



2019-2023 IAM & IBEW Tentative Contract Agreements

Enhancements to proposed CBC agreement reached on June 24, 2019:

- **Wage growth increased** from \$1.80 to **\$2.80** over term of contract (**56% increase** over prior proposal)
- **Total cash** from package increased from \$11,988 to **\$13,843 (15.5% increase** over prior proposal)
- **Net cash** after health care increases = **\$12,521 (20% increase** over prior proposal) (\$50,000-\$74,999k; Option 1; Family)
- **Medical contribution** increases in years 2-4 reduced to **4.9% each year (18% average decrease** each year over prior proposal)
- **Four COLAs** added to contract, leading to wage rate increases every 6 months.
- **Extra \$600 in Additional Company Retirement Contributions (ACRCs)** over prior proposal

Wages Summary

Pay increases, including fixed cost-of-living adjustments (COLAs) and General Wage Increases (GWIs), along with cash payments provide additional compensation during the 4-year contract term:

- **\$1,500** Ratification Bonus will be payable to union employees if their tentative agreements are ratified by August 15, 2019⁽³⁾
- Four fixed \$0.20 COLAs: **\$0.80** per hour total
- Four GWIs: **\$2.00** per hour total
- Two Accelerated Cash Payments (ACPs): **\$1,700** total

Effective Date	GWIs	COLAs	ACPs ^{(1) (2)}
January 27, 2020	\$0.75 per hour		
June 29, 2020		\$0.20 per hour	
January 25, 2021	\$0.30 per hour		\$1,000
June 28, 2021		\$0.20 per hour	
January 24, 2022	\$0.20 per hour		\$700
June 27, 2022		\$0.20 per hour	
January 23, 2023	\$0.75 per hour		
April 24, 2023		\$0.20 per hour	
Totals	\$2.00 per hour	\$0.80 per hour	\$1,700

⁽¹⁾ Accelerated Cash Payments will be paid to eligible employees as soon as practicable after Effective Dates.

⁽²⁾ Eligible employees are those on active payroll on the respective dates above; other employees returning to work after such dates may be eligible under certain conditions.

⁽³⁾ Ratification Bonus will be paid to eligible employees on or before September 1, 2019. Eligible employees are those on active payroll, temporary lack of work layoff, or company approved leave of absence on June 24, 2019.

August 7, 2019

Health care summary

No medical contribution increase in 2020 remains. Lower increases to contribution amounts in 2021, 2022 and 2023.

	2020	2021	2022	2023
Contribution increase %	No increase	4.9% (was 5.9%)	4.9% (was 5.9%)	4.9% (was 5.9%)

Weekly increase for employee making \$50,000 - \$74,999*; Option 1; Family coverage

	2019	2020	2021	2022	2023
Coverage	Option 1	\$ Increase vs. Today	\$ Increase vs. 2020	\$ Increase vs. 2021	\$ Increase vs. 2022
One-Person	\$34.79	\$0.00	\$1.70	\$1.79	\$1.88
Two-Person	\$69.60	\$0.00	\$3.41	\$3.58	\$3.75
Three-or-More Persons	\$86.99	\$0.00	\$4.26	\$4.47	\$4.69

* Based on annual pay defined as Normal Straight Time Annual Earnings (NSTAE)

- No increase to smoking surcharge; remains \$625 per year
- No increase to Annual Out-of-Pocket Maximum
- One-time Annual Deductible increase: Option 1 - \$100 (1-Person) / \$200 (2-Person) / \$250 (3-or-More Persons); Option 2 - \$150 (1-Person) / \$300 (2-Person) / \$375 (3-or-More Persons); Option 3 \$200 (1-Person) / \$400 (2-Person) / \$500 (3-or-More Persons).

Retirement summary

Previously, the offer included an extra \$300 in Additional Company Retirement Contributions (ACRC) in 2020 and 2022. This updated tentative agreement adds two more \$300 ACRCs in 2021 and 2023 – for a total of 4 extra \$300 contributions.

Additional Company Retirement Contributions (ACRC)			
2020	2021	2022	2023
\$600 + \$300 = \$900	\$600 + \$300 = \$900	\$600 + \$300 = \$900	\$600 + \$300 = \$900