

AGREEMENT

December 4, 2017



**Local 1150
International Brotherhood
of Teamsters**



**Sikorsky Aircraft
Corporation**

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International Brotherhood
of Teamsters**



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Corporation**

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AGREEMENT

This Agreement is made and entered into this 4th day of December, 2017, by and between Sikorsky, a Lockheed Martin Company, hereinafter called the "Company," and the 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, including shipping and receiving clerks, trainees and apprentices of the Sikorsky, a Lockheed Martin Company at the following facilities: (1) the plant located at South Avenue, Bridgeport, Connecticut; (2) the plant located at North Main Street, Stratford, Connecticut; (3) the plant located at 33 Platt Road, Shelton, Connecticut; (4) the Development Flight Center, Beeline Highway, West Palm Beach, Florida, and (5) the Florida Final Assembly Operations (FAFO), Beeline Highway, West Palm Beach, Florida, but excluding all salaried employees, professional employees, employees of the engineering test laboratories, plant protection employees, health and safety employees, main office clerical employees, and all employees classified as clerks, and secretaries, supervisor's clerks, timekeepers, executives, managers, foremen, group supervisors, and all supervisory personnel as defined in the National Labor Relations Act, as amended.

ARTICLE III **RECOGNITION**

- 3.1** In accordance with the Certification of Representative issued by the National Labor Relations Board on March 29, 1962, pursuant to an election conducted by said Board, the Company recognizes the Sikorsky 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.
- 3.2** The Company shall recognize the Union as the bargaining agent for those employees (as defined in Article II) 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 Connecticut and Florida.

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
UNION SECURITY
UNION MEMBERSHIP, AGENCY FEE AND CHECKOFF

5.1

- (a) Every employee covered by this Agreement must, for the life of this Agreement, after the grace period described in Section 5.2, satisfy an obligation to the Union as the unit's exclusive bargaining representative. Under this Agreement, employees must choose one of the two ways of satisfying this obligation, as described below. Every employee has the right to make this choice free of interference, restraint or coercion:
- (1) Full Union membership: The employee chooses to join the Union as a full member, is subject to all rights and duties accorded members, and, as a condition of employment, must pay the full initiation fee and periodic dues charged by the Union;
- (2) Agency Fee payer: The employee does not become a member of the Union, and thus is not entitled to the full range of rights and duties of Union membership. This employee must, as a condition of continued employment, pay, in an amount permitted by law, a percentage of the periodic dues, charged by the Union to its members to satisfy an obligation to the Union as the unit's exclusive bargaining representative.
- (b) Employees may elect to change their chosen status upon appropriate written notice to the Union.
- (c) This Union security provision shall not apply in any location where it is prohibited by state law, and if so prohibited it shall apply whenever the law is changed so that it may be effective.

5.2

- (a) For all new employees who are hired into the unit during the life of this Agreement, their chosen status pursuant to Section 5.1, and their obligation to pay dues and fees, shall begin on the thirtieth day after their date of hire.
- (b) For employees in the unit who are full Union members on the effective date of this Agreement, their obligation to the Union is continuous, although they are free to change their status.

5.3 An employee who fails to comply with the requirements of Sections 5.1 and 5.2 shall be notified by the Union in writing, via certified mail, return receipt requested, and given fifteen (15) days from his/her receipt of the certified letter to cure his/her delinquency or be terminated from employment with the Company. An employee who fails to cure his/her delinquency within the fifteen (15) day period set forth above, upon written request from the Union to the Company, shall be terminated from employment. The Union shall provide the Company with evidence of compliance with the notice requirements of this Section.

5.4 The Union agrees it will indemnify and save the Company harmless from any and all liability, claim, responsibility, damage, or suit on behalf of a terminated employee arising out of action taken by the Company pursuant to the terms of Section 5.3.

5.5

(a) The Company agrees to deduct monthly Union dues in whatever sums are established by the Local Union as the regular monthly dues required as a condition of retaining membership therein upon the receipt of a properly executed assignment card. The Company also agrees to deduct from the earnings of an employee one (1) initiation fee and hourly administrative dues in whatever amount is authorized by such employee on a properly executed assignment card which is delivered to the Company.

(b) The Company agrees to deduct fees for an agency fee payer in whatever sums are established by the Union as the regular monthly fees and hourly administrative fees required as a condition of employment pursuant to Section 5.1(a) (2) upon receipt of a properly executed assignment card.

5.6 The sums which represents such monthly Union dues and hourly administrative dues and monthly agency fees and hourly administrative fees shall be certified to the Company as constituting such by the duly authorized financial officer of the Local Union. If the sums once certified are changed, the amount deducted from the earnings of an employee who has authorized such deduction shall not be increased or decreased until 30 days' written notice of such change has been received by the Company from the duly authorized financial officer of Local 1150.

5.7

- (a) The deduction of the first monthly dues or agency fees and the initiation fee shall be made from the earnings received by the employee on the first (1st) and/or third (3rd) Thursday of the month following the month in which a properly executed assignment card is received by the Company. Union dues or agency fees will be deducted bi-weekly thereafter from the earnings received by the employee on the first (1st) and third (3rd) Thursday of each month.
- (b) The deduction of administrative dues and administrative fees shall be made from the earnings received by the employee on a weekly basis commencing in the payroll period immediately following the payroll period in which a properly executed assignment card is received by the Company. The schedule for deduction of administrative dues or administrative fees may be changed upon mutual agreement between the Company and the Union.
- (c) 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.
- (d) 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.

5.8 Deductions provided for in Section 5.7 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.

5.9 The Company's obligation to make such deductions shall terminate automatically upon termination or layoff of the employee who signed the Authorization card 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 and no period of revocation intervened during his/her layoff.

- 5.10** 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 Sections 5.5 through 5.9 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.
- 5.11** There shall be no solicitation of employees for Union membership or dues conducted upon the premises of the Company during times when either the employee (or employees) being solicited or the employee (or employees) performing such solicitation are being paid by the Company to perform work.
- 5.12** 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 by employees of the Company; provided, however, that said obligations shall not terminate if the Union has complied with the provisions of Article XIII.
- 5.13** It is agreed that the Company shall honor checkoff assignment cards only when such cards are properly completed and executed.
- 5.14** 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.

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** A grievance must be filed within seven (7) working days immediately following the date of the condition or event which gives rise to the grievance or within the seven (7) working day period immediately following the date on which the employees should reasonably have become aware of the condition or event from which the grievance arises. A promotional grievance may be filed within fifteen (15) calendar days commencing when the Union receives the bi-weekly promotional list. In the event of a layoff grievance governed by Sections 8.7 and 8.8 the timing of the grievance will be determined by those sections.
- 6.3** The Company and the Union agree to the following system of presenting and adjusting grievances.

STEP 1

- 6.4** 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.
- 6.5** 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, 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.

6.6 If the grievance is not satisfactorily settled at Step 1, it must be reduced to writing on the form provided within five (5) 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.

6.7 Requests for pertinent records (as more fully described in 6.13) 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

6.8 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.

6.9 When reduced to writing, the grievance shall be taken up, at a regularly scheduled meeting held at least once every two (2) weeks, if necessary, with the Human Resources Representative and the Business Agent, provided the grievance is included in an agenda letter for the first scheduled meeting following the date of the management representative's decision at Step 1; provided, however, that if this is not done the grievance shall be included in an agenda letter for the second regularly scheduled meeting following the date of the management representative's decision at Step 1. If the grievance is not included in such an agenda letter, the decision of the management representative at Step 1, shall be final and conclusive and binding upon the grievant, the Company and the Union unless otherwise agreed among the parties in writing.

6.10 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 and must be included in an agenda letter as provided by Section 6.9. 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 Human Resources Representative, provided written grievances signed by the employees affected are presented to the Human Resources Representative by the Business Agent within the seven (7) day appeal period.

6.11 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 and must be included in an agenda letter as provided by Section 6.9 at this step of the procedure and if not resolved, may be appealed to Step 3 of the grievance procedure as hereinafter provided.

6.12 The 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.

6.13 If otherwise not provided pursuant to Section 6.7, 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 at the request of a 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 6.7. 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
- Crew Load charts
- 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 Ms. Susan Halperin. If Arbitrator Halperin is not available, Ms. Joan Parker 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.

- 6.14** 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

- 6.15** 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 Manager – Human Resources at Step 2. Such appeal shall be in writing and shall state specifically the grievance or grievances appealed to this step of the procedure. 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 the receipt of the letter of appeal. 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.

- 6.16** The Secretary-Treasurer or his/her designee, 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 visit shall be made in accordance with government regulations and Company rules respecting plant visitors.

ARBITRATION

6.17

- (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) Article VII, Section 7.36
 - (3) Letter of Agreement concerning the subcontracting of work
 - (4) Promotions to crew chief
- (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.

6.18 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.

6.19 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.

6.20 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.

6.21 It is agreed that during the term of this Agreement, all grievances subject to arbitration under Section 6.17, 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.

6.22 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.

6.23 In no event shall any disposition or award upon any grievance be made retroactive for any period prior to the date of the violation alleged in the grievance provided the grievance is timely in accordance with Section 6.2. In an overtime grievance an award may be made from the day of the initial complaint.

6.24 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.

6.25 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.

6.26 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.

6.27

(a) 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 plus cost of living allowance when applicable, including shift premium, if any, but excluding all other premiums and overtime allowances, not exceeding three (3) hours in any work week.

The Company will allow up to eight (8) hours per week additional steward time to cover lost time for stewards who are absent. Such lost time hours will be deducted from the amount billed monthly to the Union, at a rate equal to a maximum Labor Grade Three, plus a cost-of-living allowance, when applicable, excluding any shift premiums.

In the event there is no money owed to the Company for excess steward lost time, the Company has no obligation to credit the Union for such additional lost time hours mentioned above.

- (b) Time spent by Union stewards which exceeds that amount allowed under this Article; time spent by the Workers' Compensation stewards, Union ESH stewards, the Chief ESH Steward, and the Chief Labor Steward which exceeds that amount allowed under Article X, time spent by job evaluation stewards and the Chief Job Evaluation Steward which exceeds that amount allowed under Article X, will be billed to Teamsters Local No. 1150 on a monthly basis. Any monies due to the Company for this excess time, together with any applicable federal, state and/or local taxes, will be paid monthly by Local 1150 to the Company.
- (c) The Company will also provide to the Union a list of the stewards, job evaluation stewards, Workers Compensation stewards, Union ESH stewards, and Chief ESH Steward, whose time exceeds the amount allowed pursuant to Article X.

6.28 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 6.28(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.

6.29 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/suspension of an employee shall be reduced to writing and presented at Step 2 of the grievance procedure.

6.30

- (a) 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 for the area in which the job is located with the Manager – Compensation or his/her representative. If such a claim involves a new job or a changed job as defined in Section 6.17(b)2, it must be presented to the Manager – Compensation by the steward within twenty (20) days of the assignment or evaluation of the new or changed job to a labor grade. The steward shall complete his/her presentation of the facts relating to the claim within twenty (20) days after the original presentation. The Manager of Compensation shall render his/her decision on such claim within twenty (20) days after the steward has notified him/her in writing that the Union has completed its submission of facts relating to the claim.
- (b) If requested, but at least once per month, the Chief Union Job Evaluation Steward will meet with the Manager of Compensation to discuss issues related to the Hourly Job Rating plan or process.

6.31

If no satisfactory adjustment of the matter is reached by the job evaluation steward and the Manager of Compensation, 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 after the decision given by the Manager of Compensation. 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.

6.32

- (a) 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.

- (b) Suspension employee memoranda issued for unfitness for work shall be removed from an employee's file after thirty (30) months from the date of issuance.

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

Section 1

- (a) Any employee recognizing an environmental, health or safety 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 Union Chief ESH Steward or the area ESH Steward, upon request. Injury and accident investigation reports will be given to the Union Chief ESH Steward by the ESH department as they become available.

- (b) Any ESH issue which the supervisor and ESH professional of the area have no authority to settle will be reduced to writing and submitted to Environment, Safety & 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 professional will give his/her answer at this oral level to the Union ESH Steward, within three (3) working days. Any unresolved environmental health and safety 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 Chief Union ESH Steward or his/her designee, 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 third step of the grievance procedure in accordance with Article VI, Step 3, Sections 6.15 and 6.16.

- (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 Chief ESH Steward or his/her designee will, upon request, meet with the appropriate area Manager ESH or his/her designated representative, to discuss general environmental, health and safety issues.

Section 4

As necessary, but not more frequently than once a month, the Union Chief ESH Steward will, upon request, meet with the director ESH or his/her designated representative to discuss unresolved ESH issues.

Section 5

Upon the request of the Union, but not more than four (4) times in a calendar year, a Committee comprised of the Director – ESH or his/her designee, all appropriate ESH leadership or his/her designee, the Director of Facilities, or his/her designee, the Union's Chief ESH Steward, and the Secretary-Treasurer or his/her designee will meet to discuss a mutually agreed upon agenda addressing environmental health and safety issues.

Section 6

No less than monthly, a Union ESH Steward and the Company area ESH Specialist will conduct reviews of designated areas of the CT Operations. Such reviews will be conducted on first and second shifts. Findings will be discussed at the Quarterly ESH Management meeting (Section 5). Time spent by Union ESH Stewards conducting these reviews shall be recorded and paid in accordance with the time specified in Article X, Section 10.2 (a).

ARTICLE VII **WAGES AND HOURS**

- 7.1** On December 4, 2017, the base wage rate of each employee covered by this Agreement will be increased by the twenty-eight cent (\$0.28) cost-of-living allowance in effect on December 4, 2017, and this new base hourly wage rate will be further increased by three (3.0) percent. Schedules A and A1 show the hourly rate schedules which will be effective December 4, 2017.
- 7.2** On February 18, 2019, the base wage rate of each employee covered by this Agreement will be increased by three (3.0) percent. Schedules B and B1 show the hourly rate schedules which will be effective February 18, 2019.
- 7.3** On February 17, 2020, the base wage rate of each employee covered by this Agreement will be increased by three (3.0) percent. Schedules C and C1 show the hourly rate schedules which will be effective February 17, 2020.
- 7.4** On February 15, 2021, the base wage rate of each employee covered by this Agreement will be increased by three (3.0) percent. Schedules D and D1 show the hourly rate schedules which will be effective February 15, 2021.
- 7.5** On February 21, 2022, the base wage rate of each employee covered by this Agreement will be increased by three (3.0) percent. Schedules E and E1 show the hourly rate schedules which will be effective February 21, 2022.
- 7.6**
- (a)** An hourly cost-of-living allowance shall be determined semi-annually based upon the conditions and provisions set forth in this Section and shall be paid to each employee covered by this Agreement in addition to the employee's base hourly wage rate.
 - (b)** The cost-of-living allowance, if any, shall be determined on the basis of changes in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), All Items, United States City Average (1982-84=100) published by United States Bureau of Labor Statistics, hereafter referred to as the "Index".
 - (c)** Adjustments in the cost-of-living allowance shall be effective on all seven of the following dates in the amount of one cent (\$0.01) per hour for each full fifteen hundredths of one percent (0.15%) change in the Index for the months indicated below. Each semiannual adjustment (increase or decrease) in the cost-of-living allowance shall not exceed a maximum of eighteen cents (\$0.18) per hour.

Effective Date of Adjustment	Based on the Percentage Change in the Index	
	From	To
August 20, 2018	December 2017	June 2018
February 18, 2019	June 2018	December 2018
August 19, 2019	December 2018	June 2019
February 17, 2020	June 2019	December 2019
August 17, 2020	December 2019	June 2020
February 15, 2021	June 2020	December 2020
August 16, 2021	December 2020	June 2021
February 21, 2022	June 2021	December 2021
August 22, 2022	December 2021	June 2022

In calculating the percentage change in the Index, the result shall be rounded to the nearest one hundredth of one percent (i.e., .005 and higher rounded upward, and less than .005 rounded downward). For example, if the December 2001 Index is 151.0 and the June 2002 Index is 153.7 the calculation is:

Step 1	153.7 – 151.0	= 2.7
Step 2	Divide 2.7 by 151.0 x 100	= 1.7881
Step 3	Round to 1.79% and divide by .15%	= \$0.11 per hour

- 7.7** No change will be made in a cost-of-living adjustment as a result of any revision made in the published figures for the Index after the effective date of the cost-of-living adjustment.
- 7.8** The continuance of cost-of-living adjustments is dependent upon the continued monthly publication of the Index in its present form and calculated on the same basis as at the time of execution of this Agreement, unless otherwise agreed to by the Union and the Company. For any month in which the Bureau of Labor Statistics publishes the Index on both the present basis and a new rental equivalence basis, or only on a rental equivalence basis, the rental equivalence basis will be used.
- 7.9** In the event the Bureau of Labor Statistics does not issue the Consumer Price Index for the appropriate month before one of the effective dates referred to in Section 7.6, any cost-of-living adjustment required by such monthly Index shall be effective at the beginning of the first pay period after receipt of such Index.

