



TEAMSTERS LOCAL 1150

CONTRACT

2023 SUMMARY

BETTER HEALTHCARE

- ✓ free dental care
- ✓ free vision care
- ✓ free HDHP option
- ✓ Improved plan benefits
- ✓ retiree insurance after vesting period

Beginning in 2024 we will transition to Allegiant Care health and welfare fund. Allegiant Care is a union company with decades of experience providing healthcare benefits to Teamsters.

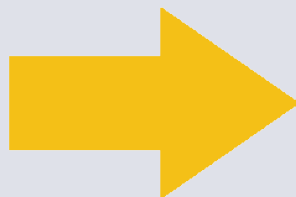
WAGE IMPROVEMENTS

- **18% increase over the life of the agreement**
- **increase to promotional raises**
- **increased wage adders**
- **improved automatic increases**



RETIREMENT SECURITY

\$12 increase to the defined benefit pension multiplier over the life of the agreement



increases to matched, unmatched and supplemental savings plan contributions

Industry Leading agreement...

The Contract 2023 Negotiating Committee worked tirelessly on behalf of the Local 1150 Troy membership and came away with an offer that is industry-leading and makes our members in Troy some of the highest paid workers in the state! The Committee has reached a tentative agreement with Sikorsky Aircraft and is proud to put this offer before you. The Committee recommends ratification.



CONTRACT 2023 HIGHLIGHTS

ARTICLE 3 COOPERATION - The Company agrees to respect the process of organizing non-union employees and will not use the anti-union and disrespectful tactics that other employers use to fight an organizing effort.

DUES COLLECTION - Adjustments made to the way the Company back-collects dues in arrears so that it matches the Union's computer systems. This will reduce errors in back-collection of dues.

ARTICLE 5

NEW EMPLOYEE ORIENTATION - The Union will now be officially responsible for New Employee Orientation. The Company will be responsible to provide the Union with a list of new hires and ensure that they attend Orientation.

ARTICLE 6 DOCUMENTATION OF STEP ONE RESOLUTIONS - Resolutions reached in the first step of the grievance procedure will be documented and signed by the Union and Company representatives.

STEP THREE CHANGES - Grievance meetings at Step 3 will now include a member of Management and a Union designated note taker. This streamlines the procedure by putting decision-makers in the room.

ARBITRATION - Subcontracting is now subject to arbitration and new arbitrators are added to the panel.

JOB MISCLASSIFICATION GRIEVANCES - Successful Job Misclass grievances must now be paid within 21 days of the grievance settlement or the grieving employee(s) will receive a 10% increase to the agreed upon settlement. Two consecutive misclass grievance payouts to the same employee(s) will now trigger a meeting to discuss promoting the misclassified employee(s).

STEWARD REQUESTS - A Steward request must be complied with without delay, but in no case more than 2 hours after the request. If the request is made within 2 hours of the end of the shift, the Steward will be notified before the end of the shift.

QUARTERLY ESH MEETINGS - Memorialized in the agreement that ESH Stewards, ESH Leadership and HR will meet on a quarterly basis to discuss Environmental Safety and Health issues.

WAGE INCREASES - Historic Wage Increases for all Members. Wage increases will be applied to the grade maximum, increasing the span of each grade. General Wage Increases are as follows:

SEPTEMBER 4, 2023: 4% | OCTOBER 21, 2024: 4% | OCTOBER 20, 2025: 3.5%

OCTOBER 19, 2026: 3.5% | OCTOBER 18, 2027: 3%

AUTOMATIC WAGE PROGRESSION - Automatic Wage Progressions will now be on a fixed schedule, taking place the last pay period of January, May and September. Wage progressions increase from \$0.10 to \$0.25

PAID HOLIDAYS - Good Friday has been converted to a floating holiday each year of the Agreement. The following days can be taken off with no-points, no-pay: MLK Day, Good Friday, Juneteenth, Veterans Day

SHIFT PREMIUM - Memorialized the current practice of paying 3rd shift workers who work a 6.5 hour shift a premium of 23.08% on the first 6.5 hours worked.

REPORTING PAY - Reporting Pay now applies to employees who are scheduled to work and are not notified at least 2 hours prior to the completion of the previous shift or more than 2 hours prior to the start of the affected shift if the closure is due to weather.

DISTRIBUTION OF OVERTIME - There will now be automatic payouts for overtime disparities that are not resolved during the 13-week make-up period. Support departments must now be offered overtime when Production is working overtime.

HOLIDAY PAY - The requirement for employees to have 30-days of service to qualify for holiday pay is eliminated. The 15-day limit on military duty for the purpose of qualifying for holiday pay has been eliminated.

