

2024 CONTRACT FACTS ISSUES IN FOCUS



One set of Progression in a Career

About this priority:

A key priority in negotiations has been achieving one set of Seniority Progression Increases (SPI) in a career. This will allow all members who promote to higher grade IAM-represented jobs to combine SPI earned in all labor grades, enabling them to reach maximum pay without being reset. This includes many members who have applied themselves by taking classes on their own time,

What we have achieved:

The following new language gives our members one set of progression in their career, *even if they upgrade to another IAM-represented job*. This new language will also immediately move 1,500 members to max pay upon ratification. Each member still in progression who had earned SPI in a lower labor grade will *immediately combine all Seniority Progression Increases*. Employees shall automatically progress to the base rate range maximum upon their twelfth (12TH) seniority progression increase.

Here is the language: "Seniority progression increases shall accumulate towards the progression to maximum rate, irrespective of the labor grade or job classification in which seniority progression was earned."

Here's the history and why it matters:

The current wage system includes a minimum and maximum wage scale. That requires members newly hired and placed either at the minimum rate, or in between the min and the max, to go through 12 Seniority Progression Increases (SPI) before they reach maximum pay. Each SPI is 6 months, and each member currently receives a .50

cent wage increase per each 6-month step. After 12 steps (6 years) the members' pay will be increased to the maximum rate in the labor grade.

Additionally, often, to be considered for a promotion, members take classes on their own time to meet specific minimum requirements they must achieve to be promoted into a higher-grade job classification. This system is good because it lays out a path for a member to apply themselves, learn new skills, and prepare themselves to take on a more responsible position with higher pay.

Unfortunately, when this was negotiated in 1992, it discouraged a member from taking a promotion while in progression, when that member was not at the maximum pay for their labor grade. Members not at max pay could not combine Seniority Progression Increases (SPI) earned in the lower labor grade to SPI they would earn in the higher labor grade, once promoted. This forced members to go through 6-year progression, all over again, costing some members over \$100,000 in lost wages during that timeframe.

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