

Miscellaneous

Grievance & Arbitration Procedure

Implemented a grievance and arbitration procedure to resolve disputes. You will now have a "Just Cause" relationship with your employer, and the Union has the right to take issues to a 3rd party arbitration if needed. **You are no longer an "At Will" employee!** Use of progressive discipline for cause is required.

Seniority

Employee seniority will apply in layoff situations and filling job vacancies within job classifications. Recall rights for 18 months and employees will be recalled in reverse seniority order (i.e., less senior employee gets laid off first and most senior employee gets recalled first)

Joint Safety Committee

Company shall appoint 2 members from the bargaining unit to serve on a joint IAM/URS safety committee. This committee will meet a minimum of one time per quarter to discuss and implement safety procedures and equipment. OSHA compliant personal protective equipment (PPE) will be provided by the Company as required for use in performing work.

Hours of Work & Overtime

- ✓ You will be allowed to make up hours of work missed if not allowed by management to work your regularly scheduled shift on Whidbey Island, if work is available, during the same pay week.
- ✓ You will receive a minimum of 4 hours pay if sent home from work after reporting as scheduled.
- ✓ You will receive a minimum of 4 hours pay if called back to work after leaving the base at the end of your assigned shift.
- ✓ Shift schedules will not be adjusted to avoid overtime pay. Shift schedules include assigned hours of the shift and assigned days of the week.
- ✓ Overtime Equalization Roster to spread overtime equally.
- ✓ All hours paid for vacation, holidays, bereavement leave, administrative leave and jury duty count as time worked toward the accumulation of overtime pay.
- ✓ Time and a half (1.5) for worked holidays in addition to the 8 hours of holiday pay.



Shop Stewards

This Agreement creates shop stewards to support you on the shop floor and allows time to enforce the contract.

Misassignments

Your negotiating committee worked hard to get upgrades for those that submitted information stating they were classified in a lower-paying job than the work they were performing. The Company addressed many of the names we brought forward as you have seen many promotions occur. We will continue, during the life of the Agreement, to use the grievance procedure as necessary to resolve these issues as they arise.

Steel-Toed Shoes

Effective November 11, 2011, for those employees not provided steel-toe shoes by the customer and are required by the Company to wear them in the workplace, the Company will reimburse up to \$50.00 per year for the purchase of shoes. Effective November 1, 2013, the amount will increase to \$75.00. (Original receipts are required).

VOTING THE PROPOSAL

WHEN: Wednesday, July 27, 2011, 7 a.m. to 4 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?

URS Federal Services
CONTRACT VOTE
July 27, 2011

I ACCEPT the Contract.... ☐
I REJECT the Contract.... ☐

URS Federal Services
Strike Vote - July 27, 2011

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.



Summary of First 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 for months pushing URS Federal Services to address your issues. On Thursday, July 21, 2011, negotiators came to a tentative agreement on a first contract to present to the membership. Members had identified wages, health care, sick leave and field duty as some of the main issues. Your negotiating team made significant gains in these areas. If approved, the proposed four-year Agreement would be effective August 1, 2011 through July 31, 2015. This contract offers wage increases every year of the contract, medical hourly payout increases each year and contribution increases each year into the IAM National Pension Fund. Highlights of the offer include the following:

GENERAL WAGE INCREASES (see inside for specific details)

Effective 11/11/11:	3%	Effective 11/9/12:	3.5%
Effective 11/8/13:	3.5%	Effective 11/8/14:	4%

These general wage increases raise wages by at least 14% over the life of the Agreement! For the first 3 years of the Agreement, Aircraft Workers, Aircraft Painters, Tools and Parts Attendants, Electronic Maintenance Tech II's and Electronic Maintenance Tech III's get \$1 an hour increase (prior to each general wage increase) each year to help bring them above or near the Area Wage Determination.