JOB EVALUATIONS - Replaced Letter 10 with Job Evaluation language in Article 7. The Company must now notify the Union of all job evaluation decisions in writing, with an explanation.

SALARY PERFORMING HOURLY WORK - The Company must take action on any valid grievance alleging that salary employees have performed hourly work and must consider a monetary settlement.

PROMOTIONAL INCREASES - The minimum pay increase on promotions increases from \$0.60 to \$1.00

SPECIAL HIRE RATE - The special hire rate is changed from \$0.50 to \$1.00 below the grade minimum

JURY DUTY - Eliminated the 30-day cap on jury duty pay.

PERSONAL LEAVE - New employees hired between January 1 and September 30 will receive 3 days of personal leave. All new hires will receive 5 days of personal leave on January 1 of the year following the year in which they are hired. Use of Personal Leave no longer disqualifies you for perfect attendance.

BEREAVEMENT LEAVE - Letter 29 is eliminated. Bereavement Leave is increased to 40-hours paid and can be used up to 30-days past the date of services. The definition of immediate family is expanded for the purpose of this benefit.

PAYROLL ERRORS - Payroll errors must be remedied as soon as possible. Errors in excess of 8 hours pay will be paid via separate check. Errors less than 8 hours will be remedied by the next pay period.

EMPLOYEE RECOGNITION PROGRAM - Added language defining a company program that recognizes and rewards hourly employees. This program is not subject to arbitration.

PARENTAL LEAVE - The company will provide 4 weeks of paid parental leave for the birth of a child, adoption of a child, or placement of a foster child. The leave will be in addition to Family Medical Leave or any other similar benefit. Employees can return to work on a reduced work schedule for 30-days. Only hours worked will be paid during the reduced schedule.

ARTICLE 8 LAYOFF NOTIFICATION TO UNION - Established a defined period of prior notification to union of any layoff. Notification must now be given by 12:00pm on the day prior to the affected employees' being notified.

LOA FOR UNION LEADERS - The 25-year limit on leaves of absence for union leaders is eliminated.

30-DAY TRANSFERS - The Company must now notify the Union prior to any temporary transfers taking place.

VACATION PAY - Pay for vacation time will now be based on the calculation of 2% of an employees previous year's earnings for each 40-hours of vacation time or the employee's base hourly rate, whichever is greater.

ARTICLE 9

PRO RATA VACATION PAY - Employees now qualify for pro rata vacation pay when they resign.

PERFECT ATTENDANCE - Employees will no longer earn 4-hours of paid vacation time for demonstrating perfect attendance for a calendar quarter. Employees will now earn 8-hours of pay at their base hourly rate for each calendar quarter of perfect attendance. Again, the use of personal time no longer disqualifies you from earning perfect attendance.

ARTICLE 10 ANNUAL MILITARY TRAINING PAY - The 15-day limit on paid time for military duty has been eliminated. This includes all branches of the military, including National Guard and Reserves and includes all training duty, encampment duty, temporary or emergency duty and basic training.

REDUCTION OF TOTAL POINT COUNT - The 30-day accumulator for removing points under the attendance policy is eliminated. Employees will now have 8-points removed from their total (down to 0) when they work 160 cumulative hours (or 130 hours for 3rd shift employees working a 6.50-hour shift), inclusive of overtime hours. Being assessed points does not re-set the accumulator and you will get credit for holidays and when you are on company travel or union business.

ARTICLE 11

POINT VALUES - Points for tardiness, out early and absence will now be assessed in 1-point per 1-hour increments rather than in 2-hour increments. For example: tardiness up to 1 hour = 1 point, tardiness of more than 1-hour, up to 2-hours = 2 points.

ACCESS TO ATTENDANCE RECORD - Employees will have access to their attendance record via the Company's electronic timekeeping system

ABSENCE DUE TO COURT APPEARANCE - 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 with written verification at the following point values: Less than 1/2 day = 0 points, 1/2 day or more but less than a full day = 1/10th of a point, full day = 1/5th of a point

ELIMINATED BANK POINTS PERSONAL - Bank Points Personal Days eliminated

TRAINING OF NON-SIKORSKY PERSONEL - Added language protecting members from layoff and establishing overtime rules if required to train non-Sikorsky personel.

ARTICLE 12 REFUSAL TO CROSS PICKET LINES - The company will not request or require any employee to cross a picket line and will not discipline in any way an employee who refuses to cross a picket line and enter the property of any employer who is involved in a primary labor dispute.

