Years of Service</u>	<u>Hours of PTO</u>	<u>Increase from Previous</u>
0 through end of 4 years	120 hours (3 weeks)	+80 hours
5th through end of 14th year	160 hours (4 weeks)	+40 hours
15th year and thereafter	Add 8 hours/year (max 200 hours)	+ 8 hours each year

Holidays

Obtained additional flexibility for the two floating holidays.

Now reads:

1 Floating Holiday to be used between Jan 1 and June 30.

1 Floating Holiday to be used between July 1 and Dec. 31.

Other holidays remain the same:

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

Miscellaneous

Management Held Accountable –

Added language that any claim that the Company has exercised their rights and authority contrary to the provisions of this Agreement, or in an unjust or discriminatory manner, may be taken up as a grievance.

Recall Rights – Employees laid off due to subcontracting shall be placed on a recall list and recalled to any job they are qualified to perform at the first available opening. Eliminated provision that prevented new hires laidoff due to subcontracting from collecting severance benefit.

Work Protection – Limited instances where non-bargaining unit personnel can perform bargaining unit work.

Grievance Procedure

Improved grievance process by making it more fair and consistent and eliminated the joint committee where members potentially would have made recommendations against other members regarding disciplinary action or loss of pay situations.

Safety – Improved

Any formal employee complaint shall be expeditiously reviewed and a formal determination shall be made as to the safety of the proposed assignment. No employee shall be subject to discipline of any kind as a result of reporting a safety hazard or injury.

Introduced language for light duty if available and consistent with employee's medical restrictions.

New safety committee to meet monthly and allow participation on all shifts.

New Hires

New hires shall be introduced to the Union Steward assigned to the employee's work area during the new employee's first week or during orientation.

Interns

Secured language to limit the use of interns at the facility.