



# CONTRACT 2007

## REPORT OF THE IAM NEGOTIATING COMMITTEE ON THE PRATT & WHITNEY IAM DISTRICT 26 AND LOCAL LODGES 700, 1746 and 1746A CONTRACT

### Highlights of the Company's Final Offer December 2, 2007

Outlined below are the highlights of the company's final offer – reached during contract talks between your elected Negotiating Committee and management in the 2007 contract negotiations. Only the changes are highlighted. Contract provisions from our previous agreement remain unchanged if they are not noted here.

Your elected IAM Negotiating Committee from each location along with Local Lodge Presidents, District 26 Staff and Grand Lodge Staff worked long hours and deserve the thanks of all Pratt & Whitney workers. In addition, Mel Tripp and Bob Brzozowski helped greatly by writing flyers, updating the district web page and getting the word out throughout the shop on the many activities.

The most valuable component to any negotiations is you the membership. You let Pratt & Whitney know loud and clear that because they failed to address your job security demands in August they needed to go back to the table and get it done. When they tried to ignore those demands again during these negotiations, **YOU HAD THEIR SHOPS ROCKIN!** The result of going back to the table includes **obtaining the job protections in Letter 22 for all Pratt & Whitney workers.** Thank you brothers and sisters, this gain was a long time coming.

The first vote: do you vote to accept the company's last, best and final offer? This vote is decided by a simple majority of **50% plus one**, of the Pratt & Whitney members present and voting.

If the company's offer is rejected, the second vote is counted, which is: do you vote to strike? Under our IAM Constitution, this vote requires a **66 2/3 majority** of Pratt & Whitney members present and voting, in order to take strike action.

If a simple majority of the members voting do not accept the company's final offer, but a strike vote does not pass by 66 2/3, then the last best & final offer of the company goes into effect as the new contract.

## Agreement

- Effective December 3, 2007

## Article 5 – Union Security

- Delete Social Security Number from data provided to the union

## Article 6 – Union Representation

- Reduce the number of members required to add a member to the shop committee to 1200

## Article 7 – Grievance Procedure

- New language that all participants in the grievance procedure should be trained
- Violation removed from the grievance form
- Company to provide a private location for suspended or terminated employees to meet with a steward

## Article 8 – Seniority

- Clarified language that employees are promoted on shift if they have the necessary seniority
- Laid off employees need to acknowledge recall within five working days and report to work within ten working days after notification
- Retraining benefit increased for laid off workers to \$4,000

## Article 10 – Wage Rate Progression

- Pay increases for promotions increased to 50 cents minimum

## Article 11 – Wages

- Add 53 cents COLA prior to adding general wage increases
- 3.5% General wage increase effective December 3, 2007
- 3.5% General wage Increase effective December 1, 2008
- 3.5% General wage increase effective December 7, 2009
- Continue semi annual COLA  
(see page 2 and 3 of attachments)

## Article 13 – Vacations

- Employees may take 8 hours of vacation time in 1 hour increments

## Article 14 – Holidays

- A total of 38 paid holidays during the life of the agreement (see page 4 of attachments)

## Article 17 – Bereavement Leave

- Civil Union Partner added to definition of immediate family

## Article 23 – General Provisions

- 30 day notice to union on shift change hours

## Article 26 – Environmental, Health & Safety

- Local Lodge 700 Middletown may have twelve (12) EH&S Representatives plus one chief
- Monthly EHS council meetings and VEHS steering committee meetings
- Minor injury notification by computer
- Injuries / fatalities, near miss notification immediate

## Article 29 – Job Posting and Bidding

- Postings for nine (9) calendar days

## Article 30 - Duration

- Expiration December 5, 2010

## Appendix A – Occupational Groups and Families For Layoff and Recall

- Occ Code 642 Automatic Casting Facility Operator moved into Job Family 5
- Job Family 14 Part Casting eliminated

## Appendix B – Seniority Areas

- Seniority Area nine (9) Cases and Composites moved into Seniority Area five (5) Disks, Hubs, Shafts & Drum Rotors (Middletown)
- Seniority Area 95 Experimental Support moved into Seniority Area 90 East Hartford Site Wide

