

AGREEMENT

September 4, 2023



Local 1150 International Brotherhood of Teamsters
and
Sikorsky, A Lockheed Martin Company

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AGREEMENT

This Agreement is made and entered into this 4th day of September, 2023, by and between Sikorsky, a Lockheed Martin Company, hereinafter called the "Company," and Sikorsky Teamsters Local 1150, affiliated with the International Brotherhood of Teamsters, hereinafter called the "Union." It is understood and agreed to by the Company and the Union that this agreement supersedes and supplements any and all previous agreements which they heretofore have entered into. As used in this agreement, the masculine and feminine gender import one another.

PURPOSE

It is the intent and purpose of the parties hereto that this Agreement promote and improve the industrial and economic status of the parties, provide orderly collective bargaining relations between the Company and the Union, and secure a prompt and fair disposition of grievances so as to eliminate interruptions of work and interference with the efficient operation of the Company's business.

ARTICLE 1
MANAGEMENT FUNCTIONS

1.1 **Company Rights**

It is recognized that in addition to other functions and responsibilities the Company has and will retain the sole right and responsibility to direct the operations of the Company and in this connection to determine the number and location of its plants; the product to be manufactured; the types of work to be performed; the size and number of the working force in the active employ of the Company from time to time; whether the Company's work shall be performed by employees of the Company or independent contractors or their employees; the identity of the Company's personnel to whom work shall be assigned; whether transfers, promotions, or demotions are to be made; the identity of or number of new employees to be hired; the schedules of production; shift schedules and hours of work; the methods, processes, and means of manufacturing; and to select and hire employees, including the right to make and apply rules and regulations for production, discipline, efficiency, and safety.

1.2 **Right to Promote, Demote, Transfer, Discipline, and Lay off Employees**

It shall also have the right and responsibility to promote, demote and transfer employees, and to discharge, suspend or otherwise progressively discipline any employee for just cause, and to lay off because of lack of work or other cause, unless otherwise hereinafter provided.

ARTICLE 2 **COVERAGE**

2.1 Coverage

For the purpose of this Agreement, the term "employee" as used herein shall apply to and include all hourly rated production, inspection and maintenance employees, including shipping and receiving clerks, trainees, and apprentices of Sikorsky, A Lockheed Martin Company located at 299 Airport Boulevard, Troy, Alabama but excluding all salaried employees, professional employees, employees of the engineering test laboratories, plant protection employees, health and safety employees, main office clerical employees, and all employees classified as Clerks, and Secretaries, Supervisor's Clerks, Timekeepers, Executives, Managers, Foremen, group Supervisors, and all supervisory personnel as defined in the National Labor Relations Act, as amended.

ARTICLE 3
RECOGNITION

3.1 **Recognition**

In accordance with the Certification of Representative issued by the National Labor Relations Board on March 29, 1962, pursuant to an election conducted by said Board, the Company recognizes the Sikorsky Teamsters Local 1150, affiliated with the International Brotherhood of Teamsters, as the sole collective bargaining agency for the employees defined in Article 2 herein for the purposes set forth in the National Labor Relations Act as amended.

3.2 **Union as Recognized Bargaining Agent for Facilities within Alabama**

The Company shall recognize the Union as the bargaining agent for those employees (as defined in Article 2) who, during the life of this Agreement, are employed on work currently performed by members of the Bargaining Unit and which is relocated or expanded into another plant or facility of the Company within the State of Alabama

3.3 **Exclusive Representation by the Union**

The Company and the Union recognize the importance for employees to have a voice at work; to acknowledge and respect the fundamental rights of workers to decide whether or not to be represented by a Union of their own choosing and engage in collective bargaining if employees wish in an environment free of intimidation, threats or coercion; and to acknowledge and respect the role of Unions in representing the interests of employees who have chosen to designate the Union as their exclusive representatives for purposes of collective negotiations.

If employees choose exclusive representation by the Union, the parties believe that collective bargaining is a vehicle that provides respect to workers; and understand that voice, collaboration, and partnership are consistent with the mission of Lockheed Martin. Further, the Parties recognize that non-union employees within the Company have the right to express their desire via a secret ballot election conducted under the National Labor Relations Act to be represented by a Union and that the International Brotherhood of Teamsters (IBT) desire to represent these employees.

ARTICLE 4
NONDISCRIMINATION

- 4.1** The Company agrees to provide equal opportunity for employment and advancement to all qualified persons and there shall be no discrimination by the Company or the Union with regard to rate of pay or with respect to the application of the terms of this Agreement, due to, race, ethnicity, color, religion, national origin, age, sex, pregnancy, disability – mental or physical so long as the essential functions of the job can be performed with or without reasonable accommodation, ancestry, sexual orientation, gender identity or expression, marital status, family structure, genetic information, or veteran status.

ARTICLE 5

UNION SECURITY, UNION MEMBERSHIP, AGENCY FEE AND CHECKOFF

5.1 Obligation to Union

- (a) Every employee covered by this Agreement must, for the life of this Agreement, after the grace period described in Section 5.2, satisfy an obligation to the Union as the unit's exclusive bargaining representative. Under this Agreement, employees must choose one of the two ways of satisfying this obligation, as described below. Every employee has the right to make this choice free of interference, restraint or coercion:
 - (1) **Full Union membership:** The employee chooses to join the Union as a full member, is subject to all rights and duties accorded members, and, as a condition of employment, must pay the full initiation fee and periodic dues charged by the Union;
 - (2) **Agency Fee payer:** The employee does not become a member of the Union, and thus is not entitled to the full range of rights and duties of Union membership. This employee must, as a condition of continued employment, pay, in an amount permitted by law, a percentage of the periodic dues, charged by the Union to its members to satisfy an obligation to the Union as the unit's exclusive bargaining representative.
- (b) Employees may elect to change their chosen status upon appropriate written notice to the Union.
- (c) This Union security provision shall not apply in any location where it is prohibited by state law, and if so prohibited it shall apply whenever the law is changed so that it may be effective.

5.2 Pay Period and Time of Deduction

- (a) **New Hires:** For all new employees who are hired into the unit during the life of this Agreement, their chosen status pursuant to Section 5.1, and their obligation to pay dues and fees, shall begin on the thirtieth (30) day after their date of hire.
- (b) **Current Employees:** For employees in the unit who are full Union members on the effective date of this Agreement, their obligation to the Union is continuous, although they are free to change their status.
- (c) **Furnishing of New Hire list:** The Company agrees to provide to the Union on a weekly basis a list of new employees hired into the Bargaining Unit.

5.3 Condition of Employment

An employee who fails to comply with the requirements of Sections 5.1 and 5.2 shall be notified by the Union in writing, via certified mail, return receipt requested, and given fifteen (15) days from their receipt of the certified letter to cure their delinquency or be terminated from employment with the Company. An employee who fails to cure their delinquency within the fifteen (15) day period set forth above, upon written request from the Union to the Company, shall be terminated from employment. The Union shall provide the Company with evidence of compliance with the notice requirements of this Section.

5.4 Indemnification of Company

The Union agrees it will indemnify and save the Company harmless from any and all liability, claim, responsibility, damage, or suit on behalf of a terminated employee arising out of action taken by the Company pursuant to the terms of Section 5.3.

5.5 Monthly Dues Deductions

- (a) **Union Membership:** The Company agrees to deduct monthly Union dues in whatever sums are established by the Local Union as the regular monthly dues required as a condition of retaining membership therein upon the receipt of a properly executed assignment card. The Company also agrees to deduct from the earnings of an employee one (1) initiation fee and hourly administrative dues in whatever amount is authorized by such employee on a properly executed assignment card which is delivered to the Company.
- (b) **Agency Fees:** The Company agrees to deduct fees for an agency fee payer in whatever sums are established by the Union as the regular monthly fees and hourly administrative fees required as a condition of employment pursuant to Section 5.1(a) (2) upon receipt of a properly executed assignment card.

5.6 Certification of Union Dues and Agency Fees

The sums which represent such monthly Union dues and hourly administrative dues and monthly agency fees and hourly administrative fees shall be certified to the Company as constituting such by the duly authorized financial officer of the Local Union. If the sums once certified are changed, the amount deducted from the earnings of an employee who has authorized such deduction shall not be increased or decreased until 30 days' written notice of such change has been received by the Company from the duly authorized financial officer of Local 1150.

5.7 Dues / Fees Deductions

- (a) **Deduction of Monthly Dues or Agency Fees:** The deduction of the first monthly dues or agency fees and the initiation fee shall be made from the

earnings received by the employee on the first (1st) and/or third (3rd) Thursday of the month following the month in which a properly executed assignment card is received by the Company. Union dues or agency fees will be deducted bi-weekly thereafter from the earnings received by the employee on the first (1st) and third (3rd) Thursday of each month.

- (b) **Deduction of Administrative Fees:** The deduction of administrative dues and administrative fees shall be made from the earnings received by the employee on a weekly basis commencing in the payroll period immediately following the payroll period in which a properly executed assignment card is received by the Company. The schedule for deduction of administrative dues or administrative fees may be changed upon mutual agreement between the Company and the Union.
- (c) **Deductions – Insufficient Earnings – Final Attempt:** If in any designated pay week of any month the earnings of any employee who authorized such deductions are insufficient to permit deductions to be made, the Company will make the appropriate deductions from the employee's earnings in the next designated week's pay.
- (d) **Deductions – Insufficient Earnings – No Further Obligation:** If the Company is unable to collect union dues or agency fee in any amount for six (6) consecutive designated pay periods, the obligation of the Company to deduct Union dues or an agency fee will then revert to a current basis, and it is understood the Company will have no further obligation for the collection of past dues or agency fees in such cases unless notified otherwise by the duly authorized financial officer of the Union.

5.8 Remittance to Union

Deductions provided for in Section 5.7 shall be remitted to the Principal Officer of the Union by the end of the month in which the deductions were made. The Company shall simultaneously furnish the Principal Officer of the Union each month a record of the employees from whose earnings deductions have been made and the amounts of the deductions.

5.9 Effect of Termination, Transfer or Layoff

The Company's obligation to make such deductions shall terminate automatically upon termination or layoff of the employee who signed the Authorization card or upon their transfer to a plant, department, or job not covered by this Agreement, except that deductions shall be resumed if an employee, terminated or laid off, is rehired or recalled with seniority rights and no period of revocation intervened during their layoff.

5.10 Indemnification of Company

The Union agrees that it will indemnify and save the Company harmless from any and all liability, claim, responsibility, damage or suit which may arise out of any action taken by the Company in accordance with the terms of Sections 5.5 through 5.9 or in reliance upon the authorization described herein, in an amount not to exceed the sum received by the Union on account of the deductions made from the earnings of such employee or employees.

5.11 No Solicitation

There shall be no solicitation of employees for Union membership or dues conducted upon the premises of the Company during times when either the employee (or employees) being solicited or the employee (or employees) performing such solicitation are being paid by the Company to perform work.

5.12 Company Obligation

The Company's obligations set forth in this Article shall terminate automatically in the event of any strike, sympathy strike, sit-down, slowdown, concerted stoppage of work or picketing of the Company's plants or premises by employees of the Company; provided, however, that said obligations shall not terminate if the Union has complied with the provisions of Article 12.

5.13 Checkoff Assignment Card

It is agreed that the Company shall honor checkoff assignment cards only when such cards are properly completed and executed.

5.14 New Employee Orientation

All new Bargaining Unit employees will have Union rights and obligations, benefits, entitlements, and the attendance policy described to them during orientation by a representative of the Union. Employees will be allowed up to two-hundred forty (240) minutes of paid time for new employee orientation. New Employee Orientation will be conducted by the Union at a location of its choosing. The Company will schedule all new Bargaining Unit employees to attend New Employee Orientation no later than 14 days from date of hire. The Union shall assume all responsibility for the distribution and collection of payroll deduction assignment cards for Union dues and the initiation fee, or agency fees. In addition, the Union will be allowed thirty (30) minutes to meet with the new employee during a follow-up orientation meeting.

NAME _____ EFFECTIVE
DATE _____

CLOCK NUMBER _____
DEPARTMENT _____

TO: SIKORSKY, A LOCKHEED MARTIN COMPANY

I hereby assign to Sikorsky Teamsters Local 1150 of the International Brotherhood of Teamsters, from the second pay earned by me (paid on the third Thursday) each month, whatever sum is established by the Local Union as the monthly dues uniformly required as a condition of retaining membership therein and has been certified as such to the Company by the duly authorized financial officer of Sikorsky Teamsters Local 1150. This assignment shall be effective and irrevocable whether or not I remain a member of Teamsters Local No. 1150 for periods of one (1) year subsequent to the effective date or subsequent to the anniversary of the effective date of any year thereafter, provided, that there is an agreement in effect between the company and the union, and provided further, that no written notice of cancellation of this assignment is given by me to the company and the union, simultaneously, within ten (10) days prior to the effective date, or within ten (10) days prior to the anniversary of the effective date, of any year thereafter.

Witness _____ Signed _____
Date _____

I further assign from the second pay earned by me in the month following the receipt by you of this authorization one (1) initiation fee in whatever sum (but not to exceed _____ dollars) is established as such by the Local Union and has been certified as constituting such initiation fee to the Company by the duly authorized financial officer of Sikorsky Teamsters Local 1150. This assignment of one (1) initiation fee shall become effective only if there is in effect an agreement between the Company and the Union on the date of the assignment.

Witness _____ Signed _____
Date _____

ARTICLE 6
GRIEVANCE PROCEDURE

6.1 Earnest Effort Resolution

In the event that a difference arises between the Company, the Union, or any employee concerning the interpretation, application, or compliance with the provisions of this Agreement, an earnest effort will be made to resolve it in accordance with the following procedure which must be adhered to.

6.2 Grievance Submittal Time

A grievance must be filed within seven (7) working days immediately following the date of the condition or event which gives rise to the grievance or within the seven (7) working day period immediately following the date on which the employees should reasonably have become aware of the condition or event from which the grievance arises. A promotional grievance may be filed within fifteen (15) calendar days commencing when the Union receives the bi-weekly promotional list. In the event of a layoff grievance governed by Sections 8.7 and 8.8 the timing of the grievance will be determined by those Sections.

6.3 System of Presenting and Adjusting Grievances

The Company and the Union agree to the following system of presenting and adjusting grievances.

STEP 1

6.4 Step One

An employee having a grievance affecting wages, hours or working conditions may, after giving notice to their immediate Supervisor, take it up either directly with their Supervisor or with the area Labor Steward.

6.5 Oral Presentation

A grievance of an employee must be presented orally at Step 1A to the employee's immediate Supervisor by the area Labor Steward. In the event an employee's complaint is not resolved, a meeting between the area Labor Steward, the employee, their immediate Supervisor, and a management representative will be scheduled as soon as possible. Should the management representative not be immediately available for the Step 1B meeting of the employee's grievance, such meeting will be scheduled as soon as practicable, but in no event not later than three (3) working days, excluding Saturdays, Sundays and holidays, from the date of the employee's initial complaint. Any such discussions shall be as brief as possible. The answer of the Supervisor or management representative will be given orally within five (5) working days, excluding Saturdays,

Sundays, and holidays, after the meeting. The parties recognize the importance of the settling of grievances at the earliest practical opportunity and therefore, agree to devote a concentrated effort to resolve grievances at this stage and thereby minimize the necessity of reducing grievances to writing. The Supervisor will produce at this step of the procedure, at no cost to the Union, the records the Supervisor has available to them and which the Company relied upon to reach the conclusion or make the decision which resulted in the instant grievance. Any resolutions reached at this step will be documented on the STEP ONE form provided, which will be signed by the Steward and the Supervisor or Manager, and a copy will be provided to both parties.

6.6 Written Notification

If the grievance is not satisfactorily settled at Step 1, it must be reduced to writing on the form provided within five (5) working days excluding Saturdays, Sundays, and holidays, of this meeting. All grievances which affect the wages, hours, or working conditions of any employee, must be signed by the employee when reduced to writing and submitted to the employee's Supervisor.

6.7 Request for Records

Requests for pertinent records (as more fully described in 6.13) pertaining to the employee involved as may be necessary to the settlement of the grievance may be made by the area Labor Steward to the employee's immediate Supervisor or to the management representative at this step of the grievance procedure. Requested records, if readily available, shall be provided at Step 1, otherwise such records shall be provided at Step 2.

STEP 2

6.8 Step Two

When the grievance is reduced to writing, there must be set forth in the spaces provided all of the following:

- (a) Statement of Grievance and Facts:** A complete statement of the grievance and the facts upon which it is based;
- (b) Proposed Remedy or Correction:** The remedy or correction which the grievant wishes the Company to make; and
- (c) Violation of Agreement Claimed:** The Section of this Agreement, if any, which is claimed to have been violated.

6.9 Meeting Scheduled

When reduced to writing, the grievance shall be taken up, at a regularly scheduled meeting held at least once every two (2) weeks, if necessary, with the Labor Relations Representative and the Business Agent, provided the grievance is included in an agenda

letter for the first scheduled meeting following the date of the management representative's decision at Step 1; provided, however, that if this is not done the grievance shall be included in an agenda letter for the second regularly scheduled meeting following the date of the management representative's decision at Step 1. If the grievance is not included in such an agenda letter, the decision of the management representative at Step 1, shall be final and conclusive and binding upon the grievant, the Company and the Union unless otherwise agreed among the parties in writing.

6.10 Grievance Affecting a Substantial Number of Employees

A grievance which affects a substantial number of employees, other than job rating grievances, and which the Supervisor at Step 1 of this procedure lacks authority to settle, and grievances filed by the Company or the Union shall initially be submitted by email at this step and must be included in an agenda letter as provided by Section 6.9. If the grievance involves financial liability on the part of the Company to employees and if it is not resolved at this step, it may be appealed to Step 3 not later than seven (7) working days, excluding Saturdays, Sundays, and holidays, after the decision of the Labor Relations Representative, provided written grievances signed by the employees affected are presented to the Labor Relations Representative by the Business Agent within the seven (7) day appeal period.

6.11 Grievance Affecting a Substantial Number of Employees – No Financial Responsibility

A grievance which affects a substantial number of employees and which does not involve financial liability on the part of the Company to employees may likewise be submitted by email by the Company or Union and must be included in an agenda letter as provided by Section 6.9 at this step of the procedure and if not resolved, may be appealed to Step 3 of the grievance procedure as hereinafter provided.

6.12 Grievance Decision

The Labor Relations Representative will render a decision on a grievance appealed to Step 2 as soon as possible but not later than five (5) working days, excluding Saturdays, Sundays, and holidays (unless extended by mutual agreement) after their meeting with the Business Agent on such grievances.

6.13 Grievance Handling – Pertinent Information

If otherwise not provided pursuant to Section 6.7, the Company will produce at Step 1, Step 2, and Step 3 any and all pertinent information whether or not proprietary. For purposes of grievance handling, the Union is entitled to existing pertinent proprietary information and future created pertinent proprietary information. By proprietary it is meant any information which could damage the Company's reputation or competitiveness or which could be adverse to National security.

If at Step 1 the Supervisor or management representative declares pertinent information to be proprietary, the Supervisor or management representative will permit the Steward to

examine the proprietary documents. Both parties will then initial the document. The same procedure will be used for Step 2.

If at Step 2 the Union again requests the pertinent proprietary document, one copy of such document will be provided to the Union upon request. It is understood that such information must be held in the strictest confidence by the Union and cannot be distributed or reproduced in any manner to any party.

In the case of a grievance contesting the suspension or discharge of a Bargaining Unit member, the information will include a statement of the reason(s) for the suspension or discharge. Any documents relied upon by the Company in reaching the decision to suspend or discharge will be provided to the Union Principal Officer, or at the request of a Union Business Agent, no later than twenty-four (24) hours from the date the grievance was submitted.

The following items which are non-proprietary in nature will be provided to the Union at Step 1, upon request as provided in Section 6.7. Other items which do not appear on this list, will also be provided if requested and pertinent to the grievance.

- Grievant's personnel record
- Time and attendance records
- Crew Load charts
- FAA test results
- Applicable seniority list
- Detail job description sheets
- Safety records
- Employee profile
- Employee entry access records
- Security incident report

The parties agree when there is a dispute as to whether requested records are pertinent, the following procedure must be followed.

Upon notification by one party to the other of the existence of a dispute (orally or in writing), a meeting shall be scheduled between the Labor Relations Lead, or designee, and the Union's Principal Officer to discuss the dispute. Except by mutual agreement, such meeting must be held within three (3) business days of the request. An alternate may be sent to this meeting only through mutual agreement and provided they have complete authority to settle the dispute.

If an agreement cannot be reached on the disputes, the parties shall promptly schedule an expedited arbitration hearing before Ms. Susan Halperin. If Arbitrator Halperin is not available, Ms. Joan Parker shall be designated to settle the dispute.

- (a) Dispute Submittal to Arbitrator by Conference Call:** If possible, the dispute shall be submitted to the Arbitrator on the basis of a conference call to be made as soon as possible after the parties agree that they cannot resolve the dispute. If this method is used, the Arbitrator shall render a decision by the end of the conversation or within twenty-four (24) hours thereafter and confirm the decision in writing.

- (b) **Dispute Submittal to Arbitrator by Writing:** If a telephonic conference is not possible within three (3) working days of the impasse, then each party shall submit in writing, a statement of position to the Arbitrator simultaneously through Express Mail or email and the Arbitrator shall render a decision within twenty-four (24) hours of receipt of such position papers.

Compliance with the decision of the Arbitrator shall be effected within two (2) business days after the day of the decision or the date of the decision if not made as a result of a telephonic conference.

If the procedure set forth above is delayed by either party, without the consent of the other party, the party causing such delay shall be responsible for the cost of arbitration, including the Arbitrator's fee. Otherwise, the fee and expense of the Arbitrator shall be divided equally between the Company and the Union. It is the intention of the parties to expedite the resolution of such disputes as expeditiously as possible.

6.14 Permission for Business Agent, Local 1150 to Enter the Plant

An accredited Business Agent of Local 1150 may, with permission of the Labor Relations Lead, or designee, be permitted to enter the plant for the purpose of observing either the condition which gave rise to a grievance which has been appealed to this step of the grievance procedure or other working conditions, provided that such observation is essential and material to the facts presented in such grievance or complaint about working conditions; and provided further, that such visits shall be made in accordance with government regulations and Company rules respecting plant visitors.

STEP 3

6.15 Grievance Procedure – Step Three - Appeal

If the grievance is not satisfactorily settled at Step 2, an appeal may be taken by the Union Principal Officer to the Labor Relations Lead, or designee, within seven (7) working days, excluding Saturdays, Sundays and holidays after the decision of the Labor Relations Lead at Step 2. Such appeal shall be in writing and shall state specifically the grievance or grievances appealed to this step of the procedure. A conference between the Principal Officer, or at their discretion, the Business Agent, the Union's designated notetaker and the Labor Relations Lead or their delegate, and a Management representative shall be held as soon as possible, but not later than ten (10) working days, excluding Saturdays, Sundays and holidays, after the receipt of the letter of appeal. The decision of the Labor Relations Lead, or their designee, shall be rendered as soon as possible, but not later than seven (7) working days after their meeting with the Principal Officer. The above time limits may be extended by mutual consent.

6.16 Permission for Union Principal Officer or Union Representative to Enter the Plant

The Union Principal Officer or their designee, may, with permission of the Labor Relations Lead or their designee, be permitted to enter the plant for the purpose of observing either the condition which gave rise to a grievance which has been appealed to this step of the grievance procedure or other working conditions, provided that such observation is essential and material to the facts presented in such grievance or complaint about working conditions; and provided further, that such visit shall be made in accordance with government regulations and Company rules respecting plant visitors.

ARBITRATION

6.17 Arbitrable Grievances

- (a) **Request for Arbitration and Exceptions:** Any contractual grievance not settled at Step 3 of this Article shall be submitted to arbitration upon the request of either party hereto filed in accordance with the provisions of this Article with the following exceptions:
- (1) **Article 1**
 - (2) **Article 7, Section 7.30**
- (b) **Arbitrable Grievances:** Also, the following grievances, if not settled at Step 3 of this Article, shall be submitted to arbitration upon the request of either party hereto filed in accordance with the provisions of this Article subject to the following conditions:
- (1) **Improper Job Classification:** A grievance alleging that an employee is not properly classified in their assigned job code because they have performed the essential duties of a different job code within the Bargaining Unit (at least one labor grade higher than their assigned code) for a practicable majority of the time during a period of ninety (90) continuous working days. If such a grievance is found to have merit, the award of the Arbitrator is limited to an adjustment in pay equal to the difference between the employee's actual earnings and the earnings they would have received had they been properly classified during the ninety (90) continuous working days immediately preceding the filing of the grievance.
 - (2) **HJRP:** A grievance alleging that, in administering the Hourly Job Rating Plan, subsequent to the effective date of this Agreement, the Company has established the labor grade of a new job improperly, or has changed improperly the labor grade of an existing job because of a change which the Company has made in the contents or requirements of such existing job. For the purpose of this Subsection, no job shall be considered to be a new job if it is described in one of the detailed job description sheets describing jobs performed by employees within the Bargaining Unit as of

the effective date of this Agreement and which, prior to that date, was furnished to the Union.

- (c) **Other Grievances Referred to Arbitration:** Other grievances arising under this contract which are not settled at Step 3 of this Article may be referred to arbitration if the Company and the Union mutually agree in writing. The Company will respond to the Union within ten (10) working days of receipt of an appeal letter under (a), (b) and (c) of this Section.
- (d) **Non-Arbitrable Issues:** Except for the grievances which can be arbitrated under (a), (b), and (c) of this Section, no disputes, misunderstandings, differences, or grievances arising between the parties as to the meaning, interpretation, or application of the provisions of this Agreement shall be submitted to any Arbitrator for decision. It is further understood and agreed that no grievance, dispute, misunderstanding, or difference between the parties arising out of events which occurred prior to the execution of this Agreement shall be submitted to arbitration under the provisions of this Agreement.

