



# Summary of **New** Proposed Contract Between IAM District 751, Local 86 and Triumph Composite Systems **UNION RECOMMENDS ACCEPTANCE**

## **YOUR NEGOTIATING TEAM RECOMMENDS: ACCEPT**

Triumph Composite Systems presented your negotiation team with their "last, best, and final offer" on Friday, May 8, 2020. Members identified wages as a top issue, along with adopting the preferred Pension Plan and maintaining Health and Welfare benefits. Your negotiation team secured a Three-year agreement which includes elimination of the Two-Tier Wage system, Wages, Bonuses, Preferred Plan and a New PTO bank which includes increases in total benefits. Highlights of the offer include the following:

### **WAGES:**

- \$1,000 bonus effective May 11, pay out May 21, 2020
- 2% general wage increase 05/11/2021
- \$1,000 bonus effective May 11, pay out May 21, 2022

### **SAVINGS & RETIREMENT PLAN**

- Company agreed to adopt the Preferred IAM National Pension Plan
- Continue to contribute \$1.80/hr to the IAM Pension Fund

### **GROUP BENEFITS**

- Maintained current Health Care coverage
- Caps do increase from 8% to 10%
- Adopted the Paid Washington State Family Medical Leave

### **PERSONAL TIME OFF (PTO)**

- Merged both Vacation and PTO into one Bank resulting in increased amounts (beginning January 1, 2021)
- Maintain usage language
- PTO will be measured from January 1 through December 31 each year and awarded in a lump sum
- Maintain our current Vacation accrual formula through the end of 2020

### **LAYOFF, RECLASSIFICATION & RECALL RIGHTS**

- Incorporated Effects Agreement which includes 160 hours of severance and includes insurance
- Maintain 6-year recall rights

### **DURATION**

- Three-year contract
- A one-year extension would have not allowed us the ability to meet with the employer, speak on your behalf and secure the benefits we were able to negotiate

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 your issues. We will continue working on your behalf and welcome your input and feedback throughout the life of the contract.

Thanks again for your support. Your IAM Negotiating Team -

**Jerry Purser, Aaron Smith, John Warren, Chris Powers, Steve Warren,  
Spencer Thal and Jon Holden**

## **VOTING**

Will be held

Monday, May 11, 2020

Poll will be open between

12:00 p.m. - 5:00 p.m.

**Spokane Union Hall**

4226 E Mission Ave



# ARTICLE 6 - RATES OF PAY

## Section 6.2(b) Wage Rates

Job Classification	Minimum	Current Maximum	05/12/2020	05/12/2021	05/12/2022
				2%	
Team Lead	\$15.63	\$28.30	\$28.30	\$28.87	\$28.87
Production Mechanic A	\$15.63	\$28.30	\$28.30	\$28.87	\$28.87
Production Mechanic B	\$13.50	\$25.52	\$25.52	\$26.03	\$26.03
Maintenance Mechanic A	\$18.23	\$31.09	\$31.09	\$31.71	\$31.71
Maintenance Mechanic B	\$16.49	\$29.27	\$29.27	\$29.86	\$29.86
Inspection Mechanic A	\$16.49	\$29.27	\$29.27	\$29.86	\$29.86
Inspection Mechanic B	\$14.76	\$27.38	\$27.38	\$27.93	\$27.93
Tooling Mechanic A	\$17.51	\$30.32	\$30.32	\$30.93	\$30.93
Tooling Mechanic B	\$15.78	\$28.43	\$28.43	\$29.00	\$29.00
Development Mechanic A	\$19.75	\$32.43	\$32.43	\$33.08	\$33.08
Development Mechanic B	\$17.51	\$30.43	\$30.43	\$31.04	\$31.04

## 6.3(c) Lump Sum Bonus.

**6.3(c)(1)** Bargaining unit employees, excluding new hires within their probationary period, on the payroll effective May 11, 2016-2020, who meet the qualifications listed below will receive a lump sum bonus of ~~three~~ **one** thousand dollars (~~\$3,000.00~~ **\$1,000.00**) paid on ~~July 08~~ **May 21, 2016** **2020**.

