

# B-1 CFT

## Proposed CBA Ratification

# PAY SUMMARY

## Current

	Supply Tech	Mech II	Mech III
Hourly Wage	\$27.60	\$30.69	\$31.93
Raises	N/A		
H&W	\$4.54/hr (we see \$3.00/hr)		
Shift Differential	Swings/Mids: \$0.25/Hour		
Dues	\$0		
Vacation (Dump)	1-5 Years: 80 hrs (10 Days)	5-10 Years: 120 hrs (15 Days)	10+ Years: 160 hrs (20 Days)
WX Days	24 hrs (3 Days) [at Company discretion]		

## CBA

	Supply Tech	Mech II	Mech III
Hourly Wage	\$27.60	\$30.69	\$31.93
	\$30.36	\$33.76	\$35.12
	\$31.27	\$34.77	\$36.18
	\$32.21	\$35.81	\$37.26
Raises	Apr '21: <u>10%</u>	Apr '22: 3%	Apr '23: 3%
Opt-Out	Apr '21 \$1.50/hr	Apr '22 \$1.50/hr	Apr '23 \$1.50/hr
Shift Differential	Apr '21	Apr '22	Apr '23
	Swings: \$0.50/hr	Swings: \$0.60/hr	Swings: \$0.70/hr
	Mids: \$0.75/hr	Mids: \$0.85/hr	Mids: \$0.95/hr
Dues	\$72.80/Month until Jan '22	\$74.83/Month until Jan '23	\$76.92/Month until Jan '24
Vacation (Accruing)	1-5 Years: <u>176</u> hrs ( <u>22</u> Days)	5-10 Years: <u>216</u> hrs ( <u>27</u> Days)	10+ Years: <u>256</u> hrs ( <u>32</u> Days)
Down Days	Paid when Contractor is Reimbursed		

# EXAMPLES • Mech II on Swings

x160 Hrs	Current	CBA		
Mech II	\$4,910.40	\$5,401.60		
H&W/Opt Out	\$480	\$0		
Shift Diff (Swings)	\$40	\$80		
401(k)	\$110	\$200		
Health Ins (Emp Only)	-\$380	-\$117.24		
Vision	-\$7.36	-\$2.12		
Dues	\$0	\$72.80		
Gross	\$5,153.04	\$5,489.44	x2 Checks (1 Month)	x26 Checks (1 Year)
			+\$336.40	+\$4,373.20

6.53% Increase!

# EXAMPLES • Mech III on Mids

x160 Hrs	Current	CBA		
Mech III	\$5,108.80	\$5,619.20		
H&W/Opt Out	\$480 H&W	\$240 Opt-Out		
Shift Diff (Mids)	\$40	\$120		
401(k)	\$110	\$200		
Health Ins (Opt Out)	\$0	\$0		
Dental (Emp + Spouse)	-\$51.06	-\$14.30		
Vision (Emp + Spouse)	-\$9.18	-\$4.52		
Dues	\$0	\$72.80		
Gross	\$5,678.56	\$6,087.58	x2 Checks (1 Month) +\$409.02	x26 Checks (1 Year) +\$5,317.26

7.2% Increase!

# EXAMPLES • Supply Tech on Days

x160 Hrs	Current	CBA		
Supply Tech	\$4,416.00	\$4,857.60		
H&W/Opt Out	\$480 H&W	\$0		
Shift Diff (Days)	\$0	\$0		
401(k)	\$110	\$200		
Health Ins (Family)	-\$820.00	-\$376.24		
Dental (Family)	-\$97.36	-\$19.48		
Vision (Family)	-\$25.16	-\$7.22		
Dues	\$0	\$72.80		
Gross	\$4,063.48	\$4,581.86	x2 Checks (1 Month)	x26 Checks (1 Year)
			+\$518.38	+\$6,738.94

12.76% Increase!

