

## AGREEMENT

Between

LOCKHEED MARTIN SPACE

and

THE INTERNATIONAL ASSOCIATION  
OF MACHINISTS AND AEROSPACE WORKERS

and

Aerospace Defense Related District Lodge 725, and affiliated Local Lodge 2228 (Santa Clara and Santa Cruz County Plants)

California Central Coast Lodge 2786 (Santa Barbara County Plants)

Missile and Electronics District Lodge 166 and affiliated Florida Missiles System Local Lodge 610 (Brevard County, Florida, Plants)

Effective Date: **March 05, 2018**

Anniversary Date: **March 11, 2023**

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## **PREAMBLE**

This Agreement (consisting of five Parts, A through E, and hereinafter referred to as "the Agreement" or "this Agreement") entered into by and between Lockheed Martin Space and the International Association of Machinists & Aerospace Workers (hereinafter referred to as "IAM&AW") and its District and/or Local Lodges named in Article 1, Section 1 hereof, evidences the desire of these parties to promote and maintain harmonious relations between the Company (as hereinafter defined), its employees (as hereinafter defined) and the Union (as hereinafter defined) as their representative.

**PART A  
GENERAL AGREEMENT**

**ARTICLE 1  
GENERAL CONDITIONS OF THE CONTRACT**

**Section 1. Application, Amendment, Modification and Termination of the Agreement**

**A. Recognition for Bargaining Unit**

For the term hereof, the Company recognizes and accepts the Union, as defined in Section 1B, for the purposes of negotiation of this agreement and of proposing and negotiating amendments or modifications hereto. The Union is the exclusive collective bargaining representative **regarding** rates of pay, wages, hours of employment and other terms and conditions of employment applicable to **Lockheed Martin Space** employees employed to work in the classifications set forth and new classifications established in Parts B, C, D and E hereof.

- (1) Part B Lodges  
Aerospace Defense Related District Lodge 725, Area 5, and affiliated Local Lodge 2228 (Santa Clara County plants).
- (2) Part C Lodges  
Aerospace Defense Related District Lodge 725, Area 5, and affiliated Local Lodge 2228 (Santa Cruz County plants).
- (3) Part D Lodge  
California Central Coast Lodge 2786 (Santa Barbara County plants).
- (4) Part E Lodges  
Missile and Electronics District Lodge 166 and affiliated Florida Missiles System Local Lodge 610 (Brevard County, Florida plants).

For the purposes specified above, the employees designated in this Subsection A shall constitute one bargaining unit.

**B. Definitions**

The following definitions shall apply to the Agreement unless otherwise indicated:

- (1) The term "Union" shall mean the IAM&AW and its District and/or Local Lodges designated in Subsection A above.
- (2) The term "Local Union" shall mean the particular District and/or Local Lodge(s) designated in a particular Part hereof.
- (3) The term "Contract Enforcement Group" (C.E.G.) shall mean only the group of employees designated in Section 1 of a particular Part hereof as being included in that particular Contract Enforcement Group.
- (4) The terms "employee" or "employees" shall mean only those designated in the Parts hereof pertaining to the C.E.G.s, including those in the new classifications

established in Parts B, C, D and E, hereof and, for Application of the Agreement, shall be as defined in Subsection C (2) of this Section.

- (5) A "part-time employee" shall mean an employee, as defined above, who is regularly scheduled to work a minimum of twenty (20) hours per week (but less than full-time).
- (6) References in this Agreement to the masculine gender shall include the feminine gender. As contractual language is modified, gender references will be eliminated.
- (7) The term "Company" shall mean only the **Lockheed Martin Space** plant or plants identified in the Part covering the C.E.G. to which the Agreement is being applied.
- (8) The following terms shall apply to employee placement:
  - a. The term "higher-rated job" refers to a job in a higher labor grade. Movement into a higher-rated job shall constitute a promotion.
  - b. The term "lower-rated job" refers to a job in a lower labor grade. Movement into a lower-rated job shall constitute a downgrade.
  - c. Movement between two jobs of the same labor grade shall constitute a lateral.In accordance with the above provisions, differences in maximums between rate ranges shall not be a factor in determining what constitutes a promotion, a downgrade, or a lateral, except for out of labor grade classifications.

### **C. Application of the Agreement**

- (1) This Agreement, except as otherwise specifically provided, shall be applied separately and uniformly to each C.E.G. In applying such Agreement to a particular C.E.G., the terms "employee" or "employees" shall be restricted to mean only those included in the Part applicable to that C.E.G. Each Part applicable to particular C.E.G.s shall be applied separately to each of the C.E.G.s covered by such Part.
- (2) For the purposes of application, administration, interpretation and enforcement, the governing Agreement for each C.E.G. shall consist of this Part A and the Part applicable to that Group. In applying such Agreement to a particular C.E.G. the term "Company" shall mean only the **Lockheed Martin Space** plant or plants identified in the Part applicable to that C.E.G. In applying such Agreement to the particular C.E.G., the term "employee" or "employees" as used in Section 1, C, of Article 2, Sections 3, 4, 5, 6 and 7 of Article 4, Sections **6, 7 and 8** of Article 3, and Section 1, D, of Article **8** shall mean only those included and identified in the Part applicable to that C.E.G.
- (3) The administration, interpretation and enforcement of this Part A as it applies to each C.E.G. shall be by **Lockheed Martin Space** and the IAM&AW and its Local Union representing such Group.
- (4) The interpretation, administration and enforcement of this Section 1 shall be exclusively by the Company and the IAM&AW (on its own behalf and on behalf of its Local Unions).

#### **D. Effective Date and Period of Agreement**

This Agreement, including all Parts hereof, shall remain in full force and effect from **March 5, 2018** until and including **March 11, 2023** and thereafter from year to year until modified, amended or terminated, as hereinafter provided.

#### **E. Amendment or Modification**

Either **Lockheed Martin Space** or the IAM&AW (on its own behalf and on behalf of all its Local Unions) may notify the other party of its desire to amend or modify the Agreement by written notice served after **December 1, 2022** but before **January 1, 2023**, or no more than ninety (90) days or less than sixty (60) days prior to March 1 of any subsequent yearly period. Such notice shall specify the modifications or amendments proposed and it is the intent of the parties to confine negotiations thereto.

#### **F. Agreement-Acceptance and Ratification**

After the Company and Union Negotiation Committees have reached agreement on all amendments and modifications to the Agreement, all such amendments and modifications must be accepted or rejected as a whole (without acceptance or rejection of parts thereof) by the Company and the Union. Ratification of such amendments or modifications by the membership of the Local Unions shall be by a majority of the pooled votes as one bargaining unit of all employees in all C.E.G.s who are eligible to vote. **The Company and the Union will use their best efforts to see that copies of this Agreement are printed as soon as possible but at least within six (6) months of ratification. The Company will pay the full cost of printing and will distribute to the Union within six (6) months of ratification.**

#### **G. Termination**

If, after entering negotiations, the parties fail to reach agreement on modifications or amendments by midnight March 3, 2018, or midnight, March 3 of any subsequent year during which the Agreement remains in full force and effect, either the Company or the IAM&AW (for itself and its Local Unions) may terminate the Agreement.

#### **H. Governmental Requests**

In the event of instructions from the Federal Government to alter or change the working schedule prescribed by the Agreement, upon fifteen (15) calendar days written notice to the IAM&AW from the Company, the Company and the Union shall reopen negotiations to amend such sections of the Agreement as pertain to hours of work and/or overtime payments for the sole purpose of considering objectives desired by the Government. Such negotiations shall be conducted by the Company and Union committees as described in Subsection F of this Section.

#### **I. Notices**

**Any notice under this Section of the Agreement shall be effective if sent via email or mail and addressed to the following:**

**To Lockheed Martin Space:  
Labor Relations Manager or his/her designee**

**To Union:  
Business Representative/Organizer or his/her designee**

Each employee shall have the responsibility to keep the Company informed of his or her current address, by updating the appropriate Human Resource system. Employees without access to the Human Resource system shall contact their Labor Relations Representative or the Employee Service Center for guidance. An employee may request an acknowledgement of their address change by contacting their Labor Relations Representative or the Employee Service Center at 866-562-2363.

## **Section 2. Performance Required-Waiver**

The Company and the Union agree that they will administer this Agreement in accordance with the true intent of its terms and provisions and will give each other fullest cooperation to the end that harmonious relations may be maintained in the interest of both the Company and the Union. It shall be the duty of the Company and its representatives and the Union and its representatives to comply with and abide by all of the provisions of this Agreement.

The parties to this Agreement, subject to the provisions of Section 1 of this Article 1 designating which of the parties may interpret, administer and enforce the particular provisions of this Agreement, shall be entitled to require performance of said provisions of this Agreement.

Time is of the essence in the application of this Agreement.

The waiver of any breach or condition of this Agreement by any party thereto shall not constitute a precedent for any further waiver of such breach or condition.

## **Section 3. Successors and Assigns**

This Agreement shall be binding upon and inure to the benefit of any successor or assignee of all or substantially all of the Company's business or assets unless prohibited by law or regulation; however, this Agreement is not otherwise assignable without the mutual consent of the parties.

## **Section 4. Right to Manage the Plant**

The Company has and will retain the right and power to manage the plant and direct the working forces, including the right to hire, discipline, suspend or discharge for just cause, to promote, demote and transfer its employees, subject to the provisions of this Agreement. Any claim that the Company has exercised such right and power contrary to the provisions of this Agreement may be taken up as a grievance, subject to Article 3 as such Article is

applicable to the particular C.E.G. involved, by the party designated in Section 1 of this Article 1 as entitled to enforce the particular provisions alleged to have been violated.

### **Section 5. Strikes and Lockouts**

For the duration of this Agreement, the Union agrees that it shall not cause or engage in, nor permit its members to cause or engage in, nor shall any employee covered by this Agreement take part in any strike, picketing, sympathy strike, slowdown or stoppage of work, and the Company agrees that it shall not cause or engage in any lockout. Either party hereto shall be relieved of this obligation in the event of failure of the other party to comply with an arbitration award made within the authority of this Agreement.

### **Section 6. Union Responsibility**

The Union agrees with the objective of achieving the highest level of employee performance and efficiency consistent with safety, good health and sustained effort, and will not take, authorize, or condone any action which interferes with the attainment of such objective.

In the event of a breach by the Union of the provisions of Article 1, Section 5, of this Agreement, the Company may abrogate this entire Agreement. Any action by a Union Steward which is not authorized, concurred in, or supported by the Union, will not constitute a breach of this Agreement on the part of the Union for purposes of this Paragraph.

### **Section 7. Union Security**

#### **A. Conditions of Employment**

- (1) An employee in a C.E.G. on the effective date of this Agreement shall be required as a condition of continued employment to tender Union dues for the duration of this Agreement.
- (2) Employees or persons entering a C.E.G. after the effective date of this Agreement shall be required, as a condition of continued employment, to tender an initiation/reinstatement fee where required and Union dues for the duration of this Agreement, on the 30th day following such entry into the C.E.G.
- (3) Any employee who fails to satisfy the conditions outlined above shall be given a 15 calendar day notice of his/her failure to comply with the above paragraphs, with a copy to the Company. If the condition is not corrected within the specified period of calendar days, the Company will terminate such employee within three working days, after receipt of written notice from the Union consistent with federal and state law.

### **B. Initiation Fee**

The term "initiation fee" as used in this Section 7, shall include original initiation fees or reinstatement fees of employees rehired by the Company, without seniority, when such employees are reinstated in or rejoin a Local Union; but neither "Union dues" nor "initiation fee" shall include fines, penalties or assessments.

### **C. Dues Deductions**

The Company will deduct from wages and turn over to the appropriate Local Union, initiation fees and/or Union dues of each employee who individually and voluntarily authorizes the Company in writing to make such deductions. Such deductions shall be made in accordance with the following provisions:

- (1) Such deductions shall be made only in accordance with instructions upon authorization cards which shall be in a form mutually agreed to between the Company and the particular Local Union. To be effective, such authorization cards shall be delivered by the Local Union to the Payroll Department of the Company. Such authorization shall be irrevocable for a period of one (1) year from their effective date, or the termination of the Agreement, whichever occurs sooner.
- (2) Deductions for Union dues, or reinstatement fees, as provided above, shall be made from the employee's paycheck for each pay period in the amount and from the number of such checks as authorized by the employee on the authorization card.
- (3) In the case of a new employee, dues plus initiation fee will be collected during the first pay period following conclusion of the employee's 30th calendar day of employment. Subsequent dues deductions will be made during each pay period.
- (4) Deductions for the above referenced Union dues shall be made from the employee's paycheck for each pay period in the amount authorized by the employee on the authorization card. In the event a deduction for such dues is not made on one or more consecutive regular payroll deduction dates, due to lack of earnings or insufficient earnings by the employee, or clerical error, on the next pay period that the employee has sufficient earnings, or upon successive pay periods, if necessary, such deduction(s) shall be made. No more than one pickup will be collected in any week.
- (5) The Company's obligation to make such deductions shall terminate in the event the employee ceases to be an employee in the C.E.G. at which employed when the authorization was executed, or upon receipt by the Company of written revocation by the employee of the payroll deduction authorization.
- (6) If a dispute arises in connection with the application of this Section 7 and a settlement is not reached between the Labor Relations Department of the Company and the Union, such dispute shall be referred to arbitration without pursuing intervening steps in the grievance procedure.

### **D. New Employees**

Consistent with recognition of the Union as exclusive bargaining agent of employees as set forth in the Agreement, the Company, on the first day of employment shall give

each new employee a copy of the Agreement. The Company shall allow each employee to meet with his/her Business Representative as part of his/her new employee orientation. It is understood that the Union can cover the following topics:

- (1) The history of the IAM
- (2) The employee's responsibilities in an industrial environment, and
- (3) The privileges afforded an IAM Member.

The Union's presentation will occur at the discretion of the Company on the scheduled orientation date. The union will be notified by the Company the Friday before a scheduled orientation.

### **Section 8. Separability**

Any portion of the Agreement which is rendered invalid by legislation or decree of a court of competent jurisdiction shall not invalidate the remaining portions of such Agreement.

### **Section 9. Security Regulations**

The Union recognizes that the Company has security agreements with the Government and agrees that nothing contained in this Agreement is intended to place the Company in violation of such security agreements.

In the event that the U.S. Air Force, U.S. Navy, or other government agency duly concerned with Lockheed Martin Corporation security regulations advises the Company in writing that any employee is restricted from work on or access to classified information and material, the Union will not contest such action as the Company may take pursuant to such advice to comply with its security obligations to the Government.

It shall be the responsibility of an employee to submit, when required, the necessary paperwork for a clearance or access within a reasonable period of time.

In the event any such government agency, following the taking of such action, advises the Company in writing that such an employee is no longer restricted from work on or access to classified information and material, the Company promptly shall reinstate such employee, with seniority, to the same classification and rate of pay held at the time such action was taken, subject to the applicable seniority provisions of the Agreement, if such employee promptly applies for such reinstatement. At such employee's request, the employee, with seniority, to the same classification and rate of pay held at the time such action was taken, subject to the applicable seniority provisions of the Agreement, if such employee promptly applies for such reinstatement. At such employee's request, the Company will join such employee and/or the Union in applying to the appropriate government agency for restoration by the Government of lost pay.

### **Section 10. Sole Agreement**

This Agreement, when accepted by the parties hereto, shall constitute the sole Agreement between them, except for the agreements between the parties with respect to a retirement



plan, savings plan, basic benefit plan and agreements related thereto, and certain letters of understanding dated the effective date of this agreement. All letters of understanding, coded and uncoded, dated prior to the effective date of this agreement are null and void, except letters agreed to in the proposal ratified on **March 5, 2018**.

### **Section 11. Apprenticeship Agreement**

Any apprenticeship agreement shall be the subject of a separate agreement between the Company and the Union and the California State Apprenticeship Council. This Section 11 shall apply to California C.E.G.s covered by the Agreement.

### **Section 12. Non-Discrimination in Employment**

- A. Union membership or legitimate Union activity will not jeopardize an employee's standing with the Company or opportunity for advancement.
- B. The Company and the Union agree to use their best efforts and cooperation to comply with government laws dealing with discrimination and harassment in employment. **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.**

### **Section 13. Non-Bargaining Unit Employees Performing Bargaining Unit Work (See coded letter E-10)**

It is the intent of the Company that non-bargaining unit personnel shall not perform work normally performed by employees in the bargaining unit except in the following types of situations: (1) in the instruction or training of employees; (2) in emergency or critical conditions, in order to prevent injury to employees or damage to Company or customer property or equipment; (3) in circumstances where technical or scientific personnel perform duties that are a necessary part of the procedures they must follow in order to carry out their job function.

The Company will use its best efforts to **ensure** that the terms of this provision are understood and applied throughout the Company in keeping with the intent herein.

### **Section 14. Maintenance Subcontracting**

The Company agrees that it will not subcontract maintenance work to be done on Company premises when the work operations involved have normally been performed by bargaining unit employees, except in the following instances:

- (1) Where peculiar skills or specialized equipment are involved which are not available within the Company.
- (2) Where short-term or peak requirements necessitate the need for additional assistance because of an insufficient number of employees then available possessing the necessary maintenance skills to perform such work operations within the time required.
- (3) Where unusual or one-shot jobs are required which are not usually performed by the Company.
- (4) Where the volume of work on any particular job precludes the possibility of its completion within scheduled time limits.
- (5) Where it would be more cost-effective. However, the Company agrees that the subcontracting of any such maintenance work, where it would be more cost-effective than utilizing **Lockheed Martin Space** personnel under the provisions of this Section 14, will not result in the surplus or layoff of any employee within any classification that presently performs such work.

The application of this section shall be reviewed at the request of either party. Such review will be performed by a management representative from the Facilities organization, a Labor Relations Representative, a union steward, and union business representative. Additional parties may participate upon mutual agreement.

### **Section 15. Machinists Non-Partisan Political League**

The Company will deduct from the employee's wages and turn over to the Treasurer of the Machinists Non-Partisan Political League (MNPL) contributions by any employee, who desires to make such contributions to said MNPL and who individually and voluntarily authorizes the Company in writing, on an authorization form mutually agreed to between the Company and the Union, to make such deductions. All funds so deducted shall be forwarded monthly to the Treasurer of the MNPL as soon as reasonably possible after the end of each month in which deductions are made, accompanied by a record stating the name of employee, social security number, and amount contributed and so deducted.

- (1) Such deductions shall be made in accordance with instructions on said authorization cards which have been delivered by the Union to the Payroll Department of the Company.
- (2) Such deductions shall be made each week from the employee's pay check for that week while an employee, as defined in Article 2, Section 1, of said Agreement.

This section 15 shall be terminated in the event cognizant administrative authority determines that the cost of implementing the withholding procedure for the MNPL program must be borne by the Union unless the Union agrees to bear such costs.

## ARTICLE 2 UNION-COMPANY RELATIONS AND EMPLOYMENT CONDITIONS

### Section 1. Union Stewards

#### A. Number of Stewards (See coded letters D-16 and E-1)

- (1) As designated by the Local Union, there shall be Union Stewards for each shift, in each department in accordance with the following:

| Number of<br>Employees | Maximum Number of Stewards |        |
|------------------------|----------------------------|--------|
|                        | Group                      | Senior |
| 1 - 49                 |                            | 1      |
| 50 - 75                | 1                          | 1      |
| 76 - 125               | 2                          | 1      |
| 126 - 175              | 3                          | 1      |
| 176 - 225              | 4                          | 1      |
| 226 - 275              | 5                          | 1      |
| 276 - 325              | 6                          | 1 etc. |

- (2) In circumstances such as may arise where a department is decentralized or where there are varied day shift hours or workweeks, the number and location of stewards may be adjusted by mutual agreement.
- (3) In the event there are more Union Stewards on a shift in a department than are provided for in this Section, the Company shall furnish the Local Union a list of all stewards where the surplus exists and the Local Union shall promptly notify the Company in writing of those employees who are to remain as stewards. Should the Local Union fail to notify the Company within four (4) working days after receiving Company notification, the Company will reduce the number of Stewards by inverse seniority, first by elimination of Group Stewards, and then by elimination of Senior Stewards, if necessary.

