

2024 CONTRACT FACTS ISSUES IN FOCUS



Letter of Understanding #2 Protections gained for facilities and maintenance jobs

Background / Challenge:

The language in the contract relevant to this LOU entered the agreement decades ago as a stop gap to protect the members who perform facilities and maintenance work. While this language ensured members impacted would not be laid off as a direct result of subcontracting, it didn't force the company to maintain the headcount of these classifications.

Unfortunately, due to normal attrition over the decades, as members retired or moved on, the company did not replace them. This led to fewer members being able to perform the work, which the company then used as an opportunity to outsource more work to contractors onsite.

LOU #2, Facilities Maintenance and Subcontracting had to be prioritized as a major job security issue. It is as important to the membership as securing the next airplane program. Attempts in past negotiations failed to force the company to maintain the headcount and didn't identify specific work statements that could not be subcontracted at all. Our facilities and maintenance jobs were, literally, on the line and could be lost forever.

What we have achieved in latest proposal:

In these negotiations, we secured requirements to maintain the headcounts of our facilities and maintenance job classifications and identified specific work that is not work of a type and character that could not be outsourced in the future. The protections in LOU #2 negotiated in this agreement have never been achieved in the past. This is a solid win for our members that perform this statement of work.

#