



BULLETIN

TRANSPORTATION DISTRICT 140 DISTRICT DES TRANSPORTS 140

*International Association of Machinists and Aerospace Workers
Association internationale des machinistes et des travailleurs et travailleuses de l'aérospatiale*

**TO ALL IAMAW MEMBERS
EMPLOYED BY
FIELD AVIATION COMPANY INC.
(EASTERN DIVISION)
TENTATIVE AGREEMENT HIGHLIGHTS**

Dear Brothers and Sisters:

Today your negotiations committee reached a tentative agreement with the company. This agreement will be subject to ratification by you, the membership. The date and times for the vote will be sometime next week and the Local Lodge will advise of the details.

The highlights are as follows:

- **3-year agreement expires March 31, 2019**
- **3% raise retroactive to April 1, 2016**
- **3% raise April 1, 2017 and another 3% raise April 1, 2018**
- **Doubling of your company paid life insurance policy to \$100K and the ability to add additional insurance at employee expense if desired**
- **Hard time limits and rules on the contractors in the workplace**
- **Positive changes to the casual sick day policy. Doctors note may be required at 3 days**
- **Agreed to new forms for Short Term Disability application**
- **Reimbursement for STD doctor's reports**
- **Voluntary ability to participate in a 24-hour time bank program for additional days off**
- **Increase in work wear allowance and the ability to purchase a parka at 50/50 cost share**
- **Footwear increase to \$150/yr. or \$250 every 2 years**
- **Clean-up of many confusing articles and language**
- **Settlement of outstanding grievances including:**
 - **Vacation accrual recalculation (was paid out recently) agreement calculation of vacation on all gross earnings**
 - **Janitor inclusion in our work scope**
 - **Contractor language**
 - **Overtime payment**

Your negotiations committee unanimously recommends acceptance of this tentative agreement.

In Solidarity,

Lou Pagrach
Regional Assistant Directing General Chairperson
Central Region

LP\mdr



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