# Preamble

- Agreement entered into between Company and Union with respect to work performed by B-1 CFT

# Article 1 • Intent and Purpose

- Company and Union have agreed to provisions pertaining to wages, hours of work, and working conditions
- Established procedures for settlement of grievances

# Article 2 • Recognition

- Company recognizes Union as exclusive bargaining agent
- Agreement covers Supply Techs/Mech IIs/Mech IIIs/Shift Leads
- Excludes all other employees and supervisors



# Article 3 • Bargaining Unit

- Consists of classifications established in Article 16

# Article 4 • Management's Rights

- Operations and direction of work force and Company affairs
- Right to hire, make reasonable rules
- Right to discipline for just cause
- Right to promote employees
- Right to transfer or cease operations
- Right to relieve employees from duty for lack of work or other legitimate reasons
- All rights exclusive to Company except as defined in CBA

# Article 5 • Seniority

## Section 5-1

- Length of continuous service on contract
- Primary (but not sole) factor for filling job vacancies, assigning shifts
- Company must post vacancy notice for 5 days for internal applications before hiring outside applicants
- Length of time on shift is additional factor for assigning shifts

# Article 5 • Seniority

## Section 5-2

- Layoffs in reverse seniority order
- Senior employee can bump lower classification (if qualified)

## Section 5-3

- Recalls in seniority order

# Article 5 • Seniority

## Section 5-4

- Reasons for losing seniority
  - Resignation/Discharge for Cause
  - Layoff of 1+ year(s)
  - Failure to return after leave of absence
  - Failure to return after recall
  - Absence of 3 consecutive workdays without reporting to Company

# Article 5 • Seniority

## Section 5-5

- New employees serve 90-calendar day probation period

## Section 5-6

- Lowest 4 digits of SSN determines seniority for employees with same seniority date

## Section 5-7

- Seniority time retained (but does not accrue) if employee moves out of covered classifications within company for 36 months

# **Article 6 • Union Security and Dues Check-off**

## **Section 6-1**

- Company deducts dues/fees when authorized by employee

## **Section 6-2**

- Union treasurer responsible for notify Company of amounts due

## **Section 6-3**

- Dues come from net earnings on first regular payday of each month

# **Article 6 • Union Security and Dues Check-off**

## **Section 6-4**

- If employee earnings are insufficient in current month, dues will be collected first regular payday of succeeding month

## **Section 6-5**

- Deductions made and reported by Company to Union treasurer

## **Section 6-6**

- Dues stop if transferred out of covered classification



# **Article 6 • Union Security and Dues Check-off**

## **Section 6-7**

- No dues solicitation on Company premises during work period

## **Section 6-8**

- Union form used to implement deductions

## **Section 6-9**

- Company not responsible for claims arising from provisions of this Article

# Article 7 • Visitation Rights

- Union Reps have access to facility by permission of Company
- Cannot interrupt work performed

# Article 8 • Shop Stewards

## Section 8-1

- One Steward and one Alternate per shift (to cover Steward absence)
  - Investigate and present grievances to Company
  - Transmit information from Union to site

## Section 8-2

- Don't lose pay for steward duties during work
- Don't get paid for steward duties outside of work

# Article 9 • Discharge and Discipline

## Section 9-1

- Company may discipline/discharge for cause
  - Grievance process available to non-probationary employees
    - Warning notice removed if grievance shows it not justified
    - Warning notices issued within 5 working days, notice subject to challenge
    - Requests for extensions not unreasonably denied

# Article 9 • Discharge and Discipline

## Section 9-2

- Stewards receive copy of all written warning notices

## Section 9-3

- Employees won't leave prior to completion of scheduled hours without Supervisor permission (except in emergencies)

# Article 9 • Discharge and Discipline

## Section 9-4

- No absences without prior notice
  - Except illness, injury, other reasons beyond employee control
- Employee responsibility to notify of absence/lateness as far in advance as is possible

# Article 9 • Discharge and Discipline

## Section 9-4 (continued)

- Employee will provide contact point
  - Reason(s) for absence/lateness
  - Anticipated return date/time
  - Contact # (if possible)
- Supervisor will determine authorization for absence/lateness

# Article 9 • Discharge and Discipline

## Section 9-5

- Employees considered as resigning without notice when absent for
  - 3 consecutive workdays without cause OR
  - 3 consecutive workdays without reporting reason



# Article 9 • Discharge and Discipline

## Section 9-6

- Employees laid off/terminated given copy of notice if employee available
  - Notice sent to last known address if not available
- Right to appeal if Union files written grievance as outlines in Article 10

# Article 9 • Discharge and Discipline

## Section 9-7

- Discipline will be progressive except in severe violations that allow for immediate termination