#### B. Selection, Status, and Responsibility of Stewards

- (1) Each steward must have acquired seniority and must be an employee, regularly assigned to work in the same department and on the same shift as the employees he/she represents.
- (2) As necessary, at a time mutually agreed upon, the Company shall permit employees to vote for or endorse stewards on Company property during working hours, in accordance with agreed upon rules and regulations.
- (3) It is agreed that since each steward has a regular work assignment to be performed, contacts, as provided herein, will be no more frequent and no longer than the matter for discussion reasonably requires. Where necessary, a steward's work schedule or assignment will be adjusted, insofar as is practical, to allow for work time off to transact Company-Union business specified herein.

When necessary, stewards will be permitted to take time off from work, without loss of pay, for the following Company-Union business:

- a. Senior Stewards and Group Stewards will be permitted to take up to one-half hour of the shift, or up to two and one-half hours per week at a time mutually agreed upon between the Senior Steward and the Department Head (normally the last half hour of the shift), to contact each other and to contact employees who have complaints or grievances.
  - b. Senior and Group Stewards will be permitted to discuss within the department with an authorized Union Business Representative employee complaints or grievances or matters arising out of the application of the Agreement.
  - c. Steward activity will be confined to discussion of actual or potential grievances or complaints arising out of application of this agreement.
  - d. When it is necessary for a steward to leave his/her immediate work area, he/she shall first request permission from his/her immediate supervisor. Such request shall not be unreasonably denied.
  - e. Senior and Group Stewards will be permitted time off to discuss complaints, grievances, personnel changes, or other matters affecting Bargaining Unit personnel with the Department Head. The Department Head and the appropriate Stewards shall, whenever there are such matters to discuss, meet once each week at a mutually convenient time and place.
- (4) The Company shall not transfer a steward from one department to another or one shift to another without concurrence of such steward provided the steward is competent to perform the work remaining within the classification, on the shift and in the department. A steward shall not be transferred from the geographical location of the main group for which originally selected unless he/she possesses a needed skill which is not otherwise available in the main group.
  - (5) The Union shall notify the company in writing of a steward's selection. Company recognition of that steward shall be effective on the first Monday following receipt of such notice by the Company.
  - (6) In the event a Union Steward handles the responsibilities as steward improperly, the matter will normally, through Labor Relations, be called to the attention of the affected Business Representative, in order that the Business Representative may take appropriate corrective measures. However, should the Company in any instance elect to take immediate disciplinary action, the Union will be promptly advised.

### **C. Base Stewards**

- (1) The Union may appoint a Base Steward in each of the above noted C.E.G.s. With respect to the C.E.G.s covered by Parts D and E, the Base Steward shall be appointed by a Grand Lodge Representative of the Union. With respect to the C.E.G. covered by Parts **B and C**, the Base Steward shall be appointed by the Business Representative, District 725. Such Base Steward shall be an employee who is

regularly assigned to the plant or plants covered by the applicable C.E.G. and who has at least one year's seniority.

- (2) When necessary, the Base Steward will be permitted time off from work, without loss of pay, for the following activities:
  - a. The Base Steward may use as much time as may be reasonably necessary and agreed to with **Management**, or designee, to consult with stewards relative to employee complaints or grievances.
  - b. The Base Steward will represent the Local Union at Step 2 of the grievance procedure as provided in Article 3, Section 8; additionally, the Base Steward may contact Company Labor Relations Representatives on other matters arising out of the application of this Agreement.

#### **D. Top Seniority for the Purpose of Shift Assignment**

- (1) **Members of the Labor Relations Committee within any C.E.G. shall be deemed to have top seniority for purposes of shift assignment. Such top seniority shall be for the sole purpose of allowing them to remain on the same shift during their term of office. The provisions shall be applicable only if the employee entitled to such top seniority handles grievance processing or other on-the-job contract administration responsibilities.**

### **Section 2. Business Representatives and Union Officials (See coded letter B-7)**

Union Business Representatives shall have access to the Company's plants to which they are assigned to contact stewards and/or employees concerning employee complaints or grievances or matters arising out of the application of the Agreement. Such visits will be subject to the established Company and/or Governmental rules and regulations in effect at the particular plant; however, the Company shall not impose regulations which will render ineffective the intent of this provision. Prior to entering the Company's plants, full-time Union officials or Business Representatives shall notify the Labor Relations office as to the date, time and building where they will contact the steward. Such Union representatives shall notify the steward's supervisor, Departmental Office or Department Manager before contacting the steward.

Contacts by such Union representatives with employees other than stewards shall be limited to the employees' free time. Such Union representatives shall not discuss any problem with supervision or employees other than provided herein.

### **Section 3. Cooperation**

This collective bargaining Agreement has been jointly entered by the Company and the Union. Each member of management and each represented employee shall cooperate in the implementation of the Agreement both as to its provisions and its intent.

The Union and its members agree to report to the Company any acts or known threats of sabotage, subversive activities, theft, damage to or taking of any employee, Company or Government property or work-in-process or materials. The Union further agrees, if any such acts occur, to use its best efforts in assisting the Company and the Government to determine and apprehend the guilty party or parties.

**Section 4. Health and Safety**  
**(See coded letter C-1)**

The Company agrees to maintain sanitary, safe and healthful conditions in all its plants and working establishments in accordance with applicable laws and to maintain procedures for prompt resolution of safety and industrial hygiene problems in keeping with the degree of the hazard involved.

The Company, its employees and the Union will comply with applicable local, State and Federal Laws, support a properly established Company Safety Program and utilize properly established and published Company procedures for the correction of unsafe conditions.

When possible, the Safety manager shall notify the Union Safety Committee Chairperson when a Bargaining Unit employee has been injured.

The Union may select representatives to serve on the Company's General Occupational Safety and Health Committee for each C.E.G. as follows:

For Part B (Sunnyvale).

For C.E.G.s of District Lodge 725, Area 5, and its Local Lodge 2228, a maximum of four (4) representatives for the General Occupational Safety and Health Committee, and an alternate for each identified representative may be appointed. Committee minutes will be distributed to the appointee(s) and the alternate(s). The Union shall notify the Company of any changes in the appointed representatives and designated alternates. The information shall include the employee's name, organization and work shift. Likewise, the Company will appoint four (4) members to the General Occupational Safety and Health Committee, plus technical advisors, when required. The Committee will be chaired by a Company representative. The purpose of the Committee is to serve as a focal point for communication regarding health and safety issues at all levels of the Company.

For Parts C, D, & E

| <b>Contract<br/>Enforcement Group</b>                       | <b>Number of<br/>Representatives</b> |
|---|--------------------------------------|
| District Lodge 725, Area 5, and Local Lodge 2228 Santa Cruz | One (1)                              |
| California Central Coast Lodge 2786 Vandenberg              | Two (2)                              |

## District Lodge 166 and Local Lodge 610 Cape Canaveral Two (2)

The designated Union Safety Committee representative shall notify the respective Committee secretary, prior to the meeting, when the appointed alternate will be attending a meeting for the designee.

The Union's representation and participation on the Company's General Occupational Safety and Health Committee shall be advisory only. The Company retains the exclusive right to make final decisions on all safety matters. The Union's General Occupational Safety and Health Committee representatives shall not be denied the right to attend committee meetings to which they are designated members (or alternates) and may participate fully in discussions concerning the safety and health of the Company's employees; but no Union representative shall take part in or otherwise take responsibility for the final decision to implement procedures or programs to prevent or correct unsafe practices or conditions. The Company shall retain sole and exclusive responsibility for maintaining a safe and healthful workplace and for determining and implementing all safety procedures and programs.

Physical examinations will be provided for employees in certain classifications when and where the Company deems it advisable. A written explanation for these examinations will be provided upon request to each employee selected for a physical examination. Copies of the Company required physical exam results will be given to the employee's personal physician, provided a written request is made by such physician and the employee signs a Company medical information release form.

In the event an employee becomes ill or injured while at work, the Company shall arrange for appropriate transportation to the hospital or the employee's home.

No employee shall be discharged or otherwise disciplined for refusing to work on a job not made reasonably safe or sanitary or that might endanger health. The Company will provide each employee safety related training which includes, as appropriate, information related to the hazardous substances to which an employee may be exposed related to his/her job. Proper and modern safety devices shall be provided by the Company for all employees working on hazardous and/or unsanitary work. Clothing and other safety items required for protection of the employees against bodily harm will be furnished. Company approved safety shoes or industrial safety prescription glasses broken or irreparably damaged during the performance of an employee's job duties shall be replaced by the Company.

Employees who are required by the Company to wear **clean room and/or** safety shoes to perform the duties of their regular job shall be eligible for reimbursement **in accordance to Part A Supplement**. This cost is subject to review annually by the General Occupational Safety and Health Committee. Safety shoes are defined as shoes which contain an internal steel cap covering the toe area and meet **current safety standards** for the purpose of protection against objects falling on the foot. This definition does not apply to other types of shoes or protective clothing that may be required by other conditions.

For industrial safety prescription glasses, any employee who requires prescription glasses and is required by the Company to wear eye protection to perform his/her regular

job, shall be eligible for one pair of Company provided industrial safety prescription frames, normally not more frequently than once every 24 months, but shall be eligible for lenses every 12 months provided there has been a documented change in prescription. The glasses, available through a Company contracted supplier, will consist of a Company specified case, frame and two single vision, non-blended bifocal or trifocal clear or dark-tinted sunglass lens corrected as required by a current prescription. Added costs resulting from deviations from those specified by the Company will be paid by the employee. **The Company will reimburse the cost of safety glasses up to two-hundred (\$200.00) dollars per year.**

Safety evaluation of ladders, scaffolding, hoisting equipment and other such equipment as well as the evaluation of work environments, when and where the Company deems advisable, or as required by governmental safety regulations, may be conducted by personnel in the Occupational Safety and Health organization of the Company at reasonable intervals. Results of the safety and health evaluations will be available for review upon request by the Union Safety and Health Committee. The Company shall inform any employee who has been exposed to radioactive materials above those concentrations prescribed by law. Through communication with employees' supervision, the Company shall inform affected employees of the reasons for and the results of exposure measurements for chemicals or noise.

### **Section 5. Bulletin Boards and Posting Notices**

Space shall be provided on Company property at locations agreed upon and the Company will install and maintain Union-supplied bulletin boards for the posting of the following types of notices:

- (1) Union recreational, social and welfare activities.
- (2) Union elections.
- (3) Union appointments and results of Union elections.
- (4) Union meetings.
- (5) Such others as may be mutually agreed upon by the Union and the Company.

The Union shall not distribute or post, or authorize its members to distribute or post, any material anywhere on the Company's property except as herein provided.

The Company may remove such bulletin boards in the event of repeated violation of this Section or for reasons such as alterations in plant facilities, etc., and will inform the Union whenever it removes such bulletin boards.

### **Section 6. Solicitation of Memberships**

Employees and Union representatives shall not solicit Union memberships or collect dues on Company property on the Company time of any employee, although such activities may be conducted on Company property on the free time of the employees.



## **Section 7. Information to be Furnished to the Union**

### **A. Information to be Furnished Upon Request**

- (1) The Business Representative, District 725 or Financial Secretary of a Local Union (Or Base Steward for C.E.G.s **B**, C, D, and E) may request the following reports pertaining to its C.E.G. and they shall be furnished by the Company as soon as possible:
  - a. The number of employees by classification within the C.E.G.
  - b. A list of employees by department showing pay rates, classifications, dates of hire and shifts. Such lists shall be coded in a manner which will indicate employees who have, since the last previous such list:
    1. received promotions within their departments,
    2. received promotions other than under 1,
    3. been recalled from layoff or from downgrade in lieu of layoff,
    4. been downgraded in lieu of layoff,
    5. received lateral transfers involving a change in classifications, or
    6. been downgraded other than in lieu of layoff.
- (2) Upon request from a Senior Steward to the Department Head or to Human Resources, reasonable and pertinent information (such as information from attendance records, Job Action Requests, changes of status, Reviews and Employee Performance Notice) concerning a grievance will be made available.

### **B. Information to be Furnished on a Regular Basis**

- (1) Upon hiring an employee, the Company, within twenty-four (24) hours of the commencement of his/her employment, **shall notify the Union.**
- (2) The Company shall furnish the following to the Local Union in whose C.E.G. a general layoff occurs:
  - a. At the time of the application of the general layoff a copy of the seniority roster used by the Company in applying such layoff. Such seniority roster will list employees in the affected classification in order of their seniority.
  - b. Seniority roster by classification of all laid-off employees as of a date immediately after the application of the general layoff.
  - c. Insofar as is practicable prior to the date of layoff, the anticipated date, the approximate size and the probable classification affected.
  - d. A monthly list of employees dropped from list b. above, by reason of loss of seniority.
- (3) In addition to the above listed information, the Company will provide:
  - a. A monthly list of employees, in alphabetical order, listing their departments.
  - b. A monthly list of employees and their home addresses.
  - c. A weekly list of bargaining unit requisition openings within the C.E.G.

### **C. Reports on Computer Media**

Where the Union requests the reports specified in this section on computer media, the Company will provide the reports in this format. The Union will reimburse the Company for all additional associated development costs, excluding any development cost not unique to the Union's information request. There will be no charge for present reports provided in a computer-readable format where the Company is able to provide the reports without additional developmental costs. If there is a cost to the Company to accommodate any media change, the Union will pay the cost.

## **Section 8. Competitiveness and Engagement Committee**

### **A. Purpose**

The purpose of this Committee is to provide a forum, based upon a foundation of mutual respect, shared goals, and a common mission, for the Union and Company to work together as partners to gain the competitive edge for Lockheed Martin Space, and to review employment related topics impacting the bargaining unit, including but not limited to, employee engagement. The intent of such meetings is also to achieve continuous communication and improvements on two-ways lines of communication at all levels of management, the union, and the employees. The parties' goal by continuing accomplishment of these objectives is to help improve the overall performance of the business, satisfaction of employees, and job security for employees while enhancing the working relationship between the parties. This Committee will have multi-faceted consideration to include, but not limited to, those listed below.

### **B. Responsibility**

- (1) Understand key issues, goals and objectives of the Company.
- (2) Understand employment related topics raised by either party.
- (3) Continually identify and consider ideas to enhance the growth, agility, culture, flexibility, efficiency, stability and growth of the workforce. (Potential items may include labor rates, further job consolidations, increased job versatility, and solutions to help Space compete commercially).
- (4) Create and foster a work environment of mutual trust, respect, open and honest communication.
- (5) Promote job satisfaction and help the business grow, providing security, fair and equitable reward and recognition for all employees.
- (6) Ensure continuous process improvement through employee involvement fostering employee satisfaction.

### **C. Committee Membership**

Each C.E.G. will have its own Committee. The parties will mutually agree to the size of the Committee for each C.E.G., which shall include an equal number of Union and Company representatives, locally. Each part shall appoint its agreed-

upon number of representatives and notify the other part in writing of said appointments, including any changes that may occur from time to time. Ad hoc representation may be required for special topics or situations as determined by the Committee. Company committee members will be composed of senior level management from appropriate functional areas, including a representative from Labor Relations, or delegate, who will serve as Co-Chairperson. Union committee members (which includes the base steward) will be composed of the LRC committee, including a Business Representative (or designee) and a Co-Chairperson as designated by the Union.

#### **D. Meetings**

Meetings will normally take place on a monthly basis or as mutually agreed by the parties, but not less than once per quarter. Minutes of these meetings will be prepared by the Company, with copies furnished to the Union. The Company and Union agree to discuss and resolve agenda items in a timely manner. These meetings shall be conducted in a professional manner. The Co-Chairpersons shall meet prior to the scheduled monthly meeting to set an agenda and mutually decide if the monthly meeting is required (based on its committee recommendation) and may be postponed or cancelled if mutually agreed. Such meetings (to include pre and post meetings) shall be paid by the Company.

#### **E. Authority**

In the event the Committee fails to reach a satisfactory resolution to an agenda item, the matter may be referred by either party to the Labor Relations Director for Space (or designee) and Union's International Business Representative (or designee) for review and consideration. A meeting to address the outstanding matter will take place at a mutually agreed upon date and time. Should the full committee believe that action to make changes that may change or amend economical and/or conditions of employment, are appropriate and a proposed Tentative Agreement (TA) has been developed; such TA will be brought to the appropriate IAM Business Representative. Should the Union believe that such specific change is appropriate, then such TA will be brought to the IAM membership through IAM protocol. This process does not constitute an opening of the full CBA, it will only be applicable to that specific TA.

## Article 3

### DISCIPLINE & DISCHARGE

#### Section 1. Purpose

To reduce absenteeism, establish reasonable standards for employee attendance, provide a uniform means to enforce these standards, and provide recognition for good attendance.

#### Section 2. General

- A. Regular attendance by each employee is essential so that Company work may be performed on schedule.
- B. This **Attendance Procedure** provides a uniform guide for management's use in monitoring attendance and taking appropriate action.
- C. Management judgment must be exercised in applying these standards. Consideration must be given to the facts in each employee's case before taking disciplinary action. Cases which the organization manager believes warrant deviation from the disciplinary sequence in **Section 4 (D)** below, should be reviewed with the Labor Relations Director.

#### Section 3. Attendance Procedure

- A. The following attendance codes are infractions (except as noted) for purpose of this Appendix: B, N, O, S, or T.
  - (1) A maximum of three periods of B code absences per calendar year shall be excused if preceded by a medically authorized W code, as specified in **Section 3(D)** below, or doctor's verification is received for the days absent. Such B code absences are to be entered on the KARDEX as "B1".
  - (2) In instances where an employee's absence or tardiness is caused by a verified circumstance such as an Act of God, fire or flood **established by the Company, the Labor Relations Representative or Human Resources Representative will inform Supervision that** such absence or tardiness will **not be recorded on the employee's KARDEX.**
  - (3) Paid sick leave days of absence will not be attendance infractions.
- B. Any one continuous period of B or O codes is considered as one infraction.
- C. Reasonable allowance for part-day absence for necessary medical/dental care is provided when an employee submits written verification of doctor and dentist visits. Such part-day absences are coded W for a maximum of six within a calendar year. Beyond six, each is documented as a short-time infraction (code S).

The Company will review cases where mitigating circumstances may be present to determine if additional verified doctor or dentist visits should be excused.

- D.** Employees who become ill after reporting to their work station and starting their shift may be granted an approved W code at the discretion of supervision prior to leaving the plant. Such approval shall not be unreasonably denied.
- E.** All absences must be reported, if possible, within two (2) hours of the start of shift, to the supervisor or department office. At that time, the anticipated length of absence and/or expected return date should be explained. If unable to call personally, each employee should have someone call for them where possible.
- F.** A reported absence is valid until the date of return specified by the employee or, if the return date is indefinite, for two working days. The third day of absence constitutes the first day of unreported absence.

