

2/29/23  
@ 1243



**LAST, BEST AND FINAL**

**COMPREHENSIVE PROPOSAL TO**

**CONCLUDE**

**2023 NEGOTIATIONS**

between

**LOCKHEED MARTIN AERONAUTICS COMPANY**  
**Marietta, Georgia**

**AND**

**INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE**  
**WORKERS,**  
**Local Lodges 709, 1027, 2386**

**SUBMITTED February 24, 2023**

**The provisions of both the Economic and Non-Economic Proposal as contained herein is contingent upon a full endorsement and recommendation from each member of the Union's Negotiating Committee as well as a written confirmation of acceptance of the package in its entirety by 9:00 p.m. Eastern Standard Time on Sunday, March 5, 2023.**

**Period of Agreement: March 12, 2023 through March 10, 2029**

Except as specifically modified by this proposal, and items previously agreed upon by the parties during these negotiations, all terms and conditions of the printed Agreement will remain the same.

In all instances, qualified benefit plan language is the controlling document. Nothing contained herein or expressed by the parties orally or in writing constitutes a waiver/deviation from the plan agreement.

Lockheed Martin Aeronautics Company Marietta  
 And  
 International Association of Machinists and Aerospace Workers  
 Local Lodges 709, 1027, 2386

February 24, 2023  
 Company Economic Last, Best, and Final  
 In addition to all proposals tentatively agreed to date, below are the Company's proposals to modify the Agreement currently in effect. For any contract provision not mentioned, the Company proposes no change at this time:

Proposal # EU - Union EC - Company	Topic	Summary/Union Proposal 4	Company Proposal/Counter  Bold – Updated Proposal Language Strike – Previous Proposal Language
EU-1	General Wage Increases (GWI)	<ul style="list-style-type: none"> <li>• <b>Marietta: Effective 3/ /23 6% GWI, Effective 3/ /24 5% GWI, Effective 3/ /25 4% GWI, Effective 3/ /26 4% GWI, Effective 3/ /27 4% GWI, Effective 3/ /28 6% GWI.</b></li> <li>• The GWI each employee receives will be based on the maximum pay rate of the employee's classification.</li> <li>• <b>Prior to the 3/ /23 GWI, \$1.25 per hour will be added to all base wages.</b></li> </ul>	<p>The Company counters the Union's proposal as follows:                      Marietta – 4%, 4%, 3%, 3%, 3%, 3% (Exp. March 10, 2029)                      [GWI effective dates determined in locals]</p> <p>The Company rejects the Union's proposal to apply the GWI based on the maximum pay rate of the employee's classification.</p> <p>On March 18, 2023, a one dollar (\$1.00) increase will be applied to the maximum of all labor grades. Employees on the active payroll or on approved leave of absence will receive a one-time increase of one dollar (\$1.00) per hour to their hourly straight time rate.</p>
EU-2	Wage Rates	<ul style="list-style-type: none"> <li>• Automatic Rate Progression – The base rate of pay shall be increased <b>\$0.30 January 1<sup>st</sup>, April 1<sup>st</sup>, July 1<sup>st</sup>, October 1<sup>st</sup> of each calendar year.</b></li> </ul>	<p>The Company counters the Union's proposal as follows:</p> <ul style="list-style-type: none"> <li>• The base rate of pay shall be increased twenty-five cents (\$.25) per hour.</li> </ul>
EU-5	COLA	<ul style="list-style-type: none"> <li>• On or before the third pay period of December in each calendar year a supplemental cost-of-living payment in the amount of <b>one thousand four hundred (\$1,400)</b></li> </ul>	<p>The Company counters the Union's proposal as follows:                      [ \$1,000/year supplemental cost-of-living payment ]                      On or before the third pay period of December in each calendar year a supplemental cost-of-living payment in the amount of one</p>

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

Lockheed Martin Aeronautics Company Marietta  
 And  
 International Association of Machinists and Aerospace Workers  
 Local Lodges 709, 1027, 2386

February 24, 2023  
 Company Economic Last, Best, and Final

In addition to all proposals tentatively agreed to date, below are the Company's proposals to modify the Agreement currently in effect. For any contract provision not mentioned, the Company proposes no change at this time:

			<p>thousand dollars (\$1,000) will be paid to each employee on the active payroll, on approved leave of absence for less than one year, or military leave on the third Friday of November in each calendar year.</p> <p>The Supplemental COLA Payment may be deferred in five hundred (\$500) dollar increments without Company matching contributions, to the Performance Sharing Plan (PSP) (401K) and/or the Health Savings Account (HSA) upon completion of the appropriate form by October 15th of the year in which the payment is to be made.</p> <p>On or before January 19, 2024, a lump sum bonus in the amount of five hundred dollars (\$500) will be paid to each employee on the active payroll, on approved leave of absence for less than one year, or military leave as of December 15, 2023.</p> <p>The lump sum may be deferred in two hundred fifty dollar (\$250) increments, without Company matching contributions, to the Performance Sharing Plan (PSP) and/or the Health Savings Account (HSA) upon completion of the appropriate form by November 17, 2023.</p> <p>The Company counters the Union's proposal as follows:</p>
EU-6	Pension Plan	<ul style="list-style-type: none"> <li>Increase to <b>\$108.00</b> per month per year of Credited service (past and future) and retroactive to January 1,</li> </ul>	<p>The Company counters the Union's proposal as follows:</p>

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

Lockheed Martin Aeronautics Company Marietta  
 And  
 International Association of Machinists and Aerospace Workers  
 Local Lodges 709, 1027, 2386

February 24, 2023

Company Economic Last, Best, and Final

In addition to all proposals tentatively agreed to date, below are the Company's proposals to modify the Agreement currently in effect. For any contract provision not mentioned, the Company proposes no change at this time:

		<p>2023 with no reduction for early retirement.</p> <ul style="list-style-type: none"> <li>For all retirements effective January 1, 2025 increase to \$110 per month per year of credited service, past and future.</li> </ul>	<p>Employees who commence retirement on or after January 1, 2023, will receive <b>one hundred five dollars (\$105)</b> a month per year of credited service.</p>
<p>EU-7 EU-8 EU-9  EC-1</p>	<p>401K  Basic Benefit Plan  HCAP</p>	<ul style="list-style-type: none"> <li>Company will make an automatic non-elective contribution of <b>8%</b> for all employees hired on or after March 6, 2011.</li> <li>For all employees, company will match <b>60%</b> of the first 8% of eligible pay.</li> <li>After the transition to the PSP, the company will contribute an additional 1% of pay per month for all months between March 2023 and the date of the transition.</li> </ul>	<p><b>Company counters the Union's remaining proposals as follows:</b></p> <ul style="list-style-type: none"> <li>Company Contributions: As soon as administratively practicable, but not later than July 1, 2023, employees hired on or after March 7, 2011, will receive a Company contribution of <b>6%</b> of eligible weekly base pay into the PSP.</li> <li>Company Matching Contributions. The Company will match <b>50%</b> of the first <b>8%</b> of weekly eligible base pay deferred to the plan.</li> </ul> <p>The Company rejects the Union's proposal for automatic contributions between March 2023 and the PSP transition.</p>
<p>EU-13</p>	<p>Via Benefits</p>	<ul style="list-style-type: none"> <li><b>Company Subsidy</b> - The Company subsidy for Retiree Medical Coverage will be in the form of a credit to a health reimbursement arrangement (HRA) in the amount of <b>\$2,700</b> annually (<b>\$225</b> per month) per</li> </ul>	<p><b>The Company rejects the Union's proposal for increases to the Company Subsidy.</b></p>

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

Lockheed Martin Aeronautics Company Marietta  
 And  
 International Association of Machinists and Aerospace Workers  
 Local Lodges 709, 1027, 2386

February 24, 2023  
 Company Economic Last, Best, and Final  
 In addition to all proposals tentatively agreed to date, below are the Company's proposals to modify the Agreement currently in effect. For any contract provision not mentioned, the Company proposes no change at this time:

		enrolled retiree and <b>\$2,700</b> annually (\$225 per month) per enrolled spouse.	The Company rejects the Union's proposal.												
EU-14	HMO/POS	<ul style="list-style-type: none"> <li>The HMO/POS Maximum weekly contributions by the employee shall not exceed:                  \$60- Employee only                  \$120- Employee+1                  \$180- Employee+2 or more</li> </ul>	The Company counter the Union's proposal as follows:  The employee weekly contributions will not exceed the HDHP maximum weekly contributions described below:												
EU-15	HDHP Plans	<ul style="list-style-type: none"> <li>The HDHP Maximum weekly contributions by the employee shall not exceed:                  \$30 - Employee only                  \$60 - Employee+1                  \$90 - Employee+2 or more</li> </ul>	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%;"></th> <th style="width: 35%;">Effective January 1, 2024</th> <th style="width: 35%;">Effective January 1, 2026</th> </tr> </thead> <tbody> <tr> <td>Employee Only</td> <td style="text-align: center;">\$30</td> <td style="text-align: center;">\$35</td> </tr> <tr> <td>Employee + 1</td> <td style="text-align: center;">\$60</td> <td style="text-align: center;">\$70</td> </tr> <tr> <td>Employee + 2 or More</td> <td style="text-align: center;">\$90</td> <td style="text-align: center;">\$105</td> </tr> </tbody> </table> The Company rejects the Union's proposal.		Effective January 1, 2024	Effective January 1, 2026	Employee Only	\$30	\$35	Employee + 1	\$60	\$70	Employee + 2 or More	\$90	\$105
	Effective January 1, 2024	Effective January 1, 2026													
Employee Only	\$30	\$35													
Employee + 1	\$60	\$70													
Employee + 2 or More	\$90	\$105													
EU-16	HSA	<ul style="list-style-type: none"> <li>The Company will contribute to the employee's HSA account, <b>\$3,200 for all employees on January 1, 2024, and \$1,000 for all employees each year thereafter.</b></li> </ul>	[Note: Bargaining unit members enrolled in HDHPs and with an HSA received \$500 (employee only) or \$1000 (employee plus one or more) pass-through company HSA contributions on Feb. 4, 2023.												

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

Lockheed Martin Aeronautics Company Marietta  
 And  
 International Association of Machinists and Aerospace Workers  
 Local Lodges 709, 1027, 2386

February 24, 2023  
 Company Economic Last, Best, and Final  
 In addition to all proposals tentatively agreed to date, below are the Company's proposals to modify the Agreement currently in effect. For any contract provision not mentioned, the Company proposes no change at this time:

		<ul style="list-style-type: none"> <li>• <b>Maintain Healthy Actions financial incentive for all years of the contract.</b></li> </ul>	<p>Healthy Actions are also a pass-through benefit and members can earn \$400 (employee only) or \$800 (employee plus spouse or domestic partner) with biometric screening and the completion of a health survey.]</p>								
EU-18	Vacation Accrual	<p><b>The Union proposes to use Sunnyvale/Marietta vacation schedule for all locations.</b></p>	<p>The Company accepts the Union's proposal to modify the vacation accrual schedules of Aeronautics sites as follows:</p> <table border="1" data-bbox="812 1102 954 1837"> <thead> <tr> <th>Completed Years of Service</th> <th>Vacation Accrual</th> </tr> </thead> <tbody> <tr> <td>0-8</td> <td>6.67 hours per month</td> </tr> <tr> <td>9-18</td> <td>10.00 hours per month</td> </tr> <tr> <td>19 or more</td> <td>13.34 hours per month</td> </tr> </tbody> </table> <p>The Company rejects the Union's proposal.</p>	Completed Years of Service	Vacation Accrual	0-8	6.67 hours per month	9-18	10.00 hours per month	19 or more	13.34 hours per month
Completed Years of Service	Vacation Accrual										
0-8	6.67 hours per month										
9-18	10.00 hours per month										
19 or more	13.34 hours per month										
EU-19	Sick Leave/ Personal Business (PTO)	<ul style="list-style-type: none"> <li>• An employee shall accrue <b>fifty-four (54)</b> hours of PTO on January 1 each calendar year.</li> </ul>									
EC-3	Ratification	<p>Provided that the membership ratifies the contract by 6:00 p.m. PST March 5, 2023, a <b>\$7,500</b> ratification bonus will be paid within 60 days of ratification to all eligible employees on the active payroll as of March 5, 2023, or employees on an approval leave of absence for less than one year, or on military leave.</p>	<p>The Company counters the Union's proposal as follows:</p> <p>Provided that each member of the Union's negotiating committee fully endorses and recommends the Company's proposal to the Union membership, and the membership ratifies the contract by 9:00 p.m. (EST) March 5, 2023, a \$5000 ratification bonus will be paid within 60 days of ratification to all eligible employees on the active payroll as of March 5, 2023, or employees on an approved leave of absence for less than one year, or on military leave.</p>								

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

**Lockheed Martin Aeronautics Company Marietta**  
**And**  
**International Association of Machinists and Aerospace Workers**  
**Local Lodges 709, 1027, 2386**

February 24, 2023  
 Company Economic Last, Best, and Final

In addition to all proposals tentatively agreed to date, below are the Company's proposals to modify the Agreement currently in effect. For any contract provision not mentioned, the Company proposes no change at this time:

			<p><b>On or before March 17, 2028, a lump sum bonus of one-thousand dollars (\$1,000) will be paid to all eligible employees on the active payroll as of February 19, 2028, or employees on an approved leave of absence for less than one year, or on military leave. The lump sum bonus may be deferred in five hundred dollar (\$500) increments, without Company matching contributions, to the Performance Sharing Plan (PSP) and/or the Health Savings Account (HSA) upon completion of the appropriate form before January 15, 2028, subject to IRS Regulations.</b></p>

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

## ARTICLE 12 - PAY RATES

### Section 1 – Job Descriptions and Basic Rates of Pay

- 1) The job descriptions for each of the Factory and for each of the Technical and Office classifications which were in effect on the date of execution of this Agreement, and the job descriptions as a result of the job combinations, or job descriptions which are placed into effect pursuant to Paragraph (2) hereof, shall be a part of this Agreement.
- 2) In the event that a new job or position is established or there is a substantial change in the duties or requirements of an established job, the Company shall develop an appropriate job description and establish within the existing rate structure provided in Section 2 of this Article the basic rates to apply to such job. A substantial change in job duties is a change which alters the work performed to such a degree that the job has changed based on more difficult tasks being performed and the level of skills applied being distinguishably different and resulting in more than a mere change in procedure. The Company shall furnish the Union with the new job description and shall submit for its approval the rate established for such job. In the event that agreement is not reached within seven (7) calendar days from the date of such submission or within such additional time as may be mutually agreed upon, the Company may place the new job description and rate in effect subject to continued negotiation. Within five (5) working days from the date the job is placed into effect, the Union may proceed in accordance with Step 3 of the grievance procedure established in Article 5, Section 7 of this Agreement.

In the event agreement on the rate range for the newly-established job is not reached by the Joint Labor Relations Committee, either party may refer the matter to arbitration in accordance with the provisions of Article 5, Section 6 of this Agreement. The arbitrator shall have the authority to determine the proper position of the new or amended classification within the existing agreed upon rate structure on the sole basis of the relationship the new or amended job bears to the other jobs in the existing rate structure. Any change in the established rate resulting from the negotiations shall be retroactive to the date such rate was placed in effect. The arbitrator shall also have the authority to determine the proper placement of the job within the appropriate job family.

- 3) Job descriptions shall be applied in accordance with the Supplement "Joint Statement of Policy for Application of Job Descriptions".

### Section 2 – Guaranteed Personal Rate

#### A. Eligibility:

All individuals with bargaining unit rights on the active payroll, approved leave of absence or on layoff on June 14, 1993 (when subsequently recalled) shall be eligible for a Guaranteed Personal Rate (GPR) while assigned to Labor Grades 1 through 14 Factory and Grades 1 through 16

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.



Technical and Office.

B. General Provisions:

- 1) Employees eligible for a GPR as described in Subsection A above, and whose base rate is below the GPR maximum of the labor grade to which assigned, shall progress to the respective GPR maximum in accordance with Article 11, Section 7, Subsection (A).
- 2) Employees eligible for GPR as described in Subsection A above, and whose base rate exceeds the GPR maximum for the labor grade to which assigned, shall regress to the respective GPR maximum in accordance with Article 11, Section 8.
- 3) Employees with a GPR who are promoted to a Labor Grade for which a GPR maximum has been established will progress to the higher labor grade's GPR maximum in accordance with Article 11, Section 7, Subsection (A) provided that such employees rate does not exceed the GPR maximum of the new classification.
- 4) Employees with a GPR, or employees who are eligible for a GPR described in Subsection A above, who are downgraded by application of Article 6, Section 3, Subsection A Layoff Procedure to a labor grade for which a GPR maximum has been established, shall regress to the GPR maximum of the labor grade in accordance with Article 11, Section 8, if such employee's rate exceeds the lower classification's GPR maximum.
- 5) Employees with a GPR who are Leads shall be paid in accordance with Article 11, Section 11 12.

**Section 3 – General Wage Increase**

- 1) **On March 18, 2023, a one dollar (\$1.00) increase will be applied to the maximum of all labor grades. Employees on the active payroll or on approved leave of absence will receive a one-time increase of one dollar (\$1.00) per hour to their hourly straight time rate.**
- 2) ~~On March 10, 2018~~ **March 18, 2023**, a general wage increase in the amount of ~~3.0%~~ **2.0%** ~~3.0%~~ **3.5%** ~~4.0%~~ **4.0%** will be effective for each bargaining unit employee on the active payroll on approved leave of absence of less than one (1) year, or military leave. The minimum and maximum for all GPR and non-GPR labor grades shall be increased by ~~3.0%~~ **2.0%** ~~3.0%~~ **3.5%** ~~4.0%~~ **4.0%**.
- 3) ~~On March 9, 2019~~ **March 16, 2024**, a general wage increase in the amount of ~~2.5%~~ **1.5%** ~~2.5%~~ **3.0%** ~~4.0%~~ **4.0%** will be effective for each bargaining unit employee on the active payroll on approved leave of absence of less than one (1) year, or military leave. The minimum and maximum for all GPR and non-GPR labor grades shall be increased by ~~2.5%~~ **1.5%** ~~2.5%~~ **3.0%** ~~4.0%~~ **4.0%**.

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

- 3) ~~5) On March 14, 2020~~ **March 15, 2025**, a general wage increase in the amount of ~~2.5%~~ ~~1.5%~~ ~~2.5%~~ 3.0% will be effective for each bargaining unit employee on the active payroll on approved leave of absence of less than one (1) year, or military leave. The minimum and maximum for all GPR and non-GPR labor grades shall be increased by ~~2.5%~~ ~~1.5%~~ ~~2.5%~~ 3.0%.
- 4) ~~6) On March 13, 2021~~ **March 21, 2026**, a general wage increase in the amount of ~~2.5%~~ ~~1.5%~~ ~~2.5%~~ 3.0% will be effective for each bargaining unit employee on the active payroll on approved leave of absence of less than one (1) year, or military leave. The minimum and maximum for all GPR and non-GPR labor grades shall be increased by ~~2.5%~~ ~~1.5%~~ ~~2.5%~~ 3.0%.
- 5) ~~7) On March 12, 2022~~ **March 20, 2027**, a general wage increase in the amount of ~~3.0%~~ ~~1.5%~~ ~~2.5%~~ 3.0% will be effective for each bargaining unit employee on the active payroll on approved leave of absence of less than one (1) year, or military leave. The minimum and maximum for all GPR and non-GPR labor grades shall be increased by ~~3.0%~~ ~~1.5%~~ ~~2.5%~~ 3.0%.
- 6) **8) On March 18, 2028, a general wage increase in the amount of 3.0% will be effective for each bargaining unit employee on the active payroll on approved leave of absence of less than one (1) year, or military leave. The minimum and maximum for all GPR and non-GPR labor grades shall be increased by 3.0%.**
- 1) ~~9) For each employee that has scheduled their retirement between 1 January 2018 and 31 December 2018 a lump sum payment of one thousand dollars (\$1,000), less applicable withholdings, shall be paid to the retiree in their last paycheck following the retirement termination effective date or as soon as administratively possible. The Company will grant two hundred and fifty dollars (\$250) five hundred dollars (\$500) to each employee that provides at least a ninety (90) calendar day notice of their intent to retire or voluntarily terminate from the Company. Employees planning to retire or voluntarily terminate from the Company during the life of this Agreement are eligible to receive two hundred and fifty dollars (\$250) five hundred dollars (\$500) by submitting written notification at least ninety (90) calendar days prior to their retirement or termination date. This payment will be paid on the following pay period of the employee's actual retirement or termination date. Participating employees will be expected to cross-train existing and/or new employees prior to their retirement or termination date. Employees receiving this payment waive any rights to recall as outlined in this Agreement.~~

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

## Section 5 – Supplemental Cost-Of-Living Payments

On or before the third pay period of December in each calendar year a supplemental cost-of-living payment in the amount of ~~eight hundred dollars (\$800)~~ ~~eight hundred and fifty dollars (\$850)~~ ~~nine hundred dollars (\$900)~~ ~~nine hundred and fifty dollars (\$950)~~ one thousand dollars (\$1,000) will be paid to each employee on the active payroll, on approved leave of absence for less than one year, or military leave on the ~~first Friday of December~~ third Friday in November in each calendar year.

The Supplemental COLA Payment may be deferred in ~~four hundred and twenty five (\$400)~~ ~~(\$425)~~ ~~four hundred and fifty dollar (\$450)~~ ~~four hundred and seventy five dollars (\$475)~~ five hundred dollars (\$500) increments, without Company matching contributions, to the ~~Hourly Savings Plan Plus (401K)~~ Performance Sharing Plan (PSP) and/or the Health Savings Account (HSA) upon completion of the appropriate form by October 15th of the year in which the payment is to be made, subject to IRS Regulations. It is the responsibility of the employee to ensure their account is open and that the elected deferral amount will not result in account balances exceeding the IRS annual maximums. If at the time of deposit, the deferral amount will result in account balances exceeding the IRS annual maximum, the entire deferral payment will be paid to the employee, minus applicable taxes.

