

# SUMMARY OF NEW PROPOSED CONTRACT BETWEEN IAM DISTRICT LODGE 751 LL 86 and ASC MACHINE TOOLS

## UNION RECOMMENDS REJECT

ASC Machine Tool presented your negotiation team with their last best and final offer on Monday, December 11, 2023. Members identified Wages, Overtime and Healthcare rates as top issues. Your negotiation team recommends to reject this offer, do to the strong response you gave us regarding changing the current Mandatory overtime language.

We will have the full proposal in print and available on the website as soon as possible.

<https://www.iam751.org/asc/>

**THREE YEAR AGREEMENT:** January 1, 2024 to December 31, 2026

**WAGES:**

- 1<sup>st</sup> year wages Between **10 & 13%** in 2024 and approximately **3%** in 2025 and approximately **3%** in 2026

**SHIFT PREMIUM:**

- Increased swing shift premium to **\$2.00** per hour.

**HOLIDAYS:**

- Added **new Floating day** to Holiday (*determined by ASC and communicated each year*).

**OVERTIME:**

There shall be no mandatory overtime. unless ~~forty-eight (48) hours~~ **Five (5) working days** notification is given prior to requirement. There shall be no mandatory overtime on ~~Saturday~~ or Sunday. **If necessary, in order to meet mandatory overtime requirements, overtime on Saturday is available at the discretion of the employee with prior approval from management. There shall be no more than eight (8) mandatory hours of overtime per week.**

**VACATION:**

**All new employees covered by this Agreement after six months of continuous service will began accruing vacation at one day per month up to 40 hours by the end of the employees first year.**

**Employees covered by this Agreement with one (1) year's continuous service with the Company shall be entitled to forty (40) hours vacation with pay.**

**All employees who have completed ~~twenty (20)~~ **Eighteen (18)** years of continuous service shall receive one hundred sixty (160) hours vacation with pay**

**JOB CLASSIFICATION:**

**New **Helper 3** and **Machinist Specialist** position.**

**HEALTH AND WELFARE:**

**A minimum of 80% of health and welfare contributions toward the Core Plan of the 6-tier medical premium rate structure. All first year dental coverage. STD = \$350.00**

**PROFIT SHARING: 2024, \$3,500.00. 2025, \$3,750.00 & 2026 \$4,000.00**

Your negotiation committee, working on your behalf discuss with the company at every meeting and to the last proposal your concerns about changing mandatory overtime. The committee feel it is up to you, the has decided not to accept the last best and final and recommend reject.

Your IAM Negotiating Team, Mike Caruso, Randy Androes, Bob Scales and Steve Warren

# 2023 Negotiations Over View

ASC

and

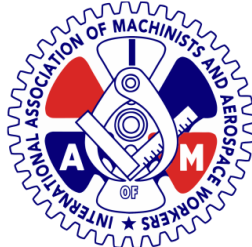
INTERNATIONAL ASSOCIATION OF  
MACHINISTS AND AEROSPACE WORKERS,  
AFL-CIO,

## 3-year Collective Bargaining Agreement

*January 1, 2024 – December 31, 2026*

*Language that will be deleted will be ~~struck through~~  
and new language will be in blue.*

**This summary only represents the sections of the CBA that have changes;  
the rest of the CBA remains unchanged**



*Contract Vote and ratification Meeting will be held at Spokane Union Hall.  
LL 86. 4226 E. Mission, Spokane Wa.*

*Your negotiation committee will be available for discussions*

***\*\*Must be a Member in Good Standing to Vote\*\****

**Tuesday, December 19, 2023**

**7:30AM - 5:30 PM**

COLLECTIVE BARGAINING AGREEMENT of January 01, ~~2020~~ 2024 between ASC Machine Tools, Inc. and International Association of Machinists and Aerospace Workers, AFL-CIO District Lodge 751, Local Lodge 86. This agreement is entered into this 1st day of January ~~2020~~ 2024, by and between ASC Machine Tools, Inc., hereinafter referred to as the "Company," and District Lodge No. 751, acting for and on behalf of Local Lodge No. 86 of the International Association of Machinists and Aerospace Workers, hereinafter referred to as the "Union."