6.18 Decision of Arbitrator

The decision of the Arbitrator shall be supported by substantial evidence on the record as a whole and shall be final and conclusive and binding upon the grievant, the Company, and the Union.

6.19 Limitations of Arbitrator

The Arbitrator shall have no power to add to or subtract from or modify in any way any of the terms of this Agreement; nor shall the Arbitrator have jurisdiction in any case submitted to arbitration to affect in any way, directly or indirectly, by any decision or in any other manner, the right and responsibility of the Company to direct its operations; to determine the number and location of its plants; the product to be manufactured; the types of work to be performed; the size and number of the working force in the active employ of the Company from time to time; whether the Company's work shall be performed by employees of the Company or independent contractors or their employees; the identity of the Company's personnel to whom work shall be assigned; whether transfers, promotions, or demotions are to be made; the identity of or number of new employees to be hired; the schedules of production; shift schedules and hours of work; the methods, processes, and means of manufacturing; and to select and hire employees, including the right to make and apply rules and regulations for production, discipline, efficiency, and safety unless otherwise provided by this Agreement.

6.20 Referring a Case to Arbitration

The party referring a grievance to arbitration shall have the obligation of going forward with its case before the other party shall be required to present its case or adduce any testimony except in the case of a dismissal, suspension or disciplinary warning the Company will go first.

6.21 Selection of Arbitrator

It is agreed that during the term of this Agreement, all grievances subject to arbitration under Section 6.17, shall be referred for a decision to one of the members of a fixed panel of Arbitrators which consists of: Ms. Elizabeth Neumeier, Mr. Mark Grossman, Ms. Joan Parker, Ms. Susan Halperin, Mr. Harvey Shrage, Ms. Susan Meredith, Ms. Sarah Kerr Garraty, and Mr. Ralph Berger, or a mutually agreed upon local arbitrator. The designation of the Arbitrator shall be made either by mutual agreement of the parties hereto or in the absence of such agreement, the Arbitrator shall be alternated with each grievance. Arbitrations involving discharge or suspension shall be expedited ahead of all other arbitrations not yet scheduled.

6.22 Payment of Arbitrator

The fee and expense of the Arbitrator shall be divided equally between the Company and the Union. However, in the event an arbitration is postponed other than by mutual agreement, the party responsible for the postponement shall bear all related costs.

6.23 Retroactivity of Payment

In no event shall any disposition or award upon any grievance be made retroactive for any period prior to the date of the violation alleged in the grievance provided the grievance is timely in accordance with Section 6.2. In an overtime grievance an award may be made from the day of the initial complaint.

6.24 Job Misclassification Grievances

When a grievance alleging that an employee is not properly classified in their assigned job code because they have performed the essential duties of a different job code within the Bargaining Unit (at least one labor grade higher than their assigned code) for a practicable majority of the time during a period of ninety (90) continuous working days is found to have merit and a resolution consisting of an adjustment in pay equal to the difference between the employee's actual earnings and the earnings the employee would have received had they been properly classified during the ninety (90) continuous working days immediately preceding the filing of the grievance is agreed to, such payment shall be made within twenty-one (21) calendar days following the resolution agreement. If payment is not made within the required time period, the grievant will receive an increase to the agreed upon award of ten percent (10%).

6.25 Consecutive Job Misclassification Grievances

When an employee receives two (2) consecutive grievance settlement payments pursuant to Section 6.24, a discussion will take place between the Company and the Union within two (2) calendar weeks. Such discussion shall include the consideration of promoting the misclassified employee and all senior employees within the path.

6.26 Providing a Steward

An employee who has a grievance may have the assistance of a Steward in handling the grievance during working hours by requesting their Supervisor to secure the appropriate Steward for them. The Supervisor shall thereupon arrange to secure the Steward promptly. It is recognized that there are some occasions when reasonable delay in calling the Steward may be necessary due to production problems. If the Steward is unable to be secured, the adjacent area Steward shall be called to assist in the handling of the employee's grievance. In no case will a Steward be provided more than two (2) hours following the employee's request, except where a Steward is requested less than two (2) hours before the end of the employee's shift, in which case the Steward will be notified prior to the end of the shift.

6.27 No Steward Called When Discipline Administered

The Steward shall not be called for any employee to whom discipline is being administered until the administration of the disciplinary action shall have been completed.

6.28 Duties and Limitations of Steward

A Union Steward shall, after notice to and permission from their Supervisor, be allowed to leave their job or department, if necessary, after making known their destination for the purpose of handling grievances in the manner hereinbefore provided. If permission is not given to the Steward upon request, and if the grievance is of an emergency nature, the Steward may request that the grievance be handled by the nearest Steward.

6.29 Grievance Timecards & Lost Time – Stewards

- (a) **Grievance Timecard:** The time so spent by a Union Steward during their scheduled working hours shall be recorded on a special grievance time card. The Steward shall receive pay for such time at their regular base hourly wage rate plus cost-of-living allowance when applicable, including shift premium, if any, but excluding all other premiums and overtime allowances, not exceeding three (3) hours in any work week.

The Company will allow up to eight (8) hours per week additional Steward time to cover lost time for Stewards who are absent. Such lost time hours will be deducted from the amount billed monthly to the Union, at a rate equal to a maximum Labor Grade Eight, plus a cost-of-living allowance, when applicable, excluding any shift premiums.

In the event there is no money owed to the Company for excess Steward lost time, the Company has no obligation to credit the Union for such additional lost time hours mentioned above.

- (b) **Steward Time:** Time spent by Union Stewards which exceeds that amount allowed under this Article; time spent by the Workers Compensation Coordinator, Union ESH Stewards, the Chief ESH Steward, and the Chief Labor Steward which exceeds that amount allowed under Article 11, time spent by Job

Evaluation Stewards and the Chief Job Evaluation Steward which exceeds that amount allowed under Article 11, will be billed to Teamsters Local No. 1150 on a monthly basis. Any monies due to the Company for this excess time, together with any applicable federal, state and/or local taxes, will be paid monthly by Local 1150 to the Company.

- (c) **Excess Steward Time:** The Company will also provide to the Union a list of the Stewards, Job Evaluation Stewards, Workers Compensation Coordinator, Union ESH Stewards, and Chief ESH Steward, whose time exceeds the amount allowed pursuant to Article 11.

6.30 Procedure for Handling Grievances

Union Stewards shall adhere to the following procedure in handling grievances as provided herein:

- (a) **Grievance Timecard:** Before handling a grievance, a Union Steward shall obtain a special grievance time card from their Supervisor and shall record the time they start to perform grievance work on such card in the presence of their Supervisor.
- (b) **Notification to Supervision when Entering the Department:** When it is necessary for a Union Steward to enter a department or a section of a department supervised by a Supervisor other than their own, they shall first report to the Supervisor in charge of such department or section and advise them of the purpose of them being there. They shall request such Supervisor to note in their presence the time of their arrival on their special grievance timecard.
- (c) **Notification to Supervision when Leaving the Department:** When the Union Steward leaves that department or section of department, they shall contact the Supervisor and have the Supervisor note the time of their departure on their grievance timecard.
- (d) **Notification to Supervision when Returning to Own Department:** Upon their return to their own department, the Union Steward shall immediately record the time of their return on their grievance timecard and return the card to their Supervisor.
- (e) **Grievance Work in Steward's Own Area:** When the grievance work to be performed does not require that the Steward leave the area supervised by their own Supervisor, they shall follow the procedure described in Section 6.30(a) and they shall record the time that they finish such work immediately on their grievance time card and return it to their Supervisor.

6.31 Discharge and Suspension Grievances

Any employee shall have the right to appeal their discharge or suspension through the grievance procedure within seven (7) working days from the date thereof. Failure to file such an appeal within seven (7) working days shall prohibit any further consideration of such discharge or suspension. If as a result of such appeal the employee is found to have

been discharged or suspended without just cause, they shall receive pay at their regular rate, including overtime, for the time they would have otherwise normally worked less any income they may have received from any other source. An employee who has been discharged or given a disciplinary suspension shall before leaving the plant be permitted to see the Steward for the area in which they worked at a location designated by the Company if they request this privilege of their Supervisor. Any grievance concerning the discharge/suspension of an employee shall be reduced to writing and presented at Step 2 of the grievance procedure.

6.32 Job Rating Grievances

- (a) **Job Rating Grievance Procedure:** A claim that under the Hourly Job Rating Plan a job has been improperly assigned or evaluated to a labor grade shall first be taken up by the Job Evaluation Steward for the area in which the job is located with the Labor Relations designee or their representative. If such a claim involves a new job or a changed job as defined in Section 6.17(b)2, it must be presented to the Labor Relations designee by the Steward within twenty (20) days of the assignment or evaluation of the new or changed job to a labor grade. The Steward shall complete their presentation of the facts relating to the claim within twenty (20) days after the original presentation. The Labor Relations designee shall render their decision on such claim within twenty (20) days after the Steward has notified them in writing that the Union has completed its submission of facts relating to the claim.

- (b) **Labor Relations Designee and Chief Job Evaluation Steward Meeting:** If requested, but at least once per month, the Chief Union Job Evaluation Steward will meet with the Labor Relations designee to discuss issues related to the Hourly Job Rating plan or process.

6.33 Job Rating Grievance Time Limit

If no satisfactory adjustment of the matter is reached by the Job Evaluation Steward and the Labor Relations designee, any aggrieved employee assigned to the job in question may then file a written grievance as hereinbefore provided. Such grievance shall be processed beginning with Step 2 of the grievance procedure provided that it is presented at that step not later than ten (10) working days after the decision given by the Labor Relations designee. Such written grievance shall state in detail the specific facts upon which the Union bases its claim that the job has been improperly evaluated and shall set forth the specific factors of the evaluation which it claims are incorrect giving specific and detailed reasons for such claim.

6.34 Discipline Removal

- (a) **Procedure and Time Limits for Removing Discipline from an Employee's Records:** The most recent disciplinary written warning, including a suspension employee memorandum, in a specific category of discipline, e.g. poor attendance, misuse of work time, etc., shall be removed from the employee's record after six (6) months from date of issuance provided the employee has not

received any new disciplinary warning or suspension employee memorandum during that six (6) month period in that particular category of discipline.

If other previously issued written warnings or suspension employee memoranda in that specific category of discipline remain on the employee's record after the removal of a disciplinary record as provided above, the next most recent written warning or suspension employee memorandum shall be removed from the employee's record in the six (6) month period following the removal of the first disciplinary record, provided the employee has not received any new disciplinary warnings or suspension employee memoranda during that six (6) month period in that particular category of discipline.

No disciplinary records shall be removed from an employee's record if the employee is unable to avoid receiving any new disciplinary warning or suspension employee memorandum during the six (6) month period in that particular category of discipline.

- (b) **Removal of Suspension – Unfitness Employee Memoranda:** Suspension employee memoranda issued for unfitness for work shall be removed from an employee's record after thirty (30) months from the date of issuance.

6.35 Environmental, Safety & Health (ESH) Procedure

The Company and the Union agree to the following concerning the Environment, Safety & Health Procedure.

Section 1 - Procedure

- (a) **Timeline:** Any employee recognizing an environmental, health or safety hazard or a situation which the employee reasonably believes has the potential of causing serious physical harm or injury, may request the services of a Union ESH Steward from their Supervisor. Under normal conditions and subject to the availability of the Union ESH Steward, the employee's request will be given to the appropriate Union ESH Steward within two (2) hours from the request. In the event that an employee or Union ESH Steward reasonably believes that they are in imminent danger of serious injury or death from a hazardous condition in the workplace, the employee or Union ESH Steward shall remove themselves from harm and have the right afforded to them under federal and state law. Further, subject to a review by a Union ESH Steward and a Company ESH professional and Supervisor, appropriate steps will be taken to eliminate the hazard including, if necessary, shutting down the job. Information on spills or chemical releases that activate the Company's Emergency Response System will be provided to the Union Chief ESH Steward or the area ESH Steward, upon request. Injury and accident investigation reports will be given to the Union Chief ESH Steward by the ESH department as they become available.
- (b) **ESH – Written Notification to the Business Unit Manager:** Any ESH issue which the Supervisor and ESH professional of the area have no authority to settle will be reduced to writing and submitted to Environment, Safety & Health

which will assign the written complaint to the proper business unit manager. Such ESH issues will be discussed at Level Two, as provided below, and within three (3) working days of submission.

- (c) **ESH – Unresolved Issues:** The Supervisor and ESH professional will give their answer at this oral level to the Union ESH Steward, within three (3) working days. Any unresolved Environmental, Health and Safety issues will be reduced to writing by the Union ESH Steward on the form provided by the Company. The following procedure will be followed:

Level One Meeting:

Within three (3) working days of receipt of a written ESH complaint, a meeting will be convened between the Union ESH Steward, the employee, the responsible business unit Manager, the Supervisor, and ESH Manager to discuss the issue. The answer to the complaint will be given by the responsible business unit manager and ESH Manager within three (3) working days of the meeting. The Union ESH Steward will have five (5) working days to accept or appeal the answer.

Level Two Meeting:

Within five (5) working days of the Union ESH Steward's appeal, a meeting will be held between the Chief Union ESH Steward or their designee, the Union ESH Steward, the appropriate Senior Manager ESH (or their designee) and the business unit Manager (or their designee) to discuss the issue. The answer to the complaint will be given within three (3) working days of the meeting. The Union may process unresolved issues to the third step of the grievance procedure in accordance with Article 6, Step 3, Sections 6.15 and 6.16.

- (d) **ESH – Final Disposition:** Any disposition of an ESH complaint accepted by the Union or from which no appeal has been taken, is final, conclusive and binding upon the Company and the Union.

Section 2 – Observation of Conditions

When the Company and a Union ESH Steward mutually agree, a Union ESH Steward will be allowed to observe the conditions giving rise to a problem in the presence of Management Representatives where such observations are essential to the evaluation of a problem. No reasonable requests will be refused.

Section 3 – General ESH Issues

As necessary, but not more frequently than once a week, the Union Chief ESH Steward or their designee will, upon request, meet with the appropriate area Manager ESH or their designated representative, to discuss general environmental, health and safety issues.

Section 4 – Area Review

As necessary, but not more frequently than once a month, the Union Chief ESH Steward will, upon request, meet with the ESH Director or their designated representative to discuss unresolved ESH issues.

Section 5 – ESH Quarterly Meetings

Upon the request of the Union, but not more than four (4) times in a calendar year, a Committee comprised of the ESH Director or their designee, all appropriate ESH leadership or their designee, the Director of Facilities, or their designee, the Union's Chief ESH Steward, and the Union Principal Officer or their designee will meet to discuss a mutually agreed upon agenda addressing Environmental, health and safety issues.

Section 6

No less than monthly, a Union ESH Steward and the Company area ESH Specialist will conduct reviews of designated areas of the Troy Operations. Such reviews will be conducted on first and second shifts. Findings will be discussed at the Quarterly ESH Management meeting (Section 5). Time spent by Union ESH Stewards conducting these reviews shall be recorded and paid in accordance with the time specified in Article 10, Section 10.2 (a).

Section 7

Upon the request of the Union, but not more than four (4) times in a calendar year, all ESH Stewards, ESH leadership and Labor Relations will meet to discuss a mutually agreed upon agenda addressing environmental, health and safety issues.

ARTICLE 7
WAGES AND HOURS

7.1 General Increase, September 4, 2023

On September 4, 2023, the base wage rate of each employee covered by this Agreement will be increased by four (4.0) percent (Appendix A–Schedule A).

7.2 General Increase, October 21, 2024

On October 21, 2024, the base wage rate of each employee covered by this Agreement will be increased by four (4.0) percent (Appendix A –Schedule B).

7.3 General Increase, October 20, 2025

On October 20, 2025, the base wage rate of each employee covered by this Agreement will be increased by three and one-half (3.5) percent (Appendix A – Schedule C).

7.4 General Increase, October 19, 2026

On October 19, 2026, the base wage rate of each employee covered by this Agreement will be increased by three and one-half (3.5) percent (Appendix A – Schedule D).

7.5 General Increase, October 18, 2027

On October 18, 2027, the base wage rate of each employee covered by this Agreement will be increased by three (3.0) percent (Appendix A –Schedule E).

7.6 Payment of Overtime Premium Compensation

Overtime rates will be paid as follows:

- (a) Time and One-Half Payments:** Time and one–half will be paid for:
- (1)** All time worked in excess of eight (8) hours in any one day.
 - (2)** All time worked in excess of forty (40) hours in one work week for which overtime has not already been earned.
 - (3)** All work performed on Saturday, except in the case of employees on continuous seven–day manufacturing or test operations which regularly involve work on Saturdays and Sundays, and except for the first eight (8) hours of any scheduled shift which begins on Friday and continues into Saturday.

- (4) All work performed outside of regularly scheduled shift hours except in the case of employees on continuous seven–day manufacturing or test operations.
 - (5) All work performed by employees on continuous seven–day manufacturing or test operations on the employee's sixth day worked in their work week, except for the first eight (8) hours of any scheduled shift which begins on the preceding day and continues into the sixth day.
- (b) **Double Time Payments:** Double time will be paid for:
- (1) All work performed on Sunday, except in the case of employees on continuous seven–day manufacturing or test operations which regularly involve work on Saturdays or Sundays, and except for the first eight (8) hours of any scheduled shift which begins on Saturday and continues into Sunday.
 - (2) All work performed by employees on continuous seven–day manufacturing or test operations on the employee's seventh day worked in their work week, except for the first eight (8) hours of any scheduled shift which begins on the preceding day and continues into the seventh day.
 - (3) All work performed on each of the holidays listed below except for the first eight (8) hours of any scheduled shift which begins on the preceding day and continues into the holiday.

Holidays

— 2023 —
Thursday, November 23, 2023
Friday, November 24, 2023
Monday, December 25, 2023
Tuesday, December 26, 2023
Wednesday, December 27, 2023
Thursday, December 28, 2023
Friday, December 29, 2023

— 2024 —
Monday, January 1, 2024
Monday, May 27, 2024
Thursday, July 4, 2024
Monday, September 2, 2024
Thursday, November 28, 2024
Friday, November 29, 2024
Wednesday, December 25, 2024
Thursday, December 26, 2024
Friday, December 27, 2024
Monday, December 30, 2024
Tuesday, December 31, 2024

— 2025 —

Wednesday, January 1, 2025
Monday, May 26, 2025
Friday, July 4, 2025
Monday, September 1, 2025
Thursday, November 27, 2025
Friday, November 28, 2025
Thursday, December 25, 2025
Friday, December 26, 2025
Monday, December 29, 2025
Tuesday, December 30, 2025
Wednesday, December 31, 2025

— 2026 —

Thursday, January 1, 2026
Monday, May 25, 2026
Friday, July 3, 2026
Monday, September 7, 2026
Thursday, November 26, 2026
Friday, November 27, 2026
Friday, December 25, 2026
Monday, December 28, 2026
Tuesday, December 29, 2026
Wednesday, December 30, 2026
Thursday, December 31, 2026

— 2027 —

Friday, January 1, 2027
Monday, May 31, 2027
Monday, July 5, 2027
Monday, September 6, 2027
Thursday, November 25, 2027
Friday, November 26, 2027
Monday, December 27, 2027
Tuesday, December 28, 2027
Wednesday, December 29, 2027
Thursday, December 30, 2027
Friday, December 31, 2027

— 2028 —

Monday, January 3, 2028
Monday, May 29, 2028
Tuesday, July 4, 2028
Monday, September 4, 2028

One floating holiday is allowed in each year of the contract.

- (c) **No Duplicating or Pyramiding of Overtime Pay:** When two or more types of overtime or premium compensation are applicable to the same hours of work, only the higher rate of compensation shall be paid. In no case shall overtime or premium compensation be duplicated or pyramided.

7.7 Shift Premium Compensation, Second Shift

The Company shall pay to all hourly-rated employees on the second shift a shift premium equal to ten percent (10%) of their base hourly wage rate for each hour worked.

- (a) **Second Shift Premium Compensation for First Shift Training:** Any employee assigned to second shift, that is required to attend training on first shift per supervisor's direction, shall continue to receive the ten (10) percent shift premium.
- (b) **Third Shift Premium Compensation:** The company shall pay to all hourly-rated employees on the third shift, whose regular shift comprises not more than six and one-half (6.5) working hours, a shift premium equal to twenty-three and eight one hundredths percent (23.08%) of their base hourly wage rate for each hour worked up to six and one-half (6.5) hours plus seven and one-half cents (\$0.075) per hour in addition to the base hourly rate. All work performed on such third shift over six and one-half (6.5) hours shall be considered overtime and shall be paid for at the applicable overtime rate.

7.8 Reporting Pay

Any employee scheduled for work, who has been working on the previous work day and has not been notified that there will be no work shall receive four (4) hours' pay at the rate of pay applicable for such hours. Affected employees will be notified via LM Notify and/or directly by their supervisor two (2) hours before the completion of the shift or no less than two (2) hours prior to the start of the affected shift in the case of a weather related event. This provision shall not apply in case of any stoppage of work, strike, sympathy strike, or slowdown or in any case or condition beyond the control of the Company.

- (a) **Plant Closure:** In the event of a plant closure due to weather or other unforeseen circumstances or events, any employee who is required to report for work will be compensated at two (2) times their regular base hourly rate and shift premium when applicable for all hours worked during any shift that begins during the closure period.

7.9 Call-back Pay

An employee, who is not scheduled to work, and who, after completing the regularly scheduled shift or extension thereof, is called back for emergency work after they have left the premises, or an employee who is called in for emergency work on Saturday or Sunday (or in the case of employees on continuous seven-day manufacturing or test operations, their sixth (6th) or seventh (7th) day), and

who reports for work after such call-back or call-in at a time which is more than six (6) hours prior to the beginning of the regularly scheduled shift, shall receive not less than six (6) hours' work at the rate of pay applicable for such hours of work. This provision shall not apply if six (6) hours of work is not available because of any stoppage of work, strike, sympathy strike, or slowdown or in any other case beyond the control of the Company.

7.10 Overtime Rest Period

Employees will receive a ten (10) minute Company paid rest period / break as part of every two (2) hours of overtime worked per day. Other paid rest periods / breaks will continue unchanged unless the parties mutually agree otherwise.

7.11 Distribution of Overtime

The Company agrees that it will, insofar as it may be practicable, make an equal distribution of overtime work among the qualified employees under the jurisdiction of each supervisor who are regularly employed on such work. Such distribution shall be made on the respective shifts on which the overtime work occurs. When overtime is offered to production employees, an appropriate offer of overtime shall be made to employees in the departments that support production (i.e., Inspection, Material).

Inequalities measured over the thirteen (13) week period which exceed twenty-four (24) hours paid may be made a matter of grievance. . If, in this succeeding thirteen-week period, the inequality has not been resolved, a monetary payment will be made to those employees in the affected job code, on the respective shift and overtime area.

In the event the grievance is not resolved and pursued to arbitration and the arbitrator rules in favor of the grievant, he will not be precluded from granting a monetary remedy. The award of the arbitrator may include an award commencing with the first day of the complaint.

7.12 Holidays and Holiday Pay Eligibility

Hourly-rated employees who meet all of the following eligibility rules and conditions shall be paid for all holidays listed in 7.6(b)(3).

7.13 Provisions for Holiday Pay

An employee shall receive eight (8) hours' pay at the employee's regular base hourly wage rate, including shift premiums, but excluding bonuses or overtime allowances for each holiday not worked provided the employee meets all of the following provisions:

- (a) **Holiday Occurring on a Scheduled Workday:** The employee would otherwise have been scheduled to work on such day if it had not been

observed as a holiday, (except for employees on continuous seven–day manufacturing or test operations), and

- (b) Employee Work Requirements:** The employee must have worked the last complete scheduled shift prior to and the next complete scheduled shift after such holiday; provided, however, that this Subsection (a) shall not apply in the event that an absence either for not more than fifteen (15) consecutive working days prior to or an absence for not more than fifteen (15) consecutive working days after such holiday (but not both) has been excused because of the employee's illness when the employee has provided a doctor's note covering the entire period of their absence, or because of a death in the employee's immediate family. Absence on either the day before the holiday or the day after the holiday (but not both) may also be excused for some other emergent reason satisfactory to the Company. For the purpose of this Subsection, immediate family is defined as parents; current spouse; children and their current spouses; siblings, stepsiblings, half siblings, and their current spouses; grandparents, step grandparents, grandchildren and step grandchildren; current spouse's parents (same definition as employee's parents), grandparents, step grandparents, children, stepchildren, grandchildren, and step grandchildren; and, current spouse's siblings, stepsiblings, half siblings and their current spouses, legal dependent.

7.14 National Guard of Reserves

An employee who would have been eligible for holiday pay under these provisions except for failure to meet the eligibility rules and conditions set forth in Section 7.13 solely because of a requirement, as a member of the National Guard or as a reserve member of one of the United States Armed Forces, to be absent from work for the purposes of active annual training duty or encampment shall be entitled to the holiday pay which they would have received had they been working on their regularly scheduled job during such absence. The provisions of this section shall also be applicable with respect to an employee who is required, as a member of the National Guard or as a reserve member of the United States Armed Forces, to be absent from work for temporary emergency duty.

7.15 Holiday Pay within Schedule Vacation

When any of the above holidays falls within an eligible employee's scheduled vacation period and the employee is absent from work on such holiday because of such vacation, such employee shall be granted an additional eight (8) hours' pay at the regular base hourly wage rate, including shift premiums but excluding bonuses or overtime allowances. In addition, such an occurrence will be counted as holiday time and will not be deducted from an employee's vacation eligibility.

7.16 Company Option to Schedule Work on a Holiday

The Company may, at its option, observe the holidays listed in Section 7.6(b)(3) by not operating its plants, departments, or sections thereof or it may schedule such holidays as regular workdays. An employee who is scheduled for work or who agreed to work on any holiday and who fails to report for and perform such work shall not receive pay for the holiday.

7.17 Advanced Notice for Scheduled Work on a Holiday

An employee who is scheduled to work on a holiday will receive forty-eight (48) hours advance notice thereof if possible; but if such notice is not possible, as much notice as is possible shall be given.