7.10 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 an employee's regularly scheduled shift hours, including his/her normal lunch period, 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.

— 2017 —

Monday, December 25, 2017
Tuesday, December 26, 2017
Wednesday, December 27, 2017
Thursday, December 28, 2017
Friday, December 29, 2017

— 2018 —

Monday, January 1, 2018
Friday, March 30, 2018
Monday, May 28, 2018
Wednesday, July 4, 2018
Monday, September 3, 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

One floating holiday is allowed in each calendar year of the contract.
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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.

7.11 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 plus cost-of-living allowance when applicable, 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.

7.12 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 plus cost-of-living allowance when applicable. 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.

7.13 In the event the Company determines that mandatory overtime is required of third shift employees and the shift is less than six and one half (6.5) hours, the third shift premium shall be prorated.

7.14 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.

7.15 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.

7.16 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.

7.17 Employees who are required to work two (2) hours' overtime in a day shall be given an 18-minute lunch and rest period prior to the commencement of the overtime, on Company time.

7.18 The Company agrees that it will, insofar as it may be practicable, make an equal distribution of overtime among the qualified employees, within the overtime area, 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/she will not be precluded from granting a monetary remedy.

7.19 Hourly-rated employees who meet all of the following eligibility rules and conditions shall be paid for all holidays listed in 7.10(b)(3).

7.20 An employee shall receive eight (8) hours' pay at the employee's regular base hourly rate plus cost-of-living allowance when applicable, 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 when the employee has provided a doctor's note covering the entire period of his/her absence or because of a death in the employee's immediate family. 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, child, stepchild, father, mother, father-in-law, mother-in-law, stepparent, brother, sister, stepbrother, stepsister, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandchild, grandparent, legal dependent, brother, sister, or grandparent of employee's spouse.

7.21 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 7.20 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.

7.22 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 rate plus cost-of-living allowance when applicable, 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.

7.23 The Company may, at its option, observe the holidays listed in Section 7.10(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.

- 7.24** 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.
- 7.25** 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 7.20; and in addition, twice their regular base hourly wage rates plus cost-of-living allowance when applicable, for all hours worked on such holiday.
- 7.26** To be eligible for a floating holiday an employee must request such holiday at least one (1) week prior to taking it and receive approval of that request from the Company. In addition to the foregoing, the other provisions of this Article regarding holiday pay eligibility shall apply to the floating holiday.
- 7.27** 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.

The Hourly Job Evaluation Steward will be granted an on-site inspection of a job, accompanied by a Compensation/Human Resources Representative 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 6.30 and 6.31.

- (a)** The parties agree to work cooperatively in the development of new jobs and the reevaluation of existing jobs dictated by changes in the business and/or production processes. Proposals for any new jobs will first be reviewed by the Manager, Compensation or his/her designee, and the Secretary-Treasurer of Local 1150 or his/her designee. Any changes or development

of new jobs and labor grade assignments to any changed or new job shall be reviewed by the Company and the Union.

7.28 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 as defined in Section 7.27, within twenty (20) days following final approval of such jobs.

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 (\$0.10) 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 (\$0.11) or twelve cents (\$0.12) 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.

7.30 Effective the same date as a promotion, the employee will receive an increase of at least sixty cents (\$0.60) per hour.

7.31 An employee who is demoted will be paid the Maximum Rate of the lower grade or retain the rate then being paid, whichever is the lower. This Section shall not apply however, if such employee is demoted as a result of failing to successfully complete the ninety (90) day trial period and is demoted pursuant to the provisions of Section 8.15(b)(4). Such employee shall be returned to his/her rate of pay prior to the promotion adjusted for any general increase and/or automatic progression increase which would have resulted if the promotion had not occurred. Further automatic progressions, if applicable, will be calculated from the date of the demotion.

7.32 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 plus cost-of-living allowance when applicable.

(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 plus cost-of-living allowance when applicable, 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 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.

7.33 The provisions of Section 7.32 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.

7.34 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.

7.35 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 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 at least six (6) months prior thereto shall be eligible for three (3) 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 one (1) year prior thereto shall be eligible for five (5) days' leave with pay during the following year.
- (d) Pay for one (1) day of leave means pay for eight (8) hours at the employee's regular base rate of pay plus cost-of-living allowance when applicable, exclusive of all premiums, bonuses, or overtime payments.
- (e) The Company will distribute leave entitlement checks for all eligible employees by no later than March 8, 2018, March 7, 2019, March 5, 2020, March 4, 2021, March 3, 2022.

Employees who do not wish to receive his/her personal time as a lump sum payment in the above listed distribution schedule, will have the option of receiving his/her personal time as it is used.

Employees who do not express an intent to receive his/her personal time on the pay "as it is used" basis, will default to the lump sum distributions as outlined above.

Each employee who opts to receive his/her personal time pay “as it is used” will be required to submit a pay request to the Company following his/her return to work. All requests will be processed in a timely manner.

Employees are required to take his/her personal time in order to receive pay under the “as it is used” option.

In the event of an employee has remaining personal time pay at the end of any year, all accounts will be paid out in December of that year.

- (f)** An eligible employee, as defined in Section 7.35(c) will be permitted to utilize up to 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 7.35(c), 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.
 - (3)** Payment for such unused personal leave shall be made in accordance with the terms of Sections 7.35(d) and (e).
- (g)** No employee shall be paid under this Section for a part-day absence other than as described in Section 7.35(f).
- (h)** 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.
- (i)** 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 personal leave benefits.

7.36 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 plus cost-of-living allowance when applicable, exclusive of all premiums, bonuses, or overtime allowances.

(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 to the Company upon request.

Employees scheduled for mandatory overtime on a Saturday, Sunday, or holiday, who are absent on such scheduled Saturday, Sunday, or holiday for the purpose of attending the funeral of a member of the employee's immediate family, will be eligible for funeral pay under the guidelines within this Section.

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

7.37 The Hourly Employee Recognition Program will be continued for the purpose of providing supervision with the means to recognize various levels of group and individual categories: Group Events and Appreciation Awards.

Group Events are to reinforce group morale, team effort, and accomplishments. Appreciation Awards are for recognition of superior performance and are awarded shortly after the completion of a task.

Such awards will be made wholly at the Company's discretion and will not be subject to the grievance procedure.

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** Solely for the purpose of layoff and recall, there are two separate seniority areas:
- (a)** The Development Flight Center (DFC) and Florida Assembly Flight Operations (FAFO) located in West Palm Beach, Florida;
 - (b)** All Connecticut operations locations.
- 8.3** Whenever there is an increase in the work force after a layoff, the reverse of the above layoff procedure shall be followed.
- 8.4** Whenever it becomes necessary to reduce the working force in any job classification where there is no indefinite layoff for lack of work, or as the result of a reallocation following a layoff, the following procedure shall be applied. Employees classified in the affected job classification in the particular occupational group, whose seniority is insufficient to entitle them to remain in their job classification shall be transferred, or reclassified in a job in a lower labor grade, in accordance with the following:
- (a)** An employee with seniority who is excess as a result of a reduction in his/her job classification will be transferred or reclassified in a job in a lower labor grade.
 - (b)** 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 return to his/her previous job classification and/or labor grade by seniority prior to such job being filled by any employee with less seniority.
 - (c)** 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.

- 8.5** The non-interchangeable occupational groups mentioned in Sections 8.1 and 8.4 have been mutually agreed upon and are incorporated and made part of this Agreement as Appendix A attached hereto.
- 8.6** 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.
- 8.7** Due to the great amount of work involved in a layoff, it is agreed that in any layoff of three hundred (300) 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.
- 8.8** 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 (7) day limitation on the presentation of grievances as provided in Section 6.2 will not begin until the period mentioned in Section 8.7 has expired.
- 8.9** 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 8.21 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.
- 8.10** 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.
- 8.11** 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, the Union will be notified no later than 12:00 p.m., prior to the day of the employees' notification of 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.

8.12 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.

8.13 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.

8.14 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.

8.15

(a) Whenever promotions are made to labor grade 10 and labor grade 9 jobs, they shall be made as follows:

(1) Whenever practicable, the most senior employee in a lower labor grade in the department in the occupational group in which the opening occurs shall be given a trial period of not less than five (5) nor more than ten (10) working days to demonstrate he/she can perform the duties of the higher graded job.

(2) If supervision determines the senior 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 pursuant to Section 8.15(a) (3).

(3) Should it be determined that the senior employee is not qualified for the promotion, the promotion to the labor grade 10 and grade 9 job

shall then be made by the supervisor on the basis of the coequal standards of seniority, ability and fitness of the employee. It is understood that the employees who may file a grievance concerning such a promotion are those assigned to the department in which the promotion occurs or in the department from which the promotee was transferred.

- (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 six (6) months from the initial trial period.
- (b) Effective January 1, 1994, and contingent upon development of a test or series of tests designed to determine suitability for promotions to specific jobs, promotions to labor grade 8, 7 and 6 jobs shall be made as indicated below. The components of such tests shall include literacy and math measurements, learning ability and skills assessment as appropriate for the promotional opportunity.

 - (1) Employees eligible for promotion will be given the opportunity to take such a test twice per calendar year, at a minimum, and quarterly, if the number of eligible employees warrants or is sufficient enough for the Company to do so. Eligible employees should notify the Company of their interest in taking such a test. An employee must have at least three (3) months of continuous and active service with the Company in order to be eligible to take a test. It is understood, the determination of whether the test will be offered more than twice per calendar year, shall be left to the discretion of the Company. The tests will be administered and scored by an independent third party mutually acceptable to both the Company and Union or a Company and Union designee as the parties deem appropriate.
 - (2) An employee who passes the test shall be considered available for promotion to a position in the next highest labor grade to the appropriate job classification within his/her promotional path. An employee who has not passed the test will not be considered for promotion to a higher graded job, except as provided in Section 8.15 (b) 7.
 - (3) When a labor grade 8, 7 or 6 promotional opportunity occurs the most senior employee who has passed the test, in the department, in the labor grade(s), and in the occupational group(s) within the promotional path in which the opening occurs, will be promoted to the higher graded job. If, following a trial period of ninety (90) calendar days, supervision determines the senior employee is qualified to perform the higher graded job, the employee will remain in the higher graded position at the end of the trial period. This does

not require the Company to promote any employee to fill an opening nor does it preclude the Company from filling any position by hiring, lateral transfer, or demotion.

- (4) If supervision determines the most senior employee is not qualified, based upon the trial period, he/she shall be demoted and returned to his/her previous assignment at his/her rate of pay preceding the promotion, paid in accordance with Section 7.30, and the next most senior employee who meets the requirements specified in Subsection (3) above may be promoted to the higher graded job and will be subject to a ninety (90) day trial period if promoted. An employee demoted under this Section may grieve such demotion pursuant to Article VI. It is understood the basis for the demotion will be the employee's performance during his/her unsuccessful trial period.
 - (5) The senior employee who was demoted because of the unsatisfactory trial period shall not be eligible for promotion should the same opening occur within six (6) months from the date of the demotion.
 - (6) An employee who did not initially meet the minimum requirements of the test(s) may not retest any earlier than six (6) months from the initial test. The Company will offer additional training for employees who fail the test. After completing this additional training, and after successfully passing a test on the material covered in the additional training the employee shall be treated the same as those employees who successfully passed the test as outlined in Section 8.15(b) (2). Testing schedules may be developed by the Company on a fixed calendar basis, (i.e., January, July) by department(s). In this event, the six (6) and twelve (12) month intervals referred to in this Section would be the next appropriate scheduled date from the intervening period.
 - (7) Notwithstanding the above, any promotions to working leader, irrespective of labor grade, will continue to be made on the basis of the coequal standards of seniority, ability and fitness of the employee.
- (c) All other promotions other than to supervisory jobs shall be made on the basis of the coequal standards of seniority, ability and fitness of the employee. It is understood that the employees who may file a grievance concerning such a promotion are those assigned to the department in which the promotion occurs or in the department from which the promotee was transferred.

In the event an employee is bypassed for promotion, supervision will provide the reasons for the bypass at the employee's request.

8.16 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.

8.17 The Company agrees in the event an opening exists it will accommodate written shift transfer requests within the department and 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. In the event the Company elects to delay the employee's transfer due to business necessity or an employee hardship, the employee will be notified and advised the date his shift transfer will take effect. 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.

In cases when it is necessary to readjust personnel for any reason, reallocation of employees will be done in a manner which permits the more senior employees to be assigned to the shift of their preference.

8.18 An employee transferred from one occupational group to another within the same seniority area 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.

For the purposes of layoff only, and except as provided in Section 8.6, an employee demoted or laterally transferred within the same seniority area from one non-interchangeable occupational group to another shall have his/her seniority transferred to the non-interchangeable occupational group to which he/she is transferred sixty (60) calendar days after the date on which the transfer becomes effective.

For the purposes of layoff only, an employee transferred from one seniority area to another shall have his/her seniority transferred to the new seniority area twelve (12) months after the date on which the transfer becomes effective.

8.19 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 reemployed 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 reemployed.
- (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 reemployment 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.

8.20 If any employee of the Company was transferred to a supervisory position before January 1, 1997, including a position within 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, 1997 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 January 1, 1997.

Any salaried employee who is transferred back to the bargaining unit in accordance with Section 8.20 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.

8.21 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 or 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 the facility at which he/she was employed immediately preceding his/her being laid off; either the Employee Relations Office at Sikorsky Aircraft, 6900 Main Street, P.O. Box 9729, Stratford, CT, 06615-9129, or Sikorsky Aircraft, 17900 Beeline Highway, P.O. Box 109610, West Palm Beach, FL, 33410-9610.

8.22 For all purposes the seniority rights of all employees included in the bargaining unit described in Article II 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 necessary in the operation of the grievance procedure the Union shop stewards referred to in Article X, Workers Compensation stewards referred to in Article X, Union ESH stewards as referred to in Article X and job evaluation stewards as referred to in Article X 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. In addition, no more than six (6) Assistant Business Agents and one (1) Workers Compensation Steward representing Connecticut operations and no more than one (1) Assistant Business Agent and one (1) Workers Compensation Steward representing West Palm

Beach operations, the Chief Labor Steward, the Chief Job Evaluation Steward, the Chief ESH Steward, the Workers Compensation Steward and the Union EAP Coordinators and Transition EAP position as referred to in Letter 16 and the transition hourly coordinator for hourly employee benefits as referred to in Letter 12 shall also during his/her term of office head the seniority list in his/her occupational group, in his/her work 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 work area, and on his/her shift, have been laid off.

- (b) A Union shop steward, Workers Compensation steward, Union ESH 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.

8.23 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.

8.24 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 made by seniority, when practicable, and will be limited to a period of not more than thirty (30) days unless extended by mutual agreement between the Company and Union.

8.25 The Company will contact the Secretary/Treasurer prior to employee notification to discuss planned reallocations from one department to another.

ARTICLE IX **VACATIONS**

- 9.1** A vacation consisting of three (3) working days will be allowed to an hourly-rated employee who was hired between January 1st and June 30th of any year. No employee will be eligible for any vacation until the completion of his/her probationary period. The vacation pay allowance for an employee whose eligibility for a vacation is established by Section 9.1 shall be twenty-four (24) times his/her base hourly rate on the Monday preceding the week in which he/she takes his/her vacation plus cost of living allowance when applicable, and shift premium.
- 9.2** A vacation of one (1) week consisting of five (5) 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 one (1) year.
- 9.3** A vacation of two (2) weeks consisting of ten (10) 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 two (2) years.
- 9.4** A vacation of three (3) weeks consisting of fifteen (15) 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 eight (8) years.
- 9.5** A vacation of four (4) weeks consisting of twenty (20) 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 eighteen (18) years.
- 9.6** A vacation of five (5) weeks consisting 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.
- 9.7** An hourly-rated employee who does not meet the requirements of either Section 9.1, 9.2, 9.3, 9.4, 9.5 or 9.6 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.
- 9.8** Any employee who is eligible for a vacation under this Article shall receive a vacation or vacation pay even if he/she is not actively in the employ of the Company on the day preceding the start of his/her scheduled vacation. Should an employee die, or should the employment of an employee be terminated because

of resignation, retirement, or layoff during the vacation year, prior to taking the vacation he/she was eligible for in the anniversary year or at the completion of his/her ninety (90) day probationary period as noted in Section 9.1, the vacation pay allowance will be paid; provided, however, that this Section shall not apply in the case of any employee who is discharged for stealing or for using, possessing or selling drugs or alcohol on Company time or Company premises.