#### **Section 4. Discipline – Attendance**

- A.** Employees having combined attendance infractions as specified in **Section 3(A)**, above, which exceed three (3) in the preceding three-month (or shorter) period are considered to have unsatisfactory attendance and are subject to progressive disciplinary action as set forth in **Section 4(D)** below.
  - B.** When it is apparent that an employee's attendance infractions are approaching the unsatisfactory level for the first time, that employee should be counseled about the importance of regular attendance, and a **"Q1" code is entered on the employee's KARDEX.**
  - C.** Prior to imposing discipline, the complete attendance record of the employee should be reviewed and the nature and frequency of infractions considered.
  - D.** Progressive disciplinary action for unsatisfactory attendance, as specified in **Section 4(A)**, will be imposed in the following sequence:
    - (1) **Verbal Criticism** - recorded on KARDEX (**Q2**). The employee must be advised of action in writing.
    - (2) Employee Performance Notice - formal written criticism (**Q3**). **Employee must receive copy of the notice.**
    - (3) Second Employee Performance Notice - formal written criticism (**Q3**). **Employee must receive copy of the notice.**
- NOTE:** *When it is apparent that an employee's attendance infractions may result in dismissal, the employee will be counseled by management in order to ensure the employee has a clear understanding of the severity of the situation and the imminent possibility of dismissal.*

(4) Dismissal

**NOTE:** *An employee may be subject to termination depending upon the circumstances involved without regard to the progressive discipline sequence if absence from work becomes excessive to the point that the individual has become unemployable or whenever an employee's attendance is considered unsatisfactory even after applying aforementioned standards set forth above.*

**E.** The following criteria are guides to the administration of disciplinary action:

- (1) Each month, normally during the first week, each employee's **KARDEX** record is examined by the organization.
- (2) When an employee's attendance infractions exceed three (3) within any three months (or shorter) period, that employee's record must be reviewed for possible disciplinary action.
- (3) Once discipline has been issued for specified attendance infractions, those infractions cannot be counted in determining the need for subsequent discipline. A new three-month period begins immediately after the issuance of discipline.
- (4) When an employee who has received disciplinary action makes a serious attempt to improve his or her attendance record, the following recognition shall be given for the effort.
  - a. If the employee compiles three or fewer attendance infractions in the four-month period following receipt of disciplinary action, that disciplinary action shall be cancelled insofar as issuance of subsequent disciplinary action is concerned (i.e., the disciplinary action remains in the record but is not considered in the event of subsequent unsatisfactory attendance).

**Example:** *An employee has been given **Verbal Criticism** followed by the first Employee Performance Notice (EPN). In the four-month period following receipt of the EPN, only three attendance infractions occur. Two months later the employee compiles four infractions; the discipline issued will be an EPN.*

- b. If the employee compiles three or fewer attendance infractions in any two consecutive four-month periods following receipt of disciplinary action, then two steps of prior discipline shall be cancelled (i.e., the disciplinary action remains in the record but is not considered in the event of subsequent unsatisfactory attendance).

*Example: Referring to the example cited above, the Verbal Criticism and the EPN would not be considered in the event the employee's attendance subsequently becomes unsatisfactory.*

**F. Absentee terminations**

- (1) A five-day unreported absence (or four-day for employees on a 4x10 workweek) on scheduled workdays without a reasonable explanation for failure to report shall be considered a resignation.
- (2) If an employee's medical absence continues for more than 10 consecutive workdays, medical documentation must be submitted to the Company certifying the employee's **absence**. An employee who fails to provide such documentation may be terminated (unless a reasonable explanation is offered for not complying).
- (3) To effect the termination of an absent employee under this procedure, a registered letter will be sent to the employee's last known address of record.

**Section 5. Commendation**

Employees with six months of perfect attendance should receive a Commendation Notice. Perfect attendance is defined as no absences, tardiness or short-times except those caused by military duty, Union business, jury duty, vacation or holidays.

**Section 6. Employee Grievances – General**  
**(See coded letters E-1)**

- A. The term "grievance" (other than "Union grievance") as used in the Agreement shall mean a written claim by an employee that the Company, at the time such written claim is filed, denies to that employee a right given to him/her under a specific provision(s) upon which the claim is based.
- B. The Company shall not confer with an employee with respect to a grievance filed by him/her without notifying the Senior Steward and giving him/her an opportunity to be present.
- C. Failure of the Local Union, the Senior Steward or the employee to proceed within any time limit set forth in this Article shall constitute a waiver of the grievance. Failure of the Company to act within any time limit set forth herein shall entitle the Local Union to proceed to the next step. However, time limits may be extended by mutual agreement.
- D. If a retroactive pay adjustment based upon a change in classification is involved in a grievance settlement, such adjustment shall not be made retroactive prior to the date the grievance was presented to the Department Head, unless the employee, the Union Steward(s) and the supervisor discussed the complaint as provided in Section 7 of this Article. In that event, the adjustment may be made retroactive to the date of that discussion, however in no event shall the adjustment be retroactive prior to **thirty (30) calendar days** before the grievance is filed.
- E. Grievance forms and grievance answers will not be filed in the employee's departmental or personnel folders, except when, upon mutual agreement between the Union Business Representative (except at C.E.G. D where the Base Steward and Union Labor Relations

Committee Chairperson may approve) and the Labor Relations Representative, a grievance settlement provides future and/or additional instructions regarding the employee's rights/case; further, such items previously placed in such folders shall be removed as folders are reviewed.

- F. **All grievances shall state: 1) the nature of the grievance, 2) the article(s) of the Agreement alleged to have been violated by appropriate reference, and 3) the remedy requested.** If a grievance involves a job classification matter, the employee is also required to submit a written statement of the specific duties on which the grievance is based.

## **Section 7. Grievance Procedure for Employees on the Active Payroll (See coded letters D-16 and E-1)**

The procedure for processing a grievance or complaint for an employee on the active payroll shall be as follows:

### **A. Pre-Step 1 Grievances/Complaints**

It is the intention of the parties that employee grievances/complaints regarding wages, hours or working conditions be resolved through oral discussion between the employee, their supervisor or manager, and the Senior or Group Steward. Prior to submission of a written grievance, the employee must attempt to resolve the grievance/complaint through such oral discussion. **The supervisor or manager shall give their response in writing. Any resolution at the Pre-Step shall have no precedential value.**

### **B. Step 1 Grievances**

- (1) An employee who wishes to present a grievance shall state his/her grievance in writing on an electronic form mutually agreed upon by the union and the company. The grievance shall be delivered to the department head, either by the employee or his/her senior steward, within **thirty (30) calendar days** after the occurrence upon which the grievance is founded. **The Holiday Shutdown period shall not count toward the thirty (30) day window for filing a grievance.**
- (2) The responsible Department Head **and** Senior Steward **or applicable Base Steward** shall meet at a mutually convenient time and shall use their best efforts to settle the grievance. The Labor Relations Representative or Human Resources Representative **may attend and** act as an advisor only. The Senior Steward may ask one of his/her Group Stewards to be present at this meeting if he/she so desires. Subsequent to the first step meeting, but within **seven (7) calendar days** after receipt of the grievance, the Department Head shall deliver a written answer to the Senior Steward. If a settlement has not been reached, the Local Union may proceed to the next step of the grievance procedure within **fourteen (14) calendar days** after receipt of such written answer. **Any resolution at Step 1 shall have no precedential value.**



- (3) A Grievance Form which is not considered eligible for processing as a grievance because it lacks specificity or otherwise fails to meet requirements set forth in the grievance procedure, will be returned to the Senior Steward with a written explanation on the grievance form regarding the reasons therefore. The Union shall have **fourteen (14) calendar days** after receipt by the Steward to process such grievance, including necessary specificity, to the next Step of the grievance procedure.
- (4) The department's findings regarding a grievance will normally be discussed by the Manager with the Senior Steward before the Manager formulates a position and presents a written reply on the grievance form. During the discussion it is expected that all pertinent facts known to the Manager and to the Senior Steward will be disclosed.
- (5) Grievances or complaints arising from the application of Article 1, Section 13 of the Agreement (Non-Bargaining Unit Employees Performing Bargaining Unit Work) will normally be processed by the alleged violator's Manager. By mutual agreement the matter may be processed by the complainant's Manager.

#### **C. Step 2 Grievances**

- (1) The unsettled grievance shall be delivered to the Labor Relations office by the Union and listed on the Open Grievance Status Report according to date received. A priority status will be assigned to facilitate timely processing of the issue. Representatives of the Company and the Local Union shall meet and use their best efforts to reach a settlement. The Company shall deliver its answer at Step 2 in writing to the Local Union within **twenty-eight (28) calendar days** after the date of the receipt by the Company at Step 2; **within twenty-eight (28) calendar days** from the date the grievance was filed in the case of a "Union Grievance." If a settlement is not reached, the Local Union, within **seven (7) calendar days** after receipt of the Company's written answer, may proceed in accordance with Step 3; however, complaints may not be advanced beyond Step 2. **Non-precedent settlements at Step 2 or higher shall only be made by mutual agreement.**

#### **D. Step 3 Grievances - Labor Relations Committee**

- (1) The Union shall deliver a written notice to the Labor Relations Office listing the grievances they desire to present to the Labor Relations Committee, no more frequently than one (1) time per month. Once the grievances are presented to the Company, the grievances will remain in Step 3 until presented to the LRC. The grievances shall be heard within **thirty (30) calendar days** of receipt of such notice by the Company. The parties may modify the time limits or the frequency of LRC meeting by mutual agreement.
- (2) **Union representation at the LRC shall consist of the following:**
  - (a) **C.E.G. B-Sunnyvale:** Union representation shall consist of four (4) employees of the C.E.G. **and** the Business Representative of the Local Union or an authorized representative and another Union Official.

- (b) **C.E.G. C – Santa Cruz:** Union representation shall consist of two (2) employees of the C.E.G., of which one employee shall be designated as the alternate. Should the population in C.E.G. C reach more than one hundred (100) represented employees, the committee may increase by one employee however, only one committee member may be present at the Labor Relations Committee.
- (c) **C.E.G. D – Vandenberg:** Union representation shall consist of three (3) employees and an official representative of the IAM&AW, or an authorized credentialed representative
- (d) **C.E.G. E – Eastern Range:** Union representation shall consist of three (3) employees of the C.E.G., and the Business representative or an authorized representative and, if available, another IAM&AW or Local Union official.
- (3) **The Company committee shall be at the sole discretion of the Labor Relations Manager. The total number shall not exceed the number of members of the Union committee. The number of participants may be modified by mutual agreement.**
- (4) **The decision of the LRC shall be considered final if the Union representatives and the Company representatives concur. If the LRC fails to settle a grievance, either party may proceed in accordance with Step 4 of this Article.**

#### **E. Step 4 Grievances - Arbitration Procedure**

**If agreement cannot be reached in Step Three, the grieving party may submit its written intent to arbitrate within forty-five (45) calendar days following the receipt of the Step Three response. Failure to do so shall constitute a waiver of the right of the appealing party to resort to the arbitration process in which case the grievance shall be deemed resolved with the Step 3 disposition.**

- (1) **Any grievance certified to arbitration which is not scheduled within six (6) months of the certification of the arbitration will be considered closed and is ineligible for arbitration consideration, unless the parties mutually agree to extend the time period for scheduling the arbitration, or the Arbitrator is unavailable during the time period.**
- (2) **The Party moving to arbitration shall immediately request, from the Federal Mediation and Conciliation Service, a list of at least seven (7) arbitrators who are members of the National Academy of Arbitrators, from the respective region. Upon receipt of the FMCS panel of arbitrators listing, the parties shall meet within seven (7) calendar days and shall alternatively strike a name from the list until only one (1) name remains and, that person shall be designated by the parties as the arbitrator. The party first to strike shall be decided by lot and alternate thereafter.**
- (3) **The arbitrator shall not have the power to add to, subtract from, or modify any of the terms of this Agreement, nor to substitute his/her discretion for that preserved in the Agreement. The arbitrator shall be bound entirely by the records presented in the form of evidence presented at the hearing and**

**this Agreement. The decision of the arbitrator shall be final and binding upon the parties and shall be rendered within ninety (90) calendar days of the hearing. The arbitrator shall have the authority to decide and rule on alleged violations of the National Labor Relations Act raised through the grievance process as a result of a deferral of an unfair labor practice charge by the National Labor Relations Board to the grievance process.**

**(4) In consideration of cases involving employees off the active payroll and in cases involving pay rates, the arbitrator's authority will be limited to award no more than twenty-four (24) months' pay or pay adjustment in remedy of any grievance. Neither party shall have any right to discovery during the arbitration process, with the exception of rights otherwise granted to the Union under the National Labor Relations Act.**

**(5) The compensation and expenses of the arbitrator and meeting room costs shall be borne equally. Costs incurred by the respective parties for their witnesses shall be borne by the respective party, and the cost of any report or transcript shall be divided equally only if furnished by mutual consent.**

#### **Section 8. Grievance Procedure Concerning Discharge, Layoff, Termination, Recall to the Payroll and Any Other Grievances Involving Reinstatement to the Payroll**

The procedure on grievances arising out of discharge, termination under layoff procedure, recall to the payroll and other issues involving reinstatement to the payroll shall be as follows:

The employee shall deliver the grievance to the Local Union which may submit it to the Labor Relations or Human Resources office of the Company and proceed as set forth in Step 2 of Section 7 of this Article. Such grievance shall be delivered to the Labor Relations or Human Resources office within ten (10) working days following the date of the occurrence as described above upon which the grievance is founded or date of receipt of notice in the case of a by-pass while on layoff, otherwise such grievance shall be deemed to be waived.

An employee who voluntarily terminates in lieu of discharge may file a grievance. Such grievance will be considered a discharge grievance for time limit purposes.

#### **Section 9. – Discipline – Professional Conduct and Work Performance**

**For all disciplinary matters other than attendance, the parties agree that the following disciplinary procedures are to be used. Disciplinary actions shall be administered into two categories: professional conduct and work performance. No employee shall be disciplined without just cause. Just cause related to work performance may include, but shall not be limited to, willful neglect of assigned duties, non-performance of assigned duties, or demonstrated incompetence in the performance of assigned duties. While the parties agree that in administering progressive discipline the**

Company shall normally follow the steps below, it is understood that the Company may skip steps based on the nature and severity of the violation.

- (1) Counseling – delivered by management and recorded in the Employee's record.
- (2) Verbal Criticism – delivered by management and recorded in the Employee's record.
- (3) Employee Performance Notice (EPN) – delivered by management and Labor Relations with a copy given to the Employee and the Union.
- (4) Employee Performance Notice (EPN) with Suspension – without pay delivered by management and Labor Relations with written documentation by management given to the Employee and the Union Representative (prior to the suspension being issued, the Company will notify the Union).
- (5) Discharge – prior to the discharge being issued, the Company will notify the designated Union representative.

The Company will have up to thirty (30) calendar days after Management becomes aware of the occurrence to complete the investigation and to issue discipline. The timeline to investigate and issue discipline may be extended by mutual agreement.

It is understood that the Company may suspend an Employee without pay pending investigation of alleged misconduct which may lead to the issuance of a disciplinary action in the form of a suspension without pay or discharge, provided the unpaid suspension shall be limited to a maximum of one (1) week, with additional days of paid suspension as necessary, and that the Employee shall be reinstated and paid for the missed scheduled work time should the Company decide not to take disciplinary action against the Employee as a result of the investigation.

All disciplinary actions, as outlined in this Section, will be recorded in the employee's personnel records. Any disciplinary action including Counseling, Verbal Criticism, and Employee Performance Notice (EPN) will be considered null and void for purposes of disciplinary action if the employee did not receive an additional disciplinary action in the same category within twelve (12) months of the issuance of the discipline. An Employee Performance Notice with a Suspension will be considered null and void for purposes of disciplinary action if the employee did not receive an additional disciplinary action in the same category within twenty-four (24) months of the issuance of the discipline.

## **Section 10. Union Grievances**

The term "Union grievance" used herein shall mean any written grievance which the Union may have with the Company pertaining to the application or interpretation of **this Agreement except Article 1, Section 4 [Right to Manage the Plant]**. Grievances shall only be recognized or processed based upon facts or events which occurred within

**thirty (30) calendar days of when the employee, the Union, or the Company knew or by reasonable diligence should have known of the occurrence.**

### **Section 11. General Principles**

- A. Representatives of either party shall not make an offer for a grievance settlement or accept an offer unless the individual has the authority to make or accept such offer.**
- B. The union may withdraw a grievance without prejudice to its position unless such grievance has been referred to arbitration.**
- C. A good faith grievance settlement cannot be unilaterally modified, amended or cancelled. All good faith grievance settlements shall be binding upon the parties, unless otherwise mutually-agreed or unless set aside by law.**
- D. Grievance settlements made on a non-precedent basis shall not be used by either party (unless otherwise mutually agreed) as future evidence, except that non-precedent grievance settlements may be used by either party in future situations involving the same grievant.**

**ARTICLE 4**  
**EMPLOYEE PLACEMENT**  
**(See coded letter B-13)**

**Section 1. General Seniority Provisions**

**A. Basis of Seniority**

- (1) An employee's seniority shall be based on the length of service with the Company, subject to the conditions in this Article. Subject to the provisions of Subsection B (1) of this Section governing establishment of seniority, an employee's seniority shall date from the date the employee starts work after original hire by the Company, except that a rehired employee's seniority shall date from the date the employee starts work after the latest rehire by the Company. Seniority shall not be carried from other facilities of the Lockheed Martin Corporation except as specifically provided in this Agreement; however, seniority credit for service in a subsidiary corporation or other Division of Lockheed Martin Corporation granted to employees and persons prior to the date of this Agreement shall be continued in effect.
- (2) A part-time employee shall be entitled to seniority in the same proportion that time regularly worked by such part-time employee bears to the time regularly worked by a full-time employee. Part-time employees shall be eligible for health care benefits upon payment of 40% of the health care premium after ninety (90) calendar days of continuous service time from the date the employee starts work after hire or rehire without seniority.
- (3) A full-time employee may be assigned as a part-time employee for up to 120 calendar days by mutual agreement between the Company and the Union and will retain full-time employee placement and layoff rights.

**B. Probationary Period**

- (1) **One-Hundred and twenty (120) calendar days** after an employee reports to work at the Company, the employee shall acquire seniority rights there, and seniority shall be retroactive to the starting date. During the first **one-hundred and twenty (120) calendar days** of employment (except for part-time employees who shall be required to work **two-hundred and forty (240) calendar days**), the employee shall be considered probationary, and retention as an employee shall be entirely within the discretion of the Company. On matters other than discharge or layoff, such employee shall be entitled to the same representation as other employees. By request of the Company, an employee's probationary period may be extended by mutual agreement of the Company, the Union Business Representative (Base Steward for C.E.G. B, C, D, or E), and the probationary employee. Such extensions apply solely to the provisions of this paragraph herein.  
The Union will not unreasonably oppose extension of the probationary period where, because of lack of a security access, management has been unable to evaluate an employee on the work for which they have been hired.

- (2) If an employee is laid off during the employee's probationary period and subsequently rehired at the Company where laid off, any seniority accumulated there during the twelve (12) months immediately preceding the rehire date shall be counted toward the probationary period. If such service is not continuous, the employee's seniority date shall be established as of a date **one-hundred and twenty (120) calendar days** prior to the completion of the probationary period.

