



KEVIN THOMAS, President
JOSEPH FERRADINO, Vice-President
BRIAN L. LUTZ, Shop Chairman

10/08/2020

OFFICERS:

- Financial Secretary
MIKE KISH

- Treasurer
MIKE MARTIN

- Recording Secretary
DIANE MASON-DYER

- Floor Guard
RAY LESNIAK

- Executive Board
BEVERLY BRYANT
TERRY BRYANT
MARK GRACZYK
CARLENA JONES
ED RINGER
JACK ROBINSON
CHERYL THOMPSON
FRED YUNGBLUTH
TROY BUTCHER

- Trustees
JEN DANISZEWSKI
TERRY VALESKY

- Skilled Trades
Chairman
JJ SCARMUZZI


- Benefit Administrator
KIM ROCK

The contents of this package contain the highlights from the 2020 IUE-CWA local 717/Aptiv Bargaining agreement. Your bargaining committee was able to secure wage increases, future commitments on work packages and machinery upgrades.

In addition, we were able to hold the line on any increases in out of pocket costs to our benefits and we are proud to say we gained traditional dental for all upon 60 months of employment.

We believe that this comprehensive package is a good agreement. Especially in the times we currently find ourselves with everything that is taking place in both the Auto industry and all of our local communities. With that said your local 717 bargaining committee and the IUE-CWA International recommend this agreement to you for ratification.

In Unity!!!


Kaine Goodwin
IUE-CWA Staff


Brian Lutz
Shop Chairman


JJ Scarmuzzi
Skilled Trades Chairman


Kevin Thomas
President

HIGHLIGHTS

2020 TENTATIVE AGREEMENT

Between IUE-CWA LOCAL 717 & APTIV, WARREN OHIO

The following is a summary of the Memorandum of Understanding dated October 6, 2020 between Aptiv and the IUE-CWA Local 717.

DURATION -

This agreement shall continue in effect until 11:59 (EDST), October 12, 2022. (2 years)

WAGES-

All raises will occur on October 12, 2020, October 12, 2021, *based on seniority as of December 31st of each year.

Seniority Based Wage System (Production Employees)

2020		2021	
0<1	\$13.67	0<1	\$13.94
1<2	\$13.87	1<2	\$14.15
2<3	\$14.08	2<3	\$14.36
3<4	\$14.28	3<4	\$14.57
4<5	\$14.48	4<5	\$14.77
5<6	\$14.69	5<6	\$14.98
6<7	\$14.89	6<7	\$15.19
7<8	\$15.10	7<8	\$15.40
8<9	\$15.30	8<9	\$15.61
9<10	\$15.91	9<10	\$16.23
10<11	16.52	10<11	\$16.85
11<12	17.34	11<12	17.69
12<13	18.16	12<13	18.52
13<14	18.95	13<14	19.33
15+	\$20.71	15+	\$21.12

WAGES-

PRODUCTON and SKILLED TRADES

2020-	2% Base Wage Increase
2021	2% Base Wage Increase

SKILLED TRADES – JOURNEYMEN

- ❖ **Newly hired Journeymen will be hired at 85% of the Traditional Skilled Wage and wage increases as follows:**
 - ***Traditional Skilled wages at 90 days seniority***

New letters

- **Letter on Facility refurbishment and Equipment upgrades**
- **Future Viability**
- **Demand Variation in Customer Scheduling**

HOLIDAYS-

**The negotiated Holidays are listed below in years 2020, 2021 & 2022:
(29 Total Holidays)**

2020-9 days	2021-15 days	2022-5 days
Veteran's Day	January 1, 2021	Martin Luther King Day
Thanksgiving	Martin Luther King Day	Good Friday
Day after Thanksgiving	Good Friday	Memorial Day
December 24, 2020	Memorial Day	Independence Day
December 25, 2020	Independence Day	Labor Day
December 28, 2020	Labor Day	
December 29, 2020	Veterans Day	
December 30, 2020	Thanksgiving	
December 31, 2020	Day after Thanksgiving	
	December 24, 2020	
	December 27, 2020	
	December 28, 2020	
	December 29, 2020	
	December 30, 2020	
	December 31, 2020	

ATTENDANCE REGOGNITION-

Beginning January 1, 2021, the current Attendance Recognition Award program will be modified. For every quarter of perfect attendance, an employee will earn 8 hours of additional VR which must be taken by December 31st of the following year. For one year of perfect attendance, an employee will earn an additional 8 hours of VR.

VR Start of Year Balances

Starting in 2021 each employee's VR balance will be reduced by 20 hours, and those 20 hours will be added to each employee's VP balance.