7.18 Payment for Schedule Work on a Holiday

Employees eligible for holiday pay under these provisions who are scheduled to work and who perform work on any of the above-named holidays shall be paid in accordance with Section 7.13; and in addition, twice their regular base hourly wage rate for all hours worked on such holiday.

7.19 Job Evaluation

The parties agree to work cooperatively in the development of new jobs and the reevaluation of existing jobs dictated by changes in the business and/or production processes. Proposals for any new jobs will first be reviewed by the Labor Relations designee or their designee, and the Principal Officer of Local 1150 or their designee. Any changes or development of new jobs and labor grade assignments to any changed or new job shall be reviewed by the Company and the Union

7.20 Hourly Job Rating Plan – Function of Management

It is recognized that the administration and operation of the Hourly Job Rating Plan are the functions and responsibilities solely of management. The basic Hourly Job Rating Plan now in effect will be continued during the life of this Agreement and has been mutually agreed to by the Company and the Union. Any changes made to this plan must be mutually agreed upon by the Company and the Union

7.21 Hourly Job Rating

(a) Information Furnished Union on New or Changed Job

The Company has furnished the Union with copies of the detailed job description sheets for all jobs being performed by employees within the bargaining unit as of the date of the execution of this Agreement. If the Company, in administering the Hourly Job Rating Plan, subsequent to that date, shall establish a new job to be performed by employees within the bargaining unit or change the labor grade of a job being performed by such employees, it will provide the Union with detailed job description sheets

covering such new or changed jobs within twenty (20) days following final approval of such jobs.

The Hourly Job Evaluation Steward will be granted an on-site inspection of a job, accompanied by the Troy Labor Relations Lead prior to or after submission of a grievance at a mutually agreed time. During such review, questions may be directed to employees doing the work allowing for minor work interruption. The results of such review will be provided in writing, with an explanation, to the Job Evaluation Steward within twenty (20) days of the completion of the review. In addition, the Job Evaluation Steward will be advised of new or revised job description sheets and be given an opportunity to receive information concerning the job classification and job description sheet prior to or at the time of implementation. Such review will include information used to form the basis for decisions regarding the scoring of all job rating factors. The Company shall retain the exclusive right to implement any new or revised job classifications or job description sheets. The Job Evaluation Steward will be informed in advance of the implementation of any job classification or job description sheet. It is understood that nothing herein limits the rights of the Union to submit a claim under the Hourly Job Rating Plan alleging a job has been improperly assigned or evaluated to a labor grade, as set forth in Sections 6.29 and 6.30.

(b) Salary Employees Performing Hourly Bargaining Unit Work

When a Salaried employee performs work that is clearly Bargaining Unit work in violation of this section, and a valid grievance is filed on that work, if settled, the Company will take appropriate action. Such action could include a monetary settlement to the affected employee(s) of not less than one (1) hour of pay or the actual hours worked, whichever is greater, paid at the appropriate rate. Such payments shall be distributed equally among the grieving employees.

7.22 Special Hire Rate

The base hourly wage rate for each new employee hired may be set at one dollar (\$1.00) per hour less than the Minimum Rate for the employee's labor grade, for the duration of the employee's probationary period. At the end of the probationary period, the employee's base wage rate will be increased to the Minimum Rate for the employee's labor grade. In no event shall any employee be paid above the maximum of their labor grade, except as provided in Article 8, Section 8.5, or unless mutually agreed upon by the Company and Union.

7.23 Promotion Increase

Effective the same date as a promotion, the employee will receive an increase of at least one dollar (\$1.00) per hour.

7.24 Payment for Demoted Employee

Except as provided in Section 8.5 of Article 8, an employee who is demoted will be paid the Maximum Rate of the lower grade or retain the rate than being paid, whichever is the lower.

7.25 Jury Examination/Jury Duty Allowance

A first shift employee who is required to be absent from work in order to report for jury examination on a regularly scheduled workday will receive a jury-duty allowance in an amount not to exceed eight (8) hours' pay at the employee's regular base hourly wage rate.

- (a) **Jury Duty Payment:** When any employee is required to be absent from work on a regularly scheduled work day in order to serve as a juror, the employee shall be granted pay for those hours for which they are absent from work for this reason at the employee's regular base hourly rate less the fee or other compensation paid to them with respect to such jury-duty. Such payment shall not exceed eight (8) hours for any full day of absence.

- (b) **Jury Duty Pay Limitations:** Pay for such work time lost shall in no event exceed 8-hours pay per regular work day during the period of required absence less the fee or other compensation paid the employee with respect to such jury-duty pay.

- (c) **Third Shift Employees Serving as Jurors:** Third shift employees ordered to serve as jurors who choose to be absent from work may be excused for either the shift preceding or the shift following the date of jury service, but not both.

- (d) **Second Shift Employees Serving as Jurors:** Second shift employees who are ordered to serve as jurors, and who are excused from jury service three (3) hours prior to the start of their shift on any regularly scheduled work day shall report for work at the beginning of their regularly scheduled shift on such day. They shall not be eligible for jury-service pay in such case.

7.26 Limits on Jury Duty/Jury Examination

The provisions of Section 7.24 shall not apply in case of jury examination or jury duty on any day during which an employee is not scheduled to work nor on holidays, vacation periods, or authorized leaves of absence, nor shall such provision apply to employees who have volunteered for jury duty.

7.27 Notification to Supervision for Jury Duty or Jury Examination

To be eligible to receive pay for time lost from work because of jury examination or jury-duty, an employee must notify their supervisor not later than forty-eight (48)

hours after receiving notice to report for such examination or duty and must provide the Company, within one (1) week of the completion of jury service, with documentation provided by an official of the court showing the time of reporting and the time of dismissal from jury service on each day for which a jury-duty allowance is claimed and the amount of regular jury fees paid.

7.28 Illness or Personal Leave Payment

In the event of an eligible employee's absence from work due to illness or personal reasons, the employee shall be entitled to leave with pay without prior supervisory approval during each year of continuous and active service as provided below:

- (a) **Eligibility for Three Days' Leave:** Three (3) days leave with pay will be allowed to an hourly-rated employee who was hired between January 1st and September 30th of any year.
- (b) **Eligibility for Five Days' Leave:** Five (5) days leave with pay will be allowed to an hourly-rated employee who during the anniversary year, which begins on January 1st, will have been continuously and actively in the employ of the Company for a period of at least one (1) year.
- (c) **Definition of Payment:** Pay of one (1) day of leave means pay for eight (8) hours at the employee's regular base rate of pay exclusive of all premiums, bonuses, or overtime payments.
- (d) **Personal Time Payment Options:** The Company will distribute leave entitlement checks for all eligible employees no later than the first week in March of each year of the Agreement.

Employees who do not wish to receive their personal time as a lump sum payment in the above listed distribution schedule, will have the option of receiving their personal time "pay as you go".

Employees who do not express an intent to receive their personal time on the "pay as you go" basis, will default to the lump sum distributions as outlined above.

Employees are required to take their personal time in order to receive pay under the "pay as you go" option.

In the event of an employee has remaining personal time pay at the end of any year, all accounts will be paid out in December of that year.

- (e) **Personal Leave:** An eligible employee, as defined in Section 7.27(d) will be permitted to utilize up to forty (40) hours of personal leave. Such personal leave will be permitted, with prior approval which shall not be unreasonably denied, to be taken in one (1) hour increments. Such absences shall be excused under the attendance policy and charged zero (0) points.
 - (1) **Carry Forward Personal Leave:** Any eligible employee, as defined in Section 7.27(d), shall be entitled to carry forward up to sixteen

(16) hours of personal leave that remains unused at the end of the personal leave eligibility year into the next calendar year. In no event, will any employee having been absent for five (5) days or more during the calendar year, (excluding vacations, jury duty, military leave, bereavement leave, authorized FMLA leave, and Union business), be allowed to carry-over unused personal leave days into the next calendar year.

- (2) **Carry Forward Personal Leave Limitations:** Unused personal leave can be carried forward only to the next calendar year and may be taken in one (1) hour increments. If the employee fails to use the unused personal leave in that succeeding calendar year, they may not carry that time forward again.
- (f) **Partial Day Absence:** No employee shall be paid under this section for a part-day absence other than described in Section 7.28(g).
- (g) **Eligibility for Payment for Unused Leave:** To be eligible for pay for unused personal leave, an employee must be actively employed on December 31 of the personal leave year. There shall be no prorated payment to terminating or laid-off employees. Employees terminated due to layoff however, shall receive payment for any unused leave.
- (h) **Calculation of Service Time:** Time spent by an employee after having been terminated from active employment for any reason, including discharge, resignation, layoff, leave of absence, or for the purpose of entering the Armed Services, shall not be considered as service time for the purpose of acquiring leave benefits.

7.29 Bereavement Leave

An employee who is absent from work on a scheduled work day (excluding Saturdays, Sundays, holidays, vacations, and authorized leaves of absence) due to the death of a member of the employee's immediate family will be compensated for time necessarily lost by reason of such absence up to a maximum of forty (40) hours. Such paid absence may be taken no later than thirty (30) calendar days after the date of the memorial services unless an extension is agreed upon by the Company within this timeframe. Compensation for such absence will be made for not more than eight (8) hours on any one day of absence at the employee's regular base hourly wage rate, exclusive of all premiums, bonuses, or overtime allowances.

- (a) **Payment Process:** Payment shall not be made for such absences unless the employee claiming such payment shall have notified their supervisor promptly upon learning of the death of a relative and submitted a request for payment Verification acceptable to the Company of the death of and relationship of the relative of the employee claiming such payment shall be given the Company upon request.

Employees scheduled for mandatory overtime on a Saturday, Sunday, or holiday, who are absent on such scheduled Saturday, Sunday, or holiday due to the death of a member of the employee's immediate family will be eligible for bereavement leave under the guidelines within this Section

- (b) **Definition of Immediate Family:** For the purpose of this Subsection, immediate family is defined as parents; current spouse; children and their current spouses; siblings, stepsiblings, half siblings, and their current spouses; grandparents, step grandparents, grandchildren, and step grandchildren; current spouse's parents (same definition as employee's parents), grandparents, step grandparents, children, stepchildren, grandchildren, and step grandchildren; and, current spouse's siblings, stepsiblings, half siblings and their current spouses, legal dependent.

7.30 Wage Progression

Wage rate progression from Minimum Rate up to but not in excess of Maximum Rate within an employee's labor grade will be automatic at the rate of twenty-five cents (\$0.25) per hour on the last pay period in January, May, and September for the life of the contract, subject to the following (a) and (b) below:

- (a) **Progression to Maximum Rate:** An employee paid thirty cents (\$0.30) below the Maximum Rate shall be given an increase to the Maximum Rate on their next automatic increase date.
- (b) **Accelerated Automatic Increases:** Nothing in this Agreement shall be construed to prevent the Company at its discretion from advancing an employee within the rate range more rapidly than the periods stated above or giving increases larger than those provided in this Section.

7.31 Payroll Errors

If an employee who is entitled to wages or any other pay in a given pay period, does not receive such pay in full due to an error on the part of the company, including the payroll department or its systems, the affected employee will receive the missing pay as soon as possible.

If the missing pay is equal to or greater than eight (8) hours, a separate check will be issued upon request, payable to the affected employee in the same pay

period. Missing pay less than eight (8) hours will be made payable as soon as possible but in no event later than the following pay period.

The Company and Union will meet no less than on a monthly basis to review and resolve payroll errors.

7.32 Hourly Employee Recognition Program

The Hourly Employee Recognition Program will be continued for the purpose of providing supervision with the means to recognize various levels of group and individual categories: Group Events and Appreciation Awards.

Group Events are to reinforce group morale, team effort, and accomplishments. Appreciation Awards are for recognition of superior performance and are awarded shortly after the completion of a task.

Such awards will be made wholly at the Company's discretion and will not be subject to the grievance procedure

7.33 Parental Leave

Effective June 1, 2023, parental leave may be granted when an employee requests an absence from work to bond with a new child that is a newborn, a newly adopted child, or a foster child that has been newly placed with the employee. To be eligible for Parental Leave, the employee must be an active employee and have completed at least one-hundred-eighty (180) (consecutive or non-consecutive) calendar days of service before requesting a leave. Employees may be eligible for up to four (4) weeks Parental Leave that can be taken in one (1) week increments which may run consecutively within a 12 month "look-back" period (rolling backward). The "look back" period for Parental Leave eligibility is based on the date Parental Leave is to commence.

(a) To the extent possible, employees should notify their manager of their absence from work. The employee must initiate the leave process by using the Company's designated process. If the leave is unforeseen, the employee must initiate the leave process as soon as practical, but no later than the eighth calendar day of absence. If the employee does not initiate leave within the eight (8) calendar day reporting period, any absences preceding the eight (8) calendar day reporting period may not be retroactively designated as Parental Leave, unless the Company concludes extraordinary circumstances prevented the employee from notifying the Company of the leave within the eight (8) calendar day reporting period. The Company will provide the appropriate leave documentation, process the leave request, and, if approved, notify the employee's immediate manager of the estimated duration of the leave.

(b) Parental Leave will not be required to run concurrently with any state or local family leave that is available, unless required by law.

(c) If adoption of a previously placed foster child has been finalized, a total of four (4) weeks of Parental Leave may be taken for the combined events. Parental

Leave must be taken within 12 months following a birth, placement of a foster child, or finalization of adoption.

(d) Employees will be paid 100% of their hourly base pay up to one-hundred sixty (160) hours during an approved Parental Leave.

Benefits will continue at the normal contribution rate. Service and paid time off will continue to accrue. Company-designated holiday or shutdown days that occur while on Parental Leave are accounted for as part of the leave period.

(e) Upon completion or termination of paid Parental Leave, an employee may return to work on a reduced work schedule for a period not to exceed thirty (30) calendar days. Such reduced schedule will be defined and approved by management prior to its commencement.

Employees opting to return to work on a reduced work schedule will be paid only for those hours worked and will not be penalized under the hourly attendance policy.

ARTICLE 8
SENIORITY

8.1 Method of Layoff and Recall

In case of an indefinite layoff for lack of work, employees shall be laid off and recalled by non-interchangeable occupational groups in accordance with their seniority (length of continuous service with the Company since the most recent date of hire).

8.2 Non-Interchangeable Occupational Groups

The non-interchangeable occupational groups are as follows:

<u>Occupational Group</u>	<u>Skill</u>
1	Maintenance
2	Machining
3	Inspection
4	Aircraft Mechanic
5	Material
6	Aircraft Schedulers
7	Aircraft Electrician
8	Flight Operations-Crew Chief
9	Aircraft Painters
10	Composite Workers
11	Rivet Machine Operator
12	Trainers

8.3 Layoff Procedure When Necessary to Reduce Workforce

Whenever layoffs are necessary to reduce the working force in any occupational group, the following procedure shall be applied. Employees with seniority, classified in an affected occupational group, but whose seniority is insufficient to entitle them to remain in their occupational group shall be transferred or laid off in accordance with the following:

- (a) **Transfer/Reclassification in Lieu of Layoff:** An employee with seniority who is excess as a result of a reduction in force in their occupational group will displace an employee of lesser seniority in the occupational group they previously occupied for a period of six (6) consecutive months or more at the job code previously held.

- (b) **Insufficient Seniority:** An employee whose seniority is insufficient to displace any other employee in the occupational group they previously occupied for a period of six (6) consecutive months or more, shall be laid off.

- (c) **Right to Return to Prior Job Classification:** For a period of twelve (12) months following any such transfer or demotion, an affected employee who has not been laid off from the new job shall retain a right to their previous job classification and/or labor grade, by seniority, prior to such job being filled by an employee with less seniority.

8.4 Increase in the Workforce after Layoff

Whenever there is an increase in the working force after a layoff, the reverse of the above layoff procedure shall be followed.

8.5 Wage Regression due to Reallocation of Redeployment

Any employee who is involuntarily demoted to a lower rated job as a result of a reallocation following a layoff or redeployment, shall be placed in such lower rated job at the maximum base hourly rate of the lower rated job or at the base hourly rate the employee is being paid immediately prior to the demotion, whichever is the lower; provided, however, that any resultant reduction in the employee's base hourly rate shall not be more than ten cents (\$0.10) beginning twenty-six (26) weeks from the effective date of the demotion nor more than an additional ten cents (\$0.10) per hour at each subsequent sixteen (16) week interval.

8.6 Mutual Agreement of Non-Interchangeable Occupational Group

The non-interchangeable occupational groups mentioned in Section 8.2 have been mutually agreed upon and are incorporated and made part of this Agreement.

8.7 Transfer of Recall to a Different Occupational Group

Nothing herein shall preclude the Company from offering a transfer to an employee scheduled to be laid off from a job in one occupational group to a job in a different occupational group, nor from recalling without loss of seniority an employee laid off from one occupational group to a job in a different occupational group in which no laid-off employee retains seniority.

8.8 Ten Day Layoff Adjustment Period

Due to the great amount of work involved in a layoff, it is agreed that in any layoff of twenty-five (25) or more employees, the Company shall have a maximum period of ten (10) days from the date of the layoff during which the Union agrees that grievances arising out of the layoff will not be filed.

8.9 Agreement to Correct Violation of Layoff Article

The Company, however, agrees to investigate and correct, where necessary, any claimed violations of this Article which are brought to its attention during this period. The Company shall be liable for back wages claimed for any part of this period and arising out of an alleged violation of this seniority article. The seven-day limitation on the presentation of grievances as provided in Section 6.2 of Article 6 will not begin until the period mentioned in Section 8.8 has expired.

8.10 Prohibition of Hiring into Occ Group Where Employees are on Layoff

Before new employees are hired in a given occupational group, the employees with seniority who are still laid off from that occupational group shall first be offered employment in that occupational group from which they were laid off at the then existing rate of pay for the job to which they are recalled in accordance with seniority. Employees who were demoted as a result of a reallocation of employees following a layoff shall be considered to be on the recall list for their former job as though they had been laid off at the time of their demotion for the period of seniority retention provided in Section 8.22 and will be given the opportunity to return to that job as openings become available in accordance with their seniority. Where the former position has been upgraded or where the essential elements of that position have been combined with another resulting in a higher labor grade, the employee shall be placed in the higher position.

If an employee on layoff or redeployed applies for and accepts a lower rated position in the same occupational group from which they were originally laid off, the employee shall be promoted back to the same job code and labor grade as soon as possible.

8.11 Seniority of Employees accepting Job in a Different Occ Group-After Layoff

If an employee on layoff or an employee scheduled for layoff accepts an available job opening in an occupational group other than their own in which there is no one on layoff with recall rights, they shall retain their seniority in their original occupational group for a period of sixty (60) days at the expiration of which time their seniority will be transferred to the new occupational group.

8.12 Union Notification of Layoff

Except in an emergency or for reasons or conditions over which the Company has no control, where there are general layoffs for an indefinite period, the Union will be notified no later than 12:00 p.m., prior to the day of the employees' notification of layoff. A list will be supplied indicating the names of the employees to be laid off and their seniority status in relation to the remaining employees in the occupational group.

8.13 Information to Union

The Company agrees to furnish the Union with the following data for employees covered by this Agreement on a monthly basis: service record in clock number order, seniority by occupational group, and addresses in alphabetical order. Additionally, the Company agrees to furnish the Union on a monthly basis the following lists relative to the previous month's activities: hires, recalls and rehires, rehires with rights, terminations, transfers into the Union, and transfers out of the Union. Additionally, the Company agrees to furnish the Union with a promotion list on a bi-weekly basis for promotions taking place during the previous two (2) week period.

8.14 Probationary Employees

An employee shall be considered a probationary employee for the first ninety (90) days of their employment, and thereafter their seniority shall be from their most recent date of hire. In the case of probationary employees, there shall be no seniority rating nor responsibility upon the part of the Company for continuous employment nor for reemployment if laid off before the completion of their continuous probationary period. It is understood and agreed that during such probationary period, layoff or discharge shall be left to the discretion of the Company.

8.15 Prohibition of Transfer of Recall to Higher Rated Job

No employee shall be eligible by reason of their seniority to be transferred or recalled to a higher-rated job as a result of layoff.

8.16 Promotion

- (a) Any promotion from a job within one occupational group to a higher rated job within the same occupational group shall be made as follows:
 - (1) **Sixty Day Trial Period:** The most senior employee in the job code from which the promotion is to occur shall be given a trial period of sixty (60) working days to demonstrate they can perform the duties of the higher graded job.
 - (2) **Supervision Determination of Qualifications:** If supervision determines the employee is qualified to perform the higher graded job, the employee will receive the promotion to the higher graded job. If supervision determines the employee is not qualified, they shall return to their previous assignment. If the senior employee is determined not to be qualified and is returned to their previous assignment, they may grieve the promotion of the junior employee on the basis of the coequal standards of seniority, ability and fitness of the employee.

- (3) **Supervisor Determination of Unqualified:** Should it be determined that the senior employee is not qualified for the promotion, the decision to promote another employee may then be made by supervision and the next most senior employee will be given an opportunity to fill the position. If it is subsequently determined through the grievance procedure the most senior person is qualified to be promoted, the junior employee who had been selected for the promotion will not be compensated for the time spent during their trial period.
- (4) **Eligibility for New Trial Period:** The senior employee who is not qualified for the promotional opportunity shall not be eligible for a new trial period should the same opening occur within three (3) months from the initial trial period.
- (b) For all other promotions other than to supervisory jobs they shall be made on the basis of the coequal standards of seniority, ability and fitness of the employee.
- (c) **Coequal Standards for Promotions other than Supervisory:** Promotional opportunities to positions in which there are no employees in lower graded jobs in the same occupational group shall be posted on Company bulletin boards for a period of five (5) working days.

8.17 Temporary Layoffs

Temporary layoffs due to breakdown, shortage of materials, or causes of a like nature not to exceed seven (7) days may be made by the Company irrespective of any provisions of this Agreement. In such cases, the Company will, in lieu of layoff whenever possible, reassign employees to other jobs during the period of such layoff with notification to the Union.

8.18 Shift Transfers

The Company will give consideration to the request of an employee for transfer to a preferred shift. The Company agrees to the principle that the seniority of employees should be given consideration when filling available jobs in accordance with such requests. However, it is recognized that it is impossible to operate the plant with all the more senior employees on any one shift, and that seniority alone cannot be the sole determining factor in making such transfers.

Employees will fill available openings on a shift within a particular job code, strictly by seniority. However, the Company may, for a period not to exceed six (6) calendar months, assign any employee or employees, irrespective of seniority, to any shift due to business necessity or due to an employee hardship. Upon the completion of an employee's six (6) month assignment, if such employee is not the least senior in the case of a transfer to a non-preferred shift or the most senior in the case of a preferred shift, the employee with the least (or most) seniority at the time of the original shift transfer shall be permanently assigned to the shift in question; in cases where an employee or employees volunteer to fill an opening, the employee or employees with the greatest seniority will be assigned to the shift.

Notwithstanding the above, an employee assigned to a particular shift may not bump an employee from any other shift strictly on the basis of their seniority.

8.19 Seniority after Transfer

An employee transferred from one occupational group to another shall have their seniority transferred to the occupational group to which they are transferred as of the date their transfer becomes effective, and the Company will notify the employee that they are in a different occupational group.

8.20 Leave of Absence for Union Representatives

Upon written application by the Union, the Company will grant one (1) leave of absence for one (1) year, but not less than one (1) year, to any employee who enters the employ of either the local Union or the International Brotherhood of Teamsters. An extension of such leave for an additional period of one (1) year, but not less than one (1) year, shall be granted upon written application made prior to the expiration of the first year of leave. In the case of any employee who enters the employ of the local Union or the International Brotherhood of Teamsters, to occupy an office the term of which is two (2) years or more, the Company will grant one (1) leave of absence for the term of said office.

- (a) **Reemployment after Such Leave:** If an employee who has been granted such leave of absence reports for work at the beginning of the first regular work day after the termination of such leave, they shall be re-employed on the same general type of work which they did last prior to their leave at the wage rate existing in the plant at the time of their return for the job on which they are re-employed.
- (b) **Seniority Accumulated during Such Leave:** During such leave of absence such employee shall accumulate their seniority; however, the employee shall not accumulate Continuous Service Credits for the purpose of computing minimum benefits under the Company's Retirement–Income Plans. their re-employment shall be subject to the condition that they are able to perform the duties required of them and that they would not have been subject to layoff under this Article had they been in the employ of the Company during the period of their leave of absence.

8.21 Seniority Accumulation outside the Bargaining Unit

If any employee of the Company is now in, or is transferred to a supervisory position, before June 1, 1998 including a position with United Technologies International, so as to exclude them from the coverage of this Agreement, and is thereafter transferred to a position within the coverage of this Agreement, their seniority shall include the period of time spent in such supervisory position. Any such employee similarly transferred out of the bargaining unit after January 1, 1999 and then transferred back to the bargaining unit, shall return with their bargaining unit seniority only.

Additionally, no employee who has earlier been transferred out of the bargaining unit to a non-supervisory position shall be transferred back to the bargaining unit after May 1, 1997.

Any salaried employee who is transferred back to the bargaining unit in accordance with Section 8.21 may be returned to the same labor grade in a similar position they held while in the bargaining unit, as long as they are more senior than any employee who is on layoff with recall rights. Where the former position has been upgraded or where the essential elements of that position have been combined with another resulting in a higher labor grade, the employee shall be placed in the higher position.

8.22 Loss of Seniority

An employee shall lose their seniority rights under any one of the following circumstances:

- (a) **Resignation:** If they resigns.
- (b) **Discharged for Just Cause:** If they are discharged for just cause.
- (c) **Laid off:** If they are laid off for lack of work they shall retain seniority rights as follows:

<u>Seniority at the time of layoff</u>	<u>Retention Period</u>
91 days up to 2 years.....	24 months
2 years up to 3 years.....	36 months
3 years up to 5 years.....	48 months
5 years and over	60 months

- (d) **Failure to Report to Work:** If they fail to report for work within five (5) working days after due notice by the Company to the employee's last known address to return to work after layoff, or fails to give reasons satisfactory to the Company within such five (5) days for not reporting to work.