### **C. Seniority on Transfers and Rehires**

- (1) An employee shall retain seniority in the following instances:
  - a. On any voluntary or operationally required transfer/movement between C.E.G.s.
  - b. Layoff from one C.E.G. and rehire into any C.E.G. while such employee has maintained recall rights at the C.E.G. from which laid off.
- (2) An employee, transferred from a classification covered by this Agreement to an hourly classification represented by another bargaining agent (which is not the IAM&AW) and thereafter transferred to a classification covered by this Agreement, shall have the seniority which had accumulated on the date of transfer to such other unit.
- (3) A person hired within a salaried classification or into an hourly classification represented by another bargaining agent (which is not the IAM&AW) or into a non-represented hourly classification and thereafter transferred into a classification covered by this Agreement, shall have seniority from the date of transfer.
- (4) A person who has acquired seniority in accordance with the provisions of this Agreement and who was or is transferred to a salaried or non-represented hourly classification within the Company, shall continue to accumulate seniority. Such seniority shall apply in case of transfer to a classification covered by this Agreement.
- (5) An employee promoted to a supervisor or salaried position from the bargaining unit will be considered by the Company for return to the bargaining unit provided the employee has not accumulated more than a total of **one (1) year** as a supervisor or salaried employee.

### **D. Code 'D' Rehires**

An employee who was terminated from a plant of Lockheed Martin Corporation or from a subsidiary of Lockheed Martin Corporation and who, thereafter, was or is hired by the Company shall acquire seniority on the same basis as a newly hired employee. However, such an employee who either: (1) begins work at the Company within thirty-one (31) calendar days beginning with the day after the employee's termination from such plant or, (2) begins work at the Company during the period the employee is eligible for recall at such plant shall be designated as a Code 'D' rehire and receive the following benefits:

- (1) Such employee shall not be required to serve the probationary period provided in Subsection B of this Section if the employee has previously held the classification

at such subsidiary or plant. All other rehires must serve a **one-hundred and twenty (120) calendar days** probationary period for retention purposes only.

- (2) For the sole purpose of determining the length of vacation with pay, such employee's seniority shall be based on the employee's Corporate service date.
- (3) Such employee shall be entitled to elect, without serving a new waiting period, the same type (employee or employee and dependent) of group insurance coverage as in effect at the time of termination or layoff. Such employee's right to additional group life insurance benefits is subject to provisions of Article 6, Section 1-5 hereof. Employees who are rehired following retirement will be designated as Code 'D' Rehires if they are rehired within sixty (60) months after their date of retirement.

#### **E. Code 'H' Rehires**

An employee who voluntarily terminates or is laid off after having accumulated two (2) or more years of seniority at any plant or subsidiary of Lockheed Martin Corporation and who, after the effective date of this Agreement, is hired by the Company and serves a **one-hundred and twenty calendar days** probationary period, shall be designated a Code 'H' rehire and receive the following benefits:

- (1) Such employee shall be entitled to group insurance coverage without serving a waiting period, except where the provisions of the health insurance plan may otherwise provide.
- (2) Such employee shall be eligible for participation in the Savings Plan without serving a waiting period.

#### **F. Restoration of Seniority**

Except as provided above, seniority shall be restored only by mutual agreement of the Union and the Company. Consideration for restoration of seniority shall be given by the Business Representative, District 725, a Business Representative of the Union and the Manager of Labor Relations for the Company, and such mutual agreement shall be recognized only on written evidence of their mutual approval.

### **Section 2. Loss of Seniority**

An employee shall lose his/her seniority if any of the following occurs:

- (1) Resignation. A five-day unreported absence (or four-day unreported absence for employees on a 4x10 workweek or 9/80 workweek) on scheduled workdays without a reasonable explanation for failure to report shall be considered a resignation.
- (2) Discharge for just cause.
- (3) Failure to retain place on recall list in accordance with the provisions of the Agreement, entitled, "Recall". Failure to report for work on the date designated by the Company or to furnish to the Company a reasonable excuse for failure to report.
- (4) Layoff from the active payroll for a period of sixty (60) consecutive months.



**Section 3. Employee Placement**  
**(See coded letters B-11 and B-16)**

**A. When Opening is Filled**

An available opening shall be considered to have been filled when:

- (1) The Company makes a job offer to an employee or an applicant and the offer is accepted, or
- (2) Move action is initiated by a Job Action Request.

**B. Priority in Filling Available Openings**

**(See coded letter C-6)**

Available openings in a classification shall be filled by employees in the following categories in the order stated below:

- (1) Employees who are being downgraded from a higher-rated classification in lieu of layoff and who are scheduled for placement in the classification in which the opening exists.
- (2) Employees on the recall list of the classification in which the opening exists.
- (3) Employees eligible for promotion as provided in Section 4 of this Article.
- (4) Employees who volunteer for downgrade from one classification to another in a lower labor grade.
- (5) Employees requesting transfer from one classification to another in the same labor grade.
- (6) Employees requesting a shift transfer within a classification.
- (7) Part-time employees requesting placement in full-time positions.
- (8) Employees requesting transfer to one C.E.G. from another C.E.G. or rehire from layoff to a classification in which the employee has recall rights.

**C. Placement Exclusive of Priority**

Certain placements which may be made without reference to the placement priority provision are set forth in:

- (1) Paragraph D of this Section entitled "Placement of Employees in Lower-Rated Classifications",
- (2) Paragraph F of this Section entitled "Temporary Assignments",
- (3) Section 5 of this Article entitled "Transfer",
- (4) Section 8 of this Article entitled "Placement of Employees with Disabilities".

**D. Placement of Employees in Lower-Rated Classifications by Mutual Agreement**

- (1) Downgrading into classifications which have recall lists may be made upon mutual agreement of the parties for the following groups of employees, provided such employees have greater seniority than any employees on the recall list for such lower classification:
  - a. Physically limited employees who are unable to do the work of their current classification but are able to do the work of a lower-rated classification.

- b. Employees who are unable to remain in a classification because of substantial personal hardship.
  - c. Employees who, after normal instruction, are trying to perform their job assignments but are unable to do so, and whose work records indicate that they would be satisfactory employees in a lower-rated classification.
- (2) In the event no job opening exists, an employee included in Paragraph (1) of this Subsection D, upon mutual agreement of the parties, may displace the least-senior of any less-senior employees in a lower classification if qualified to perform the work in such lower classification.

#### **E. Job Openings**

- (1) **If the Company determines to fill a new or existing job within the Bargaining Unit, the Company will post the opening through a requisition on the Company's electronic job requisition website for a period of not less than seven (7) days. A list of local bargaining unit job requisitions will be made available to the Business Representative or delegate each week. Promotions from Trainee/Associate classifications do not need to be posted and can be done at the discretion of the leader, provided the employee satisfactorily met the requirements of the higher position.**
- (2) **Any employee interested in placement to a different job classification may apply to open requisitions on the Company's electronic job website. It is the responsibility of the employees to monitor job postings. Employees with a seniority date subsequent to the effective date of this Agreement, and one year of seniority or less, may only apply for promotion.**
- (3) **Bids submitted by eligible employees will be considered and evaluated by the Company in the filling of the job opening.**
- a) **If it is determined by the Company that employees meeting the basic requirements for the position have bid to the opening, those employees' qualifications will be reviewed to determine which, if any, of those employees have qualifications meeting the requirements of the Classification as related to the duties of the specific opening. Accordingly, in the event more than one (1) employee is deemed qualified by the Company, the senior qualified employee shall be offered the position in accordance with Article 4, Section 3(b) [Priority in Filling Available Openings]. If other less senior qualified employees have applied but were not selected, the hiring supervisor will notify such employees as to the reason within ten (10) calendar days of the decision in writing. Employees deemed unqualified for the position by the Company may meet with Labor Relations to discuss Management's decision.**
  - b) **If it is determined by the Company that no qualified employees have bid to the opening the Company will consider external applicants.**

**If a qualified employee is unable to bid on a position while the requisition is**

open, they will be given seven (7) calendar days from when the requisition is closed to bid, provided they can show the Company extenuating circumstances that prevented them from bidding for the position while the requisition was open.

- (4) Employees must respond to any offer of placement within two (2) working days.
- (5) It is understood that employees would like to know if they meet the basic requirements of certain classifications and qualifications related to the duties of specific positions in which they might be interested prior to opportunities coming available. Employees have the right to request from management, in writing or via e-mail with a copy to Labor Relations, a determination whether or not the employee meets the basic requirements of classification(s) they are interested in filling. After a review of the employee's qualifications and a meeting between the employee and his Manager or Supervisor, the determination whether or not the employee meets the basic requirements will be made in writing no later than fourteen (14) calendar days after the employee requests the determination. If the employee is determined to not meet the basic requirements, the employee will be notified of the necessary steps to meet the basic requirements.
- (6) Prior to filing a **grievance** regarding a disqualification, the employee must request and participate in a counseling interview with a Labor Relations representative, or their designee.
- (7) Physically limited employees who are on prolonged absence for medical reasons and are unable to perform the work of their current classification, but are able to physically perform the duties of other classification(s), may **apply for open positions**. All such requests will be considered/processed in accordance with the provisions of Article 4 Section 3 of this Agreement. A disqualification **for a job opening** will be considered as a **grievance**.
- (8) A probationary employee **or employees classified as a Trainee/Associate** may not **bid on open positions**.

#### **F. Temporary Assignments**

- (1) An employee temporarily assigned to a higher-rated classification to replace another employee who is absent for a short period of time due to vacation, illness, or similar reasons, shall be paid ten cents (\$.10) per hour above their normal base rate or the minimum of the higher-rated classification, whichever is higher, or in cases where the employee previously held the higher-rated classification, the same rate of pay as such absent employee, but not to exceed the maximum of such classification. Such payment will be made upon termination, quarterly, or when the accumulation of hours total forty (40), whichever occurs first. Employees shall be provided documentation of such temporary assignment.
- (2) Temporary replacements will normally be selected from within the affected department when the required skills and qualifications are available.

- (3) Seniority will be a consideration in the selection of temporary replacements.
- (4) Such temporary assignment or reassignment shall not be considered as filling an opening under paragraphs A and B of this section.
- (5) Completion of a temporary assignment does not necessarily qualify an employee for that classification.
- (6) An employee temporarily assigned as a Lead, including a “training” Lead, shall be paid in accordance with Article 7, Section 5.

#### **G. Leads**

- (1) Selection or removal of leads, including temporary, shall be at the sole discretion of the Company, based on the provisions in (2) below.
- (2) Leads will be selected or removed within a department based on job-related criteria, including but not limited to, leadership ability, job knowledge, technical competence, education, experience, and interpersonal skills. Where, in the opinion of management, the candidates are substantially equal, seniority will be considered. Non-job-related considerations will not be used in lead selection or removal. Employees shall be provided documentation of such lead assignments including temporary leads.
- (3) It is understood that the provisions of this Section do not modify those provisions of Article 8, Section 1, Subsection B, (Interpretation and Application of Job Descriptions), which provide that any employee may assist in the training of another employee by giving assistance to another employee on work operations or giving guidance and instruction to any employee and do not provide for classifying as a Lead.

### **Section 4. Promotion**

#### **A. General**

In selecting an employee for promotion to an available opening, the following standards shall apply:

- (1) Availability for release. Operational requirements will be considered insofar as they pertain to the release of an employee from the employee's present job. The Company will not unreasonably deny an employee a release for promotion.
- (2) Where ability, skill and efficiency are substantially equal, preference shall be given to the most senior qualified employee, within the applicable unit.

#### **B. Promotion to Higher-Rated Jobs (See coded letter E-6)**

Promotions to higher-rated jobs, except Lead, shall be made from among those employees who have filed requests for such higher-rated jobs provided such employees are qualified to perform the work.

Consideration shall first be given to those employees within the department where the opening exists plus employees outside the department who have at least forty-eight

(48) months more seniority than those employees within the department. Consideration shall next be given to other employees with requests on file.

Employees with a hire date subsequent to the effective date of this Agreement and one year seniority or less may be considered for promotion to any job ahead of new hires.

## **Section 5. Transfer (See coded letter D-1)**

### **A. General**

Transfers Within the C.E.G.:

- (1) A transfer for purposes of this Subsection A does not apply to promotion to higher-rated classifications or to downgrading to lower-rated classifications.
- (2) Transfers will be made on the basis of operational requirements of the Company, with first consideration being given to employees in the department where the opening exists, then within the next larger organizational unit, then within the Company.
- (3) The following placements may be made without reference to Priority in Filling Available Openings (Section 3 of this Article).
  - a. Operational requirements transfers within a classification.
  - b. Operational requirements transfers from one classification to another in the same Labor Grade, provided the employee so transferred possesses greater seniority than employees specified in Article 4 Section 3 B (1) and (2).

### **B. Operational Requirement Transfers and Loans-Within Contract Enforcement Group**

- (1) Employee Notification of Lateral Transfer or Loan
  - a. The fundamental basis for the selection of employees to be transferred is "operational requirements". Written transfer requests filed by employees will be considered. The Company will give as much advance notice as possible to the employee and, upon request, the supervisor will furnish an explanation to the employee or Union the reasons for the selection. Any complaint regarding the alleged improper selection of an employee for transfer, which is not resolved as the result of informal discussion, may be processed through the second step of the grievance procedure.
  - b. In some instances a number of available employees may be substantially equally qualified to handle jobs to be filled by transfer or loan. When time considerations permit, the Company will request volunteers from such group to fill the vacancies.
  - c. An employee who is loaned from one department of a plant to another department of that plant will be given written notice at the time loaned. Such loans will be for a reasonable period of time and any loan extended beyond ninety (90) calendar days will be reviewed by the next higher level of

management. Any employee complaint regarding the duration of a loan may be processed through the second step of the grievance procedure.

(2) Shift Transfers

- a. Vacancies involving shift transfers will be filled in seniority order among qualified employees within the classification and department where the opening exists. First consideration shall be given to employees who have filed written requests with their manager within the preceding twelve (12) months and next by seniority among qualified volunteers.
- b. If an insufficient number of employees accept the transfer, the Company may then transfer the required number of qualified employees in inverse seniority first from the same classification from within the department, then within the next larger organizational unit and then within the Company.
- c. Consistent with the need for maintaining skills on the swing shift and with our ability to train new employees on that shift, available openings on the day shift will be filled by transfer of swing shift personnel who request such transfer.
- d. An employee who has been involuntarily transferred from one shift to another for **sixty (60)** calendar days shall, upon written request, be assigned to the former shift (within the department) assuming a less senior qualified replacement is obtained and the operational requirements are such that the transfer may be made, but in no event later than thirty (30) calendar days from receipt of such request unless there is no less senior qualified replacement (within the department) on the former shift.
- e. If an employee is required to transfer shifts, it is the intent of the Company to notify such employees as soon as possible, prior to the effective date of the shift change. **If the affected employee or employees are not given written notice seventy-two hours in advance of such action being taken they will then be paid at one and one-half (1.5) times their base rate of pay for hours worked during the seventy-two (72) hour notice timeframe. Exceptions to the written notice requirement include customer driven requirements and unforeseen circumstances.**
- f. **The intent of this language is to provide a vehicle for the compensation to those employees who are required to work off shifts, in conjunction with their regular assigned shifts, at the convenience of the Company (e.g. service unit, etc.). It is mutually agreed upon that when a day shift employee is transferred to the swing shift on a temporary basis and subsequently transferred back to the day shift, that Article 7, Section 6(D) will apply. The employee will be considered a swing shift employee for pay purposes.**

**The language will apply under the following circumstances:**

- 1. Transfers must be at the request of the Department Manager/Supervisor.**
- 2. Employees must have eight (8) hours between shifts.**
- 3. Employees must work a full eight (8), nine (9) or ten (10) hours as**

**scheduled on previous work day before early overtime provisions apply.**

**4. Maximum early overtime payment in this situation will be four (4) hours of an eight (8), nine (9), or ten (10) hour shift.**

**5. Second shift bonus will be paid for this shift regardless of time started.**

**This agreement may be modified/terminated by either party with a thirty (30) day written notice.**

**C. Employee Requested Transfers - Within Contract Enforcement Group**

- (1) Such consideration for transfer will be given on the basis of seniority to employees who are competent to fill the vacancy and who have filed written requests with the Company at least seven (7) working days prior to the date that such transfer is made.
- (2) Transfer requests shall be in writing on a form provided by the Company. When filed with the Company, the employee shall be given a signed receipt setting forth the date the request was received by Human Resources and showing the transfer requested. Such request shall remain active until the employee is transferred, as requested, or until withdrawn by the employee, but in no event for more than twelve (12) months unless renewed in writing by the employee.

**D. Operational Requirement Transfers - Between Contract Enforcement Groups**

- (1) Operational requirement transfers to one C.E.G. from another C.E.G. or rehire from layoff during the period when the employee has recall rights at another C.E.G. may be made without reference to priority in filling available openings. Such employee may be placed in the same or lower-rated classification or in a higher-rated classification so long as the employee has recall rights to that classification at the C.E.G. from which transferred, provided such employee possesses greater seniority than employees specified in Subsection B (1) and B (3) of Article 4, Section 3.
- (2) The following placement priority applies to employees laid off following operational requirement transfers:
  - a. An employee transferred at the request of the Company from a C.E.G. to any other C.E.G., and who is scheduled for layoff or has been laid off, shall be entitled to elect to return to the C.E.G. from which transferred, provided he/she so elects within sixty (60) calendar days after date of layoff.
  - b. If such an employee makes such election, he/she shall be given preferential consideration over employees eligible for promotion for an available opening in the same classification from which laid off or a lateral classification for which qualified at the C.E.G. from which transferred; however, if there is no such available opening, the employee shall be placed on the recall list for the same classification from which laid off.
  - c. Such an employee returning to the C.E.G. for placement pursuant to the provisions of this Subsection will be reimbursed in accordance with the then established Company policy for the following:
    1. Actual costs incurred in moving household goods from the place where laid off to the home plant.

2. Transportation costs for the employee and family.
3. Per diem allowance for the days of normal time by means approved by the Company.

**E. Employee Requested Transfers - Between Contract Enforcement Groups**

- (1) An employee on the active payroll, or an employee who is on layoff and eligible for recall with less than five (5) years' seniority, may request transfer to another C.E.G. in any classification for which he/she has recall rights at the C.E.G. where laid off. Laid off employees must file such request within sixty (60) calendar days from date of layoff. Such request will be considered when filling available openings in classifications requested for which qualified. Requests shall remain active for twelve (12) months unless renewed in writing.
- (2) An employee with five (5) or more years' seniority who is scheduled for layoff or who is on layoff with recall rights may request transfer to any C.E.G. in any previously-held classification. Such requests shall list the classifications and C.E.G. in order of preference; requests shall be given preferential consideration ahead of new hires; requests become invalid when any placement covered by this Agreement is accepted, or upon expiration of six (6) months (unless renewed in writing) or until withdrawn. Renewal must be made prior to expiration of each six month period and may continue during the period eligible for recall. Notices are to be sent to the Labor Relations office at the plant where laid off.
- (3) Employee must accept or reject transfer offer within five (5) working days and must report at new location within seven (7) working days (plus authorized travel time) from date of release if on active payroll or from date of acceptance if on layoff.

**F. Transfers to Represented Classifications**

**(See coded letter C-6)**

- (1) The Company may:
  - a. Retransfer an employee to a C.E.G. from which transferred, or
  - b. Retransfer a salaried person (transferred from a classification covered by this Agreement to salary), such placement to be in the C.E.G. at the facility to which currently assigned in case of displacement, or in any C.E.G. if placed in an available opening, or
  - c. Retransfer a person (transferred from a classification covered by this Agreement to a non-represented hourly classification), such placement to be in the C.E.G. at the facility to which currently assigned in case of displacement, or in any C.E.G. if placed in an available opening, if such person has greater seniority than the least-senior of any less-senior employee displaced, or if such employee or person has greater seniority than the most-senior qualified employee on the recall list at the C.E.G. to which retransfer or placement is being considered, ability, skill and efficiency being substantially equal.
- (2) For an employee or person identified in Paragraph (1) above:



- a. If such employee or person has at least one (1) year of seniority, he/she may be placed in the highest classification previously held in any plant covered by any Part of this Agreement, provided such classification is listed in the Part of this Agreement applicable to the C.E.G. in which placed; or
  - b. If such employee or person has two (2) or more years' seniority he/she may be placed in any plant covered by a Part of this Agreement in the highest classification for which qualified.
- (3) For the purpose of the above Paragraph (2), the following shall apply:
- a. The term "qualified" means an employee is qualified without a training or learning period to perform the major duties set forth in the job description for such classification which distinguish such classification from other classifications.
  - b. A salaried person shall not be placed into a classification with a labor grade higher than the highest labor grade previously held; however, in the event that the labor grade of the highest classification previously held is increased after the person's promotion to salaried status, such person shall be entitled to such higher labor grade in the event of return to such classification.
  - c. A salaried person who, subsequent to the effective date of this Agreement, refuses placement in the highest classification previously held shall forfeit all seniority accumulated under this Agreement.

