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AGREEMENT

This Agreement is made and entered into this 22nd day of October, 2018, 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 I
MANAGEMENT FUNCTIONS

- 1.1** 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** 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 II **COVERAGE**

- 2.1** 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 of the Company at the plant located at 299 Airport Boulevard, Troy, Alabama.
- 2.2** The Company shall recognize the Union as the bargaining agent for those employees (as defined in 2.1) 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.
- 2.3** The term "employee" as used herein shall not apply to and shall exclude all salaried employees, all executive, administrative or professional employees, all employees classified as coordinator, secretary, aide, general manager, general foreman, foreman or supervisor and all confidential employees as defined in the U.S. Supreme Court decision NLRB v. Hendricks, professional employees, guards, and supervisors as defined in the National Labor Relations Act, as amended.

ARTICLE III
RECOGNITION

In accordance with the Letter of Recognition issued by the National Labor Relations Board, dated March 27, 1992, the Company recognizes the Teamsters Local 1150, affiliated with the International Brotherhood of Teamsters, as the sole collective bargaining agency for the employees defined in Article II herein for the purposes set forth in the National Labor Relations Act, as amended.

ARTICLE IV
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 V
CHECKOFF

- 5.1** The Company agrees to deduct monthly Union dues in whatever sum is established by the local Union as the regular monthly dues uniformly required as a condition of retaining membership therein upon the receipt of an assignment. The Company also agrees to deduct from the earnings of an employee one (1) initiation fee in whatever amount is authorized by such employee on a properly executed assignment card which is delivered to the Company.
- 5.2** The sum which represents such monthly Union dues shall be certified to the Company as constituting such by the duly authorized financial officer of the local Union. If the sum once certified is changed, the amount deducted from the earnings of an employee who has authorized such deduction shall not be increased or decreased until thirty (30) days written notice of such change has been received by the Company from the duly authorized financial officer of Local 1150.
- 5.3**
- (a) The deduction of the first monthly dues and the initiation fee shall be made from the earnings received by the employee on the first (1st) and third (3rd) paydays of the month following the month in which a properly executed assignment card is received by the Company. Union dues will be deducted thereafter from the earnings received by the employee on the first (1st) and third (3rd) paydays of each month.
 - (b) 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; provided, however, if there are still insufficient funds, the Company will make the appropriate deductions in the next designated week's pay. Additionally, if there are still insufficient funds, the Company will make a final attempt to make the appropriate deductions from the employee's next designated week's pay.
 - (c) If, by the last designated pay period in which deductions were to be made, the earnings of an employee who authorized such deductions are insufficient to permit such deductions to be made, 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.
- 5.4** Deductions provided for in Section 5.3 shall be remitted to the Secretary–Treasurer of the Union by the end of the month in which the deductions were made. The Company shall simultaneously furnish the Secretary–Treasurer of the Union each month a record of the employees from whose earnings deductions have been made and the amounts of the deductions.

- 5.5** The Company's obligation to make such deductions shall terminate automatically upon termination or layoff of the employee who signed the authorization or upon his/her 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.
- 5.6** 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 this Article 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.
- 5.7** It is agreed that the Company shall honor checkoff assignment cards only when such cards are properly executed in the form, basic color, paper stock and size of the sample attached hereto and made a part of this Agreement. The form of the assignments and the procedure for giving effect to this Article are listed below:
- (a)** The Union shall assume all responsibility for the distribution and collection of payroll deduction assignment cards for Union dues and the initiation fee, and agrees that such distribution and collection will not be carried on during working hours on Company premises. The Union will provide the Company with a supply of checkoff assignment cards which will be provided to each new employee during their new employee orientation.
 - (b)** The checkoff assignment cards hereinafter provided for shall be submitted by the Union to the Vice President – Human Resources not later than the last working day of the month preceding the month in which the deduction of Union dues is first made.
 - (c)** Checkoff assignments shall be submitted with a letter of transmittal signed by an authorized officer of the Union listing in duplicate the name, department number, clock number, and the amount of dues and the initiation fee to be deducted from the earnings of the employees who signed such assignments.
 - (d)** The Company shall forward to the Union each month the following information:
 - (1)** The names, departments, and clock numbers of employees who authorized deduction of Union dues and the initiation fee and from whose wages such a deduction has been made during the current month.
 - (2)** The names of employees who authorized the deduction of Union dues and the initiation fee and from whose wages no such deduction was made because of insufficient earnings during the pay period for which the deduction was authorized.

(3) The names of employees who authorized such deduction but whose assignment became ineffective pursuant to Article V, Section 5.5 of the Agreement by reason of termination of their employment or transfer to a job not covered by this Agreement.

(e)

(1) A check in the total amount of dues and initiation fees deducted by the Company shall be drawn each month by the Company to the order of Teamsters Local 1150, and shall be sent by registered mail, return receipt, to the Secretary–Treasurer thereof.

(2) Time spent by Union stewards and ESH stewards which exceeds that amount allowed under Article VI, Section 6.26 will be paid by the Company and billed to the Union on a monthly basis. Any monies due to the Company for this excess time, together with any applicable federal, state and/or local taxes, shall be paid to the Company by the Union each month.

(3) In addition to the information required pursuant to Section 5.7 (d) above, the company will also provide to the Union a list of the stewards and/or the Union ESH steward(s), whose time exceeds the amount allowed pursuant to Article VI, Section 6.26.

(f) 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 during the employee's working hours, by employees of the Company; provided, however, that said obligations shall not terminate if the Union has complied with the provisions of Article XII of this Agreement.

5.8 The deduction of Union dues on a monthly basis may be converted to a weekly basis if, during the duration of this Agreement, the Company is able to accommodate such change as a result of the implementation of a new payroll system. The method for such weekly deductions shall be mutually agreed to at such time by the Company and Union.

5.9 All new bargaining unit employees will have union rights and obligations described to them during orientation by a representative of the Union. The new employee will be introduced to his/her Union official by the Human Resources Department, Supervisor, or Manager at New Employee Orientation. The Union official will be allowed up to sixty (60) minutes during new employee orientation to educate new members. 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 VI
GRIEVANCE PROCEDURE

- 6.1** 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** The Company and the Union agree to the following system of presenting and adjusting grievances. Any grievance not presented for disposition through the grievance procedure described herein within seven (7) working days excluding Saturday, Sunday, and holidays, after the incident giving rise to the grievance or from when the employee could have reasonably known of the incident, but in no event not later than fifteen (15) calendar days from the actual incident shall not thereafter be considered a grievance under this Agreement. In the event of a promotional grievance, the fifteen (15) calendar day time period will commence when the Union receives the Bi-Weekly promotional list.

STEP 1

- 6.3** An employee having a grievance affecting wages, hours or working conditions may, after giving notice to his/her immediate supervisor, take it up either directly with his/her supervisor or with the area shop steward.
- 6.4** A grievance of an employee must be presented orally at this step to the employee's immediate supervisor by the area shop steward. In the event an employee's complaint is not resolved, a meeting between the area shop steward, the employee, (except in the case of discharge or suspension where an adjacent area steward will attend in place of the employee), his/her immediate supervisor, and a management representative will be scheduled as soon as possible. Should the management representative not be immediately available for the Step 1 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 him or her and which the Company relied upon to reach the conclusion or make the decision which resulted in the instant grievance.
- 6.5** If the grievance is not satisfactorily settled at Step 1, it must be reduced to writing on the form provided within seven (7) 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.

6.6 Requests for pertinent records (as more fully described in 6.12) pertaining to the employee involved as may be necessary to the settlement of the grievance may be made by the area shop 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

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

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

6.8 When reduced to writing the grievance shall be taken up at the next scheduled meeting, to be held as often as necessary, by the Union's Business Agent and/or his or her representative, and the Troy Human Resources Manager, and/or his or her representative.

6.9 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 certified mail at this step. 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 Troy Human Resources Representative, provided written grievances signed by the employees affected are presented to the Troy Human Resources Representative by the Business Agent within the seven (7) day appeal period.

Grievances affecting a substantial number of employees signed by more than one (1) grievant, which are not submitted as a Union grievance, shall also be initially submitted at this step. If such a grievance involves financial liability on the part of the Company and remains unresolved at Step 3, and if such grievance is arbitrable pursuant to this Article, it may be appealed to arbitration provided written grievances signed by the employees affected are presented to the Troy Human Resources Manager by the Business Agent within the seven (7) day appeal period. Such grievances, if properly appealed, shall be heard separately by the arbitrator unless the Company and Union mutually agree to present the group grievance before the arbitrator and provided the parties agree to the identity of the aggrieved employees. In the case of a group grievance going before an arbitrator, the arbitrator's decision in such case shall be limited to those employees agreed by the Company and Union to be aggrieved.

6.10 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 certified mail by the Company or Union at this step of the procedure and if not resolved, may be appealed to Step 3 of the grievance procedure as hereinafter provided.

6.11 The Troy Human Resources 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 his/ her meeting with the Business Agent on such grievances.

6.12 If otherwise not provided pursuant to Section 6.6, 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 Secretary-Treasurer or if requested to the 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 6.6. Other items which do not appear on this list, will also be provided if requested and pertinent to the grievance.

- Grievants' personnel file
- Time and attendance records
- 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 Director – Human Resources and the Union’s Secretary-Treasurer 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 Mr. Mark Grossman. If Arbitrator Grossman is not available, Ms. Susan Halperin shall be designated to settle the dispute.

- (a) 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) 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 Telecopier 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.

