



IAM&AW AFL-CIO

# UNION NEWS

Union Steward

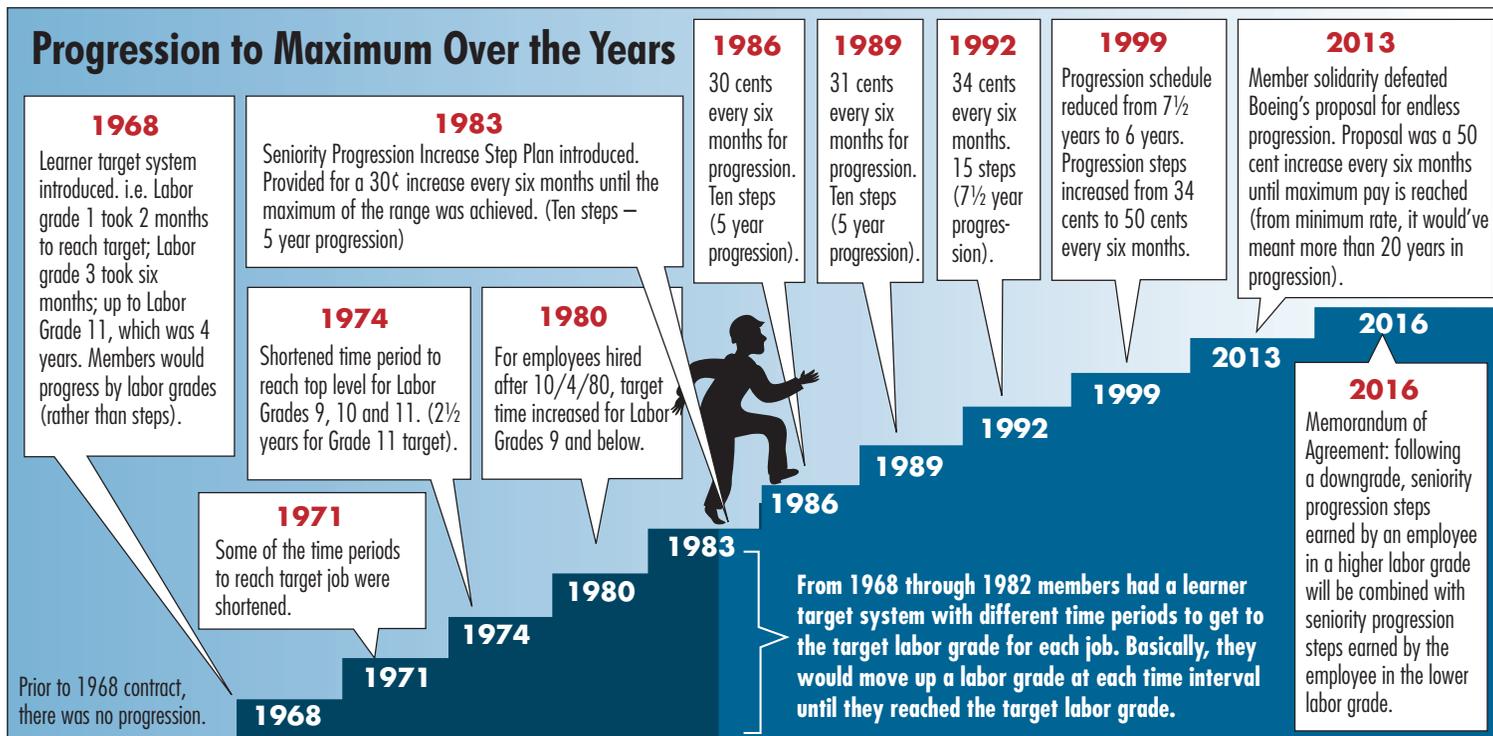
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Approved for posting,

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District President and  
Directing Business Representative  
IAM&AW District Lodge 751

## Nothing Was a Gift: The Evolution of Progression

Boeing first introduced progression in the 1968 contract. Progression is something our Union has continually sought to improve and reduce the time it takes for members to reach maximum pay. Over the years depending on the strength of the membership during negotiations, it has been give or take on this issue. We continue to push Boeing to reduce the time it takes to reach the maximum in current meetings. However, to date, they have not been interested in any positive changes.



## Make Sure You Understand the Ramifications of Accepting an Upgrade While Still in Progression

If you are considering an upgrade AND are still in progression receiving less than the maximum pay rate for your current labor grade, there is an important fact to consider before accepting any upgrade.

**! WARNING**

**If you are not at maximum pay, accepting an upgrade could mean up to 6 additional years of progression.**

If you accept an upgrade prior to reaching maximum pay, it will take longer than six years to reach the maximum pay rate (sometimes much longer). After an upgrade you will begin a new series of progression increases for the new labor grade that can possibly last another six years depending on where your wage falls in relation to the maximum pay. This flyer is to help members make an informed decision about their future.

Seniority Progression Increases of 50 cents occur at six-month intervals until you have completed 12 seniority progression increases (SPI) for that labor grade. Upon reaching the 12th SPI increase (six years), members automatically progress to the maximum pay rate for that labor grade (often an increase of \$10-\$13 an hour or more overnight!).

An upgrade results in a 56-cent increase for each labor grade you go up. Then, if you are below the maximum for the new labor grade you will remain in progression and your SPI could reset to zero.

There are factors other than progression when considering an upgrade, such as gaining additional job rights in the event there is a downturn, transferring to a different shift,

or simply wanting to change jobs. Each case is different, but we want members to be aware of how an upgrade will impact progression.

Consult with IAM-Boeing Joint Programs Career Advisors, who are well versed on the impact an upgrade has on progression or contact your Business Rep.

The issue of resetting progression after an upgrade stems from wording in Section 6.3 Base Rate Changes (page 21).

*6.3(a) Seniority Progression Increases. On the Friday immediately preceding their six (6)-month anniversary of the date of hire or date of the last seniority progression increase, employees below the rate range maximum for their labor grade shall, subject to such maximum, receive a seniority progression increase to their base rate of fifty (50) cents. Employees shall automatically progress to the base rate range maximum upon their twelfth (12th) seniority progression increase. Employees on approved leave of absence will continue to accrue time toward their next six (6)-month progression increase for the first ninety (90) days of the leave. Employees recalled from layoff within one (1) year will be credited with any time they had prior to their layoff toward their next six-month progression increase."*

The key phrase in this Section is "... employees below the rate range maximum

for "their" labor grade shall..."

This means, *within* your labor grade. Taking an upgrade would be a "new" labor grade and be subject to new progression if the difference in pay after the application of the 56-cents per labor grade increase puts you below the maximum for the new labor grade.

Our union continues to fight to correct this language (in past negotiations and ongoing discussions with Boeing). However, to date, Boeing has refused to change this to allow upgrades without resetting progression.

Years ago, at the union's request Boeing added a line showing the member's progression on the job offer. However, it is not highlighted. The line on the offer simply reads SPI Counter, refers to Seniority Progression Increases and will read a number between 0 and 12 (12 means the member has reached maximum).

**Progression does not reset on a downgrade.** A Memorandum of Agreement in 2016 states: Seniority progression increases earned by an employee in a higher labor grade will be combined with seniority progression earned by the employee in the lower labor grades previously held, following a downgrade. If the combined progression increases equal 12 increases or greater, the member should be placed at the maximum pay rate for that lower graded job.

NOTE: The huge discrepancy from minimum to maximum has increased over time as the minimums have changed only once since 1992 in 2008 while maximums continue to increase with each GWI and COLA roll-in.