9.9 Any employee whose employment is terminated by reason of death, retirement, entry into the military service, or layoff, and who at the time of such termination is eligible to receive, or had received during the calendar year of termination, vacation pay pursuant to Section 9.2, 9.3, 9.4, 9.5 or 9.6 shall upon such termination also receive pro-rata vacation pay for each month, or part thereof, in which such employee worked during the calendar year in which such termination occurred. Any such pro-rata payment will be deducted from any vacation pay to which the employee may subsequently become entitled for the calendar year in which the termination occurs. Pro-rata vacation pay shall be calculated by using the gross earnings received by the employee in the calendar year of his/her termination, multiplied by the appropriate percentage representing the number of eligible vacation weeks as determined in Sections 9.2, 9.3, 9.4, 9.5 and 9.6.

9.10 A vacation pay allowance for an employee whose eligibility for a vacation is established by Section 9.2 shall be one of the following:

- (a) Forty (40) times his/her base hourly rate, plus cost of living allowance and shift premium when applicable, provided the employee's continuous and active service as of December 31st of the preceding year was less than six (6) months.
- (b) Four percent (4%) of such employee's gross earnings paid during the period ending on or before December 31st of the year preceding the year in which the vacation is given provided the employee's continuous and active service as of December 31st of the preceding year was at least six (6) months, but less than one (1) year.

9.11 The vacation pay allowance for an employee whose eligibility for a vacation is established by Section 9.3 shall be four percent (4%) of such employee's gross earnings paid during the fifty-two (52) week period ending on or before December 31st of the year preceding the year in which the vacation is given.

9.12 The vacation pay allowance for an employee whose eligibility for a vacation is established by Section 9.4 shall be six percent (6%) of such employee's gross earnings paid during the fifty-two (52) week period ending on or before December 31st of the year preceding the year in which the vacation is given. For the purposes of this Section only, gross earnings shall include one (1) week of the vacation pay such an employee received during the previous year.

9.13 The vacation pay allowance for an employee whose eligibility for a vacation is established by Section 9.5 shall be eight percent (8%) of such employee's gross earnings paid during the fifty-two (52) week period ending on or before December 31st of the year preceding the year in which the vacation is given. For the purposes of this Section only, gross earnings shall include two (2) weeks of the vacation pay such an employee received during the preceding year.

9.14 The vacation pay allowance for an employee whose eligibility for a vacation is established by Section 9.6 shall be ten percent (10%) of such employee's gross earnings paid during the fifty-two (52) week period ending on or before December 31st of the year preceding the year in which the vacation is given. For the purposes of this Section only, gross earnings shall include three (3) weeks of the vacation pay such an employee received during the preceding year.

9.15 Regardless of the number of paychecks received in any year, no more than 26 weeks' or 52 weeks' gross pay shall be used in computing any vacation pay allowance. The Company will distribute all vacation pay checks on or about March 15, 2018, and the last pay day in February 2019, 2020, 2021 and 2022.

Employees who do not wish to receive his/her vacation pay, as a lump sum payment in the February distribution of that year, will have the option of receiving his/her vacation pay as the vacation time is used. Employees must notify the Company in writing no later than January 31st of each year of their intent to receive his/her vacation pay on a "as it is used" basis.

Each employee who opts to receive his/her vacation pay "as it is used" will be required to submit a pay request to the Company following his/her return to work. All requests will be processed in a timely manner.

In the event an employee utilizes vacation time prior to February 15th of any year, he/she will be required to submit a pay request to the Company prior to the end of February to be compensated for any/all vacation time taken. This will allow for the prior years "gross earnings" calculation to be finalized and the employee to be properly compensated. All requests will be processed in a timely manner, but no sooner than February 15th of any year.

Employees are required to take his/her vacation in order to receive pay under the "as it is used" option.

In the event that an employee has remaining vacation pay at the end of any year, all accounts will be paid out in December of that year.

9.16 For the purpose of this Article, gross earnings shall include all straight-time pay, overtime pay, holiday pay, shift premiums, and cost of living allowance when applicable, but shall exclude money received as employee suggestion awards and

vacation pay, except as provided in Sections 9.12, 9.13 and 9.14; provided that where, during the period for which gross earnings are computed, an employee suffers a compensable injury requiring absence from work and consequent loss of pay, his/her gross earnings for the period shall be increased by an amount eight (8) times his/her base hourly rate plus cost of living allowance when applicable, exclusive of shift premiums on December 31st of the year preceding the year in which the vacation is given, for each regularly scheduled work day (but not to exceed five (5) days in any work week) during such absence from work.

9.17 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 1st through December 31st. Employees who are entitled to one (1) week of vacation or less under the terms of this Article, must reserve such vacation to be utilized during the Plant Shutdown. Employees with more than one (1) week of vacation must reserve one (1) week to be utilized during the Plant Shutdown. The determination of whether or not there will be a Plant Shutdown will be at the discretion of the Company. This determination will be made and communicated no later than April 1st of any calendar year.

The provisions of this Article and Section will not apply to Plant Maintenance employees, Powerhouse employees, or Waste Treatment employees.

9.18 Employees who are entitled to more than three (3) 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 excess over three (3) weeks.

9.19 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 or a full six and one-half (6.5) hours on the third shift, during each of an employee's regularly scheduled work days during the calendar quarter year. Absence caused by bereavement leave as defined in Section 7.36, absence caused in order to serve as a juror as defined in Section 7.32, absence caused by military leave as defined in Section 11.1, shall not be considered an absence for the purposes of this Section. Additionally, an absence to observe Martin Luther King Day and/or Veterans Day provided the employee has notified supervision or an absence for Union business shall not be considered an absence for the purposes of this Section.

(b) Regularly scheduled work days shall include all days of an employee's normal work week which excludes vacation days and, except in the case of employees assigned to rotating shifts, Saturdays, Sundays and holidays.

- (c) An employee who has been credited with eight (8) full hours of extra vacation time, as a result of demonstrating Perfect Attendance, may utilize those eight (8) hours in quarterly increments during the calendar year.

ARTICLE X
UNION REPRESENTATION

10.1 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 not exceed a ratio of one (1) Shop Steward per ninety (90) bargaining unit employees in that shop steward area.

- (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 Union Chief Labor Steward shall be an active employee of the Company. No employee shall act as a Union Chief Labor Steward unless at the time of his/her selection, he/she has not less than five (5) years' seniority.

10.2 The Company will recognize appointed Assistant Business Agents, one (1) Union Chief Labor Steward, one (1) Union Chief ESH Steward, one (1) Workers Compensation Steward for Connecticut operations and one (1) Workers Compensation Steward for the Development Flight Center and Florida Assembly Flight Operations located in West Palm Beach Florida and the following Union ESH Stewards; five (5) on the first shift, two (2) on the second shift and one (1) on the third shift at the Stratford plant; one (1) on the first shift and one (1) on the second shift at the Shelton plant; one (1) on the first shift, one (1) on the second shift and one (1) on third shift at the Bridgeport plant; and one (1) on the first shift, and one (1) on the second shift at the West Palm Beach, Florida plant and one (1) on the first shift, one (1) on second shift and one (1) on third shift at the FAFO Florida plant – for a total of nineteen (19) ESH Stewards.

- (a) Time spent in attendance at meetings during the Union Chief Labor Steward and the Union Chief ESH Steward's scheduled working hours shall be recorded and paid for not exceeding six (6) hours in any workweek. Time spent in attendance at meetings during the Workers Compensation Steward and Union ESH Steward's scheduled working hours shall be recorded and paid for not exceeding five (5) hours in any workweek.
- (b) The Union Chief Labor Steward, Union Chief ESH Steward, the Union ESH Steward and the Workers Compensation Steward shall receive pay for such time at his/her regular base hourly wage rate plus cost of living allowance when applicable including shift premium, if any, but excluding other premiums and overtime allowances.

- (c) The Union Chief ESH Steward and the Union ESH Stewards will be active employees of the Company. No employee shall act as a Chief ESH Steward or Union ESH Steward unless, at the time of his/her selection, he/she has not less than twelve (12) months' seniority.
- 10.3** The Company will recognize one (1) Chief Job Evaluation Steward and five (5) Job Evaluation Stewards; three (3) to represent employees in Connecticut locations and one (1) for DFC and one (1) for FAFO in West Palm Beach locations, for the purpose of handling HJRP complaints and attendance at appropriate meetings. Time spent in the attendance of such meetings during scheduled working hours shall be recorded and paid for not exceeding two (2) hours in any workweek.
- 10.4** No employee shall act as a Job Evaluation Steward unless at the time of his/her selection, he/she has not less than six (6) months seniority with the Company.
- 10.5** 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.
- 10.6** 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.
- 10.7** 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 XIII 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 XI **MILITARY SERVICE**

- 11.1** 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 rate plus any cost-of-living allowance when applicable, 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 towards 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.
- 11.2** 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 XII **GENERAL PROVISIONS**

- 12.1** The Pension Plan of Lockheed Martin Corporation as it applies to the employees described in Article II is set out in the Summary Plan Description Retirement Plan for Certain Represented Employees of Sikorsky, a Lockheed Martin Company.
- 12.2** 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.
- 12.3** The Group Health Insurance Plan as it applies to employees described in Article II is set out in the Group Benefit Plan medical, prescription drug, health savings account, dental and vision benefits for certain employees of Sikorsky, a Lockheed Martin Company who are represented by the International Brotherhood of Teamsters Local 1150.
- 12.4** The Life, Accident, and Short-term Disability Plans as it applies to employees described in Article II is set out in the Group Benefit Plan for life and accident insurance and the short-term disability plan for represented employees of Sikorsky, a Lockheed Martin Company who are represented by the International Brotherhood of Teamsters Local 1150.
- 12.5** The Savings Plan as it applies to employees described in Article II is set out in the Lockheed Martin Corporation Hourly Employee Savings Plan Plus Summary Plan Description
- 12.6** 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.
- 12.7** 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.

12.8 The Company will provide Company badges for entrance into the plants and facilities to the Secretary-Treasurer and the Business Agents of Local Union No. 1150 which represent employees covered under Article II. The Union representatives stated above will have access to the plants and facilities 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.

12.9 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) Monthly meeting of the joint council by delegates thereto (the seven (7) officers and the business agents).
- (c) The convention or conferences of the International Brotherhood of Teamsters.
- (d) Meetings of the International Union, affiliated conferences, Trade Divisions, or a summer training session sponsored those organizations (not more than seven (7) representatives at any one time nor more than seven (7) for any one meeting or session).

12.10 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 will disclose to the Union the reasons or basis for its action.

12.11 The parties recognize the importance to the Company, Union and employees for the Company to secure contracts in order to maintain a strong business

environment in an effort to ensure employment opportunities for its employees. To achieve that goal, the parties recognize the Company exists in a global market place and must compete for contracts from international entities. The parties further recognize that the ability to secure these contracts may require the Company to provide on-site training to non-Sikorsky personnel.

In furtherance of these objectives, it is agreed that when the Company secures a contract with an international entity, on-site training for non-Sikorsky personnel may be required. This training can consist of classroom instruction and on-the-job instruction. It is agreed that these non-Sikorsky personnel receiving such on-the-job training may work together in support of these contracts with Sikorsky hourly rated production, inspection and maintenance employees, including shipping and receiving clerks as defined in Article II.

The Company agrees it will not lay off any Sikorsky employees based solely upon the presence of these non-Sikorsky personnel in this training capacity. Further, the Company agrees that no non-Sikorsky personnel will work overtime in their training capacity unless the Sikorsky hourly rated personnel with whom they are working are also working overtime.

The parties agree that the sole purpose of this section is for training.

12.12 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.

12.13 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.

ARTICLE XIII
STRIKE OR LOCKOUT

- 13.1** 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.
- 13.2** 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.
- 13.3** The obligation of the Union to the Company is limited to the performance of Section 13.2 without further responsibility or liability for loss from such action by employees.
- 13.4** Employees participating in any strike, sympathy strike, slowdown, or concerted stoppage of work shall be subject to disciplinary action up to and including discharge by the Company; 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 XIV
ATTENDANCE POLICY

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

- (a) If an employee reaches thirty-two (32) points, he/she will receive a first warning.
- (b) If an employee reaches forty (40) points, he/she will receive a second warning.
- (c) If 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 will be recorded in the employee's attendance record. An employee will have access to his/her attendance record via the Sikorsky Portal.
- (f) Any employee who goes for thirty (30) continuous calendar days without points charged to his/her attendance record will have eight (8) points reduced from his/her total point count.
- (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 8.21 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. Tardiness up to Six (6) Hours..... 6 Points
- 5. Tardiness or Out Early more than Six (6) hours 6 Points
- 6. Out Early Before Four (4) Hours Worked. 6 Points
- 7. Out Early After Four (4) Hours Worked 4 Points
- 8. 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 1/5th 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 Worker’s Compensation Hearing or to a doctor's appointment, treatment and/or other 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 Worker’s Compensation Hearing, doctor’s appointment, treatment, or therapy.

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 day 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 by the Company to all employees.

Point Value for Absence Due to Medical Reasons Accompanied by a Written Doctor's Note

- 1. Each Day of Absence..... 1/5th Point

An employee must provide a written doctor's note to the Company within three (3) working days excluding Saturdays, Sundays and holidays of his/her return to work from an absence due to medical reasons. 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.

Point Value for Absence Due to Court Appearances Accompanied by a Written Verification of Attendance from the Court

- 1. Each Full Day of Absence 1/5th Point
- 2. Equal to or more than a ½ Day of Absence 1/10th Point
- 3. Less than a ½ Day of Absence 0 Points

An employee who is a principal in litigation related to divorce, child custody, or who must accompany a legal minor dependent to court, may use up to ten (10) days or twenty (20) half days per calendar year for the purpose of attending court for such reason.

An employee must provide a written verification of attendance from the court to the Company within three (3) working days excluding Saturdays, Sundays and holidays of his/her return to work from an absence for such reason. If an employee fails to provide such verification, the absence will be considered as unexcused and the appropriate point value will be assigned for the absence.

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.

Guidelines for Excusing Full-Day Absences

- 1. Personal business up to the number of personal days available per Section 7.35(f)
- 2. Bereavement Leave as specified under Section 7.36
- 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 by the Company 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 7.16, 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.

Point Values for Unexcused Absence/Tardiness on a Holiday or Overtime Work on a Saturday or Sunday

1. Absence..... 5 Points
2. Tardiness or Out Early up to One (1) Hour
up to twelve (12) per calendar year 0 Points
in excess of twelve (12) per calendar year..... 1 Point
3. Tardiness and Out Early totaling up to 1 hour..... 1 Point
4. Tardiness and Out Early totaling up to 2 hours..... 2 Points
5. Tardiness and Out Early totaling up to 3 hours..... 3 Points
6. Tardiness and Out Early totaling up to 4 hours..... 4 Points
7. Tardiness and Out Early more than four (4) hours..... 4 Points
8. Tardiness up to Two (2) Hours 2 Points
9. Tardiness up to Three (3) Hours..... 3 Points
10. Tardiness up to Four (4) Hours..... 4 Points
11. Tardiness of more than Four (4) Hours..... 4 Points
12. Out Early Before One (1) Hour Worked. 4 Points
13. Out Early Before Two (2) Hours Worked 3 Points
14. Out Early Before Three (3) Hours Worked..... 2 Points

In no event will any employee who is scheduled for work and reports for work on such days receive more than four (4) points regardless of the length of the assignment. Employees will be able to use their vacation or personal day entitlements on the weekends.

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 7.35 in the calendar year, without being disqualified for perfect attendance as defined in Section 9.19. 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 7.35. 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 9.19 (a).

AWOL Policy

This attendance policy in no way amends or modifies the Company's existing policy regarding AWOL.