#### **ARTICLE 4: HOURS OF WORK**

- C. Second Shift: The work of the second shift shall consist of eight (8) working hours within eight and one-half (8 1/2) consecutive hours between the time of not earlier than 1:30 p.m. nor later than 4:00 a.m., with a lunch period of thirty (30) minutes. Pay shall be the regular day shift hourly rate, plus ~~one~~ two dollar (~~\$1.00~~) (\$2.00) per hour.

4-10's: Second Shift: The work of the second shift shall consist of ten (10) working hours within ten and one-half (10 1/2) consecutive hours between the time of 3:30 p.m. and 4:00 a.m. Monday through Friday, with a lunch period of thirty (30) minutes. Pay shall be the regular day shift hourly rate, plus ~~one~~ two dollar (~~\$1.00~~) (\$2.00) per hour.

- D. Third Shift: The work of the third shift shall consist of seven and one-half (7 1/2) working hours within eight (8) consecutive hours between the time of not earlier than 10:00 p.m. nor later than 8:30 a.m., with a lunch period of thirty (30) minutes, provided therein, on the Company's time. Pay shall be the regular day shift hourly rate, plus ~~one~~ two dollar (~~\$1.00~~) (\$2.00) per hour.

## **ARTICLE 5: BASE RATES OF PAY**

<b>— Current</b>					
	<b>Rate</b>	<b>1/1/2020</b>	<b>1/1/2021</b>	<b>1/1/202</b>	<b>1/1/202</b>
<b>Tradesman</b>	\$28.85	\$30.00	\$31.00	\$32.00	\$33.00
<b>Machinist</b>					
Machinist	\$22.52	\$23.50	\$24.00	\$24.50	\$25.00
Journeyman	\$25.53	\$26.50	\$27.50	\$28.25	\$29.00
<b>Fabrication</b>					
Specialist	\$22.20	\$23.00	\$23.50	\$24.00	\$24.50
Journeyman	\$25.53	\$26.50	\$27.50	\$28.25	\$29.00
<b>Mechanical</b>					
<b>Assembly</b>					
Specialist	\$22.20	\$23.00	\$23.50	\$24.00	\$24.50
Journeyman	\$25.53	\$26.50	\$27.50	\$28.25	\$29.00
<b>Electrical</b>					
<b>Assembly</b>					
Specialist	\$22.20	\$23.00	\$23.50	\$24.00	\$24.50
Journeyman	\$25.53	\$26.50	\$27.50	\$28.25	\$29.00
<b>Manufacturing</b>					
<b>Support</b>					
Specialist	\$22.20	\$23.00	\$23.50	\$24.00	\$24.50
Helper 2	\$17.63	\$18.00	\$18.25	\$18.50	\$18.75
Helper 1	\$14.31	\$15.00	\$15.15	\$15.25	\$15.50

Job Class	Current Rate	%	Wage	1/1/2024	%	Wage	1/1/2025	%	Wage	1/1/2026
<b>Tradesman</b>										
Tradesman	\$33.00	10.30%	\$3.40	\$36.40	3.00%	\$1.09	\$37.49	3.00%	\$1.12	\$38.62
<b>Machinist</b>										
Specialist	\$24.50	10.20%	\$2.50	\$27.00	2.99%	\$0.81	\$27.81	3.00%	\$0.83	\$28.64
Machinist	\$25.00	12.90%	\$3.23	\$28.23	3.02%	\$0.85	\$29.08	3.01%	\$0.88	\$29.95
Journeymen	\$29.00	11.29%	\$3.27	\$32.27	3.00%	\$0.97	\$33.24	3.00%	\$1.00	\$34.24
<b>Fabrication</b>										
Specialist	\$24.50	10.20%	\$2.50	\$27.00	2.99%	\$0.81	\$27.81	3.00%	\$0.83	\$28.64
Journeymen	\$29.00	11.29%	\$3.27	\$32.27	3.00%	\$0.97	\$33.24	3.00%	\$1.00	\$34.24
<b>Mechanical Assembly</b>										
Specialist	\$24.50	10.20%	\$2.50	\$27.00	3.01%	\$0.81	\$27.81	2.98%	\$0.83	\$28.64
Journeymen	\$29.00	11.29%	\$3.27	\$32.27	3.00%	\$0.97	\$33.24	3.00%	\$1.00	\$34.24
<b>Electrical Assembly</b>										
Specialist	\$24.50	10.20%	\$2.50	\$27.00	3.00%	\$0.81	\$27.81	3.00%	\$0.83	\$28.64
Journeymen	\$29.00	11.29%	\$3.27	\$32.27	3.00%	\$0.97	\$33.24	3.00%	\$1.00	\$34.24
<b>Manufacturing Support</b>										
Specialist	\$24.50	10.20%	\$2.50	\$27.00	3.00%	\$0.81	\$27.81	3.00%	\$0.83	\$28.64
Helper 3	\$23.50	0.00%	\$0.00	\$23.50	3.00%	\$0.71	\$24.21	3.00%	\$0.73	\$24.93
Helper 2	\$18.75	10.69%	\$2.00	\$20.75	2.98%	\$0.62	\$21.37	2.98%	\$0.64	\$22.01
Helper 1	\$15.50	11.50%	\$1.78	\$17.28	3.00%	\$0.52	\$17.80	2.98%	\$0.53	\$18.33

