



# SUMMARY OF NEW PROPOSED CONTRACT BETWEEN IAM DISTRICT LODGE 751, LL 1951

**NEW PROPOSAL**

**and  
PEXCO AEROSPACE**

**UNION RECOMMENDS ACCEPT**

Your Negotiation committee met with PEXCO Aerospace team on Monday November 18, 2024. PEXCO presented your negotiation committee with their **last best and final offer** which includes **12%** in year one, **4%** in year two, and **4%** in year three. \$750 signing bonus in year two and three. Increase Sick from 48 to 56 hours. Your negotiation team secured a Three-year agreement which includes Wages, Reduction in points, Shift premium pay increase, Safety Boot increase and Maintaining our current health and welfare structure. We will have the full proposal in print and available on the website as soon as possible. <https://www.iam751.org/pexco>

**THREE YEAR AGREEMENT:** December 1, 2024, to November 30, 2027

**WAGES:**

Job Category	Current		Entry Level Rate 12/01/2024 (12%)		Entry Level Rate 12/01/2025 (4%)		Entry Level Rate 12/01/2026 (4%)
A	\$17.22	\$2.07	\$19.29	\$0.77	\$20.06	\$0.80	\$20.86
B	\$18.92	\$2.27	\$21.19	\$0.85	\$22.04	\$0.88	\$22.92
C	\$20.16	\$2.42	\$22.58	\$0.90	\$23.48	\$0.94	\$24.42
D	\$21.36	\$2.56	\$23.92	\$0.96	\$24.88	\$1.00	\$25.88
E	\$22.60	\$2.71	\$25.31	\$1.01	\$26.32	\$1.05	\$27.38
F	\$23.95	\$2.87	\$26.82	\$1.07	\$27.90	\$1.12	\$29.01
G	\$25.01	\$3.00	\$28.01	\$1.12	\$29.13	\$1.17	\$30.30
H	\$26.17	\$3.14	\$29.31	\$1.17	\$30.48	\$1.22	\$31.70
I	\$27.32	\$3.28	\$30.60	\$1.22	\$31.82	\$1.27	\$33.10
J	\$28.50	\$3.42	\$31.92	\$1.28	\$33.20	\$1.33	\$34.52
K	\$30.81	\$3.70	\$34.51	\$1.38	\$35.89	\$1.44	\$37.32

**BONUS:** In year two (2025) **\$750.00** In year three (2026) **\$750.00**

**SICK LEAVE:** Employees will be frontloaded 48 **fifty six (56)** hours SL on January 1<sup>st</sup> of each year.

**SHIFT DIFFERENTIAL:** Increased shift Differential to **one dollar \$1.00** per hour.

**OVERTIME:** Any employee who has worked **either mandatory or voluntary** twenty-four (24) hours or more of overtime in the fourteen (14) days preceding the Company's need for overtime work may turn down the overtime.

**VACATION AND SICK LEAVE:** **Unused** vacation hours may be paid or carried over at the **end of each calendar year, at the employee's option.** **Employees may cash out any unused sick leave above forty (40) hours at the end of each year.**

**LEAD:** Two dollars (\$2.00)

**ATTENDANCE:** Employees who fail to clock-in or out for their shift start or end will be assessed ~~one-half (0.5)~~ **one quarter (.25)** point. **Employees will be given a four (4) minute grace time to clock in or out for lunch time only.**

**SAFETY:** ~~two hundred twenty-five dollars (\$125.00)~~ **(\$200.00)** per year to purchase such footwear.

**HEALTH AND WELFARE:** Maintain current health and welfare structure.

Your negotiation committee, working on your behalf, recommends you accept this proposal. It's the best package which could be negotiated short of a strike. It shows improvement in many areas identified by you, our members. This is a proposal to discuss it with your family prior to vote. While the negotiation committee makes a <sup>1</sup> recommendation, ultimately, it's up to each member to decide if the proposal adequately addresses your issues. We will continue working on your behalf welcome your input and feedback throughout the life of the contract. Thanks again for your support. Your IAM Negotiating Team- Jerry Phillips, Juan Cano, Ben Schlaich, Chris Powers and Steve Warren.



PEXCO AEROSPACE  
and  
INTERNATIONAL ASSOCIATION OF  
MACHINISTS AND AEROSPACE WORKERS,  
AFL-CIO,  
**3-year Collective Bargaining Agreement**  
*December 1, 2024 – November 30, 2027*

*Contract Vote and ratification Meeting will be held at Yakima Union Hall.  
507 S 3<sup>rd</sup> Street, Yakima WA 98901*

*Your negotiation committee will be available for discussions*

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



**Thursday, November 21, 2024**

**2:00PM to 6:00 PM**

## **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** PEXCO 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.