



Jobs • Security • Prosperity

October 2013 Edition

Union Wins Vacation Issue!

Late in the afternoon Friday, October 18, the Union was notified we won our arbitration case regarding vacation pay from URS you earned in 2012.

THE ARBITRATOR AGREED WITH YOUR UNION AND RULED:

URS AT JOINT BASE LEWIS MCCHORD MUST PAY ALL HOURS OF VACATION EARNED AND ACCRUED.

Payouts will vary depending on the member's time with URS, but ensures URS must pay the workers for ALL the vacation time they earned as URS employees in 2012.

This decision shows the value of union representation – even after URS is gone, your union is still able to enforce your collective bargaining agreement. Without the grievance and arbitration language in your contract, you would have no recourse.

The arbitrator agreed that contract language your union secured was “clear and unambiguous” and rejected completely URS’ arguments that the SCA should prevail.

For historical purposes, the grievances filed were the following:

- That URS violated the Collective Bargaining Agreement in Article 12, Section 2: “Vacation shall accrue at a rate described in the preceding tables. Vacation hours shall be available for use in each pay period . . .”
- That URS violated the Collective Bargaining Agreement in Article 12, Section 8: “In the event of a change of contractors, the employee will be paid out for all accrued, unused vacation.”

RECAP OF THE ISSUE: When you originally voted for IAM representation, one of your top issues was to convert the vacation accrual system back to a biweekly “dump” rather than paying it yearly on a person’s anniversary date. Your union bargaining team won that change in clear contract language. Inexplicably, URS management refused to fully abide by that language and instead chose to do “mini dumps” for each worker – adding the vacation hours they’d earned in 2012 to their earned vacation totals as each worker reached their anniversary in 2013 rather than including it with the first biweekly dump of January for everyone. Even more appalling, URS only paid those with an anniversary date prior to March 22, 2013. All others have received nothing and URS has tried to pocket the money they already received from the government for members’ vacation when they lost the contract in March to DS2.

This win shows the value of having an IAM contract and proves the Union will continue to fight for members’ rights even after the employer has changed.

**UNION
YES** 