On or before January 19, 2024, a lump sum bonus in the amount of five hundred dollars (\$500) will be paid to each employee on the active payroll, on approved leave of absence for less than one (1) year, or military leave as of December 15, 2023. The lump sum may be deferred in two hundred fifty dollar (\$250) increments, without Company matching contributions, to the Performance Sharing Plan (PSP) and/or the Health Savings Account (HSA) upon completion of the appropriate form by November 17, 2023, subject to IRS Regulations. It is the responsibility of the employee to ensure their account is open and that the elected deferral amount will not result in account balances exceeding the IRS annual maximums. If at the time of deposit, the deferral amount will result in account balances exceeding the IRS annual maximum, the entire deferral payment will be paid to the employee, minus applicable taxes.

## Section 6 – Ratification Lump Sum Bonuses

- 1) Provided that the membership ratifies the contract on ~~March 4, 2018~~ March 5, 2023, by ~~6:00~~ 9:00 p.m. EST, a ~~\$4,200~~ ~~\$2,500~~ ~~\$3,500~~ \$5,000 ratification bonus will be paid within 60 days of ratification to all eligible employees on the active payroll as of ~~March 5, 2018,~~ March 5, 2023, or employees on an approved leave of absence for less than one year, or on military leave.

The ~~entire 2018~~ 2023 ratification bonus may be deferred in five hundred dollar (\$500) increments, without Company matching contributions, to the Hourly Savings Plan Plus (401K) and/or the Health Savings Account (HSA) upon completion of the appropriate form within fifteen (15) calendar days following ratification, subject to IRS Regulations. It is the responsibility of the employee to ensure their account is open and that the

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

**elected deferral amount will not result in account balances exceeding the IRS annual maximums. If at the time of deposit, the deferral amount will result in account balances exceeding the IRS annual maximum, the entire deferral payment will be paid to the employee, minus applicable taxes.**

- 2) **On or before March 17, 2028, a lump sum bonus of one-thousand dollars (\$1,000) will be paid to all eligible employees on the active payroll as of February 19, 2028, or employees on an approved leave of absence for less than one year, or on military leave. The lump sum bonus may be deferred in five hundred dollar (\$500) increments, without Company matching contributions, to the Performance Sharing Plan (PSP) and/or the Health Savings Account (HSA) upon completion of the appropriate form before January 15, 2028, subject to IRS Regulations. It is the responsibility of the employee to ensure their account is open and that the elected deferral amount will not result in account balances exceeding the IRS annual maximums. If at the time of deposit, the deferral amount will result in account balances exceeding the IRS annual maximum, the entire deferral payment will be paid to the employee, minus applicable taxes.**

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

**ARTICLE 13 - BENEFITS**

**Section 1 – Medical Plans**

**A. Legacy Health Care Plans.** The Blue Cross Blue Shield of Georgia HMO, United Healthcare of Mississippi HMO and the Aetna West Virginia POS will be available where currently offered to employees hired prior to March 3, 2014.

- 1) ~~Effective January 1, 2019, the~~ **The Company will pay 85% of the premium cost of the medical plan selected. The employee will contribute 15% of the premium cost.**

~~**B. LM HealthWorks Plan.** The LM HealthWorks medical plan currently offered as an option for all employees will be discontinued and no longer available as an option after December 31, 2018. The weekly contribution formula in effect prior to the effective date of the Agreement will remain in effect through December 31, 2018. Balances remaining in the LM Health Fund will be converted to a limited purpose Health Reimbursement Account. For employees hired March 5, 2018 through December 31, 2018, the Company will credit the LM HealthWorks Health Fund account in the amount of \$250 for Employee Only coverage and \$500 for Employee plus one or more coverage for employees who are enrolled in the LM HealthWorks medical plan.~~

~~**C. B. High Deductible Health Plans.** Effective January 1, 2019, the~~ **The Corporate-wide High Deductible Health Plans (HDHP) will be offered to employees on the “same basis as” offered to non-bargaining unit employees. For employees hired or rehired on or after March 3, 2014, the High Deductible Health Plans will be the only options available.**

- 1) ~~Effective January 1, 2019, the Company will pay 87% of the premium cost of the medical plan selected. The employee will contribute 13% of the premium cost.~~ **Effective January 1, 2024, the percentage of the premium cost the Company will pay, and the employee will contribute will be based on the medical plan selected as described below.**

**The Cost Share Formula:**

	<b>Company Cost Share</b>	<b>Employee Cost Share</b>
<b>HDHP Plan 1</b>	<del>87%</del> <b>88%</b> <u>90%</u>	<del>13%</del> <b>12%</b> <u>10%</u>
<b>HDHP Plan 2</b>	<del>90%</del> <b>91%</b> <u>93%</u>	<del>10%</del> <b>9%</b> <u>7%</u>
<b>HDHP Plan 3</b>	<del>92%</del> <b>93%</b> <u>95%</u>	<del>8%</del> <b>7%</b> <u>5%</u>

- 2) **The employee weekly contributions will not exceed the HDHP maximum weekly contributions described below:**

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

	<b>Effective January 1, 2024</b>	<b>Effective January 1, 2026</b>
<b>Employee Only</b>	<b>\$30</b>	<b>\$35</b>
<b>Employee + 1</b>	<b>\$60</b>	<b>\$70</b>
<b>Employee + 2 or More</b>	<b>\$90</b>	<b>\$105</b>

- 2) ~~Employees enrolled in a High Deductible Health Plan as of January 1, 2019 will receive a one-time Company contribution to a Health Savings Account (HSA) upon initial enrollment. The contribution for employee-only coverage is \$1,250. The contribution for employee plus one or more coverage is \$2,500. Employees may make pre-tax deferrals from their paychecks and may defer all or part of their lump sum payments to the HSA. Amounts contributed that exceed the HSA annual limits will be paid to the employee.~~
- 3) 2) “Same basis as” is understood to mean that any improvements, modifications, reductions, eliminations or changes to the plan(s) for non-bargaining unit employees shall be automatically applicable to bargaining unit employees covered by this Agreement. Same basis applies to any and all aspects of the plan(s) including but not limited to eligibility, plan offerings, effective dates and plan designs.

~~D.~~ **C. Medical Opt-Out Credit.** Any employee who chooses to opt-out of medical coverage provided for under this Agreement shall receive a medical opt-out credit of \$11.54 per week. To be eligible for an opt-out credit, employees are required to certify, on an annual basis, that they have medical coverage elsewhere. Employees are ineligible for an opt-out credit if the employee is covered as a dependent under another Company-sponsored medical plan. Part-time employees are not eligible for an opt-out credit.

## **Section 2 - Dental Plans**

~~A. The Comprehensive Dental Plan, Comprehensive Plus Dental Plan and Managed Dental Plan currently offered as options for all employees will be discontinued and no longer available as options after December 31, 2018. The current weekly contribution formula in effect immediately prior to the effective date of the Agreement shall remain in effect through December 31, 2018.~~

~~B.~~ **A.** ~~Effective January 1, 2019, the~~ **The** Dental Plan Core, Dental Plan Enhanced and Dental Plan HMO (where available) will be offered to employees on the “same basis as” offered to non-bargaining unit employees.

- 1) ~~Effective January 1, 2019, the~~ **The** Company will pay 100% of the premium cost of the Dental Plan Core or the Dental Plan HMO, if selected. If the employee selects Dental Plan Enhanced, the employee is responsible for any additional premium costs between the selected plan and the Dental Plan Core.

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

- 2) "Same basis as" is understood to mean that any improvements, modifications, reductions, eliminations or changes to the plan(s) for non-bargaining unit employees shall be automatically applicable to bargaining unit employees covered by this Agreement. Same basis applies to any and all aspects of the plan(s) including but not limited to eligibility, plan offerings, effective dates and plan designs.

~~C.~~ **B. Dental Opt-Out Credit.** Any employee who chooses to opt-out of dental coverage provided for under this Agreement shall receive a dental opt-out credit of \$2.31 per week. Employees are ineligible for an opt-out credit if the employee is covered as a dependent under another Company-sponsored dental plan. Part-time employees are not eligible for an opt-out credit.

### **Section 3 - Vision Plans**

~~A. The Vision 24 Plan and the Vision 12 Plan currently offered as options for all employees will be discontinued and no longer available as options after December 31, 2018. The current weekly contribution formula in effect immediately prior to the effective date of the Agreement shall remain in effect through December 31, 2018.~~

~~B.~~ **A.** Effective January 1, 2019, the The Vision Core and the Vision Plan Enhanced will be offered to employees on the "same basis as" offered to non-bargaining unit employees.

- 1) ~~Effective January 1, 2019, the~~ The Company will pay 100% of the premium cost of the Vision Plan Core. If the employee selects Vision Plan Enhanced, the employee is responsible for any additional premium costs between the selected plan and the Vision Plan Core.
- 2) "Same basis as" is understood to mean that any improvements, modifications, reductions, eliminations or changes to the plan(s) for non-bargaining unit employees shall be automatically applicable to bargaining unit employees covered by this Agreement. Same basis applies to any and all aspects of the plan(s) including but not limited to eligibility, plan offerings, effective dates and plan designs.

### **Section 4 - Health Insurance Continuation**

A. Continuation of health benefits (medical-dental-vision plans, as appropriate) will be offered as described in the Consolidated Omnibus Budget Reconciliation Act (COBRA) of 1985 (the "Act") to those employees and dependents who lose coverage as a result of a 'qualifying event' as defined by the Act. The full cost of such coverage continuation plus applicable administration fees will be paid by the employee or dependent(s).

B. If laid-off, active medical coverage for employee and eligible dependents will continue for thirty-one (31) days at no cost to the employee. The length of time medical coverage is

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

extended will be included as part of the total length of time coverage may be continued under the Act or Insurance Continuation (as applicable).

### Section 5 - Other Plans

- A. **Life and Accidental Death Insurance.** The Company provides basic life and accidental death insurance. The provisions of such coverage shall be within the Company's discretion except as follows:
- 1) All employees receive Basic Life Insurance coverage of ~~\$38,000~~ **\$43,000**. Effective January 1, ~~2019~~ **2024**, the amount will increase to ~~\$43,000~~ **\$50,000** for employees who are actively at work on or after January 1, ~~2019~~ **2024**.
  - 2) All employees receive Accidental Death Insurance coverage of ~~\$38,000~~ **\$43,000**. Effective January 1, ~~2019~~ **2024**, the amount will increase to ~~\$43,000~~ **\$50,000** for employees who are actively at work on or after January 1, ~~2019~~ **2024**.
- B. **Business Travel Accident Plan.** The Lockheed Martin Business Travel Accident Plan will automatically be extended to employees covered by this Agreement on a "same basis as" plan design as offered to non-bargaining unit employees. This change will be made as soon as administratively practicable.
- C. **Short Term Disability Insurance.** The Company provides short-term disability coverage of seventy (70%) percent of weekly earnings to a maximum of ~~\$370~~ **\$410** per week. ~~For leaves commencing on or after July 1, 2018, the maximum will increase to \$410 per week. For employees who are actively at work on or after January 1, 2024, and commence leave after January 1, 2024, the Company will provide short-term disability coverage of 55% of weekly earnings.~~ All other provisions of short-term disability coverage shall be within the Company's discretion.
- D. **Group Universal Life (GUL) Insurance.** The Company offers Group Universal Life (GUL) Insurance. The employee pays 100% of the cost. Employees may elect coverage options of one (1x) times up to eight (8x) times Annual Base Pay. **Effective January 1, 2024, employees may elect coverage options of one (1x) times up to nine (9x) times Annual Base Pay.** For coverage effective January 1, ~~2019~~ **2024**, employees will be granted a one-time Group Universal Life Insurance special enrollment during the ~~2019~~ **2024** Annual Enrollment period. During this period, employees may enroll or increase one level up to the plan maximum in the Group Universal Life Insurance plan for the year beginning January 1, ~~2019~~ **2024**, without providing Proof of Insurability (POI). Employees must be actively at work on or after January 1, ~~2019~~ **2024**, for any coverage increase to be effective.
- E. **Dependent Optional Term Life (DOTL) Insurance.** The Company offers Dependent Optional Term Life (DOTL) Insurance. The employee pays 100% of the cost.

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.



- 1) Spouse. An employee may elect coverage for a spouse at coverage levels equal to one (1x), two (2x), or three (3x) times employee's Annual Base Pay. The spouse is required to provide Proof of Insurability (POI) if electing three (3x) times the employee's annual base pay or if the employee enrolls the spouse after thirty (30) days of the employee's or the spouse's first day of eligibility.
- 2) Dependent Children. An employee may elect coverage for any eligible dependent child(ren) at coverage levels of \$5,000, \$10,000 or \$25,000.

F. **Special Accident Insurance.** The Company offers Special Accident Insurance. The employee pays 100% of the cost.

- 1) Self. An employee may elect coverage with options of \$25,000, \$50,000, \$100,000, \$200,000, \$300,000, \$400,000 or \$500,000. Amounts in excess of \$300,000 cannot exceed (10x) times Annual Base Pay.
- 2) Spouse. An employee may elect coverage for a spouse with options of \$10,000, \$25,000, \$50,000, \$100,000, \$150,000, \$200,000 or \$250,000.
- 3) Dependent Child(ren). An employee may elect coverage for eligible dependent child(ren) in the amounts of \$10,000, \$25,000 or \$50,000.

G. **Voluntary Supplemental Insurance.** ~~Effective January 1, 2019,~~ Voluntary supplemental insurance will be offered to employees on the "same basis as" offered to non-bargaining unit employees. The employee pays 100% of the cost.

- 1) Offerings include ~~Voluntary Accident, Voluntary Hospital Indemnity and Voluntary Critical Illness~~ coverage for **24/7 Accident, Hospital Indemnity, Critical Illness, Legal Services, Identity Theft Protection, and Whole Life with a Long-Term Care feature.**
- 2) "Same basis as" is understood to mean that any improvements, modifications, reductions, eliminations or changes to the plan(s) for non-bargaining unit employees shall be automatically applicable to bargaining unit employees covered by this Agreement. Same basis applies to any and all aspects of the plan(s) including but not limited to eligibility, plan offerings, effective dates and plan designs.

H. **Flexible Spending Accounts.** The Company offers access to the following Flexible Spending Accounts which may be used to pay for eligible expenses using pre-tax dollars. Flexible Spending Accounts are governed by IRS regulations and are subject to change.

- 1) Health Care Spending Account (HCSA). The minimum calendar year contribution is \$100.

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

- 2) Dependent Care Spending Account (DCSA). The minimum calendar year contribution is \$100.

**Section 6 - General Provisions**

- A. ~~New Hires~~ **Employees** will be eligible for benefits on date of hire. The benefit offerings and current weekly contribution formula in effect immediately prior to the effective date of this Agreement shall remain in effect through December 31, ~~2018~~ **2023**.
- B. **NEW HIRES.** The chart below outlines the default coverages which will become effective retroactively to the hire date if no active election has been made for medical, dental, or vision during benefits enrollment.

<b>Plan</b>	<b><del>2018 Default Coverage</del></b>	<b>2019+ Default Coverage</b>
Medical	<del>LM HealthWorks - Employee Only Coverage</del>	<i>Broad Network 1</i> - Employee Only Coverage
Dental	<del>Comprehensive Dental Plan - Employee Only Coverage</del>	<i>Dental Plan Core</i> - Employee Only Coverage
Vision	<del>Vision 24 Plan - Employee Only Coverage</del>	<i>Vision Plan Core</i> - Employee Only Coverage

- ~~C. ANNUAL ENROLLMENT 2019 - ALL EMPLOYEES.~~ If no active election is made for Medical, Dental and/or Vision coverage during the 2019 Annual Enrollment Election Period, such coverage will default to “no coverage” effective January 1, 2019.

- D. **C. ANNUAL ENROLLMENT 2020 2024 AND SUBSEQUENT YEARS - ALL EMPLOYEES.** During the 2020 2024 Annual Enrollment Election Period and all subsequent years under the terms of this Agreement, the chart below outlines the default coverage for Medical, Dental and/or Vision coverage if no active election has been made:

<b>Current Plan</b>	<b>Annual Enrollment Default</b>
Medical:	Medical:
No Coverage	No Coverage
High Deductible Health Plan	Same High Deductible Health Plan same coverage level
HMO or POS plan	Same HMO or POS plan same coverage level
Dental:	Dental:

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

No Coverage	No Coverage
Dental Plan Core	Dental Plan Core same coverage level
Dental Plan Enhanced	Dental Plan Enhanced same coverage level
Dental HMO (where available)	Dental HMO same coverage level (where available)
Vision:	Vision:
No Coverage	No Coverage
Vision Plan Core	Vision Plan Core same coverage level
Vision Plan Enhanced	Vision Plan Enhanced same coverage level

Plan	Current Election	Annual Enrollment Default
Medical	No Coverage	No Coverage
	HDHP Plan	Same HDHP Plan Same Coverage Level
	HMO or POS Plan	Same HMO or POS Plan Same Coverage Level
Dental	No Coverage	No Coverage
	Dental Plan Core	Dental Plan Core Same Coverage Level
	Dental Plan Enhanced	Dental Plan Enhanced Same Coverage Level
	Dental HMO (where available)	Dental HMO Same Coverage Level (where available)
Vision	No Coverage	No Coverage
	Vision Plan Core	Vision Plan Core Same Coverage Level
	Vision Plan Enhanced	Vision Plan Enhanced Same Coverage Level

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

- E. **D.** For all of the benefit coverage offerings listed in this Article, the terms of the Plans will be summarized in separate Summary Plan Descriptions (SPD) where applicable. The terms of the plan in the SPD will not be changed during the term of the Agreement except for legally required changes, any mutually agreed-to changes, or changes made per the terms of this Agreement. The Union acknowledges that the aforementioned changes may be made by the Company. Copies of the SPDs will be furnished to the Union and to each employee eligible for the Plans.

### Section 7 - Retiree Medical

- A. Employees hired before March 2, 2005, are eligible for retiree medical coverage as detailed below.

#### B. Under-Age 65 Retirees

- ~~1) Commence retirement prior to December 31, 2018 - Under Age 65 Retiree Legacy Medical Coverage. For eligible employees, the following plans are available:~~
- ~~a. Marietta: Blue Cross and Blue Shield of Georgia HMO, Kaiser Georgia HMO~~
    - ~~i. Kaiser Georgia HMO will be offered effective July 1, 2018.~~
  - ~~b. Meridian: United Healthcare of Mississippi HMO~~
  - ~~c. Clarksburg: Aetna West Virginia POS~~
  - ~~d. For all locations: LM HealthWorks Retiree Plan; LM Essentials Retiree Plan~~
- 2) **1) Commence retirement on or after January 1, 2019 - Under-Age 65 Retiree Legacy Medical Coverage.** For eligible employees, the following plans are available:
- a. Marietta: Blue Cross and Blue Shield of Georgia HMO, Kaiser Georgia HMO
  - b. Meridian: United Healthcare of Mississippi HMO
  - c. Clarksburg: Aetna West Virginia POS
  - d. For all locations: High Deductible Retiree Health Plans
- 3) **2) Retiree Medical Coverage.** Should the Company expand, introduce or change health care options for non-bargaining unit under-age 65 retirees during the term of this Agreement and after its expiration, such benefits may, within the Company's discretion, be extended to retirees covered by this Agreement on a same design basis with the same retiree contributions as non-bargaining unit employees, in addition to the Retiree Medical Coverage for which the employee is eligible for under the terms of this Agreement.
- 4) **3) Contribution Formula.** The retiree and the Company share in the cost of the under-age 65 retiree medical plan up to the maximum monthly Company subsidy. The retiree's share of the cost is calculated using the service-based schedule below. The retiree is also responsible for 100% of the cost of coverage that exceeds the maximum

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

monthly Company subsidy. All eligible employees retiring on or after ~~March 5, 2018,~~ **March 12, 2023**, the service based contribution formula applies for Retiree Medical Coverage with an annual contribution cap of \$7,000 **\$8,000** for Retiree-Only or \$14,000 **\$16,000** for Retiree + Family coverage. The service based contribution schedule is as follows:

<b>Difference in Cost of Plan and Subsidy</b>	
<b>Yrs. of Service</b>	<b>Your Cost Sharing %</b>
0-9	Not Eligible
10	70%
11	67%
12	64%
13	61%
14	58%
15	55%
16	52%
17	49%
18	46%
19	43%
20	40%
21	37%
22	34%
23	31%
24	28%
25	25%
26	22%
27	19%
28	16%
29	13%
30 +	10%

5) **4) Retiree Legacy Medical Plan Changes.** During the life of the Agreement, and after its expiration, there will be no changes to the co-insurance, the calendar year deductible amounts, the calendar year out-of-pocket maximum, plan design or the prescription drug formula, for Retiree **Legacy** Medical Coverages listed in this Article. The terms of the plan in the SPD will not be changed during the term of the Agreement except for legally required changes, any mutually agreed-to changes, or changes made per the terms of this Agreement.