## Section 9-8

- Stewards notified of all suspensions/terminations

# Article 9 • Discharge and Discipline

- See Appendix at back of CBA for discipline guidelines

# Article 10 • Grievance Procedure and Arbitration

## Section 10-1

- Means for resolving issues
- Site lead conference between steward(s) and employee(s)
- If conference fails, formal written grievance filed
- No grievance based on events/facts more than 10 working days old

# Article 10 • Grievance Procedure and Arbitration

## Section 10-1 (continued)

- Step 1: conference (during working hours)
  - Written grievance if no joy
  - Site lead has 5 workdays to respond in writing
- Step 2: Union may submit to Company HR if not settled in Step 1
  - Within 5 work days
  - Company has 10 work days to meet with Union rep to resolve
  - Company has 20 work days to respond in writing if not resolved

# Article 10 • Grievance Procedure and Arbitration

## Section 10-1 (continued)

- Step 3: Union rep responds in writing within 30 workdays
  - Notice of intent to arbitrate
  - Arbitrator selection process
  - Cost of arbitration split between Union & Company
  - Continue to attempt to resolve prior to arbitration

# Article 10 • Grievance Procedure and Arbitration

## Section 10-2

- Arbitration consists of written/verbal/both arguments
  - Arbitrator cannot modify CBA
    - Interprets and apply CBA provisions
    - Bound by records presented at hearing and CBA

# Article 10 • Grievance Procedure and Arbitration

## Section 10-3

- Parties may file post-hearing briefs
- Arbitrator renders decision (in writing) within 30 days
  - Award mailed to both parties
  - Final and binding



# Article 10 • Grievance Procedure and Arbitration

## Section 10-4

- If canceled, canceling party pays all fees/costs
  - Shared if canceled mutually
- No more than 1 grievance to same arbitrator without mutual agreement
- All time limits strict; only extended via mutual agreement

# Article 10 • Grievance Procedure and Arbitration

## Section 10-5

- Monetary awards limited to actual loss incurred by grievant
  - Less other compensation (unemployment) grievant received
- Arbitration conducted at location selected by parties

# **Article 11 • Hours of Work and Overtime**

## **Section 11-1**

- No guarantee of number of hours of work (per day or week)

## **Section 11-2**

- 8 consecutive hours + unpaid 30 minute lunch is normal shift

## **Section 11-3**

- Payroll workweek is 7 calendar days (Sat-Fri)

# Article 11 • Hours of Work and Overtime

## Section 11-4

- 2 paid 15 min breaks (one first half, one second half)
  - CAN BE COMBINED WITH LUNCH (unless prohibited by COR)
- For work over 8 hrs, additional 15 min break BEFORE additional hrs and during each additional 2-hr work period

## Section 11-5

- Days 0800-1630, Swings 1600-0030, Mids 0000-0830
  - Unless deviations prescribed by Customer

# Article 11 • Hours of Work and Overtime

## Section 11-6

- Notice of overtime as soon as practical
- Overtime is time & one half for hrs over 40 in a week
- 6th workday is time & one half
- 7th workday is double time

# Article 11 • Hours of Work and Overtime

## Section 11-6 (continued)

- No overtime in probationary period unless more senior employees don't want it
- All hours PAID (not *WORKED*) count toward overtime

# Article 12 • Holidays

## Section 12-1

- Holiday pay is 8 hrs working rate and counts toward overtime
  - Must work last scheduled workday before or first after holiday (unless excused by physician or management)

# Article 12 • Holidays

## Section 12-2

- 10 holidays
  - New Year's, President's, Independence, Veterans, Thanksgiving, MLK, Memorial, Labor, ~~Columbus~~ Indigenous People's, Christmas Day



# Article 12 • Holidays

## Section 12-3

- Holiday work is time and one-half PLUS 8 hrs Holiday pay (2.5 TIMES)

## Section 12-4

- Additional holidays observed or base closures are excused
  - Can use PTO\*/LWOP\* (more on this in Article 25, Section 25-2)

# Article 12 • Holidays

## Section 12-5

- Weekend holidays will follow Dyess observed days
- Holidays falling on employee PTO charged as holiday, not PTO

# Article 13 • Paid Time Off

## Section 13-1

- Based on years of service on contract (not by company)
  - <5 years: 22 days (176 hrs/4.4 work weeks)
  - 5-<10 years: 27 days (216 hrs/5.4 work weeks)
  - 10+ years: 32 days (256 hrs/6.4 work weeks)

