



'ANGUS BARKS'

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AEG Executive Board

Q&A for New Hires

Where can I find my rights as a union worker?

The National Contract. Read it. You are entitled to a copy. If you don't have it, request one from your cell-leader. If he is unresponsive, see your steward.

When do we get raises?

12-19-05 COL increase (29¢), 6-19-06 3% raise plus COL increase, 12-18-06 COL increase, 4-17-07 COL increase.

How long will training last?

Depends on the complexity of the job and how quickly you learn. Always insist on more training until you understand what you are doing. No question is too stupid; don't be too proud to take notes.

When can I get to dayshift?

When you have enough seniority. Your workgroup must be polled for each new opening. Management is often sloppy about this. You and your workgroup can help your steward enforce proper shift polls.

Who gets the 10% NSB right away?

Anyone who worked for GE for any time prior to 8-1-94, and is currently assigned to second or third shift. If you were first hired at GE after 8-1-94, you must have 5 years service to get 10% NSB.

My cell-leader keeps pushing me for productivity. What should I do?

Take the time you need to do the job right. Don't cut corners, follow the jobsheet. Use pre-flight cards and always call out non-conformances. The lives of pilots and passengers ride on your willingness to make quality your #1 priority.

What's the work picture? Will I get laid off?

For the next several years, the aircraft engine business is on the upswing, with strong orders for large commercial engines. The Union actively supports Company efforts to bring more of this new work to Lynn. We have not had a layoff to the street for 5 years, and one third of our membership is retirement eligible within the next three years. But at GE, there are no guarantees, and you are just a number on a global spreadsheet.

Should I buy back my previous pension credits?

Yes. It's always a good idea to increase your pension benefit. After 5 accumulated years of pension service, your benefit will be vested.

Why are weekly deductions for LTDI so high?

Employees with less than 14 years service contribute a percentage of weekly pay, instead of a flat rate. For example, an R16 on nights would contribute \$48/week for Option II coverage. LTDI will be redesigned next April, with only one option, fewer benefits, and a price break for younger workers.

My buddy got laid off, and I quit GE in the 1980's. Do we both get service back after 3 years?

Yes, if that prior service was at least one year long. Your buddy would also get credits for his first 12 months on layoff. You would only get back the years you actually worked.

What kind of paid time can be rolled into next year?

Unused sick time will be rolled over if you made the 1-800 request during the Enrollment period. Vacation must be used by year end, or you lose it.

When is the union meeting?

Best question yet. Third Tuesday of each month at your Union Hall.

When does our National Contract expire?

June 2007.