6.13 An accredited Business Agent of Local 1150 may, with permission of the Director – Human Resources or his/her 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

6.14 If the grievance is not satisfactorily settled at Step 2, an appeal may be taken by the Secretary-Treasurer to the Director – Human Resources within seven (7) working days, excluding Saturdays, Sundays and holidays after the decision of the Troy Human Resources Manager at Step 2. A conference between the Secretary-Treasurer, or at his/her discretion, the Business Agent and the Director – Human Resources or at his/her discretion, the Manager – Human Resources, shall be held as soon as possible but not later than ten (10) working days, excluding Saturdays, Sundays and holidays, after appeal, unless extended by mutual agreement. The decision of the Director – Human Resources, or his/her designee, shall be rendered as soon as possible, but not later than seven (7) working days after his/her meeting with the Secretary-Treasurer. The above time limits may be extended by mutual consent.

- (a) Should any appeal from the disposition of a grievance given at the Steps 1, 2 or 3 not be taken within seven (7) working days, excluding Saturdays, Sundays, and holidays, from the date of such decision, then the decision on such grievance shall be final and conclusive and shall not be reopened for discussion. Any disposition of a grievance accepted by the Union, or from which no appeal has been taken, shall be final and conclusive and binding upon the grievant, the Company, and the Union.

6.15 The Secretary-Treasurer and the Business Agents of Local Union No. 1150 will have access to the plants and facilities, as described in Article II of this agreement, to address specific problems at the request of the Secretary-Treasurer of the Local Union and concurrence of the Company. However, none of these visits to the Company's plants or facilities will result in a meeting with any employee who is clocked in on Company time except by mutual agreement of the Company and the Union.

ARBITRATION

6.16

- (a) 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 I
- (2) Employee Recognition Awards
- (3) Letter of Agreement concerning Subcontracting of Work
- (4) Promotions to Working Leader including inspection

- (b) 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) A grievance alleging that an employee is not properly classified in his/her assigned job code because he/she has performed the essential duties of a different job code within the bargaining unit (at

least one labor grade higher than his/her 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 he/she would have received had he/she been properly classified during the ninety (90) continuous working days immediately preceding the filing of the grievance.

- (2) 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 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) 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.

6.17 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.

6.18 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.

6.19 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.

6.20 It is agreed that during the term of this Agreement, all grievances subject to arbitration under Section 6.16, 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, and Mr. Harvey Shrage. 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.

6.21 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.

6.22 In no event shall any disposition or award upon any grievance be made retroactive for any period prior to the date the grievance was first presented at Step 1. In an overtime grievance an award may be made from the day of the initial complaint.

6.23 An employee who has a grievance may have the assistance of a steward in handling the grievance during working hours by requesting his/her foreman or supervisor to secure the appropriate steward for him/her. The foreman or 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.

6.24 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.

6.25 A Union steward shall, after notice to and permission from his/her foreman or supervisor, be allowed to leave his/her job or department, if necessary, after making known his/her 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.

6.26 The time so spent by a Union steward during his/her scheduled working hours shall be recorded on a special grievance time card. The steward shall receive pay for such time at his/her regular base hourly wage rate, including shift premium, if any, but excluding all other premiums and overtime allowances, not exceeding five (5) hours in any work week.

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

- (a) Before handling a grievance, a Union steward shall obtain a special grievance time card from his/her foreman or supervisor and shall record the time he/she starts to perform grievance work on such card in the presence of his/her foreman or supervisor.
- (b) When it is necessary for a Union steward to enter a department or a section of a department supervised by a foreman or supervisor other than his/her own, he/she shall first report to the foreman or supervisor in charge of such department or section and advise him/her of the purpose of his/her being there. He/she shall request such foreman or supervisor to note in his/her presence the time of his/her arrival on his/her special grievance time card.
- (c) When the Union steward leaves that department or section of department, he/she shall contact the foreman or supervisor and have the foreman or supervisor note the time of his/her departure on his/her grievance time card.
- (d) Upon his/her return to his/her own department, the Union steward shall immediately record the time of his/her return on his/her grievance time card and return the card to his/her foreman or supervisor.
- (e) When the grievance work to be performed does not require that the steward leave the area supervised by his/her own foreman or supervisor, he/she shall follow the procedure described in Section 6.27(a) and he/she shall record the time that he/she finishes such work immediately on his/her grievance time card and return it to his/her foreman or supervisor.

6.28 Any employee shall have the right to appeal his/her 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, he/she shall receive pay at his/her regular rate, including overtime, for the time he/she would have otherwise normally worked less any income he/she 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 he/she worked at a location designated by the Company if he/she requests this privilege of his/her foreman or supervisor. Any grievance concerning the discharge of an employee shall be reduced to writing and presented at Step 2 of the grievance procedure.

6.29 The Company will recognize one (1) Job Evaluation Steward for the purpose of handling HJRP complaints and attendance at appropriate meetings. Time spent in attendance at such meetings during scheduled working hours shall be recorded and paid not exceeding three (3) hours in any work week.

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 with the Troy Human Resources Manager. If such a claim involves a new job or a changed job as defined in Section 6.16(b)2, it must be presented to the Troy Human Resources Manager by the Job Evaluation Steward within twenty (20) days of the assignment or evaluation of the new or changed job to a labor grade. The Job Evaluation Steward shall complete his/her presentation of the facts relating to the claim within twenty (20) days after the original presentation. The Troy Human Resources Manager shall render his/her decision on such claim within twenty (20) days after the Job Evaluation Steward has notified him/her in writing that the Union has completed its submission of facts relating to the claim.

6.30 If no satisfactory adjustment of the matter is reached by the Job Evaluation Steward and the Troy Human Resources Manager, 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, excluding Saturdays, Sundays, and holidays, after the decision given by the Troy Human Resources Manager. 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.

6.31 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 file 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 file 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.

6.32 Employees may request the assistance of a Union ESH Steward by utilizing the procedures for requesting shop stewards in this Article.

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

Section 1

- (a)** Any employee recognizing an environment, safety or health 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 his/her 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 he/she is in imminent danger of serious injury or death from a hazardous condition in the workplace, the employee or Union ESH Steward shall remove him/herself from harm and have the right afforded to him/her 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 area ESH Steward, upon request. Injury and accident investigation reports will be given to the Union ESH Steward by the ESH department as they become available.
- (b)** Any ESH issue which the supervisor and ESH Manager of the area have no authority to settle will be reduced to writing and submitted to Environment, Safety and 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)** The supervisor and ESH Manager will give his/her answer at this oral level to the Union ESH Steward, within three (3) working days. Any unresolved environment, safety and health 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 Union ESH Steward, the appropriate Senior Manager ESH (or his/her designee) and the business unit manager (or his/her 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 second step of the grievance procedure in accordance with Article VI, Step 2, Sections 6.7 and 6.8.

- (d) 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

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

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

Section 4

No less than monthly, a Union ESH Steward and the Company area ESH Specialist will conduct reviews of designated areas of Troy Operations. Such reviews will be conducted on first and second shifts. Findings will be discussed at the Quarterly ESH Management meeting held in Stratford, Connecticut. Time spent in attendance at such meetings during the scheduled working hours shall be recorded on a steward time card and paid for not exceeding six (6) hours in any work week.

ARTICLE VII
WAGES AND HOURS

- 7.1** On October 22, 2018, the base wage rate of each employee covered by this Agreement will be increased by three (3.0) percent (Appendix A–Schedule A).
- 7.2** On October 21, 2019, the base wage rate of each employee covered by this Agreement will be increased by three (3.0) percent (Appendix A –Schedule B).
- 7.3** On October 19, 2020, the base wage rate of each employee covered by this Agreement will be increased by three (3.0) percent (Appendix A –Schedule C).
- 7.4** On October 18, 2021, the base wage rate of each employee covered by this Agreement will be increased by three (3.0) percent (Appendix A –Schedule D).
- 7.5** On October 17, 2022, 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** Overtime rates will be paid as follows:
- (a) 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 his/her 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 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 his/her 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.

— 2018 —
Thursday, November 22, 2018
Friday, November 23, 2018
Tuesday, December 25, 2018
Wednesday, December, 26, 2018
Thursday, December 27, 2018
Friday, December 28, 2018
Monday, December 31, 2018

— 2019 —
Tuesday, January 1, 2019
Friday, April 19, 2019
Monday, May 27, 2019
Thursday, July 4, 2019
Monday, September 2, 2019
Thursday, November 28, 2019
Friday, November 29, 2019
Wednesday, December 25, 2019
Thursday, December 26, 2019
Friday, December 27, 2019
Monday, December 30, 2019
Tuesday, December 31, 2019

— 2020 —
Wednesday, January 1, 2020
Friday, April 10, 2020
Monday, May 25, 2020
Friday, July 3, 2020
Monday, September 7, 2020
Thursday, November 26, 2020
Friday, November 27, 2020
Friday, December 25, 2020
Monday, December 28, 2020
Tuesday, December 29, 2020
Wednesday, December 30, 2020
Thursday, December 31, 2020

— 2021 —
Friday, January 1, 2021
Friday, April 2, 2021
Monday, May 31, 2021
Monday, July 5, 2021
Monday, September 6, 2021
Thursday, November 25, 2021
Friday, November 26, 2021
Monday, December 27, 2021
Tuesday, December 28, 2021
Wednesday, December 29, 2021
Thursday, December 30, 2021
Friday, December 31, 2021

— 2022 —
Monday, January 3, 2022
Friday, April 15, 2022
Monday, May 30, 2022
Monday, July 4, 2022
Monday, September 5, 2022
Thursday, November 24, 2022
Friday, November 25, 2022
Monday, December 26, 2022
Tuesday, December 27, 2022
Wednesday, December 28, 2022
Thursday, December 29, 2022
Friday, December 30, 2022

— 2023 —
Monday, January 2, 2023
Friday, April 7, 2023
Monday, May 29, 2023
Tuesday, July 4, 2023
Monday, September 4, 2023

A total of 60 paid holidays over the life of the Agreement
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- (c) 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 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) 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) The company shall pay to all hourly-rated employees on the third shift seven and one-half cents (\$0.075) per hour in addition to the base hourly rate. Hourly-rated employees on the third shift whose regular shift comprises not more than six and one-half (6.5) working hours and who work a full six and one-half (6.5) hours on that shift shall receive therefore eight (8) hours' pay. 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 time and one-half.
- (c) Lateness of not more than eighteen (18) minutes or permission granted by the supervisor to leave prior to the end of the shift of not more than eighteen (18) minutes, or a combination of lateness and permission to leave early totaling not more than eighteen (18) minutes shall not disqualify the employee for third shift premium.