6) **5) Employees who retired on or after March 3, 2014, but elected “no coverage” or failed to enroll in a Retiree Medical plan within the required time frames at the time of**

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

retirement may enroll during an Annual Enrollment period in the following circumstances subject to all applicable time frames:

- a. If a qualified status change occurs
- b. If a special enrollment rule applies

**C. Over-Age 65 Retirees.**

- 1) ~~Over Age 65 employees retiring on or after March 5, 2018 and prior to July 1, 2018 are eligible for the Medicare Eligible Retiree Medical Plan (MERMP) which supplements coverage under Medicare. Additionally, employees are eligible for a Senior HMO Plan, if available in the locality.~~
- 2) ~~**MERMP Lifetime Maximum Benefit.** Effective January 1, 2018, the lifetime dollar maximum payable under the MERMP is \$75,000 for all past and future retirees eligible for the MERMP. The change will be implemented as soon as administratively practicable.~~
- 3) ~~**Contribution Formula.** The retiree pays a basic monthly contribution and the Company pays the balance of the cost of coverage up to the maximum monthly Company subsidy. The retiree pays any cost over the maximum monthly Company subsidy. The over age 65 Medicare eligible retiree's basic monthly contribution is \$40 for Single Coverage and \$80 for Family Coverage. The maximum monthly Company subsidy is \$330 for Single Coverage and \$660 for Family Coverage. The contribution formula is as follows:~~

	Single Coverage	Family Coverage *
Monthly Contributions for Medicare-Eligible Retirees	The basic monthly contribution will be \$40 + 100% of the amount over the maximum monthly Company subsidy	The basic monthly contribution will be \$80 + 100% of the amount over the maximum monthly Company subsidy
Maximum Monthly Medicare Eligible Company Subsidy	\$330 per month	\$660 per month
* Standard LMC rules regarding contribution calculations apply where family members are under and over age 65.		

- 4) ~~1) **Private Medicare Exchange Retiree Medical Coverage.** Effective June 30, 2018, the MERMP and Senior HMOs will be discontinued for future over age 65 retirees.~~

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

Over-age 65 employees eligible for retiree medical insurance who commence retirement on or after July 1, 2018, will be eligible to participate in the over-age 65 healthcare option(s) on the “same basis as” offered to non-bargaining unit over-age 65 retirees on an identical design basis.

- a. **Company Subsidy.** The Company subsidy for Retiree Medical Coverage will be in the form of a credit to a Health Reimbursement Arrangement (HRA) in the amount of \$2,100 annually (\$175 per month) per enrolled retiree and \$2,100 annually (\$175 per month) per enrolled spouse.
- b. **Eligibility.** To be eligible for the Company subsidy (HRA), the retiree or their spouse must be age 65 or over and must enroll (and maintain enrollment) through the Company designated private Medicare Exchange (i.e. Via Benefits) ~~when initially eligible for over age 65 individual healthcare option(s) at the time of retirement commencement or when the retiree and/or spouse turns age 65, whichever is later.~~ For the spouse to be eligible, the retiree must be enrolled in a Lockheed Martin sponsored retiree medical plan.
- c. **Unavailability of the Private Medicare Exchange.** Should the Company designated private Medicare Exchange dissolve or otherwise become unavailable, the Company and Union agree to meet in an effort to designate a replacement private Medicare Exchange if such Exchanges are permissible based on regulations in effect at the time of discussions. If the parties are unable to come to an agreement during these discussions, the Company will designate a comparable replacement. The Company will only be obligated to designate a comparable replacement which results in no additional cost to the Company. In the event no such replacement can be designated, the Company shall be under no further obligation to designate a replacement.

#### **Section 8. Continuation of Benefits Due to Death**

- A. In the event of the death of an active employee, medical, dental and/or vision coverage for enrolled surviving spouse and/or surviving dependent children will continue for six months from the date of death at no cost to them. The length of time coverage is continued for dependents will be included as part of the total length of time coverage may be continued as applicable under COBRA.**

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

- B. If at the time of the death, an active employee qualifies for retiree medical coverage, in addition to the continuation of coverage for six months as described in Section 8, Paragraph A, and if retiree medical coverage is elected, the active medical coverage for enrolled surviving spouse and/or surviving dependent children will continue to the end of the sixth calendar month from the date of death.
- C. In the event of the death of a retiree, coverage for the surviving spouse and/or dependent children will continue as long as they remain eligible or until the surviving spouse remarries.

### Section 89 - Retirement and Savings Plans

- A. **Lockheed Martin Retirement Plan for Certain Hourly Employees (Retirement Plan).** The Retirement Plan provisions as stated in the applicable Plan Documents will govern except where modified herein.
  - 1) **Eligibility.** Employees hired or rehired on or before March 6, 2011, will be eligible to participate in the Retirement Plan. Employees hired on or after March 7, 2011, will not be eligible to participate in the Retirement Plan.
  - 2) **Retirement Plan Monthly Rates:**
    - ~~a. Employees who commence retirement between January 1, 2018 and December 31, 2021, will receive one hundred dollars (\$100) per month for each year of credited service.~~
    - b. a. Employees who commence retirement on or after January 1, 2022, the first day of this Agreement January 1, 2023, will receive ~~one hundred two dollars (\$102)~~ one hundred five dollars (\$105) per month for each year of credited service.
    - ~~c. b. Employees who commence retirement on or after January 1, 2027, will receive one hundred three dollars (\$103) one hundred five dollars (\$105) a month per year of credited service.~~
    - d. b. An employee who commences retirement and begins receiving a monthly benefit on or after January 1, 2011, under Sections 4.05 (A)(2), 4.05(A)(3), and 6.01(B) of the Retirement Plan will receive a benefit of thirty-three dollars (\$33) per year of credited service.
  - 3) Effective January 1, 2018, the Plan will be amended to eliminate the 40-year credited service maximum used in determining the benefit amount.

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.



**B. Lockheed Martin Capital Accumulation Plan for Hourly Employees (HCAP).** The HCAP provisions as stated in the applicable Plan Documents will govern except where modified herein.

- 1) **Eligibility.** Employees hired on or after March 7, 2011, will receive Company contributions per each quarter of active employment into the employee's HCAP account.
- 2) **Company Contributions:**
  - a. Employees will receive a Company contribution in the amount of five hundred dollars (\$500) per quarter ~~to begin as soon as administratively practicable after ratification.~~
- 3) **As soon as administratively practicable, but no later than July 1, 2023, eligibility Company contributions for eligible employees to the Lockheed Martin Capital Accumulation Plan for Hourly Employees (HCAP) will end close and Company contributions for employees hired on or after March 7, 2011, and eligible employees will participate in ~~to~~ the Lockheed Martin Performance Sharing Plan (PSP) will begin.**

**C. Lockheed Martin Hourly Employee Savings Plan Plus (HSP).** The HSP provisions as stated in the applicable Plan Documents will govern except where modified herein.

- 1) **Employee Elective Deferral.** Employees may defer an elective amount (in \$1-dollar increments) into the HSP on a before-tax, Roth or after-tax contribution basis with the before-tax and Roth contributions being subject to the IRS annual limits imposed under Code Section 402(g). If an employee elects before-tax and Roth contributions in an amount that exceeds the IRS limit, any excess elected before-tax and Roth contributions will automatically be reclassified as after-tax contributions.
- 2) **Company Matching Contributions.** Before-tax, Roth and/or after-tax employee elective deferrals of up to eighty-four dollars (\$84) per week are subject to Company matching contributions at the rate of 50%, ~~to begin as soon as administratively practicable after ratification.~~
- 3) **Unmatched Elective Deferral.** Employees may contribute an unmatched elective deferral amount not to exceed the IRS limits as referenced above in Section C(a), ~~to begin as soon as administratively practicable after ratification.~~
- 4) **IRS Limits.** Both employee and employer before-tax, Roth and after-tax contributions from the HSP and all retirement plans are subject to Code Section 415 annual limits.

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

- 5) **As soon as administratively practicable, but no later than July 1, 2023, eligibility employee and Company contributions to the Lockheed Martin Hourly Savings Plan Plus (HSP) will end close and eligible employees will participate participation in the Lockheed Martin Performance Sharing Plan will begin.**

**D. Lockheed Martin Basic Benefit Plan for Hourly Employees (BBP).** The BBP provisions as stated in the applicable Plan Documents will govern except where modified herein.

- 1) **BBP Account.** Employees will receive Company contributions per each quarter of active employment into the employee's BBP account.
- 2) **BBP Contributions:**
  - a. Effective January 1, 2018, the Company will make quarterly contributions for each employee in the amount of seventy-five dollars (\$75).
  - b. For employees hired after March 1, 2005, the Company will make an additional quarterly contribution of forty-five dollars (\$45).
- 3) **As soon as administratively practicable, but no later than July 1, 2023, eligibility Company contributions to the Lockheed Martin Basic Benefit Plan for Hourly Employees (BBP) will end close and eligible employees will participate participation in the Lockheed Martin Performance Sharing Plan (PSP) will begin.**

**E. Lockheed Martin Performance Sharing Plan (PSP).** As soon as administratively practicable, but no later than July 1, 2023, employee and Company contributions eligibility to the Lockheed Martin Hourly Savings Plan Plus (HSP) will end close and eligible employees will participate participation in the Lockheed Martin Performance Sharing Plan (PSP) will begin.

- 1) **Employee Elective Deferral.** Employee contributions to the PSP can be made in 1% increments of eligible base pay, up to the PSP maximum, and subject to IRS annual maximums.
- 2) **Company Matching Contributions.** The Company will match 50% of the first 6% ~~7%~~ 8% of weekly eligible base pay deferred to the plan.
- 3) **Automatic Enrollment.** Employees hired or rehired will be automatically enrolled in the PSP with a 3% before-tax contribution of eligible weekly base pay. Automatic enrollment is effective 30 days from the hire or rehire date.

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

Employees have 30 days from date of hire or rehire to opt out before contributions begin.

4) **Eligible Base Wages.** Eligible base wages include regular pay, pay for holidays, pay while on vacation, and pay for paid absences. It also includes lump sum merit payments given in lieu of pay increases and before-tax contributions for flexible benefits or fringe benefit plans. Base pay does not include overtime, incentive compensation, bonuses, commissions, rate guarantees, severance, relocation pay, lump sum payments in lieu of vacation pay, variable rate compensation, shift differentials, or other special pay.

5) **Company Contributions.** As soon as administratively practicable, employees hired on or after March 7, 2011, will receive a Company contribution of ~~3%~~ 4% ~~5%~~ 6% of eligible weekly base pay into the PSP.

**F. Applicability of Plan Documents.** For all of the benefit coverage offerings listed in this Section, the terms of the Plans will be summarized in separate Summary Plan Descriptions (SPD) where applicable. Copies of the SPDs will be furnished to the Union and to each employee eligible for the Plans.

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

**ARTICLE 8 - VACATION AND PERSONAL BUSINESS**

**Section 1 – Vacations**

**A. Vacation Accrual of an Employee on the Active Payroll of the Company:**

- 1) An employee’s vacation begins to accrue on the first day of hire. Vacations will be accrued at the monthly rate shown below for any calendar month or partial calendar month worked by the employee. The employee must have been actively at work for at least one (1) hour during the month to qualify for accrual. Employees’ utilizing paid vacation, or any combination of vacation and holiday pay, for the entire month will be considered to have met this requirement. Employees’ vacation balances will be available for use immediately upon being credited with the preceding months’ vacation accrual on the first workday of the month following the month of accrual.

<u>Vacation Accrual Schedule for Full-Time Employees</u>	
<u>Completed Years of Seniority or Continuous Service</u>	<u>Vacation Accrual</u>
<u>Completed Years of Most Recent Bargaining Unit Seniority</u>	
<u>Less than 10 years 0 – 8 years</u>	<u>6.67 hours per month</u>
<u>10 years to 19 years 9 – 18 years</u>	<u>10.00 hours per month</u>
<u>20 years or more 19 or more years</u>	<u>13.34 hours per month</u>

- 2) Vacation shall be paid at an employees’ regular base rate of pay at the time vacation is taken. An employees’ regular base rate of pay does not include overtime, shift bonus, or any other premium, except that pay for a vacation for night shift employees shall include the night shift bonus in effect during the period of such employee’s vacation.
- 3) Vacation for an employee who is working on a part-time basis will accrue monthly at a ratio based on their hours worked compared to a forty (40) hour schedule. For example, an employee with less than ten (10) years of service, working a twenty (20) hour per week schedule during the month, would accrue 3.34 hours of vacation for that month.

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

- 4) An employee who is laid off, retires, terminates, or enters the Armed Forces pursuant to this agreement, will be paid their accrued vacation hours at the time of termination. Within the first sixty (60) days after returning to the active payroll, an employee who is laid off or who terminates to the Armed Forces may have up to twenty (20) hours of vacation (not to exceed the number of hours paid out) reinstated by reimbursing the number of hours desired at the employee's current rate of pay plus any taxes required. The accrued vacation balance of a deceased employee will be paid to the employee's estate.
- 5) An employee hired at LM Aero - Marietta within thirty (30) calendar days following their termination at another plant of the Lockheed Martin Corporation or subsidiary thereof, or during the period such employee is on layoff and possesses recall rights to such other plant, shall have their vacation accrual rate based upon the total active seniority accumulated by such employee with the Lockheed Martin Corporation or subsidiary thereof.
- 6) Time lost, not to exceed six (6) months, due to occupational injury or occupational illness shall be counted towards vacation accrual if the employee returns to the active payroll of the Company.
- 7) Employees who are placed on a leave of absence to fulfill active military duty requirements will continue to accrue their appropriate allotment of vacation on a monthly basis during the leave period provided the employee submits to the Company the associated Military paperwork prior to leave commencement.

Vacation accrued under this provision is not subject to payout during the leave period but will be available for employee use upon return to the active payroll. Employees who terminate their employment while on leave of absence or who fail to return from leave within seven (7) calendar days of leave expiration in accord with Article 6, Section 6 will be paid their accrued vacation balance at the time of leave commencement. If the military leave is greater than thirty (30) calendar days, Military Discharge paperwork is required before the employee is allowed to return to work.

**B. Vacation Scheduling:**

- 1) Each employee may accumulate vacation up to a maximum of 400 hours. Vacation accrued beyond the maximum will be paid out at year-end at the employee's current base rate.
- 2) An employee may request up to ten (10) vacation days each year which may be taken in half-day increments (excluding lunch). Requests for a half-day must be made for either the first or the last half of the shift. Vacation may also be taken in one (1) hour increments. Vacation requests must be requested no later than three (3) hours prior to the end of the employee's regularly assigned shift on the work day preceding the vacation requested. Failure of management to respond to the request

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

by the end of the shift will constitute approval. All vacation requests must be reported to the designated absence report number.

In case of emergency and subject to validation to be provided by the respective employee, employees may take a full single day, half-day or one (1) hour increment vacation provided the requests is made no later than fourteen (14) hours prior to the start of the employee's next schedule workday. This provision does not apply to scheduled overtime days.

- 3) Vacations shall be approved when they interfere least with production. Vacations requested and approved at least ten (10) calendar days in advance will be given preference in scheduling. The Company shall strive to approve vacation requested in advance for employees with the highest seniority.

### Section 2 - Personal Business

#### A. Personal Business for an Employee on the Active Payroll:

- 1) An employee shall accrue ~~48~~ **50** hours of personal business on January 1 each calendar year. New hire and recalled employees shall receive the below prorated accrual during the calendar year of their hire or recall date:

Month of Hire/Recall	Accrual Hours
January	<del>48</del> <b>50</b> hours
February	<del>44</del> <b>45.83</b> hours
March	<del>40</del> <b>41.66</b> hours
April	<del>36</del> <b>37.49</b> hours
May	<del>32</del> <b>33.32</b> hours
June	<del>28</del> <b>29.15</b> hours
July	<del>24</del> <b>24.98</b> hours
August	<del>20</del> <b>20.81</b> hours
September	<del>16</del> <b>16.64</b> hours
October	<del>12</del> <b>12.47</b> hours
November	<del>8</del> <b>8.30</b> hours
December	<del>4</del> <b>4.17</b> hours

- 2) Personal business may be taken in one (1) hour increments.

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

- 3) Personal business shall be paid at the employee's regular base rate of pay plus shift bonus and ~~odd work week bonus~~, if any, at the time personal business is used.
- 4) At the end of each calendar year, each employee shall be paid for any hours of unused personal business. Pay for unused personal business leave shall be at the employee's base rate plus shift bonus and ~~odd work week bonus~~, if any, in effect at the end of the calendar year.

Effective with service years ending on or after March 10, 1999, such unused personal business leave may, upon appropriate notice to the Company, be deferred for a maximum accumulation of six hundred seventy two (672) hours. Any personal business leave may be used in the subsequent years as personal business leave, payable at the current rate, as defined in Paragraph (A) (3) above, or the employee may receive pay for such deferred personal business leave during the subsequent year(s) at one of the following times:

- a. At the time vacation is taken;
- b. At any time with administrative approval (normally, after two (2) weeks' notice);
- c. At the end of such service year(s) if still accumulated and unused;
- d. At the time of termination.

Pay for deferred personal business leave which is not utilized during the following service years as personal business leave will be paid at the current rate as defined in Paragraph (A) (3) above.

- B. Unused hours of personal business granted during the year shall be paid to an employee who voluntarily terminates, is terminated, or dies during the same year. Laid off employees will be paid their unused personal business hours at the time of termination. Employees' placed on Leave of Absence may be paid their unused personal business hours upon written request from the employee.

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

## **ARTICLE 2 - UNION RECOGNITION**

### **Section 1 - Jurisdiction and Definitions**

A. The phrase "Marietta Plant Represented Employees," as used throughout this Agreement, shall mean the following groups of employees of the Company who work at the Marietta, Georgia, Plant of LM AERO - MARIETTA:

- 1) Production, Maintenance and Plant Clerical Unit, as certified by the National Labor Relations Board, October 2, 1952, in Cases Nos. 10-RC-1909, 10-RC-1918, 10-RC-1951, and including the Electrical Unit as certified in the NLRB Case No. 10-RC-3381, March 29, 1956, and such other job classifications listed in Supplement A of Part B of this Agreement, and such new factory jobs established pursuant to the provisions of Part B, Article 12, Section 1, (2) of this Agreement; and
- 2) Office and Technical Unit, as certified by the National Labor Relations Board, October 2, 1952, in Cases Nos. 10-RC-1909, 10-RC-1918, 10-RC-1951, and such other job classifications listed in Supplement B of Part B of this Agreement, and such new Office and Technical jobs established pursuant to the provisions of Part B, Article 12, Section 1, (2) of this Agreement, and including employees of the Identification Bureau of the Plant Protection Department, but excluding employees in the Statistical and Investigation groups of the Personnel Records Section.

B. The words "employee" and "employees", as used in this Part of the Agreement, shall include only those persons who are members of the group referred to as the Marietta Plant Represented Employees, unless another meaning is specifically and expressly stated in the provision in which the word "employee" or "employees" is used.

C. The word "Union", as used in this Part B of the Agreement, shall mean Local Lodge 709 and the IAM&AW only, unless another meaning is specifically and expressly stated in the provision in which the word "Union" is used.

D. The word "Company" and the word "plant", as used in this Part B of the Agreement, shall mean or refer only to the Marietta, Georgia, Plant of LM AERO - MARIETTA, unless another meaning is specifically and expressly stated in the provision in which the word "Company" or "plant" is used.

E. Non-represented Employees Performing Bargaining Unit Work:

A non-represented employee of the Company shall only perform work covered by this Agreement in the following types of situations:

- 1) Emergency conditions where immediate action is required to prevent injury to employees, or damage to Company or customer property, or equipment.

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.



- 2) Instruction or training of employees.
- 3) When such work is incidental to and essential to the performance of the non-represented employee by that non-represented employee.

### **Section 2 - Authority of Union**

The Union shall have full authority to administer and enforce the provisions of this Part B of the Agreement and to exercise the full authority of the collective bargaining representative regarding the Marietta Plant Represented Employees during the period of this Agreement, except that this authority shall not be exclusive with regard to the negotiation and acceptance of an agreement to amend or replace this Agreement pursuant to Article 1, Section 1 and Article 2, Section 3, of this Agreement.

### **Section 3 – Negotiating Committees**

The Negotiating Committee representing the Union, in the negotiations contemplated under Article 1, Section 1 of this Agreement, shall consist of four (4) LM AERO - MARIETTA employees who are members of Local Lodge 709, the President of Local Lodge 709, one (1) representative from Local Lodge 1027 and Local Lodge 2386, party to this agreement, and up to two (2) District, Grand Lodge, and/or International Union Representatives. Observers or specialists may participate in the above referenced negotiations, if mutually agreed upon by the parties. This Negotiating Committee may be referred to as the Union Negotiating Committee. For voting purposes each of the five (5) representatives of Local Lodge 709 on the Union Negotiating Committee shall be deemed to represent one-fifth (1/5) of the Marietta Plant Represented Employees and each of the representatives from each of the other Local Lodges shall be deemed to represent the employees in the Contract Administration Group which the Local Lodge represents for the purpose of administering this Agreement.

The Negotiating Committee representing LM AERO - MARIETTA in these negotiations, sometimes hereinafter referred to as the Company Negotiating Committee, shall consist of no more members than the number of members on the Union Negotiating Committee.

By mutual agreement the Union and Company Committees may establish such special sub-committees as they deem appropriate to recommend and advise them concerning specific and specialized subjects, and the persons comprising such sub-committees shall be permitted to participate in discussions concerning the subject of their specialty but shall have no vote.

After the Union Negotiating Committee and the Company Negotiating Committee have reached agreement on all amendments and modifications to this Agreement or have entered into a new Agreement to replace this Agreement, all such amendments and modifications or the new Agreement in its entirety shall be accepted or rejected as a whole. The ratification and final acceptance or rejection, by the IAM&AW and the Local Lodges listed in Part A, Section 1, of such amendments or modifications or of a new Agreement, as the case may be, shall be by a majority of the total pooled votes from throughout the multi-plant bargaining unit of all employees who are The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

eligible to and who actually vote in each of the three (3) Contract Administration Groups enumerated in Part A, Section 1, of this Agreement.

#### **Section 4 - Apprenticeship Agreement**

Any apprenticeship agreement shall be the subject of a separate agreement between the Company and the Union.

#### **Section 5 - Strikes and Lockouts**

For the duration of this Agreement the Union agrees that it shall not cause or engage in, nor condone its' members to cause or engage in, nor shall any employee covered by this Agreement take part in any strike, picketing, sympathy strike, slowdown, or stoppage of work against the Company, and the Company agrees that it shall not cause or engage in any lockout. Either party shall be relieved of this obligation in the event of failure of the other party to comply with an arbitration award made within the authority of this Agreement.