## **Section 6. Layoffs** **(See coded letter E-3)**

### **A. General Layoff**

- (1) The terms "layoff" and "laid off" as used in this Agreement refer only to cases in which an employee under procedure as outlined in this Section is severed from the payroll or is placed in a different or lower-rated classification in connection with a reduction of the total number of employees in the Company in the classification such employee holds at the time of such severance or placement in a different or lower-rated classification.
- (2) The following general provisions shall apply in effecting a layoff:
  - a. A full-time employee will be scheduled for layoff in order of seniority of full-time employees where ability, skill and efficiency are substantially equal.
  - b. A part-time employee will be scheduled for layoff in order of seniority of part-time employees, where ability, skill and efficiency are substantially equal.
  - c. Where employees are being laid off or where there is a recall list, the number of part-time employees will not exceed one per department per shift for any classification, except where the parties have mutually agreed. In any case, the total number of part-time employees at each respective C.E.G. will not exceed 1 1/4% of the total number of bargaining unit employees at that C.E.G.
  - d. An employee who has acquired seniority pursuant to Subsection B of Section 1, of this Article, shall not be laid off until all probationary employees in the

- affected classification are laid off. Such probationary employees may be laid off without regard to relative length of service.
- e. An employee scheduled for downgrade or lateral placement under layoff procedure may elect layoff from the payroll at the time such downgrade or lateral placement is offered. Such election must be made within two (2) working days following the offer.
  - f. The Company shall have three (3) working days in which to correct, without liability, any layoff out of seniority which results from an administrative error involving employees who were surplus or who displaced other employees elsewhere under layoff procedure. Insofar as is practical, the senior employees will be placed first and such placement will not be affected by the terms of the recall procedure.
  - g. Wherever practicable, shift preference will be given to the most senior qualified employees.
  - h. An employee who accepts a placement to enter a Trainee classification shall be eligible to displace into any classification held prior to such placement in accordance with seniority.
  - i. Employees who are on, or scheduled for, travel or field duty assignment at the time of their scheduled layoff will be laid off at the conclusion of such travel or field duty assignment.
  - j. Employees within a classification and department with identical seniority dates will be selected for surplus in alphabetical order on even number years, and inverse alphabetical order in odd number years, where ability, skill and efficiency are substantially equal.
- (3) There shall be no seniority among probationary employees. Probationary employees shall be the first to be laid off. Employees with less than one (1) year of seniority shall be laid off on the basis of seniority, where ability, skill and efficiency are substantially equal. Such employees shall have a seniority date of the first of the month in which hired for determining their displacement rights within the same classification in a different department.
- a. Employees in the C.E.G.s shall be laid off by classification within the Company. An employee with such seniority may be placed in a lower-rated classification for which qualified if there is an available opening.
- (4) Employees with one (1) year or more of seniority shall be laid off in order of seniority where ability, skill and efficiency are substantially equal, applied by classification within the Company. Such employees shall have a seniority date of the first of the month in which hired for determining their displacement rights within the same, lateral or lower classification in a different department.
- a. Such full-time employee shall displace into any lateral or the highest of any lower-rated classification previously held within the Company provided he/she is qualified to perform the work of the least-senior of any less-senior full-time employees in the classification or placed in the highest of any lower-rated classifications for which qualified if there is an available opening. If such

- employee is the least-senior full-time employee in the classification, such employee may displace the least-senior of any less-senior part-time employees in the classification. A full-time employee may accept or decline part-time placement and will be retained on the recall list for full-time positions in the classification.
- b. Such part-time employee shall displace into any lateral or the highest of any lower-rated classification previously held within the Company provided he/she is qualified to perform the work of the least-senior of any less-senior part-time employees in the classification or placed in the highest of any lower-rated classifications for which qualified if there is an available opening. A part-time employee declining full-time placement will not affect their position on recall list(s).
  - c. An employee with a seniority date prior to November 28, 1977 shall displace the least-senior of any less-senior employees in a lateral or lower-rated classification if qualified without a training or learning period to perform the major duties of the job description of such classification which distinguishes it from other classifications. Displacement shall be subject to the following:
    1. The employee must have on file with the Company full and factual information substantiating his/her qualifications for the lateral or lower-rated classification.
    2. Displacement consideration will be limited to five (5) lateral or lower-rated classifications not previously held, of which the employee has notified the Company, in writing, on the form provided, at least seven (7) calendar days prior to being affected by the layoff procedure. The Company will notify the employee whether he/she is found to be qualified for displacement in accordance with the terms of the Agreement within twenty-three (23) working days following receipt of such written request.
    3. If the displacement involves an assignment to a lower-rated classification, it is the intent of the Company to place such employee in the highest classification for which the employee is qualified.

#### **B. Temporary Layoff**

Temporary layoffs may be made for periods of not exceeding fifteen (15) working days. Such layoffs shall be made in order of Company-wide seniority applied by classification within the particular unit of organization, work unit or project affected where ability, skill and efficiency are substantially equal.

#### **C. Emergency Reduction of the Working Force For Employees in the Contract Enforcement Group Covered by Part B**

- Step 1. When an emergency reduction of the working force involving a Stop Work Order or the layoff of five percent (5%) or more of the employees in the C.E.G. is necessary, employees affected shall first be laid off without regard to the

general layoff procedure for the period of time necessary to put into effect Step 2.

- Step 2. The second step of the emergency reduction of the working force shall be the carrying out of the general layoff procedure. Such assignments shall not be governed by the recall procedure and shall be made as promptly as is reasonably possible.

#### **D. Top Seniority for the Purposes of Layoff**

In applying the General and Temporary Layoff procedures, the following employees shall have top seniority:

- (1) Stewards who have acquired seniority, and whose status as stewards has been confirmed by written notice to the Company as provided in the Agreement.
- (2) Labor Relations Committee Representatives of District 725, California Central Coast Lodge 2786, and Florida Missiles System Local Lodge 610, as certified by written notice to the Company from the Union. Such top seniority will be effective on the Monday following receipt of such notice by the Company.
- (3) During a temporary layoff and during the period between the first and second steps in an emergency reduction of the working force, the terms of office of laid-off Union Stewards shall continue. If a department is shut down for a period not to exceed ninety (90) calendar days the Senior Steward in such department shall, upon its reopening, have top seniority in his/her classification and shift for the purpose of recall.

The provisions of paragraph D shall be applicable only if the employee entitled to such top seniority handles grievance processing or other on-the-job contract administration responsibilities.

#### **E. Voluntary Layoff**

An hourly represented employee requesting a layoff out of line of seniority will do so in writing in a format acceptable to both parties.

If a surplus condition or contemplated surplus condition exists, favorable consideration will be given by the parties to requests for layoff out of seniority providing that the granting of the request will not necessitate recalling or hiring a person to fill the position. Should a situation exist wherein there is more than one request within a classification and department, the more senior employee will receive first consideration. It is understood that any employee granted a layoff out of seniority, by mutual agreement of the parties, will be required to submit a suspension of recall notice to the Company and the Union at the time their request for layoff is approved. For reinstatement of recall rights, refer to Article 4, Section 7.

**Section 7. Recall**  
**(See coded letters B-11 and B-16)**

**A. General**

- (1) A full-time employee shall be recalled in order of seniority of full-time employees by classification within the Company where ability, skill and efficiency are substantially equal. A part-time employee shall be recalled in order of seniority of part-time employees by classification within the Company where ability, skill and efficiency are substantially equal.
- (2) A laid off employee shall not be entitled to the job for which recalled if such recall notice is sent to the employee's address on record and such employee fails to report for an interview, or as otherwise instructed, by:
  - a. the third working day after receipt of notice by certified mail, or
  - b. a date subsequent to a. as may be designated by the Company.

An employee failing to report within the time limits specified above because of failure to provide a current address as required above shall lose recall rights to all lateral and lower-rated classifications in addition to the specific classification to which offered recall.

An employee failing to report within the time limits specified above shall maintain recall rights only if within five (5) working days after such recall notice, or such additional time as the Company may grant, the employee furnishes the Company a reasonable excuse for failure to report.

- (3) An employee on layoff who is recalled to a temporary opening (45 days or less) may decline such offer and retain position(s) on recall lists. This shall not be considered a suspension of recall as set forth in Paragraph C of this Section.
- (4) A full-time employee who declines recall to a part-time position shall retain their position(s) on recall lists. A part-time employee who declines recall to a full-time position shall retain their position(s) on recall lists. Any offers so declined shall not be considered a suspension of recall as set forth in paragraph C of this Section.
- (5) An employee who is bypassed for recall while on layoff from the active payroll will be so notified by the Company. Notice will be sent by certified mail to the employee's address of record.

**B. Recall List**

- (1) The recall list for any classification in a C.E.G. shall consist of the following:
  - a. Employees downgraded from a classification because of medical limit(s) who have had the limits removed/modified by the Company's Medical Department, provided:
    1. The employee submits a written request to Labor Relations with a copy of the Employee Medical Report attached; and
    2. The employee is determined by the Company to be now qualified for the requested classification.

- b. All employees laid off from such classification who have not lost their seniority through the application of any provision of Article 4, Section 2, of the Agreement.
  - c. All active employees who accepted placement in a lower-rated classification through the application of the layoff procedure within the past sixty (60) month period.
  - d. Employees who have been placed laterally from such classification under the layoff procedure, provided that they have filed written requests for recall to such classification at least seven (7) calendar days prior to the date the recall was made.
  - e. All employees either terminated under the general layoff procedure or downgraded within the recall periods specified in Article 4, Section 7 B (1) c and d who, at the time of such termination or downgrade, had displacement rights to a classification but were unable to displace because of insufficient seniority; and such employees who at the time of termination or downgrade had displacement rights in a classification not previously held, but who were unable to displace because of insufficient seniority, provided, however, that potential placement on the recall list is limited to the jobs submitted to the Company in conformity with Article 4, Section 6 A (4) c 2.
  - f. Salaried persons unable, because of insufficient seniority, to displace into any classification previously held.
- (2) An employee who is recalled to a classification from a lateral or a downgrade under layoff procedure, and who declines such offer, shall have his/her name removed from the recall list for that classification (except when declined under the provisions of Article 4, Section 7A (3)). An employee who is recalled to a classification from a lateral or a downgrade under layoff procedure, and who fails to render a decision within three working days, shall have his/her name removed from the recall list for that classification and any lower-rated classifications for which on recall (except when declined under the provisions of Article 4, Section 7A (3)).
- (3) An employee who is transferred to another C.E.G., or who is hired at such other C.E.G. while on layoff, shall have his/her name removed from the recall list of any classification within the C.E.G. from which transferred or laid off. Such an employee shall then be placed on the recall list of the new C.E.G. in the classifications in which he/she had rights at the former C.E.G.
- (4) An employee who has been laid off and retires under the provisions of a Lockheed Retirement Plan shall have his/her name removed from all recall lists. However, an employee who has retired and subsequently is rehired under the provisions of Article 4, Section 1 D, Code 'D' Rehires, shall be eligible to be placed on such recall lists should he/she be laid off under the provisions of Article 4, Section 6, Layoffs.
- (5) In the event two or more employees share the same seniority date and are on recall for the same classification, recall will be in reversed alphabetical order in odd number years and alphabetical order in even number years when ability, skill and efficiency are substantially equal.

### **C. Suspension of Recall for Employees on Layoff from the Active Payroll**

An employee may suspend or reinstate recall rights only by written notice to the Labor Relations and to the Union.

An employee on recall may suspend recall rights after layoff for a minimum of thirty (30) calendar days. During the period of suspension of recall rights, an employee shall not be obligated to accept rehire and the Company shall not be obligated to notify the employee of available openings.

An employee may reinstate recall rights after the expiration of thirty (30) calendar days from the date the notice of suspension is received by the Company. An employee's recall rights shall be reinstated after seven (7) calendar days from the date the notice is received by the Company.

## **Section 8. Placement of Employees with Disabilities**

Employees with disabilities, as defined by state or federal law, may be placed, retained or reinstated, by mutual agreement of the parties, regardless of the seniority principles stated in this Agreement.

## **Section 9. Occupational Injury or Illness**

Employees who become physically limited to the extent that they are no longer physically capable of performing the normal duties of their assigned classification as a result of an injury or illness incurred in the course of employment with the Company, and determined by the Workers' Compensation Appeals Board or the Company to be occupational, shall be retained in a classification at their assigned plant where work is available that they are qualified to perform; or reinstated, provided that they apply for such reinstatement within thirty (30) calendar days after the day they become qualified to perform such work as recommended by the employee's personal physician and approved by the Company's Medical Department.

Such reinstatement or placement shall be made in accordance with normal seniority provisions, in the manner used to determine reinstatement or placement of a "surplus" or "laid-off" employee. Such employees will be paid within the rate range of the classification to which assigned. If such employees are physically unable to perform the duties of jobs to which they would normally have rights under Article 4, Section 6, and are found to be suitable for and require rehabilitation under applicable California laws, they may be classified as a Special Rehabilitation Trainee and trained for possible placement in a classification appropriate to their C.E.G. The target classification, rate of pay and length and type of assignment while classified as a Special Rehabilitation Trainee shall be subject to mutual agreement of the parties. Such employees, after completion of the Special Rehabilitation Program, shall have placement rights under the appropriate contractual provisions. The parties shall use their best efforts to effect placement of such employees. If such employees cannot be retained in any job to which they would have rights in accordance with Article 4, Section 6, because of insufficient seniority, they shall be held

out of seniority order in any job they are qualified to perform (so long as it does not exceed the labor grade of any job previously held) until their compensation case has been settled or they have been released by the Company's Medical Department, or such time as may be mutually agreed to by the parties.

Employees may return to their former classification, provided they have sufficient seniority, at such time as the Company Medical Department determines they are physically able to resume their former classification or at such time as may be mutually agreed to by the parties.

In the event that occupationally injured or ill employees are bypassed for recall to a higher-rated classification while on prolonged absence, such employees shall be reinstated into the higher classification for which they were bypassed providing they meet the qualifications and the Company Medical Department determines they are physically able to perform the work.

**Employees injured on the job will receive up to a maximum of two (2) hours per appointment for follow-up visits scheduled during normal working hours, unless otherwise prohibited by law, provided the employee attempted to schedule such visits outside normal working hours and was unable to do so. Pay for follow up visits will be capped at forty (40) hours per injury.**

#### **Section 10. Employees Entering Armed Forces**

Employees who terminate for the purpose of entering the armed forces of the United States or the National Guard shall be re-employed at the C.E.G. from which terminated in accordance with any applicable Federal and/or State law.

The Company shall not be liable for a violation of this Agreement if such violation results from good faith compliance with the aforesaid statutes or any applicable administrative ruling or judicial decision.

An employee absent from work as a result of being ordered to report for physical examination in connection with being ordered to military training and service shall be granted pay for lost time not to exceed his/her working rate for eight (8) hours, provided:

- (1) The day of absence from work is necessary to enable the employee to report as ordered,
- (2) The absence falls within the employee's regular work shift,
- (3) The absence is to be temporary, following which the employee will return to work, and
- (4) The absence does not involve an overtime day.



## **ARTICLE 5 VACATION, HOLIDAYS & LEAVES**

### **Section 1. Establishment of Service Time-Definitions and Conditions**

For purposes of Sections 2 and 3 of this Article, an employee's seniority shall date from the first day of the month in which seniority began.

The term "service time" as used in this Article shall mean those days worked by an employee, including holidays and regular days off during weeks worked, days on paid vacation and sick leave, and days off work due to occupational injury or occupational illness provided such days off do not exceed six (6) consecutive months and, upon recovery, the employee returns to the active payroll of the Company.

An employee who is terminated, laid off, on leave of absence or who entered the Armed Forces pursuant to Article 4, Section 10, shall be credited with service time up to the time of such termination, layoff, leave of absence or entry into the Armed Forces provided the employee:

- (1) Returns to work for the Company after the period of such termination, entry into the Armed Forces, layoff or leave of absence;
- (2) Retains seniority with the Company during such period; and
- (3) Was not paid a prorated vacation allowance; except that an employee laid off or entering the Armed Forces, but not paid prorated vacation because he/she had less than one (1) month of service time toward his/her next vacation, shall not be credited with such time toward his/her next year of service time.

Service time shall not include days when an employee is severed from the active payroll due to termination, entry into the Armed Forces, layoff or prolonged leave of absence.

### **Section 2. Vacations**

#### **A. Definitions**

- (1) The term "vacation eligibility date," as used in this Section, shall mean, with respect to an employee's first vacation, the first day of the month in which the employee will have accumulated one (1) year of service time subsequent to the start date after hire, or, with respect to subsequent vacations, the first day of the month in which the employee shall have accumulated one (1) year of service time subsequent to his/her last vacation eligibility date.
- (2) The vacation eligibility date for an employee shall be determined by their Corporate service date.
- (3) Pay for each week of vacation for a full-time employee means pay for forty (40) hours at the employee's base rate in effect when the vacation is taken, plus any shift and odd workweek or Lead bonus being paid at that time.

A "full-time" employee is an employee who is regularly scheduled to work a standard shift (eight (8) hours a day, five (5) days a week), 9/80 (nine (9) hours on Monday through Thursday, eight (8) hour workday on Friday, and every other Friday off), or a 4x10 (ten (10) hours a day, four (4) days a week). All other employees shall be "part-time" employees.

- (4) Pay for each week of vacation for a part-time employee shall be proportionately reduced. For example: An employee who is regularly scheduled to work five (5) days a week for four (4) hours a day, will be entitled to twenty (20) hours pay for each week of vacation at the employee's base rate in effect when the vacation is taken, plus any shift and odd workweek or Lead bonus being paid at that time.

#### **B. Vacation Benefits for an Employee on the Active Payroll of the Company**

- (1) Vacation will be awarded in monthly increments in accordance with the schedule shown below. Vacation accruals may be taken after the first day of the month following the month in which they are earned. When an employee attains a new level of completed service that results in a greater vacation entitlement, the greater vacation accrual will be effective and begin the month following the month during which the new service level was attained.

| Completed Years of Service | Vacation Accrual                         |
|----------------------------|--|
| 0-8                        | 10 days per year (6.67 hours per month)  |
| 9-18                       | 15 days per year (10.00 hours per month) |
| 19 or more                 | 20 days per year (13.34 hours per month) |

#### **C. Vacation Benefits for an Employee Who Terminates, is Terminated, is Laid Off, Retires, Dies or Enters the Armed Forces Pursuant to Article 4, Section 10**

- (1) An employee entitled to a vacation with pay which has not been used at the time such employee terminates, is terminated, enters the Armed Forces pursuant to Article 4, Section 10, or is laid off, shall be paid for such unused vacation.

