



Summer Vacation

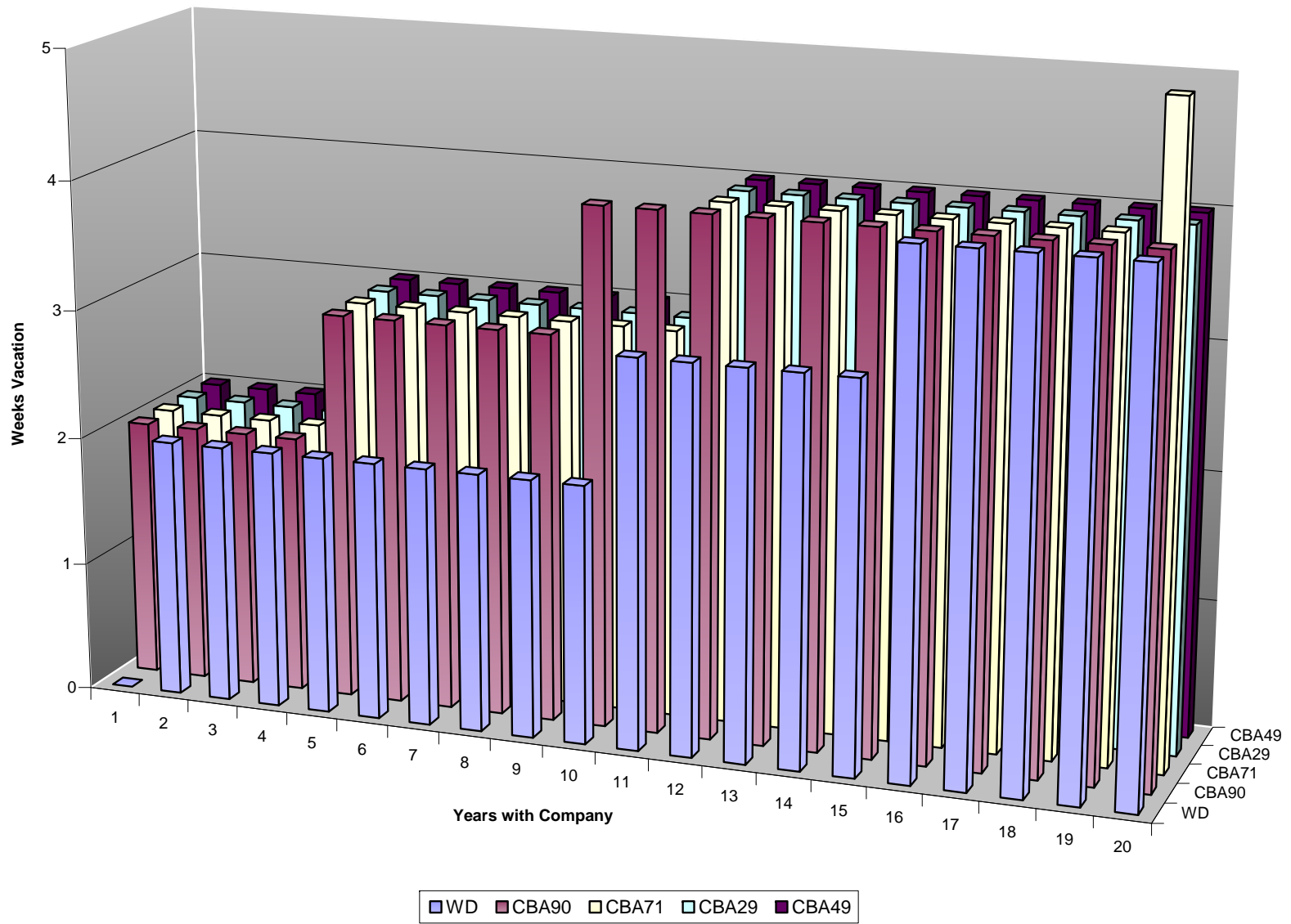
Can you ever get enough paid vacation? That, of course, is a rhetorical question but it begs a discussion about your time away from work. How can you, as a service contractor, get more paid vacation?

Well, without the IAM as your representative, you'll need charm and persuasion. And, good luck with that. Without the union, your employer only has to grant you the amount of vacation time contained in the Wage Determination for your area. That's it. Here's typical Wage Determination language for Oklahoma County, Oklahoma:

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

With the IAM representing you, you will negotiate your vacation time, as well as sick days, holiday and all other forms of leave.

What follows is a comparison of IAM Collective Bargaining Agreements for L-3 Com service contract units in the Oklahoma City Wage Determination area. In the chart, the front row is what the wage determination sets forward and the rows behind it are what the IAM CBA provides. You too could be enjoying a bit more of a summer vacation. [Get in touch today.](#)



Wage Determination 05-2431 (06/17/2011)	Time employed	Vacation awarded
	1-9 years	2 weeks
	10-14 years	3 weeks
	15 and up	4 weeks
IAM CBA 125790	Less than 5	2 weeks
L-3 Communications and Vertex Aerospace	5-9 Years	3 weeks
Westheimer Airport	10-24 years	4 weeks
Oklahoma City, OK	25 and more	5 weeks
(Up to 240 hours of accrued vacation may be carried over each year)		
IAM CBA 19071	1-4 years	2 weeks
L-3 Communications Link Simulation and Training	5-11 years	3 weeks
Vance Airforce Base, OK	12-19 years	4 weeks
	20 or more years	5 weeks
(Any unused vacation will be paid out at the end of the year, cannot be carried over)		
IAM CBA 113529	1-4 years	2 weeks
L-3 Communications Link Simulation and Training	5-11 years	3 weeks
U.S. Airforce at Tinker AFB, OK	12 and more years	4 weeks
(Any unused vacation will be paid out at the end of the year, cannot be carried over)		
IAM CBA 119549	1-4 years	2 weeks
L-3 Communications Link Simulation and Training	5-11 years	3 weeks
U.S. Navy at Tinker AFB, OK	12 and more years	4 weeks
(Any unused vacation will be paid out at the end of the year, cannot be carried over)		