



Summary of **TENTATIVE** Contract Between IAM District 751 & Hytek

UNION RECOMMENDS ACCEPTANCE

YOUR NEGOTIATING TEAM RECOMMENDS: ACCEPT

If approved, the proposed three-year Agreement would be effective February 28, 2020 through February 28, 2023. The contract language was modified and improved in the following Articles in order to better serve the membership from the previous CBA.

ARTICLE 3: UNION SECURITY

ARTICLE 4: UNION REPRESENTATIVES

ARTICLE 7: HOURS OF WORK

ARTICLE 8: JOB CLASSIFICATIONS

ARTICLE 9: COMPENSATION

ARTICLE 11: PAID TIME OFF

ARTICLE 13: HEALTH, WELFARE, RETIREMENT AND OTHER BENEFITS

APPENDIX A

Your negotiating committee, working on your behalf, recommends you accept this Tentative agreement. It shows improvements in areas listed above. While the negotiating committee makes a recommendation, ultimately it is up to each member to decide if the tentative agreement adequately addresses your issues. We welcome your input and feedback throughout the life of the contract.

Thanks again for your support,
IAM Negotiating Team

Economic Issues

ARTICLE 9: COMPENSATION

- Agreement to remove skill point assumption table from Section 3 and replace with a more direct general wage increase table. The proposed general wage increases will be for ALL members in the bargaining unit.
- SECTION 2: Discretionary Wage Increases
The Company may, in its discretion, provide wage increases in addition to those listed in Section 3 below, to individual employees for skills development or for other reasons. Any such wage increase will be included in the employee's base pay rate. Where the Company grants (or has granted) a wage increase to an employee for developing skills and/or achieving a certification in an area of the plant, the Company will not rescind the increase unless the employee later declines to perform this work. If the employee's certification expires and he/she has not declined work necessary to maintain the certification, the employee will be given a reasonable opportunity to renew the certification.
- SECTION 3:
Year 1 (2020) 3% GWI
Year 2 (2021) 3% GWI
Year 3 (2022) 3% GWI

APPENDIX A:

BARGAINING UNIT CLASSIFICATIONS AND MINIMUM WAGE RATES

- Union secured new minimum wage rates

Job Classification	Prev. Minimum Wage Rate	New Minimum Wage Rate
Process Support 1	\$12.00	\$14.00
Process Support 2	\$14.75	\$15.25
Process Specialist	\$18.50	\$19.25
Process Expert	\$24.25	\$25.00

- All minimum rates will be increased by 1% each contract year.

Benefits

ARTICLE 13: HEALTH, WELFARE, RETIREMENT AND OTHER BENEFITS

- Section 1 - There will now be a weighted average medical premium increase cap of no more than ten (10%) percent. In the prior contract, there was no cap on increases to medical premiums.

Paid Time Off

ARTICLE 11: PAID TIME OFF (PTO)

- Change made to Section 2 - which allows members to receive a cash out in December when they have accumulated the equivalent of two (2) years PTO. All hours above that will be cashed out to the member in their first full pay period in December.

ARTICLE 13: HEALTH, WELFARE, RETIREMENT AND OTHER BENEFITS

- New Section 4 - Paid Parental Leave: Members are now eligible to use paid parental leave.
- New Section 5 - Members are now eligible to use the Washington State Paid Family & Medical Leave

Miscellaneous

ARTICLE 3: UNION SECURITY

- Employees hired after date of ratification who elect to become members will remain members of the Union for the remainder of the contract. This will help to strengthen your Union. The Employer has also agreed not to campaign to persuade employees to resign union membership.

ARTICLE 4: UNION REPRESENTATIVES

- Your Union Representative will have better access to the Plant during working hours.

ARTICLE 7: HOURS OF WORK

- Change made to Section 1 - Provides protection for full time employees from being laid off as a result of the Company using part-time employees.

ARTICLE 8: JOB CLASSIFICATIONS

- New language on developing and mastering skills with cross-training opportunities.

VOTING THE PROPOSAL

TIME AND LOCATION WILL BE DETERMINED AT A LATER DATE

1 What Is on the Ballots

There are two separate ballots:

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



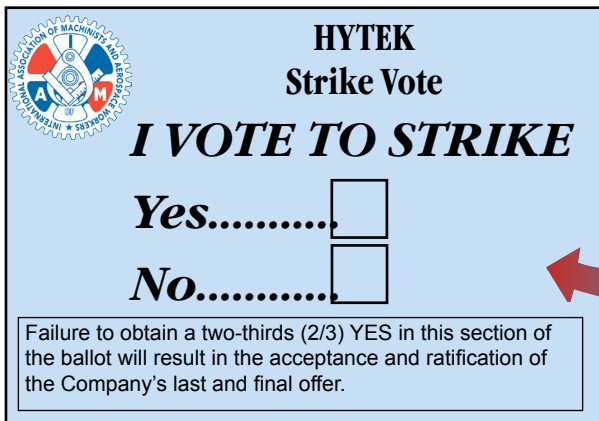
HYTEK
CONTRACT VOTE

I ACCEPT the Contract...

I REJECT the Contract...

The ballot is yellow with the IAM logo in the top left corner. It contains two options with checkboxes: 'I ACCEPT the Contract...' and 'I REJECT the Contract...'.

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



HYTEK
Strike Vote

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 and ratification of the Company's last and final offer.

The ballot is light blue with the IAM logo in the top left corner. It contains two options with checkboxes: 'Yes.....' and 'No.....'. A note at the bottom explains the consequence of a less-than-two-thirds 'Yes' vote.

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.

