

## 2026 Sikorsky Foot Protection Program for Connecticut, and West Palm Beach, FL Operations

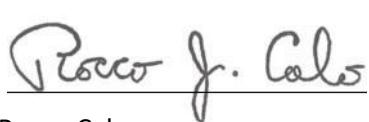
Per mutual agreement between Teamsters Local 1150 and Sikorsky Aircraft, a \$150 stipend was negotiated toward the purchase of safety shoes. **Effective February 20, 2023**, three (3) times during the term of this agreement (2023-2028) each employee will receive a one hundred-fifty dollar (\$150) stipend for the purchase of safety shoes, except employees hired after January 1, 2025. Those employees will receive two (2) one hundred-fifty dollar (\$150) stipend for the purchase of safety shoes. Additionally, employees hired after January 1, 2027 will receive one (1) one hundred-fifty dollar (\$150) stipend for the purchase of safety shoes. No more than one (1) one hundred-fifty dollar (\$150) stipend may be used in any calendar year, but may be spread over multiple transactions within such calendar year.

Hytest Safety Footwear and its distribution network are Sikorsky's sole safety shoe provider and distributor.

Advances in materials and styling have made protective footwear lighter and more comfortable. Consistent attention to safety procedures and attire, both at work and at home, will help eliminate injuries.

To assist hourly Teamster represented employees in obtaining the proper footwear, Sikorsky has instituted a credit program for safety shoes. Eligible employees will only have to show up at the safety shoe truck or store with their Lockheed Martin employee badge to obtain a pair of safety shoes. After the \$150 stipend has been deducted from the original price, the remaining balance can be paid for through payroll deduction or paid in full at the time of purchase using cash, check, or major credit card. Employees can also order online once they have been added to the approved safety shoes list (Link to safety shoes ordering website).

If you have any questions, please contact Marina Argueta (ESH) at 203-386-4332, your ESH Specialist, or Lenny Dorosh (Union Chief ESH Steward) at 203-386-5241.



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