#### **D. Scheduling of Vacations**

- (1) Each employee must take at least forty (40) hours of earned vacation during the twelve months service time following the vacation eligibility date. Scheduling of vacation requires prior approval. Consistent with the operational requirements of the Company, such prior approval will not be unreasonably denied. In the event an employee protests his/her Department Head's refusal to grant a requested vacation, the matter may be referred to the next higher level of supervision for final determination.
- (2) Vacations shall be taken when they least interfere with production. So far as is practical, vacation time preference will be given to employees with the greatest seniority.

**E. Vacation Pay**

- (1) Vacation will be coded and processed for payment on the employee's timecard for the respective week in which such vacation is taken by the employee.
- (2) Vacation shall be taken in one-half hour increments
- (3) Pay will be calculated at the employee's working rate in effect when the vacation is taken.
- (5) Employees will be allowed to accumulate vacation up to 400 hours.
- (6) Vacation balances over the maximum accrual shall be paid out automatically at the employee's working rate in effect at such time.

**Section 3. Paid Absence Leave**

**A. Definitions**

- (1) Pay for one (1) day paid absence leave for a full-time employee means pay for eight (8) hours (except for those on 4x10 or 9/80 workweeks, where one (1) day of pay means pay for ten (10), nine (9), or eight (8) hours, respectively, depending on the normally scheduled shift) at the employee's working rate at the time paid absence leave is used.
- (2) Pay for each day of paid absence leave of a part-time employee shall be proportionately reduced in accordance with the employee's work schedule.

**B. Paid Absence Leave Benefits for an Employee on the Active Payroll of the Company**

- (1) Except as provided below, in the event an employee is absent from work because of personal sickness or injury, or a sickness, injury, or death in the employee's immediate family, the employee shall be entitled to the equivalent of six (6) days paid absence leave with pay during each year of service time. Such sick leave will be allocated at the rate of four (4) hours per month.
- (2) Paid absence leave with pay will be granted in one-half hour increments. In addition, paid absence leave with pay may be utilized when the employee is sent home by the Company for non-occupational illness or injury.
- (3) An employee shall not be entitled to pay for any paid absence leave until completion of ninety (90) calendar days continuous service time from the date the employee starts work after hire or rehire without seniority.
- (4) Paid absence leave is granted during the waiting period for employees to become eligible for California State Disability payments. It is granted thereafter in pro-rated amounts to supplement California State Disability payments.
- (5) An employee who has transferred, with seniority, to one plant of the Company covered by this Agreement from another plant covered by this Agreement or another plant of Lockheed Martin Corporation, shall be entitled to those days of paid absence leave with pay to which the employee was entitled at such other plant at the time of such transfer and which had not been used by such time and the employee's

year of service, for purposes of this Section, shall remain the same as the employee had at such other plant at the time of such transfer.

### **C. Verification and Notification**

All paid absence leave is subject to verification by the Company. An employee shall notify the Company of a personal sickness or injury or of a sickness, injury, or death in the immediate family requiring absence from work, or furnish a reasonable excuse for failure to do so. Such notice shall be given, if possible, before or within two (2) hours of the start of the employee's shift.

### **D. Prolonged Disability**

An employee shall not be terminated by the Company because of a prolonged continuous illness or injury provided the period of disability is no longer than twenty-four (24) months. Such employee shall notify the Company whenever possible at least three (3) working days in advance of the date the employee is able to return to work. Upon being pronounced physically and mentally fit by the Company, the employee shall be reinstated as soon as possible to the same or substantially equivalent job if such a job is available in accordance with the employee's seniority rights. Except as to the length of the period of disability, the provisions of this Subsection D shall be subject to the grievance procedure. However, an employee on disability leave could be subject to layoff, in accordance with their seniority, as a result of a reduction in the workforce.

### **E. Unused Paid Absence Leave**

Employees may accumulate up to 200 hours of unused sick leave. Sick leave balances over this maximum accrual will automatically be paid at the employee's current working rate in effect when the sick leave is paid out.

### **F. Bereavement Leave**

An employee shall be eligible for three (3) days **paid** bereavement leave each **occurrence** upon a death in his/her immediate family. Employees shall provide verifiable evidence related to the reasons for this leave upon Company request. **For purposes of this Section, the "immediate family" of the employee includes the employee's:**

- **Parents (including parents, stepparents, or an individual who stood in the place of a parent when the employee was a child).**
- **Current spouse or current same sex domestic partner.**
- **Children, stepchildren, and their current spouses.**
- **Siblings, stepsiblings, half siblings, and their current spouses.**
- **Grandparents, step-grandparents, grandchildren, and step-grandchildren.**
- **Current spouse's or current same sex domestic partner's parents (same definition as employee's parents), grandparents, step-grandparents, children, stepchildren, grandchildren, and step-grandchildren.**

- Current spouse's or current same sex domestic partner's siblings, stepsiblings, half siblings and their current spouses.

## Section 4. Holidays

### A. Days to be Observed

The Company recognizes the following holiday schedule during the period of this Agreement:

| 2018                 |            |           |
|----------------------|------------|-----------|
| Memorial Day         | 5/28/2018  | Monday    |
| Independence Day     | 7/4/2018   | Wednesday |
| Labor Day            | 9/3/2018   | Monday    |
| Thanksgiving Day     | 11/22/2018 | Thursday  |
| Thanksgiving Holiday | 11/23/2018 | Friday    |
| Holiday Shutdown     | 12/24/2018 | Monday    |
| Holiday Shutdown     | 12/25/2018 | Tuesday   |
| Holiday Shutdown     | 12/26/2018 | Wednesday |
| Holiday Shutdown     | 12/27/2018 | Thursday  |
| Holiday Shutdown     | 12/28/2018 | Friday    |
| Holiday Shutdown     | 12/31/2018 | Monday    |

| 2019                 |            |           |
|----------------------|------------|-----------|
| New Year's Holiday   | 1/1/2019   | Tuesday   |
| Memorial Day         | 5/27/2019  | Monday    |
| Independence Day     | 7/4/2019   | Thursday  |
| Labor Day            | 9/2/2019   | Monday    |
| Thanksgiving Day     | 11/28/2019 | Thursday  |
| Thanksgiving Holiday | 11/29/2019 | Friday    |
| Holiday Shutdown     | 12/24/2019 | Tuesday   |
| Holiday Shutdown     | 12/25/2019 | Wednesday |
| Holiday Shutdown     | 12/26/2019 | Thursday  |
| Holiday Shutdown     | 12/27/2019 | Friday    |
| Holiday Shutdown     | 12/30/2019 | Monday    |
| Holiday Shutdown     | 12/31/2019 | Tuesday   |

| 2020                 |            |           |
|----------------------|------------|-----------|
| New Year's Holiday   | 1/1/2020   | Wednesday |
| Memorial Day         | 5/25/2020  | Monday    |
| Independence Day     | 7/3/2020   | Friday    |
| Labor Day            | 9/7/2020   | Monday    |
| Thanksgiving Day     | 11/26/2020 | Thursday  |
| Thanksgiving Holiday | 11/27/2020 | Friday    |
| Holiday Shutdown     | 12/24/2020 | Thursday  |
| Holiday Shutdown     | 12/25/2020 | Friday    |
| Holiday Shutdown     | 12/28/2020 | Monday    |
| Holiday Shutdown     | 12/29/2020 | Tuesday   |
| Holiday Shutdown     | 12/30/2020 | Wednesday |
| Holiday Shutdown     | 12/31/2020 | Thursday  |

| 2021                 |            |           |
|----------------------|------------|-----------|
| New Year's Holiday   | 1/1/2021   | Friday    |
| Memorial Day         | 5/31/2021  | Monday    |
| Independence Day     | 7/5/2021   | Monday    |
| Labor Day            | 9/6/2021   | Monday    |
| Thanksgiving Day     | 11/25/2021 | Thursday  |
| Thanksgiving Holiday | 11/26/2021 | Friday    |
| Holiday Shutdown     | 12/24/2021 | Friday    |
| Holiday Shutdown     | 12/27/2021 | Monday    |
| Holiday Shutdown     | 12/28/2021 | Tuesday   |
| Holiday Shutdown     | 12/29/2021 | Wednesday |
| Holiday Shutdown     | 12/30/2021 | Thursday  |
| Holiday Shutdown     | 12/31/2021 | Friday    |

| 2022                 |            |           |
|----------------------|------------|-----------|
| New Year's Holiday   | 1/3/2022   | Monday    |
| Memorial Day         | 5/30/2022  | Monday    |
| Independence Day     | 7/4/2022   | Monday    |
| Labor Day            | 9/5/2022   | Monday    |
| Thanksgiving Day     | 11/24/2022 | Thursday  |
| Thanksgiving Holiday | 11/25/2022 | Friday    |
| Holiday Shutdown     | 12/23/2022 | Friday    |
| Holiday Shutdown     | 12/26/2022 | Monday    |
| Holiday Shutdown     | 12/27/2022 | Tuesday   |
| Holiday Shutdown     | 12/28/2022 | Wednesday |
| Holiday Shutdown     | 12/29/2022 | Thursday  |
| Holiday Shutdown     | 12/30/2022 | Friday    |

| 2023               |          |        |
|--------------------|----------|--------|
| New Year's Holiday | 1/2/2023 | Monday |

### B. Holiday Pay

- (1) Pay for eight (8) hours at the working rate shall be paid to employees for each of these holidays regardless of the day of the week upon which the holiday falls.

- (2) In addition, two times the working rate shall be paid for time worked on holidays. Work by an employee on a holiday shall normally be voluntary except for employees who may be required to work on functions necessary for the protection of the plant and equipment.
- (3) To be eligible for holiday pay, an employee must have worked or have been on a vacation or a paid leave (other **than Paid Absence Leave, unless otherwise prohibited by law**) on the last workday before or the first workday after the holiday. When the holiday occurs on the day before employment or the day after termination or during an employee's leave, no pay under this Section shall be granted.
- (4) **Total eligible Holiday hours under an alternate work schedule will not be less than 96 hours annually.**
  - a) **If an alternate work schedule, other than a standard 5x8 work schedule, results in a reduction of negotiated Holiday hours, these hours will be credited to the employee's vacation account annually, but no later than March 1 of the following year.**
  - b) **The total eligible Holiday hours will be reduced for times when employees are ineligible for Holiday pay, as described in Article 5, Section (4)(B)(3).**

#### **C. Holiday Occurring During Vacation**

An additional day's pay (eight (8) hours at the working rate) shall be granted to an employee on vacation if a holiday, as defined herein, occurs during his/her vacation, or such employee may schedule and take an additional day(s) off with pay either immediately preceding or following his/her scheduled vacation. If such election is made, the day(s) off will be coded in a manner to differentiate them from personal leave.

### **Section 5. Leaves Without Pay**

#### **A. Personal Leaves**

- (1) Leaves of absence without pay may be granted employees for a period not to exceed ten (10) working days during the year. Such leaves shall not be unreasonably denied without good and sufficient reasons. In the event an employee protests his/her Department Head's refusal to grant such a leave of absence, the matter may be referred to the next higher level of supervision for final determination. The Company may extend a period of leave for good and sufficient reason. The leave of absence shall not jeopardize the employee's standing with the Company.
- (2) On a leave of absence of ninety (90) calendar days, or less, an employee shall accumulate seniority. On a leave of absence exceeding ninety (90) calendar days, seniority shall accumulate after ninety (90) calendar days only if specified by the terms of the leave.
- (3) **Family and medical leave will be administered in accordance with Corporate policies and procedure as well as applicable State and Federal law. Any improvements, modifications, reductions, eliminations or changes shall be**

**automatically applicable to bargaining unit employees covered by this agreement on the same basis as such changes are made to non-represented employees. The Company agrees to notify and bargain with the Union over the effects of any change to Corporate policies and procedures. Employees will be permitted but not required to take vacation in conjunction with FMLA.**

- (4) Employees who are accepted for a two-year Peace Corps assignment will be granted leaves and seniority will be accumulated during such leaves.

**B. Union Requested Leaves**

- (1) The Union may request, and the Company will grant, unpaid absences of full days, partial days or continuous days for its members for business of the Union. Such excused absences will be requested only in reasonable numbers and at reasonable times upon one full working day written notice to the Company except when such notice is waived by mutual agreement. Cancellation of such union-requested excused absences requires one full working day notice to the Company unless such cancellation notice is waived by mutual agreement.
- (2) Except by mutual agreement, the number of employees on such excused absences shall not at any one time exceed in number: one (1) employee from a department consisting of less than ten (10) employees, or two (2) employees from a department consisting of ten (10) or more employees.
- (3) The total number of employees on such excused absences at any one time from each C.E.G. shall be limited as follows:

**Parts B & C**

Santa Clara County and Santa Cruz County  
Contract Enforcement Groups  
15 employees

**Part D**

Santa Barbara County  
Contract Enforcement Group  
Reasonable Numbers

**Part E**

Brevard County, Florida  
Contract Enforcement Group  
Reasonable numbers

- (4) Exceptions to the total number of employees that may be on such excused absences for each Contract Enforcement Group may be made by mutual agreement for such purposes as election committees, delegate body meetings and other special

occasions. Such exceptions shall require three (3) full working days' written notice to the Company except when such notice is waived by mutual agreement.

- (5) Leaves of absence for a period not to exceed six (6) months will be granted to not more than two (2) employees (not applicable to the Brevard County, Florida, C.E.G. covered by Part E) for business of the IAM&AW other than the particular District and/or Local Lodge, except that by mutual agreement leaves of absence for a longer period of time or for additional employees may be permitted.
- (6) Employees on leave for Union business shall accumulate seniority.
- (7) The limitations set forth in this Section, both with reference to the number of employees and the length of the leave of absence, will not apply to prolonged leaves of absence for International Union (IAM&AW) business.**
- (8) Employees on union requested leaves on the last workday before and/or the first workday after the holiday will be eligible for holiday pay in accordance with Article 5, Section 4.**

## **Section 6. Rest and Lunch Periods**

### **A. Rest Periods**

Each employee on a standard shift shall be given a ten (10) minute rest period during each half-shift at times designated by the Company.

### **B. Employees Required to Work Through Their Regular Lunch Period**

An employee required to take a lunch period at other than the normal lunch period due to operational requirements shall not be required to take a lunch period prior to three and one-half (3-1/2) hours after the start of the employee's regularly assigned shift, or during the last three (3) hours of the employee's regularly assigned shift.

This provision may be waived if the employee requests a lunch period during the hours mentioned herein and operational requirements permit such deviation.

## **Section 7. Jury and Witness Service**

### **A. Jury and Witness Service**

- (1) When an employee is absent from work during his/her regular eight-hour shift or regular five-day workweek, in order to serve in a court of law as a witness, juror, or in response to a jury duty summons, the employee shall be paid for those hours absent from work.

When an employee works on a regular workday and also performs jury or witness service on that day, the employee will receive a full day's pay, to include any portion of the assigned shift hours not worked due to absence for jury or witness service, reasonable travel time, and any portion of the shift they do work. The total hours paid shall not exceed the number of hours in the employee's scheduled shift.



Employees who work hours in excess of those equal to a normal shift on the same day court service is performed shall be compensated at the normal overtime rate.

Employees will not be compensated under the following circumstances:

- (a) Hours spent in court in excess of the employee's regularly scheduled shift.
  - (b) Jury or witness service performed on an employee's regular day off (i.e. sixth or seventh day), or for court service on company recognized holidays.
  - (c) If the employee serves as a witness,
    - 1. On their own behalf in a lawsuit in which they are an interested party, or
    - 2. When the employee voluntarily appears to testify as a witness, or
    - 3. In a case arising from or related to the employee's outside employment or outside business activities.
- (2) If an employee assigned to swing or graveyard shift is absent from work on such shift on a calendar day he/she serves as a witness or juror, or reports to the court for that purpose, such absence shall be deemed to be an absence from work in order to serve as a witness or juror.
- (3) Pay for work time lost while on witness or jury service shall be computed at the employee's working rate. Pay for work time lost for jury duty or service as a witness as provided above shall together not exceed, for any one employee, a total of twenty (20) regular eight-hour days in any one calendar year.

#### **B. Jury Examination**

- (1) An employee who must report for jury examination will be paid for work time lost only when he/she cannot report for such examination on his/her own time. Such payment for work time lost shall not exceed payment for time reasonably required for travel to the place designated for such examination and return to the plant plus the time required for such examination.
- (2) Pay for work time lost when appearing for jury examination shall be computed at the employee's working rate.

#### **C. Service as a Witness**

When an employee is absent from work in order to serve as a witness in a case in a court of law to which he/she is not a plaintiff or defendant either directly or as a member of a class and where such absence is in response to a legally valid subpoena, such employee shall be granted pay for those hours for which absent from work, consistent with the provisions of paragraph A of this section. Such employee may be required to submit evidence of such service as a witness to the Company in order to qualify for such payment.

#### **D. Verification for Payment**

To receive pay for work time lost, an employee must promptly notify their Department Head of any notice received to report for jury examination, jury, or witness service and must provide the Company with a statement by an official of the court certifying as to

the length of time and date of the employee's appearance for examination, or as to service or appearance in court, and the date or dates of attendance.

### **Section 8. Military Leave**

**Military leaves will be administered in accordance with Corporate policies and procedure as well as applicable State and Federal law. Any improvements, modifications, reductions, eliminations or changes shall be automatically applicable to bargaining unit employees covered by this agreement on the same basis as such changes are made for non-represented employees. The Company agrees to notify and bargain with the Union over the effects of any change to Corporate policies and procedures.**

## **ARTICLE 6 BENEFITS**

### **Section 1. Medical Plans**

#### **A. Legacy Health Care Plans**

**The Kaiser Northern California HMO, Blue Cross/Blue Shield California HMO and Aetna Florida HMO will be available where currently offered to employees hired prior to March 3, 2014.**

- (1) Effective January 1, 2019, the Company will pay 85% of the premium cost of the medical plan selected. The employee will contribute 15% of the premium cost.**

#### **B. LM HealthWorks Plan**

**The LM HealthWorks medical plan currently offered as an option for all employees will be discontinued and no longer available as an option after December 31, 2018. The weekly contribution formula in effect prior to the effective date of the Agreement will remain in effect through December 31, 2018. Balances remaining in the LM Health Fund will be converted to a limited purpose Health Reimbursement Account. For employees hired March 5, 2018 through December 31, 2018, the Company will credit the LM HealthWorks Health Fund account in the amount of \$250 for Employee Only coverage and \$500 for Employee plus one or more coverage for employees who are enrolled in the LM HealthWorks medical plan.**

#### **C. High Deductible Health Plans**

**Effective January 1, 2019, the Corporate-wide High Deductible Health Plans (HDHP) will be offered to employees on the “same basis as” offered to non-bargaining unit employees. For employees hired or rehired on or after March 3, 2014, the High Deductible Health Plans will be the only options available.**

- (1) Effective January 1, 2019, the Company will pay 87% of the premium cost of the medical plan selected. The employee will contribute 13% of the premium cost.**
- (2) Employees enrolled in a High Deductible Health Plan as of January 1, 2019 will receive a one-time Company contribution to a Health Savings Account (HSA) upon initial enrollment. The contribution for employee-only coverage is \$1,250. The contribution for employee plus one or more coverage is \$2,500. Employees may make pre-tax deferrals from their paychecks and may defer all or part of their lump sum payments to the**

- HSA. Amounts contributed that exceed the HSA annual limits will be paid to the employee.**
- (3) “Same basis as” is understood to mean that any improvements, modifications, reductions, eliminations or changes to the plan(s) for non-bargaining unit employees shall be automatically applicable to bargaining unit employees covered by this Agreement. Same basis applies to any and all aspects of the plan(s) including but not limited to eligibility, plan offerings, effective dates and plan designs.**

**D. Medical Opt-Out Credit**

**Any employee who chooses to opt-out of medical coverage provided for under this Agreement shall receive a medical opt-out credit of \$11.54 per week. To be eligible for an opt-out credit, employees are required to certify, on an annual basis, that they have medical coverage elsewhere. Employees are ineligible for an opt-out credit if the employee is covered as a dependent under another Company-sponsored medical plan. Part-time employees are not eligible for an opt-out credit.**

**Section 2. Dental Plans**

- A. The Comprehensive Dental Plan, Comprehensive Plus Dental Plan and Managed Dental Plan currently offered as options for all employees will be discontinued and no longer available as options after December 31, 2018. The current weekly contribution formula in effect immediately prior to the effective date of the Agreement shall remain in effect through December 31, 2018.**
- B. Effective January 1, 2019, the Dental Plan Core, Dental Plan Enhanced and Dental Plan HMO (where available) will be offered to employees on the “same basis as” offered to non-bargaining unit employees.**
- (1) Effective January 1, 2019, the Company will pay 100% of the premium cost of the Dental Plan Core or the Dental Plan HMO, if selected. If the employee selects Dental Plan Enhanced, the employee is responsible for any additional premium costs between the selected plan and the Dental Plan Core.**
- (2) “Same basis as” is understood to mean that any improvements, modifications, reductions, eliminations or changes to the plan(s) for non-bargaining unit employees shall be automatically applicable to bargaining unit employees covered by this Agreement. Same basis applies to any and all aspects of the plan(s) including but not limited to eligibility, plan offerings, effective dates and plan designs.**

**C. Dental Opt-Out Credit**

Any employee who chooses to opt-out of dental coverage provided for under this Agreement shall receive a dental opt-out credit of \$2.31 per week. Employees are ineligible for an opt-out credit if the employee is covered as a dependent under another Company-sponsored dental plan. Part-time employees are not eligible for an opt-out credit.