#### **Section 6 - Union Responsibility**

The Union agrees with the objective of achieving the highest level of employee performance and efficiency consistent with safety, good health, and sustained effort. The Union will not take, authorize, or condone any action which interferes with the attainment of those objectives.

In the event of a breach by the Union of the provisions of Section 5 of this Article, the Company may abrogate this entire Agreement. Any action by a Union Steward or Committeeman which is not authorized, concurred in, or supported by the Union, will not constitute a breach of this Agreement on the part of the Union for purposes of this paragraph.

#### **Section 7 - Deductions from Earnings for Union Dues**

- A. The Company will deduct from their wages and turn over to the Union, the Union Membership Dues of each employee who individually and voluntarily authorizes the Company in writing to make such deductions. The term "Union Membership Dues", shall include Union initiation fees or reinstatement fees of employees rehired by the Company, with or without seniority, when such employees are reinstated or rejoin the Union. The Union indemnifies and holds harmless the Company for this provision of the Collective Bargaining Agreement. Such deductions shall be made in accordance with the following provisions:
- 1) Such deductions shall be made only in accordance with instructions upon authorization cards which shall be in a form mutually agreed to between the Company and the Union. To be effective, such authorization cards shall be delivered by the Union to the Payroll Accounting Department of the Company.

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

- 2) Deductions from that portion of the Union Membership Dues consisting of Union initiation fees or reinstatement fees, as provided above, shall be made from the employee's pay-check weekly in the amount and from the number of such checks as specified by the employee on the authorization card.
- 3) Deductions for other Union Membership Dues shall be made from the employee's paycheck weekly, for fifty-two (52) weeks of the calendar year. Such deductions shall be in the amount certified to the Company by the Union. Any change in the amount of deductions for such Union Membership Dues shall be made effective for the weekly pay period following two (2) full weeks' written notice of such change by the Union to the Company. In the event a deduction for such dues is not made from one or more consecutive weekly paychecks due to in-sufficient earnings by the employee, then on the next paycheck that the employee has sufficient earnings, a retroactive deduction shall be made.
- 4) To be effective as of a weekly payroll period, dues deduction authorizations must be received by the Payroll Accounting Department of the Company by 4:45 p.m. on the second Tuesday preceding the Friday ending such payroll period.
- 5) In accordance with the Dues Deduction Authorization form the employee agrees that the dues authorization shall be automatically renewed for successive one-year periods or until the termination of the collective bargaining agreement, whichever is the lesser, unless the employee revokes it by giving written notice to the Company and Union not more than 20 and not less than 5 days prior to the expiration of the appropriate yearly period or contract term. The Company's obligation to make such deductions shall terminate upon receipt by the Company from the Union of such authorization or in the event the employee shall cease to be an employee as defined in Article 1, Section 1 of this Agreement, except that deductions shall be continued for employees temporarily transferred from the bargaining unit for a period of twenty-four (24) weeks or less unless such dues deductions are revoked by the employee.
- 6) Revocations shall be made effective on employees' paychecks for the first weekly pay period following receipt of notice as herein set forth. To be effective on such period, revocations must be received in the Payroll Accounting Department of the Company by 4:45 p.m. on the second Tuesday preceding the Friday ending such payroll period.
- 7) Deductions for Union Membership Dues (with a maximum pickup of four (4) weeks plus the current week) shall be resumed by the Payroll Accounting Department in the following situations unless written revocation notice from the Union has been received by the Company in accordance with Sub-paragraph (5) of this Section:
  - a. Upon recall from layoff.

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

- b. Upon return from prolonged leave of absence.
  - c. Upon return to the bargaining unit with seniority after transfer to a non-bargaining unit job.
  - d. Upon return to the bargaining unit with seniority by any other employee who leaves the bargaining unit on or after the effective date of the Agreement.
- B. The Company will mail a check to the Union for the deductions referred to in this Section within ten (10) days following the pay day in which such deductions are reflected in the paychecks.
- C. The Company shall provide the Union with a monthly record of dues deductions, with such record to be on the basis of the Company's accounting months.
- D. Company employees may, through use of a signed voluntary authorization approved by the Company, request that there be monthly deductions from their wages for use by the Machinist Non-Partisan Political League. The Company will comply with these requests, forwarding the deductions to the Machinist Non-Partisan Political League, in care of the Union. Employee authorizations will remain in effect for the duration of this Agreement, unless earlier cancelled in writing by the employee. The Union agrees to hold harmless, save and indemnify the Company for any actions it takes hereunder.**

### **Section 8 - Security Regulations**

The Union recognizes that the Company has certain obligations in its contracts with the Government pertaining to security and agrees that nothing contained in this Agreement is intended to place the Company in violation of its security agreements with the Government.

Should the U. S. Air Force, U. S. Navy, or other Government agency advise the Company that any employee in the Union bargaining unit is restricted from work on or access to classified information and material, the Union will not contest the Company's action pursuant to such advice to comply with its security obligations to the Government.

Subsequent to taking action, should the Government Agency, advise the Company that the employee is no longer restricted for work on or access to classified information and material, the Company shall notify the employee and the employee may apply for reinstatement to the same job classification and rate of pay the employee held at the time of the action. The application for reinstatement must be submitted to the Company within ten (10) calendar days from the date of receipt of the employee's notification that the employee is no longer restricted for work on or access to classified information and material. After the Company receives the employee's application, the Company shall reinstate the employee, subject to Article 6 of this Agreement, to the same job classification, rate of pay, and seniority they held at the time action was taken.

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

### **Section 9 - Non-Discrimination**

The Company and the Union agree to comply with all applicable laws, statutes, and regulations concerning nondiscrimination in employment based upon such factors as age, race, color, religion, sex, national origin, ethnicity, ancestry, sexual orientation, gender identity or expression, marital status, family structure, genetic information, mental or physical disability, medical condition, pregnancy, veteran status, or any other category for which statutory protection is provided so long as the essential functions of the job can be performed with or without reasonable accommodation.

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

## ARTICLE 9 - LEAVES OF ABSENCE

### Section 1 – Medical Leave

When an employee is expected to require absences from work for five (5) consecutive working days, they shall contact the ~~Lockheed Martin Leave and Disability Center~~ **Third Party Administrator (TPA)** as soon as possible, but no later than eight (8) calendar days from the date their medical condition is known. It is the employee's responsibility to comply with all instructions issued by the ~~Lockheed Martin Leave and Disability Center~~ **Third Party Administrator (TPA)** and failure to do so may result in the leave being denied and/or loss of seniority and employment. The Company will notify the Union of any changes to the medical leave policy or process in advance of their implementation.

An employee shall not be terminated by the Company because of a prolonged continuous illness or injury, provided the period of medical leave of absence is no longer than ~~forty (40)~~ **thirty-six (36)** months and the employee is unable to perform the duties of their job with or without a reasonable accommodation.

Employees on medical leave of absence must contact the Company and update their status at least once every ninety (90) calendar days unless they have a current medical leave certification which specifies a date of return to duty.

An employee on medical leave of absence because of occupational illness or injury shall not be terminated from the Company because of such absence, regardless of its duration and such employee shall continue to accumulate seniority until their reinstatement.

An employee shall accumulate seniority medical leaves of absence for up to a maximum period of ~~forty (40)~~ **thirty-six (36)** months.

The effective date of medical leaves of absence will be the last day worked except where the last day worked is the day before a holiday, in which event the holiday will be considered as the last day worked.

An employee eligible to return from a medical leave of absence shall be reinstated to the employee's former department and shift, provided the employee is able to perform the work, with or without an accommodation, seniority permitting. The Company may offer the returning employee placement in an available opening elsewhere in the employee's classification, in lieu of placement as set forth above.

If, however, the employee has earned unused vacation or personal business and requests payment for same prior to being placed on medical leave of absence, the effective date of the leave will be the last day of such vacation and/or personal business.

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

## Section 2 – Union Leave

The Union may request, and the Company will grant, leaves of absence of three (3) days or more without pay, and excused absences of less than three (3) days without pay to Union members for Union business of Aeronautical Machinists Local Lodge 709 provided the service(s) being rendered is in direct support of Union operations (two members of the Union's Legislative Committee shall be released without pay for not more than three (3) days per week for a period not to exceed ten (10) weeks during the months of January thru March for the purpose of attending the Georgia Legislative Session). All such leaves and excused absences will be requested only in reasonable numbers and at reasonable times upon twenty-four (24) hours written notice to the Company except when such notice is waived by mutual agreement. Upon request, the Union will provide verification for the reason for the Leave of Absence for Union Business.

Leaves of absence for a period not to exceed six (6) months will be granted to not more than two (2) employees for business of the IAM&AW other than Aeronautical Machinists Local Lodge 709, except that by mutual agreement of the Union and the Company leaves of absence for a longer period or for additional employees may be granted.

Employees on an authorized Union leave shall accumulate seniority.

## Section 3 - Military Leave

Military leave shall be administered in accordance with the corporate policy currently in effect and as revised. The Company will notify the Union of changes in policy or processes as they occur. Nothing in this Agreement shall prevent the Company from making changes to this corporate policy on the same basis as that policy is revised with respect to non-bargaining unit employees.

## Section 4 – Bereavement Leave

~~Bereavement leave shall be administered in accordance with the corporate policy currently in effect and which may change from time to time. The Company shall notify the Union of changes in policy or processes as they occur on the same basis as that policy is revised with respect to non-bargaining unit employees.~~

**An employee shall be eligible for forty (40) hours of paid bereavement leave upon a death in their immediate family. The period of absence does not have to be taken consecutively to receive bereavement pay. The leave must be taken no later than thirty (30) calendar days after the date of the memorial services. The Company may reasonably request appropriate documentation. Bereavement pay will not be granted for an employee's scheduled off-day, holiday, or any day on which the employee would have otherwise not been compensated.**

**For purposes of this Section, immediate family shall mean the following:**

- **Parents – biological, step, adoptive, foster father or mother or any other individual who stood in place of your parents.**

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

- **Current Spouse.**
- **Children and their current Spouses.**
- **Siblings, Step Siblings, Half Siblings, and their current Spouses.**
- **Grandparents, Step Grandparents, Grandchildren, and Step Grandchildren.**
- **Current Spouse's Parents, Grandparents, Step Grandparents, Children, Stepchildren, Grandchildren, and Step Grandchildren.**
- **Current Spouse's Siblings, Step Siblings, Half Siblings, and their current Spouses.**

**An employee shall request bereavement leave as soon as possible – generally no later than within two (2) hours of the start of your regularly scheduled work hours.**

#### Section 5 - Jury Duty

When an employee is absent from work to serve as a juror or to report to the court in person in response to a jury duty summons, the employee shall be granted pay for those hours from work during the employee's regular work day and/or shift based on the employee's schedule. Pay for such work time lost shall in no event exceed, for any one employee, a total of twenty (20) regular, work days based on the employee's schedule in any one calendar year. In court required circumstances, subject to verification, such period of time will be extended. Jury Duty pay shall be computed at the employee's regular base rate of pay at the time of such absence excluding any overtime, shift bonus, or any other premium. In no case will payment be made for jury duty performed on the sixth or seventh day of an employee's regular assigned work week or for hours in excess of the employee's regularly assigned shift.

If an employee assigned to the night shift or graveyard shift is absent from work on the calendar day they serve as a juror, such absence shall be deemed to be an absence from work in order to serve as a juror.

An employee must promptly present the notice the employee receives to report for jury duty and a statement signed by an official of the court certifying as to the employee's service as a juror or appearance in court for that purpose and, the date or dates of attendance to their Manager to receive pay under this section.

When an employee is absent from work in order to serve as a witness in a case in a court of law to which the employee is not a party either directly or as a member of a class and where such absence is in response to a legally valid subpoena the employee shall be granted pay for hours absent from work during the employee's regular work day and/or shift based on the employee's schedule. The employee must submit evidence of such service as a witness to the Company in order to qualify for such payment. Pay for absence due to service as a witness shall be computed in the same manner as pay for absence due to jury duty as provided above.

#### Section 6 - Leaves Without Pay

Leaves of absence without pay may be granted employees for a period not to exceed ten (10)

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.



working days during the year. Such request shall not unreasonably be denied, however, if the request is not granted, the Department Manager shall give the employee written notice why the request is denied. In the event an employee protests the Department Head's refusal to grant such a leave of absence, the matter will be referred to supervision at the office manager level for final determination. For good and sufficient reason the Company may extend the period of the leave. The leave of absence shall not in any way jeopardize the employee's standing with the Company.

#### **Section 7 - Parental Leave**

**As soon as administratively practicable, Parental Leave will be implemented on a same basis as non-represented employees as outlined in CRX-534. Birth, adoption, or foster care placement and leave must occur on or after March 12, 2023.**

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

**ARTICLE 11 - HOURS OF WORK AND PAY PROVISIONS**

Section 1 - Hours and Days of Work ~~Standard Work Schedules~~

**For the purposes of this Article, a work schedule is defined as the days of the week an employee is regularly scheduled (e.g. 5/40, 9/80, 4/10...). Shift is defined as the time of day in which an employee's work schedule starts and stops (e.g. Day, Swing, Graveyard).**

The current work schedules are as follows, except for employees engaged on operations which are normally classified as continuous seven (7) day, twenty-four (24) hours operations and other operations which are mutually agreed upon:

A. The 5/40 work schedule shall consist of eight (8) hour work-days, Monday through Friday as follows:

Shift	Days	Hours
Day Shift	Monday – Friday	<del>7:00 AM – 3:30 PM; or 7:30 AM – 4:15 PM; or 8:00 AM to 4:45 PM</del> <b>Start times must <u>commence between</u> <del>begin anywhere from</del> 5:00 AM until 7:30 AM at quarter of an hour increments starting at 5:00 AM.</b>  <b>Examples: 5:00 AM – 1:30 PM 6:15 AM – 2:45 PM 7:30 AM – 4:00 PM</b>
Swing Shift	Monday – Friday	<del>3:45 PM – 12:15 AM; or 4:15 PM – 1:00 AM</del> <b>Start times must <u>commence between</u> <del>begin anywhere from</del> 2:00 PM until 4:30 PM at quarter of an hour increments starting at 2:00 PM.</b>  <b>Examples: 2:00 PM – 10:30 PM 3:15 PM – 11:45 PM 4:30 PM – 1:00 AM</b>
Graveyard Shift	Monday – Friday	<del>12:00 AM – 6:30 AM</del> <b>Start times must <u>commence between</u> <del>begin anywhere from</del> 11:00 PM until</b>

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

		<p><b>1:00 AM at quarter of an hour increments starting at 11:00 PM.</b></p> <p><b>Examples:</b>  <b>11:00 PM – 5:30 AM</b>  <b>12:15 AM – 6:45 AM</b>  <b>1:00 AM – 7:30 AM</b></p>
--	--	--

B. The 9/80 work schedule shall consist of nine (9) hour workdays Monday through Thursday, with one eight (8) hour Friday and one Friday off, alternating every week. The primary schedule is a 9/80-A with a 9/80-B also available. Employees moved between A and B schedules will have thirty (30) days' notice prior to move. The shifts for employees on a 9/80 schedule are as follows:

Shift	Days	Hours
Day Shift	Monday – Thursday Friday	<p>6:30 AM – 4:00 PM  6:30 AM – 3:00 PM</p> <p><b>Start times must <u>commence between</u> <del>begin anywhere from</del> 5:00 AM until 7:30 AM at quarter of an hour increments starting at 5:00 AM.</b></p> <p><b>Examples (Monday – Thursday):</b>  <b>5:00 AM – 2:30 PM</b>  <b>6:15 AM – 3:45 PM</b>  <b>7:30 AM – 5:00 PM</b></p> <p><b>Examples (Friday – <u>8 hours</u>):</b>  <b>5:00 AM – 1:30 PM</b>  <b>6:15 AM – 2:45 PM</b>  <b>7:30 AM – 4:00 PM</b></p>
Swing Shift	Monday – Thursday Friday	<p>4:00 PM – 1:30 AM  3:15 PM – 11:45 PM</p> <p><b>Start times must <u>commence between</u> <del>begin anywhere from</del> 2:00 PM until 4:30 PM at quarter of an hour increments starting at 2:00 PM.</b></p> <p><b>Examples (Monday – Thursday):</b>  <b>2:00 PM – 11:30 PM</b>  <b>3:15 PM – 12:45 AM</b>  <b>4:30 PM – 2:00 AM</b></p> <p><b>Examples (Friday – <u>8 hours</u>):</b>  <b>2:00 PM – 10:30 PM</b></p>

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

		3:15 PM – 11:45 PM 4:30 AM – 1:00 AM
--	--	---

C. The 4/10 work schedule shall consist of four (4) consecutive ten (10) hour workdays, with three (3) consecutive scheduled days off. The primary schedule is a 4/10A (Monday – Thursday) with a 4/10B (Tuesday – Friday) also available, as follows:

Shift	Days	Hours
Day Shift	Monday – Thursday <b><u>(A Schedule)</u></b>	<del>6:00 AM – 4:30 PM</del> 6:00 AM – 4:30 PM
	Tuesday – Friday <b><u>(B Schedule)</u></b>	<del>6:00 AM – 4:30 PM</del> <b>Start times must <u>commence between</u> <del>begin anywhere from</del> 5:00 AM until 7:30 AM at quarter of an hour increments starting at 5:00 AM.</b>  <b>Examples:</b> 5:00 AM – 3:30 PM 6:15 AM – 4:45 PM 7:30 AM – 6:00 PM
Swing Shift	Monday – Thursday <b><u>(A Schedule)</u></b>	<del>4:00 PM – 2:30 AM</del> 4:00 PM – 2:30 AM
	Tuesday – Friday <b><u>(B Schedule)</u></b>	<del>4:00 PM – 2:30 AM</del> <b>Start times must <u>commence between</u> <del>begin anywhere from</del> 2:00 PM until 4:30 PM at quarter of an hour increments starting at 2:00 PM.</b>  <b>Examples:</b> 2:00 PM – 12:30 AM 3:15 PM – 1:45 AM 4:30 PM – 3:00 AM

~~1) Before a 4/10 schedule is implemented, the Company and the Union will meet to discuss its implications and effects on employees for a period no longer than sixty (60) days. After the sixty (60) day period, or sooner if the parties agree, management will implement the 4/10 schedule after thirty (30) days' notice to the affected employees. The Union shall not unreasonably refuse to agree to the implementation of an alternate work schedule where it is based on legitimate business reasons and/or operational requirements and will use its best efforts to secure the cooperation of the affected employees.~~

D. The 3/12 work schedule consists of thirty-six (36) hours worked in twelve (12) hour shifts over three (3) consecutive days, Friday through Sunday, and compensated at the hourly straight-time. The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

rate for forty (40) hours in a ~~work week~~ pay period. On day and swing shifts, twelve (12) hours of work within thirteen (13) consecutive hours will constitute a day's work.

Shift	Days	Hours
Day Shift	Friday – Sunday	6:00 AM – 6:00 PM <b>Start times must <u>commence between</u> begin anywhere from 5:00 AM until 7:30 AM at quarter of an hour increments starting at 5:00 AM.</b>  <b>Examples:</b> 5:00 AM – 5:00 PM 6:15 AM – 6:15 PM 7:30 AM – 7:30 PM
Swing Shift	Friday – Sunday	6:00 PM – 6:00 AM <b>Start times must <u>commence between</u> begin anywhere from 5:00 PM until 7:30 PM at quarter of an hour increments starting at 5:00 PM.</b>  <b>Examples:</b> 5:00 PM – 5:00 AM 6:15 PM – 6:15 AM 7:30 PM – 7:30 AM

1) If implemented, the 3/12 schedule shall apply exclusively to Facilities, Flight Line operations, ADP, and related support organizations.

~~2) If a 3/12 work schedule is implemented beyond Facilities, Flight Line operations, ADP, and related support organizations, the 3/12 work schedule will first be staffed on a volunteer basis in seniority order. Where the Company determines a need within a department, classification or skillset is not met after asking for volunteers, the 3/12 work schedule will be staffed with new hires. If the need for additional employees on a 3/12 work schedule still exists after staffing with volunteers and new hires, the Company and Union agree to meet for the purpose of reaching an agreement on the method to staff the remaining needs. If no such agreement is reached, the Company may staff the shift as it deems necessary.~~

E. Before implementing a work schedule not already defined in this Article, the Company and the Union will meet to discuss its implications and effects on employees for a period no longer than thirty (30) days. After the thirty (30) day period, or sooner if the parties agree,

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

management may implement the new work schedule after ~~thirty (30)~~ sixty (60) days' notice to the affected employees. The Union shall not unreasonably refuse to agree to the implementation of a work schedule not already contemplated in this Article where it is based on legitimate business reasons and/or operational requirements and will use its best efforts to secure the cooperation of the affected employees.

~~E.~~ F. If employee(s) are moved to or from an ~~alternate~~ a work schedule the employee will have a ~~sixty (60)~~ thirty (30) day notice prior to being moved, unless the move is a result of a promotion, lateral, or surplus.

~~F.~~ G. All ~~starting times~~ shift start and end times are determined by the Company within the supervisory group and may be adjusted within the timeframes defined in this Article based on operational requirements. The Company will strive to schedule shift start and end times in a manner that takes employee preferences into consideration. If the start and end time change causes undue hardship to an employee, the Company will take measures to try to accommodate the employee. Shift start and end times may also be adjusted outside of the timeframes defined in this Article by mutual agreement between the parties ~~if they prove to be unworkable~~. If shift start and end times are adjusted, employees will have a fifteen (15) day notice prior to implementation of the new start and end times.

