



Summary of Contract Between IAM District 751, Local 751-A & URS Federal Services, NAS Whidbey

UNION RECOMMENDS ACCEPTANCE

YOUR NEGOTIATING TEAM RECOMMENDS: ACCEPT

Your negotiating team has worked hard pushing URS Federal Services to address your issues. On Tuesday, July 21, negotiators came to a tentative agreement to present to you. Members had identified wages, pension, health care and work rules as some of the main issues. Your negotiating team made gains in these areas. If approved, the proposed four-year Agreement would be effective August 1, 2015 through July 31, 2019. This contract offers wage increases every year of the contract and contribution increases each year into the IAM National Pension Fund. Highlights of the offer include the following (see inside for details):

GENERAL WAGE INCREASES

Effective 11/6/15: 2.5%

Effective 11/5/16: 2.5%

Effective 11/4/17: 2%

Effective 11/3/18: 3%

These general wage increases raise wages by **at least** 10% over the life of the Agreement.

In addition, after the 2.5% general wage increase is added on Nov. 6, 2015, all classifications will receive an additional 8 cents an hour to compensate for safety shoe allowance.

SHIFT DIFFERENTIALS & SPECIAL ASSIGNMENT DIFFERENTIALS INCREASED:

Shift differentials for working mid, weekend or night shift increased from current 80 cents an hour as follows: Effective 11/6/15: 85 cents an hour. Effective 11/5/16: 90 cents an hour.

Effective 11/4/17: 95 cents an hour.

Work Center Lead Differential increased from current \$1 to \$1.50 an hour.

Shift Lead Differential increased from current 50 cents to 75 cents an hour.

PENSION:

Hourly contribution to IAM National Pension Plan more than doubles over life of Agreement from current 60 cents an hour. Effective 1/1/16: 80 cents an hour. Effective 1/1/17: \$1 an hour.

Effective 1/1/18: \$1.20 and effective 1/1/19: \$1.40 an hour.

HEALTH & WELFARE:

Effective 1/1/16 those who chose to have Company provided health care plan will have a cost split of 70 percent paid by Company and 30 percent paid by employee. Those who elect to opt out of Company health insurance coverage will receive \$4.50 per hour for each hour paid up to 40 hours per week.

Your negotiating committee, working on your behalf, recommends you accept this proposal. It shows improvements in all 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 your issues. We will continue working on your behalf and welcome your input and feedback throughout the life of the Agreement.

IAM NEGOTIATING TEAM

Economic Issues

Wages

The following hourly rates of pay shall prevail during the term of this Agreement with general wage increases each year:

Job Classification	Current	11/6/2015	11/5/2016	11/4/2017	11/3/2018
Aircraft Mechanic I	\$30.81	\$31.66	\$32.45	\$33.10	\$34.09
Aircraft Mechanic II	\$32.36	\$33.25	\$34.08	\$34.76	\$35.80
Aircraft Mechanic III	\$33.97	\$34.90	\$35.77	\$36.49	\$37.58
Aircraft Worker	\$26.49	\$27.24	\$27.92	\$28.47	\$29.33
Armament Mechanic I	\$30.81	\$31.66	\$32.45	\$33.10	\$34.09
Armament Mechanic II	\$32.36	\$33.25	\$34.08	\$34.76	\$35.80
Environmental Specialist	\$32.36	\$33.25	\$34.08	\$34.76	\$35.80
Ground Support Equip. Mech.	\$30.81	\$31.66	\$32.45	\$33.10	\$34.09
Supply Tech	\$25.47	\$26.19	\$26.84	\$27.38	\$28.20
Tools and Parts Attendant	\$19.72	\$20.30	\$20.80	\$21.22	\$21.85
Electronic Maintenance Tech II	\$28.57	\$31.66	\$32.45	\$33.10	\$34.09
Electronic Maintenance Tech III	\$31.92	\$33.25	\$34.08	\$34.76	\$35.80
Aircraft Painter	\$27.65	\$28.42	\$29.13	\$29.71	\$30.61
Production Control Clerk	\$22.20	\$22.84	\$23.41	\$23.87	\$24.59
Computer Operator III	\$21.15	\$21.76	\$22.30	\$22.75	\$23.43
A/C Logs & Records Tech	\$22.84	\$23.49	\$24.08	\$24.56	\$25.30
A/C Life Support Equipment Mechanic I	\$30.81	\$31.66	\$32.45	\$33.10	\$34.09
A/C Life Support Equipment Mechanic II	\$32.36	\$33.25	\$34.08	\$34.76	\$35.80

After the 2.5 percent general wage increase is added to wages on 11/6/15, all classifications will receive an additional 8 cents an hour to compensate for safety shoe allowance. Safety shoe allowance shifted from a reimbursement plan after purchase to 8 cents an hour on your wages forever.

