



# UNION REPORT



655 Vaqueros Avenue, Sunnyvale, CA 94085

(408) 739-1434 • FAX (408) 739-1439

## NEGOTIATIONS update Fort Worth

District Lodge 776 has completed negotiations.

<https://iamdistrictlodge776.com/>

The proposed agreement would cover the period between April 25, 2022 and June 14, 2026.

### \$4,000 Bonus Offered, General Wage (GWI) Increase Totaling 14%

- **\$4,000** ratification bonus paid within 60 days. This can be paid either as cash or deferred to your Hourly Savings Plan Plus (HSP).

(ONLY AWARDED IF OFFER IS RATIFIED on April 24, 2022)

- Up to **\$1.25** accelerated COLA fold-in awarded before the first GWI.
- 4.0% GWI on July 2, 2022
- 4.0% GWI on July 1, 2023
- 3.0% GWI on June 29, 2024
- 3.0% GWI on June 28, 2025

Increased second  
shift premium to  
**\$1.00.**

Annual rate  
progression  
increased to **\$1.00.**

### Health Maintenance Organization (HMO) / Point of Service (POS) Preserved – For Eligible Employees

- HMO and POS will continue to be offered for employees hired before July 11, 2016.
- In 2023, three new High Deductible Health Plans (HDHP) will be offered for all employees.
- Members will only pay 5-10% of the annual premium cost of the new HDHP plans.
- Members who enroll in HDHP will receive a one-time company contribution of **\$1,600 (individual) / \$3,200 (family)** to their Health Savings Account (HSA) during first year of enrollment in an HDHP. This means, your first year deductible is entirely company paid.

### Improved Retirement Savings Plans

- Lockheed Martin increases the maximum Company match and moved from a flat savings rate to percentage based savings for all employees. This new plan, which is a company match of **50% of your first 8% contribution**, will grow your savings over time as you grow with the Company.
- Lockheed Martin increases its contribution to the IAM National 401(k) by 2% for all eligible employees.

### Secured Continuous Pension Growth

- The pension benefit increases to \$102 per month, per year of credited service for eligible employees effective Jan. 1, 2022 through 2023.
- The pension benefit increases to \$105 per month, per year of credited service for eligible employees retiring effective Jan. 1, 2024.

### Cost of Living Allowance (COLA) – ALL EMPLOYEES

- Annual COLA supplement of \$1,000 each year of the agreement for all employees.
- Current COLA formula protected for all employees.

**\$4,000**  
Total COLA Payments

### Leave and Flexibility Improvements

- New short term disability plan pays 55% base rate with **no weekly maximum**.
- **New** parental leave (baby bonding): up to 160 hours per 12-month period.
- Expanded bereavement leave to 40 hours.
- 48 hours of personal business granted at the beginning of the year and up to 12 hours permitted to carry over each year for a maximum balance of 60 hours.

**Summary of Benefits and Pay Provisions including last adjustments for our current CBA District 725.**

**YOUR PARTICIPATION IS THE KEY TO OUR NEXT CONTRACT.** MEMBERS make a Union STRONG! We need all of our members to be actively involved with job studies, negotiation surveys, and monthly meetings so we can truly fight for what our members want in this next contract. Your wages, benefits, and working conditions DEPEND on your involvement.

**UNITED WE BARGAIN. DIVIDED WE BEG!!**

**Highlighted in RED are the take aways from 2018 negotiations.**

Benefits	CBA Art & Sec	Changed from	Current	Date of previous change	Date of last change	Years since last change as of 3/11/2023
Retiree Medical 65+ Hired before 3/2/05	Art 6 Sec 7	\$330 Monthly S \$660 Monthly M	<b>\$175 Monthly S</b> <b>\$350 Monthly M</b>	Unknown	7/1/2018	Unknown
Company Matching Contributions 401k	Art 6 Sec 8 C (2)	\$78.00	\$84.00	3/3/2014	3/5/2018	5.0
Skill Adjustment	Art 6 Sec 8 C (2)	\$0.35 per hr. first year of contract. F18 & F19 CEG B & C only	<b>Eliminated Take away of ~\$3000 for each Factory LG18 &amp; LG19 3/2018 thru 3/2023</b>	3/2/2002	3/5/2018	
COLA Adjustment	Art 6 Sec 11	\$.01 adjustment for 0.3 point change in the Average Index	<b>Eliminated Take away ~\$3200 each members 3/2018 thru 4/2022</b>	6/15/1993	3/5/2018	
Cost-Of-Living Supplement	Art 9 Sec 6	\$700.00	\$800.00	3/2/2005	3/2/2008	15.0
Pay Provisions	CBA Art & Sec	Changed from	Current	Date of previous change	Date of last change	Years since last change as of 3/11/2023
Graveyard shift hours (Current population 4)	Art 7 Sec 4 A (2)	6.5 hours worked for 8 hours pay	7 hours worked for 8 hours pay	7/14/1960	3/1/1996	27.0
ARP	Art 7 Sec 1 B (1)	\$0.10 every 8 weeks. Top out after 144 weeks	\$0.25 three times per year		6/15/1993	29.8
Temporary Assignments	Art 4 Sec 3 F (1)	Same rate of pay but not to exceed max of higher rated classification of employee being replaced	\$0.10 above their rate or minimum of higher rated classification whichever is higher	7/14/1960	6/15/1993	29.8
Swing Shift Bonus (Current population 22)	Art 7 Sec 4 A (1)	\$0.25	\$0.40		10/1/1980	42.5
Odd workweek Bonus	Art 7 Sec 4 B	\$0.12	\$0.20		11/11/1974	48.4
Graveyard Shift bonus (Current population 4)	Art 7 Sec 4 A (2)		\$0.08	never	11/19/1956	66.4

Fraternally

Your Negotiating Committee