~~G.~~ H. Certain ~~occupations~~ job classifications within Facilities and Plant Operations such as "Plant Stationary Engineer" and "Industrial Waste Treatment Plant Operator" whose work involves seven (7) day, twenty-four (24) hour coverage, may be assigned to continuous shifts.

~~H.~~ I. An employee commencing their workday between the hours of 4:00 ~~A.M.~~ AM and 10:59 ~~A.M.~~ AM is considered to be in the day shift rate period. An employee commencing their workday between the hours of 11:00 ~~A.M.~~ AM and 8:29 ~~P.M.~~ PM is considered to be in the swing shift rate period. An employee commencing their workday between the hours of 8:30 ~~P.M.~~ PM and 3:59 ~~A.M.~~ AM is considered to be in the graveyard shift rate period.

~~I.~~ J. For employees on continuous shift operations, the standard day shift will be either 7:00 ~~A.M.~~ AM to 3:00 ~~P.M.~~ PM or 8:00 ~~A.M.~~ AM to 4:00 ~~P.M.~~ PM; the standard swing shift will be either 3:00 ~~P.M.~~ PM to 11:00 ~~P.M.~~ PM or 4:00 ~~P.M.~~ PM to 12:00 midnight; the standard graveyard shift will be either 11:00 ~~P.M.~~ PM to 7:00 ~~A.M.~~ AM or 12:00 midnight to 8:00 ~~A.M.~~ AM. Employees on continuous shift operations shall be on duty during their entire shift period.

~~J.~~ K. The Company will notify the Union in advance of any changes in the bargaining unit shift hours and/or work schedules and the parties shall meet to discuss implementation.

~~K.~~ Five (5) days, Monday through Friday shall constitute the standard work week, ~~unless, or until, the Company is instructed by the Federal Government to alter or change the work schedule now in effect.~~

## Section 2 - Rest Periods

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

Employees on Day and Swing 5/40 and 9/80 shifts shall receive a ten (10) minute rest period, at times designated by the Company, near the mid-point of each half of their assigned shift. Employees working overtime shall receive the regular rest periods occurring during such overtime period.

**Employees on Day and Swing 4/10A and 4/10B shifts shall receive one (1) ten-minute rest period and one (1) fifteen-minute rest period at times designated by the Company at or near the mid-point of each half of their assigned shifts.**

**Employees on a 3/12 shift will receive two (2) ten-minute rest periods and one (1) fifteen-minute rest period at times designated by the Company at or near the mid-points of each half of the shift and near the mid-point of the shift.**

Additional rest allowances shall be permitted under the following conditions:

- 1) An employee called to work two (2) or more hours prior to the beginning of the shift shall be given a ten-minute rest period before starting the regular shift.
- 2) An employee working two (2) or more hours beyond the end of the regular shift shall be given a ten-minute rest allowance prior to starting such work.

Exceptions may be made under paragraphs 1 and 2 above with respect to when and for how long such rest allowances will be where work operations, including the handling and operation of equipment and machines, are of such a nature that the work needs to be continued without interruption. Under these conditions, supervision should still endeavor to allow an employee ten (10) minutes rest during the work period outside the shift.

### Section 3 - Premium for Hours and Days of Work

- 1) Swing shift employees shall receive a bonus of ~~forty cents (40¢)~~ seventy cents (\$0.70) ~~eighty-five cents (\$0.85)~~ one dollar (\$1.00) an hour.
- 2) Graveyard shift employees shall receive eight (8) hours' pay plus an eight cents (8¢) an hour bonus for working six and one-half (6-1/2) hours.
- 3) ~~All employees working other than the standard work week (Monday through Friday) shall receive a premium of twenty cents (20¢) an hour in addition to other bonuses.~~ Employees on a 3/12 schedule shall receive a bonus of twenty cents (20¢) (\$0.20) forty cents (\$0.40) per hour paid.

### Section 4 - Overtime Pay

Employees will receive pay for overtime hours worked, as follows:

- 1) For employees on a 5/40 schedule, hours worked in excess of eight (8) hours in any continuous twenty-four (24) hour period beginning with the starting time of the employee's

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

shift during an employee's work week, shall be paid at one and one-half times (1.5) the hourly straight-time rate of the employee, except that hours worked in excess of twelve (12) hours in any one such day shall be paid at two (2) times the hourly straight-time rate of the employee.

Hours worked on the sixth (6<sup>th</sup>) day of an employee's work week shall be paid at one and one-half (1.5) times the hourly straight-time rate of the employee, except that such hours worked in excess of twelve (12) hours shall be paid at two (2) times the hourly straight-time rate of the employee.

Hours worked on the seventh (7<sup>th</sup>) day of an employee's work week, shall be paid at two (2) times the hourly straight-time rate of the employee.

~~As soon as administratively practicable, for employees on a 5/40 schedule, any hours worked or paid in excess of forty (40) hours, but less than fifty (50) hours during the pay period, an employee shall be paid overtime at a premium rate of one and one-half (1.5) times the hourly straight time rate. For hours worked or paid in excess of fifty (50) hours or more during the pay period, an employee shall be paid overtime at a premium rate of two (2) times the hourly straight time rate.~~

~~For graveyard shift, for any hours worked or paid in excess of thirty-two and one-half (32.5) hours, but less than forty-two and one-half (42.5) hours during the pay period, an employee shall be paid overtime at a premium rate of one and one-half (1.5) times the hourly straight time rate. For hours worked or paid in excess of forty-two and one-half (42.5) hours or more on graveyard shift during the pay period, an employee shall be paid overtime at a premium rate of two (2) times the hourly straight time rate. As used in this Section, the term "pay period" is defined in Section 6 of this Article.~~

- 2) For employees on a 9/80 schedule, hours worked in excess of nine (9) hours in any continuous twenty four (24) hour period beginning with the starting time of the employee's shift Mondays through Thursdays, or hours worked in excess of eight (8) hours on scheduled On-Fridays shall be paid at one and one-half times (1.5) the hourly straight-time rate of the employee, except that hours worked in excess of twelve (12) hours in any one such day shall be paid at two (2) times the hourly straight-time rate of the employee.

Hours worked on shifts beginning on scheduled Off-Fridays or Off-Saturdays, will be paid at one and one-half (1.5) times the rate of the employee, except that hours worked in excess of twelve (12) hours in any such twenty-four (24) hour period on these days shall be paid at two (2) times the hourly straight-time rate of the employee.

Hours worked on the seventh (7<sup>th</sup>) day of an employee's work week, shall be paid at two (2) times the hourly straight-time rate of the employee.

~~As soon as administratively practicable, for employees on a 9/80 schedule, any hours worked or paid in excess of forty (40) hours, but less than fifty (50) hours during the pay~~

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.



~~period, an employee shall be paid overtime at a premium rate of one and one-half (1.5) times the hourly straight time rate. For hours worked or paid in excess of fifty (50) hours or more during the pay period, an employee shall be paid overtime at a premium rate of two (2) times the hourly straight time rate.~~

~~For graveyard shift, for any hours worked or paid in excess of thirty-two and one-half (32.5) hours, but less than forty-two and one-half (42.5) hours during the pay period an employee shall be paid overtime at a premium rate of one and one-half (1.5) times the hourly straight time rate. For hours worked or paid in excess of forty-two and one-half (42.5) hours or more on graveyard shift during the pay period, an employee shall be paid overtime at a premium rate of two (2) times the hourly straight time rate. As used in this Section, the term "pay period" is defined in Section 6 of this Article.~~

- 3) For employees on a 4/10A schedule, hours worked in excess of ten (10) hours in any continuous twenty-four (24) hour period beginning with the starting time of the employee's shift Mondays through Thursdays shall be paid at one and one-half (1.5) times the hourly straight-time rate of the employee, except that hours worked in excess of twelve (12) hours in any one such day shall be paid at two (2) times the hourly straight-time rate of the employee.

Hours worked on scheduled Off-Fridays or Off-Saturdays will be paid at one and one-half (1.5) times the hourly straight-time rate of the employee, except that hours worked in excess of twelve (12) hours in any such twenty-four (24) hour period on these days shall be paid at two (2) times the hourly straight-time rate of the employee.

Hours worked on the seventh (7<sup>th</sup>) day of an employee's work week during the work week, shall be paid at two (2) times the hourly straight-time rate of the employee.

~~As soon as administratively practicable, for employees on a 4/10 schedule, any hours worked or paid in excess of forty (40) hours, but less than fifty (50) hours during the pay period, an employee shall be paid overtime at a premium rate of one and one-half (1.5) times the hourly straight time rate. For hours worked or paid in excess of fifty (50) hours or more during the pay period, an employee shall be paid overtime at a premium rate of two (2) times the hourly straight time rate. As used in this Section, the term "pay period" is defined in Section 6 of this Article.~~

- 4) For employees on a 4/10B schedule, hours worked in excess of ten (10) hours in any continuous twenty-four (24) hour period beginning with the starting time of the employee's shift Tuesdays through Fridays shall be paid at one and one-half (1.5) times the hourly straight-time rate of the employee, except that hours worked in excess of twelve (12) hours in any one such day shall be paid at two (2) times the hourly straight-time rate of the employee.

Hours worked on scheduled Off-Saturdays or Off-Mondays will be paid at one and one-half (1.5) times the hourly straight-time rate of the employee, except that hours worked

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

in excess of twelve (12) hours in any such twenty-four (24) hour period on these days shall be paid at two (2) times the hourly straight-time rate of the employee.

Hours worked on the Sunday of an employee's work week, shall be paid at two (2) times the hourly straight-time rate of the employee.

- 4) 5) For employees on a 3/12 schedule, hours worked in excess of twelve (12) hours in any continuous twenty-four (24) hour period beginning with the starting time of the employee's shift shall be paid at two (2) times the hourly straight-time rate of the employee.

Work performed on scheduled Off days such as Monday, Tuesday, or Wednesday shall be paid at the rate of one and one-half (1.5) times the hourly straight-time rate of the employee for the first twelve (12) hours in any continuous twenty-four (24) hour period beginning with the starting time of the employee's shift and two (2) times the hourly straight-time rate of the employee, thereafter.

Hours worked on the Thursday shall be paid at the rate of two (2) times the hourly straight-time rate of the employee.

~~As soon as administratively practicable, for employees on a 3/12 schedule, any hours worked or paid in excess of thirty-six (36) hours, but less than forty-eight (48) hours during the pay period, an employee shall be paid overtime at a premium rate of one and one-half (1.5) times the hourly straight time rate. For hours worked or paid in excess of forty-eight (48) hours or more during the pay period, an employee shall be paid overtime at a premium rate of two (2) times the hourly straight time rate. As used in this Section, the term "pay period" is defined in Section 6 of this Article.~~

- 5) 6) Except for employees on continuous shift operations, hours worked in excess of six and one-half (6.5) on the graveyard shift shall be paid for at one and one-half (1.5) times the hourly straight-time rate of the employee, except that hours worked in excess of twelve (12) hours in any one such day shall be paid for at two (2) times the hourly straight-time rate of the employee.
- 6) ~~Consecutive hours worked in excess of twelve (12) hours shall be paid for at two times the regular rate of the employee even though such consecutive hours begin in one work day (twenty-four hour period) and end during the following work day (twenty-four hour period); provided, however that any hours worked during the seventh day of an employee's work week shall be at the double time rate.~~
- 7) ~~5) For the purposes of the Article and determining the appropriate pay rate, hours "worked or paid" shall be defined as hours worked and as paid time not worked; specifically, Vacation, Personal Business, paid holidays, Jury Duty, Bereavement Leave, and paid Union Business hours ("UC").~~

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

Section 5 – Overtime Distribution

A. General Principles:

- 1) Overtime will be divided as equally as practicable among affected employees.
- 2) ~~“Overtime” will be defined as additional hours offered outside of an employee’s regularly scheduled work hours. The rate at which the employee is paid for working overtime is subject to the number of hours the employee has already worked or been paid during the pay period.~~

~~Example 1: An employee on a 4/10A work schedule that has worked or been paid forty (40) hours during the pay week period and then is offered overtime will be paid at one and one-half (1.5) times the hourly straight time rate. Hours worked or paid in excess of fifty (50) hours or more during the pay period shall be paid at two (2) times the hourly straight time rate.~~

Sat	Sun	Mon	Tues	Wed	Thurs	Fri
		10 ST	10 ST	10 ST	10 ST	8 OT

~~Example 2: An employee on a 4/10A work schedule that has worked or been paid thirty-five (35) hours during the pay week period and then is offered overtime will be paid at the hourly straight time rate until they reach forty (40) hours worked or paid. Hours worked or paid in excess of fifty (50) hours or more during the pay period shall be paid at two (2) times the hourly straight time rate.~~

Sat	Sun	Mon	Tues	Wed	Thurs	Fri
		10 ST	10 ST	5 ST	10 ST	5 ST 3 OT

~~Example 3: An employee on a 4/10A work schedule that has worked or been paid forty (40) hours during the pay period and then is offered overtime will be paid at one and one-half (1.5) times the hourly straight time rate. Hours worked or paid in excess of fifty (50) hours or more during the pay period shall be paid at two (2) times the hourly straight time rate.~~

<u>Sat</u>	<u>Sun</u>	<u>Mon</u>	<u>Tues</u>	<u>Wed</u>	<u>Thurs</u>	<u>Fri</u>
<u>8 ST</u>	<u>8 ST</u>	<u>10 ST</u>	<u>10 ST</u>	<u>4 ST</u> <u>6 OT</u>	<u>4 OT</u> <u>6 DT</u>	<u>8 DT</u>

- 2) The phrase, “affected employees,” means those employees who are assigned the work during the regular work-day and work-week pay period. Thus, the work to be performed on an overtime basis would normally be assigned to the same employees who do that same work on a straight time basis.

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

- 3) Employees of the same classification (including Leads) within a supervisory group within a department by shift shall constitute an overtime group. Employees in trainee classifications will be placed on a separate overtime list. Employees in trainee classifications will not be offered overtime until all employees within the classification to which the employee has been training for have been offered available overtime.
- 4) Each Department Manager/designee shall establish and maintain an overtime list/roster by classification within a supervisory group within a department by shift. The overtime list will show the hours charged for the date needed and the cumulative total year-to-date. This list will include in-week, weekend, and holiday overtime charges. Any deviation must be mutually agreed upon by the Company and Union. The overtime list/roster which shall initially be established by seniority and consist of affected employees assigned to the overtime group. These lists will be given to the Shop Steward or his designee to be checked for accuracy. Errors found must be corrected immediately so that the appropriate employee may be asked to work. A list shall be posted to bulletin boards within the department with a master list retained in the department office. All lists are subject to review by the Shop Steward or his designee.
- 5) Any employee who desires not to be contacted for voluntary overtime can advise the Company. Thereafter, the employee will not be contacted to work overtime unless the entire work group has been offered the opportunity or they are the only employee capable of doing the job.
- 6) Overtime should be offered as soon as the Company is aware of the need to work. Generally, weekend overtime should be offered as early in the week as possible.
- 7) Once an employee accepts overtime, Supplement H will apply. Employees can utilize personal business leave during hours when they are scheduled to work overtime. This includes in-week overtime as well as weekend overtime. Personal business leave utilized during an overtime period will be paid at straight time rate.

#### B. Recording

- 1) Charges shall be made on an hours-paid basis rather than actual hours worked. For example, an employee working eight (8) hours at time and one-half will be charged with twelve (12); an employee working eight (8) hours at double time will be charged sixteen (16).
- 2) A refusal to work will be charged in the manner as if an employee worked the hours asked.
- 3) Employees who are absent on days that overtime is offered will be charged with available payable hours.

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

- 4) Employees who accept overtime hours and then do not work will be charged with two (2) times the available payable hours.
- 5) When an employee has been offered and accepted overtime and then is absent from work on the day prior to the overtime assignment, (except for scheduled vacation **or approved FML**) the employee will be replaced and will not be eligible for the offered weekend work. The employee will be charged as if the weekend work had been refused.
- 6) New employees entering an overtime group or employees returning from a prolonged leave of absence will be charged with the then current average overtime hours for that group. Overtime work shall not be considered a means of receiving "on-the-job" training.
- 7) When an employee is changing departments through surplus, promotion, or other reason, with the change of status to the new department will be effective on Saturday, the employee is eligible to work overtime in the releasing department only. The employee will be paid either their new rate of pay or the previous rate, in the event that the employee has been downgraded, whichever is greater.
- 8) Employees who are required to attend military training when overtime is being worked and are asked to work overtime and refuse will be charged with the hours refused.
- 9) Employees released for paid union business will be responsible for notifying the Company of their location and availability to work overtime.
- 10) **Employees will not be charged for overtime refused or worked on a different shift or within a different department than that which they are regularly assigned.**

#### C. Temporary Work Assignment

- 1) An employee temporarily assigned to a department will be treated as a new employee for purposes of overtime distribution and recording.
- 2) When an employee returns to their regular classification and department from being on temporarily assigned to another department, the hours worked **or offered** while on assignment will be charged to their total in their regular overtime group.
- 3) When an employee is temporarily assigned for the purpose of overtime, they will be affected **charged** for overtime **worked or offered** only in that area in which they are loaned **and not charged to their total in their regular overtime group**. Employees cannot be temporarily assigned for the purpose of placing them in preferred positions with respect to overtime.

#### D. Distribution

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

- 1) The employee with the lowest amount of charged hours on the overtime list will be offered overtime first. In cases where job continuity **and/or special skills**, as determined by management, is ~~an issue~~ **a consideration**, the spread of hours between the employee offered the work and the employee lowest in hours on the overtime list will not exceed fifty (50) hours or as otherwise mutually agreed to by the Department Manager and the Shop Steward. Favoritism to an employee in the application of this agreement will not be tolerated. It shall not be considered a violation of this provision if the reason the range of distribution is exceeded is a result of an employee's failure to report for scheduled overtime. Hours charged for consecutive days worked will not be considered to have violated the provisions of this agreement where such assignment creates a difference in the amount of overtime differentiation.
- 2) If, during a Friday or Saturday shift, it is determined that overtime will have to be worked on the following day where none had been scheduled, the employees working overtime will be considered first before calling in other employees from the department. While working a weekend overtime shift, any additional hours offered in continuation of the originally scheduled overtime hours to be worked on the same day, will not be charged unless accepted. However, any issues arising as a result of this application are not subject to Article 5 of the current collective bargaining agreement.
- 3) If after all employees in the classification in an overtime group are scheduled or have been given an opportunity to work, additional employees are needed, employees in the same classification within the department on the same shift shall be asked first. Thereafter, employees in the same classification in the department on other shifts shall be asked. If a sufficient number of employees are still not available, management will fill the openings in one of the following ways:
  - a. Management may seek volunteers in the same classification in other departments by low hours; or
  - b. Management may draft ~~the junior~~ employees in the department on the same shift **under the following conditions:**
    1. **The least senior employee in the work group/classification is to be drafted first. If it becomes a regular necessity to draft employees, the drafting will be rotated among the overtime group.**
    2. **When employees are drafted for the weekend overtime, the drafting will be "blocked" for the weekend period, consistent with the current overtime offering practice.**
    3. **The drafting overtime list will be "zeroed" each January, consistent with paragraph 5 of this Section.**

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

- 4) An employee temporarily transferred to salaried status will not be entitled to participate in hourly overtime on the weekend of the temporary transfer to salary, during the temporary assignment to salaried status, or on the weekend of the return to the Bargaining Unit. The employee shall be charged all overtime that the employee could have worked while hourly had they not accepted the salaried assignment.
- 5) At the end of each calendar year, all over-time lists will be "zeroed out", i.e., take the employee with the lowest amount of hours and make them zero and subtract their total hours from each person in the overtime group. These new totals would be effective in January of the following year.
- 6) In situations where overtime has not been scheduled and it becomes necessary to call employees in, a record of the call-in effort will be made. If available, the Shop Steward or Committeeman or their designee in the area will be asked to witness the call-in. Any employee working as a result of call-in will be charged the hours paid. Any employee who cannot be reached or refuses the call-in overtime work will not be charged.
- 7) The Supervisor must furnish the Shop Steward a list of the employees who accept or reject the opportunity for weekend and holiday overtime prior to the overtime being worked. A reasonable effort will also be made to apply this provision to in-week overtime.
- 8) Any overtime equalization disparity agreed to between the parties will be remedied by the following methods:
  - a. If the Supervisor is notified by the Shop Steward in writing before the overtime is worked that the selections are not the affected employees and the supervisor refuses to correct the mistake, the affected employees will be made whole by monetary settlement.
  - b. If the Supervisor is not notified by the Shop Steward in writing before the overtime is worked that the selections are not the affected employees, the affected employee(s) will be offered the next available overtime. If the Company fails to offer the employee the next overtime opportunity, the employee will be made whole by monetary settlement.

#### Section 6 - Pay Period

The pay period shall be from Saturday to and including the following Friday. Monies owed to employees shall be issued either by direct deposit, mail or pay card normally on Friday, but no later than seven (7) days after the end of the pay period and shall represent the earnings of the employees during that pay period. In the event that a pay labor adjustment is needed, the employee shall receive any additional monies owed, as soon as practicable. The Company shall notify the Union of changes to the method of pay delivery of which the Company may make at its sole discretion.

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

## Section 7 - Wage Rates

The following provisions governing wage rates shall apply to all employees unless stated otherwise in the Guaranteed Personal Rate provisions.

### A. ~~Automatic Rate Progression~~ **within Rate Ranges:**

- 1) Automatic Rate Progression (ARP) Increases shall be effective the Second Saturday in ~~January, February, May and September~~ **August, and November** for all active employees who are below the maximum of their classification and who have been on the active payroll for the full Automatic Rate Progression period. The base rate of pay shall be increased ~~twenty-five cents (25¢)~~ ~~twenty cents (\$0.20)~~ ~~twenty-three cents (\$0.23)~~ **twenty-five (\$0.25)** per hour on the above dates (or such lesser amount as is necessary to bring the rate to the maximums) until the applicable maximum for the classification is reached.
- 2) **The Company has the discretion to increase an employee's hourly straight time rate of pay in amounts greater or at times other than then provided in the paragraph above. The Company agrees to notify the Union prior to increasing an employee's hourly straight time rate of pay in accordance with this paragraph.**

### B. Downgrades:

- 1) An employee downgraded to a classification in a lower labor grade shall be paid the employee's maximum rate of the range for such classification, or the employee's current rate, whichever is lower.