7.8 Any employee reporting 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. The posting of a notice on the bulletin boards two (2) hours before the completion of the shift of the affected employee shall be sufficient and proper notice. 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.

7.9 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 he/she has 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 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 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 foreman who are regularly employed on such work. Such distribution shall be made on the respective shifts on which the overtime work occurs. Inequalities measured over the thirteen (13) week period which exceed twenty-four (24) hours paid may be made a matter of grievance. If in the succeeding thirteen (13) week period the inequality has not been satisfactorily addressed, the grievance meeting will be reconvened.

In the event an inequality is agreed upon between the parties, an attempt will be made to reach a mutually agreeable settlement, which may include a monetary remedy.

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 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 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 such holiday not worked provided the employee meets all of the following provisions:

- (a) The employee has at least thirty (30) days of continuous service as of the day preceding the holiday, and
- (b) 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
- (c) 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 (c) 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 or because of a death in the employee's immediate family. In the event an employee's illness exceeds fifteen (15) days prior to or after the holiday (but not both) Subsection (c) shall not apply if the employee presents a written medical excuse from his/her treating physician. 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 spouse, Civil Union Partner, child, stepchild, father, mother, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, stepparent, brother, sister, stepbrother, stepsister, grandchild, grandparent, legal dependent, brother, sister, or grandparent of employee's spouse.

7.14 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 for a period of not more than fifteen (15) days in a military fiscal year nevertheless shall be entitled to the holiday pay which he/she would have received had he/she been working on his/her 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 for a period of not more than fifteen (15) days in a calendar year.

7.15 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 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 work days. 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 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 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 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.

7.20 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 Human Resources Manager 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, verbally or in writing, 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.

7.21 The base hourly wage rate for each new employee hired may be set at fifty cents (\$0.50) 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 his/her labor grade, except as provided in Article VIII, Section 8.5, or unless mutually agreed upon by the Company and Union.

7.22 Effective the same date as a promotion, the employee will receive an increase of at least sixty cents (\$.60) per hour.

7.23 Except as provided in Section 8.5 of Article VIII, 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.

7.24 A first shift employee who is required to be absent from work in order to report for jury examination on a regularly scheduled work day 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) 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 he/she is absent from work for this reason at the employee's regular base hourly rate less the fee or other compensation paid him/her with respect to such jury-duty. Such payment shall not exceed eight (8) hours for any full day of absence.

(b) Pay for such work time lost shall in no event exceed a total of thirty (30) regular eight (8)-hour work days or part days in any calendar year less the fee or other compensation paid the employee with respect to such jury-duty pay.

(c) 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 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.

7.25 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.

7.26 To be eligible to receive pay for time lost from work because of jury examination or jury-duty, an employee must notify his/her 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.

7.27 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) For the purpose of this Section, the period during which an employee shall be eligible for leave with pay shall begin on January 1 of each year and end on December 31 of that year.
- (b) An employee who on December 31 of any year during the term of this Agreement had been continuously and actively in the employ of the Company for less than six (6) months prior thereto shall be eligible for two (2) days' leave with pay during the following year.
- (c) An employee who on December 31 of any year during the term of this Agreement had been continuously and actively in the employ of the Company for at least six (6) months prior thereto shall be eligible for three (3) days' leave with pay during the following year.
- (d) An eligible employee who on December 31 of any year during the term of this Agreement had been continuously and actively in the employ of the Company for at least one (1) year prior thereto, shall be eligible for five (5) days' leave with pay during the following year.
- (e) 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.
- (f) An employee who does not wish to receive his/her personal time on a "pay as it is used" basis will have the option of receiving his/her personal time as a lump sum payment. An employee must notify the Company in writing no later than January 31 of each year of his/her intent to receive personal time as a lump sum payment.

The Company will distribute personal time entitlement checks for all eligible employees by no later than March 7, 2019, March 5, 2020, March 4, 2021, March 3, 2022, March 9, 2023.

- (g) 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) 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) 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, he/she may not carry that time forward again.
- (h) No employee shall be paid under this section for a part-day absence other than described in Section 7.27(g).
- (i) 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.
- (j) 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.

7.28 An employee who is absent from work on a scheduled work day (excluding Saturdays, Sundays, holidays, vacations, and authorized leaves of absence) for the purpose of attending the funeral 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 three (3) days. Such paid absence will normally terminate the day of the funeral. 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. An employee may receive funeral pay for the purpose of attending the funeral of a member of the employee's immediate family on a Saturday or Sunday, if the employee is scheduled for mandatory overtime on such days.

- (a) Payment shall not be made for such absences unless the employee claiming such payment (1) shall have notified his/her supervisor promptly upon learning of the death of a relative and (2) shall have submitted a request for payment within forty-eight (48) hours after return to work from such absence. 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.

- (b) For the purpose of this Subsection, immediate family is defined as spouse, Civil Union Partner, child, stepchild, father, mother, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, stepparent, brother, sister, stepbrother, stepsister, grandchild, grandparent, legal dependent, or grandparent of employee's spouse.

7.29 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 ten cents (\$.10) per hour after completion of each fifteen (15) full weeks of satisfactory job performance subject to the following (b) through (g) below:

- (a) Automatic increases for each employee who is being paid Minimum Rate or above but less than Maximum Rate will be scheduled at fifteen (15) week intervals from the date the employee last received an automatic increase.
- (b) Automatic increases for an employee hired or transferred into the bargaining unit will be scheduled at fifteen (15) week intervals from the beginning of the next pay period after date of hire or transfer. In no instance will any employee be paid at less than the minimum of his/her grade.
- (c) Automatic increases for an employee promoted or demoted will be scheduled at fifteen (15) week intervals from the effective date of such change in grade if the employee's rate is below the Maximum Rate of the new grade.
- (d) In-grade transfers will not affect the scheduling of an employee's next automatic increase.
- (e) An employee paid eleven cents (\$.11) or twelve cents (\$.12) below the Maximum Rate shall be given an increase to the Maximum Rate on his/her next automatic increase date.
- (f) 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 fifteen (15) week intervals or giving increases larger than those provided in this Section.
- (g) If an employee is absent for twenty-five (25) consecutive working days or more, excluding vacations, holidays, jury duty, or military service as provided in Article X, the period of such absence shall not be counted towards the time for the next automatic increase.

ARTICLE VIII
SENIORITY

8.1 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 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 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) An employee with seniority who is excess as a result of a reduction in force in his/her occupational group will displace an employee of lesser seniority in the occupational group he/she previously occupied for a period of six (6) consecutive months or more at the job code previously held.
- (b) An employee whose seniority is insufficient to displace any other employee in the occupational group he/she previously occupied for a period of six (6) consecutive months or more, shall be laid off.
- (c) 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 his/her previous job classification and/or labor grade, by seniority, prior to such job being filled by an employee with less seniority.

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

8.5 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 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 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 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 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 VI will not begin until the period mentioned in Section 8.8 has expired.

8.10 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 he/she was originally laid off, the employee shall be promoted back to the same job code and labor grade as soon as possible.

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

8.12 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, as much notice as is practicable shall be given in writing to the Union before the 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 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 An employee shall be considered a probationary employee for the first ninety (90) days of his/her employment, and thereafter his/her seniority shall be from his/her 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 No employee shall be eligible by reason of his/her seniority to be transferred or recalled to a higher-rated job as a result of layoff.

8.16

- (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) 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 he/she can perform the duties of the higher graded job.
 - (2) 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, he/she shall return to his/her previous assignment. If the senior employee is determined not to be qualified and is returned to his/her previous assignment, he/she may grieve the promotion of the junior employee on the basis of the coequal standards of seniority, ability and fitness of the employee.
 - (3) 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 his/her trial period.

- (4) 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) 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 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 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 his/her seniority.

8.19 An employee transferred from one occupational group to another shall have his/her seniority transferred to the occupational group to which he/she is transferred as of the date his/her transfer becomes effective, and the Company will notify the employee that he/she is in a different occupational group.

8.20 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; provided, however, that no leave of absence granted under this Section shall exceed twenty-five (25) years.

- (a) 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, he/she shall be re-employed on the same general type of work which he/she did last prior to his/her leave at the wage rate existing in the plant at the time of his/her return for the job on which he/she is re-employed.
- (b) During such leave of absence such employee shall accumulate his/her seniority; however, the employee shall not accumulate Continuous Service Credits for the purpose of computing minimum benefits under the Company's Retirement-Income Plans. His/her re-employment shall be subject to the condition that he/she is able to perform the duties required of him/her and that he/she would not have been subject to layoff under this Article had he/she been in the employ of the Company during the period of his/her leave of absence.

