



INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS DISTRICT LODGE 19

PRESIDENT/DIRECTING GENERAL CHAIRMAN: KYLE LOOS

August 29, 2022

I am pleased to notify the membership of IAM District 19 that we have formally reached a tentative agreement with the NCCC concerning the National Agreement and we strongly recommend ratification.

After the historic PEB 250 recommendations were released District 19 immediately went to work along with our partners TCU/IAM to achieve a tentative agreement that the membership could vote on. The following is a break down of the historic recommendation which served as the framework to achieve a tentative agreement.

This tentative agreement provides 22% General wage increases over 5 years compounded to 24% with full retroactive pay which increase compensation by thousands of dollars. Also, there is a Service recognition bonus of \$1,000 each year increasing total compensation by \$5,000. The tentative agreement will put the journeyman rate at over \$41.00 per hour after the final GWI.

Your Health and Welfare plan design changes were improved by increasing the annual hearing aid benefit to \$2,000. Additionally, Autism Spectrum Disorder age limits have been removed.

The monthly employee cost-sharing contribution will be set at 15% of the Carriers' payment rate for the relevant year. This is how the current rate was set prior to being frozen.

An additional day off for all was achieved to be used as a personal leave day, single day vacation or on can be used on your birthday.

Additionally, a "Me-too" clause which ensures that in event any other union negotiates any improvements outside the recommendation District 19 members will receive the same.

This tentative agreement is historic and secures the largest general wage increase ever achieved in National Freight Bargaining.

The decision to strongly recommend this agreement is not taken lightly and is based on all known information and facts. If we would have failed to get an agreement Congress would have had to step in which would allow an outside party to make your decision.

The fact that we have reached a tentative secures your right to vote on your future. Please review the tentative agreement and we encourage you to vote to accept.

The Tentative agreement will be posted on the District 19 website and every member will receive a copy with voting instructions. Your District 19 staff strongly encourages you to vote to accept the agreement. The entire District 19 staff supports this agreement and strongly urges you to vote to ratify. This has been

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a challenging and tough negotiating round, but we have achieved a truly historic recommendation from PEB 250.

Any questions feel free to talk to your General Chairman who will be visited work locations to answer questions.

Fraternally,

A handwritten signature in black ink, appearing to read "Kyle K. Loos". The signature is fluid and cursive, with a long, sweeping tail on the final letter.

Kyle K. Loos
President Directing General Chairman