### C. Pay Rate on Promotion:

- 1) An employee promoted will be paid at the greater of either the minimum of the classification to which promoted, or ~~ten cents (10¢)~~ ~~forty cents (\$0.40)~~ **one dollar (\$1.00)** per hour above their current rate ~~for a one (1) to two (2) labor grade promotion or eighty cents (\$0.80) per hour for a three (3) or more labor grade promotion~~ (unless the employee is currently in rate retention), **providing the increase does not exceed the maximum of the labor grade rate range to which the employee is promoted.** ~~and their~~ **An employee's** automatic wage increase will proceed from that rate.
- 2) If an employee's promotion is effective on the date of an automatic wage increase, their base rate will be established as follows:
  - a. If the employee's base rate is below the maximum of the rate range for their classification prior to promotion, their base rate will be increased by the amount of the automatic wage increase to which they are entitled and such increased base rate will be their base rate just prior to promotion.
  - b. If the employee's base rate is at the maximum of the rate range for their classification prior to promotion, their base rate will be increased by ~~ten cents~~

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.



~~(10¢) the applicable promotional increase one dollar (\$1.00)~~ or the amount necessary to bring their rate to the minimum of the classification to which promoted, whichever is greater, or by an amount less than ~~ten cents (10¢) the applicable promotional increase one dollar (\$1.00)~~ if that will bring their rate to the maximum of the classification to which promoted.

c. If the employee is currently in rate retention on the effective date of the promotion, the employee will be paid ~~ten cents (10¢) the applicable promotional increase one dollar (\$1.00)~~ per hour above the maximum rate of the classification to which regressing or ~~ten cents (10¢) the applicable promotional increase one dollar (\$1.00)~~ above the current rate of the employee whichever the lower rate is.

~~d. In the event that application of the provisions of Supplement F, Code (letter) #9, would result in a rate different from the rate obtained by application of the foregoing, the rate most favorable to the employee shall be used.~~

D. Recalls:

1) The rate of pay of an employee recalled to a previously held classification will be established at an in-grade rate in line with such employee's position in the rate range at the time that such employee was downgraded.

**Example:**

<u>01/01/2019</u>	<u>Previously Held Max Rate</u>	<u>\$30.00</u>
<u>01/01/2019</u>	<u>Previously Held Base Rate</u>	<u>\$25.00 (Does not include lead pay)</u>
	<u>In-grade Rate</u>	<u>\$5.00</u>
<u>06/01/2022</u>	<u>Current Max Rate</u>	<u>\$32.00</u>
	<u>In-grade Rate</u>	<u>\$5.00</u>
<u>06/01/2022</u>	<u>In-grade Base Rate</u>	<u>\$27.00</u>

E. Rehires:

↳ Former employees rehired without seniority, in a comparable classification held in their previous tenure with the LM Aeronautics Companies (Clarksburg, Fort Worth, Johnston, Meridian, Palmdale, Helendale and Rye Canyon) with a collective bargaining agreement in effect, shall have their rehire rate established at an in-grade rate at least as high as the rate position held in such classification during the previous tenure. ~~Such employees will also:~~

- ~~\_\_\_\_\_ a. Serve no waiting period for group insurance coverage.~~
- ~~\_\_\_\_\_ b. Be eligible for savings plan participation immediately upon rehire.~~

Section 8 - Rate Retention for Employees Accepting Downgrading Under the Layoff Procedure

An employee downgraded to a classification in a lower Labor Grade shall have his **their** base rate  
 The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

in the downgraded classification established as follows:

~~An employee downgraded through application of the layoff procedure as set forth in Part B—Article IV, Section 3, shall have his base rate reduced as follows:~~

Effective date of downgrade	Up to ten cents (10¢) reduction
Three weeks subsequent to downgrade	Up to an additional ten cents (10¢) reduction
Six weeks subsequent to downgrade	Up to an additional ten cents (10¢) reduction
Nine weeks subsequent to downgrade	Up to an additional ten cents (10¢) reduction
Twelve weeks subsequent to downgrade	Up to an additional ten cents (10¢) reduction
Fifteen weeks subsequent	Any additional amount required to downgrade to reach the maximum of the classification to which the employee is being downgraded.

#### Section 9 - Temporary Assignments

An employee assigned to a classification in a higher labor grade to replace another employee absent on vacation or for a temporary period, shall be paid their same rate of pay as that held by the absent employee. A retroactive wage adjustment shall be made upon completion of their assignment. A temporary assignment shall not be considered a promotion and upon reassignment of such employee to their previously held classification at the end of the temporary period they shall not be considered a downgraded employee within the meaning of this Agreement. Seniority will be considered in the selection of employees for temporary promotion.

An employee assigned **as a Lead or** to replace a Lead for a temporary period will be selected in accordance with Article 6, Section 7, and will be paid in accordance with Section 11 of this Article 11. Upon the selection of a new Lead or the return of an absent Lead, the replacing employee will be returned to their original status.

#### Section 10 - Report Time

An employee called to work shall receive a minimum of four (4) hours' pay at the employee's straight time rate (or actual hours worked at the equivalent rate, whichever is greater) in the shift to which they are called. In the event an hourly-paid employee reports for work on their regular shift without previously having been notified not to report, they shall be paid four (4) hours'

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

pay **at the appropriate rate** provided, however, that if work within their capacity to perform is available, they will be required to perform such work to qualify for the four (4) hours' pay. If work is unavailable as the result of causes beyond the control of management, no pay shall be granted under this section. Failure on the part of an employee to keep the Company informed of their correct address and telephone number relieves the Company of the responsibility of any notification required by this Agreement.

**Employees situationally teleworking called to work shall receive a minimum of one (1) hour pay in the shift to which they are called to telework. If work is unavailable as the result of causes beyond the control of management, no pay shall be granted under this section.**

Section 11 - Lost Time

Deductions for time off, whether due to tardiness or other causes, shall be at the rate of one-tenth (1/10<sup>th</sup>) of an hour's pay for each one tenth of an hour lost from work, rounded to the nearest minute.

Section 12 - Pay for Lead

The rate of pay for Lead shall be one dollar (\$1.00) above the maximum rate of the Lead's own classification without regard to ~~the GPR rated employee(s) in the respective group being led.~~ **The rate of pay for GPR employees selected as Lead will be one dollar (\$1.00) above the GPR rate of the employee's classification.** For non-GPR employees holding a Lead position as of March 2, 2014, and continuing to hold the Lead position shall continue to receive thirty-five (\$.35) above the maximum of the GPR rate provided the GPR employee is in the group being led for not less than a major portion of a given pay period (**\*See example below**).

**Example:**

	<u><b>Non-GPR Lead</b></u>	<u><b>GPR Lead</b></u>	<u><b>Non-GPR Lead leading GPR Employee*</b></u>
<u><b>Maximum Rate</b></u>	<u><b>\$30.00</b></u>	<u><b>\$35.00</b></u>	<u><b>\$35.00</b></u>
<u><b>Lead Premium</b></u>	<u><b>\$1.00</b></u>	<u><b>\$1.00</b></u>	<u><b>\$0.35</b></u>
<u><b>Lead Rate</b></u>	<u><b>\$31.00</b></u>	<u><b>\$36.00</b></u>	<u><b>\$35.35</b></u>

~~For employees holding a Lead position as of March 1, 2005, and continuing to hold the Lead position, the rate of pay for Lead shall be twenty cents (20¢) above the maximum of the highest classification, but not less than thirty five (35¢) above the Lead's own classification, of any employee who remains within the group led for not less than a major portion of a given pay period. Provided, however, the classification of an employee who is either promoted or recalled and is being held within the group or that of an employee working down into the group for a temporary period not to exceed twenty (20) working days (excluding those employees working down for medical limitations) shall not be used in the calculation of lead pay, unless the employee is performing the work of that classification.~~

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

### Section 13 – Business Travel

- 1) An employee shall be considered on business travel when the employee is temporarily assigned to a location within the fifty (50) United States, other than the plant or office to which they are permanently assigned, which requires the employee to obtain lodging other than the employee's established residence.
- 2) At the Company's discretion, seniority, operational requirements, surplus vulnerability, and qualifications are among the considerations in the selection of employees for business travel assignments. Consideration shall be given to rotating appropriate affected personnel ~~in such~~. Any grievance filed regarding this Section, must be within specified time limits from commencement of the business travel assignment being contested. Any retroactive monetary adjustment shall be limited to any overtime lost, and field duty premium, if a difference in hours exists.
- 3) An employee traveling to a business travel assignment or returning to their regular work station from such assignment, or traveling between assignment locations, shall be paid as follows:
  - a. Travel Days – No Work Performed: If an employee performs no actual work during a travel day, the employee shall be paid ~~nine (9) hours pay at the employee's straight time rate of pay Monday through Thursday or eight (8) hours at the employee's straight time rate of pay for the 9/80 work Friday~~ **for a full day of work according to their assigned work schedule at the employee's straight time rate of pay**. Should the travel hours require overtime pay under Section 5 of this Article, the employee shall receive the applicable overtime premium rate.
  - b. Travel Days – Work Performed: If an employee performs actual work during a travel day, the employee shall be paid the greater of either:
    - i. ~~Nine (9) hours at the employee's hourly straight time rate of pay Monday through Thursday or eight (8) hours at the employee's hourly straight time rate of pay for the 9/80 work Friday~~. **A full day of work according to the employee's assigned work schedule at the employee's straight time rate of pay**. Should the travel hours require overtime pay under Section 5 of this Article, the employee shall receive the applicable overtime premium rate; or
    - ii. All hours actually worked and all hours of travel time. Should the travel hours require overtime pay under Section 5 of this Article, the employee shall receive the applicable overtime premium rate.

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

- c. Deviation from the standard shift hours on the day of departure and the day of arrival may be made without prior notice to the Union.
- 4) The provisions of this Agreement for schedules, shift, ~~odd work week~~ and overtime premiums as well as lead differentials, shall apply in the same manner as at the employee's regular location.
- 5) An employee on business travel shall be reimbursed in accordance with the reimbursement policy in effect at the time of travel for salaried employees. Lodging will be booked for traveling employees by the Company or an authorized vendor who will be responsible for securing lodging within the established guidelines.
- 6) An employee required to use their own automobile for business travel shall be reimbursed at the current allowable mileage rate as defined by the Internal Revenue Service (IRS).
- 7) An employee assigned to business travel will not be subject to surplus or displacement until the assignment is over or 60 days, whichever is the lesser. Such employee will be surplusd on a current basis provided there is a more senior employee on recall to the classification. The parties may, upon mutual agreement, extend the sixty (60) day period.

#### Section 14 – Tuition Reimbursement

An employee satisfactorily completing an outside training course which has been approved in writing by the Company prior to the employee's beginning such course will be reimbursed in accordance with Corporate Policy in effect at the time of current contract ratification.

#### Section 15 - Payroll Deductions - Company Reimbursement

Payroll deductions may be made to reimburse the Company as follows:

- 1) All costs of tools and equipment issued to an employee but not returned to the Company. An employee so charged shall be reimbursed by the Company in the event of the subsequent return of such tools and equipment to the Company, provided such tools and equipment may be properly identified and are in the same condition as when issued to the employee. Employees checking out special tools shall be released of liability for the same, if, while in use on another shift, such tools are lost or damaged.
- 2) For money paid by the Company to a creditor or officer of the law for an indebtedness of the employee, provided demand is made upon the Company according to law.
- 3) For any indebtedness due to the Company covering purchases made by an employee through the Company.
- 4) For any loans or advances made to the employee by the Company.

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

**SUPPLEMENT "A" - FACTORY JOB CLASSIFICATIONS AND FAMILIES**  
**Effective March 5, 2018 March 18, 2023**

**Production Operations Job Family**

<b>Labor Grade</b>	<b>Classification Title</b>	<b>Job Code</b>
LG18	Flight Line Test Mechanic	415-3
LG18	Tube Bend Data Processor & Setup Mechanic	559-3
LG18	Manufacturing Experimental Tech/Research Mechanic	509-3
LG18	Industrial Instrument/Electronic Test Equipment Technician	586-3
LG18	Lab Instrumentation/ Flight Test Electronic Technician	574-3
LG18	Electronic Systems Experimental Technician	368-3
LG18	Electronic Systems Technician/Flight Line	506-3
LG18	Flight Line/Test Electrician	417-3
LG18	Electrical Development Mechanic	395-3
LG17	Hydraulic/Plumbing/Controls Checkout Mechanic	429-3
LG17	Aircraft Electrical Checkout Mechanic	399-3
LG17	Power Plant/Propeller Service Test Mechanic	503-3
LG16	Controls/Fabrication/Structures Development Mechanic	407-3
LG15	Integral Wing Tank Sealer	437-3
LG14	Flight Line/Test Electrician B	417-4
LG14	Electronic Systems Tech/Flight Line B	506-4
<b><u>LG13</u></b>	<b><u>Multifunctional Manufacturing Technician</u></b>	<b><u>413-3</u></b>
LG11	Assembly Worker Structures, Sr.	606-3
LG11	Electrical & Electronics Mechanic	396-3
LG07	Assembly Worker Structures	542-3
<b><u>LG05</u></b>	<b><u>Detail Assembler - Trainee</u></b>	<b><u>385-3</u></b>

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

### Transportation Job Family

Labor Grade	Classification Title	Job Code
LG14	Fuel Storage/Transport Operator	594-3
LG14	Truck Crane Operator	549-3
LG13	Truck Driver – General	550-3
LG11	Crane Rigger	383-3
LG11	Crater-Shipping	583-3
LG10	Power Trucker A	551-3

### Hazardous Material Job Family

Labor Grade	Classification Title	Job Code
LG14	Processing Equipment Serviceman	597-3
LG14	Hazardous Waste Worker	419-3
LG10	Controlled Materials Crib Attendant	483-3
LG09	Material Controller	682-3

### Paint Job Family

Labor Grade	Classification Title	Job Code
LG18	Special Tech Finisher/Coater TDY	390-3
LG17	Special Technology Finisher/Coater	380-3
LG13	Special Technology Finisher/Coater Trainee	381-3
LG13	Painter/Finisher	367-3

### Facilities Job Family

Labor Grade	Classification Title	Job Code
LG18	Industrial Waste Treatment Plant Operator	604-3
LG18	Air Conditioning <u>HVAC</u> Mechanic	350-3
LG18	Plant Stationary Engineer	536-3

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

Labor Grade	Classification Title	Job Code
LG18	Plumber/ <del>Pipe Fitter</del> -Maintenance	489-3
LG18	Sheet Metal <del>Worker</del> -Maintenance <u>Mechanic</u>	529-3
LG18	Automated Machines Maintenance Mechanic	448-3
LG18	Industrial Electronics/Electrical Technician	645-3
LG18	<del>Lineperson</del> <u>Worker</u>	646-3
LG17	Carpenter/ <del>Painter</del> – Maintenance	374-3

### Maintenance Job Family

Labor Grade	Classification Title	Job Code
LG05	Power Sweeper Operator	494-3
LG04	Maintenance Service Worker	558-3

### Inspection Job Family

Labor Grade	Classification Title	Job Code
LG18	Inspector – Nondestructive Test	624-3
LG18	Inspector – Precision Gauge & Instruments	630-3
LG18	Inspector – Flight & Electronic Systems	632-3
LG18	Inspector – Experimental/Machined Parts	635-3
LG17	Inspector – Hydraulic & Electrical Bench Check	623-3
LG17	Inspector – Structures/Paint	435-3
LG14	Inspector – Receiving & Shipping	633-3
LG14	Inspector – Precision & Electrical Assembly	629-3
*	Inspector – Tool Liaison – Trainee	641-3

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.



**Stand-alone Factory Job Classifications (Not in a Job Family)**

<b>Labor Grade</b>	<b>Classification Title</b>	<b>Job Code</b>
LG18	Model Builder – Wind Tunnel	470-3
LG18	Functional Test Equipment Builder A	572-3
LG18	Machinist – General/Set Up	450-3
LG18	Grinder Tool Cutting	422-3
LG18	Jig & Fixer Builder A	440-3
LG18	Fueling Equipment Mechanic	418-3
<del>LG17</del> <b>LG18</b>	<del>Mechanic</del> -Automotive <b>Technician</b>	463-3
<del>LG15</del> <b>LG17</b>	<del>Welder</del> – Aircraft Combination	565-3
LG15	Tool Repairer	591-3
LG15	Locksmith	444-3
LG15	Trimmer/Sewing Machine Operator	548-3
LG14	Silk Screen Person	533-3
LG18	Fabrication Mechanic	426-3
<del>LG11/14</del>	<del>Firefighter/Inspector</del>	<del>439-3</del>
LG13	<del>Sign Painter</del> -Maintenance <b>Facility Sign &amp; Print Specialist</b>	530-3
<del>LG05</del>	Facilities Safety Technician	557-3
LG15	Welder – Tooling	587-3

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

**SUPPLEMENT "B" - TECHNICAL AND OFFICE JOB  
CLASSIFICATIONS/FAMILY  
Effective ~~March 5, 2018~~ March 18, 2023**

**Technical and Office Job Family**

<b>Labor Grade</b>	<b>Classification Title</b>	<b>Job Code</b>
LG17	Manufacturing Resource Planner	812-3
LG16	Maintenance Procurement Specialist	871-3
LG15	Customer Prop Processing & Disp Analyst	746-3
LG14	Manufacturing Resource Planner Trainee	813-3
LG10	Secretary	789-3
LG10	Termination & Surplus Material Clerk	817-3
LG09	Spares Procurement/Customer Property Clerk	704-3
LG09	Communications Center Classified Document Asst.	883-3
LG09	Bindery Worker	842-3
LG08	Department Clerk-Stenographer	673-3
LG08	Identification Clerk	893-3
LG07	Library Attendant	725-3
LG07	Blueprint Control Clerk	837-3
LG03	General Clerk	879-3

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

**Stand-alone Technical and Office Job Classifications (Not in a Job Family)**

<b>Labor Grade</b>	<b>Classification Title</b>	<b>Job Code</b>
LG18	Tooling Process Surveyor	868-3
LG18	Inspector – Tool Liaison	826-3
LG18	Tool Planner	827-3
LG18	Logistic Support Analyst	701-3
LG18	Medical Technologist	748-3
LG16	Material Review Board Investigator	841-3
LG15	Industrial Photographer	767-3
LG15	Transportation Equipment Dispatcher	875-3
LG14	Tool Planner – Trainee	830-3
LG14	Conservation Liaison Investigator	882-3
LG11	Manufacturing Records Reconciler	773-3
<b><u>LG09</u></b>	<b><u>Maintenance Service Clerk</u></b>	<b><u>743-3</u></b>
LG08	Instrumentation Crib Operator	717-3
LG08	Facilities Inventory Person	854-3
LG06	Mail Sorter Distributor	727-3

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

**ARTICLE 10 – HOLIDAYS**

**A. For each of the observed holidays defined within this Article, an employee shall receive the equivalent number of hours of their regular work schedule. Holiday hours shall be paid at straight time including shift bonus.**

- 1) Employees on a 5/40 work schedule shall receive eight (8) hours at straight time.**
- 2) Employees on a 9/80 work schedule shall receive nine (9) hours at straight time Monday through Thursday and eight (8) hours on the alternate Friday.**
- 3) Employees on a 4/10 work schedule shall receive ten (10) hours at straight time.**
- 4) Employees on a 3/12 work schedule shall receive twelve (12) hours at straight time.**

**A. B. For employees on a 5/40 work schedule, the Company recognizes the following holiday schedule during the period of this Agreement:**

<b>Year</b>	<b>Holiday</b>	<b>Date</b>	<b>Day</b>	<b>Hours</b>
<b>2023</b>	<b>Memorial Day</b>	<b>29-May 2023</b>	<b>Monday</b>	<b>8</b>
	<b>Independence Day</b>	<b>4-Jul 2023</b>	<b>Tuesday</b>	<b>8</b>
	<b>Labor Day</b>	<b>4-Sep 2023</b>	<b>Monday</b>	<b>8</b>
	<b>Thanksgiving Day</b>	<b>23-Nov 2023</b>	<b>Thursday</b>	<b>8</b>
	<b>Day after Thanksgiving</b>	<b>24-Nov 2023</b>	<b>Friday</b>	<b>8</b>
	<b>Year End Shut Down</b>	<b>25-Dec 2023</b>	<b>Monday</b>	<b>8</b>
	<b>Year End Shut Down</b>	<b>26-Dec 2023</b>	<b>Tuesday</b>	<b>8</b>
	<b>Year End Shut Down</b>	<b>27-Dec 2023</b>	<b>Wednesday</b>	<b>8</b>
	<b>Year End Shut Down</b>	<b>28-Dec 2023</b>	<b>Thursday</b>	<b>8</b>
	<b>Year End Shut Down</b>	<b>29-Dec 2023</b>	<b>Friday</b>	<b>8</b>
<b>2024</b>	<b>New Year’s Day</b>	<b>1-Jan 2024</b>	<b>Monday</b>	<b>8</b>
	<b>Memorial Day</b>	<b>27-May 2024</b>	<b>Monday</b>	<b>8</b>
	<b>Independence Day</b>	<b>4-Jul 2024</b>	<b>Thursday</b>	<b>8</b>
	<b>Day after Independence Day</b>	<b>5-Jul 2024</b>	<b>Friday</b>	<b>8</b>
	<b>Labor Day</b>	<b>2-Sep 2024</b>	<b>Monday</b>	<b>8</b>
	<b>Thanksgiving Day</b>	<b>28-Nov 2024</b>	<b>Thursday</b>	<b>8</b>
	<b>Day after Thanksgiving</b>	<b>29-Nov 2024</b>	<b>Friday</b>	<b>8</b>

