

2020 YEAR END

PRINCIPAL OFFICER'S REPORT

Secretary-Treasurer / Principal Officer Rocco Calo

Brothers and Sisters,

To say that 2020 has been difficult would be an understatement. The challenges that we have faced as a union and as a workforce are, in many ways, beyond what we have seen before. The emotional rollercoaster of anxieties and fears about the pandemic have somehow affected all of us and will likely change the way we think about and conduct ourselves at work for a very long time.

However, when we take a look at our fellow workers around the country, and around the world for that matter, and consider the true hardships and adversity that many of them have faced over the past year, we should count ourselves as fortunate to have had the opportunity to maintain gainful employment at a time when that is at a premium.

As we prepare to face what we hope is an ever-improving set of circumstances with the close of 2020 and the ringing in of 2021, I would like to provide you all with a brief year-end report.

MEMBERSHIP MEETINGS: As the COVID-19 pandemic continues to affect our ability to travel and to come together as a membership, we have made it an option to attend membership meetings virtually. Members in Connecticut can still attend in person at the union hall in Stratford. However, we will follow all of the guidance provided by the CDC and the Governor's office to keep everyone safe. This means limiting the number of members in physical attendance when necessary.

Members in Connecticut, Florida and Maryland have the option of attending meetings via Zoom, that being the only option currently for Florida and Maryland. These meetings will be held on the 3rd Wednesday of every month at 1pm and 4pm EST. Members should visit our website or use the Teamsters Local 1150 app to pre-register for the Zoom meeting in order to streamline the check-in process. You can do this several days in advance of the meeting.

Members in Alabama will have their own Zoom meetings that will take place on the Monday following the 3rd Wednesday of each month at 2:15pm and 3:30pm CST. Links to these meetings can also be found on our website and by using the app.

Members are able to fully participate in the meetings via Zoom. I encourage everyone to take the time to join us on Zoom for the next meeting.

COVID-19: We continue to meet with the company to discuss the pandemic, always emphasizing the priority of ensuring that our members are given what they need to remain safe in the workplace. Both the union and the company are constantly monitoring changes to regulations and recommendations in an effort to provide the most up to date guidance for workers.

Continuing to practice social distancing, washing your hands and using hand sanitizer, always wearing a face-covering and sanitizing your workstation remain the guidance on best practices to mitigate spreading of the virus.

Please keep in mind that the company has established a mandatory mask policy that includes progressive discipline for non-compliance. The union, first and foremost, wants to protect its members by encouraging full compliance with the mask policy. The science clearly supports the notion that masks and social distancing are the most effective ways to protect yourself and others from being infected.

CONTACT TRACING AND QUARANTINE: The company continues to follow most of the CDC guidelines on contact tracing and quarantine of confirmed positive employees. The following rules now apply, which are adjustments from past practices:

- An employee who has obtained a positive COVID-19 test result must quarantine for 10 days from the onset of symptoms. The quarantine can end after 10 days if the employee is fever-free for at least 24 hours without the help of fever-reducing medications and all other symptoms are improving.
- An employee who tests positive but does not exhibit any symptoms (asymptomatic) will be required to quarantine for 10 days from the date of the positive test.
- An employee who has tested positive in the past 90-days and is exposed to someone who tests positive does not have to quarantine.

LOCAL 1150 TO BECOME PURPLE HEART ENTITY: Teamsters Local 1150 has begun taking steps to establish itself as a Purple Heart Entity and be recognized as such by the Military Order of the Purple Heart. This distinction carries no benefits for our organization. Rather, it identifies us as an organization that recognizes, supports and honors our military heroes and their families.