## Section 13-2

- Accrues biweekly (upon completion of probationary period)
  - <5 yrs: 6.77 hrs, 5-<10 yrs: 8.31 hrs, 10+ yrs: 9.85 hrs

# Article 13 • Paid Time Off

## Section 13-3

- PTO computed at straight time hourly rate including shift premiums
- PTO paid out if employee is terminated/quits
- Carry over up to 1 year's worth of PTO
  - Overage paid out following January

# Article 13 • Paid Time Off

## Section 13-4

- Schedule PTO as far in advance as possible
  - In no case less than the day before (unless sick, then 1 hr prior)
- In case of PTO request conflict, more senior wins
  - BUT first scheduled, first granted
- Only scheduled on regular workdays; periods of .5 hour+
- Supervisor must approve before leave taken (or face discipline)
- Max allowable PTO length is PTO balance from previous pay period

# Article 13 • Paid Time Off

## Section 13-4 (continued)

- PTO buy-back for full-time, non-probationary employees
  - Max of 80 hrs/calendar year
- Requested in writing; subject to approval
  - One request for 80 hrs OR
  - Two requests for 40 hrs
- Paid at regular rate plus shift premium

# Article 13 • Paid Time Off

## Section 13-5

- Employees who transfer in keep original hire date for PTO purposes
  - Employees who transfer out and back in receive credit for time away

## Section 13-6

- PTO days count toward overtime

## Section 13-7

- Employer must notify within 2 workdays of approval/disapproval
  - Company reserves right to cancel PTO in case of min staffing

# Article 13 • Paid Time Off

## Section 13-8

- Company responsible for paying out unused PTO upon change of contractor



# Article 14 • Jury Duty

- Paid regular straight time hourly rate for all regular scheduled hours
- Must have Clerk of Court certified statement for each day
- Receive all benefits and pay if subpoenaed as a witness

# Article 15 • Bereavement Leave

- 3 days for death in immediate family
  - 4 days if required to travel 500+ miles
- (Step) parent, Grandparent, spouse, (step) child, sibling, in-laws

# Article 16 • Wages and Job Classification

## Section 16-1

Job Classification	Current Rate	4/8/21 (+10%)	4/8/22 (+3%)	4/8/23 (+3%)
Mech III	\$31.93/hr	\$35.12/hr	\$36.35/hr	\$37.62/hr
Mech II	\$30.69/hr	\$33.76/hr	\$34.94/hr	\$36.16/hr
Supply Tech	\$27.60/hr	\$30.36/hr	\$31.42/hr	\$32.52/hr

# Article 16 • Wages and Job Classification

## Section 16-2

- Per diem for lodging/meals when sent 50+ miles from base for overnight stay
- Commercial flight/rental car/hotel arrangements made through Company Travel Service when required; paid by Company
- Local arrangements authorized by Company reimbursed with receipts
- Cost of shipping tools/equipment off-site paid by Company
- All travel IAW Company Policy/JTR

# Article 16 • Wages and Job Classification

## Section 16-3

- Shift leads utilized as determined by Company
  - Sole discretion in selection, number
- Shift leads receive \$0.75/hr while performing duties

# Article 16 • Wages and Job Classification

## Section 16-4

- Swings/Mids shift differential

Shift	Current	4/8/21	4/8/22	4/8/23
Swings	\$0.25/hr	\$0.50/hr	\$0.60/hr	\$0.70/hr
Mids	\$0.25/hr	\$0.75/hr	\$0.85/hr	\$0.95/hr

# Article 16 • Wages and Job Classification

## Section 16-5

- Call-in Pay
  - Complete work and get called back in, get either 4 hours work or 4 hours pay
  - If the reason for call-in was your fault, additional hours won't result in overtime

# Article 16 • Wages and Job Classification

## Section 16-6

- Report Pay
  - Show up for at regular time/shift without having been notified prior not to, 4 hours work at normal or lower classification
  - If no work available, get 4 hours pay



# Article 17 • Health and Welfare

## Section 17-1

- Company offers plans to all full-time employees
- Reserves right to modify/terminate plans at sole discretion
  - If such action anticipated, Company notifies Union ASAP to negotiate employee impact

# Article 17 • Health and Welfare

## Section 17-2

- Employees may accept/decline participation
  - Declining requires proof of other coverage
- Qualifying life events allow employee to adjust coverage within 30 days
- All premiums/deductibles/fees/eligibility/etc. (not otherwise dictated by CBA) governed by Company's benefit plan documents

