



Summary of **First** Contract Between IAM District 751 & Collins Aerospace

Your vote is your voice! Committee recommends acceptance!

Your negotiating team has worked for months pushing to get Collins Aerospace to address your issues. It has been a slow process, but substantial progress has been made. On Friday, March 1, 2019 a tentative agreement was reached for a first contract to present to the membership. This proposal creates a strong foundation, which we can build upon in the future. If approved, the proposed three-year Agreement would be effective March 8, 2019 through July 15, 2022

Highlights of the offer include the following:

WAGE INCREASES & COMPENSATION

- General Wage Increases: April 1, 2019: 3% April 1, 2020: 3% April 1, 2021: 3%
- Lead Pay differential of \$1.50
- Promotions to another job classification: Member will receive the greater of:
 - 1) 10% of increase to their base rate of pay upon entering into a higher job classification OR
 - 2) The minimum rate of pay of a higher job classification.

REPORT TIME PAY

If an employee reports to work in accordance with instructions and is subsequently sent home he or she shall be compensated for the hours worked or 4 hours of pay, whichever is greater.

401(k)/HSA/LUMP SUMS

Employee choice to lump sum payment, 401(k) or HSA:

May 2019:	\$1,000
February 2020:	\$ 500
February 2021:	\$ 500

HEALTH & WELFARE

- Preserve existing health and welfare and retirement language

SENIORITY

Seniority language governing job vacancies, layoff and recall and adoption of severance structure in case of layoff.

GRIEVANCE & ARBITRATION PROCEDURES

- Members have a right to challenge any complaints or disputes arising out of their working conditions in the shop or anything to do with their contract.

DISCIPLINE AND DISCHARGE

- Just Cause - the Company shall only initiate discipline for just cause. Company must maintain progressive discipline.

Remember, only members of the IAM get to vote; non-members and Union Representatives don't vote on your contract. Only members get this opportunity. If you have not filled out a membership application, contact one of your negotiating committee members and ask for one. We will also have them available at the vote on Friday, March 8th at 3 p.m. at the Everett Union Hall, 8729 Airport Road. Plan to be there and hear the presentation to make an informed decision.

Your negotiating committee, working on your behalf, recommends you accept this proposal. It is the best package which could be negotiated short of a strike. It shows improvements in many 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 the issues of the group. We will continue working on your behalf and welcome your input and feedback throughout the life of the Agreement.

Thanks again for your support,
IAM Negotiating Team

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

Highlights of Contractual Issues

General Wage Increases:

April 1, 2019 3%
April 1, 2020 3%
April 1, 2021 3%

Wage Differentials:

Lead pay differential of \$1.50

Promotions to another job classification:

Member promoted to another job classification will receive the greater of

- 1) 10% of increase to their base rate of pay upon entering into a higher job classification or
- 2) the minimum rate of pay of a higher job classification.

401(k)/HSA/Lump Sums:

Employee choice to lump sum payment, 401k or HSA:

May 2019:	\$1,000
February 2020:	\$ 500
February 2021:	\$ 500

Health and Welfare and Retirement:

Preserve existing health and welfare and retirement language

Seniority:

Seniority language governing job vacancies, layoff and recall and adoption of severance structure in case of layoff.

Leave of Absence:

Preserve existing benefits.

Holidays:

Preserve existing benefits.

Vacation:

Preserve existing benefits.

Lay off - Severance Pay:

Seniority (Complete years)

Sixty (60) days – Two (2) years	Four (4) weeks
Three (3) – Eight (8) years	Six (6) weeks
Nine (9) – Fifteen (15) years	Ten (10) weeks
Sixteen (16)–Twenty-four (24) years	Twelve (12) weeks
Twenty-five (25) years and over	Sixteen (16) weeks

Severance weeks

Grievance and Arbitration:

Members have a right to challenge any complaints or disputes arising out of their working conditions in the shop or anything to do with their contract, and to have any unresolved dispute resolved before a neutral arbitrator.

Discipline and Discharge:

Just Cause – the Company shall only initiate discipline for just cause. Company must maintain progressive discipline.

Education Assistance Program:

Preserve existing benefits.

Union Security:

Membership will remain strong due to Union security. All employees will be members or pay an equal agency fee to support the Union efforts to improve the standard of living for all.

Union Representative Access:

Union Representative has the right to visit members in the shop when contractual or safety issues arise.

Union Stewards:

Will have ability to represent members with protections under the law, provided for in specific language of the contract. All members have a right to Union representation as well.

Outsourcing:

The Company at its Everett Landing Systems Operation will notify the Union of any decision made concerning production work being outsourced no less than 10 days in advance to allow for the Union to respond. The company and the union will engage in any required bargaining under law.

Voting the Proposal

WHEN: Friday, March 8, 2019

TIME: 3 p.m.


WHERE: IAM 751 Everett, 8729 Airport Road

1 What is on the Ballots

There are two separate ballots:

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

**Collins Aerospace
Strike Vote - March 8, 2019**

 **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.

 **Collins Aerospace
CONTRACT VOTE
March 8, 2019**

I ACCEPT the Contract.... ☐

I REJECT the Contract.... ☐

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

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.

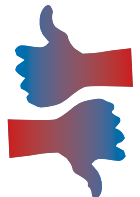
NOTE: You must have filled out a membership application to vote on the offer!

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.



Again, ONLY MEMBERS can vote on this proposal so if you want your voice heard, fill out a membership application at the meetings.