ARTICLE XV **DURATION**

- 15.1** This Agreement shall be in full force and effect until midnight February 19, 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 February 19, 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, 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, and if to the Company, to Sikorsky, A Lockheed Martin Company, Director – Labor Relations, Stratford, Connecticut.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150
UNION NEGOTIATING COMMITTEE**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY
COMPANY NEGOTIATING COMMITTEE**


ROCCO J. CALO


JOHN SANTAMARIA


RICHARD ROLLINSON


MARK HANSEN


ED SMITH


TERRY PACITTO


TOM COLE


CLIFF CARRIER

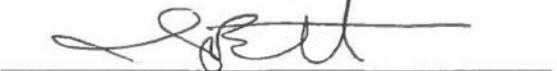

STEVE FRENCH


JOE GRABINSKI


DENNIS YAREMICH


DEBRA JOHNSON


MICHAEL J. BOGUE

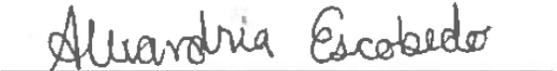

JAY BENNETT


ASHLEY SLAYBAUGH


STEPHEN LAWRENCE


SANDRA JARVIS


ELIZABETH EVON


ALEXANDRIA ESCOBEDO

APPENDIX A

OCCUPATIONAL GROUPS FOR THE PURPOSE OF LAYOFF AND RECALL AFTER LAYOFF

- 01 Drill Press Operators
- 02 Milling Machine Operators
- 03 Turret Lathe Operators
- 05 Machinists & Bench Mechanics
- 06 Jig Bore & Boring Mill Operators
- 07 Grinders
- 08 Cutter Grinders
- 09 Spar Millers
- 10 Drive Shaft Finishers
- 11 Composite Blade Machining
- 12 Aircraft Assemblers
- 13 Riveters
- 14 Machine Parts Assemblers
- 15 Aircraft Installers
- 16 Aircraft Service Mechanics
- 17 Plumbing Fabricators
- 18 Experimental Mechanics
- 21 Composite Blade Assembly
- 22 Electrical Assemblers
- 23 Electrical Installers
- 24 Electronic Test Inspectors
- 25 Servo Mechanics
- 26 Inspection Test Mechanics
- 27 Hydraulic Mechanics
- 29 Metal Spinners
- 30 Sheet Metal Workers
- 31 Sheet Metal Machine Operators
- 32 Aircraft Welders
- 34 Router Operators
- 38 Blade Workers – Assembly
- 39 Bonders
- 40 Blade Spar Workers
- 41 Jig Builders
- 42 Template & Plaster Pattern Makers
- 43 Tool Makers
- 44 Trainers
- 45 Heat Treaters
- 46 Chemical Processors
- 47 Processing Operators
- 48 Aircraft Painters

**OCCUPATIONAL GROUPS FOR THE PURPOSE
OF LAYOFF AND RECALL AFTER LAYOFF**

- 49 Gear Machining
- 50 Machined Parts Inspectors
- 51 Sheet Metal Inspectors
- 52 Airframe Assembly Inspectors
- 53 Machined Parts Assembly Inspectors
- 54 Shipping & Receiving Inspectors
- 55 Process Inspectors
- 56 Tool & Template Inspectors
- 57 Blade Inspectors
- 58 Metallurgical Inspectors
- 59 Electrical & Electronic Inspectors
- 60 Metrology Inspectors
- 61 Dynamic Component Evaluators
- 62 Composites Workers
- 64 Woodworkers – Patterns & Mock-ups
- 65 Carpenters
- 66 Upholstery Workers
- 68 Vehicle Operators
- 69 Crib Attendants
- 70 Dispatchers & Stock Chasers
- 71 Shippers
- 72 Receivers
- 73 Stockmen
- 78 Machine Repairers
- 79 Millwrights
- 80 Painters – Maintenance
- 81 General Maintenance Workers
- 82 Powerhouse Operators
- 83 Electricians – Maintenance
- 84 Plumbers – Maintenance
- 85 Refrigeration Mechanics
- 86 Vehicle Mechanics
- 87 Electronic Repairer – Maintenance
- 88 Continuous Improvement Specialist

SCHEDULE A

Effective December 4, 2017

LABOR GRADE	MINIMUM RATE	MAXIMUM RATE
11	27.63	30.55
10	28.61	31.57
9	29.96	32.94
8	31.48	34.34
7	33.00	35.95
6	34.67	37.56
5	36.41	39.30
4	38.25	41.22
3	40.21	43.16
2	42.42	45.37
1	44.72	47.59
0	47.17	50.09

SCHEDULE A1

Effective December 4, 2017

Wage scale for new employees hired into the bargaining unit
after July 1, 2017.

LABOR GRADE	MINIMUM RATE	MAXIMUM RATE
11	20.80	22.99
10	21.54	23.75
9	22.55	24.78
8	23.68	25.83
7	24.82	27.04
6	26.08	28.24
5	27.38	29.55
4	28.77	30.99
3	30.23	32.45
2	31.89	34.10
1	33.62	35.76
0	35.45	37.64

SCHEDULE B

Effective February 18, 2019

LABOR GRADE	MINIMUM RATE	MAXIMUM RATE
11	28.46	31.47
10	29.47	32.52
9	30.86	33.93
8	32.42	35.37
7	33.99	37.03
6	35.71	38.69
5	37.50	40.48
4	39.40	42.46
3	41.42	44.45
2	43.69	46.73
1	46.06	49.02
0	48.59	51.59

SCHEDULE B1

Effective February 18, 2019

Wage scale for new employees hired into the bargaining unit
after July 1, 2017.

LABOR GRADE	MINIMUM RATE	MAXIMUM RATE
11	21.42	23.68
10	22.19	24.46
9	23.23	25.52
8	24.39	26.60
7	25.56	27.85
6	26.86	29.09
5	28.20	30.44
4	29.63	31.92
3	31.14	33.42
2	32.85	35.12
1	34.63	36.83
0	36.51	38.77

SCHEDULE C

Effective February 17, 2020

LABOR GRADE	MINIMUM RATE	MAXIMUM RATE
11	29.31	32.41
10	30.35	33.50
9	31.79	34.95
8	33.39	36.43
7	35.01	38.14
6	36.78	39.85
5	38.63	41.69
4	40.58	43.73
3	42.66	45.78
2	45.00	48.13
1	47.44	50.49
0	50.05	53.14

SCHEDULE C1

Effective February 17, 2020

Wage scale for new employees hired into the bargaining unit
after July 1, 2017.

LABOR GRADE	MINIMUM RATE	MAXIMUM RATE
11	22.06	24.39
10	22.86	25.19
9	23.93	26.29
8	25.12	27.40
7	26.33	28.69
6	27.67	29.96
5	29.05	31.35
4	30.52	32.88
3	32.07	34.42
2	33.84	36.17
1	35.67	37.93
0	37.61	39.93

SCHEDULE D

Effective February 15, 2021

LABOR GRADE	MINIMUM RATE	MAXIMUM RATE
11	30.19	33.38
10	31.26	34.51
9	32.74	36.00
8	34.39	37.52
7	36.06	39.28
6	37.88	41.05
5	39.79	42.94
4	41.80	45.04
3	43.94	47.15
2	46.35	49.57
1	48.86	52.00
0	51.55	54.73

SCHEDULE D1

Effective February 15, 2021

Wage scale for new employees hired into the bargaining unit
after July 1, 2017.

LABOR GRADE	MINIMUM RATE	MAXIMUM RATE
11	22.72	25.12
10	23.55	25.95
9	24.65	27.08
8	25.87	28.22
7	27.12	29.55
6	28.50	30.86
5	29.92	32.29
4	31.44	33.87
3	33.03	35.45
2	34.86	37.26
1	36.74	39.07
0	38.74	41.13

SCHEDULE E

Effective February 21, 2022

LABOR GRADE	MINIMUM RATE	MAXIMUM RATE
11	31.10	34.38
10	32.20	35.55
9	33.72	37.08
8	35.42	38.65
7	37.14	40.46
6	39.02	42.28
5	40.98	44.23
4	43.05	46.39
3	45.26	48.56
2	47.74	51.06
1	50.33	53.56
0	53.10	56.37

SCHEDULE E1

Effective February 21, 2022

Wage scale for new employees hired into the bargaining unit
after July 1, 2017.

LABOR GRADE	MINIMUM RATE	MAXIMUM RATE
11	23.40	25.87
10	24.26	26.73
9	25.39	27.89
8	26.65	29.07
7	27.93	30.44
6	29.36	31.79
5	30.82	33.26
4	32.38	34.89
3	34.02	36.51
2	35.91	38.38
1	37.84	40.24
0	39.90	42.36

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 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 December 4, 2017 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 \$500 increments, into the Savings Plan and/or Health Savings Account (HSA) no later than December 18, 2017.
- (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 election will be paid a ratification bonus of \$2,500 (gross) no later than January 25, 2018.

Effective February 15, 2021

Employees who are both on the payroll of the Company and are covered by this Agreement as of February 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 \$500 increments, into the Savings Plan and/or Health Savings Account (HSA) no later than March 8, 2021.
- (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 election will be paid a ratification bonus of \$2,500 (gross) no later than March 25, 2021.

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

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



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 overtime records.

It is agreed overtime will be recorded on a standard form provided by the Company. A sample form to be used is attached. It is further agreed that the Company will post in each overtime area a copy of the form showing overtime hours charged to employees in each overtime area.

During the life of the Agreement the Company and the Union will meet to review alternative methods of recording overtime such as electronic or online systems or any other methods in keeping with technological advancements.

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

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

GUIDELINES FOR OVERTIME

- (1) All overtime worked will be charged in terms of hours paid, (i.e. five (5) hours time and one-half equals seven and one-half (7.5) hours charged, five (5) hours double time equals ten (10) hours charged).
- (2) All overtime refused will be charged in terms of hours which would have been paid if the employee had 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 within the respective overtime area.
- (6) At the start of each year, overtime records among employees within the same job code and jurisdiction of their respective supervisors, within the overtime area, 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, within the respective overtime area, 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, within the respective overtime area, or all other employees in his/her job code under the supervisor's jurisdiction, within the respective overtime area, have been offered the overtime hours.

- (12) An absent employee will be credited with an average amount of overtime after all other employees assigned to his/her job code and supervisor, within the respective overtime area, 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 single vacation days or an entire week of vacation (i.e., Monday through Friday) will not be charged for overtime during such absence. An employee absent for single or multiple vacation days will be charged for weekend overtime when all other employees in his/her job code under the supervisor's jurisdiction, within the respective overtime area, have been charged for such overtime.
- (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 for the first twenty-one (21) calendar days 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 of the group each day until he/she returns to the group. It is further agreed that the Company will post overtime hours of employees on loan into the overtime area on the same overtime sheet.
- (16) All overtime offered while an employee is on travel status for the first twenty-one (21) calendar days 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 of the group each day until he/she returns to the group.
- (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) The parties recognize that overtime areas which currently exist shall be continued in effect during the term of this Agreement.
- In the event the need arises for the creation of new overtime areas, such new overtime areas will be mutually agreed upon by the Company and the Union.
- (20) 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, within the respective overtime area, have been offered the overtime.

- (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 following week.
- (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 7.16.
- (23)** Overtime shall be offered in accordance with Article 7.18 to employees regularly assigned to the overtime area prior to overtime being offered to an employee on loan to that overtime area.

The following explanation is given regarding the various keys which are located on the top of the form to be used for the recording of overtime.

- (a) **V – Vacation** – To be used whenever an employee is on vacation.
- (b) **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.
- (c) **S – Scheduled, Did Not Report** – This key 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.
- (d) **R – Offered, But Refused** – This key 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.
- (e) **I – Ill Or Otherwise Unavailable** – This key should be used for an employee, who on the day overtime was scheduled, was absent because of illness or was otherwise unavailable. This code can only be used if all other employees in the group (i.e., job code and labor grade under the jurisdiction of the supervisor, within the respective overtime area,) have been offered overtime.
- (f) **NQ – Not Qualified** – This key 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.
- (g) **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 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 the group health, dental, life and disability insurance plans.

Effective January 1, 2018:

(a) Effective December 4, 2017 continue the group health, dental, life and disability insurance plans, unchanged, through December 31, 2017.

(b) 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
\$25.00 and under	\$93,000	\$560	\$1,685.16
\$25.01 – \$26.00	\$96,000	\$570	\$1,739.52
\$26.01 – \$27.00	\$99,000	\$580	\$1,793.88
\$27.01 – \$28.00	\$102,000	\$590	\$1,848.24
\$28.01 – \$29.00	\$105,000	\$600	\$1,902.60
\$29.01 – \$30.00	\$108,000	\$610	\$1,956.96
\$30.01 – \$31.00	\$111,000	\$620	\$2,011.32
\$31.01 – \$32.00	\$114,000	\$630	\$2,065.68
\$32.01 and above	\$117,000	\$640	\$2,120.04

(c) 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).

(d) Continue to provide Accidental Death and Dismemberment to the improved levels in (b) 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

(e) 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 the employee's weekly paycheck. Benefit ceases after retirement (age 65).

(f) 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 10, for a total of \$150,000 of OS LI insurance coverage. This additional coverage will continue to be offered in increments of \$5,000 at a cost of \$2.10 per \$5,000 unit per month. Employees may carry the additional OS LI until such time as they are no longer assigned to Flight Operations. Benefit ceases after retirement (age 65).

(g) 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.

(h) Increase the survivor income insurance Part I (Transition) monthly payment from \$315 to \$340 per month and raise the payment for Part II (Bridge) from \$315 to \$340 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.

(i) Continue to offer a medical flexible spending account to allow employees to place up to the IRS limit per year of pretax funds in an account to pay for out-of-pocket medical and dental expenses. 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, when prescribed by a physician that are used to alleviate or treat personal injuries or sickness. 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. Instead of December 31, you now 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.

(j) Continue to offer a dependent care flexible spending account to allow employees to place up to the IRS limit per year of pretax funds in an account to pay for out-of-pocket dependent care expenses for children and adult/elder dependents. If married, the spouse must be working and must be filing a joint tax return. 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.

(k) Employees may select the option of no medical coverage, one of the Company provided plans or an HMO. One benefit resulting from the selection of no medical coverage is to avoid the base level contributions normally required to participate in a Company supported medical plan (Company provided medical plan or an HMO). In addition, an employee electing not to be covered under the Company's group health plan shall receive a fifty dollar (\$50) per month payment, less applicable federal, state and local taxes, in lieu of such coverage. Employees will receive eleven dollars and fifty-four

cents (\$11.54) pre-tax, per week. Effective January 1, 2019 an employee electing not to be covered under the Company's group health plan shall receive a sixty-two dollar and fifty cent (\$62.50) per month payment, less applicable federal, state and local taxes, in lieu of such coverage. Employees will receive fourteen dollars and forty-two cents (\$14.42) pre-tax, per week. 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 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.

Effective December 4, 2017 – December 31, 2017

Employees will pay the following pre-tax contributions toward the Company provided medical coverage (HMOs are treated separately in Letter 5; Allegiant Rx is addressed in Letter 4).

		Weekly				
		Option	Ee	E+S	E+C	E+F
Medical	BYO 1		\$33.50	\$84.10	\$64.00	\$116.00
	BYO 2		\$26.40	\$67.40	\$51.00	\$93.30
	HDHP 1		\$15.60	\$46.00	\$35.20	\$67.60
	HDHP 2		\$8.40	\$22.40	\$17.80	\$40.20
	HDHP 3		\$0.00	\$9.90	\$7.90	\$17.90

Effective January 1, 2018

Employees will pay the following pre-tax contributions toward the Company provided medical coverage (HMOs are treated separately in Letter 5; Allegiant Rx is addressed in Letter 4).

	Weekly				
	Option	Ee	E+S	E+C	E+F
Medical	BYO 1	\$35.40	\$89.50	\$67.80	\$123.60
	BYO 2	\$28.30	\$72.80	\$54.80	\$100.90
	HDHP 1	\$16.60	\$49.20	\$37.90	\$73.40
	HDHP 2	\$9.50	\$25.60	\$20.40	\$46.00
	HDHP 3	\$0.00	\$11.20	\$8.90	\$20.20

Effective January 1, 2019

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

Plan	Employee Contribution	Company Contribution
BYO 1&2	20%	80%
HDHP 1	13%	87%
HDHP 2	10%	90%
HDHP 3	5%	95%
Connecticare	Employee contributions will continue to be determined each year as outlined in Letter 5.	

