

AndrewsIAM

Home of Local Lodge 24 of the IAM&AW
Proudly Serving Joint Base Andrews, Maryland
Home of Air Force One



Amentum/ T Squared

Contract Negotiations May 2024

Highlight Sheet

Anywhere you see Dyncorp will now be replaced with “the company”

Highlights in bold black reflect changes to all contracts

Highlights in red reflect changes to Executive Airlift

Highlights in blue reflect changes to Rotary Wing

Highlights in green reflect changes to the pilots.

Article 1

This agreement shall be **effective September 1, 2024 and shall remain in full force and effect up to and including August 31, 2027**, and thereafter from year to year unless written notice to modify, amend, or terminate the Agreement is served by either party upon the other at least sixty (60) days prior to the expiration date of this Agreement.

Article 2

Section 1-

Union Stewards (A) Upon execution of this Agreement, the Union shall promptly furnish the Program Director in writing, the name(s) of the Union Steward(s). Thereafter, the Union shall promptly advise the Program Director, in writing, of any change in Stewards. No Steward will be recognized as such by the Company prior to receipt of written notice of notification. From among the bargaining unit employees employed by the Company at this location, the Union will designate and the Company will recognize not more than Six (6) Union Stewards plus one (1) 11 Chief Steward to serve as the Union’s agents in the representation of employees. After notification to the Program Director, the Union will appoint an Alternate Steward (within the assigned work area) who will only serve in the absence of the elected steward. **When possible, a union steward will be available on each shift during normal working hours.**

Union Stewards shall be selected to represent the employee in the following work areas: Quality Assurance, Aircraft Branch, and Maintenance Branch. **Executive Airlift ONLY**

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Article 3

Step 2- Grievance procedure

Step 4. If a grievance is not settled at step 3, the parties mutually agree to proceed to Federal Mediation and Conciliation Services (FMCS) in an effort to resolve before Step5, arbitration.

Step 5. If the grievance is not resolved at Step 3 or Step 4, the union 's Business Rep may submit, within twenty(20) work days written notice to the companies HR/LR Manager of its intent to arbitrate.

Article 4

Section 1A- Probationary Period

All employees shall be considered probationary employees for the first sixty (~~60~~90) working days of active employment; may be extended by mutual agreement between the Parties.

Supervisory determinations as to retention, reassignment, or termination of probationary employees anytime during the ~~sixty (60)~~ **applicable** working day probationary period are not subject to the Grievance and Arbitration Articles of this Agreement.

Section 1C- Bargaining Unit Seniority

For employees covered by this Collective Bargaining Agreement, **effective October 1, 2005** Bargaining Unit Seniority begins on the date the employee was hired by the Company, at the specific site covered by this CBA, in any job classification provided for in this Agreement **for employees hired prior to October 1, 2005, providing employee has continuous service with the Company or successor company** representing all continuous service at the site since the inception of the service contract. Bargaining unit seniority represents all accumulated time for which the employee has served as an employee of the Company at the specific Company site governed by this CBA.

Section 2- Application of Seniority

Job openings/vacancies for all positions shall be awarded based on Bargaining Unit Seniority within classification and qualifications ~~as determined by management~~ **by job description. All Lead positions shall be awarded by management.**

~~(C) Time permitting for CONUS Maintenance Recovery Teams (MRTs) and CONUS Precautionary Landings (PLs) the senior qualified volunteer employee within the classification and qualifications on the then working shift will be offered the assignment.~~

A minimum of four (4) rotating maintenance recover teams (MRT's) based on senior qualified volunteers will be developed by management. Each team will include a Lead mechanic and a pool of mechanics from required maintenance classification. The team at the top of the list will be responsible to deploy and will be moved to the bottom of the list upon completion of deployment. The senior qualified volunteer employee on shift within the classification and qualifications will be offered the assignment

Section 6- Job/ Vacancy openings

All job openings will be posted on a posting board at the Executive Airlift and Helicopter Maintenance site **and may be posted on monitors in the employees work center** for ten (10) working days.

