

May 7, 2018 – May 2, 2021  
Proposed ULA / IAM Collective Bargaining Agreement

**Summary of the 2018  
Proposed Master Agreement**

**AEROSPACE**



**Jobs · Security · Prosperity**

**International Association of Machinists &  
Aerospace Workers, AFL-CIO**

District Lodges 75, 166 and  
Local Lodges 44, 610 and 2786

**And**



**VOTE**

**Sunday May 6, 2018**

**Your Combined Negotiating Committees  
DO NOT RECOMMEND  
voting for this proposed  
Collective Bargaining Agreement**

By voting for this contract, you are letting ULA take away many of your benefits and future money, as well as that of future generations of Machinists. They are not forcing you to accept this proposal. They cannot force you to vote for it. They can only try to bribe you into accepting it.

There are many TAKE-AWAYS that the Company was determined to include in the language that were NOT agreed to by your Negotiating Committee. Just like last contract, they throw their crap in with their Last, Best & Final offer, hoping to buy your agreement with a cheap bribe.

The increases you do see throughout this proposal are the areas where the Company is hoping to buy your ratification vote.

The Company has been very active in trying to focus your attention on what they have called “significant progress” in negotiations and yes, we have made significant progress. What the Company hasn’t been telling you is where we started and how far apart we were, and still are, from an equitable contract that represents the loyalty and sacrifices our members have made over several generations, along with the even greater significant sacrifices they expect you to make in the future.

Here are the issues your Committee has with the Company’s Last, Best and Final:

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**New Classification** The Company wants to create a new classification called, “Warehouse Worker” that will take the place of the Aerospace Support techs at launch sites and Aerospace Production techs that currently perform that work at Decatur including warehousing, inventory, part receiving/distribution, etc. The new Warehouse Workers will start at \$15.21/hour with a maximum rate of \$19.21/hour. If you are currently a worker in those departments, they will allow you to stay at a very reduced rate or move into Aerospace Technician class.

**Sub-Contracting** The Company now wants the ability to subcontract any work being performed by anyone for up to 6 months at a time.

**Salary Workers** The Company wants salaried workers to be able to perform bargaining unit work.

**Selling Off Pension** The Company wants to sell your pension to an insurance company. Presently, your pension is guaranteed and insured by the PBGC. We all know what has happened to pensions that have been sold off in the past. Once it is sold, there are no guarantees any longer and you have the possibility to lose it.

**Employee Travel** ULA wants to require all employees to maintain a company credit card and be available to travel to any site at any time, so long as it's convenient for them. However, for anyone with a critical skill, they can bypass you for travel and pay you absolutely nothing, regardless of your seniority. They also refused to raise the travel hourly additive.

### **3<sup>rd</sup> Shift is being modified to 8 hours**

**General Wage Increases** 1.5% first year, 1.75% second year and 2.0% third year. They took out the .50 regional equity increase for Decatur.

**Progression within Rate Ranges** Company refused to increase the current \$.25 progression rate that has been in place for more than a decade.

**Increased Health Care Costs** Over the life of the contract, participants in the EPO plans will see their premiums increase 59%!! Based on current annual 8% increases.

**Decatur Performing Launch Site Work** They also want to force workers in Decatur to perform launch site work at the launch sites at Decatur's lower pay rates.

**Ratification Bonus** ULA has thrown you a bribe in the form of a one-time lump sum payment of \$6000 to try to get you to let them sell out the Defined Benefit Pension Plan for everyone. In addition, after taxes it will take that entire \$6,000 bonus to pay for your increased medical premiums. You won't get the whole \$6,000 after the taxes are taken out. You will receive approximately \$3000.

**Quarterly COLA increases** Company has completely deleted quarterly COLA increases

**Supplemental COLA lump sum payments** There are 3 proposed supplemental COLA lump-sums of **\$1200** to be paid prior to Oct 31 each year.

**Crane Operator Premium** **WOULD NOT CONSIDER FOR DECATUR**

**SCI Clearances** increased to \$2/hr and the Company granted them super-seniority

**401K Savings and Retirement Plan** **NO INCREASE** in the company match. The Company increased the quarterly ERSC retirement replacement payments from \$800 to \$900. (\$100 more than last contract, but still hundreds of dollars less than they used to contribute to your pension plan before they froze it.)

**Supplemental Insurance** Company refused to allow employees to voluntarily contribute to Aflac plans.