



# TEAMSTERS LOCAL 1150 CONNECTICUT & FLORIDA CONTRACT 2018

## RATIFICATION SUMMARY OF LAST BEST AND FINAL OFFER

Below is a summary of the Last, Best and Final Offer from Sikorsky A Lockheed Martin Company to Teamsters Local 1150 on December 1, 2017, being presented to members in Connecticut and Florida on December 3, 2017.

### AGREEMENT AND PURPOSE

Lockheed Martin incorporated into company name.  
Date of Agreement changed to December 3, 2017.  
Allows for Wage Increases, Ratification Bonus and Retirement Increases to be implemented 2 months early.

### ARTICLE I – MANAGEMENT FUNCTIONS

No changes

### ARTICLE II – COVERAGE

Changes to accommodate company name change and facility name changes.

### ARTICLE III – RECOGNITION

No changes

### ARTICLE IV – NONDISCRIMINATION

Language changes to bring into line with other Lockheed divisions and current laws.

### ARTICLE V – UNION SECURITY AND CHECKOFF

Language changes to allow union to adjust the way it collects dues.

### ARTICLE VI – GRIEVANCE PROCEDURE

Elimination of Working Leader promotions from arbitration exemption list.  
Establishment of new Workers Compensation Steward positions (1 in CT and 1 in FL).  
Improved language pertaining to union records requests.

### ARTICLE VII – WAGES AND HOURS

General Increases of 15% over the life of the Agreement (3% each year). COLA rolled into base wage prior to Wage Increase.  
9 Cost of Living Adjustments over the life of the Agreement.  
Increased minimum raise on promotions from 50¢ to 60¢.  
61 paid holidays over the life of the Agreement.

### ARTICLE VIII – SENIORITY

Requirement that upon request Supervision notify members bypassed for promotion of reasons for bypass.

### ARTICLE IX – VACATIONS

No changes

### ARTICLE X – UNION REPRESENTATION

Addition of Workers Compensation Steward positions in CT and FL.

### ARTICLE XI – MILITARY SERVICE

Included Basic Training in categories that qualify for 15-day military leave pay

### ARTICLE XII – GENERAL PROVISIONS

\$100 credit for safety shoes 3 times over life of the Agreement  
\$100 credit for safety glasses 3 times over the life of the agreement

### ARTICLE XIII – STRIKE OR LOCKOUT

No changes

### ARTICLE XIV – ATTENDANCE POLICY

Added 1 FIF day (increased to 6)  
Changed “child” to “legal dependent” as it applies to FIF days  
Added language to excuse First Responders with no pay when responding to emergencies

## **ARTICLE XV – DURATION**

5 Year Agreement

## **OTHER CHANGES**

### **RATIFICATION BONUS**

\$5,000 Bonus will be paid in 2 installments - \$2,500 in January 2018 and \$2,500 in February 2021. This bonus can be deposited into the employee's Savings Plan or HSA in \$500 increments with a 50% company match.

### **PENSION**

Pension multiplier (for qualified employees) increased by \$9 on January 1, 2018 (to \$84) and by \$4 on January 1, 2021 (to \$88).

### **CASH BALANCE PENSION**

Increase of 30¢ per hour to \$1.50 for the life of the agreement (for qualified employees).

### **SAVINGS PLAN**

Increase of \$2 per year on matched contributions. Increase to \$325 max weekly unmatched contribution.

Increase to \$1.50 per hour the Company Supplemental Contribution to Savings Plan for employees hired after July 1, 2017.

### **OVERTIME**

Improved language on updating of overtime records.

No charge for refusal if employee is called outside of their shift and offered overtime.

All employees in a given overtime area will be offered overtime prior to an employee on loan to that department.

### **EAP AND BENEFITS COORDINATOR**

The provision for a Transition EAP Coordinator remains in the event that a current EAP Coordinator leaves the position.

Added a Transition Hourly Benefits Coordinator position in the event that the current Coordinator leaves the position.

### **ONE-TIME WAGE ADDERS**

Added 4 Job Classifications to the list of those that receive one-time wage adders.

Increased the wage adder for Flight Inspector – DMIR – VH.

### **ACE PILOTS**

ACE Pilot title changed to Continuous Improvement Specialist.

### **JOB POSTING**

Increased the number of active applications to unlimited.