HEALTH AND WELFARE:

Health and Dental contributions remain the same until November 11, 2011 when the Company will provide hourly amounts (see inside for details) for each hour paid in a work week (up to 40 hours) to be used by the employee to purchase health and welfare benefits. **Any unused monies remain with the employee. Those that opt out keep the whole amount!**

SICK LEAVE:

Effective 11/1/2011, full-time employees will accrue 40 hours sick leave per year (1.53 hours biweekly), which can be used if you need to take care of ill family members.

FIELD DUTY:

See inside for specific details that make significant improvements on this important issue to you.

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:

Job Classification	Current	11/11/2011	11/9/2012	11/8/2013	11/8/2014
Aircraft Mechanic I	\$26.85	\$27.66	\$28.62	\$29.63	\$30.81
Aircraft Mechanic II	\$28.20	\$29.05	\$30.06	\$31.11	\$32.36
Aircraft Mechanic III	\$29.60	\$30.49	\$31.56	\$32.66	\$33.97
Aircraft Worker	\$20.18	\$21.82	\$23.61	\$25.48	\$26.49
Armament Mechanic I	\$26.85	\$27.66	\$28.62	\$29.63	\$30.81
Armament Mechanic II	\$28.20	\$29.05	\$30.06	\$31.11	\$32.36
Environmental Specialist	\$28.20	\$29.05	\$30.06	\$31.11	\$32.36
Ground Support Equipment Mechanic	\$26.85	\$27.66	\$28.62	\$29.63	\$30.81
Supply Tech	\$22.20	\$22.87	\$23.67	\$24.49	\$25.47
Tools and Parts Attendant	\$14.28	\$15.74	\$17.32	\$18.97	\$19.72
Electronic Maintenance Tech II	\$21.99	\$23.68	\$25.54	\$27.47	\$28.57
Electronic Maintenance Tech III	\$24.91	\$26.69	\$28.66	\$30.69	\$31.92
Aircraft Painter	\$21.19	\$22.86	\$24.69	\$26.59	\$27.65
Production Control Clerk	\$19.35	\$19.93	\$20.63	\$21.35	\$22.20
Computer Operator III	\$18.43	\$18.98	\$19.65	\$20.33	\$21.15

Special Assignment Differentials

Assignment	Differential	
	Current	11/11/2011
Work Center Lead	N/A	\$ 1.00
Shift Lead	N/A	\$ 0.50
Qualified Plane Captain (AC Worker)	N/A	\$ 0.25
Certified Engine Operator - High	N/A	\$ 0.50
Certified Engine Operator - Low	N/A	\$ 0.50
Explosive Handler	N/A	\$ 0.25
Flight Deck Hazard Pay - Day	\$ 1.76	\$ 1.76
Flight Deck Hazard Pay - Night	\$ 2.11	\$ 2.11
Boat Premium - Day	\$ 1.13	\$ 1.13
Boat Premium - Night	\$ 1.48	\$ 1.48

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

Current	\$0.35/hr
Effective 11/1/2011	\$0.50/hr
Effective 11/1/2012	\$0.65/hr
Effective 11/1/2013	\$0.80/hr

Benefits

Health and Welfare

*Health care and dental will remain at the current share percentage rate until November 10, 2011. On November 11, 2011, the Company will provide the hourly amounts listed below for each hour paid in a workweek (up to 40 hours) to be used by the employee to purchase health and welfare benefits (medical, dental and vision). Any unused monies will remain with the employee.

Those that opt out keep the whole amount!

*Company will continue to pay 100% of Life Insurance and AD&D with a benefit of one times (1x) the employee’s annual salary.

*Company will continue to pay for Short-Term Disability with a benefit of \$300.00 per week (after a 3-day waiting period) up to 26 weeks.

*All employees will be eligible to participate in the Company’s Employee Assistance Program (EAP).

*Employees may purchase optional Long-Term Disability insurance, dependent life insurance or additional life insurance/AD&D.

