

SPEED FACTS

Economic Changes, Increases & Adjustments

January 10, 2020



Dear Brothers and Sisters,

The start of the new year brings several economic changes that benefit union members. Following is a broad list of those changes and how it may impact you. These changes are guaranteed because of our contract. Members who do not receive the benefit on the assigned date should contact their union steward immediately to get it corrected.

ARTICLE IV - WAGES

Section 2

An employee will advance from the minimum rate applicable to his Labor Grade to the maximum rate in the same Labor Grade automatically at the rate of fifty cents (50¢) per hour effective on the first Friday of the first full pay period beginning each July and January until they reach the top rate of their appropriate Labor Grade. After the application of the July or January increase, if an employee's base rate is forty-nine cents (\$0.49) or less below the maximum of the base rate of the classification, the amount necessary to reach the maximum will be added to the last increase. *Note: This hourly rate increase is known as "auto-progression". January 10, 2020 is the date of this \$0.50 increase. July 10, 2020 will be the next.*

Section 8, A. Affected Employee:

Affected Employee, as used in this wage section, means an employee in the Bargaining Unit and in Active Service on the effective date and the day prior to an effective date of a change. Employees who are on leave of absence on an effective date will have wage changes applied if and when they return to work.

H. Sixth Year General Wage Increase (GWI):

Effective January 24, 2020, the Affected Employee's pure base rate will be increased by 1%, rounded to the nearest whole cent. Any employee who upon receiving a GWI exceeds the maximum of their rate range, the remaining amount will be paid in a lump sum.

Affected Employees who are paid at or above the rate range maximum will receive a 2% lump sum in lieu of any GWI. Lump sums in lieu of GWIs will be calculated based on an employee's pure base rate (excluding additives and shift differential) in effect on date of GWI, multiplied by Lump Sum percentages above, then multiplied by 2080. The lump sum payment will be paid within thirty (30) calendar days of January 24, 2020.

K. Second, Fourth, Sixth and Eighth Year Wage Structure Adjustments for Schedule A:

The maximum Pure Base Rate of each Labor Grade for employees hired or rehired after March 1, 2014, except those hired into Tooling or Munitions Labor Grades, rate range will increase in accordance with GWI Sections D, F, H and J above. *Note: Tooling and Munitions Labor grades do not have a two-tier wage.*

--January 20, 2020, Martin Luther King Day will be the 2nd of 13 paid holidays.

--February 7, 2020, will be the 21st quarterly Cost-of-living Allowance (COLA) under our current contract. Data used to determine the adjustment will be released at the end of January.

--Health and Dental Insurance

January 2020, union members will pay 19% of the annual premium cost for the insurance of their choice. The company will pay 81%. No change to the core benefits of the respective plans.

--2020 – No increase to monthly union dues.

--PPSP and PPSP Plus data is still be collected and finalized to determine the final payout amounts and should be known by February 2020.

In 2019 the company handed out wage increases to select employees across multiple labor grades causing some division and friction among our members. Let me be perfectly clear: I never have nor will I ever stand in the way of the company giving ANY member a raise. In fact, I will continue to press the company at every opportunity to increase the wages of every member and eliminate the divisive two-tier wage structure.

In Solidarity,

Earl Schuessler
President, Directing Business Representative
IAM District 837