All hours worked shall be counted as time worked for computation of overtime. Currently all hours paid are counted as time worked for computation of overtime. For example, in the future if a holiday or PTO day is taken, that time does not count toward overtime computation.

Special Assignment Differentials

Captured language that special assignment differentials will be paid on overtime hours.

Assignment	Current Differential	New Differential
Work Center Lead	\$1	\$1.50
Shift Lead	50 cents	75 cents

Shift Differential Premium for employees working mid, weekend or night shifts added to applicable hourly rate of pay:

Current	\$0.80/hr
Effective 11/6/2015	\$0.85/hr
Effective 11/5/2016	\$0.90/hr
Effective 11/4/2017	\$0.95/hr

Benefits

Pension

The Company shall increase contributions to the IAM National Pension Plan the amounts listed in chart on right for each hour paid up to a maximum of 40 hours per week (more than doubling the contribution from the current 60 cents an hour)

Effective Date	Per Hour
Current rate	60 cents
January 1, 2016	80 cents
January 1, 2017	\$1.00
January 1, 2018	\$1.20
January 1, 2019	\$1.40

Health and Welfare

Health care and dental for those who opt to have Company provided plans will have a cost split of 70 percent paid by Company and 30 percent paid by employee.

Effective 1/1/16 employees who elect to waive health insurance coverage will receive \$4.50 per hour for each hour paid up to 40 hours per week.

Coverage	Biweekly contributions based on current rate (subject to change January 1, 2016)		
	Health	Dental High	Dental Low
Employee	\$66.26	\$4.36	\$2.86
Employee/Child(ren)	\$152.02	\$8.72	\$5.74
Employee/Spouse	\$92.65	\$9.59	\$6.30
Family	\$178.41	\$13.07	\$8.59

NOTE: Employee contributions in this chart are based on current premiums and for sample only. Rates are subject to change 1/1/16.

Paid Time Off

Effective 11/6/15 PTO will begin. Vacation will now be Personal Time Off (PTO), which includes the benefit for vacation, sick leave and administrative leave. All those categories are now in PTO for same value as currently paid. Solidified that PTO is accrued bi-weekly per pay period. This change is effective Nov. 6, 2015.

Sick Leave continues until Nov. 6. Already accumulated sick leave balance will remain until used.

Effective 11/6/15 – Administrative leave will cease as hours are rolled into PTO. Employees may utilize PTO for all base closures.

PTO	Annual PTO	Biweekly
Sixty-one (61) days but less than one (1) year	56	2.15
One (1) year of continuous service but less than five (5) years	136	5.23
Five (5) or more years of continuous service but less than ten (10) years	176	6.77
Ten (10) or more years of continuous service but less than fifteen (15) years	216	8.31
Fifteen (15) or more years of continuous service	256	9.85

Death in the Family/ Bereavement

“Immediate family” for three days bereavement leave expanded to include grandchild.

Miscellaneous

Bargaining Unit

Captured additional job classifications that were identified in bridge agreement. Aircraft Logs and Records Technicians, Aircraft Life Support Equipment Mechanics I and II.

Seniority

Established rights when there is an opening; those in the same classification shall have the right if qualified to laterally move and fill the opening based on seniority.

Increased recall rights from 18 months to 24 months.

Field Duty

Established rental cars will be at a ratio of one car for each three employees up from one car for each four.

Flight Deck Boots

Employees required to purchase flight deck boots for ship-board operations only will be reimbursed upon submitting a receipt.

Safety Shoe Allowance

All employees will receive an additional 8 cents per hour effective 11/6/15 for safety shoe allowance.

Hours of Work & Overtime

Hours of Work and Overtime

Established that only management has the authority to send bargaining unit members home when there is a lack of work.

Captured that employees will be paid for time assigned during off shift times by the Company for mandatory training, contract provided physical evaluations, CAC and flight line credentials, or security interviews.

All hours worked shall be counted as time worked for computation of overtime. Currently all hours paid are counted as time worked for computation of overtime. For example, in the future if a holiday or PTO day is taken, that time does not count toward overtime computation.



VOTING THE PROPOSAL


WHEN: Friday, July 24, 2015 6 a.m. to 6:30 p.m.

WHERE: Chief's Club, 1080 W Ault Field Rd., Oak Harbor

1 What Is on the Ballots

There are two separate ballots:

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

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

URS Federal Services
CONTRACT VOTE
July 24, 2015

I ACCEPT the Contract...

I REJECT the Contract...

URS Federal Services
Strike Vote - July 24, 2015
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 & ratification of the Company's last and final offer.

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.

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, a strike can be called.

