



**INTERNATIONAL ASSOCIATION of MACHINISTS
and AEROSPACE WORKERS
AERO LODGE No. 839**

3917 E. MacArthur - WICHITA, KANSAS 67210
DIAL 316-524-1090 - FAX 316

June 20,2023

Top 10 Survey Results

How the company's proposal touches on top 10

- | | |
|-----------------------------|---|
| 1. Keep Core Plan | 1. Core option still available through life of contract. |
| 2. General Wage Increases | 2. GWI's: 6% in 2023
3% in 2024
3% in 2025
4% in 2026 |
| 3. Improve cost of living | 3. COLA rolls into base rate and increases max pay on schedule A.
Cap at 2.5%. |
| 4. Improve job security | 4. Lowers number of employees that have to be affected for subcontracting language to apply from 25 to 15. |
| 5. Improve medical coverage | 5. Maintained Core. |
| 6. Improve IAM Pension Plan | 6. \$2.00 per hour – \$85.46, effective July 1, 2023
\$2.05 per hour – \$87.33, effective July 1, 2024
\$2.10 per hour - \$89.20, effective July 1, 2025
\$2.10 per hour – 89.20, effective July 1, 2026 |
| 7. Improve 401K | 7. Company will match \$0.50 for every dollar the employee contributes up to 4% of employees wages. |
| 8. Medical cost containment | 8. Cap on insurance premiums of 5% each year of contract. |
| 9. Improve Lump Sum Bonus | 9. 2% lump sum bonus guaranteed each year of contract. |
| 10. More vacation | 10. 10% increase to time off accruals for employees with over 5 years seniority. |

Based on these results the CNC recommends the acceptance of the proposal, with a yes confirmation vote on the contract. The decision is ultimately up to the membership at the contract vote on June 21st.

In Solidarity,

Contract Negotiation Committee