Agreement that employees with recall rights will have first consideration for open positions in either seniority area (FL / CT).

### **SPECIAL ACCESS BONUS**

Bonus will now be paid for all employees required to obtain a special access clearance.

### **CLEAR TO FLY LIST**

Eligible hangar employees will be afforded the opportunity to become qualified for clear to fly list or certified crewman in accordance with 8.15(c)

### **PAYCHECKS**

Beginning January 1, 2019 all paychecks and pay stubs will be mailed to the employee's address on record.

### **A&P SCHOOL**

Memorandum of Understanding that the Parties will meet to discuss the continuation of the A&P School and its administration.

### **MEDICAL INSURANCE OPT-OUT PAYMENT**

The payment for opting out of the company medical plan is increased to \$750 annually.

### **INSURANCE OPTIONS**

Beginning January 1, 2023 all new hires may only choose a High Deductible Health Plan.

## MEDICAL INSURANCE WEEKLY PREMIUMS (see tables below)

Medical plan options and providers remain the same throughout the life of the contract. Allegiant Rx (formerly Teamsters Rx) remains the Rx provider on all plans.

### Effective 1/1/2018

OPTION	EMPLOYEE ONLY	EMPLOYEE + SPOUSE	EMPLOYEE + CHILDREN	EMPLOYEE + FAMILY
BYO 1	\$35.40	\$89.50	\$67.80	\$123.60
BYO 2	\$28.30	\$72.80	\$54.80	\$100.90
HDHP 1	\$16.60	\$49.20	\$37.90	\$73.40
HDHP 2	\$9.50	\$25.60	\$20.40	\$46.00
HDHP 3	\$0.00	\$11.20	\$8.90	\$20.20

### Effective 1/1/2019 and continuing through the life of the Agreement

PLAN	EMPLOYEE CONTRIBUTION	COMPANY CONTRIBUTION
BYO 1	20%	80%
BYO 2	20%	80%
HDHP 1	13%	87%
HDHP 2	10%	90%
HDHP 3	5%	95%

## ALLEGIANX Rx (Formerly Teamsters Rx)

The weekly employee contribution for Rx coverage of \$14 for BYO plans and \$7 for HDHP plans will remain the same for 2018. This contribution amount will be assessed and adjusted up or down as necessary on an annual basis.

## DENTAL COVERAGE WEEKLY PREMIUMS

YEAR	EMPLOYEE ONLY	EMPLOYEE + SPOUSE	EMPLOYEE + CHILDREN	EMPLOYEE + FAMILY
2018	\$3.96	\$8.67	\$10.10	\$14.81
2019	40% Employee Contribution		60% Company Contribution	
2020	40% Employee Contribution		60% Company Contribution	
2021	40% Employee Contribution		60% Company Contribution	
2022	40% Employee Contribution		60% Company Contribution	

## ANNUAL DEDUCTIBLES AND OUT OF POCKET MAXIMUMS

Annual Deductibles and Out of Pocket Maximums will remain the same as in the previous contract and continue through the life of this contract, with the exception of IRS required changes (shown in bold below). HDHP Out of Pocket Maximums now include the deductible (this is a change from the previous agreement).

BYO PLANS DESIGNATE LIMITS FOR SINGLE   EMPLOYEE + 1   FAMILY HDHP PLANS DESIGNATE LIMITS FOR SINGLE   FAMILY *OUT OF POCKET MAXIMUMS FOR HDHP PLANS INCLUDE DEDUCTIBLE				
PLAN	DEDUCTIBLE IN-NETWORK	DEDUCTIBLE OUTSIDE-NETWORK	OOP MAX IN-NETWORK	OOP MAX OUTSIDE-NETWORK
BYO1	\$450 / \$900 / \$1,125	\$2,000 / \$4,000 / \$5,000	\$2,700 / \$5,400 / \$6,750	\$10,000 / \$16,000 / \$24,000
BYO2	\$900 / \$1,800 / \$2,250	\$4,000 / \$8,000 / \$10,000	\$3,150 / \$6,300 / \$8,000	\$10,750 / \$16,500 / \$24,500
HDHP1	<b>\$1,350 / \$2,700</b>	\$5,200 / \$10,400	<b>*\$2,700 / \$6,000</b>	<b>*\$10,400 / \$21,700</b>
HDHP2	\$2,000 / \$4,000	\$7,250 / \$14,500	<b>*\$4,000 / \$8,400</b>	<b>*\$14,500 / \$29,500</b>
HDHP3	\$3,000 / \$6,000	\$9,000 / \$18,000	<b>*\$6,000 / \$12,400</b>	<b>*\$18,000 / \$36,000</b>