8.21 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 him/her from the coverage of this Agreement, and is thereafter transferred to a position within the coverage of this Agreement, his/her 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 his/her 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 he/she held while in the bargaining unit, as long as he/she is 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 An employee shall lose his/her seniority rights under any one of the following circumstances:

- (a) If he/she resigns.
- (b) If he/she is discharged for just cause.
- (c) If he/she is laid off for lack of work he/she 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) If he/she fails 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 For all purposes the seniority rights of all employees included in the bargaining unit described in Article II of this Agreement shall be the rights provided by this Agreement; provided, however:

- (a) In the case of layoff, and for the sole purpose of maintaining Union representation, the Union Shop Steward referred to in Article XIV of this Agreement, Assistant Business Agent, Union ESH Steward referred to in Article XIV of this Agreement, Job Evaluation Steward referred to in Article XIV of this Agreement, Workers' Compensation Steward referred to in Article XIV, and EAP Coordinator referred to in Letter 22 of this Agreement shall during such steward's term of office, head the seniority list in his/her occupational group, in his/her steward area, and on his/her shift, and will not be laid off until all other employees in his/her labor grade (or lower labor grade) in his/her occupational group, in his/her steward area, and on his/her shift, have been laid off.
- (b) A Union Shop Steward, Union ESH Steward, Workers' Compensation Steward or a Job Evaluation Steward will not be transferred or promoted to a job outside of his/her steward area unless he/she notifies the Company in writing that he/she wishes to be considered for such a job during which time he/she shall maintain his/her 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 he/she is qualified to perform in his/her occupational group in such area; (2) in case of an emergency; or (3) if

his/her department is being transferred to another location outside such area.

8.24 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 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 he/she was transferred. Such temporary transfers will be limited to a period of not more than thirty (30) days unless extended by mutual agreement.

ARTICLE IX
VACATIONS

- 9.1** 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** A vacation of ten (10) working days will be allowed to an hourly-rated employee who on his/her 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** A vacation of fifteen (15) working days will be allowed to an hourly-rated employee who in his/her 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** A vacation of twenty (20) working days will be allowed to an hourly-rated employee who in his/her 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** 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** 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 him/her the longest vacation.
- 9.7** 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** 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** Employees leaving the employment of the Company will be paid any unused vacation pay.
- 9.10** If an employee is terminated due to death, retirement, entry into the military service or layoff, he/she will receive pro rata vacation pay for service in that year provided he/she was otherwise eligible for vacation.
- 9.11** 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.

9.12 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.

9.13 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 his/her 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.

9.14 An employee who does not wish to receive his/her vacation pay on a “pay as it is used” basis will have the option of receiving his/her vacation pay as a lump sum payment. An employee must notify the Company in writing no later than January 31 of each year of his/her 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 2019, 2020, 2021, 2022, and 2023.

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 his/her unused vacation after the vacation payout, he/she may take that vacation but will receive no additional pay.

9.15 An employee shall be credited with four (4) hours extra vacation time for each calendar quarter year in which such employee demonstrates a perfect attendance record.

(a) Perfect attendance is defined as having worked a full eight (8) hours during each of an employee's regularly scheduled work days during the calendar quarter year. Absence caused by bereavement leave as defined in Section 7.27(b), absence caused in order to serve as a juror as defined in Section 7.23 and absence caused by military leave as defined in Section 10.1, and an absence for Union business shall not be considered an absence for the purpose of this Section.

- (b) Regularly scheduled work days shall include all days of an employee's normal work week which excludes vacation days, Saturdays, Sundays, and holidays.

ARTICLE X
MILITARY SERVICE

- 10.1** 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 duty for a period of not more than fifteen (15) days in a military fiscal year shall be granted pay for those hours for which he/she is absent from work for this reason at his/her regular base hourly wage rate less the compensation paid him/her with respect to such military service; provided, the employee would otherwise be scheduled to work on such day; and provided further the employee has at least one (1) year of continuous service with the Company at the date he/she is called for such service. 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 for a period of not more than fifteen (15) days in a calendar year.
- 10.2** 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 XI
GENERAL PROVISIONS

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

- (a) When an employee reaches thirty-two (32) points, he/she will receive a first warning.
- (b) When an employee reaches forty (40) points, he/she will receive a second warning.
- (c) When an employee reaches forty-eight (48) points, he/she will be given a final warning prior to termination.
- (d) Upon reaching sixty-four (64) points, an employee will be terminated.
- (e) All warnings and point values assigned as shown below will be recorded in the employee's attendance record.
- (f) Any employee who goes thirty (30) continuous calendar days without points assessed for an unexcused absence, tardiness or absence for medical reasons accompanied by a written doctor's note, will have eight (8) points reduced from his/her point total.
- (g) An employee who is continuously absent from work for any reason, except FMLA leave, for a period of time equal to the length of his/her recall rights, up to a maximum of two (2) years, shall be terminated, irrespective of the number of points he/she may have accumulated. This does not amend in any way the provisions of Section 8.22 regarding an employee's seniority rights.
- (h) 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 his/her 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 Two (2) Hours 2 Points
- 3. Tardiness up to Four (4) Hours 4 Points
- 4. Out Early Before Four (4) Hours Worked 6 Points
- 5. Out Early After Four (4) Hours Worked 4 Points
- 6. Out Early After Six (6) Hours Worked 2 Points

In cases where an employee reports to work and leaves work due to his/her going to his/her own doctor's appointment, the employee will be charged 1/5 point upon his/her return to work, if he/she provides his/her supervisor with a doctor's note verifying his/her appointment with a doctor.

In cases where an employee reports to work and leaves work due to his/her 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 his/her return to work if he/she provides his/her supervisor with documentation verifying his/her 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 his/her spouse or legal dependent to their doctor's appointment, the employee will be charged 1/5 point upon his/her return to work, if he/she provides his/her supervisor with a doctor's note verifying his/her 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 his/her supervisor with a doctor's note upon his/her 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 his/her 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.

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/Veterans Day
12. Any medical appointment required to maintain benefits covered under the Department of Veterans Affairs
13. Employees who after completing his/her regular shift, are called back for emergency work pursuant to Article VII, 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 his/her 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 four (4) banked points as of January 1 of each year, shall be allowed to use personal days available per Section 7.26 in the calendar year, without being disqualified for perfect attendance as defined in Section 9.15. This Section does not add to or subtract from the number of personal days an employee is entitled to in a calendar year as provided for in Section 7.26. Such personal days shall be allowed in accordance with the following schedule:

1. Four (4) Banked Points..... ½ Personal Day
2. Eight (8) Banked Points..... 1 Personal Day
3. Twelve (12) Banked Points..... 1 ½ Personal Days
4. Sixteen (16) Banked Points 2 Personal Days

In addition, 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 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) 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, he/she engages in or applies for other employment without the consent of the Company. If an employee on such leave fails to report for work at the beginning of his/her first regular shift after termination of such leave, he/she shall be subject to discharge.

11.3 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.

No notice shall be posted unless it has been approved for posting by the signature of the proper executive of the Company.

11.4 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 shop 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 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 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 VI until his/her 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 VI upon his/her return to the position he/she held prior to being placed on travel status. Upon return from travel status such employee will be returned to his/her 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 VIII had he/she remained in his/her former position, the employee will be laid off upon his/her return from travel status.

11.7 The Company and Union recognize the importance to the Company, Union and employees to secure contracts in order to remain competitive in the global marketplace in an effort to ensure employment opportunities. In furtherance of this goal, the parties mutually agree that when required in order to secure such contracts, the Company may provide on-site training to non-Company personnel; such training may consist of classroom and on the job instruction. The non-Company personnel receiving such on the job training may work together in support of these contracts with employees covered by this Agreement. The parties further agree the sole purpose of this Section is for training.

In addition, employees covered by this Agreement will not be laid off solely upon the presence of the non-Company personnel in this training capacity. Further, no non Company personnel will work overtime in their training capacity unless the bargaining unit personnel with whom they are working are also offered the overtime.

11.8 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 (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) 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) No employee shall be paid a severance pay allowance more than once during the period from October 22, 2018 through October 22, 2023; provided however, if the total severance pay allowance to which the employee was entitled under (b) above was not paid him/her because of his/her 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 his/her total severance pay allowance was not paid because of his/her recall from layoff.
- (f) 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 XII
STRIKE OR LOCKOUT

- 12.1** 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** 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 such action by the employees within forty-eight (48) hours of the company's request;
 - (b)** Advise the Company in writing that such action by employees has not been called or sanctioned by the Union; and
 - (c)** Post notices on Union bulletin boards advising employees that it disapproves such action, and instructing employees to return to work immediately.
- 12.3** 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** Employees participating in any strike, sympathy strike, slowdown, or concerted stoppage of work shall be subject to discharge by the Company without recourse to the grievance procedure or arbitration; provided, however, that an employee who alleges that he/she did not participate in a strike, sympathy strike, slowdown, or concerted stoppage of work may have recourse to the grievance procedure and arbitration.

ARTICLE XIII
EMPLOYEE BENEFITS

- 13.1** The Pension Plan of Lockheed Martin Corporation as it applies to the employees described in Article II 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** 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** The Lockheed Martin Group Health Insurance Plan as it applies to employees described in Article II 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** The Lockheed Martin life insurance and disability plan as it applies to employees described in Article II 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) 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)** 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 XIV
UNION REPRESENTATION

14.1 The number of shop 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 shop stewards and the areas which they represent shall be subject to review upon the request of either the Company or the Union.

14.2 The Company will recognize appointed Assistant Business Agents, and a minimum of three (3) shop stewards assigned to the first shift and one (1) shop 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 shop steward will be assigned for each fifty (50) employees on any shift, if necessary. The areas which the shop 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, and one (1) Workers' Compensation Steward assigned to the first shift for the duration of this Agreement.

(a) Shop stewards shall be active employees of the Company. No employee shall act as a steward unless at the time of his/her selection he/she has not less than six (6) months' seniority as defined herein.

(b) The Job Evaluation Steward and Workers' Compensation Steward shall be active employees of the Company. No employee shall act as such unless at the time of his/her selection, he/she has not less than six (6) months seniority with the Company.

