

# HIGHLIGHT SHEET FOR THE 2020 TENTATIVE CBA AGREEMENT

Between the International Association of Machinists & Aerospace Workers and SM Cargo

- **This will be a 3-year agreement**
- **With the ratification of this agreement, we will no longer be “At Will” employees**
- **Provides an enhanced Grievance Procedure**
- **Successorship protections**
- **Signing bonus:**
  - Less than 1 year -> \$300**
  - 1 - 3 years -> \$300**
  - 4 years -> \$500**
  - 5 years -> \$600**
  - 6 years -> \$700**
  - 7 years -> \$800**
- **Premiums**
  1. **Full Premium: \$2.00/Hr.** To receive full premium, an employee must be trained and certified in the following areas: ETD, X-ray, and Physical Search. To receive the full premium, the employee’s security screening duties (whether regular assignment or ad-hoc) must include actually performing X-ray screening.
  2. **Partial Premium: \$.50/Hr.** Employees who are trained in ETD and/or Physical Search will receive the partial premium. The maximum partial premium is \$.50 per hour.
  3. **Dangerous Goods Specialist:** One-time additional \$0.50 premium for all hours worked.
  4. **Certified Security Screener/Dangerous Goods Specialist premiums.**
  5. **Lead Agent: \$1.50 above base rate**
- **General Wage Increases**
  1. **Date of signing (Date to be inserted in Final Agreement):**

2.5% increase for any agent who does not receive an increase via the new wage table. Any agent who receives an increase that is less than 2.5% via the new wage table will receive a date of signing increase added on to the table increase for total of 2.5%. If applicable, for subsequent step increases (i.e. Six Months), the agent will thereafter receive the designated cents-per-hour increase when the agent reaches the next step.
  2. **One-year Anniversary of Signed Agreement (Date to be inserted in final Agreement):**

3.0% subject to the pro-rations and limitations specified above.
  3. **Second Anniversary of Signed Agreement (Date to be inserted in final Agreement):**

3.0% subject to the pro-rations and limitations specified above.





- **Paid Holidays**  
New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day.
- **Sick Time Accrual**  
1 year completed service -> 1 Day  
3 years completed service -> 2 Days  
5 years completed service -> 3 Days
- **Vacation**  
1-2 years completed service -> 40 Vacation Hours  
3-4 years completed service -> 56 Vacation Hours  
5-7 years completed service -> 80 Vacation Hours  
8+ years completed service -> 120 Vacation Hours
- **Overtime equalization**
- **Seventh-day premium**
- **Jury duty pay**
- **Up to 3 days of bereavement pay per calendar year**
- **Improved overtime options**
- **Union representation on the clock**
- **Seniority list**
- **Access to personnel files**
- **New bid file procedures including seniority-based bidding for positions**
- **Agent classifications**
- **Variable use of unused vacation**
- **Day and shift trade language secured in the contract**
- **Uniform allotment**
- **Company is responsible for providing adequate training opportunities**

Notes:

For questions or to offer feedback on this proposed CBA, contact:

**Robert Jesel**

Assistant General Chair, District 141, IAMAW  
rjesel@iam141.org  
Cell: (281) 620-1999

**Joe Bartz**

Assistant General Chair, District 141, IAMAW  
jbartz@iam141.org  
Cell: (708) 203-3644