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.

New hires that do not elect a medical plan will be defaulted into individual coverage HDHP 1.

New employees hired on or after January 1, 2023 will only be eligible to enroll into one of the High Deductible Health Plans.

The network service area is defined by zip codes. If employees reside in FL, they will have the option of choosing Cigna or Aetna as their medical plan vendor. New and

existing FL employees that fail to make an election will default to Cigna based on the logic above. If an employee's zip code for their official address on file with the Company is not in a zip code defined as being in the Company medical plan service area, they will be "out-of-area" and will be eligible for the "out-of-area" medical plan. The service areas will change yearly at open enrollment but will not be changed during the year even if the network "grows" into new zip code areas.

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.

Plan Provisions – Effective January 1, 2018:
R&C = Reasonable and Customary
PCP = Primary Care Physician

Two BYO Medical Options

In Network

Build Your Own (BYO)

Your Medical Deductible, Coinsurance and Out of Pocket Maximums		
	Option 1	Option 2
Annual Deductible (Individual / Employee +1 / Family)		
In-Network	\$450/\$900/\$1,125	\$900/\$1,800/ \$2,250
Coinsurance (Plan Pays / You Pay)		
In-Network	80% / 20%	80% / 20%
Annual Out of Pocket Maximum (Excludes deductible and out of network costs above R&C) (Individual / Employee +1 / Family) Limit on amount of coinsurance you pay		
In-Network	\$2,700/\$5,400/ \$6,750	\$3,150/\$6,300/ \$8,000

Out of Network

Build Your Own (BYO)

Your Medical Deductible, Coinsurance and Out of Pocket Maximums		
	Option 1	Option 2
Annual Deductible (Individual / Employee +1 / Family)		
Out-of-Network	\$2,000/\$4,000/ \$5,000	\$4,000/\$8,000/ \$10,000
Coinsurance (Plan Pays / You Pay)		
Out-of-Network	60% / 40%	60% / 40%
Annual Out of Pocket Maximum (Excludes deductible and out of network costs above R&C) (Individual / Employee +1 / Family) Limit on amount of coinsurance you pay		
Out-of-Network	\$10,000/\$16,000/ \$24,000	\$10,750/\$16,500/ \$24,500

Services listed below are for all options (Option 1 – Option 2).
Deductibles, co-insurance, and out of pocket limits below are specific to Option 1 Medical.
Please refer to table above for deductibles, co-insurance, and out of pocket limits for Option 2

Build Your Own (BYO)

Service	CIGNA/Anthem/Aetna (In Area)		CIGNA Medical (Out-of-Area)
	In-Network	Out-of-Network	All Providers
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
Deductible*	\$450/\$900/\$1,125	\$2,000/\$4,000/\$5,000	\$450/\$900/\$1,125
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
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

* Deductible and Out-Of-Pocket limits stay at “employee only”, “employee plus one dependent” and “employee plus family.”

Service	CIGNA/Anthem/Aetna (In Area)		CIGNA Medical (Out-of Area)
	In-Network	Out-of-Network	All Providers
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.
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

Service	CIGNA/Anthem/Aetna (In Area)		CIGNA Medical (Out-of Area)
	In-Network	Out-of-Network	All Providers
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/ve stibular rehabilitation	Co-insurance applied to negotiated rates (after deductible). Pre-certification required for cardiac/pulmonary/ve stibular rehabilitation	Co-insurance applied to R&C (after deductible). Pre-certification required for cardiac/pulmonary/ve stibular rehabilitation	Co-insurance applied to R&C (after deductible). Pre-certification required for cardiac/pulmonary/ve stibular rehabilitation

Service	CIGNA/Anthem/Aetna (In Area)		CIGNA Medical (Out-of Area)
	In-Network	Out-of-Network	All Providers
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.
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.

Service	CIGNA/Anthem/Aetna (In Area)		CIGNA Medical (Out-of Area)
	In-Network	Out-of-Network	All Providers
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

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.

HDHP effective January 1, 2018

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	\$1,350 / \$ 2,700	\$2,000 / \$4,000	\$3,000 / \$6,000
Out-of-Network	\$5,200 / \$10,400	\$7,250 / \$14,500	\$9,000 / \$18,000
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	\$2,700 / \$6,000	\$4,000 / \$8,400	\$6,000 / \$12,400
Out-of-Network	\$10,400 / \$21,700	\$14,500 / \$29,500	\$18,000 / \$36,000
<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.

*Subject to IRS regulations

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

(2) Out-of-pocket excludes deductible

If you are enrolled in the High Deductible Health Plan, you are eligible to open a Health Savings Account (HSA). 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.

- HSA contribution limits 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 an HSA 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 women
- Immunizations
- And more, depending on your preventive care needs, as determined by your health care provider

Prescription drugs are included in the medical coverage

- 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
- You will benefit from discounts that your health plan vendor has in place for prescription drug purchases
- Mail order is available for prescription drugs through the HSA with High Deductible Health Plan

VISION BENEFITS: Current vision benefits remain in effect and will be provided through Davis Vision. 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

¹/1 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 (PALs)	\$50
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 and dental 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-gender Domestic Partner through December 31, 2018.
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, temporomandibular 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 the following pre-tax contributions toward the Company provided dental coverage per the following:

Dental Weekly Contributions

Effective	Ee	E+S	E+C	E+F
January 2017	\$3.81	\$8.31	\$9.52	\$14.02
January 2018	\$3.96	\$8.67	\$10.10	\$14.81

Effective January 1, 2019, 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	
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.

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

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 4

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 one of the Build Your Own (BYO) medical options or High Deductible Health Plan (HDHP) with Health Savings Account (HSA) options. Employees (and dependents) electing no medical coverage (opt out) or Connecticare 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.

2017	\$73.01	per life per month
2018	\$85.80	per life per month
2019	\$92.67	per life per month
2020	\$100.08	per life per month
2021	\$108.09	per life per month
2022	\$116.73	per life per month
2023	\$126.07	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.

In the event the Fund is later terminated or the vendors are unable to administer the plan appropriately, the delivery of the prescription drug benefits will revert to the CVS/Caremark administered pharmacy program applicable to other HBU's negotiated in 2017 and generally described below:

BYO	Option 1	Option 2
RETAIL Coinsurance (up to 30 days at participating pharmacy)	80%/20%	65%/35%
Generic	80%/20% Subject to \$8 minimum and \$16 maximum	65%/35% Subject to \$12 minimum and \$24 maximum
Preferred Brand	80%/20% Subject to \$24 minimum and \$63 maximum	65%/35% Subject to \$33 minimum and \$85 maximum
Non-Preferred Brand	80%/20% Subject to \$43 minimum and \$135 maximum	65%/35% Subject to \$58 minimum and \$165 maximum
MAIL ORDER Coinsurance (up to 90 day supply)	80%/20%	65%/35%
Generic	80%/20% Subject to \$15 minimum and \$40 maximum	65%/35% Subject to \$24 minimum and \$75 maximum
Preferred Brand	80%/20% Subject to \$61 minimum and \$160 maximum	65%/35% Subject to \$83 minimum and \$250 maximum
Non-Preferred Brand	80%/20% Subject to \$111 minimum and \$338 maximum	65%/35% Subject to \$157 minimum and \$450 maximum

HDHP – CVS/Caremark provides pharmacy network and benefit, deductible and coinsurance applies unless otherwise indicated.

Employee contributions that would apply in the event the Fund is terminated are outlined below:

2017 Employee Weekly Contributions

	Option	EE only	EE+SP	EE+CH	EE+Family
BYO Medical	1	\$33.50	\$84.10	\$64.00	\$116.00
	2	\$26.40	\$67.40	\$51.00	\$93.30
BYO Rx	1	\$7.20	\$16.70	\$13.40	\$23.80
	2	\$1.60	\$8.10	\$6.10	\$13.10
BYO (1+1)	Total	\$40.70	\$100.80	\$77.40	\$139.80
HDHP	1	\$18.45	\$54.05	\$41.30	\$79.55
	2	\$9.80	\$26.30	\$21.00	\$47.30
	3	\$-	\$10.30	\$7.80	\$18.10

2018 Employee Weekly Contributions

	Option	EE only	EE+SP	EE+CH	EE+Family
BYO Medical	1	\$35.40	\$89.50	\$67.80	\$123.60
	2	\$28.30	\$72.80	\$54.80	\$100.90
BYO Rx	1	\$7.60	\$17.75	\$14.20	\$25.40
	2	\$2.00	\$9.15	\$6.90	\$14.70
BYO (1+1)	Total	\$43.00	\$107.25	\$82.00	\$149.00
HDHP	1	\$19.70	\$57.80	\$44.40	\$86.40
	2	\$11.05	\$30.05	\$24.10	\$54.15
	3	\$-	\$11.40	\$8.60	\$19.90

Effective January 1, 2019

Employee contributions that would apply in the event the Fund is terminated will be recalculated based on the new plan costs to include a replacement Rx cost consistent with the contribution costs as outlined in Letter 3.

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

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



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 Sikorsky Teamsters Local No. 1150 of the International Brotherhood of Teamsters, concerning Health Maintenance Organizations (HMO).

The Company and the Union have agreed that – notwithstanding the provisions of Article XII – any employee covered by the Agreement may elect to enroll in the HMO which, as of December 4, 2017 or during the life of this Agreement, the Company has accepted, and who services the area in which the employee resides, provided:

(a) Except to the extent required by law, nothing herein shall be construed to require the Company to accept any HMO, or any particular HMO. Further, to the extent permitted by law, if the Company has accepted, or accepts in the future, any HMO or any particular HMO, nothing herein shall be construed to require the Company to continue, extend or renew such HMO nor to accept in the future any further notice from such HMO and the Company reserves the right in its sole discretion to cancel any such HMO.

(b) Contributions for HMOs will be determined annually as follows:

The contribution level for all qualified HMOs will be equal to the Company sponsored plan contribution level for BYO medical option 1 + Pharmacy Option 1, plus the third-party valuation of any benefit differential between the HMO and the Company sponsored plan, based upon differences in the actual usage and claims experience, plus any incremental administrative charges over the level of the administrative charges for the Company sponsored plan plus any other additional costs associated with any legislative or regulatory obligations such as any excise taxes or penalties imposed on the HMO.

(c) Effective January 1, 2018, employees will pay the minimum weekly pre-tax contributions as outlined in the table below toward HMO provided health care coverage.

Effective January 1, 2019 through December 31, 2023, the minimum weekly contribution for the HMOs will not be less than the BYO premiums as outlined in Letter 3.

Effective January 1, 2018:

	Weekly				
	Option	Ee	E+S	E+C	E+F
Medical	1	\$35.40	\$89.50	\$67.80	\$123.60
Rx	1	\$7.60	\$17.75	\$14.20	\$25.40
Total	(1+1)	\$43.00	\$107.25	\$82.00	\$149.00

(d) New employees hired on or after January 1, 2023 will not be eligible to elect the HMO and will only be eligible to enroll into one of the High Deductible Health Plans.

(e) If any employee's wages are insufficient to collect the required contributions, to include those referenced in paragraph (b), the uncollected contributions will be accumulated and an extra weeks' contributions will be deducted from future wages until they have been fully collected.

(f) There will be an open enrollment period once each year at which time eligible employees will be allowed a choice of the Company health benefits programs or a qualified HMO that has been accepted by the Company and that the Company, in its sole discretion, chooses to make available to employees. With the exception of certain employee life status changes, once an election has been made or the open enrollment period has expired, no change may be made until the next open enrollment period.

An open enrollment period will be scheduled during the fourth quarter of each year during which employees may choose either a Company sponsored plan, or a qualified HMO. Elections will become effective January 1 of each new plan year.

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

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**


ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**


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 the Pension Plan referred to in Article XII. This Letter applies only to those employees hired prior to July 1, 2017.

Effective January 2, 2018:

Final average earnings will be based on the five (5) highest paid years out of the last ten (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 XI, 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 January 2, 2018:

Final Average Earnings	Monthly Pension Per Year of Credited Service
Under \$50,000	\$80
\$50,000 – \$51,999	\$81
\$52,000 - \$53,999	\$82
\$54,000 – \$55,999	\$83
\$56,000 and over	\$84

Effective March 1, 2021:

Final Average Earnings	Monthly Pension Per Year of Credited Service
Under \$52,000	\$84
\$52,000 – \$53,999	\$85
\$54,000 – \$55,999	\$86
\$56,000 – \$57,999	\$87
\$58,000 and over	\$88

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

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 7

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 the Cash Balance Pension Plan (CBP) for represented employees.

The Company will continue the CBP which provides a future service supplement to the monthly pension described in Letter 6, as follows:

- (1) A CBP will be maintained for each active employee who is a participant in the pension plan described in Letter 6.
- (2) Effective January 2, 2018, the Company will credit each CBP with one dollar and fifty cents (\$1.50) per hour for forty (40) hours per week while the employee remains on the Company payroll, not to exceed two-thousand eighty (2,080) hours annually.
- (3) The amounts credited to each CBP will accrue interest credited monthly at a rate determined annually in advance based on published ten (10) year Treasury Bill yields. Effective January 2, 2018, new credits to each CBP will accrue interest credited monthly at a rate determined annually in advance based on published thirty (30) year Treasury Bill yields, but will not fall below the Plan's minimum interest rate of 3.8% during the life of this agreement.
- (4) The amount accrued in a CBP will be available as either a lump sum or an equivalent annuity (annuity determined using IRS guidelines) regardless of age at any time after termination, retirement or death (for beneficiary).
- (5) The CBP will continue to earn interest until withdrawn as a lump sum or the commencement of the annuity.
- (6) Details regarding the CBP can be found in the booklet entitled Your Retirement Plan for Certain Represented Employees of Sikorsky, a Lockheed Martin Company whose terms govern over the general description contained herein.

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

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



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 Lockheed Martin Corporation Hourly Employee Savings Plan Plus.

On January 1, 2018, the maximum matched contribution will be increased to eighty-two dollars (\$82) per week. On January 1, 2019, the maximum matched contribution will be increased to eighty-four dollars (\$84) per week. On January 1, 2020, the maximum matched contribution will be increased to eighty-six dollars (\$86) per week. On January 1, 2021, the maximum matched contribution will be increased to eighty-eight dollars (\$88) per week. On January 1, 2022, the maximum matched contribution will be increased to ninety dollars (\$90) per week and on January 1, 2023 the maximum matched contribution will be increased to ninety-two dollars (\$92) per week. The Company matching contributions will be 50% of employee contributions up to the maximum allowable matched contribution per week.

On January 1, 2018, the maximum unmatched contribution will be increased to three hundred twenty five dollars (\$325) per week.

Effective January 1, 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 or Individual COLA 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 Lockheed Martin

Corporation Hourly Employee Savings Plan Plus, 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 \$5,000 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 Lockheed Martin Corporation Hourly Employee Savings Plan Plus. 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. The savings plan balance will include the COLA funds as part of the total amount available for a loan. 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.

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 provide their LM identification number. The use of this PIN and LM identification number 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.

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

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 9

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 continuation of Individual COLA Accounts funded by the deferral of cost of living allowances (COLA) to assist in offsetting future retirement health care costs.

Effective December 4, 2017:

(a) Individual COLA Accounts may be continued for the accumulation of funds to help offset medical costs for retirees.

(b) Employees may continue to elect the deferral of their entire cost of living allowance (COLA), provided for in Section 7.6, into the Individual COLA Account. (See paragraph (c) below.)

(c) For the duration of this Agreement, all deferments to the Individual COLA Account will include COLA accumulated from the prior contract (twenty-eight cents (\$0.28)) plus new COLA as it accrues over the life of the current contract.

(d) Such election shall be made on an all-or-nothing basis and will NOT be matched by the Company.

(e) A special open enrollment period shall be held from December 4, 2017, through December 18, 2017, for employees to make their election for the first contract year.

Employees currently enrolled must notify the Company by December 18, 2017, of their desire to discontinue the COLA deferral, otherwise they will remain enrolled in the program. Deductions for those employees who are currently participating who elect to discontinue such COLA deferral during the special enrollment period shall cease the first pay period following December 18, 2017.

Employees not currently enrolled in the program must notify the Company by December 18, 2017, of their desire to participate. Deductions for those employees not currently participating who elect to participate during the special enrollment period shall commence in the first pay period following December 18, 2017.