## Base Rate Adjustments:

- A. All future new hires and promotions between classifications and skill levels will start at the entry rate. If the company transfers an employee back to a Classification they have held prior, the employee will resume their place in the progression when they left that classification.
- B. The entry level base rate for new hires will be at 90% of the maximum. In increments of one thousand (1,000) hours worked in their classification, but no sooner than six (6) months, the personnel affected will be adjusted to 92 1/2%, 95%, 97 1/2% and 100% respectively of the classification maximum.
- C. Helper 1 not subject to progression, starts at 100%.
- D. For employees promoted to a higher classification, the entry level base rate will be 95% of the maximum. In increments of one thousand (1,000) hours worked in their classification, but no sooner than six (6) months, the personnel affected will be adjusted to 97.5% and 100%, respectively of the classification maximum.

~~Employees who have recently been promoted to a higher classification and are currently working through the progression will be given credit for the months served and hours worked in their new classification through 12/31/19. Based on that, they will be adjusted into the new progression for promotions, as stated above, on 1/1/20. This will not, in any way, result in back pay and will apply only to hours worked after 1/1/20.~~

## **ARTICLE 6: OVERTIME**

- B. There shall be no mandatory overtime. ~~unless forty-eight (48) hours~~ **Five (5) working days** notification is given prior to requirement.

~~There shall be no mandatory overtime on Saturday or Sunday.~~ **If necessary, in order to meet mandatory overtime requirements, overtime on Saturday is available at the discretion of the employee with prior approval from management.**

**There shall be no more than eight (8) mandatory hours of overtime per week.**

## **ARTICLE 7: HOLIDAYS**

The following shall be observed and recognized as paid holidays:

- |                   |                               |
|-------------------|-------------------------------|
| 1. New Year's Day | 5. Thanksgiving Day           |
| 2. Memorial Day   | 6. Day after Thanksgiving Day |
| 3. Fourth of July | 7. Christmas Eve Day          |
| 4. Labor Day      | 8. Christmas Day              |
| 9. Floating day   |                               |

Floating day to be determined by ASC and communicated each year.

## **ARTICLE 9: VACATIONS**

- A. All new employees covered by this Agreement after six months of continuous service will began accruing vacation at one day per month up to 40 hours by the end of the employees first year.
- AB. Employees covered by this Agreement with one (1) year's continuous service with the Company shall be entitled to forty (40) hours vacation with pay.
- BC. All employees with two (2) years' continuous service with the Company shall be entitled to eighty (80) hours vacation with pay.
- CD. All employees who have completed seven (7) years of continuous service shall receive one hundred twenty (120) hours vacation with pay.
- DE. All employees who have completed ~~twenty (20)~~ **Eighteen (18)** years of continuous service shall receive one hundred sixty (160) hours vacation with pay.

## **ARTICLE 15: SAFETY**

- C. The Company agrees to pay ~~one hundred fifty (\$150.00)~~ **up to two hundred and fifty (\$250.00)** towards the purchase of prescription ground safety glasses once each calendar year.
- D. The Company will advance up to ~~seven hundred and fifty dollars (\$750.00)~~ **one thousand dollars (\$1000.00)** towards the purchase of tools and work wear upon submission of written request and supervisor approval. This advance will be deducted from payroll in no more than ten (10) equal payments.