(c) 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 his/her selection he/she has not less than twelve (12) months' seniority.

14.3 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 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 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 XII 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 XV
DURATION

- 15.1** This Agreement shall be in full force and effect until midnight October 22, 2023, 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, 2023, or prior to the end of any yearly period subsequent thereto.
- 15.2** 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 VI hereof.
- 15.3** 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** 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 Director - Labor Relations, Sikorsky, a Lockheed Martin Company, 6900 Main Street, Stratford, Connecticut.

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 22nd day of October, 2018.

SIKORSKY TEAMSTERS LOCAL NO. 1150
UNION NEGOTIATING COMMITTEE

SIKORSKY, A LOCKHEED MARTIN COMPANY
COMPANY NEGOTIATING COMMITTEE

ROCCO J. CALO

MICHAEL J. BOGUE

RICHARD ROLLINSON

ERIC SCOTT

ED SMITH

KWAME FLUKER

JJ HAND

JILL ARCURI

RAY JACKSON

AMANDA DANNER

CLIFF CARRIER

JENNY-ROSE MACALLISTER

EVERETT DAVIS

MARK SMOLENSKI

SCOEY DOWNING

JEFF FAULKNER

ANTHONY KILPATRICK

LARRY MILLS

ARA MOORE

DAVE WALTER

CHRIS WINTERS

APPENDIX A

Rate Schedule A Effective 10/22/2018

Labor Grade	Minimum Rate	Maximum Rate
22	21.88	28.45
23	22.98	32.84
24	26.64	36.88
25	29.91	40.16
26	32.84	43.04

Rate Schedule B Effective 10/21/2019

Labor Grade	Minimum Rate	Maximum Rate
22	22.54	29.30
23	23.67	33.83
24	27.44	37.99
25	30.81	41.36
26	33.83	44.33

Rate Schedule C Effective 10/19/2020

Labor Grade	Minimum Rate	Maximum Rate
22	23.22	30.18
23	24.38	34.84
24	28.26	39.13
25	31.73	42.60
26	34.84	45.66

Rate Schedule D Effective 10/18/2021

Labor Grade	Minimum Rate	Maximum Rate
22	23.92	31.09
23	25.11	35.89
24	29.11	40.30
25	32.68	43.88
26	35.89	47.03

Rate Schedule E Effective 10/17/2022

Labor Grade	Minimum Rate	Maximum Rate
22	24.64	32.02
23	25.86	36.97
24	29.98	41.51
25	33.66	45.20
26	36.97	48.44

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 he/she 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 his/her 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 his/her job code under the supervisor's jurisdiction, or all other employees in his/her 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 his/her 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 he/she returns to the group.
- (13) An employee absent for vacation will not be charged for overtime during such absence.
- (14) An employee on loan will be scheduled for overtime in the group to which he/she is loaned.
- (15) All overtime offered while an employee is on loan will be charged to the employee's record in his/her parent department. If the period of time on loan exceeds twenty-one (21) calendar days, the employee will be given the average overtime when he/she returns to the group.
- (16) All overtime offered while an employee is on travel status will be charged to the employee's record in his/her 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 he/she returns 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 his/her 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 he/she 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 foreman 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 he/she worked the overtime.
- (5) I – Ill Or Otherwise Unavailable – This code should be used for an employee, who on the day overtime was scheduled, was absent because of illness or was otherwise unavailable.
- (6) NQ – Not Qualified – This code would be applicable for a probationary employee or an employee recently promoted and who has not received sufficient training on the job 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 his/her 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

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 his/her 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 his/her 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 6.32, 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 22nd day of October, 2018.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**

ROCCO J. CALO

MICHAEL J. BOGUE

LETTER 2

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 January 1, 2019

- (a) Eliminate the 30-day waiting period for new hires, rehires, recalls, transfers and reclassifications.
- (b) For spouses and eligible dependents, continue medical, dental and vision coverage for six (6) months, at no cost, from the date of the death of the employee.
- (c) All future changes to the deductibles and out-of-pocket maximums will comply with IRS Regulations which outline the qualifications as a high deductible health plan. Other medical, dental and vision plan provisions will remain unchanged for the term of the Agreement.
- (d) Replace the current represented Business Travel Accident plan with the Corporate-wide Business Travel Accident Plan
- (e) 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:

Base Rate Wage Class	Life & AD&D	Weekly Disability	T&PD
\$20.00 and Under	\$75,000	\$390	\$1,359.00
\$20.01 to \$21.00	\$78,000	\$400	\$1,413.36
\$21.01 to \$22.00	\$81,000	\$410	\$1,467.12
\$22.01 and Above	\$84,000	\$420	\$1,522.08

- (f) 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).
- (g) 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

- (h) 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).
- (i) 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).
- (j) 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.
- (k) Increase the survivor income insurance Part I (Transition) monthly payment from \$300 to \$335 per month and raise the payment for Part II (Bridge) from \$300 to \$335 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.
- (l) Continue to offer a health care flexible spending account to allow employees to place up to \$2,650 per year of pretax funds in an account to pay for out-of-pocket medical and dental expenses. Annual amount is subject to change and governed by the Internal Revenue Service. 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, only if formally prescribed by a licensed physician. 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.

- (m) Continue to offer a dependent day care flexible spending account to allow employees to place up to \$5,000 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 for the \$5,000 amount. 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.
- (n) Employees may select the option of no medical coverage. Effective January 1, 2019, the opt-out credit will be increased to an annual credit of \$750 to be paid in equal installments in the amount of fourteen dollars and forty-two cents (\$14.42) 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 January 1, 2019 through December 31, 2019

Weekly				
Option	Ee	E+S	E+C	E+F
BYO Medical	\$31.51	\$70.89	\$63.01	\$107.12

This benefit summary is intended to provide an easy-to-understand benefits guide. If any conflict arises between this summary and the official plan documents, the official plan documents will always govern. Employees do not gain any new rights because of a misstatement in or omission from these summaries.

Effective January 1, 2020 the weekly contributions for the BYO will be a cost share percentage as outlined below:

Plan	Employee Contribution	Company Contribution
BYO Medical	20%	80%

Effective January 1, 2019 the BYO plan design will change to the following:

BYO Medical Option

Your Medical Deductible, Coinsurance and Out-of-Pocket Maximums

Annual Deductible

	In-Network	Out-of-Network
Individual	\$450	\$2,000
Employee +1	\$900	\$4,000
Family	\$1,125	\$5,000

Coinsurance (Plan Pays / You Pay)

In-Network	Out-of-Network
80% / 20% of negotiated network rates	60% / 40% of reasonable and customary charges

Annual Out-of-Pocket Maximum

(excludes Deductible and out-of-network costs above Maximum Allowable Amount)

Limit on the annual amount of medical copays and coinsurance you pay

	In-Network	Out-of-Network
Individual	\$2,700	\$10,000
Employee +1	\$5,400	\$16,000
Family	\$6,750	\$24,000

Services listed below apply for the BYO Medical Plan. Please refer to table above for deductible, co-insurance, and out of pocket limit amounts for each option.

Build Your Own (BYO)			
	CIGNA/CareFirst/Aetna (In Area)		CIGNA Medical (Out-of-Area)
Service	In-Network	Out-of-Network	All Providers
Dependents, Adding of	Within 30 days	Within 30 days	Within 30 days
Emergency Hospital Notification	Within 48 hours or the next business day.	Within 48 hours or the next business day.	Within 48 hours or the next business day.
Emergency Room	80% of negotiated rates after deductible	80% of billed charges after deductible if true emergency; otherwise 60% of R&C after deductible	80% of R&C after deductible
Ambulance Service to nearest hospital, if medically necessary	80% of negotiated rates after deductible	80% of billed charges after deductible if true emergency; otherwise 60% of R&C after deductible	80% of R&C after deductible
Hearing Aids, Initial purchase, fitting, maintenance and repairs. Expenses must be over \$200 and pre-authorized by CIGNA	80% of negotiated rates after deductible when authorized by physician. Expenses must be over \$200 and pre-authorized by CIGNA	60% of R&C after deductible, when authorized by physician. Expenses must be over \$200 and pre-authorized by CIGNA	80% of R&C after deductible, when authorized by physician. Expenses must be over \$200 and pre-authorized by CIGNA
Home Health Care	80% of negotiated rates after deductible, when medically necessary. Unlimited visits.	60% of R&C after deductible (80 visits per calendar year combined with in-network)	80% of R&C after deductible
Hospice	100% of negotiated rates (no deductible)	100% with prior approval (no deductible); otherwise 80% of R&C after deductible	100% with prior approval (no deductible); otherwise 80% of R&C
Hospitalization	80% of negotiated rates after deductible. Must be medically necessary.	60% of R&C after deductible. Pre-certification required. Must be medically necessary	80% of R&C. Pre-certification required. Must be medically necessary.
Laboratory and Radiology Services – MRI, MRA, CAT, PET Pre-certification required	80% of negotiated rates after deductible. Pre-certification required	60% of R&C after deductible. Pre-certification required	80% of R&C after deductible Pre-certification required
Other Laboratory Tests in independent x-ray and/or Lab Facility (performed outside doctor's office)	80% of negotiated rates after deductible	60% of R&C after deductible	80% of R&C after deductible
Other Laboratory Tests not in independent facility	80% of negotiated rates after deductible	60% of R&C after deductible	80% of R&C after deductible
Maternity fee, Global (includes charges for pre- and post-natal exams and delivery, but not initial office visit)	80% of negotiated rates after deductible. Covers birth and newborn until Mother's discharge.	60% of R&C after deductible (CIGNA certification required). Covers birth and newborn until Mother's discharge.	80% of R&C after deductible (CIGNA certification required). Covers birth and newborn until Mother's discharge.