It shall be the responsibility of the employee to notify the Company, by certified mail, of any change of address during the employee's period of recall. Such notification shall be made to Sikorsky, a Lockheed Martin Company, 299 Airport Boulevard, Troy, Alabama 36081.

8.23 Seniority of Union Representatives

For all purposes the seniority rights of all employees included in the bargaining unit described in Article 2 of this Agreement shall be the rights provided by this Agreement; provided, however:

- (a) **Seniority of Union Representatives in Case of Layoff:** In the case of layoff, and for the sole purpose of maintaining Union representation, the Union Labor Steward referred to in Article 1 of this Agreement, Assistant Business Agent, Union ESH Steward referred to in Article 14 of this Agreement, Job Evaluation Steward referred to in Article 14 of this Agreement, Workers' Compensation Steward referred to in Article 14, and EAP Coordinator referred to in Letter 22 of this Agreement shall during such steward's term of office, head the seniority list in their occupational group, in their steward area, and on their shift, and will not be laid off until all other employees in their labor grade (or lower labor grade) in their occupational group, in their steward area, and on their shift, have been laid off.

- (b) **Transfer/Promotion of Union Stewards outside Steward Area:** A Union Labor Steward, Union ESH Steward, Workers' Compensation Steward or a Job Evaluation Steward will not be transferred or promoted to a job outside of their steward area unless they notify the Company in writing that they wish to be considered for such a job during which time they shall maintain their position as a steward; provided, however, that this Subparagraph (b) shall not apply (1) if there is no job of the same or lower labor grade which they are qualified to perform in their occupational group in such area; (2) in case of an emergency; or (3) if their department is being transferred to another location outside such area.

8.24 Displaced Employee

Employees who are displaced because of the discontinuance of operations or departments will, whenever practicable, be transferred to other jobs at the rate for the job to which they are assigned without loss of seniority.

8.25 Temporary Transfer to a Different Occupational Group

An employee may be temporarily transferred from one occupational group to another without change in pay or loss of seniority status in the occupational group from which they were transferred. The Company will notify the Union prior to such temporary transfers. Transfers will be limited to a period of not more than thirty (30) days unless extended by mutual agreement between the Company and Union.

ARTICLE 9
VACATIONS

9.1 Eligibility for Three (3) Days

A vacation of three (3) working days will be allowed to an hourly-rated employee who has been continuously and actively in the employ of the Company for a period of at least six (6) months.

9.2 Eligibility for Ten (10) Days

A vacation of ten (10) working days will be allowed to an hourly-rated employee who on their anniversary date of hire has been continuously and actively in the employ of the Company for a period of at least one (1) year.

9.3 Eligibility for Fifteen (15) Days

A vacation of fifteen (15) working days will be allowed to an hourly-rated employee who in their anniversary year, which begins on January 1, will have been continuously and actively in the employ of the Company for a period of at least eight (8) years.

9.4 Eligibility for Twenty (20) Days

A vacation of twenty (20) working days will be allowed to an hourly-rated employee who in their anniversary year, which begins on January 1, will have been continuously and actively in the employ of the Company for a period of at least eighteen (18) years.

9.5 Eligibility for Twenty-Five (25) Days

A vacation of twenty-five (25) working days will be allowed to an hourly-rated employee who, during the anniversary year, which begins on January 1, will have been continuously and actively in the employ of the Company for a period of at least twenty-five (25) years.

9.6 Prohibition of Pyramiding Vacation

An hourly-rated employee who does not meet the requirements of either Section 9.1, 9.2, 9.3, 9.4, or 9.5 shall receive no vacation, and every employee who does meet the requirements of one or more of these Sections shall receive only the vacation specified in that Section which gives them the longest vacation.

9.7 Computation of Pay at Time of Vacation

An employee's vacation pay will be computed at the employee's base wage rate including shift premium at the time the vacation is taken.

9.8 No Carry Over of Vacation

All vacation time earned must be taken in the current vacation year with no carry-over permitted. Vacation cannot be taken in advance.

9.9 Payment of Unused Vacation upon Termination

Employees leaving the employment of the Company will be paid any unused vacation pay.

9.10 Pro-Rata Vacation Payment in Case of Termination

If an employee is terminated due to death, retirement, resignation, entry into the military service or layoff, they will receive pro rata vacation pay for service in that year provided they were otherwise eligible for vacation.

9.11 Computation of Pay for Three (3) Days

A vacation pay allowance for an employee whose eligibility for a vacation is established by Section 9.1 shall be forty (40) times their base hourly rate and shift premium, when applicable.

9.12 Computation of Pay for Ten (10) Days

The vacation pay allowance for an employee whose eligibility for a vacation is established by Section 9.2 shall be four percent (4%) of such employee's gross earnings paid during the fifty-two (52) week period ending on or before December 31st of the year preceding the year in which the vacation is given or eighty (80) times the employee's base hourly rate and shift premium when applicable, whichever is greater.

9.13 Computation of Pay for Fifteen (15) Days

The vacation pay allowance for an employee whose eligibility for a vacation is established by Section 9.3 shall be six percent (6%) of such employee's gross earnings paid during the fifty-two (52) week period ending on or before December 31st of the year preceding the year in which the vacation is given or one hundred twenty (120) times the employee's base hourly rate and shift premium when applicable, whichever is greater. For the purposes of this Section only, gross earnings shall include one (1) week of the vacation pay such an employee received during the previous year, provided the employee had fifteen (15) days of vacation in the preceding year.

9.14 Computation of Pay for Twenty (20) Days

The vacation pay allowance for an employee whose eligibility for a vacation is established by Section 9.4 shall be eight percent (8%) of such employee's gross earnings paid during the fifty-two (52) week period ending on or before December 31st of the year preceding the year in which the vacation is given or one hundred sixty (160) times the employee's base hourly rate and shift premium when applicable, whichever is greater. For the purposes of this Section only, gross earnings shall include two (2) weeks of the vacation pay such an employee received during the preceding year, provided the employee had twenty (20) days of vacation in the preceding year.

9.15 Computation of Pay for Twenty-Five (25) Days

The vacation pay allowance for an employee whose eligibility for a vacation is established by Section 9.5 shall be ten percent (10%) of such employee's gross earnings paid during the fifty-two (52) week period ending on or before December 31st of the year preceding the year in which the vacation is given or two hundred (200) times the employee's base hourly rate and shift premium when applicable, whichever is greater. For the purposes of this Section only, gross earnings shall include three (3) weeks of the vacation pay such an employee received during the preceding year, provided the employee had twenty-five (25) days of vacation in the preceding year.

9.16 Management Determination of Vacation

The determination of whether there shall be a vacation or vacation pay in lieu of a vacation shall be solely at the discretion of the Company. The determination and the scheduling of vacation periods, if there is to be a vacation, will be made by management during the period January 1 through December 31.

9.17 Payment in Lieu of Vacation

Employees who are entitled to two (2) or more weeks of vacation under the terms of this Article may, with the consent of their supervisor, elect to receive pay in lieu of vacation days for such vacation in excess of one (1) week.

9.18 Call-in Vacation

The vacation policy for employees covered by this Agreement will be administered according to the following guidelines:

The maximum number of short notice vacation days to be used in any one calendar year is five (5). Employees who are entitled to vacation may take up to five (5) days in one (1) hour increments. Short notice vacation days may not be used to extend a holiday or previously scheduled vacation time.

Employees must comply with the current procedure established in their area for calling in to report absences. Current procedure is meant to include the

appropriate individual to whom notification should be given, as well as the window period during which absences must be reported (i.e. one-half hour before the start of the shift or within two (2) hours after the start of the shift to which the employee is assigned).

The procedure for disbursement of vacation pay remains unchanged.

These guidelines are in effect on a company wide basis.

All remaining vacation may be taken in four (4) hour increments but requires prior supervisory approval.

9.19 Unused Vacation Payout

An employee who does not wish to receive their vacation pay on a “pay as you go” basis will have the option of receiving their vacation pay as a lump sum payment. An employee must notify the Company via the Company’s timekeeping system no later than January 31 of each year of their intent to receive vacation pay as a lump sum payment.

The Company will distribute all lump sum vacation pay checks on or about the last pay day in February 2024, 2025, 2026, 2027, and 2028.

On or about December 15th of each calendar year, any employee who has unused vacation will be paid for that vacation eligibility at the employee’s base wage rate, including shift premium, in effect at the time of the payout. In the event an employee takes their unused vacation after the vacation payout, they may take that vacation but will receive no additional pay.

9.20 Perfect Attendance Calculation

An employee shall be paid eight (8) hours for each calendar quarter year in which such employee demonstrates a perfect attendance record.

- (a) Perfect Attendance Definition:** Perfect attendance is defined as having worked a full eight (8) hours or a full six and one-half (6.5) hours on Third Shift, during each of an employee's regularly scheduled work days during the calendar quarter year. Absence caused by bereavement leave as defined in Section 7.29, absence caused in order to serve as a juror as defined in Section 7.25, absence caused by military leave as defined in Section 10.1, absence due to employee’s utilization of Personal Leave, shall not be considered an absence for the purpose of this section. Additionally, an absence to observe Martin Luther King Day, Good Friday, Juneteenth and/or Veteran’s Day provided the employee has notified supervision or an absence for Union business shall not be considered an absence for the purpose of this Section.
- (b) Regular Scheduled Workdays Definition:** Regularly scheduled work days shall include all days of an employee's normal work week which excludes vacation days, Saturdays, Sundays, and holidays.

ARTICLE 10
MILITARY SERVICE

10.1 Annual Training Duty Pay Allowance

An employee who is required, as a member of the National Guard or as a reserve member of one of the United States Armed Forces, to be absent from work for the purposes of annual training duty, basic training, or encampment shall be granted pay for those hours for which they are absent from work for this reason at their regular base hourly wage rate less the compensation paid to them with respect to such military service; provided, the employee would otherwise be scheduled to work on such day. Such payment by the Company shall not exceed eight (8) hours for any full day of absence. It is understood MIL incentive payments will not be counted toward this compensation. The provisions of this Section shall also be applicable with respect to an employee who is required, as a member of the National Guard, or as a reserve member of one of the United States Armed Forces, to be absent from work for temporary emergency duty.

10.2 Reemployment of Veterans

An employee (other than a temporary employee) who leaves the employment of the Company for the purpose of entering the Armed Forces of the United States shall be reemployed by the Company in accordance with the provisions of the Uniformed Services Employment and Reemployment Rights Act of 1994. The seniority of such employee shall accumulate during the time spent in the Armed Forces of the United States.

ARTICLE 11
GENERAL PROVISIONS

11.1 Attendance Policy

The Company's attendance policy and associated discipline for unsatisfactory attendance is as follows:

- (a) **Provision for First Warning:** When an employee reaches thirty-two (32) points, they will receive a first warning.
- (b) **Provision for Second Warning:** When an employee reaches forty (40) points, they will receive a second warning.
- (c) **Provision for Final Warning Prior to Termination:** When an employee reaches forty-eight (48) points, they will be given a final warning prior to termination.
- (d) **Provision for Termination:** Upon reaching sixty-four (64) points, an employee will be terminated.
- (e) **Recording Warnings & Point Values:** All warnings and point values assigned as shown below will be recorded in the Company's timekeeping system. An employee will have access to their attendance record via the Company's timekeeping system.
- (f) **Reduction in Total Point Count:** Any 1st or 2nd shift employee who works one-hundred and sixty (160) cumulative hours, or 3rd shift employee who works one-hundred and thirty (130) cumulative hours, inclusive of overtime hours worked, paid Company holidays as outlined in Article 7, Company business travel, and Union business, will have eight (8) points reduced from their point total.
- (g) **Continuous Absences Resulting in Termination:** An employee who is continuously absent from work for any reason, except FMLA leave, for a period of time equal to the length of their recall rights, up to a maximum of two (2) years, shall be terminated, irrespective of the number of points they may have accumulated. This does not amend in any way the provisions of Section 8.22 regarding an employee's seniority rights.
- (h) **Continuous Absences with Written Doctor's Note:** An employee who is continuously absent from work, supported by a written doctor's note, will accumulate no more than forty-eight (48) additional points for such absence regardless of the length of the absence. Upon such employee's return to work, unless the employee's length of continuous absence exceeds their recall rights up to a maximum of two (2) years or the employee has accumulated sixty-four (64) points, the employee will be credited with the appropriate number of additional points based on the length of the absence, not to exceed forty-eight (48) points.

Point Values for Unexcused Absence/Tardiness

- 1. Absence 8 Points
- 2. Tardiness up to One (1) Hour.....1 Point
- 3. Tardiness up to Two (2) Hours 2 Points
- 4. Tardiness up to Three (3) Hours.....3 Points
- 5. Tardiness up to Four (4) Hours..... 4 Points
- 6. Tardiness up to Five (5) Hours.....5 Points
- 7. Tardiness up to Six (6) Hours.....6 Points
- 8. Tardiness up to Seven (7) Hours.....7 Points
- 9. Out Early After One (1) Hour Worked.....7 Points
- 10. Out Early After Two (2) Hours Worked.....6 Points
- 11. Out Early After Three (3) Hours Worked.....5 Points
- 12. Out Early After Four (4) Hours Worked.....4 Points
- 13. Out Early After Five (5) Hours Worked.....3 Points
- 14. Out Early After Six (6) Hours Worked.....2 Points
- 15. Out Early After Seven (7) Hours Worked.....1 Point

In cases where an employee reports to work and leaves work due to them going to their own doctor’s appointment, the employee will be charged 1/5 point upon their return to work, if they provide their supervisor with a doctor’s note verifying their appointment with a doctor.

In cases where an employee reports to work and leaves work due to them going to a Workers’ Compensation Hearing or to a doctor’s appointment, treatment and/or therapy due to a work-related injury or illness shall not be charged points upon their return to work if they provide their supervisor with documentation verifying their appointment for a Workers’ Compensation Hearing, doctor’s appointment, treatment, or therapy.

In cases where an employee reports to work and leaves work to accompany their spouse or legal dependent to their doctor’s appointment, the employee will be charged 1/5 point upon their return to work, if they provide their supervisor with a doctor’s note verifying their spouse’s or legal dependent’s appointment with a doctor. Such absences are not to exceed five (5) occurrences per calendar year.

The employee’s failure to provide their supervisor with a doctor’s note upon their return to work, will result in the employee being charged with the appropriate amount of points for leaving work early.

In the event an employee is tardy and out early in the same day, the employee will be charged with the corresponding number of points for both absences. However, in no event will any combination of partial absences in a single day result in an employee being charged with more than eight (8) points for that day. The only time tardiness will be excused is in the event of a severe weather condition or unusual circumstances where a blanket excuse is granted to all employees.

Point Value for Absence Due to Medical Reasons

Accompanied by a Written Doctor's Note

1. Each Day of Absence..... 1/5 Point

An employee must provide a written doctor's note to the Company within five (5) working days excluding Saturdays, Sundays and holidays of their return to work from an absence due to medical reasons. The supervisor shall initial and date the employee's written doctor's note, and return a copy to the employee. In order for this provision to be applicable, doctor's notes must be dated during the period of the employee's absence to be acceptable to the Company. If an employee fails to provide such note, the absence will be considered as unexcused, and the appropriate point value will be assigned for the absence.

Point Value for Absence Due to Court Appearances

1. Each Full Day of Absence 1/5th Point
2. Equal to or more than a ½ Day of Absence 1/10th Point
3. Less than a ½ Day of Absence 0 Point

An employee who is a principal in litigation related to divorce, child custody, or who must accompany a legal minor dependent to court, may use up to ten (10) days or twenty (20) half days per calendar year for the purpose of attending court for such reason.

An employee must provide a written verification of attendance from the court to the Company within three (3) working days excluding Saturdays, Sundays and holidays of their return to work from an absence for such reason. If an employee fails to provide such verification, the absence will be considered as unexcused and the appropriate point value will be assigned for the absence.

Guidelines for Excusing Full-Day Absences

1. Leave days up to the number provided for in Article 7, Section 7.26 (b), (c) or (d)
2. Bereavement Leave
3. Jury Duty
4. Court Summoned Witness
5. Military Leave
6. A written doctor's excuse saying that the employee's spouse or legal dependent required medical attention, up to a maximum of six (6) working days in a calendar year.
7. Official Union Business
8. Severe weather/unusual circumstances where a blanket excuse is granted to all employees
9. Any company pre-approved leave of absence
10. Any absence qualifying under the Family and Medical Leave Act or similar state laws
11. Martin Luther King Day/Good Friday/Juneteenth/Veterans Day
12. Any medical appointment required to maintain benefits covered under the Department of Veterans Affairs
13. Employees who after completing their regular shift, are called back for emergency work pursuant to Article 7, Section 7.8, and upon completing a minimum of eight (8) hours work will be excused from working their next regularly scheduled shift provided such shift is scheduled to begin within eight (8) hours of completing the emergency work.

First Responders

In the event an employee is absent from or late to work or is required to leave work because the employee is an emergency first responder for a fire or medical emergency, the absence will be excused under the attendance policy on a no-points/no-pay basis and will not affect the employee's perfect attendance. This policy shall apply provided the employee has responded to an emergency situation within their own community or assisted in a mutual aid situation in the local area. Employees must provide written documentation verifying the necessity of their services within five (5) working days of their return after the incident. This will apply exclusively to certified emergency first responders.

Banking of Points

In order to reward employees for good attendance, employees may bank points (receive negative points credited to their record) according to the following provisions:

1. The assessment of banking of points will be made following the conclusion of semi-annual periods running from January 1 to June 30 and July 1 to December 31 of each year.
2. An employee must be at zero (0) points or below upon commencement of a semi-annual period.

3. The employee must maintain perfect attendance, meaning the employee must not be charged with any points, during the semi-annual period.
4. An employee who meets the above stated criteria will bank eight (8) points following each semi-annual period of perfect attendance, up to a maximum of thirty-two (32) points.

An employee who is both actively employed and has at least eight (8) banked points as of January 1 of each year, shall be allowed to take Bank Point days off in accordance with the following schedule:

1. Eight (8) Banked Points..... 1 Bank Points Day
2. Sixteen (16) Banked Points 2 Bank Points Days
3. Twenty-four (24) Banked Points 3 Bank Points Days
4. Thirty-two (32) Banked Points 4 Bank Points Days

Bank Points Days may only be used in full day increments. Bank Points Days may be used to cover partial absences, but employees will be charged for a full day.

Bank Points Days will not disqualify employees for Perfect Attendance as described in Article IX, Section 9.15 (a).

11.2 Leave of Absence

A leave of absence not exceeding ninety (90) days may be granted by the Company to an employee for good cause upon the written request of such employee. An extension of such leave may be granted by the Company upon application of the employee made not less than ten (10) days prior to the expiration of the original leave of absence. If a leave of absence is granted, the seniority of such employee shall accumulate during the period of the leave of absence.

- (a) **Employee Responsibility during Leave of Absence:** An employee who has been granted such leave of absence shall be considered as having quit without notice and shall be terminated from employment by the Company, if while on such leave of absence, they engage in or apply for other employment without the consent of the Company. If an employee on such leave fails to report for work at the beginning of their first regular shift after termination of such leave, they shall be subject to discharge.

11.3 Bulletin Boards for Union Notices

The Company shall furnish bulletin boards in conspicuous places to be used solely for the posting of the following Union notices:

- (a) Union meeting notices.
- (b) Union election notices and notices of the results of Union elections.
- (c) Notices of appointments to Union offices.
- (d) Notices of Union social and recreational affairs.

11.4 Union Representatives – Excusals from Work

Union representatives and delegates will be excused from work for not less than a full shift (unless otherwise agreed to) upon written application by a designated representative of the Union for attendance at the following:

- (a) Monthly meeting of labor stewards.
- (b) The convention or conferences of the International Brotherhood of Teamsters.
- (c) Meetings, conventions, or conferences of the International or any subordinate body of the International, as may be mutually agreed upon by the Company and Union.

11.5 Discharge for Government Security Reasons

Nothing contained in this Agreement shall in any way limit the right of the Company to discharge any employee in order to comply with its obligations to the Government under any security agreement, under any security provisions of its Government contracts, or under any law, regulation, or direction of the Government. The Company will notify the Union prior to or immediately following such a discharge, and if permitted, will disclose to the Union the reasons or basis for its action.

11.6 Travel Status

An employee covered by this Agreement who is placed on travel status by the Company shall remain in the bargaining unit during such time spent on travel status. While on travel status, the wages, hours and working conditions of such employee shall be at the sole discretion of the Company. In addition, an employee on travel status will not be provided a union representative per Article 6 until their return from travel status. If disciplinary action is taken against such employee, any complaint regarding such disciplinary action will be processed according to the provisions of Article 6 upon their return to the position they held prior to being placed on travel status. Upon return from travel status such employee will be returned to their former grade, rate, department, and shift. If a layoff occurs in the employee's occupational group while such employee is on travel status, and the employee would have been laid off pursuant to Article 8 had they remained in their former position, the employee will be laid off upon their return from travel status.

11.7 Training of Non-Sikorsky Personnel

The parties recognize the importance to the Company, Union and employees for the Company to secure contracts in order to maintain a strong business environment in an effort to ensure employment opportunities for its employees. To achieve that goal, the parties recognize the Company exists in a global market place and must compete for contracts from international entities. The parties

further recognize that the ability to secure these contracts may require the Company to provide on-site training to non-Sikorsky personnel.

In furtherance of these objectives, it is agreed that when the Company secures a contract with an international entity, on-site training for non-Sikorsky personnel may be required. This training can consist of classroom instruction and on-the-job instruction. It is agreed that these non-Sikorsky personnel receiving such on-the-job training may work together in support of these contracts with Sikorsky hourly rated production, inspection and maintenance employees.

The Company agrees it will not lay off any Sikorsky employees based solely upon the presence of these non-Sikorsky personnel in this training capacity. Further, the Company agrees that no non-Sikorsky personnel will work overtime in their training capacity unless the Sikorsky hourly rated personnel with whom they are working are also working overtime.

The parties agree that the sole purpose of this Section is for training.

11.8 Severance Pay Allowance

In case of an indefinite layoff for lack of work, employees will be paid severance pay allowance in accordance with the following terms and conditions:

- (a) Severance pay allowance shall be paid weekly to an eligible laid off employee beginning on the second pay day following the date the employee is laid off.
- (b) The number of weeks for which an employee shall receive severance pay allowance shall be governed by the employee’s seniority on the day preceding layoff as follows:

From 90 days to one (1) year	Two (2) weeks’ severance pay allowance
From one (1) year to two (2) years	Four (4) weeks’ severance pay allowance
Three (3) years	Four (4) weeks’ severance pay allowance
Four (4) years	Four (4) weeks’ severance pay allowance
Five (5) years	Five (5) weeks’ severance pay allowance
Six (6) years	Six (6) weeks’ severance pay allowance
Seven (7) through nine (9) years	Seven (7) weeks’ severance pay allowance
Ten (10) through twelve (12) years	Nine (9) weeks’ severance pay allowance
Thirteen (13) and fourteen (14) years	Ten (10) weeks’ severance pay allowance
Fifteen (15) and sixteen (16) years	Twelve (12) weeks’ severance pay allowance
Seventeen (17) and eighteen (18) years	Fourteen (14) weeks’ severance pay allowance
Nineteen (19) and twenty (20) years	Sixteen (16) weeks’ severance pay allowance
Twenty-one (21) and twenty-two (22) years	Eighteen (18) weeks’ severance pay allowance
Twenty-three (23) and twenty-four (24) years	Twenty (20) weeks’ severance pay allowance
Twenty-five (25) or more years	Twenty-four (24) weeks’ severance pay allowance

- (c) **One Week of Severance Pay Equivalent to Forty (40) Hours:** One (1) week of severance pay shall be equivalent to forty (40) times the employee's base wage rate, excluding any shift or other premiums, which was paid for the last day of work preceding the effective date of the layoff.

- (d) **Termination of Severance Pay – Recall:** No employee, however, shall be paid a severance pay allowance for any week following the date the employee is recalled to work from layoff.
- (e) **Severance Pay Limitations:** No employee shall be paid a severance pay allowance more than once during the period from October 22, 2023 through October 22, 2028; provided however, if the total severance pay allowance to which the employee was entitled under (b) above was not paid to them because of their recall from layoff, such employee who is again laid off during that period shall again be eligible for severance pay allowance but only for the number of weeks for which their total severance pay allowance was not paid because of their recall from layoff.
- (f) **Act of God of Natural Emergency:** No severance pay allowance will be paid to any employee who is laid off because of an act of God or a natural emergency or because of a strike at a facility of a major supplier of necessary parts.

ARTICLE 12 **STRIKE OR LOCKOUT**

12.1 No Strike or Lockout

The Union will not call or sanction any strike, sympathy strike, slowdown, or concerted stoppage of work during the period of this Agreement. The Company agrees that there will not be a lockout of employees.

12.2 Strike not Sanctioned by the Union

Should a strike, sympathy strike, slowdown, or concerted stoppage of work occur not called or sanctioned directly or indirectly by the Union, the Union upon request of the Company shall:

- (a) **Publicly Disavow:** Publicly disavow such action by the employees within forty-eight (48) hours of the company's request;
- (b) **Company Notification:** Advise the Company in writing that such action by employees has not been called or sanctioned by the Union; and
- (c) **Posting of Notices:** Post notices on Union bulletin boards advising employees that it disapproves such action, and instructing employees to return to work immediately.

12.3 Obligation of Union for Liability for Loss by Such Action by Employees

The obligation of the Union to the Company is limited to the performance of Section 12.2 without further responsibility or liability for loss from such action by employees.

12.4 Employee Participation in Strike or Lockout

Employees participating in any strike, sympathy strike, slowdown, or concerted stoppage of work shall be subject to discharge by the Company provided, however, that an employee who alleges that they did not participate in a strike, sympathy strike, slowdown, or concerted stoppage of work may have recourse to the grievance procedure and arbitration.