**Section 3. Vision Plans**

**A. The Vision 24 Plan and the Vision 12 Plan currently offered as options for all employees will be discontinued and no longer available as options after December 31, 2018. The current weekly contribution formula in effect immediately prior to the effective date of the Agreement shall remain in effect through December 31, 2018.**

**B. Effective January 1, 2019, the Vision Core and the Vision Plan Enhanced will be offered to employees on the “same basis as” offered to non-bargaining unit employees.**

**(1) Effective January 1, 2019, the Company will pay 100% of the premium cost of the Vision Plan Core. If the employee selects Vision Plan Enhanced, the employee is responsible for any additional premium costs between the selected plan and the Vision Plan Core.**

**(2) “Same basis as” is understood to mean that any improvements, modifications, reductions, eliminations or changes to the plan(s) for non-bargaining unit employees shall be automatically applicable to bargaining unit employees covered by this Agreement. Same basis applies to any and all aspects of the plan(s) including but not limited to eligibility, plan offerings, effective dates and plan designs.**

**Section 4. Health Insurance Continuation**

**A. Continuation of health benefits (medical-dental-vision plans, as appropriate) will be offered as described in the Consolidated Omnibus Budget Reconciliation Act (COBRA) of 1985 (the “Act”) to those employees and dependents who lose coverage as a result of a ‘qualifying event’ as defined by the Act. The full cost of such coverage continuation plus applicable administration fees will be paid by the employee or dependent(s).**

**B. If laid-off, active medical coverage for employee and eligible dependents will continue for thirty-one (31) days at no cost to the employee. The length of time medical coverage is extended will be included as part of the total length of time**

coverage may be continued under the Act or Insurance Continuation (as applicable).

## **Section 5. Other Plans**

### **A. Life and Accidental Death Insurance**

The Company provides basic life and accidental death insurance. The provisions of such coverage shall be within the Company's discretion except as follows:

- (1) All employees receive Basic Life Insurance coverage of \$38,000. Effective January 1, 2019, the amount will increase to \$43,000 for employees who are actively at work on or after January 1, 2019.
- (2) All employees receive Accidental Death Insurance coverage of \$38,000. Effective January 1, 2019, the amount will increase to \$43,000 for employees who are actively at work on or after January 1, 2019.

### **B. Business Travel Accident Plan**

The Lockheed Martin Business Travel Accident Plan will automatically be extended to employees covered by this Agreement on a "same basis as" plan design as offered to non-bargaining unit employees. This change will be made as soon as administratively practicable.

### **C. Short Term Disability Insurance**

The Company provides short-term disability coverage of seventy (70%) percent of weekly earnings to a maximum of \$370 per week. For leaves commencing on or after July 1, 2018, the maximum will increase to \$410 per week. All other provisions of short-term disability coverage shall be within the Company's discretion.

### **D. Group Universal Life (GUL) Insurance**

The Company offers Group Universal Life (GUL) Insurance. The employee pays 100% of the cost. Employees may elect coverage options of one (1x) times up to eight (8x) times Annual Base Pay. For coverage effective January 1, 2019, employees will be granted a one-time Group Universal Life Insurance special enrollment during the 2019 Annual Enrollment period. During this period, employees may enroll or increase one level up to the plan maximum in the Group Universal Life Insurance plan for the year beginning January 1, 2019 without providing Proof of Insurability (POI). Employees must be actively at work on or after January 1, 2019 for any coverage increase to be effective.

**E. Dependent Optional Term Life (DOTL) Insurance**

The Company offers Dependent Optional Term Life (DOTL) Insurance. The employee pays 100% of the cost.

- (1) **Spouse.** An employee may elect coverage for a spouse at coverage levels equal to one (1x), two (2x), or three (3x) times employee's Annual Base Pay. The spouse is required to provide Proof of Insurability (POI) if electing three (3x) times the employee's annual base pay or if the employee enrolls the spouse after thirty (30) days of the employee's or the spouse's first day of eligibility.
- (2) **Dependent Children.** An employee may elect coverage for any eligible dependent child(ren) at coverage levels of \$5,000, \$10,000 or \$25,000.

**F. Special Accident Insurance**

The Company offers Special Accident Insurance. The employee pays 100% of the cost.

- (1) **Self.** An employee may elect coverage with options of \$25,000, \$50,000, \$100,000, \$200,000, \$300,000, \$400,000 or \$500,000. Amounts in excess of \$300,000 cannot exceed (10x) times Annual Base Pay.
- (2) **Spouse.** An employee may elect coverage for a spouse with options of \$10,000, \$25,000, \$50,000, \$100,000, \$150,000, \$200,000 or \$250,000.
- (3) **Dependent Child(ren).** An employee may elect coverage for eligible dependent child(ren) in the amounts of \$10,000, \$25,000 or \$50,000.

**G. Voluntary Supplemental Insurance**

Effective January 1, 2019, voluntary supplemental insurance will be offered to employees on the "same basis as" offered to non-bargaining unit employees. The employee pays 100% of the cost.

- (1) Offerings include Voluntary Accident, Voluntary Hospital Indemnity and Voluntary Critical Illness.
- (2) "Same basis as" is understood to mean that any improvements, modifications, reductions, eliminations or changes to the plan(s) for non-bargaining unit employees shall be automatically applicable to bargaining unit employees covered by this Agreement. Same basis applies to any and all aspects of the plan(s) including but not limited to eligibility, plan offerings, effective dates and plan designs.

**H. Flexible Spending Accounts**

The Company offers access to the following Flexible Spending Accounts which may be used to pay for eligible expenses using pre-tax dollars. Flexible Spending Accounts are governed by IRS regulations and are subject to change.

- (1) **Health Care Spending Account (HCSA).** The minimum calendar year contribution is \$100.
- (2) **Dependent Care Spending Account (DCSA).** The minimum calendar year contribution is \$100.

## Section 6. General Provisions

- A. **New Hires** will be eligible for benefits on date of hire. The benefit offerings and current weekly contribution formula in effect immediately prior to the effective date of this Agreement shall remain in effect through December 31, 2018.
- B. The chart below outlines the default coverages which will become effective retroactively to the hire date if no active election has been made for medical, dental, or vision during benefits enrollment.

| Plan    | 2018 Default Coverage  | 2019+ Default Coverage                              |
|---------|--|---|
| Medical | <i>LM HealthWorks</i><br>- Employee Only Coverage            | <i>Broad Network 1</i><br>- Employee Only Coverage  |
| Dental  | <i>Comprehensive Dental Plan</i><br>– Employee Only Coverage | <i>Dental Plan Core</i><br>– Employee Only Coverage |
| Vision  | <i>Vision 24 Plan</i><br>– Employee Only Coverage            | <i>Vision Plan Core</i><br>– Employee Only Coverage |

**C. Annual Enrollment 2019 - All Employees**

If no active election is made for Medical, Dental and/or Vision coverage during the 2019 Annual Enrollment Election Period, such coverage will default to “no coverage” effective January 1, 2019.

**D. Annual Enrollment 2020 and Subsequent Years – All Employees**

During the 2020 Annual Enrollment Election Period and all subsequent years under the terms of this Agreement, the chart below outlines the default coverage for Medical, Dental and/or Vision coverage if no active election has been made:



| <b>Current Plan</b>   | <b>Annual Enrollment Default</b>  |
|---|---|
| <b>Medical:</b><br><br><b>No Coverage</b><br><br><b>High Deductible Health Plan</b><br><br><b>HMO plan</b>  | <b>Medical:</b><br><br><b>No Coverage</b><br><br><b>Same High Deductible Health Plan<br/>same coverage level</b><br><br><b>Same HMO plan same coverage<br/>level</b>  |
| <b>Dental:</b><br><br><b>No Coverage</b><br><br><b>Dental Plan Core</b><br><br><b>Dental Plan Enhanced</b><br><br><b>Dental HMO<br/>(where available)</b> | <b>Dental:</b><br><br><b>No Coverage</b><br><br><b>Dental Plan Core - same coverage<br/>level</b><br><br><b>Dental Plan Enhanced - same<br/>coverage level</b><br><br><b>Dental HMO - same coverage level<br/>(where available)</b> |
| <b>Vision:</b><br><br><b>No Coverage</b><br><br><b>Vision Plan Core</b><br><br><b>Vision Plan Enhanced</b>  | <b>Vision:</b><br><br><b>No Coverage</b><br><br><b>Vision Plan Core<br/>same coverage level</b><br><br><b>Vision Plan Enhanced<br/>same coverage level</b>  |

- E. For all of the benefit coverage offerings listed in this Article, the terms of the Plans will be summarized in separate Summary Plan Descriptions (SPD) where applicable. The terms of the plan in the SPD will not be changed during the term of the Agreement except for legally required changes, any mutually agreed-to changes, or changes made per the terms of this Agreement. The Union acknowledges that the aforementioned changes may be made by the Company. Copies of the SPDs will be furnished to the Union and to each employee eligible for the Plans.**

## **Section 7. Retiree Medical**

- A. Employees hired before March 2, 2005 are eligible for retiree medical coverage as detailed below.**
- B. Under-Age 65 Retirees**
- (1) Commence retirement prior to December 31, 2018 – Under-Age 65 Retiree Legacy Medical Coverage. For eligible employees, the following plans are available:**
    - a. Santa Clara: Kaiser Northern California HMO**
    - b. Santa Cruz and Vandenberg: Blue Cross/Blue Shield California HMO**
    - c. Brevard County: Aetna Florida HMO**
    - d. For all locations: LM HealthWorks Retiree Plan; LM Essentials Retiree Plan**
  - (2) Commence retirement on or after January 1, 2019 - Under-Age 65 Retiree Legacy Medical Coverage. For eligible employees, the following plans are available:**
    - a. Santa Clara: Kaiser Northern California HMO**
    - b. Santa Cruz and Vandenberg: Blue Cross/Blue Shield California HMO**
    - c. Brevard County: Aetna Florida HMO**
    - d. For all locations: High Deductible Retiree Health Plans**
  - (3) Retiree Medical Coverage. Should the Company expand, introduce or change health care options for non-bargaining unit under-age 65 retirees during the term of this Agreement and after its expiration, such benefits may, within the Company's discretion, be extended to retirees covered by this Agreement on a same design basis with the same retiree contributions as non-bargaining unit employees, in addition to the Retiree Medical Coverage for which the employee is eligible for under the terms of this Agreement.**
  - (4) Contribution Formula. The retiree and the Company share in the cost of the under-age 65 retiree medical plan up to the maximum monthly Company subsidy. The retiree's share of the cost is calculated using the service-based schedule below. The retiree is also responsible for 100% of the cost of coverage that exceeds the maximum monthly Company subsidy. All eligible employees retiring on or after March 5, 2018, the service-based contribution formula applies for Retiree Medical Coverage with an annual contribution cap of \$7,000 for Retiree-Only or \$14,000 for Retiree + Family coverage. The service-based contribution schedule is as follows:**

| <b>Difference in Cost of Plan<br/>and Subsidy</b> |  |
|---|--|
| <b>Yrs. of Service</b>                            | <b>Your<br/>Cost<br/>Sharing<br/>%</b> |
| <b>0-9</b>  | <b>Not<br/>Eligible</b>                |
| <b>10</b>   | <b>70%</b>                             |
| <b>11</b>   | <b>67%</b>                             |
| <b>12</b>   | <b>64%</b>                             |
| <b>13</b>   | <b>61%</b>                             |
| <b>14</b>   | <b>58%</b>                             |
| <b>15</b>   | <b>55%</b>                             |
| <b>16</b>   | <b>52%</b>                             |
| <b>17</b>   | <b>49%</b>                             |
| <b>18</b>   | <b>46%</b>                             |
| <b>19</b>   | <b>43%</b>                             |
| <b>20</b>   | <b>40%</b>                             |
| <b>21</b>   | <b>37%</b>                             |
| <b>22</b>   | <b>34%</b>                             |
| <b>23</b>   | <b>31%</b>                             |
| <b>24</b>   | <b>28%</b>                             |
| <b>25</b>   | <b>25%</b>                             |
| <b>26</b>   | <b>22%</b>                             |
| <b>27</b>   | <b>19%</b>                             |
| <b>28</b>   | <b>16%</b>                             |
| <b>29</b>   | <b>13%</b>                             |
| <b>30 +</b>                                       | <b>10%</b>                             |

**(5) Retiree Medical Plan Changes.** During the life of the Agreement, and after its expiration, there will be no changes to the co-insurance, the calendar year deductible amounts, the calendar year out-of-pocket maximum, plan design or the prescription drug formula, for Retiree Medical Coverages listed in this Article. The terms of the plan in the SPD will not be changed during the term of the Agreement except for legally required changes, any mutually agreed-to changes, or changes made per the terms of this Agreement.

**(6) Employees who retired on or after March 3, 2014, but elected “no coverage” or failed to enroll in a Retiree Medical plan within the required**

time frames at the time of retirement may enroll during an Annual Enrollment period in the following circumstances subject to all applicable time frames:

- a. If a qualified status change occurs
- b. If a special enrollment rule applies

**C. Over-Age 65 Retirees**

- (1) Over-Age 65 employees retiring on or after March 5, 2018 and prior to July 1, 2018 are eligible for the Medicare Eligible Retiree Medical Plan (MERMP) which supplements coverage under Medicare. Additionally, employees are eligible for a Senior HMO Plan, if available in the locality.
- (2) MERMP Lifetime Maximum Benefit. Effective January 1, 2018, the lifetime dollar maximum payable under the MERMP is \$75,000 for all past and future retirees eligible for the MERMP. The change will be implemented as soon as administratively practicable.
- (3) Contribution Formula. The retiree pays a basic monthly contribution and the Company pays the balance of the cost of coverage up to the maximum monthly Company subsidy. The retiree pays any cost over the maximum monthly Company subsidy.
- (4) The over-age 65 Medicare eligible retiree's basic monthly contribution is \$40 for Single Coverage and \$80 for Family Coverage. The maximum monthly Company subsidy is \$330 for Single Coverage and \$660 for Family Coverage. The contribution formula is as follows:

|  | Single Coverage   | Family Coverage *   |
|--|---|---|
| Monthly Contributions for Medicare Eligible Retirees   | The basic monthly contribution will be \$40 + 100% of the amount over the maximum monthly Company subsidy | The basic monthly contribution will be \$80 + 100% of the amount over the maximum monthly Company subsidy |
| Maximum Monthly Medicare Eligible Company Subsidy  | \$330 per month   | \$660 per month   |
| * Standard LMC rules regarding contribution calculations apply where family members are under and over age 65. |   |   |

- (5) Private Medicare Exchange Retiree Medical Coverage.** Effective June 30, 2018, the MERMP and Senior HMOs will be discontinued for future over-age 65 retirees. Over-age 65 employees eligible for retiree medical insurance who commence retirement on or after July 1, 2018 will be eligible to participate in the over-age 65 healthcare option(s) on the “same basis as” offered to non-bargaining unit over-age 65 retirees on an identical design basis.
- a.** The Company subsidy for Retiree Medical Coverage will be in the form of a credit to a Health Reimbursement Arrangement (HRA) in the amount of \$2,100 annually (\$175 per month) per enrolled retiree and \$2,100 annually (\$175 per month) per enrolled spouse.
  - b.** To be eligible for the Company subsidy (HRA), the retiree or their spouse must be age 65 or over and must enroll (and maintain enrollment) through the Company designated private Medicare Exchange (i.e. Via Benefits) when initially eligible for over-age 65 individual healthcare option(s) at the time of retirement commencement or when the retiree and/or spouse turns age 65, whichever is later. For the spouse to be eligible, the retiree must be enrolled in a Lockheed Martin sponsored retiree medical plan.
  - c.** Unavailability of the Private Medicare Exchange. Should the Company designated private Medicare Exchange dissolve or otherwise become unavailable, the Company and Union agree to meet to designate a replacement private Medicare Exchange if such Exchanges are permissible based on regulations in effect at the time of discussions. If the parties are unable to come to an agreement during these discussions, the Company will designate a comparable replacement. The Company will only be obligated to designate a comparable replacement which results in no additional cost to the Company. In the event no such replacement can be designated, the Company shall be under no further obligation to designate a replacement.

## **Section 8. Retirement and Savings Plans**

### **A. Lockheed Martin Retirement Plan for Certain Hourly Employees (Retirement Plan)**

The Retirement Plan provisions as stated in the applicable Plan Documents will govern except where modified herein.

- (1) Eligibility.** Employees hired or rehired on or before March 6, 2011 will be eligible to participate in the Retirement Plan. Employees hired on or after March 7, 2011 will not be eligible to participate in the Retirement Plan.

**(2) Retirement Plan Monthly Rates:**

- a. Employees who commence retirement between January 1, 2018 and December 31, 2021, will receive one hundred dollars (\$100) per month for each year of credited service.
  - b. Employees who commence retirement after January 1, 2022 will receive one hundred two dollars (\$102) per month for each year of credited service.
  - c. An employee who commences retirement and begins receiving a monthly benefit on or after January 1, 2011 under Sections 4.05 (A)(2), 4.05(A)(3), and 6.01(B) of the Retirement Plan will receive a benefit of thirty-three dollars (\$33) per year of credited service.
- (3) Effective January 1, 2018, the Plan will be amended to eliminate the 40-year credited service maximum used in determining the benefit amount.**

**B. Lockheed Martin Capital Accumulation Plan for Hourly Employees (HCAP)**

The HCAP provisions as stated in the applicable Plan Documents will govern except where modified herein.

**(1) Eligibility.** Employees hired on or after March 7, 2011, will receive Company contributions per each quarter of active employment into the employee's HCAP account.

**(2) Company Contributions:**

- a) Employees will receive a Company contribution in the amount of five hundred dollars (\$500) per quarter to begin as soon as administratively practicable after ratification.