# Article 17 • Health and Welfare

## Section 17-3

- Benefit options
  - Health Insurance
  - Dental
  - Vision (to include Rx Safety Glasses option for employee only)
  - Long-term Disability
  - Supplemental Life, AD&D for employee/eligible dependents
  - Flexible Spending Accounts
  - Short-term Disability Buy-up (up to \$750 weekly at 66.67% over STD base)

# Article 17 • Health and Welfare

## Section 17-4

- Company-provided benefits
  - Basic Life at 1x annual rate of pay
  - Base AD&D at 1x annual rate of pay
  - Short-term Disability (up to \$750 weekly at 66.67%)
    - Max STD + STD Buy-up is \$1,500 weekly

# Article 17 • Health and Welfare

## Section 17-5 • Plans

- BCBS (Legacy) w/ Point-of Purchase Rx

Coverage	Biweekly Premium	Current Premium (Gold Plan)
Employee Only	\$58.62	\$190
Employee + Spouse	\$126.92	\$380
Employee + Children	\$126.92	\$350
Employee + Family	\$188.12	\$410

# Article 17 • Health and Welfare

## Section 17-5 • Plans (continued)

- BCBS (Preventive) w/ Rx Drug Card

Coverage	Biweekly Premium	Current Premium (Silver Plan)
Employee Only	\$53.17	\$165
Employee + Spouse	\$119.17	\$275
Employee + Children	\$119.17	\$250
Employee + Family	\$175.20	\$360



# Article 17 • Health and Welfare

## Section 17-5 • Plans (continued)

Benefit Summary	Blue Cross Blue Shield Legacy Plan		Blue Cross Blue Shield Preventive Plan	
	PPO	Non-PPO	PPO	Non-PPO
	Member Pays		Member Pays	
Deductible	\$200 Individual / \$600 Family		\$200 Individual / \$400 Family	\$400 Individual / \$800 Family
Lifetime Maximum	Unlimited		Unlimited	
Out-of-Pocket Maximum	\$800 Individual / \$2,400 Family		\$4,000 Individual / \$8,000 Family	\$8,000 Individual / \$16,000 Family
Office Visit	\$25 Copay	20% after Deductible	\$20 / \$30 Copay	30% after Deductible
Prescription Copay - Retail	Tier 1: No Copay / Tier 2: \$25 Tier 3: \$40	20%	Tier 1: \$5 / Tier 2: \$25 Tier 3: \$40	30%
Hospitalization	\$100 per Admit	\$100 per Admit	10% after \$100 per Day; 3 Day Max	30% after Deductible
Outpatient Surgery	\$50 Copay	\$50 Copay	10% after Deductible	30% after Deductible
Lab, X-Ray, EKG and Other Diagnostic Services	No Copay	20% after Deductible	10% after Deductible	30% after Deductible
Preventive Services:				
Well Baby Care	No Copay	Not Covered	No Copay	Not Covered
Adult Physicals	No Copay	Not Covered	No Copay	Not Covered
Emergency Room	\$50 Copay	\$50 Copay	10% after \$100 Copay	10% after \$100 Copay after Ded
Ambulance	20% after Deductible	20% after Deductible	10% after Deductible	10% after Ded (Emergency); 30% after Ded (Non-Emergency)
Mental Health:				
Outpatient Care - Non-Severe	\$25 Copay	20% after Deductible	10% after Deductible	30% after Deductible
Inpatient Care - Non-Severe	\$100 per Admit	\$100 per Admit	10% after \$100 per Day; 3 Day Max	30% after Deductible
Substance Abuse:				
Outpatient Care	\$25 Copay	20% after Deductible	10% after Deductible	30% after Deductible
Inpatient Care	\$100 per Admit	\$100 per Admit	10% after \$100 per Day; 3 Day Max	30% after Deductible
Chiropractic:	20% after Deductible	50% after Ded (In Alabama); 20% after Ded. (Outside Alabama)	10% after Deductible	50% after Ded (In Alabama); 30% after Ded. (Outside Alabama)
	Unlimited Visits	Unlimited Visits	Limited to 20 Visits per Calendar Year	