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

<b>Year</b>	<b>Holiday</b>	<b>Date</b>	<b>Day</b>	<b>Hours</b>
	<b>Year End Shut Down</b>	<b>24-Dec 2024</b>	<b>Tuesday</b>	<b>8</b>
	<b>Year End Shut Down</b>	<b>25-Dec 2024</b>	<b>Wednesday</b>	<b>8</b>
	<b>Year End Shut Down</b>	<b>26-Dec 2024</b>	<b>Thursday</b>	<b>8</b>
	<b>Year End Shut Down</b>	<b>27-Dec 2024</b>	<b>Friday</b>	<b>8</b>
	<b>Year End Shut Down</b>	<b>30-Dec 2024</b>	<b>Monday</b>	<b>8</b>
	<b>Year End Shut Down</b>	<b>31-Dec 2024</b>	<b>Tuesday</b>	<b>8</b>
<b>2025</b>	<b>New Year's Day</b>	<b>1-Jan 2025</b>	<b>Wednesday</b>	<b>8</b>
	<b>Memorial Day</b>	<b>26-May 2025</b>	<b>Monday</b>	<b>8</b>
	<b>Independence Day</b>	<b>4-Jul 2025</b>	<b>Friday</b>	<b>8</b>
	<b>Labor Day</b>	<b>1-Sep 2025</b>	<b>Monday</b>	<b>8</b>
	<b>Thanksgiving Day</b>	<b>27-Nov 2025</b>	<b>Thursday</b>	<b>8</b>
	<b>Day after Thanksgiving</b>	<b>28-Nov 2025</b>	<b>Friday</b>	<b>8</b>
	<b>Year End Shut Down</b>	<b>24-Dec 2025</b>	<b>Wednesday</b>	<b>8</b>
	<b>Year End Shut Down</b>	<b>25-Dec 2025</b>	<b>Thursday</b>	<b>8</b>
	<b>Year End Shut Down</b>	<b>26-Dec 2025</b>	<b>Friday</b>	<b>8</b>
	<b>Year End Shut Down</b>	<b>29-Dec 2025</b>	<b>Monday</b>	<b>8</b>
	<b>Year End Shut Down</b>	<b>30-Dec 2025</b>	<b>Tuesday</b>	<b>8</b>
	<b>Year End Shut Down</b>	<b>31-Dec 2025</b>	<b>Wednesday</b>	<b>8</b>
<b>2026</b>	<b>New Year's Day</b>	<b>1-Jan 2026</b>	<b>Thursday</b>	<b>8</b>
	<b>Memorial Day</b>	<b>25-May 2026</b>	<b>Monday</b>	<b>8</b>
	<b>Day before Independence Day</b>	<b>3-Jul 2026</b>	<b>Friday</b>	<b>8</b>
	<b>Labor Day</b>	<b>7-Sep 2026</b>	<b>Monday</b>	<b>8</b>
	<b>Thanksgiving Day</b>	<b>26-Nov 2026</b>	<b>Thursday</b>	<b>8</b>
	<b>Day after Thanksgiving</b>	<b>27-Nov 2026</b>	<b>Friday</b>	<b>8</b>
	<b>Year End Shut Down</b>	<b>24-Dec 2026</b>	<b>Thursday</b>	<b>8</b>
	<b>Year End Shut Down</b>	<b>25-Dec 2026</b>	<b>Friday</b>	<b>8</b>
	<b>Year End Shut Down</b>	<b>28-Dec 2026</b>	<b>Monday</b>	<b>8</b>
	<b>Year End Shut Down</b>	<b>29-Dec 2026</b>	<b>Tuesday</b>	<b>8</b>
	<b>Year End Shut Down</b>	<b>30-Dec 2026</b>	<b>Wednesday</b>	<b>8</b>

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

<b>Year</b>	<b>Holiday</b>	<b>Date</b>	<b>Day</b>	<b>Hours</b>
	<b>Year End Shut Down</b>	<b>31-Dec 2026</b>	<b>Thursday</b>	<b>8</b>
<b>2027</b>	<b>New Year's Day</b>	<b>1-Jan 2027</b>	<b>Friday</b>	<b>8</b>
	<b>Memorial Day</b>	<b>31-May 2027</b>	<b>Monday</b>	<b>8</b>
	<b>Day after Independence Day</b>	<b>5-Jul 2027</b>	<b>Monday</b>	<b>8</b>
	<b>Labor Day</b>	<b>6-Sep 2027</b>	<b>Monday</b>	<b>8</b>
	<b>Thanksgiving</b>	<b>25-Nov 2027</b>	<b>Thursday</b>	<b>8</b>
	<b>Day after Thanksgiving</b>	<b>26-Nov 2027</b>	<b>Friday</b>	<b>8</b>
	<b>Year End Shut Down</b>	<b>24-Dec 2027</b>	<b>Friday</b>	<b>8</b>
	<b>Year End Shut Down</b>	<b>27-Dec 2027</b>	<b>Monday</b>	<b>8</b>
	<b>Year End Shut Down</b>	<b>28-Dec 2027</b>	<b>Tuesday</b>	<b>8</b>
	<b>Year End Shut Down</b>	<b>29-Dec 2027</b>	<b>Wednesday</b>	<b>8</b>
	<b>Year End Shut Down</b>	<b>30-Dec 2027</b>	<b>Thursday</b>	<b>8</b>
	<b>Year End Shut Down</b>	<b>31-Dec 2027</b>	<b>Friday</b>	<b>8</b>
<b>2028</b>	<b>New Year's Day (observed)</b>	<b>3-Jan 2028</b>	<b>Monday</b>	<b>8</b>
	<b><u>Memorial Day</u></b>	<b><u>29-May 2028</u></b>	<b><u>Monday</u></b>	<b><u>8</u></b>
	<b><u>Day before Independence Day</u></b>	<b><u>3-July 2028</u></b>	<b><u>Monday</u></b>	<b><u>8</u></b>
	<b><u>Independence Day</u></b>	<b><u>4-July 2028</u></b>	<b><u>Tuesday</u></b>	<b><u>8</u></b>
	<b><u>Labor Day</u></b>	<b><u>4-Sept 2028</u></b>	<b><u>Monday</u></b>	<b><u>8</u></b>
	<b><u>Thanksgiving</u></b>	<b><u>23-Nov 2028</u></b>	<b><u>Thursday</u></b>	<b><u>8</u></b>
	<b><u>Day after Thanksgiving</u></b>	<b><u>24-Nov 2028</u></b>	<b><u>Friday</u></b>	<b><u>8</u></b>
	<b><u>Year End Shut Down</u></b>	<b><u>25-Dec 2028</u></b>	<b><u>Monday</u></b>	<b><u>8</u></b>
	<b><u>Year End Shut Down</u></b>	<b><u>26 -Dec 2028</u></b>	<b><u>Tuesday</u></b>	<b><u>8</u></b>
	<b><u>Year End Shut Down</u></b>	<b><u>27-Dec 2028</u></b>	<b><u>Wednesday</u></b>	<b><u>8</u></b>
	<b><u>Year End Shut Down</u></b>	<b><u>28-Dec 2028</u></b>	<b><u>Thursday</u></b>	<b><u>8</u></b>
	<b><u>Year End Shut Down</u></b>	<b><u>29-Dec 2028</u></b>	<b><u>Friday</u></b>	<b><u>8</u></b>
<b><u>2029</u></b>	<b><u>New Year's Day</u></b>	<b><u>1-Jan 2029</u></b>	<b><u>Monday</u></b>	<b><u>8</u></b>

**B. C. For employees on a 9/80A work schedule, the Company recognizes the following holiday schedule during the period of this Agreement:**

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

<b>Year</b>	<b>Holiday</b>	<b>Date</b>	<b>Day</b>	<b>Hours</b>
<b>2023</b>	<b>Memorial Day</b>	<b>29-May 2023</b>	<b>Monday</b>	<b>9</b>
	<b>Day before Independence Day</b>	<b>3-Jul 2023</b>	<b>Monday</b>	<b>9</b>
	<b>Independence Day</b>	<b>4-Jul 2023</b>	<b>Tuesday</b>	<b>9</b>
	<b>Labor Day</b>	<b>4-Sep 2023</b>	<b>Monday</b>	<b>9</b>
	<b>Thanksgiving Day</b>	<b>23-Nov 2023</b>	<b>Thursday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>25-Dec 2023</b>	<b>Monday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>26-Dec 2023</b>	<b>Tuesday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>27-Dec 2023</b>	<b>Wednesday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>28-Dec 2023</b>	<b>Thursday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>29-Dec 2023</b>	<b>Friday</b>	<b>8</b>
<b>2024</b>	<b>New Year's Day</b>	<b>1-Jan 2024</b>	<b>Monday</b>	<b>9</b>
	<b>Memorial Day</b>	<b>27-May 2024</b>	<b>Monday</b>	<b>9</b>
	<b>Independence Day</b>	<b>4-Jul 2024</b>	<b>Thursday</b>	<b>9</b>
	<b>Labor Day</b>	<b>2-Sep 2024</b>	<b>Monday</b>	<b>9</b>
	<b>Thanksgiving Day</b>	<b>28-Nov 2024</b>	<b>Thursday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>24-Dec 2024</b>	<b>Tuesday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>25-Dec 2024</b>	<b>Wednesday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>26-Dec 2024</b>	<b>Thursday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>30-Dec 2024</b>	<b>Monday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>31-Dec 2024</b>	<b>Tuesday</b>	<b>9</b>
<b>2025</b>	<b>New Year's Day</b>	<b>1-Jan 2025</b>	<b>Wednesday</b>	<b>9</b>
	<b>Memorial Day</b>	<b>26-May 2025</b>	<b>Monday</b>	<b>9</b>
	<b>Labor Day</b>	<b>1-Sep 2025</b>	<b>Monday</b>	<b>9</b>
	<b>Thanksgiving Day</b>	<b>27-Nov 2025</b>	<b>Thursday</b>	<b>9</b>
	<b>Day after Thanksgiving</b>	<b>28-Nov 2025</b>	<b>Friday</b>	<b>8</b>
	<b>Year End Shut Down</b>	<b>24-Dec 2025</b>	<b>Wednesday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>25-Dec 2025</b>	<b>Thursday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>26-Dec 2025</b>	<b>Friday</b>	<b>8</b>
	<b>Year End Shut Down</b>	<b>29-Dec 2025</b>	<b>Monday</b>	<b>9</b>

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

<b>Year</b>	<b>Holiday</b>	<b>Date</b>	<b>Day</b>	<b>Hours</b>
	<b>Year End Shut Down</b>	<b>30-Dec 2025</b>	<b>Tuesday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>31-Dec 2025</b>	<b>Wednesday</b>	<b>9</b>
<b>2026</b>	<b>New Year's Day</b>	<b>1-Jan 2026</b>	<b>Thursday</b>	<b>9</b>
	<b>Memorial Day</b>	<b>25-May 2026</b>	<b>Monday</b>	<b>9</b>
	<b>Day after Independence Day</b>	<b>6-Jul 2026</b>	<b>Monday</b>	<b>9</b>
	<b>Labor Day</b>	<b>7-Sep 2026</b>	<b>Monday</b>	<b>9</b>
	<b>Thanksgiving Day</b>	<b>26-Nov 2026</b>	<b>Thursday</b>	<b>9</b>
	<b>Day after Thanksgiving</b>	<b>27-Nov 2026</b>	<b>Friday</b>	<b>8</b>
	<b>Year End Shut Down</b>	<b>24-Dec 2026</b>	<b>Thursday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>28-Dec 2026</b>	<b>Monday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>29-Dec 2026</b>	<b>Tuesday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>30-Dec 2026</b>	<b>Wednesday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>31-Dec 2026</b>	<b>Thursday</b>	<b>9</b>
<b>2027</b>	<b>New Year's Day</b>	<b>4-Jan 2027</b>	<b>Monday</b>	<b>9</b>
	<b>Memorial Day</b>	<b>31-May 2027</b>	<b>Monday</b>	<b>9</b>
	<b>Day after Independence Day</b>	<b>5-Jul 2027</b>	<b>Monday</b>	<b>9</b>
	<b>Labor Day</b>	<b>6-Sep 2027</b>	<b>Monday</b>	<b>9</b>
	<b>Thanksgiving</b>	<b>25-Nov 2027</b>	<b>Thursday</b>	<b>9</b>
	<b>Day after Thanksgiving</b>	<b>26-Nov 2027</b>	<b>Friday</b>	<b>8</b>
	<b>Year End Shut Down</b>	<b>23-Dec 2027</b>	<b>Thursday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>27-Dec 2027</b>	<b>Monday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>28-Dec 2027</b>	<b>Tuesday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>29-Dec 2027</b>	<b>Wednesday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>30-Dec 2027</b>	<b>Thursday</b>	<b>9</b>
<b>2028</b>	<b>New Year's Day (observed)</b>	<b>3-Jan 2028</b>	<b>Monday</b>	<b>9</b>
	<b><u>Memorial Day</u></b>	<b><u>29-May 2028</u></b>	<b><u>Monday</u></b>	<b><u>9</u></b>
	<b><u>Day before Independence Day</u></b>	<b><u>3-July 2028</u></b>	<b><u>Monday</u></b>	<b><u>9</u></b>
	<b><u>Independence Day</u></b>	<b><u>4-July 2028</u></b>	<b><u>Tuesday</u></b>	<b><u>9</u></b>
	<b><u>Labor Day</u></b>	<b><u>4-Sept 2028</u></b>	<b><u>Monday</u></b>	<b><u>9</u></b>

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.



<b>Year</b>	<b>Holiday</b>	<b>Date</b>	<b>Day</b>	<b>Hours</b>
	<u>Thanksgiving</u>	<u>23-Nov 2028</u>	<u>Thursday</u>	<u>9</u>
	<u>Day after Thanksgiving</u>	<u>24-Nov 2028</u>	<u>Friday</u>	<u>8</u>
	<u>Year End Shut Down</u>	<u>25-Dec 2028</u>	<u>Monday</u>	<u>9</u>
	<u>Year End Shut Down</u>	<u>26 -Dec 2028</u>	<u>Tuesday</u>	<u>9</u>
	<u>Year End Shut Down</u>	<u>27-Dec 2028</u>	<u>Wednesday</u>	<u>9</u>
	<u>Year End Shut Down</u>	<u>28-Dec 2028</u>	<u>Thursday</u>	<u>9</u>
<u>2029</u>	<u>New Year's Day</u>	<u>1-Jan 2029</u>	<u>Monday</u>	<u>9</u>

**C. D. For employees on a 9/80B work schedule, the Company recognizes the following holiday schedule during the period of this Agreement:**

<b>Year</b>	<b>Holiday</b>	<b>Date</b>	<b>Day</b>	<b>Hours</b>
<b>2023</b>	<b>Memorial Day</b>	<b>29-May 2023</b>	<b>Monday</b>	<b>9</b>
	<b>Day before Independence Day</b>	<b>3-Jul 2023</b>	<b>Monday</b>	<b>9</b>
	<b>Independence Day</b>	<b>4-July 2023</b>	<b>Tuesday</b>	<b>9</b>
	<b>Labor Day</b>	<b>4-Sep 2023</b>	<b>Monday</b>	<b>9</b>
	<b>Thanksgiving Day</b>	<b>23-Nov 2023</b>	<b>Thursday</b>	<b>9</b>
	<b>Day after Thanksgiving</b>	<b>24-Nov 2023</b>	<b>Friday</b>	<b>8</b>
	<b>Year End Shut Down</b>	<b>25-Dec 2023</b>	<b>Monday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>26-Dec 2023</b>	<b>Tuesday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>27-Dec 2023</b>	<b>Wednesday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>28-Dec 2023</b>	<b>Thursday</b>	<b>9</b>
<b>2024</b>	<b>New Year's Day</b>	<b>1-Jan 2024</b>	<b>Monday</b>	<b>9</b>
	<b>Memorial Day</b>	<b>27-May 2024</b>	<b>Monday</b>	<b>9</b>
	<b>Day after Independence Day</b>	<b>5-Jul 2024</b>	<b>Friday</b>	<b>8</b>
	<b>Labor Day</b>	<b>2-Sep 2024</b>	<b>Monday</b>	<b>9</b>
	<b>Thanksgiving Day</b>	<b>28-Nov 2024</b>	<b>Thursday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>24-Dec 2024</b>	<b>Tuesday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>25-Dec 2024</b>	<b>Wednesday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>26-Dec 2024</b>	<b>Thursday</b>	<b>9</b>

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

<b>Year</b>	<b>Holiday</b>	<b>Date</b>	<b>Day</b>	<b>Hours</b>
	<b>Year End Shut Down</b>	<b>30-Dec 2024</b>	<b>Monday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>31-Dec 2024</b>	<b>Tuesday</b>	<b>9</b>
<b>2025</b>	<b>New Year's Day</b>	<b>1-Jan 2025</b>	<b>Wednesday</b>	<b>9</b>
	<b>Memorial Day</b>	<b>26-May 2025</b>	<b>Monday</b>	<b>9</b>
	<b>Day before Independence Day</b>	<b>3-July 2025</b>	<b>Thursday</b>	<b>9</b>
	<b>Independence Day</b>	<b>4-Jul 2025</b>	<b>Friday</b>	<b>8</b>
	<b>Labor Day</b>	<b>1-Sep 2025</b>	<b>Monday</b>	<b>9</b>
	<b>Thanksgiving Day</b>	<b>27-Nov 2025</b>	<b>Thursday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>24-Dec 2025</b>	<b>Wednesday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>25-Dec 2025</b>	<b>Thursday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>29-Dec 2025</b>	<b>Monday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>30-Dec 2025</b>	<b>Tuesday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>31-Dec 2025</b>	<b>Wednesday</b>	<b>9</b>
<b>2026</b>	<b>New Year's Day</b>	<b>1-Jan 2026</b>	<b>Thursday</b>	<b>9</b>
	<b>Memorial Day</b>	<b>25-May 2026</b>	<b>Monday</b>	<b>9</b>
	<b>Day before Independence Day</b>	<b>3-Jul 2026</b>	<b>Friday</b>	<b>8</b>
	<b>Labor Day</b>	<b>7-Sep 2026</b>	<b>Monday</b>	<b>9</b>
	<b>Thanksgiving Day</b>	<b>26-Nov 2026</b>	<b>Thursday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>23-Dec 2026</b>	<b>Wednesday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>24-Dec 2026</b>	<b>Thursday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>28-Dec 2026</b>	<b>Monday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>29-Dec 2026</b>	<b>Tuesday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>30-Dec 2026</b>	<b>Wednesday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>31-Dec 2026</b>	<b>Thursday</b>	<b>9</b>
<b>2027</b>	<b>New Year's Day</b>	<b>1-Jan 2027</b>	<b>Friday</b>	<b>8</b>
	<b>Memorial Day</b>	<b>31-May 2027</b>	<b>Monday</b>	<b>9</b>
	<b>Day after Independence Day</b>	<b>5-Jul 2027</b>	<b>Monday</b>	<b>9</b>
	<b>Labor Day</b>	<b>6-Sep 2027</b>	<b>Monday</b>	<b>9</b>
	<b>Thanksgiving</b>	<b>25-Nov 2027</b>	<b>Thursday</b>	<b>9</b>

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

<b>Year</b>	<b>Holiday</b>	<b>Date</b>	<b>Day</b>	<b>Hours</b>
	<b>Year End Shut Down</b>	<b>23-Dec 2027</b>	<b>Thursday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>27-Dec 2027</b>	<b>Monday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>28-Dec 2027</b>	<b>Tuesday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>29-Dec 2027</b>	<b>Wednesday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>30-Dec 2027</b>	<b>Thursday</b>	<b>9</b>
	<b>Year End Shut Down</b>	<b>31-Dec 2027</b>	<b>Friday</b>	<b>8</b>
<b><u>2028</u></b>	<b><u>New Year's Day (observed)</u></b>	<b><u>3-Jan 2027</u></b>	<b><u>Monday</u></b>	<b><u>9</u></b>
	<b><u>Memorial Day</u></b>	<b><u>29-May 2028</u></b>	<b><u>Monday</u></b>	<b><u>9</u></b>
	<b><u>Day before Independence Day</u></b>	<b><u>3-July 2028</u></b>	<b><u>Monday</u></b>	<b><u>9</u></b>
	<b><u>Independence Day</u></b>	<b><u>4-July 2028</u></b>	<b><u>Tuesday</u></b>	<b><u>9</u></b>
	<b><u>Labor Day</u></b>	<b><u>4-Sept 2028</u></b>	<b><u>Monday</u></b>	<b><u>9</u></b>
	<b><u>Thanksgiving</u></b>	<b><u>23-Nov 2028</u></b>	<b><u>Thursday</u></b>	<b><u>9</u></b>
	<b><u>Year End Shut Down</u></b>	<b><u>25-Dec 2028</u></b>	<b><u>Monday</u></b>	<b><u>9</u></b>
	<b><u>Year End Shut Down</u></b>	<b><u>26 -Dec 2028</u></b>	<b><u>Tuesday</u></b>	<b><u>9</u></b>
	<b><u>Year End Shut Down</u></b>	<b><u>27-Dec 2028</u></b>	<b><u>Wednesday</u></b>	<b><u>9</u></b>
	<b><u>Year End Shut Down</u></b>	<b><u>28-Dec 2028</u></b>	<b><u>Thursday</u></b>	<b><u>9</u></b>
	<b><u>Year End Shut Down</u></b>	<b><u>29-Dec 2028</u></b>	<b><u>Friday</u></b>	<b><u>8</u></b>
<b><u>2029</u></b>	<b><u>New Year's Day</u></b>	<b><u>1-Jan 2029</u></b>	<b><u>Monday</u></b>	<b><u>9</u></b>