Service	CIGNA/CareFirst/Aetna (In Area)		CIGNA Medical (Out-of-Area)
	In-Network	Out-of-Network	All Providers
Medical Equipment, Durable	80% of negotiated rates after deductible	60% of R&C after deductible	80% of R&C after deductible
Medical Supplies, Consumable	80% of negotiated rates after deductible	60% of R&C after deductible	80% of R&C after deductible
Mental Health and Substance Abuse: - Outpatient	Must call the Provider for pre-certification. \$20 Copay	Must call the Provider for pre-certification. 60% of R & C, no deductible	Same as In-Network or Out-of-Network coverage. Must call the Provider for pre-certification.
- Inpatient	80% covered, no deductible, network rates apply.	60% of R & C, no deductible	Same as In-Network and Out-of-Network coverage.
MH/SA	Member Coinsurance applies to combined medical out of pocket maximum	Member Coinsurance applies to combined medical out of pocket maximum	Member Coinsurance applies to combined medical out of pocket maximum
OB/GYN Services (not selected as PCP)	100% of negotiated rates after \$40 copay by network provider	60% of R&C after deductible	100% of R&C less \$40 (80% of R&C after deductible for ancillary services)
Office Visits, PCP	100% of negotiated rates after \$30 copay by network provider (no deductible)	60% of R&C after deductible	100% of R&C less \$30 (80% of R&C for ancillary services)
Office Visits, Specialist	100% after \$40 copay	60% of R&C after deductible	100% of R&C less \$40(80% of R&C for ancillary services)
Preventive Care	100% covered; no copay if coded preventive	60% of R&C after deductible	100% covered; no copay if coded preventive
PCP Referrals	No, but services must be medically necessary.	No, but services must be medically necessary.	No, but services must be medically necessary.
PCP Selection	No	No	No
Physical Therapy and Rehabilitative Services Pre-certification required for cardiac/pulmonary/vestibular rehabilitation	Co-insurance applied to negotiated rates (after deductible). Pre-certification required for cardiac/pulmonary/vestibular rehabilitation	Co-insurance applied to R&C (after deductible). Pre-certification required for cardiac/pulmonary/vestibular rehabilitation	Co-insurance applied to R&C (after deductible). Pre-certification required for cardiac/pulmonary/vestibular rehabilitation
Pre-admission Certification and Utilization Review	Provider initiated.	Employee responsibility. Must get approval from Intracorp 10 days prior to hospital admission and surgery not performed in doctor's office	Employee responsibility. Must get approval from Intracorp 10 days prior to hospital admission and surgery not performed in doctor's office.

Service	CIGNA/CareFirst/Aetna (In Area)		CIGNA Medical (Out-of Area)
	In-Network	Out-of-Network	All Providers
Pre-certification Penalties for hospital admissions and outpatient surgery	N/A	\$500 in-hospital/50% of facility fee for outpatient surgery. 100% denial for days or services deemed medically unnecessary.	\$500 in-hospital/50% of facility fee for outpatient surgery. 100% denial for days or services deemed medically unnecessary.
Pregnancy, initial office visit to confirm pregnancy (see Maternity)	100% of negotiated rates, no deductible, after \$40 copay (specialist)	60% of R&C after deductible	100% of R&C after \$40 copay (specialist). 80% of R&C after deductible for ancillary services.
Prosthetic Devices Pre-certification required. Paid at 50% of covered charges when not certified	80% of negotiated rates after deductible. Pre-certification required.	60% of R&C after deductible. Pre-certification required.	80% of R&C after deductible. Pre-certification required.
R & C Limits	None	Yes. Employee responsible for costs over R&C.	Yes. Employee responsible for costs over R&C.
Second Opinion Specialist office visit (Voluntary)	100% of negotiated rates after \$40 copay no deductible; 80% of negotiated rates after deductible for x-ray/lab	60% of R&C after deductible	100% of R&C less \$40 for office visit; 80% of R&C after deductible for x-ray/lab
Stop-Loss Provision (Out-of-Pocket Annual Limit)	\$2,700/\$5,400/\$6,750	\$10,000/\$16,000/\$24,000	\$2,700/\$5,400/\$6,750
Surgery, Inpatient	See Hospitalization	See Hospitalization	See Hospitalization
Surgery, Outpatient; Not in Doctor's Office. Pre-certification required.	80% of negotiated rates after deductible. Pre-certification required for select list of procedures, see list below. Paid at 50% of facility fee when not certified.	60% of R&C after deductible. Pre-certification required. Paid at 50% of facility fee when not certified.	80% of R&C after deductible. Pre-certification required. Paid at 50% of facility fee when not certified.
Surgery, Outpatient; In Doctor's Office (Specialist)	80% of negotiated rates after deductible	60% of R&C after deductible	80% of R&C after deductible
Urgent Care Centers	80% of negotiated rates after deductible	80% of billed charges after deductible if true emergency; otherwise 60% of R&C after deductible	80% of R&C after deductible
Vision Exams Part of Routine exam	Not covered. Davis Vision plan available as separate election.	Not covered. Davis Vision plan available as separate election.	Not covered. Davis Vision plan available as separate election.
Vision Benefit Maximum vision exams, frames, lenses, and contact lenses	Not covered. Davis Vision plan available as separate election.	Not covered. Davis Vision plan available as separate election.	Not covered. Davis Vision plan available as separate election.

You may need to notify your health plan vendor to obtain pre-certification before certain services can be performed. If you do not notify your health plan vendor, you may be responsible for an additional penalty fee. If pre-certification is requested and denied, there is no coverage. Consult the Summary Plan Description or health plan vendor for more information.

Build Your Own in-network pre-certification is the provider responsibility except for the following outpatient procedures which are the responsibility of the employee:

- Potential cosmetic or reconstructive procedures such as breast reduction, breast enlargement or surgery for gynecomastia, lipectomy, treatment of varicose veins, specific eye, ear and nose procedures and erectile dysfunction.
- CT, PET scans, MRI/MRA
- Infertility treatment
- Acupuncture
- Biofeedback
- Speech Therapy
- Cardiac/pulmonary/vestibular rehab.
- External prosthetic devices
- Durable medical equipment
- Home health infusion
- Injectable drugs
- Unlisted codes
- Experimental and investigational
- In most cases your provider will request pre-certification on your behalf however, for the specific list above employees are ultimately responsible. If pre-certification is not obtained, benefits will be paid at 50% of covered charges. If deemed not medically necessary, no coverage.

If you have any questions, you should contact your Provider to determine if you need pre-certification.

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 will be deducted from future wages until the uncollected contributions have been fully collected.

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.

Effective January 1, 2023, New Hires on or after January 1, 2023, will only be eligible for the High Deductible Health Plans.

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.

High-Deductible Health Plan (HDHP) – Effective January 1, 2019

The High Deductible Health Plan (HDHP) with Health Savings Account (HSA)

Annual deductible (Individual/Family) ⁽¹⁾			
	HDHP Option 1	HDHP Option 2	HDHP Option 3
In-Network	\$1,400 / \$ 2,800	\$2,100 / \$4,500	\$3,100 / \$6,250
Out-of-Network	\$5,400 / \$10,800	\$7,500 / \$15,000	\$9,300 / \$18,600
Coinsurance (Plan Pays)			
In-Network	Preventive care: 100% After deductible is met: <ul style="list-style-type: none"> • Office visit: 80% • Other: 80% • Prescription Drugs – Details of coverage defined by the Trustees of the Teamsters Local No. 1150 Sikorsky Aircraft Corporation Prescription Drug Fund (The “Fund”). Coverage must be compliant with IRS requirements for HDHP with HSA plan. 		
Out-of-Network	Most services covered at 60% of reasonable and customary (R&C) charges		
Annual Out-of-Pocket Maximum (includes deductible) (Individual/Family) ⁽²⁾			
In-Network	\$2,800/\$6,500	\$4,200/\$9,750	\$6,200/\$12,700
Out-of-Network	\$10,800/\$22,500	\$15,000/\$30,500	\$18,600/\$37,200
<ul style="list-style-type: none"> • Must be your only medical coverage (cannot be covered under a spouse or Medicare). • Cannot participate in a health care spending account (through Lockheed Martin or through your spouse’s employer). • Deductible includes medical, prescription drug, and mental health/substance abuse expenses. Deductible does not apply to preventive care services. • Family coverage note: there are no individual limits for the deductible or out-of-pocket maximum. This means that you must meet the family deductible before the plan starts paying anything towards your medical expenses, and you will continue to pay coinsurance until you meet the family out-of-pocket maximum. • Does not include a vision plan, such as eye exams or vision care items. 			

⁽¹⁾ Family deductible must be met for any member in a family to satisfy deductible requirement

⁽²⁾ Out-of-pocket excludes deductible

Other HDHP Considerations:

- Must be your only medical coverage (cannot be covered under a spouse or Medicare).
- Cannot participate in a health care spending account (through Lockheed Martin or through your spouse's employer).
- Deductible includes medical, prescription drug, and mental health/substance abuse expenses. Deductible does not apply to preventive care services.
- Family coverage note: there are no individual limits for the deductible or out-of-pocket maximum. This means that you must meet the family deductible before the plan starts paying anything towards your medical expenses, and you will continue to pay coinsurance until you meet the family out-of-pocket maximum.
- Does not include a vision plan, such as eye exams or vision care items. See Davis Vision benefit.

If you are enrolled in the High Deductible Health Plan, you are eligible to open a Health Savings Account (HSA) with the Company's designated HSA administrator. Deductions from your paycheck will be made pre-tax up to the HSA Contribution Limits designated by the IRS. The funds in the HSA may be used in current or future years for medical expenses tax free.