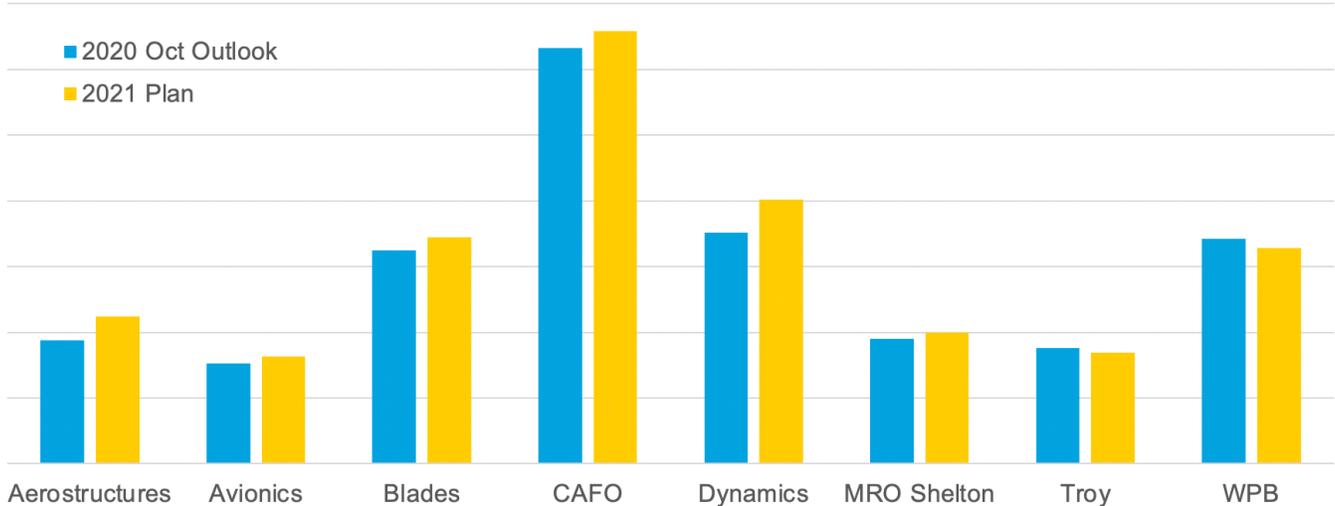
We are exceedingly proud of the work that we do in support of our nation’s veterans and active-duty service members. From our sponsorship of the annual Homeruns for Heroes baseball game to the establishment of one of the country’s first chapters of the Teamsters Veterans Caucus, we have a long history of supporting our heroes who served and becoming a Purple Heart Entity is a logical step for us.

As part of this process, we are beginning to gather information that will allow us to honor you and your family members who have received a Purple Heart in service of our country.

We are asking that you contact the union hall no later than January 29, 2021 at (203) 381-9240 if you or a family member is a Purple Heart recipient. You will be asked to provide some details about the recipient so that we can create a booklet honoring Purple Heart recipients in the Local 1150 family and plan events to honor all of the heroes in and around our organization.

STATE OF THE BUSINESS: The state of the business at Sikorsky Aircraft continues to be strong. The company maintained a steady pace of hiring new workers throughout 2020 and, considering a normal rate of attrition, will likely continue to do so in 2021.

As you can see from the chart below, which illustrates Shop Load Direct Hours, the outlook for 2021 is that work will remain at the same level or slightly increase in 2021.



Highlights of the 2021 Defense Authorization Act have been made available to us and the news is good. The bill authorizes \$732 billion in discretionary spending for our national defense, including approximately \$69 billion in Overseas Contingency Operations (OCO). It authorizes a 3.0% military pay raise, provides long overdue benefits to Vietnam-era veterans exposed to Agent Orange, and takes steps to protect military communities from PFAS.

Specifics in the bill that directly benefit Sikorsky Aircraft are:

- Authorizes 60 UH-60 Blackhawk helicopters, which is equal to the request made by the Defense Appropriations Committee.
- Authorizes \$800 million for procurement of 7 new CH-53K Marine heavy-lift helicopters, which is 2 below the request made by the Defense Appropriations Committee.
- Supports the Administration's request for \$909 million for procurement of 16 HH-60W Air Force search and rescue helicopters, which is equal to the request made by the Defense Appropriations Committee.
- Supports the Administration's request for \$589 million for procurement of 5 VH-92 aircraft, next-generation presidential helicopter, which is equal to the request made by the Defense Appropriations Committee.

NOTE: Just as I am writing this, I have been informed by the office of Rosa DeLauro that we have received the funding for 2 more CH-53K's, bringing the total for 2020 to 9 aircraft.

All of this speaks to the hard work and attention to quality that the members of Teamsters Local 1150 maintain every day. Take pride in what you do and strive to continue to hold yourselves to the highest of standards each day in the future.

REMEMBRANCE: As difficult as it has been to navigate the changes that COVID has brought to our everyday lives, we must remember that there are some who have been devastated by this pandemic. I hope that all of us will take the time to remember those members of the Local 1150 family whose lives were cut short, not only by this disease, but by other untimely and tragic circumstances.

Brothers William Bynum, Paul Krankall, Cory Murphy, Mike Suech, Steve Lee, Eric Gourley, Richard Journack, Robert Waxman, Mike McNulty, James Baron, Joseph Dorosh Jr., Emanuele Tessitore, John Jefferson, Lance Bragg and Sister Cynthia Jones all passed in 2020. Please keep all of their families in your thoughts and prayers.

I wish everyone a safe and happy holiday season and look forward to entering the new year together. Stay United and Stay Safe.

In Solidarity,



Rocco J. Calo
Secretary Treasurer / Principal Officer
Teamsters Local 1150