

# Highlights of Bridge Agreement Between IAM and DS2

Revised all references to “the company” to “companies” where necessary to refer to both DS2 as the prime contractor and M1 as the subcontractor.

## **Article 5 - Union Security.**

Union security was simplified to make it easier to understand.

## **Article 8 Discharge and Discipline.**

Suspension notices can now only be used for the purpose of progressive discipline up to 12 months (previously 18 months).

## **ARTICLE 12 – VACATION.**

Starting in 2014, increased the annual carryover from 6 months to 1 full year. Changed accruals to begin from your first day instead of having to wait one full year to start receiving weekly or biweekly vacation amounts.

## **ARTICLE 14 – TITLE CHANGED FROM DEATH IN THE FAMILY TO BEREAVEMENT LEAVE**

Maintained all definition of family members.

## **ARTICLE 15 – WAGES.**

Maintained wage rates and general wage increases from the previous CBA. The only change is that you will receive the wage increases 4 days earlier in both years.

The Companies have agreed to continue to upgrade to Mechanic II when performing designated depot level repairs.

Preserved all shift differential increases from the previous CBA and will also receive those increases a few days earlier.

## **ARTICLE 17 – HEALTH AND WELFARE.**

The health care premiums you began paying in January, 2013 will continue for the rest of the year and will now become the base premium for future calculations. The companies have agreed that any future increases in the premium amounts will be shared 80% - 20% with the Company paying 80%. Your 20% contribution is capped at \$10 per week. Details of the plans will be distributed later.

**Opt out money** – For those employees opting out of medical coverage will continue to receive the negotiated amounts until April 1, 2014. After that they will receive \$40 per week. Effective April 1, 2015, any employees opting out will receive \$50 per week. These increases will result in an additional \$600 to \$1600.

**Short term disability** was increased from \$300 per week to 66 2/3 percent of your wages per week to a maximum of \$750 per week. Waiting period changed from 3-day waiting period to a 7-calendar day waiting period.

**Leave of absence policy** clarified. Medical leaves of absence removed requirement to be covered by FMLA in order to receive the company's portion of the premium for 12 months leave of absence.

## **ARTICLE 18 – PENSIONS.**

A significant improvement was made in future pension contributions. You are scheduled to receive \$.30 per hour starting January 1, 2014, which will be maintained until April 1, 2014, when the contribution increases to \$.50 per hour. The next scheduled increase will occur on April 1, 2015 which will increase to \$.75 per hour.

## **ARTICLE 25 – GENERAL PROVISIONS.**

Sixteen hours of administrative leave each year can now be used for ANY base closure.

## **ARTICLE 32 – DRUG FREE WORK-PLACE.**

A small percentage will now be subject to random drug and alcohol testing annually per Government requirements. If an employee tests positive for drugs or alcohol, they have the option to participate in a company-approved rehabilitation program prior to returning to work.