



# International Association of Machinists and Aerospace Workers Local Lodge 16

January 12, 2021

Dear Members,

Re: COLA/VRSC eligibility

The definition of full time and part time is outlined in Article 2.11 of the CBA.

A full-time employee is an employee who holds a position on a continuous scheduled basis and is scheduled for thirty (30) or more hours per week, to a maximum of forty (40) hours per week.

A part-time employee is an employee who holds a position on a continuous scheduled basis and is scheduled for four (4) hours per week up to thirty (30) hours per week.

On the recent bid any member who bid a line of thirty (30) hours or more is considered full time and those members who bid twenty four (24) hours would be considered part time for the COLA/VRSC qualifying eligibility.

The eligibility requirements are outlined in Articles 28 and 29 of the CBA.

A fulltime employee needs to be paid at least a majority of his/her scheduled shifts in the month. Paid absences (i.e., Vacation, Paid Sick, Bereavement, etc.) provided for in the CBA shall be counted as shifts worked in the calculation

Part-time employees will receive sixty percent (60%) of the monthly COLA/VRSC payment. A part time employee can earn full COLA/VRSC provided they average thirty (30) per week over the qualifying period.

In Solidarity,

Chris Thompson  
Chief Shop Steward