## INDIVIDUAL MEDICAL ACCOUNT (IMA)

All contributions are matched by the company at 75%

AGE CATEGORY	ALLOWABLE CONTRIBUTION
UNDER 50	\$1 TO \$18 / WEEK
50-54	\$1 TO \$25 / WEEK
55-59	\$1 TO \$26 / WEEK
60 AND OLDER	\$1 TO \$27 / WEEK

**LIFE AND AD&D INSURANCE, WEEKLY DISABILITY RATES AND T&PD RATES**

BASE RATE WAGE CLASS	LIFE AND AD&D	WEEKLY DISABILITY	T&PD
\$25.00 AND UNDER	\$93,000	\$560	\$1,685.16
\$25.01 - \$26.00	\$96,000	\$570	\$1,739.52
\$26.01 - \$27.00	\$99,000	\$580	\$1,793.88
\$27.01 - \$28.00	\$102,000	\$590	\$1,848.24
\$28.01 - \$29.00	\$105,000	\$600	\$1,902.60
\$29.01 - \$30.00	\$108,000	\$610	\$1,956.96
\$30.01 - \$31.00	\$111,000	\$620	\$2,011.32
\$31.01 - \$32.00	\$114,000	\$630	\$2,065.68
\$32.01 AND ABOVE	\$117,000	\$640	\$2,120.04

**AD&D AND OPTIONAL LIFE INSURANCE FOR FLIGHT OPS**

BASE RATE WAGE CLASS	BASIC LIFE	AD&D	FLIGHT OPS ADDITIONAL AD&D	FLIGHT OPS ADDED ACCIDENTAL DEATH BENEFIT	FLIGHT OPS OSLI OPTION
\$25.00 AND UNDER	\$93,000	\$93,000	\$93,000	\$200,000	\$5,000 - \$150,000
\$25.01 - \$26.00	\$96,000	\$96,000	\$96,000	\$200,000	\$5,000 - \$150,000
\$26.01 - \$27.00	\$99,000	\$99,000	\$99,000	\$200,000	\$5,000 - \$150,000
\$27.01 - \$28.00	\$102,000	\$102,000	\$102,000	\$200,000	\$5,000 - \$150,000
\$28.01 - \$29.00	\$105,000	\$105,000	\$105,000	\$200,000	\$5,000 - \$150,000
\$29.01 - \$30.00	\$108,000	\$108,000	\$108,000	\$200,000	\$5,000 - \$150,000
\$30.01 - \$31.00	\$111,000	\$111,000	\$111,000	\$200,000	\$5,000 - \$150,000
\$31.01 - \$32.00	\$114,000	\$114,000	\$114,000	\$200,000	\$5,000 - \$150,000
\$32.01 AND ABOVE	\$117,000	\$117,000	\$117,000	\$200,000	\$5,000 - \$150,000

**VOLUNTARY SEPARATION OPTION**

The Voluntary Separation Option outlined in Letter 19 will remain in place for 2019 and beyond. For 2018 only, any Employee age 55 and older may choose one (1) of the following options:

	VSO OPTION 1	VSO OPTION 2
SEVERANCE PAY	1 WEEK FOR EACH YEAR OF SERVICE	1 WEEK FOR EACH YEAR OF SERVICE
BONUS	\$20,000	\$5,000
MEDICAL COVERAGE	1 YEAR INSURANCE	2 YEARS INSURANCE

**THE NEGOTIATING COMMITTEE UNANIMOUSLY RECOMMENDS ACCEPTANCE OF THIS OFFER**

Rocco Calo	Terry Pacitto	Stephen French
John Santamaria	Tom Cole	Joe Grabinski
Rick Rollinson	Cliff Carrier	Dennis Yaremich
Mark Hansen	Bob Cheverie	
Ed Smith	Deb Johnson	

**NOTE:**

The Ratification Meetings will be considered the December Monthly Membership Meetings for all locations in Connecticut and Florida. No other meetings will be held this month.