

Questions and Answers from Executive Board

RE: 2020 Tentative Agreement

- 1) Are there going to be any changes to the SUB program?

There are no changes to the SUB program in this agreement.

- 2) Why are they taking our VR and moving it to VP?

Part of this agreement calls for a perfect attendance program that rewards perfect attendance with the yearly potential for a member to earn an extra 40 hours of VR by achieving perfect attendance for the entire year. This week of VR can be used in the year earned or carried over to the next year. Each individual will begin the New Year with 20 hours of VR and their VP hours will be increased by 20 hours. Based on the survey sheets turned in to the Union prior to negotiations the potential to have an opportunity to earn an additional week of VR outweighed the negative impact of the initial loss of 20 hours of VR...

- 3) What is paid FMLA?

Within the Law that governs FMLA an individual can always use their vacation at the same time as using their FMLA, which is "paid FMLA"...

- 4) What is the NMVP under the Health Care plan?

This is the traditional healthcare plan.

- 5) Do you have to use the perfect attendance hours? And if not, what happens to them?

The hours earned in each quarter of perfect attendance can be used in the very next quarter, but you will only be able to use 24 hours of that whole week within that year due to the fourth quarter ending on the last day of the year, so those 16 hours (8 for the fourth qtr and the bonus day for the whole year of perfect attendance will auto roll into the next year). You can roll the whole week into the next year and if that week is not used in the following year it will be paid out in the following January like all unused vacation hours are currently paid out....

- 6) What brought us to a two year agreement?

It is a long held Union philosophy that as a bargainer you try to get the longest term agreement during the best of economic times and in this time it is not the best of economic times so what you try to do is get as many gains as possible and the shortest of terms as possible so as to get through this uncertain time. It is the belief of the Union bargaining team that this agreement will bridge us to a better time to bargain from a stronger position....

- 7) Is the 2% added to the pay wage now?

The Union was able to hold onto the wage progression as was agreed to in 2015 bargaining and in each of those pay rates there will be an additional 2% added to the

existing rate in each year of the agreement. The trades and those who are over 15 years seniority will receive a 2% wage increase in each year of the agreement.

8) Does the 2% wage increase apply to all wage levels?

Yes, and also those who are progressing through the wage progression will receive those increases as well, which were negotiated in 2015...

9) When do the new wages take affect?

If passed the new wages will take effect on October 12, 2020...

10) Are we to assume that there is no signing bonus as part of this agreement?

There is no signing bonus in this tentative agreement..

11) Does the "flying 8" include work in other classifications?

The only change to the flying 8 language is that an individual must now work all hours offered during the qualifying 3 out of 4 days...

12) Does your length of time worked matter or count for the production leader wages?

No, the only change to this language is that we were able to convince the company to put in the actual language that if members are training other members in their classifications or they are assigned to work with an engineer, those members will be compensated at the leader wages for those hours spent doing those things...

13) Do paycheck pick-ups have to be on your own time?

That is what is written in the agreement but the Union doesn't see this as too much of a difference from what is going on currently...

14) Do you have to work all hours offered to qualify for the flying 8?

Currently an individual can receive the flying 8 simply by working the same amount of overtime in early three out of the four days outside of Sunday, and this is regardless of what was the actual offer. If passed this agreement will change that to the individual must work all hours offered in early 3 of those 4 days...

15) Does short term or long term disability disqualify you from perfect attendance bonus?

Yes it does and that is not a change from the current language...

16) Why are they changing the language regarding mandatory overtime from "lowest in seniority" to "lowest in equalization hours"?

This is a simple change that signifies a change in my thought process based on what I watched for a very long period of time in Plant 11 where the youngest folks in an area were forced to work all of the time. With this change it will equal the burden of when mandatory overtime is used. Please do not mistake that the Union has conceded anything to management because we still believe that forced overtime is mostly unnecessary. In addition to this change those who currently reside in an individual equalization by themselves, under the new agreement those individuals can only be forced to work two weekends out of 4..

17) When is the expected shoe allowance to be paid?

The shoe allowance looks to be paid out in either the end of March or the beginning of April..

18) Are there any changes to our current medical benefits?

There are several changes to our current benefits; We were able to gain online Dr visits, everyone moves to NMVP plan after 5 years with no contribution, no longer any age reduction in Life Insurance after age 62, everyone with over 5 years seniority gains the traditional dental and those who achieve 5 years seniority will then attain the traditional dental, and we were able to keep the out of pocket costs the same without any paid premiums other than those already in effect...

19) When are the ratification meetings and voting for this agreement?

We will have two meetings on Saturday October 10, 2020 at our Union hall; the first will begin at 1 pm and the second will begin at 7 pm and voting will begin at 2 pm and conclude after everyone at the second meeting have had the opportunity to vote... Please bring a mask and respect social distancing requirements from the Health Department...

Please VOTE!!!

In Unity!!



Brian Lutz