**D. E. For employees on a 4/10A work schedule, the Company recognizes the following holiday schedule during the period of this Agreement:**

<b>Year</b>	<b>Holiday</b>	<b>Date</b>	<b>Day</b>	<b>Hours</b>
<b>2023</b>	<b>Memorial Day</b>	<b>29-May 2023</b>	<b>Monday</b>	<b>10</b>
	<b>Independence Day</b>	<b>4-Jul 2023</b>	<b>Tuesday</b>	<b>10</b>
	<b>Labor Day</b>	<b>4-Sep 2023</b>	<b>Monday</b>	<b>10</b>
	<b>Thanksgiving Day</b>	<b>23-Nov 2023</b>	<b>Thursday</b>	<b>10</b>
	<b>Year End Shut Down</b>	<b>25-Dec 2023</b>	<b>Monday</b>	<b>10</b>
	<b>Year End Shut Down</b>	<b>26-Dec 2023</b>	<b>Tuesday</b>	<b>10</b>
	<b>Year End Shut Down</b>	<b>27-Dec 2023</b>	<b>Wednesday</b>	<b>10</b>

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

<b>Year</b>	<b>Holiday</b>	<b>Date</b>	<b>Day</b>	<b>Hours</b>
	<b>Year End Shut Down</b>	<b>28-Dec 2023</b>	<b>Thursday</b>	<b>10</b>
<b>2024</b>	<b>New Year's Day</b>	<b>1-Jan 2024</b>	<b>Monday</b>	<b>10</b>
	<b>Memorial Day</b>	<b>27-May 2024</b>	<b>Monday</b>	<b>10</b>
	<b>Independence Day</b>	<b>4-Jul 2024</b>	<b>Thursday</b>	<b>10</b>
	<b>Labor Day</b>	<b>2-Sep 2024</b>	<b>Monday</b>	<b>10</b>
	<b>Thanksgiving Day</b>	<b>28-Nov 2024</b>	<b>Thursday</b>	<b>10</b>
	<b>Year End Shut Down</b>	<b>24-Dec 2024</b>	<b>Tuesday</b>	<b>10</b>
	<b>Year End Shut Down</b>	<b>25-Dec 2024</b>	<b>Wednesday</b>	<b>10</b>
	<b>Year End Shut Down</b>	<b>26-Dec 2024</b>	<b>Thursday</b>	<b>10</b>
	<b>Year End Shut Down</b>	<b>30-Dec 2024</b>	<b>Monday</b>	<b>10</b>
	<b>Year End Shut Down</b>	<b>31-Dec 2024</b>	<b>Tuesday</b>	<b>10</b>
<b>2025</b>	<b>New Year's Day</b>	<b>1-Jan 2025</b>	<b>Wednesday</b>	<b>10</b>
	<b>Memorial Day</b>	<b>26-May 2025</b>	<b>Monday</b>	<b>10</b>
	<b>Day before Independence Day</b>	<b>3-Jul 2025</b>	<b>Thursday</b>	<b>10</b>
	<b>Labor Day</b>	<b>1-Sep 2025</b>	<b>Monday</b>	<b>10</b>
	<b>Thanksgiving Day</b>	<b>27-Nov 2025</b>	<b>Thursday</b>	<b>10</b>
	<b>Year End Shut Down</b>	<b>24-Dec 2025</b>	<b>Wednesday</b>	<b>10</b>
	<b>Year End Shut Down</b>	<b>25-Dec 2025</b>	<b>Thursday</b>	<b>10</b>
	<b>Year End Shut Down</b>	<b>29-Dec 2025</b>	<b>Monday</b>	<b>10</b>
	<b>Year End Shut Down</b>	<b>30-Dec 2025</b>	<b>Tuesday</b>	<b>10</b>
	<b>Year End Shut Down</b>	<b>31-Dec 2025</b>	<b>Wednesday</b>	<b>10</b>
<b>2026</b>	<b>New Year's Day</b>	<b>1-Jan 2026</b>	<b>Thursday</b>	<b>10</b>
	<b>Memorial Day</b>	<b>25-May 2026</b>	<b>Monday</b>	<b>10</b>
	<b>Labor Day</b>	<b>7-Sep 2026</b>	<b>Monday</b>	<b>10</b>
	<b>Thanksgiving Day</b>	<b>26-Nov 2026</b>	<b>Thursday</b>	<b>10</b>
	<b>Year End Shut Down</b>	<b>24-Dec 2026</b>	<b>Thursday</b>	<b>10</b>
	<b>Year End Shut Down</b>	<b>28-Dec 2026</b>	<b>Monday</b>	<b>10</b>
	<b>Year End Shut Down</b>	<b>29-Dec 2026</b>	<b>Tuesday</b>	<b>10</b>
	<b>Year End Shut Down</b>	<b>30-Dec 2026</b>	<b>Wednesday</b>	<b>10</b>

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

<b>Year</b>	<b>Holiday</b>	<b>Date</b>	<b>Day</b>	<b>Hours</b>
	<b>Year End Shut Down</b>	<b>31-Dec 2026</b>	<b>Thursday</b>	<b>10</b>
<b>2027</b>	<b>Memorial Day</b>	<b>31-May 2027</b>	<b>Monday</b>	<b>10</b>
	<b>Day after Independence Day</b>	<b>5-Jul 2027</b>	<b>Monday</b>	<b>10</b>
	<b>Labor Day</b>	<b>6-Sep 2027</b>	<b>Monday</b>	<b>10</b>
	<b>Thanksgiving</b>	<b>25-Nov 2027</b>	<b>Thursday</b>	<b>10</b>
	<b>Year End Shut Down</b>	<b>22-Dec 2027</b>	<b>Wednesday</b>	<b>10</b>
	<b>Year End Shut Down</b>	<b>23-Dec 2027</b>	<b>Thursday</b>	<b>10</b>
	<b>Year End Shut Down</b>	<b>27-Dec 2027</b>	<b>Monday</b>	<b>10</b>
	<b>Year End Shut Down</b>	<b>28-Dec 2027</b>	<b>Tuesday</b>	<b>10</b>
	<b>Year End Shut Down</b>	<b>29-Dec 2027</b>	<b>Wednesday</b>	<b>10</b>
	<b>Year End Shut Down</b>	<b>30-Dec 2027</b>	<b>Thursday</b>	<b>10</b>
<b>2028</b>	<b>New Year's Day (observed)</b>	<b>3-Jan 2028</b>	<b>Monday</b>	<b>10</b>
	<b><u>Memorial Day</u></b>	<b><u>29-May 2028</u></b>	<b><u>Monday</u></b>	<b><u>10</u></b>
	<b><u>Day before Independence Day</u></b>	<b><u>3-July 2028</u></b>	<b><u>Monday</u></b>	<b><u>10</u></b>
	<b><u>Independence Day</u></b>	<b><u>4-July 2028</u></b>	<b><u>Tuesday</u></b>	<b><u>10</u></b>
	<b><u>Labor Day</u></b>	<b><u>4-Sept 2028</u></b>	<b><u>Monday</u></b>	<b><u>10</u></b>
	<b><u>Thanksgiving</u></b>	<b><u>23-Nov 2028</u></b>	<b><u>Thursday</u></b>	<b><u>10</u></b>
	<b><u>Year End Shut Down</u></b>	<b><u>25-Dec 2028</u></b>	<b><u>Monday</u></b>	<b><u>10</u></b>
	<b><u>Year End Shut Down</u></b>	<b><u>26 -Dec 2028</u></b>	<b><u>Tuesday</u></b>	<b><u>10</u></b>
	<b><u>Year End Shut Down</u></b>	<b><u>27-Dec 2028</u></b>	<b><u>Wednesday</u></b>	<b><u>10</u></b>
	<b><u>Year End Shut Down</u></b>	<b><u>28-Dec 2028</u></b>	<b><u>Thursday</u></b>	<b><u>10</u></b>
<b><u>2029</u></b>	<b><u>New Year's Day</u></b>	<b><u>1-Jan 2029</u></b>	<b><u>Monday</u></b>	<b><u>10</u></b>

**E. F. For employees on a 4/10B work schedule, the Company recognizes the following holiday schedule during the period of this Agreement:**

<b>Year</b>	<b>Holiday</b>	<b>Date</b>	<b>Day</b>	<b>Hours</b>
<b>2023</b>	<b>Independence Day</b>	<b>4-Jul 2023</b>	<b>Tuesday</b>	<b>10</b>
	<b>Thanksgiving Day</b>	<b>23-Nov 2023</b>	<b>Thursday</b>	<b>10</b>
	<b>Day after Thanksgiving</b>	<b>24-Nov 2023</b>	<b>Friday</b>	<b>10</b>

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

<b>Year</b>	<b>Holiday</b>	<b>Date</b>	<b>Day</b>	<b>Hours</b>
	<b>Year End Shut Down</b>	<b>22-Dec 2023</b>	<b>Friday</b>	<b>10</b>
	<b>Year End Shut Down</b>	<b>26-Dec 2023</b>	<b>Tuesday</b>	<b>10</b>
	<b>Year End Shut Down</b>	<b>27-Dec 2023</b>	<b>Wednesday</b>	<b>10</b>
	<b>Year End Shut Down</b>	<b>28-Dec 2023</b>	<b>Thursday</b>	<b>10</b>
	<b>Year End Shut Down</b>	<b>29-Dec 2023</b>	<b>Friday</b>	<b>10</b>
<b>2024</b>	<b>New Year's Day (observed)</b>	<b>2-Jan 2024</b>	<b>Tuesday</b>	<b>10</b>
	<b>Independence Day</b>	<b>4-Jul 2024</b>	<b>Thursday</b>	<b>10</b>
	<b>Day after Independence Day</b>	<b>5-Jul 2024</b>	<b>Friday</b>	<b>10</b>
	<b>Thanksgiving Day</b>	<b>28-Nov 2024</b>	<b>Thursday</b>	<b>10</b>
	<b>Day after Thanksgiving</b>	<b>29-Nov 2024</b>	<b>Friday</b>	<b>10</b>
	<b>Year End Shut Down</b>	<b>24-Dec 2024</b>	<b>Tuesday</b>	<b>10</b>
	<b>Year End Shut Down</b>	<b>25-Dec 2024</b>	<b>Wednesday</b>	<b>10</b>
	<b>Year End Shut Down</b>	<b>26-Dec 2024</b>	<b>Thursday</b>	<b>10</b>
	<b>Year End Shut Down</b>	<b>27-Dec 2024</b>	<b>Friday</b>	<b>10</b>
	<b>Year End Shut Down</b>	<b>31-Dec 2024</b>	<b>Tuesday</b>	<b>10</b>
<b>2025</b>	<b>New Year's Day</b>	<b>1-Jan 2025</b>	<b>Wednesday</b>	<b>10</b>
	<b>Independence Day</b>	<b>3-Jul 2025</b>	<b>Thursday</b>	<b>10</b>
	<b>Independence Day</b>	<b>4-Jul 2025</b>	<b>Friday</b>	<b>10</b>
	<b>Thanksgiving Day</b>	<b>27-Nov 2025</b>	<b>Thursday</b>	<b>10</b>
	<b>Day after Thanksgiving</b>	<b>28-Nov 2025</b>	<b>Friday</b>	<b>10</b>
	<b>Year End Shut Down</b>	<b>24-Dec 2025</b>	<b>Wednesday</b>	<b>10</b>
	<b>Year End Shut Down</b>	<b>25-Dec 2025</b>	<b>Thursday</b>	<b>10</b>
	<b>Year End Shut Down</b>	<b>26-Dec 2025</b>	<b>Friday</b>	<b>10</b>
	<b>Year End Shut Down</b>	<b>30-Dec 2025</b>	<b>Tuesday</b>	<b>10</b>
	<b>Year End Shut Down</b>	<b>31-Dec 2025</b>	<b>Wednesday</b>	<b>10</b>
<b>2026</b>	<b>New Year's Day</b>	<b>1-Jan 2026</b>	<b>Thursday</b>	<b>10</b>
	<b>Day after New Year's Day</b>	<b>2-Jan 2026</b>	<b>Friday</b>	<b>10</b>
	<b>Thanksgiving Day</b>	<b>26-Nov 2026</b>	<b>Thursday</b>	<b>10</b>
	<b>Day after Thanksgiving</b>	<b>27-Nov 2026</b>	<b>Friday</b>	<b>10</b>

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

<b>Year</b>	<b>Holiday</b>	<b>Date</b>	<b>Day</b>	<b>Hours</b>
	Year End Shut Down	24-Dec 2026	Thursday	10
	Year End Shut Down	25-Dec 2026	Friday	10
	Year End Shut Down	29-Dec 2026	Tuesday	10
	Year End Shut Down	30-Dec 2026	Wednesday	10
	Year End Shut Down	31-Dec 2026	Thursday	10
<b>2027</b>	New Year's Day	1-Jan 2027	Friday	10
	Independence Day (observed)	2-Jul 2027	Friday	10
	Thanksgiving	25-Nov 2027	Thursday	10
	Day after Thanksgiving	26-Nov 2027	Friday	10
	Year End Shut Down	23-Dec 2027	Thursday	10
	Year End Shut Down	24-Dec 2027	Friday	10
	Year End Shut Down	28-Dec 2027	Tuesday	10
	Year End Shut Down	29-Dec 2027	Wednesday	10
	Year End Shut Down	30-Dec 2027	Thursday	10
	Year End Shut Down	31-Dec 2027	Friday	10
<b>2028</b>	New Year's Day (observed)	4-Jan 2028	Tuesday	10
	<u>Memorial Day (observed)</u>	<u>26-May 2028</u>	<u>Friday</u>	<u>10</u>
	<u>Independence Day</u>	<u>4-July 2028</u>	<u>Tuesday</u>	<u>10</u>
	<u>Thanksgiving</u>	<u>23-Nov 2028</u>	<u>Thursday</u>	<u>10</u>
	<u>Day after Thanksgiving</u>	<u>24-Nov 2028</u>	<u>Friday</u>	<u>10</u>
	<u>Year End Shut Down</u>	<u>22-Dec 2028</u>	<u>Friday</u>	<u>10</u>
	<u>Year End Shut Down</u>	<u>26 -Dec 2028</u>	<u>Tuesday</u>	<u>10</u>
	<u>Year End Shut Down</u>	<u>27-Dec 2028</u>	<u>Wednesday</u>	<u>10</u>
	<u>Year End Shut Down</u>	<u>28-Dec 2028</u>	<u>Thursday</u>	<u>10</u>
	<u>Year End Shut Down</u>	<u>29-Dec 2028</u>	<u>Friday</u>	<u>10</u>
<b><u>2029</u></b>	<u>New Year's Day (observed)</u>	<u>2-Jan 2029</u>	<u>Tuesday</u>	<u>10</u>

**F. G. For employees on a 3/12 work schedule, the Company recognizes the following holiday schedule during the period of this Agreement:**

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

<b>Year</b>	<b>Holiday</b>	<b>Date</b>	<b>Day</b>	<b>Hours</b>
<b>2023</b>	<b>Independence Day (observed)</b>	<b>2-Jul 2023</b>	<b>Sunday</b>	<b>12</b>
	<b>Day after Thanksgiving</b>	<b>24-Nov 2023</b>	<b>Friday</b>	<b>12</b>
	<b>Year End Shut Down</b>	<b>22-Dec 2023</b>	<b>Friday</b>	<b>12</b>
	<b>Year End Shut Down</b>	<b>23-Dec 2023</b>	<b>Saturday</b>	<b>12</b>
	<b>Year End Shut Down</b>	<b>24-Dec 2023</b>	<b>Sunday</b>	<b>12</b>
	<b>Year End Shut Down</b>	<b>29-Dec 2023</b>	<b>Friday</b>	<b>12</b>
	<b>Year End Shut Down</b>	<b>30-Dec 2023</b>	<b>Saturday</b>	<b>12</b>
	<b>Year End Shut Down</b>	<b>31-Dec 2023</b>	<b>Sunday</b>	<b>12</b>
<b>2024</b>	<b>Independence Day (observed)</b>	<b>5-Jul 2024</b>	<b>Friday</b>	<b>12</b>
	<b>Day after Thanksgiving</b>	<b>29-Nov 2024</b>	<b>Friday</b>	<b>12</b>
	<b>Year End Shut Down</b>	<b>20-Dec 2024</b>	<b>Friday</b>	<b>12</b>
	<b>Year End Shut Down</b>	<b>21-Dec 2024</b>	<b>Saturday</b>	<b>12</b>
	<b>Year End Shut Down</b>	<b>22-Dec 2024</b>	<b>Sunday</b>	<b>12</b>
	<b>Year End Shut Down</b>	<b>27-Dec 2024</b>	<b>Friday</b>	<b>12</b>
	<b>Year End Shut Down</b>	<b>28-Dec 2024</b>	<b>Saturday</b>	<b>12</b>
	<b>Year End Shut Down</b>	<b>29-Dec 2024</b>	<b>Sunday</b>	<b>12</b>
<b>2025</b>	<b>Independence Day</b>	<b>4-Jul 2025</b>	<b>Friday</b>	<b>12</b>
	<b>Day after Thanksgiving</b>	<b>28-Nov 2025</b>	<b>Friday</b>	<b>12</b>
	<b>Year End Shut Down</b>	<b>19-Dec 2025</b>	<b>Friday</b>	<b>12</b>
	<b>Year End Shut Down</b>	<b>20-Dec 2025</b>	<b>Saturday</b>	<b>12</b>
	<b>Year End Shut Down</b>	<b>21-Dec 2025</b>	<b>Sunday</b>	<b>12</b>
	<b>Year End Shut Down</b>	<b>26-Dec 2025</b>	<b>Friday</b>	<b>12</b>
	<b>Year End Shut Down</b>	<b>27-Dec 2025</b>	<b>Saturday</b>	<b>12</b>
	<b>Year End Shut Down</b>	<b>28-Dec 2025</b>	<b>Sunday</b>	<b>12</b>
<b>2026</b>	<b>Independence Day</b>	<b>4-Jul 2026</b>	<b>Saturday</b>	<b>12</b>
	<b>Day after Thanksgiving</b>	<b>27-Nov 2026</b>	<b>Friday</b>	<b>12</b>
	<b>Year End Shut Down</b>	<b>18-Dec 2026</b>	<b>Friday</b>	<b>12</b>
	<b>Year End Shut Down</b>	<b>19-Dec 2026</b>	<b>Saturday</b>	<b>12</b>
	<b>Year End Shut Down</b>	<b>20-Dec 2026</b>	<b>Sunday</b>	<b>12</b>

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.



Year	Holiday	Date	Day	Hours
	Year End Shut Down	25-Dec 2026	Friday	12
	Year End Shut Down	26-Dec 2026	Saturday	12
	Year End Shut Down	27-Dec 2026	Sunday	12
2027	New Year's Day	1-Jan 2027	Friday	12
	Independence Day	4-Jul 2027	Sunday	12
	Day after Thanksgiving	26-Nov 2027	Friday	12
	Year End Shut Down	24-Dec 2027	Friday	12
	Year End Shut Down	25-Dec 2027	Saturday	12
	Year End Shut Down	26-Dec 2027	Sunday	12
	Year End Shut Down	31-Dec 2027	Friday	12
2028	New Year's Day	1-Jan 2028	Saturday	12
	<u>Day after New Year's Day</u>	<u>2-Jan 2028</u>	<u>Sunday</u>	<u>12</u>
	<u>Independence Day (observed)</u>	<u>2-Jul 2028</u>	<u>Sunday</u>	<u>12</u>
	<u>Day after Thanksgiving</u>	<u>24-Nov 2028</u>	<u>Friday</u>	<u>12</u>
	<u>Year End Shut Down</u>	<u>23-Dec 2028</u>	<u>Saturday</u>	<u>12</u>
	<u>Year End Shut Down</u>	<u>24-Dec 2028</u>	<u>Sunday</u>	<u>12</u>
	<u>Year End Shut Down</u>	<u>29-Dec 2028</u>	<u>Friday</u>	<u>12</u>
	<u>Year End Shut Down</u>	<u>30-Dec 2028</u>	<u>Saturday</u>	<u>12</u>
	<u>Year End Shut Down</u>	<u>31-Dec 2028</u>	<u>Sunday</u>	<u>12</u>

**G. H.**

- 1) Any employee who is not scheduled to receive a full week check may receive a payment from their vacation balance to cover the difference between hours worked and a normal weeks pay. Employee requests for payment should be made to the Payroll Accounting Department at least one (1) week in advance.
- 2) An employee shall ~~receive eight (8) hours~~ **be paid the entirety of their shift at the employee's** hourly straight time including shift bonus ~~and odd work week bonus~~, if any, for each holiday regardless of the day of the week upon which the holiday falls. In addition, two times (2x) the employee's regular hourly rate of pay shall be paid for hours worked on holidays.

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

- 3) In order to be eligible for holiday pay, an employee must have worked or have been on a vacation or a paid leave (other than paid personal business) on the last work day before or the first work day after the holiday. When the holiday falls on the day before employment or the day after termination, or during an employee's leave, no pay under this Section shall be granted. Employees who are on a leave of absence (excluding paid military leave) the last work day immediately before the holiday are considered to be on a leave of absence for the entire holiday period and are ineligible to receive holiday pay during the respective holiday period.
  
- 4) ~~Should a recognized holiday fall upon a Sunday, the Monday immediately following shall be observed as the holiday. Should a recognized holiday fall upon a Saturday, the Friday immediately preceding shall be observed as the holiday unless the work schedule of the majority of employees includes Saturdays, in which event the holiday shall be observed on Saturday. Should a holiday fall upon the sixth or seventh day of the work week of an employee assigned to an odd work week, the preceding or the following day, respectively, shall be considered a holiday for the employee~~

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.