	11/11/2011	11/9/2012	11/8/2013	11/8/2014
Employee	\$1.75	\$1.90	\$2.05	\$2.20
Employee/Child(ren)	\$2.50	\$2.70	\$2.90	\$3.10
Employee/Spouse	\$3.50	\$3.75	\$4.00	\$4.30
Family	\$4.25	\$4.60	\$4.95	\$5.35

Benefits

Pension

*The Employer shall contribute to the IAM National Pension Plan the amounts listed below for each hour paid up to a maximum of 40 hours per week:

	Per Hour
January 1, 2012	\$.025
November 9, 2012	\$0.35
November 8, 2013	\$0.45
November 8, 2014	\$0.55

*Employees may still contribute to the Company’s 401(k) Plan via payroll deduction. There are no Company matching contributions.

Leave and Paid Time Off

Sick Leave

Effective November 1, 2011, full time employees will accrue 40 hours per year (1.53 hours biweekly). Unused sick leave will be cumulative and carry over from year to year. Employees will begin accruing and may utilize sick leave following their 60-day probationary period and this leave can be taken for dependents who are ill or need a doctor’s visit. No pay out at end of employment.

Accumulations of sick leave will carry over to the successor contractor in the event the contractor changes.

Vacation

Based on years of service under the URS contract, or any predecessor contractors, whichever is earlier, and each anniversary date thereafter shall be the reference point for vacation. Accrual rates are:

Length of Service	Annual Vacation
1 yr continuous service but less than 5 yrs	80 hours
5+ yrs continuous service but less than 10 yrs	120 hours
10+ yrs continuous service but less than 15 yrs	160 hours
15+ yrs continuous service	200 hours

Effective last day of the pay period in the year, employees may carry over earned unused vacation equal to the amount of one (1) year’s accrual. Vacation amounts in excess of this limit will be paid out to the employee during the month of January the following year.

In the event of a change of contractors, employees will be paid out for all unused accrued vacation. For vacations already scheduled, the successor shall grant authorized LWOP in lieu of vacation leave during the first 12 months of the contract.

Jury Duty

Employees will be released from work and will be paid at your applicable rate of pay on the days served on jury duty. Absences have to be supported by a statement signed by the Clerk of the Court certifying each day of jury duty.

Travel

Field Duty

You will be paid for actual travel time when traveling commercial from home to destination work site or quarters. When traveling military, you will be paid for actual travel time from work site to destination work site or quarters. While on ship based or shore based TDY assignments, you will have a minimum 8 hour day for assigned work schedule. When on TDY and required to wait for transport to return home during your regularly scheduled shift, you will be paid for up to 8 hours standby per day.

Death in the Family

Three (3) days of bereavement leave will be paid for any deaths in your immediate family. “Immediate family” is defined as: parent, grandparent, spouse’s grandparents, spouse, child, brother, sister, mother-in-law, father-in-law, step-parent, step-children, brother-in-law, sister-in-law.

Holidays

Ten holidays as noted below:

New Year’s Day	Labor Day
MLK’s Birthday	Veteran’s Day
President’s Day	Columbus Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day

Any additional holiday designated by Federal Government mandate or Presidential Executive Order that is observed by VAQ-129 will be observed in addition to the above as determined by operational requirements. You will not be paid holiday pay during these occasions but will be allowed to use vacation leave, administrative leave or work additional hours during the pay week to make up for the lost hours.

Administrative Leave for Base Closure (snow days)

Effective November 11, 2011, employees will be allowed to charge up to 16 hours of Administrative Leave for Executive Orders, inclement weather and other situations beyond the Company’s control each year of this Agreement. For partial day base closing due to inclement weather, employees must be at work immediately following delayed opening or immediately prior to early closing to be eligible to change to administrative leave. For other than weather closures, an employee currently on vacation may elect to revise their vacation to Administrative Leave.

Military Leave

Military leave pay differential up to 10 days per calendar year.