



# International Association of Machinists and Aerospace Workers Local Lodge 16

## COLA/VRSC

Below are the remaining 2015 COLA/VRSC eligibility weeks and payment dates:

For the Month	Worked Hours During	To Be Paid
August 2015	July 26-Aug 22	September 25
September 2015	Aug 23-Sept 19	October 23
October 2015	Sept 20-Oct 31	November 20
November 2015	Nov 1-Nov 28	December 18
December 2015	Nov 29-Dec 26	January 29, 2016

\*Note October is a 6 week eligibility period.

With the new CBA below are the new eligibility improvements:

**Bid 30 hours or greater**-receive 100% of the full time benefit if you work 50+1% of your scheduled shifts.

Bid 16 up to 30 hours-receive 60% of the full time benefit if you work 50+1% of your scheduled shifts.

Any increase in scheduled hours worked by an employee following a shift bid, will be included in determining an employee's entitlement and eligibility, this includes any additional hours offered by the Company, SGA Pickups, and Overtime.

ie. A part time employee who works a min. of 16 hours but less than 30 hours per week on average during the qualifying period shall be paid the part time COLA/VRSC amount.

ie. A part time employee who works a min. of 30 hour per week on average during the qualifying period shall be paid the full time COLA/VRSC amount.

For individuals who bid a seasonal line all additional scheduled hours worked would be included in determining an employee's entitlement and eligibility.

In Solidarity,

Chris Thompson

Chief Shop Steward