## Letter 1 – Information to be Provided to the Union

- Records provided the union monthly, and electronically

## Letter 3 – Employee Assistance Program

- CEAP certification should be achieved as soon as practicable

## Letter 5 – National Health Care

- Changed to Universal Health Care throughout
- Add state laws

## Letter 7 – Group Insurance Plans

(see pages 5 – 12 of attachment)

## Letter 8 – Pension Plan

- Max contribution increased \$8 to a max of \$58 (see page 13 of attachment)

## Letter 9 – Savings Plan

- \$2 Increase up to \$60 max matched effective 1/1/08
- \$2 increase up to \$62 max matched effective 1/5/09
- \$2 increase up to \$64 max matched effective 1/4/10
- unmatched contribution increased to \$175 for the life of the agreement

## Letter 10 – Individual Medical Account

- contributions \$1 to \$8 per week effective 1/7/08
  - Additional contributions by age
- |             |         |
|-------------|---------|
| 50-54 years | \$1-\$4 |
| 55-59 years | \$1-\$5 |
| 60+         | \$1-\$6 |

## Letter 11 – Ratification Bonus

- \$3000 payable no later than December 20, 2007
- Company will match 50% for any amount of this bonus in \$250 increments deposited into the savings plan. Must make election by December 12, 2007

## Letter 13 – Trades Subcontracting

- Deleted (protections now in Letter 22)

## Letter 14 – Technical Training

- Training put under the jurisdiction of the locals and module centers

## Letter 20 – Indirect Subcontracting

- Deleted (protections now in Letter 22)

## Letter 22 – Workplace Guarantees and Subcontracting

- Add all indirect workers so finally all workers at P&W are covered by this letter
- Create a committee to address excess yellow badges in shops

## Letter 23 – Joint Apprenticeship Program

- New apprenticeship consisting of a minimum of ten (10) employees during agreement
- Company agrees to explore feasibility of certificate and school to work programs

## Letter 26 – Joint Health Care Committee

- Company and union to meet and discuss alternatives to problems with health care
- Benchmark and implement best practices with executive steering committee approval

## Letter 29 – Environmental, Health & Safety

- Company will pay all time for attendance at VEHS team meetings
- Company to train employees before they start

## Letter 30 – Alternative Workweek Schedules

- Cap increased to 20%

## Letter 34 – Voluntary Separation Option

- Increase insurance benefit from 6 months to 12 months

## New Letter – Selection of Employees for Covered Work

- In areas where all employees are not required to be in the covered work pool management will ask for volunteers. If there are not enough volunteers the company will force the least senior employee into the pool.

## New Letter – EH&S Culture Change Program

- Company and Union agree to identify and agree on a new EH&S program

## New Letter – F-135 Engine (JSF) / JSTARS / Boeing 767 Tanker

- Company commits to place JSF / JSTARS / Boeing 747 Tanker engine assembly and test work in Middletown and put part production work in Middletown and East Hartford.

## New Letter – Shop Steward and Shop Committee Excess Billing

- excess steward and shop committee time to be pooled on a monthly basis saving locals on lost time charges

## New Letter – Review of Occ. Group 240 in CANC

- Company and union will review the use of Occ. Group 240 in CANC during first quarter

**Commitment** — A letter will be sent to supervision from Larry Moore and Jim Keenan forcing them to comply with overtime recording language

The Negotiating Committee deliberated the company's last best and final offer Friday afternoon. The package falls short on your health care demands and the company has shifted more of the cost on our members.

The committee feels this package addresses the job security demands of our membership. The company's final package contains many positives including a good wage increase, above average increase to the pension as well as increases in the savings plan, and signing bonus that can be matched by 50 % if deposited into the savings plan.

Unanimous Recommendation of the  
IAM Negotiating Committee

**Vote to Accept**

The final decision is yours. The IAM is prepared to back you 100% in whatever decision you, the members, make.