



# International Association of Machinists and Aerospace Workers Local Lodge 16

## 2016 COLA/VRSC Dates

October 19, 2015

Attached please find the 2016 Cola/VRSC eligibility weeks and payment dates.

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

# 2016 COLA / VRSC

FOR THE MONTH OF:	WORKED HOURS DURING:	TO BE PAID ON:
Nov 2015	NOV 01 - NOV 14 NOV 15 - NOV 28	Dec-18
Dec 2015	NOV 29 - DEC 12 DEC 13 - DEC 26	Jan-29
Jan 2016	DEC 27 - JAN 09 JAN 10 - JAN 23	Feb-26
Feb 2016	JAN 24 - FEB 06 FEB 07 - FEB 20	Mar-25
Mar 2016	FEB 21 - MAR 05 MAR 06 - MAR 19	Apr-22
Apr 2016	MAR 20 - APR 02 APR 03 - APR 16 APR 17 - APR 30	May-20
May 2016	MAY 01 - MAY 14 MAY 15 - MAY 28	Jun-17
Jun 2016	MAY 29 - JUN 11 JUN 12 - JUN 25	Jul-29
Jul 2016	JUN 26 - JUL 09 JUL 10 - JUL 23	Aug-26
Aug 2016	JUL 24 - AUG 06 AUG 07 - AUG 20	Sep-23
Sep 2016	AUG 21 - SEP 03 SEP 04 - SEP 17	Oct-21
Oct 2016	SEP 18 - OCT 01 OCT 02 - OCT 15 OCT 16 - OCT 29	Nov-18
Nov 2016	OCT 30 - NOV 12 NOV 13 - NOV 26	Dec-30
Dec 2016	NOV 27 - DEC 10 DEC 11 - DEC 24	Jan-27