12.5 Refusal to Cross Picket Lines

It shall not be a violation of this agreement, and it shall not be cause for discharge or disciplinary action in the event an employee refuses to go through active picket line and enter upon any property of an employer involved in a primary labor dispute. Further, the company will not request or require that any employee covered by this agreement cross any such active picket line in the course of performing their assigned duties.

ARTICLE 13 **EMPLOYEE BENEFITS**

13.1 Retirement

The Pension Plan of Lockheed Martin Corporation as it applies to the employees described in Article 2 of this Agreement is set out in a summary plan description entitled Retirement Plan for Certain Represented Employees of Sikorsky Aircraft Corporation, a Lockheed Martin Company - Local Number 1150 of the International Brotherhood of Teamsters at the Troy, AL Facility which is attached to and made part of this Agreement as Appendix C.

13.2 Changes and Amendments – Pension

The changes and amendments in the Pension Plan agreed upon by the parties to this Agreement will, after approval by the U.S. Internal Revenue Service, also be attached to and made part of this Agreement.

13.3 Medical Benefits

The Lockheed Martin Group Health Insurance Plan as it applies to employees described in Article 2 of this Agreement is set out in the summary plan description entitled Lockheed Martin Corporation Group Benefits Plan for Employees of Sikorsky Aircraft Corporation, a Lockheed Martin Company: Medical, prescription drug, health savings account, dental and vision benefits for certain employees of Sikorsky Aircraft Corporation, a Lockheed Martin Company who are represented by the International Brotherhood of Teamsters Local 1150 (Troy, AL) which is attached to and made part of this Agreement as Appendix D.

13.4 Dental Benefits

The Lockheed Martin life insurance and disability plan as it applies to employees described in Article 2 of this Agreement is set out in a summary plan description entitled Lockheed Martin Corporation Group Benefits Plan for Employees of Sikorsky Aircraft Corporation, a Lockheed Martin Company: Life and accident insurance and the short-term disability plan for represented employees of Sikorsky Aircraft Corporation, a Lockheed Martin Company who are represented by the International Brotherhood of Teamsters Local 1150 (Troy, AL) which is attached hereto and made a part of this Agreement as Appendix E.

13.5 National Health Insurance

- (a) **Non-Duplication of Benefits of a National Health Insurance Program:** It is recognized that without any specific details of Federal legislation on National Health Insurance which could be enacted, it is not possible at this time to envision implications of such legislation on the Group Health and Life Insurance Plan. It is mutually agreed by the Company and Union the Plan should not duplicate the benefits of a National Health Insurance program.

- (b) **Company's Liability:** It is further agreed by the parties that in no case will the company's total liability for costs for the Plan plus any tax or premium contribution required from the Company by legislation or regulation exceed that in effect immediately prior to the implementation of such Federal legislation or regulation.

ARTICLE 14 **UNION REPRESENTATION**

14.1 Recognition of Labor Stewards

The number of labor stewards and the area of the shop which each steward shall represent for the purpose of adjusting grievances under the grievance procedure shall be mutually agreed upon by the Company and the Union. The number of labor stewards and the areas which they represent shall be subject to review upon the request of either the Company or the Union.

14.2 Recognition of Asst Business Agents, Chief ESH and Safety Stewards

The Company will recognize appointed Assistant Business Agents, and a minimum of three (3) labor stewards assigned to the first shift and one (1) labor steward assigned to each of the second and third shifts for the duration of this Agreement; this shall not be the case if there are no employees assigned to any particular shift. One (1) additional labor steward will be assigned for each fifty (50) employees on any shift, if necessary. The areas which the labor stewards represent shall be subject to review upon the request of either the Company or the Union. In addition, there shall be two (2) Union ESH stewards assigned to the first shift, one (1) Union ESH steward assigned to the second shift, one (1) Union ESH steward assigned to the third shift, one (1) Job Evaluation Steward assigned to the first shift.

- (a) **Labor Stewards:** Labor stewards shall be active employees of the Company. No employee shall act as a steward unless at the time of their selection they have not less than six (6) months' seniority as defined herein.
- (b) **Job Evaluation Stewards:** The Job Evaluation Steward shall be active employee of the Company. No employee shall act as such unless at the time of their selection, they have not less than six (6) months seniority with the Company.
- (c) **Posting of Notices:** Union ESH Stewards shall be an active employee of the Company. No employee shall act as a Union ESH steward unless at the time of their selection they have not less than twelve (12) months' seniority.

14.3 Union's Right to Designate Stewards

The Company recognizes the right of the Union to designate stewards from the Company seniority list. The Union will supply the Company with a list of stewards and agrees to update that list when changes are made.

14.4 Limitations on Union Authority

Stewards shall have no authority to call or sanction any strike, sympathy strike, slowdown or concerted stoppage of work during the period of this Agreement.

14.5 Company's Recognition of Limitations on Stewards

The Company recognizes these limitations upon the authority of stewards and shall not hold the Union liable for any unauthorized acts; provided, however, that in the event of any such unauthorized action, the Union must comply with the provision as set forth in Article 12 Strike or Lockout as hereinafter set forth. The Company, in so recognizing such limitations, shall have the authority to impose discipline, up to and including discharge, in the event the steward participates in any strike, sympathy strike, slowdown, or concerted stoppage of work.

ARTICLE 15 **DURATION**

15.1 Life of Agreement

This Agreement shall be in full force and effect until midnight October 22, 2028, and for additional periods of one (1) year thereafter unless either party hereto shall give written notice of its intent to terminate the Agreement or modify any portion or any of the terms hereof by registered mail to the other party not less than sixty (60) nor more than ninety (90) days prior to October 22, 2028, or prior to the end of any yearly period subsequent thereto.

15.2 Suspension of Collective Bargaining During the Life of the Contract

The parties, in consideration of the benefits, privileges, and advantages provided in this Agreement and as a condition to the execution of this Agreement suspend meetings in collective bargaining negotiations during the life of this agreement with respect to any further demands, including pensions or insurance for employees or with respect to any question of wages, hours, or working conditions, except as may be dealt with as a grievance under Article 6 hereof.

15.3 Notice of Termination or Modification of the Contract

Should notice of termination or modification be given by either party as provided in Section 15.1 of this Article, this Contract shall terminate as of its expiration date unless specifically extended by written agreement, and, upon such termination, any and all obligations of either party to continue to maintain the grievance procedure provided by the Contract shall immediately terminate and become unenforceable; provided, however, that any grievance which has, prior to the termination of the Contract, been appealed to arbitration will be processed under the terms of this Contract.

15.4 Guidelines for Submitting Notice of Termination or Modification

Notices shall be in writing and shall be sent by registered mail addressed, if to the Union, to the Sikorsky Teamsters Local No. 1150, 150 Garfield Avenue, Stratford, Connecticut, 06615-7101 and if to the Company, to the Labor Relations Lead, Sikorsky, a Lockheed Martin Company, Stratford, Connecticut.

ARTICLE 16
SUCCESSORSHIP

16.1 This Agreement shall be binding upon the Union and the Employer and upon their respective transferees, successors, and assigns. If the Employer shall, during the term of the Agreement, sell, assign, or transfer its business, said Employer shall, upon execution of an agreement of sale, assignment, or transfer, notify the prospective purchaser, assignee, or transferee, by certified mail, of the existence of this Agreement and shall simultaneously send the Union, by certified mail, a copy of such notice given to the prospective purchaser, assignee, or transferee. In order to comply with Securities and Exchange laws, rules, and regulations, notice to the Union is not required until such time as the transaction is material, non-public information. The signatory Employer shall be responsible for making adequate provisions to ensure payment for accrued wages, vacations, and fringe benefits as of the date of transfer.

It is understood and agreed that this Agreement has been ratified by the membership of Local No. 1150, Troy, Alabama and reviewed and endorsed by the respective committees.

Accepted this 31st day of August, 2023.

SIKORSKY TEAMSTERS LOCAL NO. 1150
UNION NEGOTIATING COMMITTEE

SIKORSKY, A LOCKEED MARTING COMPANY
COMPANY NEGOTIATING COMMITTEE

ROCCO CALO

JAY SUMNER

ED SMITH

ERIC SCOTT

JJ HAND

KWAME FLUKER

EARL JACOBS

MARK SMOLENSKI

DEMARIO HARRIS

AMANDA DANNER

TODD FOSS

MICHAEL DENUZZO

CHRIS WINTERS

TAMIRA HONEYCUTT

CHAD ADKINSON

AMY WHITE

MARY ROWELL

CHRIS DUBOSE

JEREMY MCSWAIN

GWEN LAMPLEY

ARA MOORE

JUSTIN MOSES

APPENDIX A

Rate Schedule A Effective 9/4/2023

Labor Grade	Minimum Rate	Maximum Rate
22	24.64	33.30
23	25.86	38.45
24	29.98	43.17
25	33.66	47.01
26	36.97	50.38

Rate Schedule B Effective 10/21/2024

Labor Grade	Minimum Rate	Maximum Rate
22	24.64	34.63
23	25.86	39.99
24	29.98	44.90
25	33.66	48.89
26	36.97	52.40

Rate Schedule C Effective 10/20/2025

Labor Grade	Minimum Rate	Maximum Rate
22	24.64	35.84
23	25.86	41.39
24	29.98	46.47
25	33.66	50.60
26	36.97	54.23

Rate Schedule D Effective 10/19.2026

Labor Grade	Minimum Rate	Maximum Rate
22	24.64	37.09
23	25.86	42.84
24	29.98	48.10
25	33.66	52.37
26	36.97	56.13

Rate Schedule E Effective 10/18/2027

Labor Grade	Minimum Rate	Maximum Rate
22	24.64	38.20
23	25.86	44.13
24	29.98	49.54
25	33.66	53.94
26	36.97	57.81

GUIDELINES FOR OVERTIME

The following procedure shall be applied to track distribution of overtime:

- (a)** Overtime will be recorded on a standard form provided by the Company. The Company will post in each department a copy of the form showing overtime hours charged to employees in each department. A sample form is attached hereto and made part of this Agreement as Appendix B.
- (b)** Entries made on the overtime form shall be in accordance with the following guidelines:
 - (1)** All overtime worked will be charged in terms of hours paid.
 - (2)** All overtime refused will be charged in terms of work hours which would have been paid had the employee worked.
 - (3)** An employee who is scheduled for overtime and fails to report will be charged with the hours which would have been paid had they reported.
 - (4)** If practicable, employees with the least amount of overtime will be selected.
 - (5)** Employees will be grouped by job code and grade under the jurisdiction of each supervisor.
 - (6)** At the start of each year, overtime records among employees within the same job code and jurisdiction of their respective supervisors, will be adjusted to reflect the differential in overtime hours between the employee with the highest number of overtime hours and the employee with the lowest number of overtime hours.
 - (7)** Whenever overtime involves priority or emergency work, or requires special knowledge or skill, selection will be made to meet these requirements. Any resulting disparity will be offset as soon as practicable.
 - (8)** To be scheduled for overtime work, employees must be fully qualified to perform the work. If not, they will be charged.
 - (9)** For record keeping purposes only, an employee who enters a new group, (i.e., promotion, transfer, shift change, etc.) will be charged the average overtime for the new group.
 - (10)** An employee absent for Military Leave will not be charged for overtime during such absence unless all the other employees in their job code under the supervisor's jurisdiction have been charged for overtime during the period of absence.
 - (11)** An employee who is asked and refuses overtime because of weekend duty in the Military Reserve or National Guard will be charged with the appropriate number of overtime hours offered which will be reflected on the

overtime record, as long as the employee is lowest in number of hours in their job code under the supervisor's jurisdiction, or all other employees in their job code under the supervisor's jurisdiction have been offered the overtime hours.

- (12) An absent employee will be charged with an average amount of overtime after all other employees assigned to their job code and supervisor have been charged with overtime. If an employee's absence exceeds twenty-one (21) calendar days, the employee will be given the average overtime when they return to the group.
- (13) An employee absent for vacation will not be charged for overtime during such absence unless an employee is on vacation for more than two (2) consecutive weeks.
- (14) An employee on loan will be scheduled for overtime in the group to which they are loaned.
- (15) All overtime offered while an employee is on loan will be charged to the employee's record in their parent department. If the period of time on loan exceeds twenty-one (21) calendar days, the employee will be given the average overtime when they return to the group.
- (16) All overtime offered while an employee is on travel status will be charged to the employee's record in their parent department. If the period of time on travel status exceeds twenty-one (21) calendar days, the employee will be given the average overtime when they return to the group. Opportunities for employees to be assigned to travel status will, in so far as it may be practicable, be offered equally, based on skill requirements and an employee's ability to travel.
- (17) The intent of the parties is not to prevent the working- leader from receiving their fair share of overtime, but to prevent any abuse that would allow a working-leader favored status regarding overtime distribution. Working-leaders will not be brought in to exclusively perform work normally done by other employees.
- (18) It is understood the Company and its supervisors are responsible for the selection, distribution, and equalization of overtime.
- (19) An employee who is assigned to light duty work may be eligible to work available overtime provided the light duty work is scheduled for overtime and all other qualified employees have been offered the overtime.
- (20) Before any employees who are loaned into a department are offered overtime, employees from that home department must first be offered the overtime work.
- (21) All overtime sheets must be updated weekly and posted in the designated overtime area no later than the third (3rd) working day of the week following the overtime week ending.

- (22) An employee shall not be charged an overtime refusal if the Company requests that they return to work for overtime as outlined in Article 7.8.
- (23) Overtime shall be offered in accordance with Article 7.10 to employees regularly assigned to the overtime area prior to overtime being offered to an employee on loan to that overtime area.
- (c) Entries for overtime charged, but not worked must be preceded by one of the codes listed on the top of the overtime form. An explanation of the codes follows below:
- (1) V – Vacation – To be used whenever an employee is on vacation.
- (2) E – Emergency or Special Job – To be used when a hot or new job needs to be done which only one or two employees under the supervisor are qualified to perform. Therefore, the qualified employee would be scheduled for overtime, while others in the same job code were excluded. This particular situation might prevail for two or three weeks, but should not occur over a prolonged period and other employees in the job code should be trained to perform the operation. This should not be used to bring in a working- leader to perform work normally done by other employees.
- (3) S – Scheduled, Did Not Report – This code should be counted as a day worked and the hours the employee would have been paid should be entered into the total. The reason for absences would also be recorded on the attendance and lateness record.
- (4) R – Offered, But Refused – This code is used for an employee who is offered overtime work but refused and the employee would be charged in terms of hours paid had they worked the overtime.
- (5) I – Ill Or Otherwise Unavailable – This code should be used for an employee, who on the day overtime was offered, was absent because of illness or was otherwise unavailable. This code can only be used if all other employees present that day in the group (i.e., job code and labor grade under the jurisdiction of the supervisor, within the respective overtime area,) have been offered overtime.
- (6) NQ – Not Qualified – This code would be applicable for an employee or an employee recently promoted and who has not received sufficient training on the job or lacks a required certification, license, skill, or other necessary qualification(s) and therefore, cannot perform the work without close supervision. Such an employee should be offered every opportunity to become qualified and share in the overtime offered to those in their job code. To be scheduled for overtime employees must be fully qualified to perform the work, if not, they will be charged.
- (7) L – Loan – This key to be used for an employee who is on loan into a department or overtime area other than the department or overtime area from which the employee was loaned.

LETTER 1

Environment, Safety, and Health

This is to confirm the understanding and agreement reached at recent contract negotiations between Sikorsky, a Lockheed Martin Company and the Sikorsky Teamsters Local No. 1150 of the International Brotherhood of Teamsters, concerning Environment, Safety and Health (ESH).

The Company and the Union agree to continue to work cooperatively and proactively to provide a safe work place for its employees through assessment of environment, safety and health concerns, and ongoing communication to enhance safety awareness.

In furtherance of these objectives, the Company recognizes occasions will arise, when it is mutually beneficial to the parties, to involve the Union's ESH Steward in the prevention and/or resolution of a variety of ESH issues as well as participation in ESH activities and initiatives.

The Company will identify those issues, activities or initiatives it deems appropriate to seek the involvement of the Union's ESH Steward. Further, the Company will be receptive to and consider requests from the Union, or the Union's ESH Steward, to otherwise participate in issues, activities or initiatives for which the Company has not previously requested their services. In addition, the parties agree the Manager – Health & Safety and the Union ESH Steward will conduct a monthly safety "walk-a-round" in an effort to resolve any open issues and to increase employee safety awareness.

As necessary, but not more frequently than once a week, the First Shift ESH Steward will, upon request, meet with the director ESH or their designated representative to discuss unresolved ESH issues.

It is also understood any health and safety procedural changes will be communicated to the Union ESH Steward in advance of implementation.

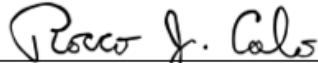
The Union's ESH Steward will be paid for such time in accordance with the provisions of Section 6.35, Section 4 provided the Company approves such requests.

This Letter of Agreement does not amend or modify the provisions of the current Collective Bargaining Agreement.

Accepted this 4th day of September 2023.

SIKORSKY TEAMSTERS
LOCAL NO. 1150

SIKORSKY, A LOCKHEED MARTIN
COMPANY



ROCCO J. CALO



JAY SUMNER

LETTER 2

Benefits

This is to confirm the understanding and agreement reached at recent contract negotiations between Sikorsky, a Lockheed Martin Company and the Sikorsky Teamsters Local No. 1150 of the International Brotherhood of Teamsters, concerning the group health, dental, life and disability insurance plans.

Effective September 4, 2023

- (a) Group Health, Dental, and Vision will continue as outlined in the current Summary Plan Descriptions and made part of this agreement and will continue until December 31, 2023.
- (b) Increase the life and AD&D insurance, monthly total and permanent disability income (T&PD), and weekly disability income (DI) in accordance with the following schedule:

Hourly Rate	WEEKLY STD	LIFE INSURANCE	MONTHLY T&PD
ALL	\$500	\$100,000	\$1600

- (c) If an employee becomes totally and permanently disabled while working for the Company, and before their 65th birthday, they will receive a monthly T&PD benefit until they recover or receive an amount equal to their life insurance plus interest but not beyond their normal retirement age (age 65) subject to the current rules for payment of disability payments. Benefit ceases upon retirement (age 65).
- (d) Continue to provide Accidental Death and Dismemberment to the improved levels in Section (e) above with the following dismemberment schedule:

Schedule of Covered Losses

Covered Loss	Benefit
Loss of Life	100% of the Principal Sum
Loss of Two or More Hands or Feet	100% of the Principal Sum
Loss of Sight of Both Eyes	100% of the Principal Sum
Loss of One Hand or One Foot and Sight In One Eye	100% of the Principal Sum
Loss of Speech and Hearing (in both ears)	100% of the Principal Sum
Quadriplegia	100% of the Principal Sum
Paraplegia	75% of the Principal Sum
Hemiplegia	50% of the Principal Sum
Coma	
Monthly Benefit	1% of the Principal Sum
Number of Monthly Benefits	11
Lump Sum Benefit	100% of the Principal Sum
When Payable	Beginning of the 12 th month
Loss of One Hand or Foot	50% of the Principal Sum
Loss of Sight in One Eye	50% of the Principal Sum
Loss of Speech	50% of the Principal Sum
Loss of Hearing (in both ears)	50% of the Principal Sum
Loss of All Four Fingers of the Same Hand	25% of the Principal Sum
Loss of Thumb and Index Finger of the Same Hand	25% of the Principal Sum

- (e) Up to \$20,000 of Optional Supplementary Life Insurance (OSLI) will be offered in increments (at the option of the employee) of \$5,000. The cost is \$0.42 per \$1,000 of insurance per month. If elected, premium will be deducted from employee's weekly paycheck. Benefit ceases after retirement (age 65).
- (f) Employees who are permanently assigned to the Company's Flight Operations will be eligible to purchase an additional \$130,000 of Optional Supplemental Life Insurance in accordance with the conditions specified in Letter 2, Section (h) for a total of \$150,000 insurance coverage. This additional coverage will be offered in increments of \$5,000 at a cost of \$2.10 per \$5,000 unit per month. Employees may carry the additional OSLI until such time as they are no longer assigned to Flight Operations. Benefit ceases after retirement (age 65).
- (g) An additional \$200,000 of life insurance coverage is available to certain represented employees deemed to be permanently assigned to Flight Operations. Payment of this benefit, in addition to any basic life insurance and accidental death and dismemberment insurance payable, will be made in the event the covered employee dies while carrying out the normal designated responsibilities of his/her job.
- (h) Increase the survivor income insurance Part I (Transition) monthly payment from \$325 to \$360 per month and raise the payment for Part II (Bridge) from \$325 to \$360 per month. This benefit will be payable to all eligible family members of all active employees and to the spouses only of former employees who are collecting T&PD payments at the time of death.
- (i) Continue to offer a health care flexible spending account to allow employees to place up to the IRS limit per year of pretax funds in an account to pay for out-of-pocket medical and dental expenses. Any expense recognized by the Internal Revenue Service for income tax purposes (except personal transportation) can be reimbursed. Reimbursable expenses include, but are not limited to, deductibles, vision care, audio care, eyeglasses, co-payments, cost above R&C and dental care expenses.

Also covered: over-the-counter (OTC) medicines and drugs that are used to alleviate or treat personal injuries or sickness. This includes, but is not limited to, items such as antacids, allergy medicines, pain relievers and cold medicines. (Vitamins and dietary supplements that are merely beneficial to the general health are not included.) Receipts for all eligible OTC medicines and drugs must be kept, and a copy sent to the administrator for reimbursement. Funds are contributed on a pretax basis in accordance with Section 125 of the Internal Revenue Code. Once contributions begin, the entire amount of projected contributions will be immediately available. There is no requirement for the account balance to be equal to the amount withdrawn, except the total amount withdrawn cannot exceed the annual amount designated to be contributed. An election to make contributions cannot be revoked or changed during the plan year except for certain events such as birth or death of dependents, marriage or divorce. Any

excess funds, or unused funds remaining in the account after payment of all legitimate claims, will be allocated to the accounts of participants in the flexible spending account in the following year. Each account will be credited with an amount equal to the total excess funds, divided by the number of participants in the following year. You have until March 15 of the year after the plan year to incur eligible expenses for your Health Care Spending Account (HCSA). Please note that this extension does not apply to Dependent Care Spending Accounts.

- (j) Continue to offer a dependent day care flexible spending account to allow employees to place up to the IRS limit per year of pretax funds in an account to pay for out-of-pocket dependent day care expenses for children and adult/elder dependents. If married, the spouse must be working and must be filing a joint tax return. Reimbursable expenses include, but are not limited to, child day care or in-home child or adult/eldercare. Funds are contributed on a pretax basis. Any excess funds at the end of the year will be reallocated among the following year's account participants.
- (k) Employees may select the option of no medical coverage. Effective September 4, 2023, the opt-out credit will be increased to an annual credit of \$1300 to be paid in equal installments in the amount of twenty-five dollar (\$25.00) pre-tax, per week (less applicable federal, state and local taxes), in lieu of coverage. Payment to the employee will end upon termination of employment and/or upon the termination of benefit eligibility. An employee electing the no coverage option may not enroll in the Company's group health plan until the annual benefits enrollment period the following calendar year, unless the employee's spouse loses his or her job or medical coverage, or unless the employee himself/herself loses the medical coverage, or except for certain life status changes such as birth or death of dependents, marriage or divorce.

Employees electing no medical coverage will be asked to demonstrate, as required by law, that they have adequate medical coverage elsewhere.

Employees will pay pre-tax contributions toward the Company provided medical and Rx coverage per the following schedule:

Effective September 4, 2023 through December 31, 2023 the weekly contributions for the BYO will be a cost share percentage as outlined below:

Plan	Employee Contribution	Company Contribution
BYO Medical	20%	80%
HDHP 1	13%	87%
HDHP 2	10%	90%
HDHP 3	5%	95%

Contributions will be collected weekly from employees' wages. If an employee's wages are insufficient to collect the required contributions, the uncollected contribution will be accumulated, and an extra week's contributions, not to exceed \$50.00, will be deducted from future wages until the uncollected contributions have been fully collected. The employee will be offered the option to pay additional amount at no penalty.

During the annual benefits enrollment, employees may choose either the Company's BYO Medical Plan option or 1 of 3 High Deductible Health Plan options.

New hires that do not elect a medical plan will be defaulted into individual coverage, CareFirst HDHP 1. Existing employees that fail to make an election will default to the option they are currently enrolled in unless that option is no longer offered.

Each health plan vendor maintains a provider network. The plan network service areas are state-based meaning if an employee's official address on file with the Company is within the state of Alabama, the Alabama plan networks are available to the employee. If an employee's official address on file with the Company is not within the state of Alabama, the 'out-of-area' plan network will be available to the employee.

Plan Provisions – Effective September 4 2023:

Continue plan provision currently outlined in the Summary Plan Descriptions

EFFECTIVE JANUARY 1, 2024

Effective January 1, 2024, and continuing throughout the term of this Agreement, the Company shall contribute to the Northern New England Benefit Trust ("NNEBT"), on the 10th of each coverage month, the sums as provided below on behalf of each covered employee. It is understood that during the term of this Agreement NNEBT will assume full responsibility for providing, and it will provide, the medical, prescription, dental, vision and welfare benefits listed below to participating employees:

Medical & Prescription Benefits	Dental Benefits
Vision Benefits	Life Insurance
Short-Term Disability	Total & Permanent Disability
Transition & Bridge Benefit	Flexible Spending and Health Savings Accounts
Tobacco Cessation	Health and Weight Management Program

It is further understood that the Company contribution amounts listed below shall represent the Company's only contribution for such benefits and that the Company shall have no additional monetary or any other type of obligations with respect to providing participating employees with the aforementioned benefits. Both the Company and Union acknowledge that NNEBT shall have sole discretion with respect to the administration of these benefits, including, but not limited to, modifying benefits in compliance with all laws, rules and regulations and the amounts of any co-insurance, copayments, deductibles, premium cost-sharing, and benefit designs in order to provide the aforementioned benefits. To the extent NNEBT decides to modify any benefits or plans pursuant to this provision, it shall provide the Company with ninety (90) days advance written notice of any modifications (or thirty (30) days before annual enrollment begins, if earlier). For the avoidance of doubt, any such modification(s) by NNEBT shall not affect the Company's contributions as set

forth in this Article, including, but not limited to, circumstances in which the Company and/or any other contributions are insufficient to provide employees with a certain level of benefits.