(f) Elections as a result of the enrollment period described in paragraph (e) above shall remain in effect until February 18, 2019, the first anniversary date of the current labor Agreement. Once a year thereafter, immediately prior to the anniversary date of the labor Agreement, employees will have an opportunity to elect or discontinue deferral of their COLA into the Individual COLA Account.

(g) In no event shall deferment of COLA continue beyond the expiration of this labor Agreement.

(h) All COLA contributions will be invested into the Lockheed Martin Corporation Hourly Employee Savings Plan Plus (HSP) and will be allocated to the employee's current investment option(s). If an employee is not currently participating in the HSP, COLA contributions will default to the Target Date Fund corresponding to the year beginning on the date closest to the employee's 65th birthday.

(i) Contributions into the Individual COLA Account will be made on a before-tax basis in accordance with Section 401(k) of the Internal Revenue Code. Once an individual 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 Individual COLA Account will roll over into an after-tax 401(a) account.

(j) Employees are always 100 percent vested in their contributions to the Individual COLA Account.

(k) Effective July 1, 2006 the COLA account will be included in the Lockheed Martin Corporation Hourly Employee Savings Plan Plus hierarchy of funds available for loans and in-service withdrawals. This will allow participants to include the COLA funds in the calculations when requesting a loan or in-service withdrawal from the savings plan. All other plan rules apply.

(l) Upon retirement or termination of employment, payout options for the Individual COLA Account are the same as for the Savings Plan.

(m) Eligibility to defer COLA into the Individual COLA Account is based on an employee being active on the payroll as of the effective date of Individual COLA Account election. Effective dates of election are:

December 18, 2017
February 18, 2019
February 17, 2020
February 15, 2021
February 21, 2022

An employee's eligibility to join the Lockheed Martin Corporation Hourly Employee Savings Plan Plus, other than for the Individual COLA Account, requires completion of a minimum of one year continuous service.

(n) At retirement or termination of employment, employees may leave their funds in the Individual COLA Account if the combined total of vested Savings Plan and COLA funds is at least \$5,000.

If an employee makes a withdrawal of any funds from the Savings Plan which requires a suspension from the Savings Plan, elected contributions to the Individual COLA Account will also stop as a result of the Savings Plan suspension.

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

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 10

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 additional Accidental Death and Optional Supplementary Life Insurance coverage as it pertains to employees assigned to the Company's Flight Operations.

The parties agree 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 3, Section (f), for a total of \$150,000 of optional insurance coverage. This additional coverage will continue to be offered in increments of \$5,000 at a cost of \$2.10 per \$5,000 units per month. Employees may carry the additional OSLI until such time as they are no longer assigned to Flight Operations.

Additionally, employees assigned to Flight Operations either permanently or on assignment, who are engaged in the movement, test, or flight of a powered aircraft, or any represented employee not necessarily engaged in the movement, test or flight of a powered aircraft but as a result of being involved in a Flight Operations accident, will be provided with additional accidental death and dismemberment insurance equal to a total of two times the schedule for AD&D as provided for in Letter 3, Section (d) in the event the covered employee dies or is dismembered while carrying out his/her duties.

The following table shows amounts of coverage for the following hourly base rate ranges effective January 1, 2018:

Base Rate Wage Class	Basic Life	AD&D	Flt. Ops. Additional AD&D	Flight Ops. Additional Accident Death Benefit	Flight Ops. OSLI Option
\$25.00 and Under	\$93,000	\$93,000	\$93,000	\$200,000	\$5,000 to \$150,000
\$25.01 – \$26.00	\$96,000	\$96,000	\$96,000	\$200,000	\$5,000 to \$150,000
\$26.01 – \$27.00	\$99,000	\$99,000	\$99,000	\$200,000	\$5,000 to \$150,000
\$27.01 – \$28.00	\$102,000	\$102,000	\$102,000	\$200,000	\$5,000 to \$150,000
\$28.01 – \$29.00	\$105,000	\$105,000	\$105,000	\$200,000	\$5,000 to \$150,000
\$29.01 – \$30.00	\$108,000	\$108,000	\$108,000	\$200,000	\$5,000 to \$150,000
\$30.01 – \$31.00	\$111,000	\$111,000	\$111,000	\$200,000	\$5,000 to \$150,000
\$31.01 – \$32.00	\$114,000	\$114,000	\$114,000	\$200,000	\$5,000 to \$150,000
\$32.01 and above	\$117,000	\$117,000	\$117,000	\$200,000	\$5,000 to \$150,000

Plus \$340 a month to your eligible survivors from survivor income benefits.

If your base rate changes enough to qualify you for a different amount of coverage, these amounts will become effective on your first day of active work on or after the day your hourly base rate changes.

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

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 11

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 Individual Medical Account (IMA).

- (a) Implement the Individual Medical Account for the accumulation of funds to help offset medical costs for retirees.
- (b) Beginning January 1, 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.

<u>Age Category</u>	<u>Additional Matched Contribution Per Week</u>
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 Lockheed Martin Corporation Hourly Employee Savings Plan Plus (HSP) and will be allocated to the employee's current investment option(s). If an employee is not currently participating in the HSP, IMA contributions will default to the Target Date Fund corresponding to the year beginning on the date closest to the employee's 65th birthday.
- (f) No in-service withdrawals are permitted.
- (g) No loans are permitted.
- (h) Employees are immediately vested in Company contributions in the Savings Plan with immediate eligibility to participate 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.

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 12

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 assignment of an hourly coordinator for hourly employee benefits.

The Company agrees that it will select and assign an hourly employee to act as a coordinator for hourly benefit issues. The intent of this position is to provide hourly employees with an additional point of contact with the responsibility of investigating and helping to resolve hourly benefit questions as raised by the employees.

In the instance where the hourly coordinator for hourly employee benefits will be leaving the position, one (1) transition coordinator position will be created by the Union and shall be subject to the approval of the Company. The purpose of the transition coordinator position is to backfill the current hourly coordinator for hourly employee benefits position.

This position will receive support and training from the Company's Benefit Administrator.

The Company maintains the sole right in terms of assigning the selected hourly employee to this position. The Company agrees to notify the Union Secretary-Treasurer of the selection prior to any such assignment or changes.

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

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 13

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 National Health Insurance.

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 recognized the Plan should not duplicate the benefits of a national health insurance program.

It is further agreed 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.

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

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 14

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 Special Hire Rates.

For each new bargaining unit employee hired during the life of this Agreement, the base wage rate may be set at one dollar (\$1.00) per hour less than the minimum rate for the employee's labor grade, for the duration of the 90-day probationary period. At the end of the probationary period, the employee's base wage rate shall be increased to the minimum rate.

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

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 15

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 one-time wage adder.

The Company shall pay an annual wage adder to each employee classified in the following positions as of December 4, 2017:

1600Y	Working Leader - Production Service Hangar	\$1,400.00
1610Y	Working Leader - Experimental Service Hangar	\$1,400.00
1614Y	Crew Chief A - VH	\$3,700.00
2318Y	Electronic Flight Systems Technician A - VH	\$3,700.00
2320Y	Working Leader - Electronic Flight Systems Servicing	\$1,400.00
5204Y	Flight Inspector - DMIR	\$1,400.00
5217Y	Flight Inspector - VH	\$3,700.00
5220Y	Working Leader - Hangar/Flight Line Inspection	\$1,400.00
5230Y	Working Leader - Final Assembly Inspection - VH - DAR	\$5,200.00
1615Y	Working Leader - Production Service Hangar - VH	\$5,200.00
5218Y	Flight Inspector - DMIR - VH	\$5,100.00
2322Y	Working Leader - Electronic Flight Systems Servicing - VH	\$5,200.00
5011	Working Leader - CMM Specialist - ODAR DAR-ODA-DMIR	\$3,700.00
5014	Inspector Parts & Layout - ODAR DAR-ODA-DMIR	\$3,700.00
5035	Working Leader - Gear Room Inspector - DAR-ODA-DMIR	\$3,700.00
5313	Sr. Composites Inspector - DAR - VH DAR-ODA-DMIR	\$3,700.00

Employees in the listed job classifications will receive their one-time wage adder no later than the 1st pay period of December of each year.

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

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 16

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 suffer from Substance Abuse Disorders and/or personal and emotional problems to seek help from the Employee Assistance Program (EAP) and undergo a coordinated program directed to their rehabilitation and to help improve their overall quality of life. 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, two (2) full-time Union EAP Coordinators for Connecticut will be appointed by the Union and shall be subject to approval by the Company. The selected employees will serve as the bargaining unit coordinators for EAP services and will be paid his/her regular hourly base rate, plus cost of living allowance, when applicable, 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 further agreed that during the life of this agreement, the position of one (1) Union EAP Coordinator will be appointed by the Union for the West Palm Beach (WPB) facilities and shall be subject to approval of the Company. The selected employee will serve as the bargaining unit coordinator for EAP services for the Development Flight Center facility and the Florida Assembly Flight Operations (FAFO) facility located in West Palm Beach. An EAP transition position will be created in the instance where a current coordinator will be leaving the position. The purpose of this transition EAP position is to backfill the current Union EAP Coordinator position. Once this transition occurs, the transition EAP position shall not be replaced and no new employees will be appointed to this position. The transition EAP shall receive pay for such time at his/her regular base hourly wage rate plus cost of living allowance when applicable, including shift premium, if any, but excluding all other premiums and overtime allowances.

The parties agree that in order to advance the goals of this program, there will be regularly scheduled meetings between all Union EAP Coordinators and transition EAP. The WPB Union EAP Coordinator and transition EAP, who must absent himself/herself from work for such attendance, will be paid at his/her regular hourly rate, plus COLA and shift premium, if any, up to four (4) hours per month.

The WPB Union EAP Coordinator and transition EAP 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.

All Union EAP personnel will be required to attend 40 hours of EAP training through the Labor Assistance Professionals Association, and attend the newly required EAP on-line prep course through The International Employee Assistance Professional Association, at the Company's expense. In addition, all Union EAP Coordinators and transition EAP 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 COLA and shift premium, if any, during the training periods.

It is anticipated the Union EAP Coordinators 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 Union EAP Coordinators and transition EAP 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 Coordinators who are moving towards or have achieved National Certified Addiction Counselor I NCACI certification or above, will annually be afforded the opportunity to attend one (1) National Association of Alcohol and Drug Addictions Counselors (NAADAC) approved addictions related conference to achieve and/or maintain this designation. 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 (1) five (5) year term for the Union EAP Coordinators. The term shall run from December 4, 2017 through February 19, 2023. The Company and the Union agree to continue to utilize the services of the current Union EAP Coordinators for the term of this agreement and that such employees will be provided an office within the Stratford and WPB facilities. In addition, all Coordinators will each maintain an office at Union Hall.

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 Union EAP Coordinator(s) become unable to fulfill the responsibilities of the position, the employee(s) 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.

In the event that the Union EAP Coordinator(s) hold a valid Certified Employee Assistance

Professional (CEAP) certificate and/or valid Labor Assistance Professional Certified (LAPC) certificate, such Coordinator(s) 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.

As employees of Sikorsky, a Lockheed Martin Company, all Union EAP Coordinators and the transition EAP 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.

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 17

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 severance pay for laid off employees.

In case of an indefinite layoff for lack of work occurring between December 4, 2017 and February 19, 2023, employees, as defined in Section 2.1, who are eligible will be paid severance pay allowances in accordance with the following terms and conditions:

- (1) To be eligible for any severance pay allowance, an employee must have at least 90 days seniority as of the day preceding the layoff.
- (2) Severance pay allowance will be equal to forty (40) times the employee's base hourly wage including cost of living allowance when applicable (excluding any shift or other premium pay), which the employee was paid for the last day of work preceding the layoff.
- (3) 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.
- (4) 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

- (5) No employee, however, shall be paid a severance pay allowance for any week following the date the employee is recalled to work from layoff.
- (6) No employee shall be paid the severance pay allowance more than once during the period from December 4, 2017 through February 19, 2023; provided, however, if the total severance pay allowance to which the employee was entitled under (4) 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.

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.

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

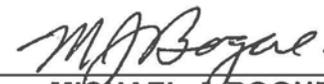
Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 18

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.

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 19

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; 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 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.

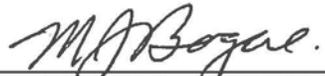
Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



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.

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



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 travel status.

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 established by 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.

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

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 22

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 Special Access Programs Bonus Payments.

When an employee is required to obtain and maintain a Special Access Program government security clearance as a qualification for working on a particular aircraft program or in a particular location that requires such special clearance, that employee shall be paid a Special Access Programs Bonus payment. Such payment will be a lump sum payment totaling six hundred twenty-five dollars (\$625) grossed up, paid upon receipt of such Special Access Program government security clearance and again upon the renewal of said clearance by the employee. The payment will be made only if the employee is actually assigned to a particular aircraft program or is required to work in a particular location for which the clearance is required.

Employees eligible for the Special Access Programs Bonus payment are those who hold a Special Access Program government security clearance and are assigned to a particular aircraft program or is required to work in a particular location for which the clearance is required.

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

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 23

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 Company's drug and alcohol policy and applicable Federal and State Laws.

Both the Company and the Union recognize the danger of illegal or unauthorized substance and alcohol abuse to our employees, our customers and our product. Therefore, in our continuing commitment to maintain a substance free workplace it is agreed any employee who sells illegal substances on or off Company premises shall be discharged. As with all discharge cases, it must be "supported by substantial evidence on the record as a whole." It is also agreed any employees in possession or use of any illegal substances or alcohol on Company time or property, will incur a five (5) day suspension. In addition, the employee shall be referred to the Employee Assistance Program (EAP) for counseling. The employee must schedule the appointment with and see the EAP during the five (5) day suspension period. Failure to accept and comply with EAP's recommendations shall result in the employee's discharge. Additionally, if an employee is in possession of an illegal substance or alcohol on Company time or premises a second time and/or declared unfit for duty within 30 months of the first issuance of a suspension for unfitness, he/she shall be discharged.

The Company will continue a random drug and alcohol testing program for those employees in covered positions in the Department of Transportation, Federal Aviation Administration (FAA), the Federal Motor Carriers Safety Administration (FMCSA), and state Department of Transportation. Testing of employees shall be administered under applicable DOT regulations.

In the event of a positive drug or alcohol test for any employee, such findings shall be reviewed with the employee by the Medical Review Officer (MRO) per the Company's prevailing FAA/FMCSA Drug and Alcohol Testing Programs. On the first occasion, the employee will be referred to a Substance Abuse Professional (SAP) through the Company EAP provider, or the EAP through the employee's insurance carrier. The employee will be required to comply with the recommendations as prescribed by the SAP counselor. Failure to accept and comply with such recommendations will result in the employee's discharge. Medical release will be based on the condition of the employee with concerns for the safety of the employee, fellow workers and the workplace. On the second occasion of a positive drug or alcohol test finding, the employee shall be discharged. This procedure does not alter current practices concerning "unfitness."

Whenever practicable and with permission, notification shall be made to the Union EAP Coordinator regarding the aforementioned positive result referrals within twenty-four (24) hours.

Subject to the above referenced requirements and procedures, the Company and Union agree the Company will temporarily reassign employees who test positive under either the FAA program or Connecticut State Statute or DOT requirements for a period of no more than sixty (60) calendar days. If, during this period, the employee retests with a negative result, such employee will be returned to his or her former job assignment. During this period of temporary assignment, the employee's seniority remains in his or her current job classification regardless of the work assigned.

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

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 24

This letter 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 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.

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 25

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. Additionally, the selected person must meet the testing requirements as set forth in Section 8.15 (b). 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 8.15 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.

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 26

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 potential exclusion from layoff of employees with critical skills.

The parties agree there exist certain job classifications deemed critical to the operation of the business, and thus necessary for the Company to retain employees in these job classifications during periods of layoff. In the event of a layoff and the need for retention of critical skills, Article VIII language will not apply for those job classifications listed below.

- All VH Job Classifications

As business requirements change creating new methods and processes of production, it is recognized new jobs may be added to the critical skills list. Under these circumstances, and as necessary, the Company and the Union will meet to agree on any future specific type functions, which may be deemed critical.

Other than such cases where critical skills apply, seniority will be the guiding factor within the Occupational Group.

If an opportunity exists for training in a job classification deemed critical, employees will be offered this training in seniority order who may then volunteer to accept such training.

This Letter of Agreement in no way is intended to violate the provisions of Article VIII.

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 27

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 vacation policy.

