



Why Anniversaries Matter

We all understand why "personal" anniversaries matter. Birthdays and weddings, for instance, are acknowledged and celebrated or we run the risk upsetting family dynamics. But, there's another type of anniversary that service contractors should respect as well – the anniversary of your employer's government contract.

Now, for the majority of government contractors their anniversary date is typically October 1, the beginning of the new Federal fiscal year. So, this email is a timely examination of how that date can impact you when you are represented by the IAM.

After a workplace chooses to be represented by the IAM we negotiate a collective bargaining agreement. That agreement sets forward your new pay, holidays, sick leave, benefits and work rules. Then, regardless of the date that the collective bargaining agreement is ratified by union members, the monetary terms of the contract (government reimbursable items) are set to take effect on the anniversary date of the government contract. All other provisions – the grievance process and work rules, for example – go into effect immediately. But, anything that will cost the employer over and above the wage determination is timed so that the government contract can be modified to incorporate the new rates.

Modification is accomplished by the employer sending a letter to the government thirty days prior to the anniversary date. The employer attaches the new collective bargaining agreement which then replaces the wage determination as the rate at which the employer will be reimbursed for your labor. So, if you were represented by the IAM this first week of October would probably start your new rate of pay.

Find out more at [FAA Round-Up](#) on our [GOIAM webpage](#). Click through the videos and [Frequently Asked Questions \(FAQs\)](#) and [sign a union card](#) to get the ball rolling. If you have other questions, please send them to organize@iamaw.org.

Contact the IAM via US Mail, phone, or email.

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