- The 2019 HSA annual contributions limits are Individual \$3,500 – Family \$7,000; up to \$1,000 catch-up contribution applies for those employees age 55+.
- HSA contribution limits may increase annually in accordance with IRS guidelines
- You must set up the HSA bank account before deposits can be made
- You may deposit an additional amount via equal paycheck deduction made on a pre-tax basis, however, you may participate in the HSA with High Deductible Health Plan without making contributions to the HSA
- Use your Health Savings Account to pay for IRS-qualified health care expenses on a tax-free basis, now or in the future
- You can use a debit card to pay for your eligible health care expenses

In-network eligible preventive care services are covered at 100%. These are defined by the IRS (must be coded as preventive by your provider)

- Routine adult physicals
- Well baby care
- Well woman care, including mammograms and pap smears, and diabetes screening for pregnant woman
- Immunizations
- And more, depending on your preventive care needs, as determined by your health care provider

Prescription drug coverage through Allegiant Rx (formerly Teamsters Rx) applies when electing an HDHP option.

- You will need to meet the deductible before the plan's coinsurance will begin to apply, unless waived for preventive medications by the Trustees of the Fund, subject to IRS requirements.

- You will receive a separate prescription drug card. Even if you have not met the deductible, you should still purchase your prescription drugs using your Rx ID card to ensure that prescription charges are applied to your deductible.
- Mail order is available for prescription drugs through the HSA with High Deductible Health Plan

During the 2019 annual benefits enrollment, employees may choose either the Company's BYO Medical Plan option or one of 3 High Deductible Health Plan options. Elections will become effective January 1, 2019.

Effective January 1, 2018 – December 31, 2019, the employee contributions will remain unchanged from 2018.

	EE	E+S	E+C	E+F
HDHP 1	\$20.20	\$59.30	\$44.60	\$83.90
HDHP 2	\$10.10	\$30.50	\$22.60	\$50.00
HDHP 3	\$0.00	\$10.20	\$7.90	\$17.90

Effective January 1, 2020:

The weekly contributions will be a cost share percentage as outlined below:

Plan	Employee Contribution	Company Contribution
HDHP 1	13%	87%
HDHP 2	10%	90%
HDHP 3	5%	95%

Vision Benefits

The Davis Vision plan is a separate employee benefit election during annual benefits enrollment. There is no employee paycheck cost for this coverage, but it must be elected. Additional details are available in the Summary Plan booklet.

BENEFITS	DESIGNER VISION PLAN
	Plan Design
Frequency – Once Every:	
Eye Examination	12 Months
Eyewear:	
<i>Spectacle Lenses</i>	12 Months
<i>Frame</i>	24 Months
<i>Contact Lenses (in lieu of eyeglasses)</i>	12 Months
Copayments	
Eye Examination	\$10
Eyewear	\$0
Eye Examination	
Eye Examination with Dilation	Included
Spectacle Lenses	
All ranges of prescriptions and sizes	Included
Choice of glass or plastic lenses	Included
Oversize Lenses	Included
Fashion and gradient tinting of plastic lenses	Included
Glass-Grey #3 prescription sunglasses	Included
Frame	
In-Network Wholesale Allowance ¹	\$45
Exclusive Collection of Frames (in lieu of Frame Allowance):	
<i>Fashion (up to \$100 retail value)</i>	Included
<i>Designer (up to \$175 retail value)</i>	Included
<i>Premier (up to \$200 retail value)</i>	\$25 copayment
Contact Lenses (in lieu of eyeglasses)	
Elective Allowance	\$105
Formulary with Fitting/Follow-Up Care (in lieu of Elective Allowance)	Included
Medically Necessary (with prior approval)	Included
Value-Added Features	
One-year Breakage Warranty	Included
Lens 1-2-3 [®] Membership	Included
Laser Vision Correction Discount	Included
Low Vision Coverage	Included
Out-of-Network Reimbursement Schedule	
Eye Examination, up to	\$30
Spectacle Lenses (per pair):	
<i>Single, up to</i>	\$25
<i>Bifocal, up to</i>	\$35
<i>Trifocal, up to</i>	\$45
<i>Lenticular, up to</i>	\$60
Frame, up to	\$30
Contact Lenses:	
<i>Elective, up to</i>	\$75
<i>Medically Necessary, up to</i>	\$225

¹ Equates to a \$90-\$135 retail value and covers nearly 26,000 of the 44,000 frames on the market today (Frame Facts, Optical Industry Publication).

SPECTACLE LENS OPTIONS	
Description	Discounted Member Prices
Ultraviolet Coating	\$12
Scratch Resistant	\$20
Coating Polycarbonate Lenses ¹	\$0 or \$30
Blended Segment Lenses	\$20
Intermediate Vision Lenses	\$30
Standard Progressive Addition Lenses	\$50
(PALs) Premium PALs (Varilux™, etc.)	\$90
Corning™ Photochromic Lenses	\$20
Plastic Photosensitive Lenses	\$65
Polarized Lenses	\$75
Standard Anti-Reflective Coating (ARC)	\$35
Premium ARC	\$48
Hi-Index Lenses	\$55

¹ Polycarbonate lenses are covered in full for dependent children, monocular patients and patients with prescriptions $\geq \pm 6.00$ pters

Administrative Items:

COBRA	Continue health, dental and vision after termination as provided under COBRA.
Medical and Dental Dependent Eligibility	Spouse and dependent children to age 26; and totally disabled dependent children who meet eligibility requirements. Your same-sex Spouse, if you reside in a state that formally recognizes same-sex unions, and you complete the state's required licensure requirements. For example: if you reside in Alabama which recognizes same-sex marriage, and you and your partner have a legal marriage certificate from the state. Effective January 1, 2019: Same-sex and opposite-sex domestic partners will be eligible for medical, dental and vision coverage. An affidavit is required after election to cover your domestic partner and/or his/her child(ren) not legally adopted by you.
Dependent Survivor Coverage	Upon the death of an active employee, eligible dependents will continue to receive medical and dental coverage for six (6) months at Company expense.
Dental Coverage	Continue services for accidental injury to sound, natural teeth, tempromandibular joint disorder, routine and complex oral surgery. Complex oral surgery may require use of medical plan and adherence to plan procedures, either in-network or out-of-network. Hospitalization, if required, is covered under the medical plan.
Coordination of Benefits	The Coordination of Benefits description below applies to both medical and dental. The Lockheed Martin Group Insurance Plan has a coordination of benefits (COB) provision. If you or your family members have other health care coverage through another group medical plan, any benefits you receive (or that you would have received if you filed a claim for them) from the other plan will be coordinated with benefits from the Lockheed Martin Group Insurance Plan. That is, any payments you receive from another source, together with payments from your Lockheed Martin Group Insurance Plan, will not exceed what would have been payable by Lockheed Martin Group Insurance Plan alone. No coordination of managed care fees or HMO fees or benefits. No coordination for prescription drugs.
Medical Plan Maximum	Unlimited lifetime maximum.

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

Effective	EE	E+S	E+C	E+F
Jan 2019	\$3.96	\$8.67	\$10.10	\$14.81

Effective January 1, 2020, the employee will contribute 40% of the cost of the dental plan and the Company will pay 60% of the cost of the dental plan.

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 will be deducted from future wages until the uncollected contributions have been fully collected.

Dental Plan Schedule – Effective January 1, 2019	
Class I Schedule	100% of reasonable and customary charges.
Class II Schedule	80% reimbursement level, not to exceed an actual 25% increase in schedule
Class III Schedule	50% reimbursement level, not to exceed an actual 25% increase in schedule
Class IV Schedule	100% of reasonable and customary charges. \$1,500 lifetime maximum.

Class I benefits are unlimited. Class II and Class III benefits are subject to a \$1,500 calendar year maximum.

No deductible for Class I and IV benefits. Class II and III are subject to a \$50 individual and \$150 family deductible.

Allegiant Rx (formerly Teamsters Rx)

In the event the Fund is terminated, or the vendors are unable to administer the plan as outlined in the collective bargaining agreement, the delivery of prescription drug benefits will revert to the Company’s pharmacy program in effect at that time. Prior to this taking effect, the Company and the Union will meet to discuss implementation of the new plan. This Letter of Agreement does not amend or modify the provisions of the current Collective Bargaining Agreement.

Accepted this 22nd day of October, 2018.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**

ROCCO J. CALO

MICHAEL J. BOGUE

LETTER 3

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"). 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 the BYO or HDHP with HSA medical 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.

Effective July 1, 2018	\$42.58 per life per month
Effective January 1, 2019	\$79.40 per life per month
Effective January 1, 2020	\$85.75 per life per month
Effective January 1, 2021	\$92.61 per life per month
Effective January 1, 2022	\$100.02 per life per month
Effective January 1, 2023	\$109.02 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.

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

Accepted this 22nd day of October, 2018.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**

ROCCO J. CALO

MICHAEL J. BOGUE

LETTER 4

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 3, 2018, contributions will be \$1 to \$18 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 – \$7
55 – 59	\$1 – \$8
60+	\$1 – \$9

- (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 22nd day of October, 2018.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**

ROCCO J. CALO

MICHAEL J. BOGUE

LETTER 5

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 October 22, 2018 shall receive a \$2,500 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 November 16, 2018.
- (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 \$2,500 (Gross) no later than November 30, 2018.

Effective November 15, 2021

Employees who are both on the payroll of the Company and are covered by this Agreement as of November 15, 2021 shall receive a \$2,500 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 November 29, 2021.
- (3) The Company will match at 50% any of the ratification bonus placed into the Savings Plan and/or Health Savings Account (HSA).

Employees who do not make such elections will be paid a ratification bonus of \$2,500 (Gross) no later than December 17, 2021.