Article 5 Employment Conditions

Section 1 B

(4) The Company shall notify the applicable management official; and, the Union Steward or Chief Steward of employee on the job injuries which occur in a work center within twenty-four (24) hours after the injured employee notifies the Company. The employee is required to notify management of an on-the-job incident/injury immediately or no later than **within the first hour of incident/injury** ~~than the end of their shift.~~

(6) No employee will be disciplined or threatened with discipline or will suffer any change to his/her working conditions as result of **using the Safety Red Card.** ~~calling "Knock it Off".~~

(E) Should a fit for duty evaluation be directed while results are pending and to avoid putting the employee at risk, the employee will be reassigned work to be in a paid status.

Article 6 Employee Privileges

Length of Service	Bi-Weekly Accrual	Annual Hours	Carryover
(A) 0-48 Months	4.30 4.61	112 120	240
(B) 49-120 Mos	6.16 6.46	160 168	336
(C) Over 120 Mos	8.00 8.30	208 216	432

For the length of service, an ‘A’ employee accrues vacation at the ~~4.30~~**4.61** hours rate per pay period from his/her hire date, “on the contract” without a break in service through four (4) full years; upon celebrating his/her actual anniversary date of four (4) full years of service, an employee becomes a ‘B’ level employee and begins to accrue at the ~~6.16~~**6.46** hours per pay period. Upon celebrating his/her actual anniversary date of ten (10) full years of service, an employee becomes a ‘C’ level employee and begins to accrue at the ~~8.00~~ 8.30 hours per pay period.

(C) Scheduling of Vacation Earned vacation may be taken in consecutive weeks or in one (1) week increments, with forty-eight (48) hours of advance notice. Once an employee has submitted a vacation request, the supervisor shall notify the employee in writing within twenty-four (24) hours after submission of vacation request of the approval/disapproval of vacation. **In the event this falls on the weekend, the employee with discuss with SAM-4 / Pro Supervisor who will call the employees immediate supervisor for approval.** Requests for vacation of one (1) day or less may be requested before the shift the employee intends to take the leave. Vacation requests of less than a full day may be 27 requested during an employee’ work shift and will be approved or denied based upon operational needs. **Should an employee be denied a vacation request in writing by their supervisor and subsequently call out those days, those days will be classified as Leave Without Pay unless the employee provides a doctors note to cover the affected days and has the available sick leave balance.**

Section 3 Military Reserve training Leave & Military Leaves of Absences

(A) An employee on the active payroll of the company who is required, based on proper documentation, to engage annually in up to ten (10) days of military reserve training shall be granted a leave of absence for the period of “annual training” (annual training is not defined as the monthly commitment) and shall be paid the difference between the pay received for the training period and the amount of wages the employee would have **received (“military pay differential”)** for his normal ten (10) day work schedule. “Normal”, for the purposes of this section shall mean an eight-hour day work schedule for each day of training at the employee's rate of pay, excluding shift differential.

(B) An employee serving in the guard or reserves on Active Duty, Inactive Duty for Training , and/ or Individual Mobilization Augmentee will be eligible to receive military pay differential of up to 45 days (forty five) days in a 12 month period before becoming eligible for another 45 day military pay differential. Employees will provide their Active Duty Leave and Earnings Statement (LES) within thirty (30) days upon return so differential calculations can be made.

Section 4 Bereavement

(A) ~~Four (4)~~ **Five (5)** workdays at the employee's base rate of pay, in the event of the death of the employee's father, mother, grandparents, spouse, sister, brother, children, grandchildren, mother in law, father in law, daughter-in-law, son-in-law, and step relationships to include child, mother, father, brother or sister. "Children" includes a foster child who dies while placed in the employee's home by a State Agency. An unpaid leave of absence may be granted if the above ~~four (4)~~ **Five (5)** days are insufficient.

