



Best of the Best

ULA NEGOTIATIONS SUMMARY OF CHANGES

Duration	3 years
Ratification Bonus	\$6000.00
General Wage Increases (GWI)	Year 1 - 4.0%
	Year 2 - 3.5%
	Year 3 - 3.0%
Aerospace Inventory Specialists (Warehouse Worker) Rate Ranges	Minimum and Maximum rates are increased.
All other Job Classifications	Minimum and Maximum rates are increased.
COLA Supplement	YEAR 1 - \$4000.00 YEAR 2 - \$1400.00 YEAR 3 - \$1400.00
Progression Rate	\$.30 every 12 weeks for the first year. \$.25 every 12 weeks for the remainder of the contract.
Shift Premium	\$1.00 for 2 nd , \$1.75 for 3 rd .
3X12 Premium (Decatur)	Work 36 hours get 40 hours pay + \$2.00/hr premium.
401(k)	Company match increased to 70% of the first 8%. Quarterly ERSC increased to \$1100.00.
Short-Term Disability	Improved short-term disability benefit and company will now pay half the premium.
Health Care Costs	Maintained current CAPS on PPO and HRA. \$100.00 increase to EPO company contribution.
Hazmat/SCAPE Premium	Increased to \$50 per day.
Personal Paid Time Off	One-time addition of 16 hours added to member's balance.
4x10 Schedule (Decatur)	Decatur 4x10 schedule starts no later than Sept. 17, 2022.