

Tuesday, February 19, 2008

**SUNNYVALE**

**IAM ECONOMIC PROPOSAL FOR THE 2008**  
**LOCKHEED MARTIN SPACE SYSTEMS COMPANY**  
**NEGOTIATIONS**

These are negotiable and the Union reserves the right to add to, modify or delete from this proposal during the course of these negotiations.

PARTICULAR DEMAND	ARTICLE&SECTION	ADDITION/IMPROVEMENT
<p><b><u>(1) Pension Plan</u></b></p>		<ul style="list-style-type: none"><li>• Increase to \$90.00 per month per year of Corporate service (past and future) and retro active to January 1, 2008 with no reduction for early retirement.</li> <li>• Increase Bridged retirement amount to \$32.00 retro active to January 1, 2008.</li> <li>• Contingent Annuitant Methods with Pop-Up Feature” If your Contingent Annuitant dies before you, your pension will revert back to the full amount that would have been paid if you had not elected the option in the first place. If you elect a Contingent Annuitant method with this “pop-up” feature, your benefit will be subject to a small additional reduction.</li></ul> <p>If you have designated your spouse as your Contingent Annuitant and you are later divorced, you can have the option canceled and receive the full amount that would have been payable without an option. But, a divorce may require that the spouse remain designated as the Contingent Annuitant, which will prevent the operation of the “pop-up.” (Retroactive to January 1, 2008)</p> <ul style="list-style-type: none"><li>• Same COLA Formula for current and future retirees as in the current Agreement retro active to January 1, 2008.</li></ul>

<p><b><u>(2) General Wage Increases</u></b></p>	<p><b>VIII, 4</b></p> <p><b>VIII, 2</b></p> <p><b>VI, 11</b></p> <p><b>VIII, 6</b></p> <p><b>VIII, 7 (1),(3)</b></p> <p><b>VI, 1B</b></p> <p><b>VI, 10B(1)</b></p> <p><b>V, 8</b></p>	<ul style="list-style-type: none"> <li>• Effective 3/1/08, 6% GWI; Effective 3/1/09, 5% GWI; Effective 3/1/10, 5% GWI; Effective 3/1/11, 6% to the base rate of each employee on the active payroll or approve leave of absence on such date.</li> <li>• All GWI's are to be applied to the minimums and maximums of labor grades and in grade positions of all Employees.</li> <li>• Maintain the current COLA formula.</li> <li>• Increase the annual Cost-of-living supplements to \$1,200.00 and delete "who has completed the probationary period."</li> <li>• Modify the 401K to be allowed to follow the current maximum federal government allowances and increase employees matched contribution up to \$68.00 and increase company match to 70%.</li> <li>• Eliminate the lower tier of the Two Tier pay schedule.</li> <li>• ARP's schedule to increase to \$0.50 every four (4) months</li> <li>• Basic Benefit Plan- Increase \$55.00 to \$75.00 a quarter. For employees hired after 3/1/05 the basic benefit increased to \$125.00.</li> <li>• Field Duty- Employees traveling on TDY receive an additional \$4.00 added to the hourly rate starting from the first day of travel.</li> <li>• Military Reserve Training Leave – Employees performing a required assignment shall receive the pay difference between the employee's salary and their military pay up to 28</li> </ul>
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	<p><b>V, 3B</b></p> <p><b>NEW LANGUAGE</b></p> <p><b>VI, 4A(1),(2)</b></p> <p><b>V, 4</b></p> <p><b>IV, 9</b></p>	<p>days annually.</p> <ul style="list-style-type: none"> <li>• Sick Leave - To have 6 days at the employees regularly assigned work schedule.</li> <li>• Bereavement Leave – A. An employee shall be eligible for three (3) days bereavement leave with pay upon a death in his/her immediate family. To receive bereavement pay the leave must be taken not later than seven (7) days after date of the funeral. Bereavement pay will not be granted for Saturday, Sunday, and holidays or any day which the employee will otherwise be compensated by the Company. For purposes of this Section, immediate family shall mean: Mother, Father, Brother, Sister, Children, Spouse, Mother-in-law, Father-in-law, Brother-in-law, Sister-in-law, Stepmother, Stepfather, Stepbrother, Stepsister, Stepchildren, Half-brother, Half-sister, Grandparents, and Grandchildren.</li> </ul> <p>B. An employee shall request such bereavement leave on a form to be provided by the Company. Such request shall be made before the absence due to death in the employee’s immediate family when possible, or immediately upon the employee’s return to work from such absence. Bereavement leave shall be granted upon receipt of the request form.</p> <ul style="list-style-type: none"> <li>• Shift Differential – Swing shift \$1.00 per hour. Graveyard shift \$.50 per hour.</li> <li>• One additional holiday for each year of the Agreement – Martin Luther King, Jr. Day</li> <li>• For on the job injury the Company will pay lost time for follow-up medical visits.</li> </ul>
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<p><b><u>(3) Medical &amp; Healthcare Coverage</u></b></p>	<p><b>V, 10, A</b></p> <p><b>NEW LANGUAGE</b></p> <p><b>V, 10A</b></p> <p><b>V, 10A</b></p> <p><b>NEW LANGUAGE</b></p> <p><b>V, 10A</b></p> <p><b>V, 10A</b></p> <p><b>NEW LANGUAGE</b></p>	<ul style="list-style-type: none"> <li>• Continue the 87% company premium and 13% employee premium for healthcare with a \$15.00 per week maximum for single coverage and \$35.00 per week maximum for family coverage.</li> <li>• Short Term Disability - \$500.00 per week benefit up to 27 weeks.</li> <li>• Vision Coverage – New Additional “Vision 12 Plan”</li> <li>• Dental Coverage – Basic Plan increase maximum to \$2,000.00 and Comprehensive Plan increase maximum \$3,000.00.</li> <li>• Hearing – Open for discussion</li> <li>• Life and AD&amp;D – Increase to \$35,000.00</li> <li>• Early Retiree Medical Coverage – Increase company contribution to \$7,000.00 annually for single coverage and \$14,000.00 for family coverage.</li> <li>• EBS - Allow our members to participate in the voluntary Machinists Custom Choices Worksite Benefits program that provides supplemental insurance benefits. No cost to Company. Requires payroll deduction.</li> </ul>
<p><b><u>(4) Job Security</u></b></p>	<p><b>NEW LANGUAGE</b></p> <p><b>NEW LANGUAGE</b></p>	<ul style="list-style-type: none"> <li>• No Bargaining unit employee will be laid off, surplusd, reassigned or reclassified as a result of subcontracting, out-sourcing or in sourcing.</li> <li>• No employee shall be removed from the active payroll as result of loss or suspension of any security clearance’s/program access. Additionally, no employee shall suffer loss of wages or contractual benefits or</li> </ul>