The vacation policy for employees covered by this Agreement will be administered according to the following guidelines:

- (1) Employees with five (5) days of vacation or less must retain such vacation for the shutdown period pursuant to Section 9.17.
- (2) After shutdown, or after the decision has been made by the Company and communicated to employees there will be no shutdown, any hourly employee may use remaining vacation days on short notice, up to a maximum of five (5) days in any one calendar year.
- (3) Employees who are entitled to vacation may take up to five (5) days in one (1) hour increments.
- (4) Short notice vacation days may not be used to extend a holiday or previously scheduled vacation time.
- (5) 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).
- (6) These guidelines are in effect on a Company wide basis.

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

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 28

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 PAC Committee.

The Company will deduct authorized amounts as follows upon receipt of a properly executed PAC authorization card:

TEAMSTERS LOCAL 1150 POLITICAL ACTION WAGE DEDUCTION AUTHORIZATION CARD	
I _____, _____, hereby authorize and	
(Name of Employee)	(Clock / Soc. Sec. No.)
direct _____ to deduct weekly from my wages the sum of \$_____	
(Name of Employer)	
and forward this amount monthly to the Secretary-Treasurer of Teamsters Local 1150. The sum of money deducted from my wages will be used for the purpose of political action, either for state elections or federal elections and expenditures in connection with Political Action Funds.	
I have executed this Wage Deduction Authorization voluntarily without any coercion, duress or intimidation and none of the monies deducted are a part of my dues or membership fees to the Local Union. This authorization and the making of payments to the Secretary-Treasurer of Local 1150 are not conditions of membership in the Union or of employment with the Company and I understand that the money will be used by Political Action Funds to make contributions and expenditures in connection with local, state or federal elections. I have designated below my choice of distribution of my money.	
Connecticut Chapter 1150	\$ _____
Local 1150 Federal PAC	\$ _____
Total Contribution	\$ _____
_____	_____
Employee Signature	Date

Clock Number	

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

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 29

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 Democrat Republican Independent Voter Education		
Classification _____	Local Union # _____	Date _____	
<small>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, including contributions to support candidates for local, state and federal offices. I understand my right to refuse to contribute without reprisal and that the amounts below serve merely as suggestions. I am free to subscribe more, less, or nothing, without benefit or disadvantage.</small>			
<small>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.</small>			
<small>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.</small>			
Suggested voluntary contribution:			
_____ \$1.00	_____ \$2.00	_____ \$3.00	_____ Other _____
<small>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.</small>			
Name of Company — Please Print _____		Signature _____	
Name — Please Print _____		Address _____	
Social Security Number _____	City _____	State _____	Zip _____
Dist. No. _____	Payroll Ctr. No. _____	Phone # _____	Original copy to Employer White copy to National Drive

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

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



ROCCO J. CALO



MICHAEL J. BOGUE

LETTER 30

The parties agree to continue in effect the attached Letter of Agreement concerning "Pilot Job Consolidation Program" effective December 1, 1997. The parties further agree the "bonus" payment under the "Pilot Job Consolidation Program" shall be \$0.65 per hour per eligible employee.

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

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 31

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 Environmental, Safety & 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 environmental, health and safety 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 Chief 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 Chief ESH Steward. Further, the Company will be receptive to and consider requests from the Union, or the Union's Chief ESH Steward, to otherwise participate in issues, activities or initiatives for which the Company has not previously requested his/her services.

The Union's Chief ESH Steward will be paid for such time in accordance with the provisions of Section 10.2 (a) and (b), provided the Company approves such requests.

The Company and Union agree that attendance by the Union Chief ESH Steward or another person designated by the Union Secretary-Treasurer to the Spring National Safety Council meeting will be paid for by the Union and attendance to the Fall National Safety Council meeting will be paid for by the Company.

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

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 32

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 mandatory overtime.

It is agreed to by the parties in the event overtime becomes a mandatory requirement, the Union, and employees in affected areas will be given seven (7) calendar days' notice, or more notice if practicable, prior to the start of such overtime. In unforeseen or extremely urgent situations which necessitate mandatory overtime, affected employees will be given as much notice as practicable.

The parties agree in cases where an employee displays extreme hardship in his/her ability to work mandatory overtime, full consideration will be given regarding whether or not this employee will be exempt from working any such overtime.

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

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 33

This letter 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 expanding the 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, Chief Steward, Job Evaluation Steward, Workers Compensation Stewards, or ESH Steward, the Company shall notify the Secretary-Treasurer 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.

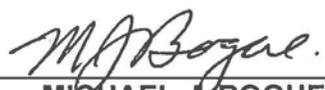
Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 34

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 Grievance Mediation.

For any grievance properly submitted to arbitration pursuant to Section 6.17, either the Company or the Union may propose to use the grievance mediation procedure of the Federal Mediation and Conciliation Service (FMCS) in the attempted resolution of such grievance. Such a proposal must be made at least forty-five (45) days prior to any scheduled arbitration of the subject grievance. If either party makes such a proposal, the parties agree as follows:

- (1) The use of the FMCS grievance procedure is entirely voluntary. Neither party may require the use of the FMCS grievance mediation procedure. Once one of the parties proposes such use, the other party must agree.
- (2) Grievance mediation is a supplement to, and not a substitute for, the steps of the contractual grievance procedure. Nor shall it be used to unnecessarily delay resolution of the grievance.
- (3) Any time limits in the parties' labor agreement must be waived to permit the grievance to proceed to arbitration should mediation be unsuccessful.
- (4) Proceedings before the mediator will be informal and the rules of evidence do not apply. No record, stenographic or tape recordings of the meetings will be made. The mediator's notes are confidential and their content shall not be revealed. FMCS rules protecting the mediator's confidentiality and immunity from providing testimony in any subsequent arbitration case, court proceeding, or administrative tribunal shall apply to FMCS grievance mediation.
- (5) Mediation sessions are private. If both parties agree, the grievant may be present, but the grievant has no right of direct participation in the mediation. Non-parties may attend only with the permission of the parties and with the consent of the mediator.
- (6) Mediation sessions are confidential. The entire process is a compromise negotiation. All offers, promises, conduct and statements, whether oral or written, made in the course of the mediation by any of the parties, their agents, employees, experts and attorneys, and by the mediator and employees of FMCS, who are the parties' joint agents and mediators for purposes of these compromise negotiations, are confidential. Such offers, promises, conduct, and statements (a) will not be disclosed to third parties (except persons associated with the parties in the process), and (b) are privileged and inadmissible for any purpose, including

impeachment, under Rule 408 of the Federal Rules of Evidence and any applicable federal or state statute, rule or common law provisions, and the rules of evidence to be applied in any subsequent arbitration. However, evidence previously known or disclosed to a party, or that is otherwise admissible or discoverable, shall not be rendered confidential, inadmissible or not discoverable solely as a result of its use in the mediation.

- (7) The mediator may conduct the mediation conference utilizing all of the customary techniques associated with mediation including the use of separate caucuses.
- (8) The mediator has no authority to compel resolution of the grievance.
- (9) In the event that no settlement is reached during the mediation conference, the mediator may provide the parties either in separate or joint session with recommendations for settlement and/or an oral advisory opinion.
- (10) If either party does not accept an advisory opinion, or if none is provided, the matter may then proceed to arbitration in the manner and form provided in their Collective Bargaining Agreement.
- (11) FMCS and the mediator appointed by the Service will be held harmless of any claim of damages arising from the mediation process.

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

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 35

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.

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 36

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. In addition, a list of attendees will be included in the monthly reports provided to the union.

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.

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 37

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 flexible work schedules.

Subsequent to these negotiations, the Company and Union agree to meet and discuss the potential of implementing flexible work schedules for bargaining unit employees, should such schedules prove to be mutually beneficial for both parties. Implementation of a flexible work schedule would not commence without agreement from the Union.

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

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 38

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 return-to-work protocol for all employees out of work for an occupational or non-occupational injury or illness for extended periods.

- (1) Employees out of work for an occupational or non-occupational illness or injury of five (5) consecutive workdays or more must be approved to return-to work by the Sikorsky Medical Department.
- (2) Employees must provide the Medical Department with a note from the employee's treating physician indicating the dates the employee was under a doctor's care, the condition being treated, the approved return-to-work date, and any physical restrictions associated with the employee's return-to-work.
- (3) Employees who apply for Short Term Disability (STD) insurance through the Company's STD administrator will be notified that they will need to contact the Sikorsky Medical Department with an anticipated return-to-work date, as determined. The same process will apply for those employees who are approved for coverage through the Company's Workers' Compensation administrator.
- (4) As needed, based on the individual nature of the illness or injury, the Sikorsky Medical Department may require the employee to undergo medical evaluations, such as a Functional Capacity Evaluation (FCE), prior to being released to return-to-work. The cost for this evaluation will be paid by the Company. If the employee continues to be eligible for disability/worker compensation benefits, he/she will continue to receive those benefits while completing this assessment.
- (5) If the Medical department requires an FCE that cannot be scheduled and completed prior to the employee's anticipated return-to-work date, employees will not continue to accrue points under the negotiated Attendance Policy in the Collective Bargaining Agreement (if applicable) during any FCE assessment period that extends beyond the anticipated return-to-work date.
- (6) The FCE assessment period will not be subject to overtime equalization.
- (7) If physical restrictions are identified, the employee's home department must determine if they can accommodate those restrictions. The decision whether to provide alternate work shall remain at the sole discretion of the Company.
- (8) If the Medical Department requires an FCE, and the employee is released to return-to-work, the employee will be paid the equivalent of any straight time hours missed between their original return-to-work date and their actual start date, less any disability or Workers' Compensation payments covering that period, provided the Company can accommodate any identified restrictions.

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

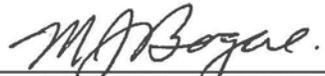
Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 39

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 qualifications required for the Cleared-to-Fly list and Certified Crewman.

The parties agree that employees who, as of December 4, 2017, reside on the Cleared-to-Fly list, either in Connecticut or West Palm Beach, Florida for the purpose of supporting Flight Operations will continue to receive sixty-five cents (\$0.65) per hour wage adder for the purpose of maintaining the qualifications.

The parties agree that the following training requirements must be maintained to be on the Cleared-to-Fly list and eligible for the wage adder:

Flight Status Requirement:

- FAA Medical Examination
- Water Survival Training
- ALSE Training
- Egress Training
- Successful completion of Egress Examination

The parties further agree that the Certified Crewman requirement is separate, in addition to the Cleared-to-Fly list and for the purpose of supporting Flight Operations, employees who achieve and maintain this level of qualification, will be eligible to receive an additional sixty-five cents (\$0.65) per hour wage adder.

Certified Crewman Requirement:

- Annual Class
- Successful completion of Open book examination
- Successful completion of Closed book examination
- Successful completion of Check-Ride

All employees who are on the Cleared-to-Fly list and volunteer to become a Certified Crewman, will be afforded the opportunity to gain the required qualifications.

The parties agree that in the event an employee fails one (1) or more component(s) of the above listed requirements, the employee will be afforded a six (6) month time frame to become re-qualified and compliant with the requirements. If after the six (6) month period, the employee fails to meet the requirement, the wage adder would be removed. In the event an employee is not afforded the opportunity to meet the requirements due to business needs, the employee would not be negatively impacted.

Eligible Hangar employees shall be afforded the opportunity to become qualified in accordance with Section 8.15(c). All employees who achieve the required qualifications for the Cleared-to-Fly list and/or the Certified Crewman will be required to maintain said qualifications to maintain the labor grade increase and subsequent wage adder(s). In the event an employee loses their qualifications, they will be afforded the same six (6) month time frame to attempt to successfully achieve the qualifications, or at such time, the employee will be demoted and forfeit any/all wage adders associated with this letter.

Nothing withstanding this agreement would prohibit an employee who fails to meet the requirements from attempting to regain the required qualifications at a later time.

Repeated refusals to fly may be a subject of review and possible removal of the wage adders.

The training requirements may be subject to change as required or as otherwise mandated by the DCMA.

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

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 40

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 new occupational group for Teamster represented hourly employees classified as "Trainers" in the Sikorsky Training School.

Teamster represented hourly employees that are assigned to train hourly employees represented by Teamsters Local Union 1150, will be classified in Occupational Group 44 during the duration of the time said employees are classified as "Trainers."

The parties further agree as follows:

- 1) Instructors in Occupational Group 44 who currently receive a \$0.65 cent wage adder per the Pilot Job Consolidation Program will continue to receive said wage adder.
- 2) Instructors in Occupational Group 44 who currently receive Flight Insurance will continue to receive said insurance coverage.
- 3) The Company retains its right to determine manpower needs and shift allocation per the CBA.
- 4) Instructors in Occupational Group 44 may be loaned for overtime in other departments per the CBA.
- 5) Instructors in Occupational Group 44 will be afforded a one-time option to revert back to their previous job code, grade, department and shift.
- 6) Instructors in Occupational Group 44 will return to their prior occupational group, job code and labor grade in the event of a reduction in force within the effected occupational group. Further, a reduction in force in the instructor's previous occupational group will have no impact on the employees in Occupational Group 44.
- 7) All employees will continue to receive automatic wage progressions and promotional opportunities in accordance with the provisions of the contract herein.

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

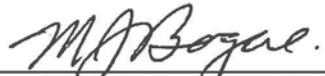
Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 41

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 "road trip" overtime.

The Company and Union recognize it is in the mutual interest of the parties to enter into this agreement to attempt to ensure the fair and equitable distribution of overtime resulting from "road trips". It is not the intent of the parties to prevent employees from receiving a fair share of "road trip" overtime but to address and remedy potential inequalities associated with "road trip" overtime distribution. In furtherance of these objectives, this agreement will be effective on December 1, 1997.

This agreement covers all manufacturing and product integrity employees working in the Production Hangar (Departments 3500 and 1570), VH Flight Hangar (Department 1980), the Development Flight Center (Department 10), and the FAFO Flight Hangar (Department 3204).

ROAD TRIP OVERTIME GUIDELINES

1. A separate "road trip" overtime sheet will be maintained. It will be comprised of employees from all three (3) shifts who have volunteered for road trips and possess all the necessary items required to travel for the Company (i.e. Visa, passport, Corporate credit card, etc.).
2. The "road trip" overtime sheet will be maintained for a 12 month period commencing December 1, 1997, to be extended by one (1) month for every calendar month during which there were no "road trips" available (during the subject 12 month period).
3. Overtime will be charged on the separate "road trip" overtime sheet for the first 14 days only of "in country" road trips, and the first 7 days only of "out of country" road trips.
4. The 24 hour "buffer", as stated in Article VII, Section 7.18, shall be in effect and apply to any potential inequalities which may arise.
5. Qualified employees, as described above, may only elect to be placed on the separate "road trip" overtime sheet prior to the commencement of each new 12 month period. Upon commencement of each new 12 month period, no additional volunteers will be accepted.

6. The separate "road trip" overtime sheet will be adjusted at the beginning of each new 12 month period to reflect zero ("0") hours for each employee on the list.
7. All "road trip" opportunities offered and refused by employees on the list will result in a corresponding refusal charge. The resulting refusals will be charged in accordance with the 14 day "in country" and 7 day "out of country" provisions stated above.
8. Where practicable, employees who are offered but refuse a road trip, may not be eligible nor asked to participate on subsequent road trips for a maximum of 14 days for an "in country" trip or 7 days for an "out of country" trip.
9. While on a "road trip", employees will be charged each day, the average overtime within their respective groups in their overtime area on the regular in house overtime sheet (non-road trip overtime sheet).

This agreement may not be canceled prior to the conclusion of each 12 month period. Further, this agreement may be reviewed approximately 30 days prior to the conclusion of each 12 month period for the purposes of evaluating its effectiveness and determining whether or not the agreement should continue. Should the Company decide to cancel this agreement, it will do so only after discussion with the Union.

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

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 42

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.

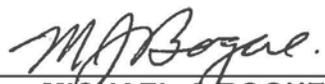
Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 43

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 scheduled breaks, lost time reduction efforts and enhanced productivity initiatives.

Subsequent to these negotiations, the Company and Union agree to meet and discuss potentially implementing scheduled breaks. In addition, the parties will meet and discuss issues concerning lost work time, absenteeism and non-productive time/activity.

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

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 44

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 new CIS (Continuous Improvement Specialist) occupational group.

