

2018 - Prescription Safety Glasses Credit Program for Connecticut and WPB, FL Operations.

Around the world, thousands of eye accidents happen each day; most of these are preventable with the use of appropriate safety eyewear. Sikorsky recognized this and instituted a wall-to-wall safety glasses policy in 1995. The policy sets out a minimum requirement for ANSI/ISEA Z87.1-2015 compliant safety glasses with side shields for ANYONE in a "work area". Work areas include all manufacturing spaces, test and maintenance areas, laboratories, inspection, flight line and hangar operations, warehousing and distribution operations, overhaul and repair facilities and any other work environments that could pose an eye hazard to our employees and visitors. Safety glasses are not required in office spaces, rest rooms or cafeterias.

Normal prescription glasses do not meet policy requirements and are not acceptable. Frames on these glasses are not designed to withstand and distribute the force of impact and the lenses are not designed for impact and shatter resistance. To be rated as safety glasses, both frame and lenses must adhere to a specific ANSI/ISEA Z87.1-2015 standard. ANSI/ISEA-compliant frames are sturdier than "conventional frames," and the lenses must pass an impact and shatter resistance test. Conventional prescription glasses may in fact lead to more severe injuries in some cases.

To assist employees in obtaining the proper eyewear, Teamsters Local 1150 and Sikorsky Aircraft have agreed to institute a credit program for prescription safety glasses during the current contract period (2018-2023). **Effective February 19, 2018**, three (3) times during the term of this agreement each employee will receive a one hundred dollar (\$100) credit for the purpose of purchasing prescription safety glasses, except employees hired after January 1, 2020, will receive two (2) one hundred dollar (\$100) credit for the purpose of purchasing prescription safety glasses. Additionally, employees hired after January 1, 2022, will receive one (1) one hundred dollar (\$100) credit for the purpose of purchasing prescription safety glasses. The \$100.00 credit may be used **three times** during this 5-year timeframe, but not more than **once** in any given calendar year. Additional glasses may be purchased for you and your family at Sikorsky discounted prices at participating clinics only.

Employees located in Connecticut facilities (Stratford, Bridgeport and Shelton) can visit the on-site optician or any of the approved HOYA Safety providers to obtain their prescription safety glasses. Employees located in WPB facilities can obtain prescription safety glasses by visiting an approved HOYA Safety provider. A list of HOYA Safety approved providers can be accessed through the ESH website.

Employees can order new prescription safety glasses by presenting their Lockheed Martin employee badge, a prescription that is less than two (2) years old (expired prescriptions will not be filled), and a HOYA Safety ordering form to the provider.

All claims in excess of \$100 go directly through Davis Vision.

Your cooperation in supporting this policy and your efforts to remind your coworkers to wear their safety glasses is greatly appreciated.

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