

# Ratification Bullets for IAMAW Local 587 Agreement with Raytheon February 23, 2019

## 4 YEAR CONTRACT

February 24, 2019 to February 26, 2023

## WAGES

	<b>Wage Increase</b>
Year 1 (2019)	<b>2.75%</b>
Year 2 (2020)	<b>2.75%</b>
Year 3 (2021)	<b>3.0%</b>
Year 4 (2022)	<b>3.0%</b>

## RATIFICATION BONUS

Payment of **\$1,500** to each active employee, effective in next pay period

## PENSION

\$6 increase to **\$60** immediately.

## HEALTH AND WELLNESS

Annual cash payment of **\$750** each year of the CBA to be paid (April)

## INCREASED SHIFT DIFFERENTIALS

Increase the 2<sup>nd</sup> shift differential to **\$1.74** and 3<sup>rd</sup> shift differential to **\$1.89**

## SHORT TERM DISABILITY BUYBACK

Enhanced options for STD buyback for legacy employees. See attachment 1.

## BENEFITS

Continue with Company Medical Plan

## MERGING JOB CLASSIFICATION

Merged job code 05 and 06 into job code 08. See attachment 2.

## HOLIDAY SCHEDULE

12 holidays per year, 2 additional unpaid (Martin Luther King Jr. and Veteran's Day). See attachment 3.

## VACATION

Enhanced vacation schedule. See attachment 4.

#### VOLUNTARY LAYOFF

Increase to 14 week pay continuance for up to 5 employees in 2019 with contractual medical/ vision and dental benefits. Company has agreed to discuss future years of CBA.

#### DEATH IN IMMEDIATE FAMILY

2 additional excused, unpaid days during work week (Monday- Friday)

#### OVERTIME

Increased overtime flexibility for Friday vacation days

#### OVERTIME

Article 7.10 paragraph 3: "No employees will be asked for overtime if the employee hours are greater than 50 35 hours higher than the lowest employee in their overtime classification"

#### SNOW REMOVAL

Snow removal omitted from 07 job classification