Perfect Attendance	
Disqualifiers	Qualified
Unpaid FMLA	Paid FMLA
Discipline	VR/ VP/ VN / VX
Late/Tardy	Jury Duty
Unexcused absence	Military Leave
S&A sick leave	Bereavement
EDB (LTD)	Union Leave
Personal leave	Temp Layoff
Educational leave	Short Work Week
Informal leave	Holidays
	Excused Absence
Work Comp*	Work Comp**
* Any Work Comp absence that exceeds 6 months will disqualify.	** Any Work Comp absence that is lesser than 6 months will <u>not</u> disqualify.

HEALTHCARE/BENEFIT CHANGES-

- On-line doctor visits added to the benefit plan.
- Modify the Health and life Benefit Continuation during leave of absences to that hourly and salaried are the same. This removes the requirement that employees pay \$.50 per month per \$1000 worth of coverage to continue basic life insurance while on approved leave of absence.
- Life and Disability benefits will split the combined coverage options for hourly life and PAI to match salaried.
- Eliminate the hourly basic life age reduction
- Change hourly dependent life plan provisions so that the premium is based on the employees age as of January 1 instead of December 31
- All life insurance premiums will be changed in the plan language and communicated to the Union that they will be based on the employee's age as of January 1 of the coming year.
- Sickness & Accident will be paid through in plant payroll. This eliminates the need for the benefits administrator to have to set up hourly employees for direct bill/invoicing while on S&A. Simplifies the administration so hourly and salaried are handled the same way on disability

Vision Plan to remain the same.

Dental-

Eliminate MVP Dental Plan and replace with the Traditional Dental Plan. All coverage schedules remain the same.

A Closer Look at the Dental Plans

	Traditional Dental Coverage (W4, W5, W6 Benefit Codes)	MVP Dental Coverage (W1, W2, W3 Benefit Codes)
Deductible	None	None
Coinsurance	Plan Pays* You Pay*	Plan Pays* You Pay*
❖ Preventive	100% 0%	100% 0%
❖ Minor restorative	90% 10%	80% 20%
❖ Major restorative	80% 20%	50% 50%
❖ Orthodontics	50% 50%	0% 100%
Maximum annual benefit	\$1,700 per covered person	\$750 per covered person
Maximum lifetime orthodontic benefit	\$2,000 per covered person under age 19	Not applicable; no orthodontia coverage
Maximum lifetime accidental dental injury benefit	\$12,000 per covered person	\$12,000 per covered person

- **Production leader wages**

Production leader wages will be increased from \$1.00 to \$1.50. This will include production operators working with an Engineer to develop new products and training new operators within their classification

- **FLYING 8 MODIFICATION**

In order to qualify for a Flying 8, an employee must work all hours offered to qualify for the Flying 8.

FMLA

All hours of FMLA for Self will run concurrent with Vacation leave. Vacation must be used concurrently except for an employee's last 40 vacation (20 VP and 20 VR) that will remain at the discretion of the employee.

FMLA to support family members will also run concurrent with vacation for a maximum of 40 hours, but that will not start until the employee has used 200 hours or FMLA in that calendar year.

The Company reserves the right to enable third party medical verification of FMLA. Pattern analysis will be the basis of enabling third party assessment.

- **PROFIT SHARING**

The EBITDA% Attainment Table for Profit Sharing will be modified to what is listed below:

75% = \$1,500.00

100% = \$3,000.00

150% = \$4,500.00

200% = \$6,000.00

- **Mandatory Overtime**

The current Mandatory Overtime language which states, “the lowest seniority employee in the equalization group will be forced to work” will be replaced with, “the employee with the lowest equalization hours will be forced to work”. In addition, employees in single person equalization groups will only be forced to work mandatory overtime two (2) weekends out of a four (4) weekend period.

- **Janitorial**

All (083) Service General Classification work associated Plant 47 Lobby and Factory Offices will be Subcontracted to an outside company. One (083) Service General will be excessed from Plant 47 and will be placed into another classification in the Warren Operations. The parties agree to discuss and modify items such as snow removal, salting, and other safety concerns at a later date.

- **SAFETY SHOES**

The Safety Shoe allowance will be increased from \$80.00 to \$100.00

- **Sick Leave Administration**

The Parties agree to modify the 5 and 20 days to 7 and 20 days.

- **POLICIES AND WORK RULES**

The Company retains the right to make reasonable changes to policies and work rules but, during the life of the Agreement, will discuss any such changes with the Union.

- **DISTRICTING PLAN**

- The parties agree to the following districting plan. The Union will have five (5) districts over the life of the Agreement.
- If WSO (Plant 11) transitions to the Continuous Run schedule during the life of this Agreement, the Union will gain one (1) district to take them to a total of six (6) districts.

- **PAYCHECKS**

All employees that currently receive live paychecks delivered to the plant may continue to do so. No additional employees, existing or prospecting, may elect to receive live paychecks. Those currently receiving live paychecks may continue to do so but must pick them up, on their own time, at the security guard desk.