PARTICIPATION IN UNION ACTIVITY - Employees may now grieve a discharge for participating in a strike, sympathy strike, slowdown, or concerted stoppage of work

TITLE CHANGE - Workers Compensation Steward is changed to Workers Compensation Coordinator

ARTICLE 14

ARTICLE 15 DURATION - This is a 5-year offer that, if ratified by the membership, will take effect on September 4, 2023 and will expire on October 22, 2028. All provisions of this agreement will take effect on September 5, 2023 unless otherwise provided for in the agreement.

SUCCESSORSHIP - This is a new article on successorship, which means that if Sikorsky Aircraft is ever sold to another corporation or any buyer, the union and the collective bargaining agreement are made part of that sale.

ARTICLE 16

OTHER PROVISIONS OF THE CONTRACT OFFER

DEFINED BENEFIT PENSION MULTIPLIER: The multiplier for the defined benefit pension is increased on September 4, 2023 to \$89 a month per year of service. The multiplier is increased on January 1, 2026 to \$93.

SIGNING BONUS: All employees who are on the payroll on September 4, 2023 will receive a \$5,000 signing bonus that will be paid on November 2, 2023. The bonus can be deposited into an HSA or the Savings Plan with a 50% match from the company.

SUPPLEMENTAL CONTRIBUTION: The supplemental contribution to the Hourly Employee Savings Plan is increased to \$0.75 per hour for 40-hours per week.

GUIDELINES FOR OVERTIME: An Employee who is on vacation for more than 2 consecutive weeks can now be charged for overtime. The "I" code can be used when an employee is ill or otherwise unavailable, once all other employees in the overtime group who are present that day have been offered. The guidelines for using the "NQ" code have been altered to read "an employee 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." The language no longer precludes probationary employees from working overtime.

ENHANCED VOLUNTARY SEPARATION OPTION: An Enhanced Voluntary Separation Package is being offered during 2024 and 2025 to employees aged 55 and older who are either in an occupational group impacted by layoff, or who volunteer. Employees must apply during the prescribed application period each year and the company will choose separation dates. Employees will have 1 week to accept the company's offer and ***once accepted it is irrevocable***. The Company will accept no more than 20 applicants in 2024 and no more than 20 applicants in 2025. More details on the application process will be communicated shortly after ratification.

There are 2 Separation Options:

OPTION 1

One week of severance pay for each completed year of service;
A one-time lump sum bonus of \$10,000;
12-months of free medical, dental and vision coverage for the employee and their dependents

OPTION 2

One week of severance pay for each completed year of service;
A one-time lump sum bonus of \$5,000;
24-months of free medical, dental and vision coverage for the employee and their dependents

EMPLOYEE SAVINGS PLAN: The maximum matched contribution to the employee savings plan is increased each year of the contract as follows: SEP 4, 2023 - \$76, JAN 1, 2025 - \$78, JAN 1, 2026 - \$80, JAN 1, 2027 - \$82, JAN 1, 2028 - \$84. Unmatched contributions can now be made with no limits up to the IRS maximum.

INDIVIDUAL MEDICAL ACCOUNT (IMA): Beginning September 4, 2023, contributions (matched at 75%) of \$1 to \$23 per week can be made to the IMA. This is a \$5 per week increase. Catchup contributions have been increased as follows: Age 50-54: Up to \$9 / Age 55-59: Up to \$10 / Age 60+: Up to \$11

OUTSOURCING / SUBCONTRACTING: Subcontracting and outsourcing are now subject to arbitration.

WAGE-ADDERS: The wage-adder for employees with an A&P Certification will increase from \$0.50 to \$1.00 per hour. The wage-adder for employees who hold only an Airframe or Powerplant Certification will increase from \$0.25 to \$0.50 per hour. The wage-adder for employees who completed the Airframe Industry Training Program with Enterprise Ozark Community College between 2010 and 2015 will increase from \$0.25 to \$0.50 per hour. All wage adders identified in Letter 23 will increase from \$0.50 to \$1.00 per hour. A new Letter establishes a wage-adder of \$0.50 per hour for any employee who holds a Cadmium Plating Certification.

JOB REFERRAL PROGRAM: Teamsters employees are now qualified to receive bonus payments of up to \$10,000 under the corporate job referral program.

HOURLY JOB RATING PLAN: The company and union agree to meet and discuss the possibility of modifying or modernizing the Hourly Job Rating Plan.

RETURN TO WORK PROTOCOL: Added a new Letter establishing a return to work protocol for employees out of work for more than 10 days for medical reasons.

NOTICE OF TERMINATIONS: The company must notify the union of any terminations taking place.

JOB POSTING: Lateral and demotional postings are now subject to the grievance procedure. Active employees within the bargaining unit who apply will have priority during selection, followed by those with recall rights to another occupational group and, finally, external applicants. The company must provide union leadership with a list of open positions.