# Article 17 • Health and Welfare

## Section 17-5 • Plans (continued)

- Core Delta Dental

Coverage	Biweekly Premium	Current Premium
Employee Only	\$2.52	\$12.61
Employee + Spouse	\$7.15	\$25.53
Employee + Children	\$5.11	\$35.77
Employee + Family	\$9.74	\$48.68



# Article 17 • Health and Welfare

## Section 17-5 • Plans (continued)

- Vision ProTec Safety Enhancement

Coverage	Biweekly Premium	Current Premium
Employee Only	\$1.06	\$3.68
Employee + Spouse	\$2.26	\$4.59
Employee + Children	\$2.11	\$7.87
Employee + Family	\$3.61	\$12.58

# Article 17 • Health and Welfare

## Section 17-6

- Group Health opt-out
  - \$1.50/hr (throughout CBA term)
- Paid on up to 40 hours paid (not *worked*) per week

# Article 18 • 401(k)

- Everyone may participate
- Plan provides for voluntary contributions by payroll deduction up to IRS limits
- Company contribution for full time employee's base wage hours up to 40 per workweek (not eligible while on unpaid leave)

# Article 18 • 401(k)

- Company contribution:
  - 15 Apr '21: \$1.25/hr (\$100/paycheck)
  - 15 Apr '22: \$1.50/hr (\$120/paycheck)
  - 15 Apr '23: \$1.75/hr (\$140/paycheck)

# Article 19 • Leave of Absence

## Section 19-1

- Company may grant non-probationary employees limited leaves of absence (not more than 30 calendar days)
- Requests must be in writing and approved by Company
- All accrued PTO must be exhausted first
- Max of 2 extensions may be approved

# Article 19 • Leave of Absence

## Section 19-2

- Seniority accumulates during LOA
- If approved for set time, employee must request extension before end of set time
- Extensions must be approved

# Article 19 • Leave of Absence

## Section 19-3

- LOA for legit (verified) medical reasons up to 90 days
- Extended with licensed medical verification to not more than 12 months
  - Laid off after 12 months
- Health/Dental/Vision insurance continue as long as employee pays premiums at least 10 days prior to next month's coverage
- Except in case of military LOA over 30 days

# Article 19 • Leave of Absence

## Section 19-4

- Return early from medical LOA with doctor's note as long as employee can work safely
- Company can have another Dr examine if capability in question
- Must call in biweekly except where Dr has provided an expected return date
- Can be returned on restricted duty if Company is able to accommodate



# Article 19 • Leave of Absence

## Section 19-5

- LWOP for Union business not to exceed 2 weeks for elected/appointed officers to attend conferences/training
  - 5 days prior written notice required
  - Not more than 1 employee on such leave at a time

## Section 19-6

- LOA for worker's comp automatically granted up to 12 months of legal temp disability
  - Seniority accumulates on such LOA

# Article 19 • Leave of Absence

## Section 19-7

- Non-probationary employees called up for temp active duty ( $\leq 30$  days) paid difference between military rate and straight time hourly rate for up to 10 scheduled workdays per year
- Must present copy of orders as soon as received
- Must present pay vouchers on return
- Seniority accumulates during LOA
- Employees called up for longer will be reinstated IAW applicable law

# Article 19 • Leave of Absence

## Section 19-8

- Must return to your job after LOA
- Face up to termination if you don't

## Section 19-9

- LOA up to 3 years if elected/appointed to full time Union position
  - Seniority accrues; No more than 1 employee at a time
  - Insurance continues if employee pays premiums
  - Terms and conditions apply

# Article 19 • Leave of Absence

## Section 19-10

- Granting of personal/medical LOA during probationary period at Company discretion

# Article 20 • No Strikes/Lockouts

- Union can't shut down Company normal operations
- Company can't prevent employees from working

# Article 21 • Bulletin Boards

- Company will provide bulletin board for official Union information

# Article 22 • Complete Agreement

- Parties acknowledge that both had opportunities during negotiation to make demands/proposals not prohibited by law
- This agreement is the result of those exercises
- For the life of this agreement the terms set forth are set in stone
- No obligation to bargain over items NOT covered by this agreement

# Article 23 • Scope of Agreement

- Company agrees to consult Union if new facilities established that result in work performed under this agreement being transferred
- Job opportunities for adversely affected may be available
- This agreement is binding for successor contractors
- Company must advise successors of this agreement and provide written notice to Union