For each employee enrolled in such medical and prescription coverage through NNEBT, the Company will pay the following monthly contribution for such benefits.

BYO Option 1 + Rx

Monthly Company Cost

Plan	Tier	2024 Rate	2025 Rate	2026 Rate	2027 Rate	2028 Rate
BYO Option 1 + Rx	Single	\$762.40	\$808.14	\$856.63	\$908.03	\$962.51
BYO Option 1 + Rx	EE + Child	\$1,524.81	\$1,616.30	\$1,713.27	\$1,816.07	\$1,925.04
BYO Option 1 + Rx	EE + Spouse	\$1,715.83	\$1,818.78	\$1,927.91	\$2,043.58	\$2,166.20
BYO Option 1 + Rx	Family	\$2,592.68	\$2,748.24	\$2,913.14	\$3,087.93	\$3,273.20

Monthly Member Cost

Plan	Tier	2024 Rate	2025 Rate	2026 Rate	2027 Rate	2028 Rate
BYO Option 1 + Rx	Single	\$190.60	\$202.04	\$214.16	\$227.01	\$240.63
BYO Option 1 + Rx	EE + Child	\$381.20	\$404.07	\$428.32	\$454.02	\$481.26
BYO Option 1 + Rx	EE + Spouse	\$428.96	\$454.70	\$481.98	\$510.90	\$541.55
BYO Option 1 + Rx	Family	\$648.17	\$687.06	\$728.28	\$771.98	\$818.30

Total Monthly Premium

Plan	Tier	2024 Rate	2025 Rate	2026 Rate	2027 Rate	2028 Rate
BYO Option 1 + Rx	Single	\$953.00	\$1,010.18	\$1,070.79	\$1,135.04	\$1,203.14
BYO Option 1 + Rx	EE + Child	\$1,906.01	\$2,020.37	\$2,141.59	\$2,270.09	\$2,406.30
BYO Option 1 + Rx	EE + Spouse	\$2,144.79	\$2,273.48	\$2,409.89	\$2,554.48	\$2,707.75
BYO Option 1 + Rx	Family	\$3,240.85	\$3,435.30	\$3,641.42	\$3,859.91	\$4,091.50

HDHP Option 1 + Rx

Monthly Company Cost

Plan	Tier	2024 Rate	2025 Rate	2026 Rate	2027 Rate	2028 Rate
HDHP Option 1 + Rx	Single	\$650.16	\$689.17	\$730.52	\$774.35	\$820.81
HDHP Option 1 + Rx	EE + Child	\$1,300.32	\$1,378.34	\$1,461.04	\$1,548.70	\$1,641.63
HDHP Option 1 + Rx	EE + Spouse	\$1,463.32	\$1,551.12	\$1,644.19	\$1,742.84	\$1,847.41
HDHP Option 1 + Rx	Family	\$2,211.11	\$2,343.77	\$2,484.40	\$2,633.46	\$2,791.47

Monthly Member Cost

Plan	Tier	2024 Rate	2025 Rate	2026 Rate	2027 Rate	2028 Rate
HDHP Option 1 + Rx	Single	\$97.15	\$102.98	\$109.16	\$115.71	\$122.65
HDHP Option 1 + Rx	EE + Child	\$194.30	\$205.96	\$218.32	\$231.42	\$245.30
HDHP Option 1 + Rx	EE + Spouse	\$218.66	\$231.78	\$245.68	\$260.42	\$276.05
HDHP Option 1 + Rx	Family	\$330.40	\$350.22	\$371.23	\$393.51	\$417.12

Total Monthly Premium

Plan	Tier	2024 Rate	2025 Rate	2026 Rate	2027 Rate	2028 Rate
HDHP Option 1 + Rx	Single	\$747.31	\$792.15	\$839.68	\$890.06	\$943.46
HDHP Option 1 + Rx	EE + Child	\$1,494.62	\$1,584.30	\$1,679.36	\$1,780.12	\$1,886.93
HDHP Option 1 + Rx	EE + Spouse	\$1,681.98	\$1,782.90	\$1,889.87	\$2,003.26	\$2,123.46
HDHP Option 1 + Rx	Family	\$2,541.50	\$2,693.99	\$2,855.63	\$3,026.97	\$3,208.59

HDHP Option 2 + Rx

Monthly Company Cost

Plan	Tier	2024 Rate	2025 Rate	2026 Rate	2027 Rate	2028 Rate
HDHP Option 2 + Rx	Single	\$624.56	\$662.03	\$701.75	\$743.86	\$788.49
HDHP Option 2 + Rx	EE + Child	\$1,249.12	\$1,324.07	\$1,403.51	\$1,487.72	\$1,576.98
HDHP Option 2 + Rx	EE + Spouse	\$1,405.79	\$1,490.14	\$1,579.55	\$1,674.32	\$1,774.78
HDHP Option 2 + Rx	Family	\$2,124.15	\$2,251.60	\$2,386.70	\$2,529.90	\$2,681.69

Monthly Member Cost

Plan	Tier	2024 Rate	2025 Rate	2026 Rate	2027 Rate	2028 Rate
HDHP Option 2 + Rx	Single	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
HDHP Option 2 + Rx	EE + Child	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
HDHP Option 2 + Rx	EE + Spouse	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
HDHP Option 2 + Rx	Family	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Total Monthly Premium

Plan	Tier	2024 Rate	2025 Rate	2026 Rate	2027 Rate	2028 Rate
HDHP Option 2 + Rx	Single	\$624.56	\$662.03	\$701.75	\$743.86	\$788.49
HDHP Option 2 + Rx	EE + Child	\$1,249.12	\$1,324.07	\$1,403.51	\$1,487.72	\$1,576.98
HDHP Option 2 + Rx	EE + Spouse	\$1,405.79	\$1,490.14	\$1,579.55	\$1,674.32	\$1,774.78
HDHP Option 2 + Rx	Family	\$2,124.15	\$2,251.60	\$2,386.70	\$2,529.90	\$2,681.69

All NNEBT health plans shall be affordable and provide minimum value (as described under the Affordable Care Act).

For each employee enrolled in dental and/or vision coverage through NNEBT, the Company will pay 100% of the monthly premium as outlined below for the dental and vision benefits

Plan	Tier	2024 Rate	2025 Rate	2026 Rate	2027 Rate	2028 Rate
Dental	Single	\$48.74	\$49.71	\$50.70	\$51.72	\$52.75
Dental	EE + Child	\$97.47	\$99.42	\$101.41	\$103.44	\$105.51
Dental	EE + Spouse	\$109.66	\$111.85	\$114.09	\$116.37	\$118.70
Dental	Family	\$165.70	\$169.01	\$172.39	\$175.84	\$179.36

Plan	Tier	2024 Rate	2025 Rate	2026 Rate	2027 Rate	2028 Rate
Vision	Single	\$4.27	\$4.36	\$4.45	\$4.54	\$4.63
Vision	EE + Child	\$8.12	\$8.28	\$8.45	\$8.62	\$8.79
Vision	EE + Spouse	\$7.69	\$7.84	\$8.00	\$8.16	\$8.32
Vision	Family	\$12.82	\$13.08	\$13.34	\$13.61	\$13.88

For employees enrolled in Life Insurance, Short Term Disability, Total and Permanent Disability, and the remainder of the Welfare Benefits listed above through NNEBT, the Company will pay the following per month for each enrolled employee as follows:

Plan	Rate
Life Insurance/T&PD	\$27.12
Short Term Disability	\$58.97

The Company will pay its contribution for the medical and prescription, dental, vision and welfare benefits monthly on or before the 10th of the coverage month. The Company shall make a monthly contribution for the month in which the employee first enrolls if the enrollment is on or before the 15th of that month. Otherwise, the Company will make a monthly contribution for the following month.

New hires that do not elect a medical plan will be defaulted into individual coverage HDHP 2.

Employees may select the option of no medical coverage. An employee electing not to be covered shall receive a Twenty-Five Dollar (\$25.00) per week payment, less applicable federal, state and local taxes, in lieu of such coverage. Payment to the employee will end upon termination of employment and/or upon the termination of benefit eligibility. An employee electing the no coverage option may not enroll in a health plan until the enrollment period the following calendar year, unless the employee's spouse loses his or her job or medical coverage, or unless the employee themselves loses the medical coverage, or except for certain life status changes such as birth or death of dependents, marriage, or divorce.

Employees electing no medical coverage will be asked to demonstrate, consistent with the Affordable Care Act, that they have adequate medical coverage elsewhere. The Company and the Union agree to work together in good faith to implement this attestation process with NNEBT.

Company contributions to NNEBT will terminate at midnight of the employee's last day on the payroll, except that:

- (a)** In the case of layoff for lack of work, such contributions shall be continued by the Company for the period of such layoff, but not to exceed six (6) months from the date of layoff.
- (b)** In the case of an authorized military leave of absence, such contributions shall be continued by the Company up to 31 days.
- (c)** If an employee dies while employed, the Company will continue to make contributions for surviving eligible dependents for up to six (6) months from the date of the employee's death.

In the event the contributions to be provided by the Company set forth above are determined to be insufficient to support the maintenance of benefits, the excess cost to maintain the benefits over the Company maximum contribution shall be paid by the

employee via payroll deduction. The employee contributions shall be remitted to NNEBT as part of the Company's contributions, in compliance with applicable law. In addition, in the event the Union and Company have provided for and/or provide for benefits for employees who do not have payroll wages, the Company shall remit amounts equal to the total cost of the benefits and be responsible for the collection of any amounts owed by such employees.

Contributions are for Company employees covered by this Agreement only. Notwithstanding anything contained in this Article to the contrary, the Company has the right to request, and NNEBT shall provide, in a timely manner, information and/or documentation to the Company's satisfaction demonstrating that the Company's total contribution goes toward providing benefits for the Company's employees and is not used for any other purpose, including but not limited to providing benefits to employees of other participating employers.

The Company shall not make any contribution for healthcare to a former employee, except as required above. All contributions shall be used exclusively for providing the benefits outlined above for the Company's employees covered by this Agreement (and their eligible dependents).

Audit Rights

The Company shall have the right to audit NNEBT, including the right to audit compliance with local, state and/or federal laws, regulations and similar requirements including Customer requirements. NNEBT will take such steps as necessary to extend audit rights to third (3rd) party designees as more fully set forth in the participation agreement between the Company and NNEBT.

The NNEBT Trustees shall have the authority to have an independent Certified Public Account audit only the payroll and wage records of the Company for the purpose of determining the accuracy of contributions at the expense of the Trustees.

NNEBT shall comply with any rule, regulation, law, or similar requirement by any local, state and/or federal government as it relates to the provision of benefits provided through the NNEBT. Moreover, NNEBT shall ensure that no provision of the Plan (design, operation, etc.) will result in the imposition of either injunction action and/or the levy of a fine, tax, assessment, toll or similar monetary penalty or sanction against either the Company or NNEBT. To the extent NNEBT believes a tax may be applied, the NNEBT shall adjust/modify benefits such that the tax does not apply.

Neither the Union nor the Company shall be responsible for ensuring or maintaining the compliance of the NNEBT plan. If NNEBT plan is non-compliant (or, with respect to a health plan, is not affordable or provide minimum value as described under the Affordable Care Act), the Union and Company shall work together in good faith to negotiate compliant healthcare offerings.

General

With respect to all health and welfare plans described in this Letter, the Company and the Union will be supplied with copies of the plan documents and amendments. Interpretation of the plan documents and disputes arising under the plans shall be governed exclusively by the complaint procedures and remedies set forth in the plans.

It is understood and agreed that the Company is not a Plan Sponsor nor a Plan Administrator with respect to NNEBT plans and, thus, is not responsible for any compliance issues or liabilities arising under such plans, beyond its contributions required above.


In advance of the transition of Company benefits to NNEBT benefits, the Company and the Union shall work together in good faith to develop a Memorandum of Understanding outlining the details of such plan of transition.

This Letter of Agreement does not amend or modify the provisions of the current Collective Bargaining Agreement.

Accepted this 4th day of September 2023.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



ROCCO J. CALO



JAY SUMNER

LETTER 3

Prescription Drug Benefit

This is to confirm the understanding and agreement reached at recent contract negotiations between Sikorsky, a Lockheed Martin Company and the Sikorsky Teamsters Local No. 1150 of the International Brotherhood of Teamsters, concerning prescription drug benefits for the represented employees covered by this Collective Bargaining Agreement.

The Company and the Union will continue the Teamsters Local No. 1150 Sikorsky Aircraft Corporation Prescription Drug Benefit Fund (the "Fund") through December 31, 2023 (or such longer period for the processing of any run-out claims).

The Fund shall remain a single employer, ERISA governed Taft-Hartley health and welfare plan which shall provide prescription drug coverage (and no other benefits) to the Union represented employees covered by this Collective Bargaining Agreement (and their eligible dependents) who enroll in one of the Build Your Own (BYO) medical options or High Deductible Health Plan (HDHP) with Health Savings Account (HSA) options. Employees (and dependents) electing no medical coverage (opt out) shall be ineligible to participate in the Fund. The parties understand and agree that any such arrangement must continue to meet all legal and compliance requirements as well as certain material conditions, including:

- (1) The Company will provide only the pre-determined financial contributions, capped at the levels outlined below.

2023 - \$126.07 per life per month

- (2) Neither the Collective Bargaining Agreement nor the Agreement/Declaration of Trust shall contain a "maintenance of benefits" provision or otherwise permit the Trustees to unilaterally require the Company to increase the contribution levels referenced above;
- (3) Should the aforementioned Company contribution levels prove insufficient to fund existing benefit levels and the majority of trustees do not agree to plan design modifications to remedy such shortfalls, the Trustees shall have the power to introduce and/or increase employee contributions to adequately fund the Trust;
- (4) The Agreement / Declaration of Trust shall provide indemnification to the individuals serving as Trustees to the fullest extent permitted by applicable law, including the Employee Retirement Income Security Act of 1974, as amended ("ERISA"). Further, the Agreement/ Declaration of Trust shall not prohibit the Company from separately indemnifying its employees serving as trustees and/or fiduciaries.

Effective January 1, 2024, Northern New England Benefit Trust ("NNEBT"), which is a trust established under ERISA and Section 501(c)(9) of the Internal Revenue Code (the "Code"), will assume responsibility for providing the prescription benefit plan as outlined in Letter 3, including all legal and compliance responsibilities. The Company, Union, and


NNEBT will work together in good faith to come to an agreement on transferring any remaining assets in the Fund to the NNEBT.

This Letter of Agreement does not amend or modify the provisions of the current Collective Bargaining Agreement.

Accepted this 4th day of September 2023.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



ROCCO J. CALO



JAY SUMNER

LETTER 4

Individual Medical Account

This letter is to confirm the understanding and agreement reached between Sikorsky, a Lockheed Martin Company and Sikorsky Teamsters Local 1150 of the International Brotherhood of Teamsters, concerning the Individual Medical Account.

- (a) Implement the Individual Medical Account for the accumulation of funds to help offset medical costs for retirees.
- (b) Beginning, December 4, 2023, contributions will be \$1 to \$23 per week, in whole dollar amounts, which will be matched by the Company at 75%.
- (c) Employees in the following age categories may contribute additional amounts, each week and be matched at 75%, as indicated below.

Age Category	Additional Matched Contribution Per Week
50 – 54	\$1 – \$9
55 – 59	\$1 – \$10
60+	\$1 – \$11

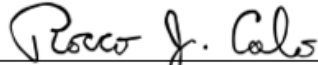
- (d) Employees may put part (in whole dollar amounts) or all of their contributions into the account on a before-tax basis in accordance with Section 401(k) of the Internal Revenue Code. Once an employee has reached the before-tax limit as set out in Section 402(g) of the Internal Revenue Code and as specified in regulations of the Internal Revenue Service, contributions to the IMA will roll over into an after-tax 401(a) account.
- (e) All contributions and Company match will be invested in the Income Fund.
- (f) No in-service withdrawals are permitted.
- (g) No loans are permitted.
- (h) Employees are immediately vested in Company contributions if currently vested in the Savings Plan, or when they become vested in the Savings Plan, but in no more than 2 years from start of their participation in the Individual Medical Account.
- (i) Upon termination prior to retirement, employees may leave their funds in the Individual Medical Account if the combined total of Savings Plan and IMA funds is at least \$1,000.
- (j) Employees who are suspended from the Employee Savings Plan will not be suspended from the Individual Medical Account.
- (k) The payout options are the same as for the Savings Plan; except if the account balance at retirement is less than \$1,000, a lump sum payment must be taken.

This Letter of Agreement does not amend or modify the provisions of the current Collective Bargaining Agreement.

Accepted this 4th day of September 2023.

SIKORSKY TEAMSTERS
LOCAL NO. 1150

SIKORSKY, A LOCKHEED MARTIN
COMPANY



ROCCO J. CALO



JAY SUMNER

LETTER 5

Ratification Bonus

This is to confirm the understanding and agreement reached at recent contract negotiations between Sikorsky, a Lockheed Martin Company and the Teamsters Local No. 1150 of the International Brotherhood of Teamsters, concerning a ratification bonus.

Following the ratification of this Agreement, employees who are both on the payroll of the Company and are covered by this Agreement as of September 4, 2023 shall receive a \$5,000 ratification bonus. No other employee or former employee shall be eligible for this bonus. The ratification bonus will be paid under the following guidelines:


- (1) Employees will be given the opportunity to place some or all of this bonus in the Savings Plan and/or Health Savings Account (HSA).
- (2) Employees must elect in writing to put some, or all, of their bonus, in \$250 increments, into the Savings Plan and/or Health Savings Account (HSA) no later than October 6, 2023.
- (3) The Company will match at 50% any of the ratification bonus placed into the Savings Plan and/or Health Savings Account (HSA).
- (4) Employees who do not make such elections will be paid a ratification bonus of \$5,000 (Gross) no later than November 2, 2023.

This Letter of Agreement does not amend or modify the provisions of the current Collective Bargaining Agreement.

Accepted this 4th day of September 2023.

SIKORSKY TEAMSTERS
LOCAL NO. 1150

SIKORSKY, A LOCKHEED MARTIN
COMPANY



ROCCO J. CALO



JAY SUMNER

LETTER 6

Licensed Airframe and Powerplant Mechanic Wage Adder

This is to confirm the understanding and agreement reached at recent contract negotiations between Sikorsky, a Lockheed Martin Company and the Sikorsky Teamsters Local No. 1150 of the International Brotherhood of Teamsters, concerning a wage adder for licensed Airframe and Power plant mechanics.

It is agreed the Company shall pay a one dollar (\$1.00) per hour wage adder to employees certified as Airframe and Powerplant (A&P) mechanics. The Company shall pay a fifty cents (\$0.50) per hour wage adder to employees certified in either Airframe or Powerplant.

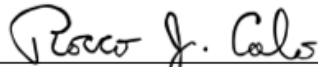
In addition, the Company will pay a fifty cents (\$0.50) per hour wage adder to employees who completed the Airframe Industry Training Program with Enterprise Ozark Community College between 2010 and 2015.

This Letter of Agreement does not amend or modify the provisions of the current Collective Bargaining Agreement.

Accepted this 4th day of September 2023.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



ROCCO J. CALO



JAY SUMNER

LETTER 7

Perfect Attendance Wage Increase

This is to confirm the understanding and agreement reached at recent contract negotiations between Sikorsky, a Lockheed Martin Company and the Sikorsky Teamsters Local No. 1150 of the International Brotherhood of Teamsters, concerning wage rate increases for perfect attendance.

It is agreed an employee who has achieved a perfect attendance record, as defined in Article 9, Section 9.20, for the semi-annual periods listed below, will receive an increase of twenty-five (\$.25) per hour per semi-annual period on the first Monday following the end of the period. In no instance will any employee be paid over the maximum rate of their grade. Any perfect attendance increases accumulated will be carried over upon promotion.

Semi-annual periods:

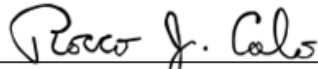
October 9, 2023	To	April 7, 2024
April 8, 2024	To	October 13, 2024
October 14, 2024	To	April 13, 2025
April 14, 2025	To	October 12, 2025
October 13, 2025	To	April 13, 2026
April 14, 2026	To	October 12, 2026
October 13, 2026	To	April 11, 2027
April 12, 2027	To	October 10, 2027
October 11, 2027	To	April 9, 2028
April 10, 2028	To	October 8, 2028

This Letter of Agreement does not amend or modify the provisions of the current Collective Bargaining Agreement.

Accepted this 4th day of September 2023.

SIKORSKY TEAMSTERS
LOCAL NO. 1150

SIKORSKY, A LOCKHEED MARTIN
COMPANY



ROCCO J. CALO



JAY SUMNER

LETTER 8

Pension Plan

This is to confirm the understanding and agreement reached at recent contract negotiations between Sikorsky, a Lockheed Martin Company and the Sikorsky Teamsters Local No. 1150 of the International Brotherhood of Teamsters, concerning the Pension Plan referred to in Article 13. This Letter applies only to those employees hired prior to January 1, 2020.

Effective October 16, 2023

The monthly pension per year of credited service will increase to \$89.00.

Effective January 1, 2026

The monthly pension per year of credited service will increase to \$93.00.

The pre-retirement spouse's death benefit for employees with 10 years or more of credited pension service is as follows:

The spouse of such deceased employee will be eligible to receive a one hundred percent (100%) joint and survivor benefit as of the date the deceased employee would have attained age 55. The pre-retirement spouse's death benefit for vested employees with less than 10 years of credited pension service will continue to be the fifty percent (50%) joint and survivor benefit as is currently stated in the pension plan.

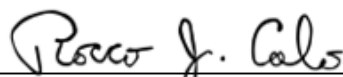
Retirees who are rehired will be allowed to become active plan members and accrue additional benefits if, and only if, they agree to surrender any insurance certificates and/or agree that payments from the plan will stop on reemployment.

This Letter of Agreement does not amend or modify the provisions of the current Collective Bargaining Agreement.

Accepted this 4th day of September 2023.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



ROCCO J. CALO



JAY SUMNER

LETTER 9

Savings Plan

This is to confirm the understanding and agreement reached at recent contract negotiations between Sikorsky, a Lockheed Martin Company and the Sikorsky Teamsters Local No. 1150 of the International Brotherhood of Teamsters, concerning the Lockheed Martin Corporation Hourly Employee Savings Plan Plus.

On October 16, 2023, the maximum matched contribution will be increased to seventy-six dollars (\$76) per week. On January 1, 2025, the maximum matched contribution will be increased to seventy-eight dollars (\$78) per week and on January 1, 2026, the maximum matched contribution will be increased to Eighty dollars (\$80) per week. On January 1, 2027, the maximum matched contribution will be increased to eighty-two dollars (\$82) per week. On January 1, 2028, the maximum matched contribution will be increased to eighty-four dollars (\$84) per week. The Company matching contributions will be 50% of employee contributions up to the maximum allowable matched contribution per week.

On October 16, 2023 the maximum unmatched contribution will be increased to three hundred and twenty-five (\$325) per week.

Effective January 1, 2024

- (a)** Employees may elect to put all or part of their matched or unmatched contributions into the plan on a before tax basis in accordance with Section 401(k) of the Internal Revenue Code. Such contributions must be made in whole dollar amounts. Once an individual has reached the before-tax limit as set out in Section 402(g) of the Internal Revenue Code as specified in regulations of the Internal Revenue Service, contributions to the Individual Savings Plan Account will roll over into an after-tax 401(a) account.
- (b)** Employees may elect to transfer their Savings Plan account balances into or out of the Lockheed Martin Corporation Hourly Employee Savings Plan Plus, if they are transferred into or out of the bargaining unit. Restrictions apply which prevent this transfer if an ESOP Account exists at the time the transfer is requested.
- (c)** Employees may elect to invest money in the Funds available under the Lockheed Martin Corporation Hourly Employee Savings Plan Plus.
- (d)** Employees may transact fund transfers of part or all of their account values, in 1% increments (with a \$250 minimum), from one investment fund to another in accordance with the Plan design and subject to stated redemption fees. Contributions into accounts (funds) may be directed in one percent (1%) increments.
- (e)** Active Savings Plan members may transfer the total taxable portion of their distribution from a qualified savings plan of a former employer into the Represented Savings Plan, provided that a lump sum distribution is the normal form of distribution under such other plan.

- (f) The following Savings Plan payout options at retirement will continue as follows:
- Receive annual installment payments from two (2) to twenty (20) years.
 - Deferred payments will begin April 1 following the calendar year in which the employee reaches age 70 ½.
 - Former employees and retirees may leave account balances over \$1,000 in the plan until April 1 following the calendar year in which they reach age 70½ at which time payments must start.
 - Retirees may make two (2) partial withdrawals per calendar year which may occur in conjunction with the two (2) to twenty (20) year installment payments.
- (g) A loan feature will continue in the Represented Savings Plan. Employees may borrow up to 50% of their savings plan balance if they have been a plan participant for two years and have a savings plan balance of at least \$2,000. This amount will be subject to all normal plan rules. The minimum amount which can be borrowed is \$1,000 and the maximum loan amount is \$50,000. Loans involve no tax penalty or suspension of savings, as long as the loan is paid back. Payment is by payroll deduction or direct payment if payroll deduction is not possible. The loan period is 1, 2, 3, 4 or 5 years. Full prepayment can be made after six (6) months of loan. Partial prepayment is not permitted. The interest paid on the loan is the prime lending rate as published in the *Wall Street Journal* plus 1% fixed for the term of the loan. All payments, including interest, go into the employee's account. A loan processing fee will be charged. Employees may have only one loan open at a time.
- (h) Employees will continue to have the ability to use the Lockheed Martin (LM) Employee Service Center touch-tone telephone information system. The system requires every employee to select a Personal Identification Number (PIN) and password. The use of this PIN and password allows employees to obtain savings plan account balances, current investment fund balances and fund performance, amounts available for withdrawal, general plan information and to process savings plan loans, interfund transfers, and payroll deduction amounts.

