

Tips for IUOE 302 Welder's Facing Layoffs at the Boeing Company



Layoff Benefit Election Form delivered via Worklife will determine how your Layoff Benefit is paid. You will receive a 'red bell' notification through Worklife. Members have two choices: income continuation or lump sum.

If you don't fill out the form, you will be automatically enrolled in the Income Continuation Option which is what the Union advises. **DO NOT select lump sum layoff benefits because this will eliminate your seniority and recall rights.** If you are rehired and elected the lump sum, you would start with zero seniority. Some have elected lump sum in the past thinking they would not return, only to have huge regrets when they returned to Boeing.

Boeing no longer issues 2 weeks notifications.

MEDICAL/DENTAL BENEFITS: We advise you to activate your six months of Layoff COBRA medical coverage at active employee rates in Worklife 7-10 days after your layoff (you must elect coverage within 60 days of layoff). This is available to 302 members for six months following layoff even if you have been on the Boeing payroll for less than one year. After electing coverage, you must pay your share of the monthly premium (same as active payroll) to maintain this coverage.

Get needed dental work/cleanings completed. Dental coverage ends the last day of the month in which you are laid-off unless you elect to pay full cost of COBRA dental.

WORK HISTORY: Order a copy of your Boeing Work history from Worklife while at work from a Boeing computer. This is important if you ever return to Boeing or you want to provide what kind of experience/training you have to another potential employer. It also ensures that all your job rights are correctly recorded.

UNEMPLOYMENT: For assistance with unemployment you can contact: <http://unemploymentlawproject.org/> or call your representative.

CATEGORY A: After layoff or downgrade, file your Category A recall rights through Worklife • search bar • Hourly Union Employee Requested Transfer Tool. Refer to the “Recall Eligibility Letter” you will receive via Worklife to know your eligible jobs. Be sure to indicate ONLY the jobs and locations you are willing to accept because once you are recalled it will be a minimum of one year before you are allowed to transfer locations. Verify after 30 days that your Cat A is filed, and you are on the recall list in Worklife. It is recommended that you pick all sites and shifts for recall so you are not looked over for recall rights.

Again, you can't file Cat A until you are laid-off or surplus-ed out of a job because you only have rights after you are surplus-ed out of a job.

You can modify your Cat A filings at any time without impact to seniority or job rights. However if you get an offer based on those filings and reject it, you would lose seniority rights.

RECALL PERIOD: Employees with five or more years seniority an eight-year period. Employees with one but less than five years of seniority – a six-year period. Employees with less than one year of service – a three-year period.

PASSWORD: Write down your computer password and phone PIN for Worklife before you leave Boeing. You will be required to use them every time you access Worklife.

UNION MEMBERSHIP: Please contact the hall and request a withdrawal card at 253-351-9095 or you can pay out of work dues at \$17.75.

Disclaimer: Should a discrepancy arise between this document and any SPD or CBA, the SPD or CBA shall prevail.