	<p><b>IV, 1C (5)</b></p>	<p>contractual rights as result of loss or suspension of any security clearance's/program accesses.</p> <ul style="list-style-type: none"> <li>• Employees accepting work outside the bargaining unit for other than mutually agreed to temporary or short-term reasons shall only be allowed to return to the bargaining unit should an available opening be present and such employee shall re-enter the bargaining unit with a new seniority date equivalent to the date of re-entry.</li> </ul>
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### NON-ECONOMIC PROPOSALS

	<p><b>NEW LANGUAGE</b></p> <p>I, 1H</p> <p>I, 7 C (3)</p> <p>I, 14</p> <p>III, 4</p> <p>IV, 5B (2) e</p> <p>VI, 10 C (1)</p> <p>Uncoded Letter 39</p> <p>Uncoded Letter 59</p>	<ul style="list-style-type: none"> <li>• Evidence used against an employee for disciplinary manners must be provided to said employee within 30 calendar days of the alleged event/violation. Any event/violation occurring over the 30 calendar day limit will not be used or considered for disciplinary action.</li> <li>• Termination</li> <li>• Dues Deductions</li> <li>• Maintenance Subcontracting</li> <li>• Union Grievances</li> <li>• Shift Transfers</li> <li>• Per Diem Allowance</li> <li>• Safety Shoes Reimbursement</li> <li>• Memorandum of Agreement</li> </ul>
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	<p>Part E, 4, Coded Letter E3</p> <p>Grievances</p> <p>Uncoded Letters</p>	<ul style="list-style-type: none"> <li>• Lay offs</li> <li>• All open grievances be granted in union favor</li> <li>• Continuation of uncoded letters –1, 2, 4-12, 15-19, 23, 24, 26-28, 30-38, 40-48, 51, 52, 56-58, 60-63</li> <li>• All job descriptions opened during job studies presentations at all C.E.G's</li> </ul>
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