

SCA EMPLOYERS THE IAM REPRESENTS

- Boeing
- Lockheed Martin
- L3
- M1 Support Services
- DynCorp
- Flight Safety Services
- PAE Aviation
- Y Tech Services
- CYMSTAR Services



Service Contract Act, of 1965
Section 4 (c) "No contractor or subcontractor under a contract, which succeeds a contract subject to this Act and under which substantially the same services are furnished, shall pay any service employee under such contract less than the wages and fringe benefits, including accrued wages and fringe benefits, and any prospective increases in wages and fringe benefits provided for in a collective-bargaining agreement as a result of arm's-length negotiations, to which such service employees would have been entitled if they were employed under the predecessor contract: Provided, That in any of the foregoing circumstances such obligations shall not apply if the Secretary finds after a hearing in accordance with regulations adopted by the Secretary that such wages and fringe benefits are substantially at variance with those which prevail for services of a character similar in the locality."
(<https://www.dol.gov/whd/regs/statutes/serv01.pdf>)



THE IAM & THE SERVICE CONTRACT ACT

Better Jobs.
Better Lives.



More than 60 remote pilot operators and air traffic control instructors at the Washington Consulting Group (WCG) in New York voted overwhelmingly in favor of IAM representation earlier this year. Their next step: negotiating wages and benefits with their employer.

WAGES

By organizing, you have the opportunity to join other SCA employees in securing better wages above the current wage determination. That's because for non-union workers, the U.S. DOL determines minimum wages by doing periodic wage surveys in the locality in which the Service Contract employees work. Union workers who engage in collective bargaining are able to negotiate wages that replace and serve the minimum prevailing wage for that particular service contract.

CONSISTENCY

A CBA at your worksite can provide protections on your wages and benefits from being manipulated during contract bidding or when a new contractor takes over. The SCA guarantees, that when this situation occurs, the new contractor has to pay the same wages and comparable benefits for 12 months. This period gives your local lodge elected leaders and IAM staff the ability to bridge the current CBA with a new company - securing your wages and benefits moving forward.



New SCA IAM members working at The Bionetics Corporation in Heath, OH recently ratified a first CBA securing them substantial wage increases, extra paid time off and increased retirement contributions.



The IAM represents 600,000 workers across numerous occupations and industries. Nearly 30,000 of those are working under the SCA.

BENEFITS

For non-union workers, the same wage determination lists minimum fringe benefits. For Union workers, fringe benefits negotiated shall become the minimum fringe benefit for that particular service contract. Collective bargaining therefore has proven to be valuable in improving workplace benefits such as shift premiums, sick and personal time, seniority, health care, and recall rights - to name just a few.