# Article 24 • Non-discrimination

## Section 24-1

- All applicable non-discrimination laws observed
  - Race, color, creed, national origin, disability, protected vet status, gender (including trans), gender identity/expression, sexual orientation/preference, citizenship status, medical condition, age, or sex

## Section 24-2

- Use of masculine pronouns in CBA for grammar only

# Article 25 • General Provisions

## Section 25-1

- No discrimination against Union membership

## Section 25-2

- Early/admin leave policy (WX, other situations beyond Company control) determined by Dyess Commander
- Employees reimbursed for time missed if Govt Contracting Officer authorizes

# Article 25 • General Provisions

## Section 25-3

- AF furnishes all special tools; employees furnish normal tools

## Section 25-4

- Boots/Clothing allowance (effective 4/8/2022)
  - \$125/contract year
  - Must provide original receipt(s), proof footwear meets ANSI standard
  - Footwear must be required for work; worn at all times

# Article 25 • General Provisions

## Section 25-5

- Non-bargaining unit personnel can't do bargaining unit work except instruction, training, or emergencies
- Part-time employees filling in for PTO/absence are excluded from CBA

# Article 25 • General Provisions

## Section 25-6

- Company provides required OSHA safety gear including PPE
  - Except footwear as provided in 25-4

## Section 25-7

- Additional compensation for work at OCONUS sites based on review of State Dept guidelines and recommended for Govt approval

## Section 25-8

- All money-related items take effect 8 Apr '21

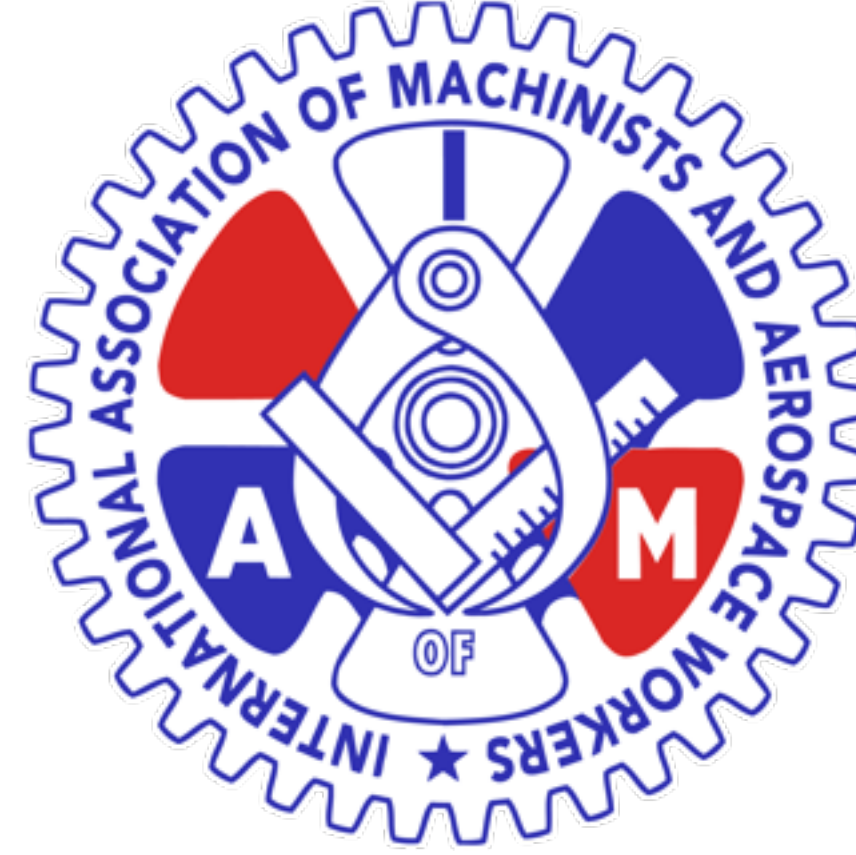
# Article 26 • MNPL

- Any employee desiring to contribute to MNPL may do so through payroll deduction
- Deductions IAW instructions on authorization; must be NLT 14 days prior to pay period to be deducted
- Deductions made monthly
  - As long as employee has sufficient earnings during pay period

# Article 27 • Duration

- Full force on 1 Feb '21 and through 14 Mar '24
- Continues year-to-year unless written notice of re-negotiation served by either party at least 60 days prior to expiration

# Negotiator's Recommendation



# TAKE THE DEAL





# QUESTIONS?



<http://www.boneCFT.org>