



# CHANGES MADE TO ORIGINAL CONTRACT OFFER BETWEEN IAM DISTRICT 751 & CADENCE GIDDENS

## YOUR NEGOTIATING COMMITTEE RECOMMENDS ACCEPTANCE!

Because you voted down the contract AND authorized a strike, your negotiating committee met with the Company and worked hard on your top issue of compensation. Below are the results of these efforts AND YOUR SOLIDARITY!

CHANGES FROM THE CONTRACT OFFER VOTED DOWN 2/5/2016 THAT DELIVERS MORE MONEY OVER THE LIFE OF THE AGREEMENT.

### WAGE INCREASES:

1. Upon ratification, **ALL** employees will have their base rates of pay increased by 85 cents per hour (55 cent raise and 30 cent raise to settle ULP see back side of flyer). *(Previous offer was 75 cents if you have more than one year seniority; 35 cents if less than one year)*
2. Upon ratification, each employee will receive a lump sum payment of \$350 *(previous offer was \$425)*. **For employees with more than one year, the additional 10 cents per hour up front generates \$208 more per year. For employees with less than one year the 55 cents per hour up front generates \$1,144 per year more money. Both amount to more than the \$75 decrease in the bonus AND the additional cents per hour continues on forever compounding the gain each year. (Lump sum is also contingent as part of settlement of ULP charges - see back side)**
3. Effective first anniversary of ratification, all employees will have their base rates of pay increased by 2.5% per hour *(Same as previous offer)*
4. Effective second anniversary of ratification, all employees will have their base rates of pay increased by 2.25% per hour *(.25% less than previous offer, but more money already received up front with 85 cents per hour raise for all)*

## IMPORTANT INFORMATION TO REMEMBER ABOUT THIS CONTRACT VOTE

You will ONLY be voting on the contract offer. You have already voted to STRIKE.  
If this contract offer is REJECTED, a ULP STRIKE WILL BE CALLED.

### CONTRACT VOTE

Tuesday, February 16, 2016 from 5:00 AM to 7:00 PM at the Everett IAM Union Hall,  
8729 Airport Road (Same location and hours as before)

**This is your Union, and it works best when we are all involved!**