



2014 COLLECTIVE BARGAINING AGREEMENT NEGOTIATIONS INFORMATION

UAW Local 1069 Bargaining Committee



Brothers and Sisters,

I come to you today with a tentative collective bargaining agreement that satisfactorily recognizes the hard work, dedication, and commitment of each of you over the five years here at the Boeing Ridley Park plant. Your Bargaining Committee, along with our UAW International Representatives, worked tirelessly to complete this agreement with the Company and did so in a tough economic and business situation.

We spent the last year preparing for these negotiations and brought our accumulated knowledge to the table to bargain a fair and equitable contract for you and your families. This Committee did a great job with this contract, even with having to labor under the restrictions and obstacles thrown up by the Company.

In this pamphlet, you will see all of the changes that were brought forth for this contract. There are some things that we were unable to hold off, but even with that, we were able to get other concessions from the Company to improve your pay and benefits, health care, and other non-economic issues that affected many members in a negative way in the past five years.

We recommend that this tentative agreement be accepted by the membership of UAW Local 1069. Remember that this tentative should be viewed as whole. I urge you to consider this tentative agreement for what it can do for you and your family for the years of its duration. We believe that this contract stands tall as one of the best in the industry.

Chris Owens, President

UAW Local 1069

CBA Highlights:

Raises/Bonuses each year of the contract

\$95 per credited year of service

Voluntary Separation for Eligible Employees

Shortening of the Wage Progression years and pay increase

Increase in VIP matching

Language on managers returning to the BU

\$10,000 Ratification Bonus

Increased S & A Disability Payments

Increased Life Insurance

More information inside

2014 CBA NEGOTIATIONS INFORMATION

\$10,000 Ratification Bonus,

paid within 30 days of ratification for all active members and members on any LOA

GWI/Bonus each year of the contract; 8 years of GWI or Bonus

Members at top rate receive 4 GWIs, 4 Bonuses; members in progression receive 8 GWIs

Top Rate member GWI/Bonuses

Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
3% raise	2%+1% bonus	2% raise	3%+1% bonus	3% raise	3%+1% bonus	2% raise	2%+1% bonus

Members receive 10% total GWI and 14% total Bonus during the contract

Member in wage progression

Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
3%	2%	2%	3%	3%	3%	2%	2%

Members receive 20% total GWI during the contract

(Members who zoom to top rate during contract will move into GWI/Bonus schedule)

Increase in Lead Rate

Lead rate to increase to \$1.25/hour

Wage Progression Improvements

Members in the wage progression will receive a one year reduction in their time to reach top rate, along with a \$.68/hour wage increase from that year.

In addition, members in the wage progression will receive an increase in pay per step of \$.50 for the remainder of their individual progression to top rate. Members will still zoom to top rate upon completing their steps.

Defeated Proposal to Install Alternate Work Schedule

The Company presented an Alternate Work Schedule (AWS) that included 4 10 hour days from Monday through Thursday or Tuesday through Friday. They also proposed a 3 day 12 hour schedule for Friday, Saturday, and Sunday.

All hours would have been at straight time, sacrificing union-won overtime benefits of 1 1/2 for the two extra hours each work day during the week, plus the 3 day weekend shifts.

An additional point noted was that the acceptance of an AWS by the Union could lead to future scheduling changes for production work, based on necessity, that eliminated all overtime as the Company changed schedules under Management Prerogative language.

Also, lowest seniority members could be stuck on undesirable 3 day weekend shift forever due to lack of seniority for bumping off the shift.

Language on Managers Returning to the Bargaining Unit

All future transfers out of Bargaining Unit into (any) salary position shall maintain accrued seniority, but will no longer accrue after that date.

Salary employees, including managers, can only return to the BU if there is a surplus declared for their position. Their old job has to be populated and have seniority to hold.

Any employee transferring out of the BU after date of this agreement will have 8 weeks to return to the BU if they choose. Employees returning under those circumstances will retain their seniority.

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Medical Benefits Changes

No changes in plans until 2016

Members can choose a medical benefits plan, during the enrollment period, from these providers:

Traditional Medical Plan

Advantage+health plan with a Health Savings Account

Aetna HMO

Plans are now same across Ridley Park site for all employees.

New costs 12% in 2016, 14% in 2019

Discontinue Survivor Income Plan in 2016 (replaced by new 2.25 X yearly base pay)

New plans offered to retirees—Tricare for early retirees, Medicare Supplement for Medicare retirees

Increased interaction with Company Wellness Program for screening, health assessment and tobacco attestation (declaration that you will not smoke)

Layoff benefit changed to 3 months

NEW INCREASED SICKNESS & ACCIDENT INSURANCE PAYMENT

1069 members now fall under new plan that pays out 80% of base pay for Week 2—13, then 60% of base pay for weeks 14-26. Long term insurance is also available at 50% from week 27 on. Additional 10% of coverage for long term insurance is available for purchase. Begins 1-1-16.