VSO

EMPLOYEE ASSISTANCE: Updated the EAP Letter to reflect EAP Professional certification requirements.

TRAINERS: Updated the Letter for Trainers. Removed non-applicable items and added language that allows Trainers to be loaned for overtime and gives Trainers the opportunity to return to their previous job.

DRUG AND ALCOHOL: Added a Letter that establishes a Drug and Alcohol Policy that includes limited protections for employees with substance abuse issues.

MANDATORY OVERTIME: Added a Letter that requires advanced notification in the event of mandatory overtime.

GRIEVANCE MEDIATION: Added a Letter establishing the ability to utilize the services of FMCS to resolve grievances prior to arbitration. Such mediation must be mutually agreed upon.

CREDIT FOR SAFETY GLASSES - Employees will receive 3 credits for the purpose of purchasing prescription safety glasses. If used in 2023, the credit will be \$200. If used in any other year over the remainder of the contract the credit will be \$100. Beginning in 2024, Allegiant Care will offer a \$130 benefit for prescription safety glasses.

STIPEND FOR SAFETY SHOES - Employees will receive a \$150 stipend 3 times over the life of the contract for the purpose of purchasing safety shoes. This is an increase of \$50 per stipend.

HEALTHCARE

EFFECTIVE SEPTEMBER 4, 2023: Insurance opt-out payment increases 42% to \$25 per week. Transition and Bridge benefits increase to \$360 per month. Short-Term Disability, Life Insurance and Total & Permanent Disability benefits are no longer tied to your wage rate. All employees qualify for the same benefit... STD increases to \$500 per week, Life insurance increases to \$100,000 policy, T&PD increases to \$1,600 per month. New employees will not be forced into a High Deductible Health Plan. Current practice of back-collecting no more than \$50 per week for medical premiums in arrears is memorialized. Vision care will continue with Davis Vision unchanged through 2023.

Allegiant Care begins coverage in 2024

Allegiant Care is a healthcare administrator exclusively for Teamsters, run by Teamsters. Allegiant Care uses the Blue Cross / Blue Shield Provider Network of Alabama, which will be administered through Anthem. This is the same network currently used by our members in Alabama. Allegiant Care will offer the following plans and Members will see a significant savings across the board for Benefits.

BUILD YOUR OWN PLAN: Company pays 80% of premiums, Member pays 20%

HIGH DEDUCTIBLE OPTION 1: Company pays 87% of premiums, Member pays 13%

HIGH DEDUCTIBLE OPTION 2: Company pays 100% of premiums, Member pays 0%

PRESCRIPTION DRUGS: Allegiant Care will continue to administer the Prescription Drug Plan in 2024. The Cost share will change from \$14 and \$7 contributions to the cost shares identified in the above plans.

DENTAL COVERAGE: Members can elect Dental free of charge. The company will assume 100% of the weekly contributions. We will move to a Delta Dental plan offering a wide network of providers where members will no longer have to pay more than what a fee schedule states. The annual maximum and Orthodontia limits will increase to \$3,000.00... a 100% increase.

VISION CARE: EYEMED will become the new vision care provider. Vision care will remain at no cost to the member. Effective January 1st, 2024, Allegiant Care will offer an additional Rx Safety Glasses Stipend equal to \$130.00 every 24 months, with lenses every 12 months.

SAVINGS ACCOUNTS AND OTHER BENEFITS: Allegiant Care will continue to offer HSA accounts and HCSA accounts as well as a Tobacco Cessation program, and a weight management program for those at risk of diabetes.

RETIREMENT BENEFIT: Allegiant Care offers retirement benefits to members who vest in their plans. Members must have 13 continuous years with Allegiant Care or 20 years total and must have been a Teamster Member for the duration. Members who meet this eligibility will qualify for the following Pre-Retiree Subsidies.

Age 57-59 = 50% subsidy, Age 60-61= 70% subsidy, Age 62-64 = 100% subsidy

The 13-year vestment requirement will be reduced to 7-years for members who enroll beginning in 2024 and meet all other requirements.

Anticipated employee contribution rates in 2024 will be as follows. Medical plans include Rx benefit:

PLAN	EMP	EMP+SPOUSE	EMP+CHILDREN	FAMILY
BYO Option 1	\$43.98	\$98.99	\$87.97	\$149.58
HDHP 1	\$22.42	\$50.46	\$44.84	\$76.25
HDHP 2	\$0.00	\$0.00	\$0.00	\$0.00
DENTAL	\$0.00	\$0.00	\$0.00	\$0.00
VISION	\$0.00	\$0.00	\$0.00	\$0.00