Section 5 Leaves of Absence

(G) Extended leaves of absence will be administered in accordance with ~~USERRA and company policy.~~

(H) Premium Payment Process while on Leave of Absence Benefit coverage will continue during pay periods in which the employee has no pay. Benefit premium deductions that are not withheld go into arrears, excluding Spending Accounts and 401 (k) deferrals and loans. Arrears/unpaid employee contributions accrue each pay period until the employee returns to work Once the employee receives a check with any type of pay, once current pay period's deductions and one arrears pay period's deductions will be withheld from each paycheck until all amounts in arrears are paid. [Added language to both Rotary Wing and Pilots contracts.](#)

Section 6 Holidays

Added Juneteenth to our official holiday list.

Article 7 Pay Provisions

Section 8 Uniforms and Tools

The Company will provide rain gear and/or cold weather gear **to include coats and hats. Coveralls will be provided for select employees.** ~~for each employee use on the site.~~ Seasonally, employees will be allowed to wear extra non-company logoed layered clothes(winter months). Either black or blue in color and the outer layer must be DynCorp Uniform. No other logos are authorized.

(A) For new hires: The company will provide each FCF pilot with two (2) flight uniforms and one (1) flight approved jacket. After the employee has completed their probationary period, they will receive a flight premium of sixty cents (\$0.60) per hour paid up to eighty (80) hours bi-weekly. All clothing items purchased by employees will conform to FAA flight standards.

Section 10 On Call Pay

OnCall pay was \$2.75 per hour and is now \$3.00 per hour

Appendix A

9/7/2024	7/12/2025	7/11/2026
6%	4%	4%

Tool room Attendant \$0.75 Equity Adjustment

Tool room Attendant/ Haz Material Monitor \$0.75 Equity Adjustment

-21 Equipment Attendant \$0.75 Equity Adjustment

Plans & Schedulers III \$2.37 Equity Adjustment

Tool Room to have 1 lead position

Plans & Scheduler III \$1.42 Equity Adjustment

Employees working the 2nd shift will now receive \$1.10 per hour extra

Employees working the 3rd shift will now receive \$1.40 per hour extra

Senior pay was 4% but now it is 4.5%

Engine Run qualification was \$0.60 per hour and is now \$0.80 per hour

Dual engine qualification with \$1.20 per hour and is now \$1.30 per hour

Engine run certifier was \$0.50 per hour and is now \$0.55 per hour

CDDAR team chief was \$2.00 per hour worked and is now \$2.20 per hour

CDDAR team members was \$1.00 per hour and is now \$1.20 per hour

CDDAR Augmentee members was \$1.00 per hour and is now \$1.20 per hour

Any mechanic that is required to be qualified on more than 2 different airframes in the following: APU Qualifications, Refuel and Defuel Qualifications, Launch and Recover Qualifications, Pre-Flight/BPO/Thru-Flight Qualifications, Tire Replacement, Servicing to include water, alvs, nitrogen, gox, gulfstream main door and baggage door operation, C-40 airstairs and door operations, C32 main and

cargo door operations, and towing operations on all aircraft shall receive \$1.00 premium for all hours worked.

Appendix B

Current rates for Medical, Dental, and Vision are set to continue without change throughout the entirety of our new CBA until it expires on 12/31/2027

Flex Benefits are locked in at \$7.30 per hour for all employees. Those employees that currently use the family plan for their benefits will receive \$8.30 per hour and are grandfathered into this amount. Any new employee joining the family plan will receive a rate of \$7.30 per hour.

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IAM Pension

Section 3

We were getting \$1.80 per hour and is now \$2.00 per hour excluding pilots

Section 4. Company International Savings Plan

Bargaining Unit employees may participate in the Company 401(K) International Savings Plan in accordance with the Summary Plan Description and Plan Documents, Employees will be permitted to contribute their own monies via payroll deduction up to maximum IRS negotiations.

Company Match- The company will match 100% of the first 3% of Employees Eligible Contribution, All company contributions shall be applied to Employees account on a Bi-Weekly (pay period) basis. The Employee is 100% vested in all Company Contributions.

Company Match- The company will match 100% of the first 5% and 50% of the next 4% of Employees Eligible Contribution, All company contributions shall be applied to Employees account on a Bi-Weekly (pay period) basis. The Employee is 100% vested in all Company Contributions.