Company Supplemental Contribution


Effective October 16, 2023, the Company will provide on a weekly basis a Company Supplemental Contribution of fifty cents (\$0.50) per hour for 40 hours per week capped at 2080 hours per year. This unmatched contribution will be deposited into the employee's Lockheed Martin Corporation Hourly Employee Savings Plan Plus account. This contribution will be invested in the employee's investment elections on record at the time of the deposit. If the employee doesn't have investment elections on file, the contribution will be deposited into the Target Date Fund.

This Letter of Agreement does not amend or modify the provisions of the current Collective Bargaining Agreement.

Accepted this 4th day of September 2023.

SIKORSKY TEAMSTERS
LOCAL NO. 1150

SIKORSKY, A LOCKHEED MARTIN
COMPANY



ROCCO J. CALO



JAY SUMNER

LETTER 10

Job Descriptions Evaluation

This is to confirm the understanding and agreement reached at recent contract negotiations between Sikorsky, a Lockheed Martin Company and the Sikorsky Teamsters Local No. 1150 of the International Brotherhood of Teamsters, concerning job descriptions and occupational groups.

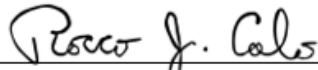
During the life of this agreement, the parties agree to meet when necessary to discuss, amend, modify and/or create new job descriptions and occupational groups if necessary. Furthermore, it is agreed that any changes, modifications or creations of any job descriptions or occupational groups shall be made per mutual agreement of the parties.

This Letter of Agreement does not amend or modify the provisions of the current Collective Bargaining Agreement.

Accepted this 4th day of September 2023.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



ROCCO J. CALO



JAY SUMNER

LETTER 11

D.R.I.V.E. Authorization Card

This is to confirm the understanding and agreement reached at recent contract negotiations between Sikorsky, a Lockheed Martin Company and the Sikorsky Teamsters Local No. 1150 of the International Brotherhood of Teamsters, concerning the terms of the payroll deduction system to collect monies for a designated union Democrat Republican Independent Voter Education (D.R.I.V.E.) Fund.

The Company will deduct authorized amounts upon receipt of a properly executed D.R.I.V.E. Authorization Card.



DRIVE
Teamster Political Action

Local Union # _____

Date _____

I subscribe, freely and voluntarily, the sum indicated below each week to DRIVE with the understanding that this voluntary contribution may be used by DRIVE for political purposes consistent with the labor-related goals of DRIVE, including contributions to support candidates for local, state and federal offices. I understand my right to refuse to contribute or to discontinue this contribution without reprisal and that the amounts below serve merely as suggestions. I am free to subscribe more or less than these guidelines, or nothing, without benefit or disadvantage to my employment status. I further hereby authorize and request my employer to deduct from my earnings the sum indicated below each week to be remitted to National DRIVE.

I reserve the right in accordance with the applicable state or federal laws to revoke this voluntary authorization at any time by giving written notice of such revocation to National DRIVE in accordance with such laws or otherwise.

Suggested voluntary contribution:

_____ \$2.00 _____ \$3.00 _____ \$5.00 _____ Other

A copy of the DRIVE report is filed with the Federal Election Commission and is available for purchase from the Federal Election Commission, Washington, D.C. 20463. Donation not U.S. tax deductible.

Name of Company – Please Print _____

Signature _____

Your Name – Please Print _____

Zip Code _____

– –
Social Security Number

White original copy to employer
Blue copy to National DRIVE
Bottom card copy to member



This Letter of Agreement does not amend or modify the provisions of the current Collective Bargaining Agreement.

Accepted this 4th day of September 2023.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**

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ROCCO J. CALO

Jay Sumner

JAY SUMNER

LETTER 12

Administration of Discipline

This is to confirm the understanding and agreement reached at recent contract negotiations between Sikorsky, a Lockheed Martin Company and Sikorsky Teamsters Local No. 1150 of the International Brotherhood of Teamsters, concerning the administration of discipline.

It is recognized by the parties that respect for the individual is the cornerstone for any good working environment. The parties agree, in order to ensure the fair, equitable and consistent application of discipline, except in cases threatening the immediate safety or efficiency of the Company's business, the Company will conduct an investigation of an incident prior to taking any disciplinary action.

The Company further agrees that disciplinary treatment of employees covered by this agreement will be consistent with overall concepts of fairness and equity as they apply to all employees of the Company. This agreement by the Company is not to be construed as meaning of "just cause" nor making relevant to a grievance information or evidence which heretofore would not have been relevant.

The Company will notify the Union of any termination as soon as practicable. Such notice will include the identity of the employee and the reason for termination.

It is further agreed that prior to taking disciplinary action involving the suspension or termination of an Assistant Business Agent, Labor Steward, Workers' Compensation Steward, Job Evaluation Steward, or ESH Steward, the Company shall notify the Principal Officer, or his designee, regarding the reasons for the disciplinary action.

This letter in no way restricts the Company's right to take appropriate and immediate disciplinary action, when any act interferes with the safe or efficient operation of the Company's business.

This Letter of Agreement does not amend or modify the provisions of the current Collective Bargaining Agreement.

Accepted this 4th day of September 2023.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



ROCCO J. CALO



JAY SUMNER

LETTER 13

Family and Medical Leave Policy

This is to confirm the understanding and agreement reached between Sikorsky, a Lockheed Martin Company and the Sikorsky Teamsters Local No. 1150 of the International Brotherhood of Teamsters, concerning the Family and Medical Leave Policy.

The parties agree the Company's Family and Medical Leave Policy entitles eligible employees to a job-protected family medical leave for the birth of a child, for the placement of a child with the employee for adoption or foster care; to care for the employee's child, spouse, or parent (relationship as defined in the Federal Family and Medical Leave Act of 1993 (FMLA) and applicable stated laws) with a serious health condition; or when the employee has a serious health condition which prevents them from performing their job.

Eligible employees for the purpose of Family and Medical Leave shall be defined as those employees who have been actively and continuously in the employ of the Company for at least twelve (12) months and who worked for the Company for at least one thousand (1,000) hours in the preceding twelve (12) month period prior to requesting the leave.

Pursuant to this agreement, eligible employees may upon notification to the Company, of at least two (2) weeks (when practicable), take a Family and/or Medical Leave not to exceed sixteen (16) weeks in a twelve (12) month period, or, up to twenty-six (26) weeks (with management approval) in a twelve (12) month period. It is understood attendance and performance considerations will continue to be reviewed on a case-by-case basis to determine approval for an extension beyond sixteen (16) weeks. When such leave is requested due to the serious health condition (as defined in the FMLA) of the employee, the employee's spouse, sibling, son or daughter, grandparent, grandchild or parent, or an individual related to the employee by blood or affinity whose close association the employee shows to be equivalent of those family relationships, the employee shall be required to submit to the Company a Certification of Physician or Practitioner Form, a sample of which is made part of this agreement and attached hereto.

It is further agreed that during such leaves the employee's group medical, dental, basic life insurance and OSLI shall continue at the same level in effect at the commencement of such leave. The employee will continue to be responsible for the employee contributions, if any, to these plans and the appropriate deductions will be made when the employee returns to work. The Company reserves the right to request reimbursement for all premiums paid on behalf of the employee during the period of Family and Medical Leave if the employee elects not to return to work. Employees may waive the continuation of their insurance benefits during Family and Medical Leave if they wish.

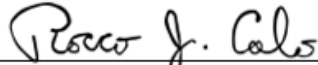
It is recognized that if the Federal and/or State regulations should change during the duration of this agreement the parties will comply with such changes.

This Letter of Agreement does not amend or modify the provisions of the current Collective Bargaining Agreement.

Accepted this 4th day of September 2023.

SIKORSKY TEAMSTERS
LOCAL NO. 1150

SIKORSKY, A LOCKHEED MARTIN
COMPANY



ROCCO J. CALO



JAY SUMNER

LETTER 14

Prescription Safety Glasses and Safety Shoes

This is to confirm the understanding and agreement reached between Sikorsky, a Lockheed Martin Company and the Sikorsky Teamsters Local No. 1150 of the International Brotherhood of Teamsters, concerning prescription safety glasses and safety shoe credits.

Three (3) times during the term of this Agreement, each employee will receive three (3) credits for the purpose of purchasing prescription safety glasses. If a credit is used any time during 2023, such credit will be two-hundred dollars (\$200). Effective January 1, 2024, credits will be one-hundred dollars (\$100). Employees hired after January 1, 2025 will receive two (2) one-hundred dollar (\$100) credits for the purpose of purchasing prescription safety glasses. Additionally, employees hired after January 1, 2027 will receive one (1) one-hundred dollar (\$100) credit for the purpose of purchasing prescription safety glasses. Administrative details regarding this benefit will be mutually agreed upon between the Company and the Union.

Three (3) times during the term of this Agreement, each employee will receive a one-hundred-fifty dollar (\$150) stipend for the purchase of safety shoes. Employees hired after January 1, 2025 will receive two (2) one-hundred-fifty dollar (\$150) stipends for the purchase of safety shoes. Additionally, employees hired after January 1, 2027 will receive one (1) one-hundred-fifty dollar (\$150) stipend for the purposes of purchasing safety shoes. Administrative details regarding this benefit will be mutually agreed upon between the Company and the Union.

This Letter of Agreement does not amend or modify the provisions of the current Collective Bargaining Agreement.

Accepted this 4th day of September 2023.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



ROCCO J. CALO



JAY SUMNER

LETTER 15

Shift Alignment

This is to confirm the understanding and agreement recently reached between Sikorsky, a Lockheed Martin Company and the Sikorsky Teamsters Local No. 1150 of the International Brotherhood of Teamsters, concerning shift alignment.

The Company and the Union recognize it is in their mutual interest to increase the flexibility of the workforce in order to improve efficiency and productivity. In furtherance of these objectives the parties agree to continue to work cooperatively to allow employees to work on their preferred shift when production workloads allow for shift alignments. Employees requesting a shift change will continue to file an AVO with their supervisor and, based on shift openings, the Company agrees to meet with the Union at least twice per year to discuss shift alignment accommodations for written shift transfers for employees within the same occupational group and labor grade by seniority.

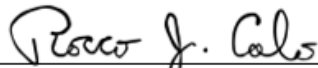
This letter in no way restricts the Company's right to transfer employees in accordance with Article 1 of this Agreement.

This Letter of Agreement does not amend or modify the provisions of the current Collective Bargaining Agreement.

Accepted this 4th day of September 2023.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



ROCCO J. CALO



JAY SUMNER

LETTER 16

Technical Training

This is to confirm the understanding and agreement reached at recent contract negotiations between Sikorsky, a Lockheed Martin Company and the Sikorsky Teamsters Local No. 1150 of the International Brotherhood of Teamsters, concerning technical training for the workforce.

The Company and Union both recognize that a trained workforce is a vital ingredient to any business and that we benefit from being able to deliver technical skills to our current and future workforce.

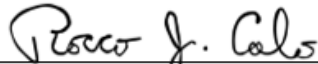
Based on future business requirements, the Company and the Union agree to meet in the fourth quarter of each calendar year for the life of this Agreement to discuss, and mutually agree on creating a program to provide technical skills for the workforce in conjunction with internal Company resources and/or external providers. Any such agreement reached may result in a wage rate adjustment if mutually agreed to by the parties.

This Letter of Agreement does not amend or modify the provisions of the current Collective Bargaining Agreement.

Accepted this 4th day of September 2023.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



ROCCO J. CALO



JAY SUMNER

LETTER 17

Diversity in the Workplace

This is to confirm the understanding and agreement reached at recent contract negotiations between Sikorsky, a Lockheed Martin Company and the Sikorsky Teamsters Local No. 1150 of the International Brotherhood of Teamsters, concerning Diversity in the Workplace.

Innovative thinking requires open minds and a willingness throughout the company to welcome new ideas and different points of view. We actively embrace diversity within the company – both in the workforce and in the way we approach problems. We believe that a rich mixture of cultures within the company enriches us all.

We are committed to creating an environment where all employees are encouraged to reach their fullest potential and where everyone values, accepts and respects the differences in our workforce.

In support of this objective, the company and the union agree to establish a joint committee which will meet quarterly to discuss issues concerning diversity in the workplace. This committee will include the Labor Relations Lead or designee, Labor Relations Lead or designee, the Diversity Manager from the Company and others as may be appointed by the Labor Relations Lead or designee, and the Principal Officer and President from the Union and others as may be appointed by the Principal Officer of the Union.

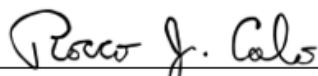
The Union will protect the confidentiality of any Company-sensitive and proprietary information that might be disclosed during such meetings.

This Letter of Agreement does not amend or modify the provisions of the current Collective Bargaining Agreement.

Accepted this 4th day of September 2023.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



ROCCO J. CALO



JAY SUMNER

LETTER 18

Job Posting

This is to confirm the understanding and agreement reached at recent contract negotiations between Sikorsky, a Lockheed Martin Company and the Sikorsky Teamsters Local No. 1150 of the International Brotherhood of Teamsters, concerning job posting.

The Company shall post a list of open positions in the bargaining unit electronically on the Company's job posting system, for a minimum of five (5) working days, excluding Saturdays, Sundays, and holidays. Employees in higher pay grades may post for lateral or lower paid positions. Employees may apply via the electronic job posting system for consideration during non-work hours for any opening regardless of labor grade within the posting period. Applicants will be considered for selection in the following priority order: 1) active employees in the bargaining unit, 2) employees on layoff with recall rights to another job within the bargaining unit, 3) external applicants. Successful applicants for lower paid positions once transferred shall be moved to the maximum of the labor grade for the lower rated position.

Employees may have an unlimited number of active applications on file at any given time. Notification of selection or non-selection for each position will be provided to the employee, as soon as practicable, within sixty (60) days of the submittal date of the application. The parties agree that seniority, fitness and ability will be the consideration in the selection of any person and the selection or non-selection will be subject to the grievance procedure. Such grievances shall be presented at the Step 2 of the grievance procedure. Nothing in this letter qualifies or modifies the rights of the Company, the Union, or the employees as set out in Section 8.16 and that provision shall continue to govern.

If any active employee selected for a position cannot be released due to work requirements, an Employee Memorandum will be issued releasing the employee on the individual's next selection after 90 calendar days. This refusal of release can be exercised only once during the life of this agreement. Employees will be notified via electronic mail of their non-selection.

An employee is eligible to apply upon completion of one year of continuous service with the Company. Any employee who successfully obtains a position via this method may not apply again for a period of one year.

The Company shall provide notification of all internal and external job postings, as they are generated, to the Union Principal Officer who will provide candidates, if possible, for consideration to fill such postings. The Company may consider candidates referred by the Union Principal Officer, who apply via the Company's job posting system, but shall not be obligated to hire such candidates.

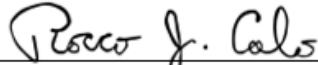
The Company agrees to provide the Union with a listing of all successful bidders on a monthly basis. Rates of pay will be determined by the Company within the provisions of this agreement.

This Letter of Agreement does not amend or modify the provisions of the current Collective Bargaining Agreement.

Accepted this 4th day of September 2023.

SIKORSKY TEAMSTERS
LOCAL NO. 1150

SIKORSKY, A LOCKHEED MARTIN
COMPANY



ROCCO J. CALO



JAY SUMNER

LETTER 20

Subcontracting of Work

This is to confirm the understanding and agreement reached between Sikorsky, a Lockheed Martin Company and Sikorsky Teamsters Local No. 1150 of the International Brotherhood of Teamsters concerning the subcontracting or other transfer of work out of the bargaining unit.

The Company intends, insofar as competitive forces permit, to prefer employees covered by Article 2 of the current Collective Bargaining Agreement (“CBA”) for production, inspection and maintenance work currently performed at facilities covered by the CBA. This expression of preference is no promise or guarantee to maintain any number of jobs in the workforce nor a restriction in any sense on the Company’s right and need to subcontract or otherwise transfer work out of the bargaining unit. Rather, it is intended to convey the Company’s good faith desire to prefer bargaining unit employees for such work insofar as that desire is compatible with good business judgment. Where business and economic conditions permit, the Company will provide the Union with notice of its intent to subcontract or otherwise transfer out of the bargaining unit work currently performed by bargaining unit employees in advance of any displacement of employees resulting from such intent. If the subcontracting or other transfer of work out of the bargaining unit results in the displacement of employees, it is the Company’s intent, where business and economic conditions permit, to offer to transfer such employees to other available work rather than resorting to layoffs, and to provide training for such other work where necessary.

The parties agree that the Principal Officer and Executive Committee of Teamsters Local 1150 will meet with the Labor Relations Lead or designee, Labor Relations Lead or designee and the senior leadership of Manufacturing Operations, Facilities, Manufacturing Engineering and Product Integrity quarterly to discuss issues concerning the subcontracting of work and other job security issues. Upon request of the Union after notice as provided herein, a special meeting of these same officials, as appropriate will be scheduled to discuss any such planned subcontracting or other transfer of work out of the bargaining unit.

The Union will protect the confidentiality of any Company-sensitive and proprietary information that might be disclosed during such meetings. This Letter of Agreement does not amend or modify the provisions of the current Collective Bargaining Agreement.

Accepted this 4th day of September 2023.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



ROCCO J. CALO



JAY SUMNER

LETTER 21

Join Training Initiatives

This is to confirm the understanding and agreement reached at recent contract negotiations between Sikorsky, a Lockheed Martin Company and the Sikorsky Teamsters Local No. 1150 of the International Brotherhood of Teamsters, concerning joint training initiatives.

The parties recognize the importance of the universal and consistent application of the provisions of the CBA.

In furtherance of these objectives, it is agreed the parties will conduct training sessions for supervision, labor relations representatives, and stewards concerning provisions of the CBA including but not limited to overtime distribution, attendance policy, grievance procedure, and others as mutually agreed upon and as deemed necessary. In addition, a list of attendees will be included in the monthly reports provided to the Union.

The Company and the Union will meet within three (3) months of the ratification of this agreement to form a joint training committee to review training requirements and develop curriculum. The joint training committee will consist of two (2) representatives from Local 1150 and two (2) representatives from the Company.

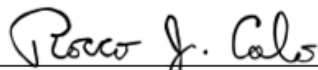
It is further agreed when new supervisors are hired/transferred by the Company, training sessions for such new supervisors will occur within the first ninety (90) days of their date of hire/transfer.

This Letter of Agreement does not amend or modify the provisions of the current Collective Bargaining Agreement.

Accepted this 4th day of September 2023.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



ROCCO J. CALO



JAY SUMNER

LETTER 22

Employee Assistance Program

This is to confirm the understanding and agreement reached between Sikorsky, a Lockheed Martin Company and the Sikorsky Teamsters Local No. 1150 of the International Brotherhood of Teamsters, concerning the Employee Assistance Program (EAP).

The Company and the Union agree to cooperate in encouraging employees suffer from Substance Abuse Disorders and or personal and emotional problems, to seek help from the Employee Assistance Program (EAP) and undergo a coordinated program directed to their rehabilitation and to help improve their overall quality of life.. The Company and the Union recognize the sensitivity and confidentiality of the information concerning employees seeking assistance and agree to protect those rights afforded all employees for privacy and confidentiality of all information regarding their participation with the program. It is understood that all records created by the EAP will remain securely in the EAP department and will be treated in accordance with all applicable state and federal laws.

The Company and Union recognize the importance for Employee Assistance Coordinators to be available to employees on all shifts. Therefore, the Company agrees that it shall pay the Union EAP Coordinator a shift premium equal to ten percent (10%) of their base hourly wage rate.

During the life of this agreement, the position of one Troy EAP Coordinator for Troy will be appointed by the Union and shall be subject to approval by the Company. The selected employee will serve as the bargaining unit coordinator for EAP services and will be paid their regular hourly base rate during the appointed term. During this period of temporary assignment, the employee's seniority remains in their current classification regardless of work performed.

It is agreed that the Company and the Union will recognize the Senior Union EAP Coordinator as the chief bargaining unit coordinator for EAP services.

The parties agree that in order to advance the goals of this program, there will be regularly scheduled teleconferences between the Senior Union EAP Coordinator in Stratford and the Troy Union EAP Coordinator. The Troy Union EAP Coordinator, who must absent himself/herself from work for such attendance, will be paid at their regular hourly rate plus shift premium if any, up to four (4) hours per month.

The Troy Union EAP Coordinator shall, after notice to and permission from their supervisor, be allowed to leave their job to attend meetings of an EAP nature. Time spent in attendance at such meetings during scheduled work hours shall be recorded and paid for, not to exceed four (4) hours in any workweek.

The Troy Union EAP Coordinator will be required to attend 40 hours of EAP training through the Labor Assistance Professionals Association and attend the newly required EAP on-line prep course through the International Employee Assistance Professional Association, at the Company's expense. In addition, the Troy Union EAP Coordinator will be allowed up to an additional two weeks per year of additional training to work towards

and maintain CEAP/LAPC Certification and will be paid at their regular hourly rate plus shift premium, if any, during the training periods.

It is anticipated the Troy Union EAP Coordinator will support the delivery of EAP services in all phases of EAP core technology as defined by the Employee Assistance Professional Association (EAPA) and Member Service core technology as defined by the Labor Assistance Professionals (LAP). The Troy Union EAP Coordinator will annually be afforded the opportunity to attend one (1) EAP conference, or EAP related conference, to lead to or to maintain CEAP/LAPC status, at the Company's expense. In addition, the Union EAP Coordinator who is moving towards or have achieved National Certified Addiction Counselor I NCACI certification or above, will annually be afforded the opportunity to attend one addiction related conference to achieve and/or maintain The Company and the Union will mutually agree on the content and location of this training. During the life of this agreement there shall be one (1) five (5) year term for the Troy Union EAP Coordinator. The Company and the Union agree to continue to utilize the services of the current Union EAP Coordinator for the term of this agreement and that such employee will be provided an office within the Troy facility.

In the event that the Union EAP Coordinator holds a valid Certified Employee Assistance Professional (CEAP) certificate and/or valid Labor Assistance Professional Certified (LAPC) certificate, such Coordinator will be authorized to make specific recommendations for the treatment of the Company's employees who seek assistance. Both the Company and the Union recognize an EAP Coordinator, who holds a valid CEAP and/or LAPC certificate, as qualified to make those recommendations and urge those employees who seek assistance to follow such recommendations.

In case of any performance deficiencies the matter will be reviewed between the Labor Relations Lead or designee and the Principal Officer of the Union. Should the current Troy Union EAP Coordinator become unable to fulfill the responsibilities of the position, the employee shall be returned to their former bargaining unit position, with the Company resuming the right to approve the appointment of any subsequent coordinator, for the remainder of the term.

As an employee of Sikorsky, a Lockheed Martin Company, the Troy Union EAP Coordinator will be indemnified by Sikorsky, a Lockheed Martin Company when acting lawfully; in the scope of their employment; in good faith; and in a manner he or she reasonably believes to be in, or not opposed to, the best interests of the Corporation.

This Letter of Agreement does not amend or modify the provisions of the current Collective Bargaining Agreement.

Accepted this 4th day of September 2023.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



ROCCO J. CALO



JAY SUMNER

LETTER 23

Wage Adder for Inspectors

This letter is to confirm the understanding and agreement reached between Sikorsky, a Lockheed Martin Company and Sikorsky Teamsters Local No. 1150 of the International Brotherhood of Teamsters, concerning a wage adder for inspectors in occupational group three (3) for their flight safety qualification and/or NDI certification.

The parties agree that inspectors in occupational group three (3) who, as of September 4, 2023, hold the following qualification will receive a one dollar (\$1.00) per hour wage adder: Flight Safety Parts - Initial Training or Flight Safety Parts Recertification (online). In addition, inspectors in occupational group (3) who hold an NDI certification will receive a one dollar (\$1.00) per hour wage adder.

The parties further agree existing inspectors in occupational group three (3) who do not currently hold the aforementioned flight safety qualification or NDI certification may become eligible for the qualification/certification based on management discretion and completion of the required course(s) and any applicable medical examinations. Upon receipt of the flight safety qualification, employees will receive the one dollar (\$1.00) per hour wage adder. In addition, upon receipt of the NDI certification, employees will receive the one dollar (\$1.00) per wage adder.

Nothing within this agreement would prohibit an employee who fails to meet the requirements from attempting to regain the required qualification at a later time.

An employee who fails to maintain the three-year certification for flight safety qualification and/or NDI certification will lose the one dollar (\$1.00) per hour wage adder.

Repeated refusals to perform the work covered under the flight safety qualification and/or NDI certification may be a subject of review and possible removal of the wage adder.

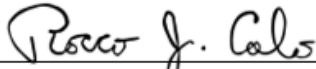
The qualification requirements may be subject to change as required or as otherwise mandated by Sikorsky Standards (SS) or training procedures.

This Letter of Agreement does not amend or modify the provisions of the current Collective Bargaining Agreement.

Accepted this 4th day of September 2023.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



ROCCO J. CALO



JAY SUMNER

LETTER 24

Surveillance Equipment in the Workplace

This is to confirm the understanding and agreement reached between Sikorsky, a Lockheed Martin Company and the Sikorsky Teamsters Local No. 1150 of the International Brotherhood of Teamsters, concerning the use of surveillance equipment in the workplace.

The parties agree that to ensure the safe and efficient operations of the Company, surveillance may be utilized in the workplace to address serious acts of employee misconduct. If such acts committed by employees represented by Local No. 1150 are documented using surveillance equipment, the Company will promptly notify the Union and conduct a complete and thorough investigation. The Company may use evidence obtained from surveillance equipment for the administration of disciplinary action for serious acts of misconduct and violations of Company policy and procedures.