These positions will be populated with the employees who are currently recognized and performing the tasks of CIS. Employees who reside in this group will be laterally transferred from their existing classification to one of the CIS, if they are currently classified as a labor grade 4, 3 or 2. If a current CIS is not currently classified as a labor grade 4, 3 or 2, they will remain in their current classification until they meet the qualifications of the labor grade 4 CIS. The determination of the number of CIS in each classification as well as when an individual employee meets the qualification of the classification rests solely with the Company.

Relative to overtime assignments, the parties agree that the current practices for assigning and managing overtime for CIS will continue to be in place in accordance with the provisions of the collective bargaining agreement. Should the need for CIS 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.

If there is an indefinite layoff for lack of work impacting employees covered by this agreement, employees in the CIS occupational group shall have their seniority reverted back to their most recent occupational group. Therefore, for all purposes under Article VIII and Appendix A, seniority for employees transferred into the CIS Occupational Group will be the seniority they had under the previous occupational group.

The parties agree that CIS in Occupational Group 88 who currently receive a \$0.65 cent wage adder per the Pilot Job Consolidation Program will continue to receive said wage adder. Further, CIS in Occupational Group 88 who currently receive Flight Insurance will continue to receive said insurance coverage.

Both parties explicitly agree and understand that the overall program, including all elements in the application of CIS, whether it is on the factory floor or in an office environment, is a Company-wide program guiding the operation of our overall business. It is a fundamental part of all employees' daily activities, including employees covered by this agreement (whether or not they are classified as a CIS) as well as all salaried employees. Therefore, the Union agrees that all employees, including all non-bargaining unit personnel and other unit employees in different occupational groups and job classifications, may perform CIS-related tasks and activities and the Union will file no grievances, charges or claims of any kind alleging that non CIS-may not perform CIS related tasks or activities.

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

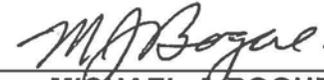
Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 45

This is to confirm the understanding and agreement between Sikorsky, a Lockheed Martin Company and the Sikorsky Teamsters Local No. 1150 of the International Brotherhood of Teamsters, concerning the position of Veterans Service Officer (SO).

The Company and the Union agree to cooperate in assisting Veteran employees in obtaining Veterans' benefits. The parties agree to continue the established SO position. The SO shall be paid his/her regular base hourly wage rate plus cost of living allowance when applicable, including shift premium, if any, but excluding all other premiums and overtime allowances, not exceeding four (4) hours in any work week. Time spent by an SO which exceeds that amount will be billed to Teamsters Local No. 1150 on a monthly basis in accordance with Article VI. During this period of temporary assignment, the employee's seniority remains in his/her classification prior to taking the SO position.

The Company will continue to provide the SO office space in Connecticut to assist Sikorsky Veteran employees.

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

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 46

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 consolidation of select occupational groups.

Both the Company and the Union recognize the importance of the continued flexibility of our workforce and the value of added training / skills for employees.

Subsequent to these negotiations, the Company and Union agree to meet and discuss the potential of implementing consolidations of select occupational groups and job codes, should such consolidations prove to be mutually beneficial for both parties. Implementation of such consolidations would be done solely upon the joint agreement between the Company and the Union.

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

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 47

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 enhanced Voluntary Separation Option to be offered during 2018.

- (a) An enhanced separation program will be offered during 2018 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 \$20,000 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, 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 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 19, Voluntary Separation Option.

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

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY, A LOCKHEED MARTIN
COMPANY**



MICHAEL J. BOGUE

LETTER 48

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 establishment of an Alternate Work Week (AWW) Schedule for IBT represented employees in Connecticut and Florida.

The parties agree to begin an alternate work week schedule effective July 1, 2017, subject to the provisions below. The schedule will consist of a Friday, Saturday, Sunday regular work schedule.

Wages and Hours

1. An alternate work week schedule contains thirty-six (36) hours of work and consists of three (3) twelve (12) hour days within a seven (7) day week.
2. The AWW first shift will commence at 6:00 a.m. and continue until 6:00 p.m.
3. The AWW second shift will commence at 6:00 p.m. and continue until 6:00 a.m.
4. The Company reserves the right to utilize only a first shift AWW as business conditions warrant or both a first and second shift AWW as business conditions warrant.
5. Hourly employees whose regularly scheduled shift comprises of a total of thirty-six (36) hours and who account for a full thirty-six (36) hours, by either working straight time hours and/or the use of approved entitlements, shall receive forty (40) hours pay.
 - a. Acceptable entitlements towards an employee's thirty-six (36) hours of work to receive forty (40) hours of pay are: sick, vacation, personal time, holiday hours, funeral, military time, and jury duty.
 - b. Employees may utilize approved FMLA absence time towards the accounting of their thirty-six (36) hours but this will not be paid time.
 - c. All work performed over thirty-six (36) hours during a regular workweek shall be considered overtime and shall be paid at time and one-half.
6. There shall be two paid ten (10) minute rest periods one during the first half or before lunch and one during the second half or after lunch of each twelve (12) hour shift.
7. There will be a paid thirty (30) minute lunch break on each AWW shift.

8. The Company shall pay to all hourly-rated employees on the second shift AWW a shift premium equal to ten percent (10%) of their base hourly wage rate plus cost-of-living allowance, when applicable for each hour worked.
 - a. Any employee assigned to the second shift AWW required to attend training on first shift per supervisor's direction, shall continue to receive the ten percent (10%) shift premium.
9. An employee on the AWW shift reporting for work, who worked the previous work day and has not been notified that there will be no work shall receive six (6) hours' pay at the rate of pay applicable for such hours. The posting of a notice on the bulletin board two (2) hours before the completion of the prior 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.
10. An employee on the AWW shift, 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 AWW shift employee who is called in for emergency work on their fourth (4th), fifth (5th), sixth (6th) and (7th) day, and who reports for work after such call-back or call-in at a time which is more than nine (9) hours prior to the beginning of the regularly scheduled shift, shall receive no less than nine (9) hours work at the rate of pay applicable for such hours of work. This provision shall not apply if nine (9) 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.
11. All promotions will be made in accordance with Article 8.15 in the current Collective Bargaining Agreement.
12. In implementing the AWW schedule, it is the intent of the parties not to advantage or disadvantage those employees who work such alternate schedules over employees working on the existing shifts as defined in the current collective bargaining agreement.

Overtime

13. Employees working an AWW shift shall be assigned to a separate AWW roster for the purposes of overtime equalization. There shall be no requirement to balance overtime between the first and second shifts of the AWW or within employees working on the existing shifts as defined in the current collective bargaining agreement.
14. Overtime rates will be paid as follows:
 - a. An employee working a three (3) day / twelve (12) hour work week shall be paid time and one-half for:

- i. Hours worked in excess of twelve (12) in a normal workday;
 - ii. All time worked in excess of thirty-six (36) hours in one work week for which overtime has not already been earned within that same week.
 - iii. All work performed outside of any employee's regularly scheduled shift hours.
 - iv. All work performed on the fourth (4th), fifth (5th), and sixth (6th) work days.
- b. An employee working a three (3) day / twelve (12) hour work week shall be paid double time for:
- i. Hours worked on the seventh (7th) day.
 - ii. Hours worked on a scheduled holiday specified in Appendix B (below) except for the first twelve (12) hours of any scheduled shift which begins on the preceding day and continues into the holiday.

Attendance

- 15.** A first shift AWW 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 twelve (12) hours' pay at the employee's regular base hourly wage rate plus cost-of-living allowance when applicable.
- 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 plus cost-of-living allowance with respect to such jury duty. Such payment shall not exceed twelve (12) hours for any full day of absence.
 - b. Pay for such work time lost shall in no event exceed a total of 30 days in any calendar year less the fee or other compensation paid the employee with respect to jury-duty pay.
- 16.** In the event of an eligible AWW shift employee's absence from work due to illness or personal reasons, the employee shall be entitled to leave with pay during each year of continuous and active service as provided below:
- a. 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 twenty-four (24) hours of leave with pay during the following year.

Holiday Pay

- 21.** An employee working an alternate work week schedule shall receive twelve (12) hours' pay for holidays that fall on a regularly scheduled work day and eight (8) hours pay for holidays that do not fall on a regularly scheduled work day as outlined in Appendix B. This includes the one floating holiday as defined in the collective bargaining agreement.
- 22.** Holiday pay will be paid at the employee's regular base hourly rate plus cost-of-living allowance when applicable, including shift premiums, but excluding bonuses or overtime allowances for each holiday not worked provided the employee meets the provisions outlined in Article 7.20 of the current Collective Bargaining Agreement.
- 23.** Per the current collective bargaining agreement, one floating holiday is allowed in each calendar year of the contract. The floating holiday for employees working on an AWW shift will be twelve (12) hours.

Vacation Pay

- 24.** For an employee working an AWW shift, one (1) day of vacation will be based on twelve (12) hours. Vacation pay allowance will be calculated in accordance with Article 9.
- 25.** A vacation consisting of twenty-four (24) hours will be allowed to an hourly-rated employee who was hired between January 1st and June 30th of any year and is on the AWW schedule (Article 9.1). All other language of Article 9.1 is applicable. A vacation of forty (40) hours 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 one (1) year.
- 26.** A vacation of eighty (80) hours 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 two (2) years.
- 27.** A vacation of one-hundred and twenty (120) hours 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 eight (8) years.
- 28.** A vacation of one-hundred and sixty (160) hours 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 eighteen (18) years.
- 29.** A vacation of two hundred (200) hours 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.

- 30.** An employee shall be credited with six (6) hours extra vacation time for each calendar quarter year in which such employee demonstrates a perfect attendance record.
 - a.** Perfect attendance for an AWW shift employee is defined as having worked a full twelve (12) 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 7.36 in the current Collective Bargaining Agreement, absence caused in order to serve as a juror as defined in Section 7.32 of the current Collective Bargaining Agreement, absence caused by military leave as defined in Section 11.1 of the current Collective Bargaining Agreement, shall not be considered an absence for purposes of this section. Additionally, an absence to observe Martin Luther King Day and/or Veterans Day provided the employee has notified supervision or 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.
 - c.** An employee who has been credited with twelve (12) full hours of extra vacation time, as a result of demonstrating Perfect Attendance, may utilize those twelve (12) hours in quarterly increments during the calendar year.

Implementation Process

- 31.** The following process will be utilized to implement alternate work week shift:
 - a.** The company will notify the Union in regards to the details of the AWW shift 60 days prior to implementation. Details will include specific timing, departments, and number of positions available.
 - b.** The Company will survey employees from the respective occupational groups within the department for transfer to an alternate work week schedule. Selection will be based upon the most senior employees volunteering from the respective occupational groups within the department.
 - c.** In the event an insufficient number of employees volunteer, the Company will, in accordance with business requirements, solicit senior qualified employees from the respective occupational group within other departments. Selection will be based upon the most senior qualified employees volunteering from the respective occupational groups.

Summary

36. The company maintains the sole right to implement an alternate work week schedule as business conditions warrant.

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

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY,
A LOCKHEED MARTIN COMPANY**



MICHAEL J. BOGUE

APPENDIX B – AWW

— 2018 —

Monday, January 1, 2018
Sunday, April 1, 2018
Monday, May 28, 2018
Wednesday, July 4, 2018
Monday, September 3, 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
Saturday, December 29, 2018
Sunday, December 30, 2018
Monday, December 31, 2018

— 2019 —

Tuesday, January 1, 2019
Sunday, April 21, 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
Saturday, December 28, 2019
Sunday, December 29, 2019
Monday, December 30, 2019
Tuesday, December 31, 2019

— 2020 —

Wednesday, January 1, 2020
Sunday, April 12, 2020
Monday, May 25, 2020
Saturday, July 4, 2020
Monday, September 7, 2020
Thursday, November 26, 2020
Friday, November 27, 2020
Friday, December 25, 2020
Saturday, December 26, 2020
Sunday, December 27, 2020
Monday, December 28, 2020
Tuesday, December 29, 2020
Wednesday, December 30, 2020
Thursday, December 31, 2020

— 2021 —

Friday, January 1, 2021
Sunday, April 4, 2021
Monday, May 31, 2021
Sunday, July 4, 2021
Monday, September 6, 2021
Thursday, November 25, 2021
Friday, November 26, 2021
Saturday, December 25, 2021
Sunday, December 26, 2021
Monday, December 27, 2021
Tuesday, December 28, 2021
Wednesday, December 29, 2021
Thursday, December 30, 2021
Friday, December 31, 2021

— 2022 —
Saturday, January 1, 2022
Sunday, January 2, 2022
Monday, January 3, 2022
Sunday, April 17, 2022
Monday, May 30, 2022
Monday, July 4, 2022
Monday, September 5, 2022
Thursday, November 24, 2022
Friday, November 25, 2022
Sunday, December 25, 2022
Monday, December 26, 2022
Tuesday, December 27, 2022
Wednesday, December 28, 2022
Thursday, December 29, 2022
Friday, December 30, 2022
Saturday, December 31, 2022

— 2023 —
Sunday, January 1, 2023
Monday, January 2, 2023

LETTER 49

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 establishment of a Two Tier Wage Scale for IBT represented employees in Connecticut and Florida.

The parties agree effective July 1, 2017 all new employees hired into the bargaining unit will be paid in accordance with the wage scales in Schedules A1–E1 of this agreement.

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

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY,
A LOCKHEED MARTIN COMPANY**



MICHAEL J. BOGUE

LETTER 50

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 revision to the company Hourly Savings Plan for IBT represented employees in Connecticut and Florida.

The parties agree effective July 1, 2017; employees hired into the bargaining unit will not be eligible to participate in the Defined Benefit Pension Plan or the Cash Balance Plan, as outlined in Letters 6 and 7 of the current collective bargaining agreement.

The parties agree to revise the company Hourly Savings Plan subject to the provisions below:

Automatic Company Contribution

For new employees hired on or after July 1, 2017, the Company will provide a 4% Company contribution, based upon the employee's existing gross earnings, into the company Hourly Savings Plan, on a weekly basis. This unmatched contribution will be deposited into the Target Date Fund unless the employee makes an active election.

Company Supplemental Contribution

For new employees hired on or after July 1, 2017, the Company will provide a Company Supplemental Contribution of \$1.20 per hour for 40 hours per week capped at 2080 hours per year, on a weekly basis. This amount will increase to \$1.50 per hour effective January 1, 2018. This unmatched contribution will be deposited by the Company into the employee's company Hourly Savings Plan. This contribution will be deposited into the Target Date Fund unless the employee makes an active election.

Waiting Period

New employees hired on or after July 1, 2017 can contribute to the company Hourly Savings Plan effective as of their date of hire.

Vesting Schedule

New employees hired on or after July 1, 2017 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 company Hourly Savings Plan.

Definitions

Definition of Gross Earnings:

Gross earnings is defined as all straight-time pay, overtime pay, holiday pay, shift premiums, cost of living allowance when applicable and vacation pay as indicated in sections 9.12, 9.13, and 9.14 of the current collective bargaining agreement. It does not include bonuses, severance, vacation pay (other than as indicated above), 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 collective bargaining agreement (CBA) and subsequently rehired before the expiration of their seniority/recall rights, as indicated in Article 8.21 of the CBA, will not be considered new employees.
- 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 8.21 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.
- 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 8.20 of the current Collective Bargaining Agreement.

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

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY,
A LOCKHEED MARTIN COMPANY**



MICHAEL J. BOGUE

LETTER 51

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 job postings between seniority areas in the event of an involuntary reduction.

In the event of an involuntary reduction impacting the Development Flight Center (DFC) or Florida Assembly Flight Operations (FAFO) facilities located in West Palm Beach, FL, employees shall be considered for open positions across the bargaining unit provided they apply via the job posting system as outlined in Letter 25. Current DFC or FAFO employees will be considered before external applicants are hired.

In addition, DFC or FAFO employees who are on layoff with recall rights shall be considered for open positions across the bargaining unit provided they apply via the job posting system as outlined in Letter 25. DFC or FAFO employees who are on layoff with recall rights will be considered before external applicants are hired, provided there are no employees on layoff with recall rights in the Connecticut seniority area.

In the event of an involuntary reduction impacting the Connecticut seniority area, the above provisions would also apply.

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

Dated at Stratford, Connecticut, this 4th day of December, 2017.

**SIKORSKY TEAMSTERS
LOCAL NO. 1150**



ROCCO J. CALO

**SIKORSKY,
A LOCKHEED MARTIN COMPANY**



MICHAEL J. BOGUE

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