## **ARTICLE 16: SENIORITY**

<b>Helper 3</b>	Meets and /or exceeds Helper 2 requirements. Able and willing to train.
<b>Journeyman Machinist</b>	Able and willing to train others and share knowledge.
<b>Fabrication Journeyman</b>	Able and willing to train others and share knowledge.
<b>Mechanical Assembly Journeyman</b>	Able and willing to train others and share knowledge.
<b>Electrical Assembly Journeyman</b>	Able and willing to train others and share knowledge.
<b>Tradesman</b>	Possesses a minimum of four (4) years Journeyman experience with the Company, or an equivalent experience within the industry.

## **ARTICLE 17: HEALTH AND WELFARE**

For the plan year beginning January 1, 2020 2024 the employee/employer portion of the Core Plan of the 6-tier medical premium rate structure will be what was outlined and communicated during open enrollment meetings. ~~For those employees in the Buy Up Plan the Company will pay the same corresponding amount as the Core Plan Company contribution with the employee making up the difference of the premium.~~

Starting January 01, 2021 to 2023 2025, the employer will pay a minimum of 80% of health and welfare contributions toward the Core Plan of the 6-tier medical premium rate structure. ~~For those employees in the Buy Up Plans the Company will pay the same corresponding amount as the Core Plan Company contribution with the employee making up the difference in the premium.~~

**DENTAL:** The Company agrees to allow employee representation in dental insurance renewal discussions and/or selection of plan. The Company will pay a flat rate of ~~one hundred dollars (\$100.00)~~ one hundred and ten dollars (\$110.00) per month per employee toward a composite rate premium for the dental plan mutually agreed upon between the Company and employees. Any amount over ~~one hundred dollars (\$100.00)~~ one hundred and ten (\$110.00) will be paid by the employee.



**SHORT TERM DISABILITY:** The Company will provide an accident and sickness benefit of ~~two~~ **three** hundred fifty dollars (~~\$250.00~~) (**\$350.00**) per week if the employee is disabled and under the care of a licensed medical doctor. Benefits will be payable only if the employee is unable to work because of an off-the-job accident or sickness not covered by a Workers' Compensation Act.

#### **ARTICLE 18: ASC MACHINE TOOLS PROFIT SHARING AND RETIREMENT PLAN**

Calendar year January 01, 2020 through December 31, 2020	<del>\$3,000.00</del>
Calendar year January 01, 2021 through December 31, 2021	<del>\$3,100.00</del>
Calendar year January 01, 2022 through December 31, 2022	<del>\$3,200.00</del>
Calendar year January 01, 2023 through December 31, 2023	<del>\$3,300.00</del>

Calendar year January 01, 2024 through December 31, 2024	\$3,500.00
Calendar year January 01, 2025 through December 31, 2025	\$3,750.00
Calendar year January 01, 2026 through December 31, 2026	\$4,000.00

#### **ARTICLE 25: DURATION CLAUSE**

This Agreement will become effective January 01, ~~2020~~ **2024**, and shall continue in full force and effect through December 31, ~~2023~~ **2026**, and from year to year thereafter provided, however, either party hereto may reopen or terminate the Agreement by giving the other party notice in writing at least sixty (60) days prior to the anniversary date of December 31, **2026**, or December 31, of any year thereafter.

### **VOTING PROCESS**

- Each member will be given a Ratification Ballot and a Strike Ballot.
- The Ratification Ballot will be to vote to **ACCEPT** or **REJECT** ASC offer. This vote must carry by a simple majority. If a majority of voting members vote to ACCEPT the Contract, the Contract is ratified.
- The Strike Ballot will be a **YES** or **NO** vote to strike. If a majority of voting members vote to REJECT the contract, but LESS THEN TWO THIRDS vote to strike, the contract is automatically accepted by default per the IAM Constitution.
- A Strike will only occur if a majority of voting members vote to REJECT the contract and TWO-THIRDS (66 2/3%) OR MORE vote YES to Strike.
- Once again, the IAM Constitution provides, in Article XVI, Section 2, that a secret ballot vote by the membership present and voting must carry by a two-thirds (2/3) majority in order to declare a strike. IAM policy further provides that thirty (30) percent of the eligible bargaining unit must participate in the strike vote.