



I.A.M. & A.W. District 1 Local Lodge 2424

P.O. Box 689

APG, MD 21005

www.IAM2424.com or www.LL2424.com

Telephone: (410) 272-2424 (410) 278-2424 Fax: (410) 272-7271

Dear Member,

Based on the most recent information that the company and government have released you will be impacted by a reduction in force.

I understand that it's a stressful and uncertain time for you and your family. I wanted to put out some information to assist those members who will unfortunately be laid off in the hopes to ease the transition as much as possible. Below you will find information on your rights during a RIF and a list of helpful websites providing many benefits from unemployment to pension to utility bill assistance.

Bumping Rights

If you have previously held another union position covered under the collective bargaining agreement (CBA) with your current employer, you may have "bumping rights" back into that classification. This does not apply if you worked on a different CBA/ Employer here at APG. Bumping rights will be reviewed with you by the Chief Shop steward or union representative and the company's human resources department.

Recall rights

As covered in the collective bargaining agreement you maintain your seniority for up to 1 year when you are laid off from this CBA/ Employer. That means if a position in your classification (Technician, Tool crib, etc.) opens up the most senior member laid off from that position will be recalled and offered that job. You will not have to reapply while on recall status. Also, during this time, you will have internal hiring preference for any other job posted with this employer. Keep an eye on the BGS career page for other opportunities:

Unemployment dues (Not applicable to members laid off April thru August 2023**)**

The IAM Constitution requires them members who are on recall status pay "unemployment dues" these dues are \$2.00 per month. These dues ensure that when a member is either recalled or is rehired at a later date, they are not required to pay the reinstatement/initiation fee (1x monthly dues or around \$80) that is collected from new members. This does not affect seniority or recall rights in any way. If you wish to prepay for the year (\$24) and return to work, the balance of the prepayment will be returned to you. The dues can be paid check and mailed to: **I.A.M. & A.W. District 1 /**

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Resources

Maryland Unemployment Insurance Info: This is a pamphlet that covers how to file a claim and what benefits that you are entitled to.

<http://www.dllr.state.md.us/employment/clmtguide/uiclmtmpamphlet.pdf>

Job Search Resources: There are many places out there to search for positions that may fit within your career category. The experience, certifications, and security clearance that you have attained while working here can be a benefit for many companies. Here are a few sites to try: <https://www.usajobs.gov/> , <https://www.clearancejobs.com/> , <https://www.indeed.com/jobs?q=Security+Clearance&l=21005> , <https://www.military.com/jobsearch/> , <https://clearedjobs.net/>

Cobra Insurance Option: If you have health insurance through your company or a union insurance plan (if currently available on that company's CBA) you may be eligible to continue that coverage at the current rate for up to 18 months. This is a federal law called - Consolidated Omnibus Budget Reconciliation Act (COBRA).

<http://www.mdinsurance.state.md.us/sa/docs/documents/consumer/publicnew/continuationcoverage.pdf>

VA benefits: If you are a veteran of the United States Armed Forces, you may qualify for certain benefits. If you have service connected disability benefits from the VA, you may also qualify for enhanced benefits during periods of unemployment. The IAM&AW has a specialty department to help members with these matters. Please visit <http://iam4.me/vet-svcs> for more information.

Federal Benefits: You may qualify for one or more benefit or assistance program through the government such as Housing, Food, Insurance, Child Care, etc.

<http://www.benefits.gov/>

Union Plus: As a union member you may qualify for one or more programs through Union plus which is a multifaceted assistance program that can offer discounted or even free resources such as: legal help, foreclosure avoidance, debt management, budget counseling, and more. <https://www.unionplus.org/hardship-help/layoff-assistance>



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Union College benefits: If you are currently enrolled in the IAM&AW college program your tuition assistance does not stop. You are still eligible for that program as long as you are member in good standing, which is usually one year after a reduction in force (lay off) as long as unemployment stamps are up to date. Plan accordingly. Those enrolled in the “free” Eastern Gateway Community College program, that program will no longer be free (no tuition) starting Fall Semester 2023. It is available at reduced price from that point forward.

Children’s Health Programs: Depending on your family’s income you may qualify for free full healthcare for your children through the state.

<http://www.benefits.gov/benefits/benefit-details/4776>

Healthcare Marketplace: You are eligible to sign up for health insurance through the marketplace and may qualify for a low cost subsidized plan.

<https://www.healthcare.gov/>

EBS Supplemental Insurance: If you currently have coverage through the Unions EBS program you will be able to continue coverage on certain plans. Call EBS to change your payment option and to see what coverage’s are portable.

<http://www.ebsworksites.com/>

Dept of Housing and Urban Development: Offers assistance with housing issues such as avoiding foreclosures, rental assistance, loan assistance, etc. <http://portal.hud.gov/hudportal/HUD>

United Way 211 Helpline: The united way offers assistance with food, healthcare, housing, and bills. Call 211 from a touch-tone phone or visit them at

<http://www.uwcm.org>

IAM Pension: As long as you are vested (contributed for 5 years) you will be entitled to a pension benefit. If you are not vested by return to work or gain employment with another contributing IAM Local your pension contributions will pick up where they left off. We urge you to check on the website and verify that all of your information is correct. If you have questions, please contact the pension company or stop by the local hall and we’ll be happy to assist you. <http://mypension.iamnpf.org/>

In addition to these programs the stewards and officers are here if you have any questions at all. If we can’t help, we can at least point you in the right direction. While laid off you are still member of this union and can come to the hall and use the computer, printer, fax, etc. to help you with your job search.

If interested you can confirm your email address at the hall and when we learn of job opportunities we will do our best to pass that information on to you. In return we ask that if you learn of any companies hiring that you give us a heads up so we can pass it on.



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If you find yourself getting work with another company and you do not have the same level of pay, vacation, and benefits that you had while working under a previous CBA reach out to the union, we may be able to help. Organizing new companies/contracts evens the playing field and ensures that more American workers are treated fairly and paid fairly for the work they do.

For assistance contact your shop steward or if you don't have one call:

Local Lodge: 410-272-2424

Or stop by the Union Hall at **Building 4313**. (Across the parking lot from the CAC bldg.)

In Solidarity,

Bill Harkum, President

Local Lodge 2424