



CHANGES MADE TO ORIGINAL CONTRACT OFFER BETWEEN IAM DISTRICT 751 & JORGENSEN FORGE CORPORATION

YOUR NEGOTIATING COMMITTEE RECOMMENDS ACCEPTANCE!

Because you voted down the contract AND authorized a strike, your negotiating committee met with the Company on April 14, 2015 and worked hard on your top three issues: wages, PTO and more information on the Skill Progression process and the monetary increases involved. Below are the results of these efforts AND YOUR SOLIDARITY!

Highlights of the offer include the following:

WAGES: **3% next pay period after ratification**
 2% second year
 3% third year

(These wages are 1.5% more than what were offered in the last proposal)

2015:

	MINIMUM	MAXIMUM
Level 1 Helper	\$14.94	\$16.48
Level 2 Specialist	\$15.71	\$22.66
Level 3 Journey	\$19.26	\$24.72
Level 4 Mastered	\$21.99	\$33.99

2016:

	MINIMUM	MAXIMUM
Level 1 Helper	\$15.24	\$16.81
Level 2 Specialist	\$16.02	\$23.11
Level 3 Journey	\$19.65	\$25.21
Level 4 Mastered	\$22.43	\$34.67

2017:

	MINIMUM	MAXIMUM
Level 1 Helper	\$15.70	\$17.31
Level 2 Specialist	\$16.50	\$23.80
Level 3 Journey	\$20.24	\$25.97
Level 4 Mastered	\$23.10	\$35.71

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

PAID TIME OFF

Added language: Use of PTO for personal or family illness: as much advance notice prior to start of shift. *If it is not reasonably possible to do so prior to the shift due to an emergency, notification will be given immediately when it is possible.* Employees are discouraged from coming in to work sick in order to retain PTO days for vacation purposes.

On January 1, 2016, and each year thereafter, each employee will receive one-half of that year's Paid Time Off amount. Biweekly accruals at the rate shown per pay period will then be received until the total Paid Time Off has been reached for that year.

Year(s) of Service	Paid Time Off	Per Pay Period	Maximum Accual
0-5	104 hours / year	2.00 hours	184 hours
6-13	144 hours / year	2.769 hours	184 hours
14+	184 hours / year	3.5385 hours	184 hours

Employees will not be allowed to go into the negative on PTO. PTO accrual and initial award can only be used to the level shown on the most recent payroll

Employees who are laid off for two weeks or more will be paid for 100% of their unused PTO

SKILLS PROGRESSION

Core skills have yet to be determined; however, based on the first year's GWI of 3%, here is a breakdown of the pay increases between the gates in the 4 different levels. Per the MOU, these skills will be **defined and operational no later than 9/1/2015 or another 1% wage increase will be applied to each employee.**

LEVEL 1 HELPER

CORE SKILLS	GATE 1			GATE 2		GATE 3	
	MIN	MAX		MIN	MAX	MIN	MAX
	\$14.94	\$15.45		\$15.45	\$15.96	\$15.96	\$16.48
	SKILLS	SKILLS	SKILLS	SKILLS	SKILLS	SKILLS	SKILLS
	TBD	TBD	TBD	TBD	TBD	TBD	TBD

LEVEL 2 SPECIALIST

CORE SKILLS	GATE 1			GATE 2		GATE 3		GATE 4	
	MIN	MAX		MIN	MAX	MIN	MAX	MIN	MAX
	\$15.71	\$17.44		\$17.44	\$19.17	\$19.17	\$20.90	\$20.90	\$22.66
	SKILLS	SKILLS	SKILLS	SKILLS	SKILLS	SKILLS	SKILLS	SKILLS	SKILLS
	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD

LEVEL 3 JOURNEY

CORE SKILLS	GATE 1		GATE 2		GATE 3			GATE 4	
	MIN	MAX	MIN	MAX	MIN	MAX		MIN	MAX
	\$19.26	\$20.62	\$20.62	\$21.98	\$21.98	\$23.34		\$23.34	\$24.72
	SKILLS	SKILLS	SKILLS	SKILLS	SKILLS	SKILLS	SKILLS	SKILLS	SKILLS
	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD

LEVEL 4 MASTERED

CORE SKILLS	GATE 1			GATE 2		GATE 3	
	MIN	MAX		MIN	MAX	MIN	MAX
	\$21.99	\$25.99		\$25.99	\$29.99	\$29.99	\$33.99
	SKILLS	SKILLS	SKILLS	SKILLS	SKILLS	SKILLS	SKILLS
	TBD	TBD	TBD	TBD	TBD	TBD	TBD

IMPORTANT INFORMATION TO REMEMBER ABOUT THIS CONTRACT VOTE

You will ONLY be voting on the contract offer. You have already voted to STRIKE. If this contract offer is REJECTED, a STRIKE WILL BE CALLED.

CONTRACT VOTE

Friday, April 17, 2015 from 11:30 AM to 6:00 PM at the IAM Seattle Union Hall, Hall C, 9125 15th PL S. (Same location as before)