Let’s be clear...Employers and Boeing did not feel generous and simply decide to give you two days off every week to have a social/personal life (weekends). Corporations did not just feel like being nice one day and give their employees paid vacations. CEOs didn’t get together in a board room and say “Let’s give our employees more rights at work” or “Maybe there should be laws to limit our power over an employee.”

Virtually ALL the benefits we have at work today are there because we fought hard and long for them against Boeing who did everything they could to prevent giving workers these rights. Many union members made sacrifices for the things we take for granted today. Stewards asked us to put together a quick run through of the many benefits in our IAM-Boeing contract. Below is a quick list.

**ABILITIES TO CHALLENGE**

**MANAGEMENT ACTION**
- Just cause for discipline and termination
- Fair and consistent policy for progressive discipline
- Grievance and arbitration procedure

**PAY ISSUES**
- Quarterly cost-of-living (COLA) adjustments with annual fold in every September
- Guaranteed wage increases
- Ability to challenge pay grade of newly implemented jobs in first 45 days
- Report time
- 16.10 – Rate retention for five years if injured on the job and medically placed
- Shift differential pay
- Seniority Progression of 50 cents each 6 months limited to 12 steps – you reach maximum pay after 6 years in the same labor grade
- Ability to challenge the pay rates for represented jobs
- AMPP: Aerospace Machinists Performance Plan (by joint committee)

**PAID TIME OFF/LEAVE:**
- 40 hours of Sick Leave - Right to use vacation in lieu of sick leave
- 160% of unused sick leave payout if none used and scaled accordingly
- Vacation rollover
- Guaranteed vacation which increases with seniority
  - Jury Duty, Bereavement and Military leave language
  - Twelve (12) paid holidays
- Double time plus holiday pay for any holidays worked
- Just need to be on active payroll to receive holiday pay or first 90 days of LOA (in past had to work day before or day after holiday)

**OVERTIME ISSUES:**
- Overtime rules – Who has the first rights of refusal – After 160 hours in a quarter – all overtime is double time.
- Time and a half after 8 hours. Double time after 10 hours.
- No mandatory overtime on holiday weekends
- No mandatory overtime on weekends when approved vacation for the Friday prior
- No mandatory weekend overtime beyond 8 hours a day
- Weekend overtime – Time and a half and double time for overtime
- Five Day Workweek (with time and one-half and double time for weekends)
- No designated overtime above contractual limits of:
  - 128 hours in a budget quarter,
  - two consecutive weekends

**MEDICAL/DENTAL/RETIREMENT BENEFITS**
- Good Health Care benefits
- Pension – Deferred Compensation from previous negotiations – Frozen 10/1/16
- VIP matching contributions increased to 75 cents up to 8% effective 11/1/16
- Last chance procedure for Drug or Alcohol treatment

**OTHER BENEFITS**
- Apprenticeship language
- Education Benefits – Can get a degree and receive stock awards upon completion of 2-year associate degree, bachelors, masters or doctorate. In addition, Joint Programs education benefit provides $3,000 per calendar year
- Layoff benefits (up to 26 weeks of pay, 1 week for each year of service) & education benefits for 3 years after layoff
- Imminent danger clause – Right to refuse to do work that is an imminent danger to self or others
- IAM/Boeing Joint Programs for safety in the workplace and opportunities to advance - Safety Shoe reimbursement
- Subcontracting language – since 1999 the ability to propose alternatives to subcontracting
- Travel Assignment language
- Union Steward language for representation on the job
- Union represents members with state safety officials (Department of Occupational Safety and Health)
- Provides membership a voice in the halls of government

**ALL of these provisions were fought for by our predecessors and by many of us by withholding our labor in order to achieve these provisions. The Union isn’t the hall or the elected leaders. It is all of us. The only way to make gains moving forward is the same as in the past -- working together toward a united goal.**

Take a minute and think about all the things our Union has done to improve our lives. **NOTHING was a gift from the Company! ALL of these provisions are vulnerable unless we unite together, fight together and participate in OUR Union.**

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Approved for posting,

Jon Holden
District President and Directing Business Representative

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