Examples of such serious acts are:

- Damage to product / company property
- Theft
- Fighting

Examples of exclusions of issues deemed to be areas of supervisory responsibilities include:

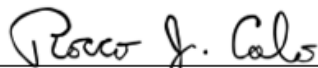
- Use of PPE
- Break Times
- Productivity

This Letter of Agreement does not amend or modify the provisions of the current Collective Bargaining Agreement.

Accepted this 4th day of September 2023.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



ROCCO J. CALO



JAY SUMNER

LETTER 25

Trainers Occupational Group

This letter is to confirm the understanding and agreement reached between Sikorsky, a Lockheed Martin Company and Sikorsky Teamsters Local No. 1150 of the International Brotherhood of Teamsters, concerning Occupational Group 12 for Teamster represented hourly employees classified as "Trainers" in the Troy facility.

The parties agree on the mutual need for the workforce to receive and maintain the skills required to perform their job duties. Teamster represented hourly employees that are assigned to train hourly employees represented by Teamsters Local Union 1150 will be classified in Occupational Group 12 during the duration of the time said employees are classified as "Trainers."

The parties agree on the following requirements to implement the "Trainer" occupational group:

- 1) There will be one (1) trainer on first shift and one (1) trainer on second shift.
- 2) The trainers will train hourly employees in the hourly manufacturing, quality and material logistics functions.
- 3) The Company retains its right to determine manpower needs and shift allocation per the CBA.
- 4) Should the need for Trainer overtime decline, employees will be offered the opportunity to work overtime in their previous overtime area and job classification provided they are currently qualified to perform the overtime and all employees in their previous overtime area and job classification have been offered similar overtime.
- 5) Trainers in Occupational Group 12 may be loaned for overtime in other departments per the CBA
- 6) Trainers in Occupational Group 12 will be afforded a one-time option to revert back to their previous job code, grade, department and shift.

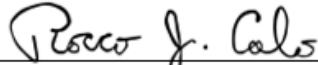
The parties further agree this letter does not prevent hourly employees from receiving non-technical training from salary employees, including, but not limited to, Continuous Improvement, Ethics, International Trade Compliance (ITC) courses, or from external vendors for technical training as required by Sikorsky Standards (SS), including, but not limited to, Permaswage.

This Letter of Agreement does not amend or modify the provisions of the current Collective Bargaining Agreement.

Accepted this 4th day of September 2023.

SIKORSKY TEAMSTERS
LOCAL NO. 1150

SIKORSKY, A LOCKHEED MARTIN
COMPANY



ROCCO J. CALO



JAY SUMNER

LETTER 26

Voluntary Separation Option

This letter is to confirm the understanding and agreement reached between Sikorsky, a Lockheed Martin Company and Sikorsky Teamsters Local No. 1150 of the International Brotherhood of Teamsters, concerning a Voluntary Separation Option to be offered during the life of the Agreement.

- (a) A separation program will be offered for the duration of this Agreement to any employee covered under this collective bargaining agreement, age 55 or over as of the date of separation, who (1) would otherwise be laid off in a reduction in force or (2) who volunteers and is accepted for separation under the circumstances described in paragraph (b). Eligible employees who receive benefits pursuant to this program will have no recall rights.

- (b) Employees eligible for this program pursuant to Section (a)(2) must be employed in an occupational group within a seniority area which is directly affected by a permanent job loss and must volunteer to substitute for another employee who would otherwise be laid off from that occupational group within a seniority area. The Company will not be required to accept any such volunteers and the total number of volunteers to be accepted will be at the sole discretion of the Company. Volunteers, if accepted, will be accepted on the basis of seniority, starting with the most senior employee in the occupational group within the specified seniority area.

- (c) The benefits under this option are:
 - One (1) week of severance pay for each completed year of service;
 - A one-time \$5,000 lump sum payment; not reduced for early retirement;

Medical, dental, and vision insurance coverage will be provided to employees who participate in this voluntary layoff option and their dependents at no cost for a period of twelve (12) months following the employees' termination dates. If the employee receiving benefits under this program dies before receiving the entire twelve (12) months of free health care coverage, medical and dental insurance coverage will continue for the participant's dependents at no cost until twelve (12) months after the employee's separation date.

This Letter of Agreement does not amend or modify the provisions of the current Collective Bargaining Agreement.

Accepted this 4th day of September 2023.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



ROCCO J. CALO



JAY SUMNER

LETTER 27

Amalgamated

This letter is to confirm the understanding and agreement reached between Sikorsky, a Lockheed Martin Company and Sikorsky Teamsters Local No. 1150 of the International Brotherhood of Teamsters, concerning the opportunity for bargaining unit members to participate in services offered by the Amalgamated Insurance Company.

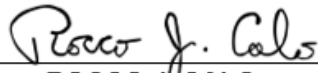
The Company agrees to allow representative(s) from Amalgamated Insurance Company on-site at its Troy, Alabama, facility to meet with employees to discuss supplemental benefits options on an annual basis. Participation in any Amalgamated Insurance Company offered services is voluntary, and at the sole discretion of the employee.

This Letter of Agreement does not amend or modify the provisions of the current Collective Bargaining Agreement.

Accepted this 4th day of September 2023.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



ROCCO J. CALO



JAY SUMNER

LETTER 28

Clergy

This letter is to confirm the understanding and agreement reached between Sikorsky, a Lockheed Martin Company and Sikorsky Teamsters Local No. 1150 of the International Brotherhood of Teamsters, concerning an employee's absence from work for members of the clergy.

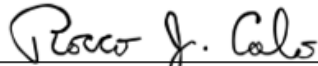
In the event an employee is a licensed member of the clergy and is absent from or late to work or is required to leave work because of their participation in a funeral or memorial service or last rites, the employee's absence will be excused under the attendance policy on a no-points/no-pay basis and will not affect the employee's perfect attendance. Employees must provide written documentation verifying the necessity of their services within three (3) working days of their return to work after their participation.

This Letter of Agreement does not amend or modify the provisions of the current Collective Bargaining Agreement.

Accepted this 4th day of September 2023.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



ROCCO J. CALO



JAY SUMNER

LETTER 30

Enhanced Voluntary Separation Option

This letter is to confirm the understanding and agreement reached between Sikorsky, a Lockheed Martin Company and Sikorsky Teamsters Local No. 1150 of the International Brotherhood of Teamsters, concerning a Voluntary Separation Option to be offered during 2024-2025.

(a) An enhanced separation program will be offered during 2024-2025 to any employee covered under this collective bargaining agreement, age 55 or over as of the date of separation, who (1) would otherwise be laid off in a reduction in force or (2) who volunteers and is accepted for separation under the circumstances described in paragraph (b). Eligible employees who receive benefits pursuant to this program will have no recall rights.

(b) Employees eligible for this program pursuant to Section (a)(2) must be employed in an occupational group within a seniority area which is directly affected by a permanent job loss and must volunteer to substitute for another employee who would otherwise be laid off from that occupational group within a seniority area.

The Company will not be required to accept any such volunteers and the total number of volunteers to be accepted will be at the sole discretion of the Company. Volunteers, if accepted, will be accepted on the basis of seniority, starting with the most senior employee in the occupational group within the specified seniority area.

(c) Termination dates for employees participating in this enhanced Voluntary Separation Option will be scheduled by management. Management reserves the right to determine each individual's termination date under this offering. Furthermore, in some instances, it may be necessary to revise termination dates after they have been scheduled based upon business requirements.

(d) Eligible employees will have a choice between one of the two benefit options outlined below:

1. Option One:

- One (1) week of severance pay for each completed year of service;
- A one-time \$10,000 lump sum payment; less applicable withholdings.
- Medical, dental and vision insurance coverage will be provided to employees who participate in this Voluntary Separation Option and their dependents at no cost for a period of twelve (12) months following the employees' termination date. If the employee receiving benefits under this program dies before receiving the entire twelve (12) months of free health care coverage, medical and dental insurance coverage will continue for the participant's dependents at no cost until twelve (12) months after the employee's separation date.

2. Option Two:

- One (1) week of severance pay for each completed year of service;
- A one-time \$5,000 lump sum payment; less applicable withholdings.
- Medical, dental, vision insurance coverage will be provided to employees who participate in this Voluntary Separation Option and their dependents at no cost for a period of twenty-four (24) months following the employees' termination date. If the employee receiving benefits under this program dies before receiving the entire twenty-four (24) months of free health care coverage, medical and dental insurance coverage will continue for the participant's dependents at no cost until twenty-four (24) months after the employee's separation date.


(e) Employees participating in this one-time enhanced voluntary separation option shall not be eligible for any benefits provided in Letter 26, Voluntary Separation Option.

This Letter of Agreement does not amend or modify the provisions of the current Collective Bargaining Agreement.

Accepted this 4th day of September 2023.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



ROCCO J. CALO



JAY SUMNER

LETTER 31

Voluntary Layoff Option

This letter is to confirm the understanding and agreement reached between Sikorsky, a Lockheed Martin Company and Sikorsky Teamsters Local No. 1150 of the International Brotherhood of Teamsters, concerning a voluntary layoff option.

The parties agree, for the duration of the current Collective Bargaining Agreement, that prior to any layoff as defined in Article 8, employees in occupational groups affected by such layoff may volunteer to be laid off. Employees in affected occupational groups who voluntarily choose to be laid off will receive only those benefits afforded laid off employees.

Employees must notify supervision in advance of a layoff of their intent to be considered for layoff should one occur in their occupational group. Thereafter, upon notification from the Company of a layoff in their occupational group, employees will have forty-eight (48) hours to revoke their intention to accept the voluntary layoff option.

The Company will accept volunteers consistent with production requirements. In the event the number of employees who have indicated their interest in accepting a voluntary layoff from a specific occupational group exceeds the total number of planned layoffs in that occupational group, the total number of volunteers accepted will not exceed the planned layoff in the affected occupational group. Volunteers will be accepted in seniority order. Those employees laid off in accordance with this option will have no recall rights.

If a sufficient number of employees within the affected occupational group do not volunteer to take this option, additional employees from the affected occupational group will be laid off in accordance with Article 8 to reach the specified number of layoffs for that group.

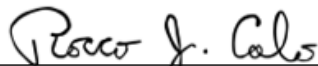
Under no circumstance will a layoff in a particular occupational group exceed the total planned layoffs for that group.

This Letter of Agreement does not amend or modify the provisions of the current Collective Bargaining Agreement.

Accepted this 4th day of September 2023.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



ROCCO J. CALO



JAY SUMNER

LETTER 32

Hourly Employee Savings Plan Plus

This letter is to confirm the understanding and agreement reached between Sikorsky, a Lockheed Martin Company and Sikorsky Teamsters Local No. 1150 of the International Brotherhood of Teamsters, concerning the revision to the Lockheed Martin Corporation Hourly Employee Savings Plan Plus.

The parties agree effective January 1, 2020; employees hired into the bargaining unit will not be eligible to participate in the Defined Benefit Pension Plan, as outlined in Letter 8 of the current collective bargaining agreement (CBA).

The parties agree to revise the Lockheed Martin Corporation Hourly Employee Savings Plan Plus subject to the provisions below:

Automatic Company Contribution

For new employees hired on or after January 1, 2020, the Company will provide a 4% Company contribution, based upon the employee's existing gross earnings, into the company Hourly Savings Plan. This unmatched contribution will be deposited into the Target Date Fund unless the employee makes an active election.

Waiting Period

New employees hired on or after January 1, 2020 can contribute to the Lockheed Martin Corporation Hourly Employee Savings Plan Plus effective as of their date of hire.

Vesting Schedule

New employees hired on or after January 1, 2020 will be fully vested on their date of hire.

All loan provisions, retirement payments, withdrawal eligibility and other provisions of the plan would continue to follow the current provisions of the Lockheed Martin Corporation Hourly Employee Savings Plan Plus.

Definitions

Definition of Gross Earnings:

Gross earnings is defined as all straight-time pay, overtime pay, holiday pay, shift premiums, when applicable and vacation pay as indicated in sections 9.7 of the current collective bargaining agreement. It does not include bonuses, severance, the deductions for before-tax contributions under a cafeteria or flexible benefits plan, or other special pay.

Definition of New Employee

Subject to the following conditions, a new employee is someone who has never been in the employ of Sikorsky Aircraft.

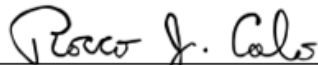
- Former employees who were laid off under the terms of the CBA and subsequently rehired after the expiration of their seniority/recall rights, as indicated in Article 8.22 of the CBA, will be considered new employees.
- Current Sikorsky non-bargaining unit employees who transfer into the bargaining unit will be considered new employees.
- Former employees who were laid off under the terms of the CBA and subsequently rehired before the expiration of their seniority/recall rights, as indicated in Article 8.22 of the CBA, will not be considered new employees.
- Current Sikorsky bargaining unit employees who transfer out of the bargaining unit and then subsequently return to the bargaining unit, will not be considered new employees upon their return to the bargaining unit, as outlined in Article 8.21 of the current CBA.

This Letter of Agreement does not amend or modify the provisions of the current Collective Bargaining Agreement.

Accepted this 4th day of September 2023.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



ROCCO J. CALO



JAY SUMNER

LETTER 33

Drug and Alcohol Policy

This is to confirm the understanding and agreement reached between Sikorsky, a Lockheed Martin Company and Sikorsky Teamsters Local No. 1150 of the International Brotherhood of Teamsters, concerning the Company's drug and alcohol policy and applicable Federal and State Laws.

Both the Company and the Union recognize the danger of illegal or unauthorized substance and alcohol abuse to our employees, our customers and our product. Therefore, in our continuing commitment to maintain a substance free workplace it is agreed any employee who sells illegal substances on or off Company premises shall be discharged. As with all discharge cases, it must be "supported by substantial evidence on the record as a whole." It is also agreed any employees in possession or use of any illegal substances or alcohol on Company time or property, will incur a five (5) day suspension. In addition, the employee shall be referred to the Employee Assistance Program (EAP) for counseling. The employee must schedule the appointment with and see the EAP during the five (5) day suspension period. Failure to accept and comply with EAP's recommendations shall result in the employee's discharge. Additionally, if an employee is in possession of an illegal substance or alcohol on Company time or premises a second time and/or declared unfit for duty within thirty (30) months of the first issuance of a suspension for unfitness, they shall be discharged.

The Company will continue a random drug and alcohol testing program for those employees in covered positions in the Department of Transportation, Federal Aviation Administration (FAA), the Federal Motor Carriers Safety Administration (FMCSA), and state Department of Transportation. Testing of employees shall be administered under applicable DOT regulations.

In the event of a positive drug or alcohol test for any employee, such findings shall be reviewed with the employee by the Medical Review Officer (MRO) per the Company's prevailing FAA/FMCSA Drug and Alcohol Testing Programs. On the first occasion, the employee will be referred to a Substance Abuse Professional (SAP) through the Company EAP provider, or the EAP through the employee's insurance carrier. The employee will be required to comply with the recommendations as prescribed by the SAP counselor. Failure to accept and comply with such recommendations will result in the employee's discharge. Medical release will be based on the condition of the employee with concerns for the safety of the employee, fellow workers and the workplace. Once released to return to work, the employee may request to be moved to a non-covered position, provided one is available. On the second occasion of a positive drug or alcohol test finding, the employee shall be discharged. This procedure does not alter current practices concerning "unfitness."

Whenever practicable and with permission, notification shall be made to the Union EAP Coordinator regarding the aforementioned positive result referrals within twenty-four (24) hours.


Subject to the above referenced requirements and procedures, the Company and Union agree the Company will temporarily reassign employees who test positive under either the FAA program or Connecticut State Statute or DOT requirements for a period of no more than sixty (60) calendar days. If, during this period, the employee retests with a negative result, such employee will be returned to his or her former job assignment. During this period of temporary assignment, the employee's seniority remains in his or her current job classification regardless of the work assigned.

This Letter of Agreement does not amend or modify the provisions of the current Collective Bargaining Agreement.

Accepted this 4th day of September 2023.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



ROCCO J. CALO



JAY SUMNER

LETTER 34

Mandatory Overtime

This is to confirm the understanding and agreement reached at recent contract negotiations between Sikorsky, a Lockheed Martin Company and the Sikorsky Teamsters Local No. 1150 of the International Brotherhood of Teamsters, concerning mandatory overtime.

It is agreed to by the parties in the event overtime becomes a mandatory requirement, the Union, and employees in affected areas will be given seven (7) calendar days notice, or more notice if practicable, prior to the start of such overtime. In unforeseen or extremely urgent situations which necessitate mandatory overtime, affected employees will be given as much notice as practicable.

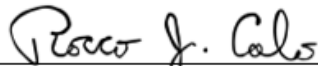
The parties agree in cases where an employee displays extreme hardship in their ability to work mandatory overtime, full consideration will be given regarding whether or not this employee will be exempt from working any such overtime.

This Letter of Agreement does not amend or modify the provisions of the current Collective Bargaining Agreement.

Accepted this 4th day of September 2023.

SIKORSKY TEAMSTERS
LOCAL NO. 1150

SIKORSKY, A LOCKHEED MARTIN
COMPANY



ROCCO J. CALO



JAY SUMNER

LETTER 35

Grievance Mediation

This is to confirm the understanding and agreement reached at recent contract negotiations between Sikorsky, a Lockheed Martin Company and the Sikorsky Teamsters Local No. 1150 of the International Brotherhood of Teamsters concerning Grievance Mediation.

For any grievance properly submitted to arbitration pursuant to Section 6.17, either the Company or the Union may propose to use the grievance mediation procedure of the Federal Mediation and Conciliation Service (FMCS) in the attempted resolution of such grievance. Such a proposal must be made at least forty-five (45) days prior to any scheduled arbitration of the subject grievance. If either party makes such a proposal, the parties agree as follows:

- (1) The use of the FMCS grievance procedure is entirely voluntary. Neither party may require the use of the FMCS grievance mediation procedure. Once one of the parties proposes such use, the other party must agree.
- (2) Grievance mediation is a supplement to, and not a substitute for, the steps of the contractual grievance procedure. Nor shall it be used to unnecessarily delay resolution of the grievance.
- (3) Any time limits in the parties' Labor Agreement must be waived to permit the grievance to proceed to arbitration should mediation be unsuccessful.
- (4) Proceedings before the mediator will be informal and the rules of evidence do not apply. No record, stenographic or tape recordings of the meetings will be made. The mediator's notes are confidential and their content shall not be revealed. FMCS rules protecting the mediator's confidentiality and immunity from providing testimony in any subsequent arbitration case, court proceeding, or administrative tribunal shall apply to FMCS grievance mediation.
- (5) Mediation sessions are private. If both parties agree, the grievant may be present, but the grievant has no right of direct participation in the mediation. Non-parties may attend only with the permission of the parties and with the consent of the mediator.
- (6) Mediation sessions are confidential. The entire process is a compromise negotiation. All offers, promises, conduct and statements, whether oral or written, made in the course of the mediation by any of the parties, their agents, employees, experts and attorneys, and by the mediator and employees of FMCS, who are the parties' joint agents and mediators for purposes of these compromise negotiations, are confidential. Such offers, promises, conduct, and statements (a) will not be disclosed to third parties (except persons associated with the parties in the process), and (b) are privileged and inadmissible for any purpose, including impeachment, under Rule 408 of the Federal Rules of Evidence and any applicable federal or state statute, rule or common law provisions, and the rules of evidence to be applied in any subsequent arbitration. However, evidence previously known or disclosed to a party, or that is otherwise admissible or discoverable, shall not be rendered confidential, inadmissible or not discoverable solely as a result of its use in the mediation.

(7) The mediator may conduct the mediation conference utilizing all of the customary techniques associated with mediation including the use of separate caucuses.

(8) The mediator has no authority to compel resolution of the grievance.

(9) In the event that no settlement is reached during the mediation conference, the mediator may provide the parties either in separate or joint session with recommendations for settlement and/or an oral advisory opinion.

(10) If either party does not accept an advisory opinion, or if none is provided, the matter may then proceed to arbitration in the manner and form provided in their Collective Bargaining Agreement.

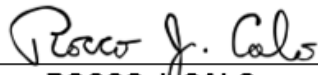
(11) FMCS and the mediator appointed by the Service will be held harmless of any claim of damages arising from the mediation process.

This Letter of Agreement does not amend or modify the provisions of the current Collective Bargaining Agreement.

Accepted this 4th day of September 2023.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



ROCCO J. CALO



JAY SUMNER

LETTER 36

Return to Work

This letter is to confirm the understanding and agreement reached between Sikorsky, a Lockheed Martin Company and Sikorsky Teamsters Local No. 1150 of the International Brotherhood of Teamsters, concerning return-to-work protocol for all employees out of work for an occupational or non-occupational injury or illness for extended periods.

(1) Employees out of work for an occupational or non-occupational illness or injury of ten (10) consecutive workdays or more must be approved to return to work by the Sikorsky Medical Department.

(2) Employees must provide the Medical Department with a note from the employee's treating physician indicating the dates the employee was under a doctor's care, the condition being treated, the approved return-to-work date, and any physical restrictions associated with the employee's return to work.

(3) Employees who apply for Short Term Disability (STD) insurance through the Company's STD administrator will be notified that they will need to contact the Sikorsky Medical Department with an anticipated return-to-work date, as determined. The same process will apply for those employees who are approved for coverage through the Company's Workers' Compensation administrator.

(4) As needed, based on the individual nature of the illness or injury, the Sikorsky Medical Department may require the employee to undergo medical evaluations, such as a Functional Capacity Evaluation (FCE), prior to being released to return to work. The cost for this evaluation will be paid by the Company. If the employee continues to be eligible for disability/worker compensation benefits, they will continue to receive those benefits while completing this assessment.

(5) If the Medical department requires an FCE that cannot be scheduled and completed prior to the employee's anticipated return-to-work date, employees will not continue to accrue points under the negotiated Attendance Policy in the Collective Bargaining Agreement (if applicable) during any FCE assessment period that extends beyond the anticipated return-to-work date.

(6) The FCE assessment period will not be subject to overtime equalization.

(7) If physical restrictions are identified, the employee's home department must determine if they can accommodate those restrictions. The decision whether to provide alternate work shall remain at the sole discretion of the Company.

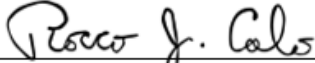
(8) If the Medical Department requires an FCE, and the employee is released to return to work, the employee will be paid the equivalent of any straight time hours missed between their original return-to-work date and their actual start date, less any disability or Workers' Compensation payments covering that period, provided the Company can accommodate any identified restrictions.

This Letter of Agreement does not amend or modify the provisions of the current Collective Bargaining Agreement.

Accepted this 4th day of September 2023.

SIKORSKY TEAMSTERS
LOCAL NO. 1150

SIKORSKY, A LOCKHEED MARTIN
COMPANY



ROCCO J. CALO



JAY SUMNER

LETTER 37

Referral Program

This letter is to confirm the understanding and agreement reached between Sikorsky, a Lockheed Martin Company and Sikorsky Teamsters Local No. 1150 of the International Brotherhood of Teamsters concerning referral bonus programs at Lockheed Martin.

The parties agree that Teamster represented employees will be eligible to participate in the Lockheed Martin Rotary and Mission Systems (RMS) Wide Employee Referral Programs (the "Program") on exactly the same terms and conditions as the Program applies to non-represented Company employees. This includes, but not limited to, eligibility criteria to participate in the Program.

In addition, terms and conditions of awarded bonuses will be identical to those terms and conditions available to the non-represented Company employees and may change from time to time at the Company's discretion. The parties further recognize and agree that any changes to the design and/or administration of the Program, including Program termination, is at the sole discretion of the Company without the need to bargain such changes with the Union.

Employee participation in the Program, including but not limited to eligibility or participation denial, shall not be subject to the grievance and arbitration procedure.

This Letter of Agreement does not amend or modify the provisions of the current Collective Bargaining Agreement.

Accepted this 4th day of September 2023.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



ROCCO J. CALO



JAY SUMNER

LETTER 38

Hourly Job Rating Plan (HJRP)

This letter is to confirm the understanding and agreement reached between Sikorsky, a Lockheed Martin Company and Sikorsky Teamsters Local No. 1150 of the International Brotherhood of Teamsters concerning the Hourly Job Rating Plan.

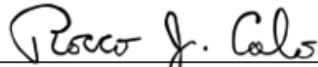
The Company and the Union agree to the importance of the Hourly Job Rating Plan. In furtherance of this objective, the parties agree to meet and explore the potential of discontinuing the current Hourly Job Rating Plan, replacing and modernizing it with a new Hourly Job Rating Plan, should it prove to be mutually agreeable and beneficial for both parties. The Company and the Union agree to conclude this effort no later than December 31, 2024, subject to mutual extension by both parties.

This Letter of Agreement does not amend or modify the provisions of the current Collective Bargaining Agreement.

Accepted this 4th day of September 2023.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



ROCCO J. CALO



JAY SUMNER

LETTER 39

Wage Adder for Cadmium Plating

This letter is to confirm the understanding and agreement reached between Sikorsky, a Lockheed Martin Company and Sikorsky Teamsters Local No. 1150 of the International Brotherhood of Teamsters concerning a wage adder for Cadmium Plating Certification.

It is agreed the Company shall pay a fifty cents (\$.50) per hour wage adder to employees with Cadmium Plating Certification.

Nothing within this agreement would prohibit an employee who fails to meet the requirements from attempting to regain the required qualification at a later time.

An employee who fails to maintain the Annual certification for Cadmium Plating will lose the one dollar (\$0.50) per hour wage adder.

Repeated refusals to perform the work covered may be a subject of review and possible removal of the wage adder.

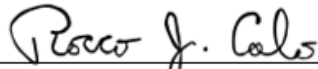
The qualification requirements may be subject to change as required or as otherwise mandated by Sikorsky Standards (SS) or training procedures.

This Letter of Agreement does not amend or modify the provisions of the current Collective Bargaining Agreement.

Accepted this 4th day of September 2023.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



ROCCO J. CALO



JAY SUMNER

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