**6.3(c)(2)** Bargaining unit employees, excluding new hires within their probationary period, on the payroll effective May 11, 2017 **2022**, who meet the qualifications listed below will receive a lump sum bonus of ~~two~~ **one** thousand dollars (~~\$2,000.00~~ **\$1,000.00**) paid on ~~May 26~~ **20, 2017** **2022**.

## Section 6.4 Cost of Living

D. The amount of the COLA which shall be effective for the periods provided below shall be based on the percent of increase between the average for the prior six (6) months and the Peg Point (~~233.438~~ **250.452** equals \$0.00 ~~June-December, 2019~~) with one cent (\$0.01) adjustment for each full 0.075% change in the average BLS Consumer Price Index for the appropriate six (6) month period indicated.

**6.11(g)** A supervisor will give employees who work overtime, as much notice as possible, prior to the end of their regular shift, to permit revisions of personal schedules. The Company will provide notification of designated weekend overtime no later than the first rest break on Friday. **The Company will provide notice of designated daily overtime no later than the second rest break on the previous work day.**



# ARTICLE 7 - HOLIDAYS

## Section 7.1 Dates on Which Observed.

Holiday	2020	2021	2022	2023
New Year's Day		1-Jan	3-Jan	2-Jan
Memorial Day	25-May	31-May	30-May	
Independence Day	3-Jul	5-Jul	4-Jul	
Labor Day	7-Sep	6-Sep	5-Sep	
Thanksgiving Day	26-Nov	25-Nov	24-Nov	
Day after Thanksgiving	27-Nov	26-Nov	25-Nov	
Winter Break	24-Dec	24-Dec	23-Dec	
	25-Dec	27-Dec	26-Dec	
	28-Dec	28-Dec	27-Dec	
	29-Dec	29-Dec	28-Dec	
	30-Dec	30-Dec	29-Dec	
	31-Dec	31-Dec	30-Dec	

# ARTICLE 8 - VACATION PLAN PAID TIME OFF (PTO)

## Section 8.1 General Paid Time Off (PTO) Accrual.

Reasonable time away from the job is conducive to good health and well being and is considered in the best interest of the employee and the Company. Each employee should have the opportunity to schedule and take vacation each year and thereby use their vacation credits, allowing adequate staffing for Company operations.

Beginning January 1, 2021, on the first day of employment, and on the first day of each subsequent annual period (measured from January 1 through December 31 each year), employees will be awarded PTO in a single lump sum based upon years of service as follows:

### Service

Less than 4 years  
 5 to 10 years  
 11 to 15 years  
 16 to 20 years  
 More than 20 years

### PTO Accrual

15 days / 120 hours  
 20 days / 160 hours  
 25 days / 200 hours  
 30 days / 240 hours  
 33 days / 264 hours

## Section 8.2 Accumulation of Vacation.

PTO may be taken in one (1) hour increments, with twenty four (24) hour's advance management notice and approval; provided, that any use permitted including any notice provision under RCW 49.46.210 and the applicable WAC provisions will also be permitted.

Once a vacation PTO request has been submitted, the Company will respond promptly, no later than seven (7) calendar days, absent agreement to some other response time. If an employee asks for vacation PTO within twenty-four (24) hours, the Company will answer that request before the end of the shift.

## Section 8.3

An employee may carryover a maximum of forty (40) hours of PTO from one calendar year to the next.

## Section 8.4

Unused PTO will not be paid out upon an employee's termination of employment.



## ARTICLE 8 - PAID TIME OFF (PTO) (cont.)

### Section 8.5

Until the first allocation of PTO on January 1, 2021, employees will continue to accrue vacation pursuant to the prior accrual, schedule and system in the previous bargaining agreement expiring May 11, 2020.

### Section 8.6

Payment for PTO will be made at the employee's base rate in effect at the time PTO is taken, including shift differential.

## ARTICLE 10 - SAVINGS & RETIREMENT

### Section 10.1 IAM Preferred Schedule/Retirement Plan.

**10.1(a)** The Employer has agreed to the IAM&AW District Lodge 751, Local Lodge 86 supplemental agreement. Effective May 11, 2020 ("Adoption date"), Employer will contribute to the Fund, the schedule of additional contribution rates required under the Preferred Schedule of the Rehabilitation Plan adopted by the Board of Trustees of the Fund on April 17, 2019 ("the 2019 Rehabilitation Plan"), which is incorporated by reference into this Supplemental Agreement.