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

Accepted this 22nd day of October, 2018.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**

ROCCO J. CALO

MICHAEL J. BOGUE

LETTER 6

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 fifty cents (\$0.50) per hour wage adder to employees certified as Airframe and Powerplant (A&P) mechanics. The Company shall pay a twenty-five cents (\$0.25) per hour wage adder to employees certified in either Airframe or Powerplant.

In addition, the Company will continue to honor the twenty-five cents (\$0.25) 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 22nd day of October, 2018.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**

ROCCO J. CALO

MICHAEL J. BOGUE

LETTER 7

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 IX, Section 9.15, 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 his/her grade. Any perfect attendance increases accumulated will be carried over upon promotion.

Semi-annual periods:

October 8, 2018	To	April 7, 2019
April 8, 2019	To	October 13, 2019
October 14, 2019	To	April 12, 2020
April 13, 2020	To	October 11, 2020
October 12, 2020	To	April 11, 2021
April 10, 2021	To	October 10, 2021
October 11, 2021	To	April 10, 2022
April 11, 2022	To	October 9, 2022
October 10, 2022	To	April 9, 2023
April 10, 2023	To	October 8, 2023

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

Accepted this 22nd day of October, 2018.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**

ROCCO J. CALO

MICHAEL J. BOGUE

LETTER 8

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 XIII. This Letter applies only to those employees hired prior to January 1, 2020.

Effective December 1, 2018

Final average earnings will be based on the 5 highest paid years out of the last 10 years of service.

Solely for the purpose of calculating an employee's pension benefits, the employee's earnings shall not be reduced because of fees or other compensation paid such employee by the civil authorities for the jury duty referred to in Article VII, nor by the military for the employee's military service referred to in Article VII and Article X, nor for excused union time.

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.

Effective December 1, 2018

Final Average Earnings	Monthly Pension Per Year of Credited Service
Under \$39,000	\$73
\$39,000 – \$48,999	\$74
\$49,000 - \$51,999	\$75
\$52,000 – \$53,999	\$76
\$54,000 and over	\$77

Effective January 1, 2022

Final Average Earnings	Monthly Pension Per Year of Credited Service
Under \$39,000	\$77
\$39,000 – \$48,999	\$78
\$49,000 - \$51,999	\$79
\$52,000 – \$53,999	\$80
\$54,000 and over	\$81

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

Accepted this 22nd day of October, 2018.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**

ROCCO J. CALO

MICHAEL J. BOGUE

LETTER 9

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 December 3, 2018, the maximum matched contribution will be increased to sixty-six dollars (\$66) per week. On January 1, 2020, the maximum matched contribution will be increased to sixty eight dollars (\$68) per week and on January 1, 2021, the maximum matched contribution will be increased to seventy dollars (\$70) per week. On January 1, 2022, the maximum matched contribution will be increased to seventy-two dollars (\$72) per week. On January 1, 2023, the maximum matched contribution will be increased to seventy-four dollars (\$74) per week. The Company matching contributions will be 50% of employee contributions up to the maximum allowable matched contribution per week.

On December 3, 2018 the maximum unmatched contribution will be increased to three hundred and twenty-five (\$325) per week.

Effective December 3, 2018

- (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 February 4, 2019, 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 22nd day of October, 2018.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**

ROCCO J. CALO

MICHAEL J. BOGUE

LETTER 10

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 22nd day of October, 2018.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**

ROCCO J. CALO

MICHAEL J. BOGUE

LETTER 11

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 22nd day of October, 2018.

SIKORSKY TEAMSTERS
LOCAL NO. 1150

SIKORSKY, A LOCKHEED MARTIN
COMPANY

ROCCO J. CALO

MICHAEL J. BOGUE

LETTER 12

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.

It is further agreed that prior to taking disciplinary action involving the suspension or termination of an Assistant Business Agent, Shop Steward, Workers' Compensation Steward, Job Evaluation Steward, or ESH Steward, the Company shall notify the Secretary-Treasurer, 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 22nd day of October, 2018.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**

ROCCO J. CALO

MICHAEL J. BOGUE

LETTER 13

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 him/her from performing his/her 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 child, spouse, or parent, 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 22nd day of October, 2018.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**

ROCCO J. CALO

MICHAEL J. BOGUE

LETTER 14

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 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. Employees hired after January 1, 2020, will receive two (2) one hundred dollar (\$100) credits 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. Administrative details regarding this benefit will be mutually agreed upon between the Company and the Union.

Three times during the term of this Agreement each employee will receive a one hundred dollar (\$100) stipend for the purchase of safety shoes. Employees hired after January 1, 2020, will receive two (2) one hundred dollar (\$100) stipends for the purchase of safety shoes. Additionally, employees hired after January 1, 2022 will receive one (1) one hundred dollar (\$100) 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 22nd day of October, 2018.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**

ROCCO J. CALO

MICHAEL J. BOGUE

LETTER 15

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 22nd day of October, 2018.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**

ROCCO J. CALO

MICHAEL J. BOGUE

LETTER 16

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 22nd day of October, 2018.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**

ROCCO J. CALO

MICHAEL J. BOGUE

LETTER 17

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 VP – Human Resources, Director – Human Resources, the Diversity Manager from the Company and others as may be appointed by the VP – Human Resources, and the Secretary-Treasurer and President from the Union and others as may be appointed by the Secretary-Treasurer 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 22nd day of October, 2018.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**

ROCCO J. CALO

MICHAEL J. BOGUE

LETTER 18

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 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. Employees who have applied and those people laid off for any reason who retain their recall rights will be considered before new applicants are hired.

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 for a promotion 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 but shall not be subject to mandatory arbitration. 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. Lateral and/or demotional transfers will not be subject to the grievance procedure.

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 or internal 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 Union shall be provided a copy of all job posting notices. The Company agrees to provide the Union with copies of all postings as they are generated and on a monthly basis will provide a listing of all successful bidders.

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 22nd day of October, 2018.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**

ROCCO J. CALO

MICHAEL J. BOGUE

LETTER 19

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 paycheck resolution.

The Company and Union agree it is imperative to resolve paycheck discrepancies in a timely and expeditious manner. With that in mind, the Company and Union agree to meet and discuss in an attempt to identify and address the root causes of the payroll issues and to attempt to streamline and expedite the payment process. Once an error has been detected and confirmed the Company shall follow the recommendation of the committee.

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

Accepted this 22nd day of October, 2018.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**

ROCCO J. CALO

MICHAEL J. BOGUE

LETTER 20

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 II 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 Secretary-Treasurer and Executive Committee of Teamsters Local 1150 will meet with the Vice President – Human Resources, Director – Human Resources 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 22nd day of October, 2018.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**

ROCCO J. CALO

MICHAEL J. BOGUE

LETTER 21

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.

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 his/her date of hire/transfer.

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

Accepted this 22nd day of October, 2018.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**

ROCCO J. CALO

MICHAEL J. BOGUE

LETTER 22

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 who may be experiencing personal problems to seek help from the Employee Assistance Program (EAP). 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.

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 his/her regular hourly base rate during the appointed term. During this period of temporary assignment, the employee's seniority remains in his/her 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 his/her 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 his/her supervisor, be allowed to leave his/her 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, located at the George Meany Labor College, 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 his/her 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 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 will be afforded the opportunity to attend one addiction related conference to achieve and/or maintain NCACI certification at the Company's expense. 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 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 Vice President of Human Resources and the Secretary-Treasurer 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 his/her 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 his/her 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 22nd day of October, 2018.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**

ROCCO J. CALO

MICHAEL J. BOGUE

LETTER 23

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 October 22, 2018, hold the following qualification will receive a fifty cents (\$.50) 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 fifty cents (\$.50) 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 fifty cents (\$.50) per hour wage adder. In addition, upon receipt of the NDI certification, employees will receive the fifty cents (\$.50) 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 fifty cents (\$.50) 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 22nd day of October, 2018.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**

ROCCO J. CALO

MICHAEL J. BOGUE

LETTER 24

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 22nd day of October, 2018.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**

ROCCO J. CALO

MICHAEL J. BOGUE

LETTER 25

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 creation of a new 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) Within thirty (30) days of ratification, the Company agrees to post the two (2) Trainer roles on the Company's job posting system.
- 6) The parties agree that the selections will be made on the basis of the coequal standards of seniority, fitness, ability of the employee.

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 or Cadmium Plate certifications.

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

Accepted this 22nd day of October, 2018.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**

ROCCO J. CALO

MICHAEL J. BOGUE

LETTER 26

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 22nd day of October, 2018.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**

ROCCO J. CALO

MICHAEL J. BOGUE

LETTER 27

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 22nd day of October, 2018.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**

ROCCO J. CALO

MICHAEL J. BOGUE

LETTER 28

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 his/her 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 22nd day of October, 2018.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**

ROCCO J. CALO

MICHAEL J. BOGUE

LETTER 29

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 intent of the funeral leave language as referenced in Article 7.28 of the current collective bargaining agreement.

The parties agree employees may use the funeral leave time as defined in Article 7.28 as bereavement time after the date of the funeral of a member of the employee's immediate family provided such absence is reasonable and practical.

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

Accepted this 22nd day of October, 2018.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**

ROCCO J. CALO

MICHAEL J. BOGUE

LETTER 30

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 2018-2019.

- (a) An enhanced separation program will be offered during 2018-2019 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 22nd day of October, 2018.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**

ROCCO J. CALO

MICHAEL J. BOGUE

LETTER 31

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 VIII, 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 VIII 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 22nd day of October, 2018.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**

ROCCO J. CALO

MICHAEL J. BOGUE

LETTER 32

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 22nd day of October, 2018.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**

ROCCO J. CALO

MICHAEL J. BOGUE

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