



2024 Avancez

Local Agreement Rollout

Below are ALL changes that you will notice as members of the bargaining unit in the new proposed settlement between your Bargaining Committee and Avancez management.

- **Insurance, 80/20 stays!**
- Secured guaranteed Chairperson hours up to and including full-time representation.
- Reinstated the Union security clause.
- All current members will receive at least **\$4.50 in raises** during this agreement.
- Team Leader premium doubled: **\$2.50 per hour premium**.
- Added **\$.50 (\$1.00 per hour total)** to the Hilo (Mobile Equipment) premium.
- The second and third shifts will receive a shift premium of **\$.50 per hour** plus the day shift will also receive the premium for all hours worked during second or third shift hours.
- Added an all-new holiday to each year of the Agreement (Juneteenth).
- Secured **double-time pay** for all hours worked on a Sunday regardless of hours worked for the week.
- Maintained a contract duration of four (4) years.
- Attendance Points return improved: 1/2 (.5) point returned every 30 days without occurrence.
- Created a "20th Anniversary" PTO allocation of 200 hours and increased the 10th anniversary by 32 hours of PTO.
- Created eight (8) hours of EPTO to use for point-free call-in(s).
- Reduced category III discipline severity. Maintained six (6) steps by adding a one (1) day and then reduced the ten day penalty to a five (5) day penalty. (six steps, saving four days pay).
- Restricted the Category II scope of verbal abuse and job abandonment to reduce abuses.
- New-hire rate increases each year of the Agreement. (\$18.05-\$20.05).
- Secured a **\$250.00 up to 1,500.00 Signing Bonus** based upon years of dedication.
- Maintained the **\$250.00 bonus** for Thanksgiving for all years of the Agreement.
- Bargained language for an additional thirty-minute lunch period for Thanksgiving and Christmas meals, permitted it won't shut down the customer. In that event, the company will pay the thirty-minute lunch period for those days.
- Reached an agreement to extend benefits during a layoff (i.e., 30 days or less) that cross over from one month to another, with an opportunity to fight for the company to pay our premiums for that downtime.
- Gained a commitment to modify and adjust the training process to increase effectiveness.
- The Company committed to purchasing and posting images of our product line.
- Achieved relief compensation for partial hours worked.
- Locked in and defined bargaining unit work and locked in protections for part-time operations.
- Bargained a **\$250.00** per year bonus for perfect attendance.

Wage changes:

Wages will change from a new-hire rate of **\$16.00** to **\$18.05** upon ratification.

\$20.40 was the old top-rate, now it has been increased **\$4.50** to a new top-rate of **\$24.90**.

	2023 Last Contract		2024 Upon Ratification	January 1, 2025	January 1, 2026	January 1, 2027	January 1, 2028
		2023					
Start	\$12.45	\$ 16.00	\$ 18.05	\$ 18.55	\$ 19.05	\$ 19.55	\$ 20.05
90 days			\$ 18.40	\$ 18.90	\$ 19.40	\$ 19.90	\$ 20.40
6 months	\$12.45	\$ 16.25	\$ 18.75	\$ 19.25	\$ 19.75	\$ 20.25	\$ 20.75
1 year	\$13.75	\$ 16.50	\$ 19.05	\$ 19.55	\$ 20.05	\$ 20.55	\$ 21.05
2 years	\$14.88	\$ 17.00	\$ 19.55	\$ 20.05	\$ 20.55	\$ 21.05	\$ 21.55
3 years	\$15.75	\$ 17.50	\$ 20.05	\$ 20.55	\$ 21.05	\$ 21.55	\$ 22.05
4 years	\$17.05	\$ 17.75	\$ 20.55	\$ 21.05	\$ 23.37	\$ 24.07	\$ 24.90
5 years	\$19.55	\$ 19.55	\$ 21.15	\$ 22.69	\$ 23.37	\$ 24.07	\$ 24.90
10 years +	\$19.55	\$ 20.40	\$ 22.03	\$ 22.69	\$ 23.37	\$ 24.07	\$ 24.90
A current new hire making \$16.00 an hour will be at \$24.90 an hour (Top Rate) by the end of the agreement, constituting a 37.95% Increase from their ratification wage and a 55.63% increase from what they are at today							

[Lansing Wages 2024 by Progression Final for Rollout.xlsx](#)

Ratification Bonus:

Your Bargaining Committee was successful in securing a bonus to all members on roll as of the effective ratification date.

- Employees with fewer than five years of seniority: \$250.00
- Employees with at least five but fewer than 10 years of seniority: \$500.00
- Employees with at least 10 but fewer than 15 years of seniority: \$1,000.00
- Employees with at least 15 years of seniority: \$1,500.00.

New Attendance Points Issued and Earned back process:

Absences will remain a part of the attendance record for a twelve-month rolling period but will roll off the record at a rate of ½ point every 30 days without an occurrence.

This takes the burden of the good record review off of the team members and automatically gives them the equivalent amount of points back without anything to fill out or remember.

Note: The good record review will no longer be in the agreement due to this point improvement.

Paid Time Off:

All regular full and part-time Team Members are eligible to earn and receive the following:

- Year of Hire: PTO entitlement is as follows:

When Hired	PTO Days
January—March	5 Days (40 Hours)
April—June	4 Days (32 Hours)
July—September	3 Days (24 Hours)
October—December	2 Days (16 Hours)

- After Year of Hire: PTO Entitlement is as follows:

Calendar Year	PTO Days
Year of 1 st Anniversary	72 Hours
Year of 2 nd Anniversary	80 Hours
Year of 3 rd Anniversary	120 Hours
Year of 10 th Anniversary	160 Hours
Year of 20 th Anniversary	200 Hours

All eligible Team Members earn and accrue paid time off beginning January 1 and ending December 31, per the following formula: $\text{PTO} = \text{Total Number of Hours Worked} / 1,500 \times \text{the maximum PTO allotment}$.

[Real Numbers on PTO and NPTO rollout.docx](#)

We as your Bargaining Committee appreciate the opportunity to review this proposed Agreement with you all. We look forward to answering your questions to the best of our ability in order to provide you with the best available information. Before you leave don't forget to cast your vote.

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