**10.1(a)(b)** All eligible employees on payroll effective May 11, 2016 2020, the Company shall contribute one dollar seventy one dollar eighty cents (\$1.75) (\$1.80) per regular hour, to the IAM National Pension Plan for each year of the contract.

**10.1(e)(c)** No IAM National Pension benefits for employee hired after May 11, 2013.

**10.1(d)** The Union and Employer hereby agree to provide for the following contributions to the Machinists Retirement and Savings Plan. The Employer agrees that the amount of any such contributions shall be subject to the limits described in the Internal Revenue Code. The Employer agrees to be bound by the terms of the Plan document and Trust Agreement governing the Machinists Retirement and Savings Plan and agrees to provide such information with respect to employees covered by the collective bargaining agreement as may be needed by the administrator.

**10.1(f)(e) District 751 Savings Plan Machinists Retirement Savings Plan.** The Company will make contributions of one thousand five hundred dollars (\$1,500) in each year of the contract for all employees hired after May 11, 2013. Contributions will be made to the Machinists Retirement Savings Plan District 751 Savings Plan. The Company and the Union agree to the establishment of a lawful Trust Plan. Payment to the plan will be made as follows:

- ± 2016 – Payment to be made within thirty (30) days of established lawful Trust Plan
- ± 2017 2020 – Payment made after May 11 and prior to May 31, 2017 2020
- ± 2018 2021 – Payment made after May 11 and prior to May 31, 2018 2021
- ± 2019 2022 – Payment made after May 11 and prior to May 31, 2019 2022



# ARTICLE 11 - GROUP BENEFITS

**11.2(b) Medical/Dental Benefits.** The Company and the employee will share the monthly premiums for health insurance, with employees paying thirteen percent (13%) for Employee Only coverage, fifteen percent (15%) for Employee plus One coverage and eighteen percent (18%) for Family coverage of the monthly premium for the coverage selected. If the premium payment ~~increase obligation~~ in any year exceeds ~~eight~~ **ten** percent ~~(8%)~~ **(10%)** for that year, TCS will pay the excess amount. Year-over-year premium increases cannot exceed ~~eight~~ **ten** percent ~~(8%)~~ **(10%)** and are not cumulative.

## 2016 ~~2020~~ Medical Premiums

	TCS Monthly	Employee Monthly	Employee Per Pay
Employee	<del>\$505.50</del> <b>\$607.90</b>	<del>\$75.54</del> <b>\$90.83</b>	<del>\$34.86</del> <b>\$41.92</b>
Employee + One (1)	<del>\$918.00</del> <b>\$1,103.93</b>	<del>\$162.00</del> <b>\$194.81</b>	<del>\$74.77</del> <b>\$89.91</b>
Family	<del>\$1,230.10</del> <b>\$1,479.25</b>	<del>\$270.02</del> <b>\$324.71</b>	<del>\$124.63</del> <b>\$149.87</b>

## 2016 ~~2020~~ Dental Premiums

	TCS Monthly	Employee Monthly	Employee Per Pay
Employee	<del>\$35.00</del>	<del>\$5.00</del> <b>\$5.72</b>	<del>\$2.31</del> <b>\$2.64</b>
Employee + One (1)	<del>\$68.00</del>	<del>\$12.00</del> <b>\$13.20</b>	<del>\$5.45</del> <b>\$6.09</b>
Family	<del>\$98.00</del>	<del>\$22.00</del> <b>\$23.77</b>	<del>\$10.15</del> <b>\$10.97</b>

Medical and Dental rates for ~~2016~~ **2020** remain unchanged. Future rates based on actual experience rating.