NEW INCREASED LIFE INSURANCE

1069 members now fall under new plan that pays out 2.25 X base pay. Begins 1-1-16

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Voluntary Separation Plan for Eligible Employees

Eligible employees who terminate during a six-month window period receive the following special separation benefits:

\$95/month basic pension benefit available 4/1/15

3 additional years of credited service for pension benefit calculation only

Early retirement supplement available at age 55 and 27 years of service (LISA)

Up to 26 weeks of severance pay (1 week for each year of service)

Enrollment period to be determined

Upgraded Voluntary Layoff (VLO) Language

VLO now open to all job classifications when available, subject to Company approval for production necessity.

Increased Safety and Health Committee

We will add 2 more members to our award-winning Safety & Health Committee following their recent recognition as one of the Boeing Company's best safety Committees.

Developing Job Transfer Process for Better Access to Open Bargaining Unit Positions in the Plant

UAW Local 1069 leadership will be working a two-year pilot program with the Company to post open Bargaining Unit positions on Careers@Boeing, the Company current staffing needs process.

Bereavement-Added Same-Sex Domestic Partner

Held Off Company Plans to Eliminate Janitorial Pool and Outsource Jobs

The Company proposal had a plan to eliminate the Labor Pool, all janitors, and send the work out for bid to an outside vendor.

The Janitorial Pool has been a mainstay here at Local 1069 as a safety net for members over the years, keeping them in the plant during slow production periods. Many 1069 members have spent time as a janitor over the last 25 years, maintaining benefits and pay during the slack periods.

In addition, many of our current members began their Boeing career in that job, using the janitor position as an entry level job to get into the plant. Those members took advantage of union-bargained training programs in sheet metal and composite fabrication and were able to move into those higher-paying jobs upon completion of their training.

We believe that the Janitorial Pool is as important as nearly any position in the plant. Keeping those jobs here is always critical.

Job Classification Upgrades/Combinations

Effective January 2, 2015:

Maintenance Pipefitter Plumber A from LG 9 to LG 10

Boiler Operator High Pressure from LG 9 to LG 10

Locksmith from LG 8 to LG 10

Flight Test Mechanic A from LG 10 to LG 11

Combine Inspector Whirl Tower into Inspector Operational Support (LG 12)

Increase from LG 2-6 to LG 6 in new Single Rate pay scale for future employees:

Shop Clerk, Rotor Blade Finisher, Assembler Sheet Metal B, Facilities Services
Dispatcher

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VIP MATCH INCREASED TO \$.75 ON \$1 ON FIRST 8% OF DEPOSIT

Goes into effect 1-1-17

PENSION INCREASED TO \$95 PER CREDITED YEAR OF SERVICE

Current and future accrued pension credits will be paid at \$95 per credited year of service, as of 1/1/16. Pension credits will continue to accrue up to 12-31-16.

Members taking advantage of the Voluntary Separation plan will receive the \$95 Pension figure during Separation window, 4-1-15 to 9-30-15

NEW PENSION PLAN IN PLACE JANUARY 1, 2017

The new Company Retirement Plan goes into effect on January 1, 2017. This new Plan will be Company-funded with no contributions from members.

The new Plan will receive percentage-based Company contributions each year based on the previous year pay of base rate plus any shift differential.

The Company will contribute 9% the first year of the plan, 8% the second year of the plan, 7% the third year of the plan, and 4% for every year after that.

This account will be available to be managed by the member.

Elimination of use of Social Security Numbers from Company Processes

All future business will be done with BEMS ID, except as where required by outside agencies.

LOU 17 Employment Security Language updated

LOU 17 rewritten to reflect new production schedules per year of contract.

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ALSO FOUGHT BACK:

Total elimination of Shop Bargaining Committee

Eliminating overtime pay by use of alternate work schedule plan

Deleting of language in the Grievance Procedure eliminating 3rd & 4th Steps

Limitations on use of vacation and sick leave

Unlimited time for investigation of disciplinary actions

Elimination of zoom for current members

Company attempt to limit shift preference moves to once a year

Elimination of Red Circle rates

Company plan to rearrange and track seniority by BEMS ID

Attempt to eliminate Company pay for Union Arbitration witnesses

Additional contract information

New higher starting rate for employees starting after contract ratification

Overtime language changed to compensated hours worked in a week; compensated include vacation & sick leave, union business; only LWOP time counts against compensated hour standard.

\$25/hr. maximum wage to be earned by janitor, current members red-circled

All discipline time limits extended to 15 work days

New 90 day period for seniority retention

COLA roll-in change

Change for vacation use, 1 hour minimum

Members can opt for ACLC training without consulting EI team of manager

Changed contact language for Employee Relations to include certified letter instead of telegram