### **Section 11.5 Federal or State Programs.**

If during the term of this Agreement there is mandated by federal or state government a program that affords to employees covered by this Agreement similar benefits (such as but not limited to medical benefits and dental benefits) to those that are afforded by this Agreement, benefits afforded by this Agreement will be replaced by such federal or state program. **The company will adopt the Washington State Paid Family Medical Leave Act abiding rules thereof.** The Company will comply with the provisions for the furnishing of such program to the extent required by law. No question or issue regarding the level of benefits under the state or federal program shall be subject to the grievance procedure or arbitration provisions of Article 19 of this Agreement.



## ARTICLE 21 - LAYOFF, RECLASSIFICATION AND RECALL RIGHTS

### Section 21.1

Upon layoff, employees have the right to return to the job classification held prior to layoff for a period equal to length of service up to a maximum of six (6) years from the date of layoff. Employees on layoff will have the rights to return to all job classifications to which an employee has worked ninety (90) or more consecutive calendar days. At least five (5) work days before implementation of any surplus, reduction or layoff, the employer will notify the union as to the current staffing levels for each classification and the number of employees to be laid off.

If the Union believes that a surplus, reduction or layoff violates the terms of the CBA, the Union will notify the Employer within five (5) work days of the notice provided to the Union. If the parties cannot resolve the disagreement, the parties agree to conduct an expedited arbitration (oral arguments, bench decision) to resolve the issue. The Employer will not be required to delay the layoff pending the outcome of such arbitration, but the parties will have the arbitration conducted as expeditiously as reasonably possible under the circumstances.

### Section 21.2

- 1) Less senior employees in the same Job Classification (i.e., Mechanic A to Mechanic B).
- 2) Less senior employees in any Job Classification in which the employee has worked ~~one hundred~~ ninety (100 90) or more consecutive calendar days, unless the employee has voluntarily downgraded from the job classification.
- 3) ~~For the purpose of layoffs, Team Lead and Production Mechanic A shall be considered as the same classification.~~ Team Lead A's and Production Mechanic A's may be allowed to cross job classifications and perform work on a temporary basis per Section 6.14 Temporary Assignments, not to exceed fourteen (14) days. The fourteen (14) day period is not intended to be repetitive.

It is further the intent to recall laid off employees in seniority order to the Job Classification held prior to layoff or any other Job Classification the employee has held for ninety (90) or more consecutive calendar days in the previous six (6) years. It is understood an employee who does not exercise their bumping rights or recall give up their recall rights to that Job Classification.

## ARTICLE 23 - DURATION

This Agreement shall become effective as of the beginning of first shift on May 11, 2016 2020 (which date is the date as of which this Agreement was executed, sometimes referred to as the "effective date of this Agreement") and shall remain in full force and effect until midnight at the close of May 11, 2020 2023, and shall automatically be renewed for consecutive periods of one (1) year thereafter, unless either party shall notify the other in writing, at least sixty (60) days but not more than ninety (90) days prior to May 11 of any calendar year, beginning with 2020 2023, of its desire to terminate the Agreement, in which event this Agreement shall terminate at midnight at the close of such May 11, unless renewed or extended by mutual written agreement. In the case of such notice the parties agree to meet immediately thereafter for the purpose of negotiating a new Agreement or a written renewal of this Agreement.



# VOTING THE PROPOSAL

**WHEN:** Monday, May 11, 2020

**TIME:** Polls will be open between 12:00 p.m. - 5:00 p.m.

**WHERE:** Spokane Union Hall, 4226 E Mission Ave

## 1 What Is on the Ballots?

There are two separate ballots:

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

Triumph Composite Systems, Inc.  
**CONTRACT VOTE**  
May 11, 2020

*I ACCEPT the Contract....*

*I REJECT the Contract....*

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

Triumph Composite Systems, Inc.  
**Strike Vote**  
May 11, 2020

*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.

## 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.

## 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 at 12:01 a.m. November 22, 2015

## 2 How Are the Ballots Counted?

Members who volunteer to count the ballots will tabulate them and validate the numbers.

## 4

### \*\*\* DAY OF VOTE \*\*\*

Due to COVID-19, we will be adhering to the CDC Guidelines.

- (1.) Maintain social distancing of 6" apart
- (2.) If you have a mask, please wear it
- (3.) Enter from the front door, retrieve ballot
- (4.) Proceed to Main Hall, cast your vote
- (5.) Exit out the back of the Hall