**C. Lockheed Martin Hourly Employee Savings Plan Plus (HSP)**

The HSP provisions as stated in the applicable Plan Documents will govern except where modified herein.

**(1) Employee Elective Deferral.** Employees may defer an elective amount (in \$1-dollar increments) into the HSP on a before-tax, Roth or after-tax contribution basis with the before-tax and Roth contributions being subject to the IRS annual limits imposed under Code Section 402(g). If an employee elects before-tax and Roth contributions in an amount that exceeds the IRS limit, any excess elected before-tax and Roth contributions will automatically be reclassified as after-tax contributions.

**(2) Company Matching Contributions.** Before-tax, Roth and/or after-tax employee elective deferrals of up to eighty-four dollars (\$84) per week are subject to Company matching contributions at the rate of 50%, to begin as soon as administratively practicable after ratification.

**(3) Unmatched Elective Deferral.** Employees may contribute an unmatched elective deferral amount not to exceed the IRS limits as referenced above in

Section C(a), to begin as soon as administratively practicable after ratification.

- (4) **IRS Limits.** Both employee and employer before-tax, Roth and after-tax contributions from the HSP and all retirement plans are subject to Code Section 415 annual limits.

**D. Lockheed Martin Basic Benefit Plan for Hourly Employees (BBP)**

The BBP provisions as stated in the applicable Plan Documents will govern except where modified herein.

- (1) **BBP Account.** Employees will receive Company contributions per each quarter of active employment into the employee's BBP account.

(2) **BBP Contributions:**

- a) Effective January 1, 2018, the Company will make quarterly contributions for each employee in the amount of seventy-five dollars (\$75).
- b) For employees hired after March 1, 2005, the Company will make an additional quarterly contribution of forty-five dollars (\$45).

**E. Applicability of Plan Documents**

For all the benefit coverage offerings listed in this Section, the terms of the Plans will be summarized in separate Summary Plan Descriptions (SPD) where applicable. Copies of the SPDs will be furnished to the Union and to each employee eligible for the Plans.

**Section 9. Education and Technology**

The Company and Union agree that it is to their mutual benefit and a sound economic and social goal to utilize the most efficient machines, processes, methods and/or materials to compete effectively in the marketplace and, thereby, provide economically secure jobs for its employees. It is the Company's intent to assure that training is available for its employees so that they may have the opportunity to acquire the knowledge and skills required by the introduction of new technology.

**A. New Technology**

- (1) The term "new technology" shall be defined as the introduction of automated manufacturing machines, robots, computer aided manufacturing systems, and other significant technology implementations, such as computer and related equipment, which cause the direct elimination of work which has been performed by a represented employee.
- (2) An employee directly affected by "new technology" as stated above will be offered retraining preference for a job for which the Company foresees a requirement, provided that equivalent job opportunities are not available and that they have the basic knowledge for the retraining.

### **B. New Technology Briefings**

**In order that employees can better prepare themselves for the skill requirements of the future, and to provide information to the Union, the Company will provide, upon request of the Union, a briefing of the Company's plans for the introduction of new technology, as defined above, which may affect bargaining unit employees. This briefing will serve as a forum for the Company to inform the Union of anticipated schedules of introduction of new technology, and will identify potential areas of new skill requirements during these early analyses. The Company will notify the Union of the scheduled meetings 45 days in advance and will describe the proposed agenda. If the Union has other specific subjects or areas of concern to be added to the agenda the Union will notify the Company thirty (30) days in advance to allow time to prepare the necessary information for presentation. The meetings will be coordinated by Labor Relations and the normal attendees (or their designees) will be Labor Relations Manager, Education and Training manager, members of the current Company and Union negotiating committee, and other participants as appropriate. Similar briefings may be provided by other C.E.G.s as agreed upon by the parties at these locations.**

### **C. Education**

**The Company maintains a program of tuition reimbursement which promotes and encourages education and training as a means of increasing employee productivity and expanding career potential. The program is available for job related courses at accredited vocational technical training institutions, colleges and universities. The Company will reimburse an employee one hundred (100%) percent of the paid tuition fee for up to two (2) courses successfully completed per academic term if such employee has received written approval of the course from the Company prior to the employee's beginning such course. Such approval shall not be unreasonably denied.**

### **D. Special Trainees**

**To facilitate the training and development of especially qualified individuals, particularly those with an appropriate academic background, for executive, administrative and professional positions, the Company may classify employees as Special Trainees. Preference will be given to those individuals already in the employ of the Company; however, such trainees may be hired or selected and given assignments without regard to those provisions of the Agreement governing recall promotion, and priority in filling available openings. Special Trainees will be paid within the rate range of the classification to which they are assigned, or the employees' original rate of pay, whichever is higher. No individuals shall hold the classification of Special Trainee in excess of two (2) years. The maximum number so classified at any one time in each C.E.G. shall be **no greater than two (2) employees.****



**ARTICLE 7**  
**PAY PROVISIONS**  
**(See coded letter B-10)**

**Section 1. Wage Rates and Performance Reviews**

**A. Definitions**

- (1) An employee's "base rate," for purposes of this Agreement, shall be the straight-time hourly rate of pay applicable to that employee's classification, exclusive of any bonus or premium.
- (2) An employee's "working rate," for purposes of this Agreement, shall be that employee's base rate of pay plus any Lead, shift, odd workweek and field duty pay.
- (3) An employee's "maximum" for purposes of this Section shall be either the maximum rate in Article 9, Section 7 or the Guaranteed Personal Rate maximum in Article 9, Section 8.

**B. Automatic Rate Progression**

- (1) An employee on the active payroll whose base rate is below the maximum of the assigned classification, shall receive an automatic wage increase of twenty-five cents (\$.25) per hour, or such lesser amount as is necessary to bring the employee's base rate to the labor grade maximum, on the first day of the second pay period of March, July and November.
- (2) The Company may, at its discretion, effect an increase in an employee's base rate in amounts greater or at times other than provided for in Paragraph (1) of this Subsection.

**C. Pay Rate on Promotion, Downgrade or Recall**

- (1) An employee promoted will be paid at either the minimum of the classification to which promoted, or **twenty-five cents (\$.25)** per hour above the rate prior to promotion, whichever is greater, and that employee's automatic wage increase will proceed from that rate. However, if an employee's promotion is effective on the date of an automatic wage increase, the base rate will be established as follows:
  - a. If an employee's base rate is below the maximum of the rate range for that employee's classification prior to promotion, the base rate will be increased by the amount of the automatic wage increase to which that employee is entitled, and such increased base rate will be that employee's base rate just prior to promotion.

- b. If an employee's base rate is at the maximum of the rate range for that employee's classification prior to promotion, the base rate will be increased by **twenty-five cents (\$.25)** or the amount necessary to bring that employee's rate to the minimum of the classification to which promoted, whichever is greater, or by an amount less than **twenty-five cents (\$.25)** if that will bring the rate to the maximum of the classification to which promoted.
- (2) An employee downgraded to a classification in a lower Labor Grade shall have that employee's base rate in the downgraded classification established as follows:
- a. An employee downgraded through application of the layoff procedure as set forth in Article 4, Section 6 shall have the base rate reduced as follows:

|                                       |  |
|---------------------------------------|--|
| Effective date of downgrade           | Up to twenty cents (\$.20) reduction   |
| Three weeks subsequent to downgrade   | Up to an additional twenty cent (\$.20) reduction  |
| Six weeks subsequent to downgrade     | Up to an additional twenty cent (\$.20) reduction  |
| Nine weeks subsequent to downgrade    | Up to an additional twenty cent (\$.20) reduction  |
| Twelve weeks subsequent to downgrade  | Up to an additional twenty cent (\$.20) reduction  |
| Fifteen weeks subsequent to downgrade | Any additional amount required to reach the maximum of the classification to which the employee is being downgraded. |

- b. An employee downgraded to a classification in a lower Labor Grade other than through application of the layoff procedures aforementioned, whose base rate is above the rate range maximum of the lower Labor Grade, shall be paid at the maximum rate for such classification, effective with the date of such downgrade.

- c. An employee who no longer performs a lead position will have his or her rate reduced to the rate prior to the lead increase including any general wage increases, automatic rate progressions and COLA adjustments.
- (3) Changes in rates of pay for promotions, downgrades, or recalls for GPR employees will be subject to the provisions in Subsection A Paragraph (3) and Subsection C of this Section and Article 9, Section 8.

#### **D. Performance Reviews**

- (1) Employees **may be** presented performance reviews once annually, during the months of July and August, with a copy given to the employee and with discussion by the employee's supervisor. **Employees may request to have a career discussion, during which they can talk with their leader about what positions they would like to pursue and what they would need to do in order to qualify for those positions should they come available. Topics to discuss include career advancement and mentorship opportunities.**
- (2) If employees disagree with their performance ratings or comments, they may file a grievance. As an alternative to filing a grievance, an employee may file a written statement concerning the comments or ratings with which they do not agree which will be attached to the review and filed in the employee's personnel folder. Such written statement will be limited to the employee's comment regarding job performance over the review period and will exclude personal remarks about fellow employees or supervision.

It is the intent of the parties that the performance review and discussion are designed to improve and bolster skills, aid in the employee's career development and foster objective feedback. Criticism, when necessary, shall be factual, supportable, and constructive.

### **Section 2. Overtime**

#### **A. Overtime Premium**

- (1) Hours worked in excess of eight (8) hours or regularly scheduled workday, but not in excess of twelve (12) hours, in any one workday shall be paid for at one and one-half (1-1/2) times the employee's working rate. Hours worked in excess of twelve (12) hours in any one workday shall be paid for at two (2) times the employee's working rate.

- (2) Hours worked in excess of seven (7), but not in excess of twelve (12) hours, by an employee on the graveyard shift shall be paid for at one and one-half (1-1/2) times the employee's working rate, except that employees classified as Fire Emergency personnel on the graveyard shift shall be paid time and one-half (1-1/2) only for hours worked in excess of eight (8), but not in excess of twelve (12) hours. Hours worked in excess of twelve (12) hours in any one workday shall be paid for at two (2) times the employee's working rate.
- (3) The preceding overtime provisions shall also apply to consecutive hours worked even though such consecutive hours began in one workday and ended in the following workday; provided, however, that any hours worked during the seventh day of an employee's workweek shall be at the double-time rate.
- (4) The foregoing provisions of this Section notwithstanding, for any workday, during which early report time premium is paid pursuant to Subsection D of Section 6 of this Article, the preceding overtime premium shall be paid only in accordance with such Subsection D, instead of this Section 2.
- (5) Hours worked on the sixth day of an employee's workweek shall be paid for at one and one-half (1-1/2) times the employee's working rate, except that hours worked in excess of twelve (12) hours shall be paid for at two (2) times the employee's working rate.
- (6) Hours worked on the seventh day of an employee's workweek shall be paid for at two (2) times the employee's working rate.

## **B. Overtime Distribution**

(See coded letters B-15, C-13, D-3 and E-9)

- (1) Overtime will be divided as equally as practicable among affected employees. An affected group is normally those employees in a Department, classification, workweek and shift; however, by mutual agreement an affected group may be further defined as employees in a supervisory group, and the Union shall not unreasonably refuse to agree. Department Managers and Senior Stewards may agree on a different definition of the affected group based on recognition of operational requirements in their area.
- (2) Uniform records of overtime shall be maintained in each Department and upon request will be given to the Union Steward and be made available for informational purposes to employees upon request.
- (3) It is the intent of the Company that employees scheduled to work overtime be given as much advance notice as reasonably possible.
- (4) Overtime hours will not be charged for overtime declined on a recognized holiday; on the sixth or seventh workday immediately preceding or following an employee's vacation (vacation herein is defined as one week or more); at a time when an employee is on Union business of which the Company has been properly

notified in advance of such time; on a day an employee is called for temporary military duty; or when the employee is on jury duty or called as a subpoenaed witness.

- (5) In Departments where a graveyard shift is not being utilized, work assignments requiring the call-in of employees between the hours of 4:01 AM and 4:00 PM, the Company will normally call in day shift employees on such assignments. For work assignments requiring the call-in of employees between the hours of 4:01 PM and 4:00 AM, the Company will normally call in swing shift employees.
- (6) Employees transferred from one affected group to another will be in the new affected group as of the effective date shown on the Job Action Request.
- (7) A probationary employee may work overtime only after all other employees in that employee's affected group have been scheduled or asked to work.
- (8) An employee may remove him/herself from the overtime list by submitting written notice to his/her supervisor. Such written notice will have a minimum life of ninety (90) calendar days. If the employee wishes to be restored to the overtime list following ninety (90) calendar days, the employee shall submit such request in writing to their supervisor. Such employee will be given the overtime average of the affected group as of the date of such written request.

### **Section 3. Hours and Days of Work**

#### **A. Workweek and Workday**

- (1) The standard workweek consists of one-hundred and sixty-eight (168) consecutive hours beginning at 12:00 midnight Sunday and ending at 12:00 midnight the following Sunday, except employees working the 9/80 alternative work schedule and employees assigned to the 4:00 PM to 12:30 AM swing shift whose workweek begins at 12:30 AM Monday and ends at 12:30 AM the following Monday. An odd workweek consists of one-hundred and sixty-eight (168) consecutive hours commencing at the beginning of the first of the five (5) consecutive workdays other than the normal schedule of Monday through Friday.
- (2) For pay purposes, the workday consists of twenty-four (24) consecutive hours beginning at 12:00 midnight of one day and ending at 12:00 midnight the following day, except for employees assigned to the 4:00 PM to 12:30 AM swing shift whose workday begins at 12:30 AM of one day and ends at 12:30 AM the following day and for employees assigned to the 11:30 PM to 7:00 AM graveyard shift whose workday begins at 11:30 PM of one day and ends at 11:30 PM the following day.
- (3) A day or swing shift consists of eight (8) hours work to be performed within nine (9) consecutive hours, except for those personnel assigned to a 9/80 or 4x10

workweek, or except as otherwise mutually-agreed. A 4x10 workweek shall consist of ten (10) hours work to be performed within eleven (11) consecutive hours. A graveyard shift consists of seven (7) hours work, except that the graveyard shift for Emergency Services Specialists consists of eight (8) consecutive hours work.

A 9/80 workweek will consist of nine (9) hours work performed each day Monday through Thursday, within (10) consecutive hours and eight (8) hours work performed on Friday within (9) consecutive hours the first week; the second week nine (9) hours work performed a day, within (10) consecutive hours Monday through Thursday (See coded letter C-14).

(4) The Company shall have the right to establish standard shifts as follows:

Day Shift      Starting times at 1/4 hour intervals from 6:00 AM to 8:30 AM

(Voluntary: 4:00 am to 6:00 am)

Swing Shift    Starting times at 1/4 hour intervals from 1:00 PM to 4:00 PM

(Voluntary: 4:00 pm to 5:00 pm)

Grave Shift    Starting times at 1/4 hour intervals from 10:00 PM to 12:30 AM

Emergency Services Specialists shall be on duty during their entire shift period.

**B. Odd Shifts (See coded letters D-1)**

- (1) The Company may assign certain employees to other than the standard shifts where such deviations are necessitated by operational requirements.
- (2) All other operationally required odd shift assignments shall be mutually agreed upon a minimum of one (1) week in advance by the Company and the Union. Odd shifts of up to thirty (30) calendar days duration may be approved by the affected Department Manager and Senior Steward. Odd shifts of longer duration may be approved by the Manager of Labor Relations and a Union Business Representative. The Union shall not unreasonably refuse to agree to the establishment of odd shifts where such shifts are necessitated by operational requirements and will use its best efforts to secure the cooperation of the affected employees.
- (3) Employee-requested odd shifts of a specific duration may be implemented, with the approval of the Department Manager and Senior Steward, for reasons such as alleviation of traffic problems, educational needs, or other personal reasons of an individual employee. An odd shift for an entire workgroup may be requested by 100% of the affected employees (as determined by a vote), and requires written approval by the Department Manager, Senior Steward, Manager of Labor

Relations and a Union Business Representative. Employee-requested odd shifts may be modified or discontinued at any time based upon operational requirements.

- (4) For the purpose of determining shift assignments of employees on an odd shift, the following schedule shall apply:

| <b>Established Starting Time</b> | <b>Shift</b> |
|----------------------------------|--------------|
| 4:00 AM through 10:59 AM         | Day          |
| 11:00 AM through 8:29 PM         | Swing        |
| 8:30 PM through 3:59 AM          | Graveyard    |

- (5) Employees placed on an odd shift shall be: first, volunteers in the affected group who are qualified to perform the work and, second, the least-senior employees in the classifications who are in the affected group and qualified to perform the work.

### **C. Workweek**

**(See coded letter D-1)**

- (1) Five days, Monday through Friday, shall constitute the normal workweek schedule.
- (2) The Company reserves the right to assign or rotate affected employees to an odd workweek schedule for continuous, seven-day operations. Such assignment will be made by mutual agreement, and the Union will not unreasonably refuse to agree.
- (3) Employees placed on odd workweek schedules shall be: first, volunteers in the classifications and in the affected group who are qualified to perform the work and, second, the least-senior employees in the classifications on a normal workweek schedule who are in the affected group and qualified to perform the work. Reassignments between odd workweeks will be made on the basis of seniority to employees who are competent to fill the vacancy, and who have filed written requests with the Department Manager at least seven (7) working days prior to the date the vacancy is filled.

An employee who has been on an odd workweek schedule for ninety (90) calendar days shall, upon written request, be assigned to the normal workweek schedule as soon as a less-senior qualified replacement is obtained and the operational requirements are such that the transfer may be made, but in no event later than thirty (30) calendar days from receipt of such request unless there is no less-senior qualified replacement within the affected group.

The Company will not assign an employee to an odd workweek schedule unless it has reasonable assurance that such employee will be assigned to such odd workweek schedule for thirty (30) calendar days or more.

#### **D. Four-Day Forty-Hour Workweek**

The objective of a four-day forty-hour workweek is to allow management to meet its operational requirements while at the same time providing employees with a workweek that will improve the quality of their work life by providing the opportunity for reduced commuting time, energy conservation, and three-day weekends. Basic guidelines for the establishment of four-day forty-hour workweeks are as follows.

- (1) The Company will provide ten (10) days notice of the requirement to implement such a workweek and implementation will require approval of three-fourths (3/4) of the affected employees.
- (2) In circumstances where operational requirements necessitate employees transferring to a 4x10 workweek who do not elect to do so (but where 3/4 of the affected employees have approved such workweek), the local union will be so advised.
- (3) Employees assigned to such a workweek will be paid the straight time hourly rate of pay applicable to their classification for their regularly-scheduled hours.
- (4) Employees assigned to such a workweek will normally work four (4) consecutive days, with three (3) consecutive days off. Employees regularly assigned to work Monday through Thursday or Tuesday through Friday shall be considered to be on a standard workweek. Any other 4x10 workweek shall be considered an odd workweek.
- (5) Each pay period will be for forty (40) hours unless overtime is worked.**
- (6) Vacation pay may be taken up to ten (10) hours for a vacation day on a regularly scheduled workday or increments as currently allowed under the CBA. The accrual in policy will remain the same as defined in Article 5, Section 2B.**
- (7) Paid Absence may be taken in increments as currently allowed under the CBA or up to ten (10) hours for a regularly scheduled workday. The accrual policy will remain the same as defined in Article 5, Section 3B.**
- (8) Holiday pay will be ten (10) hours for a holiday that falls on a regularly scheduled workday. No payment will be made for a holiday that falls on a scheduled day off.**
- (9) Total holiday hours under a 4x10 work schedule will not be less than what is negotiated under the 2005 Collective Bargaining Agreement. If the 4x10 work schedule results in a reduction of negotiated holiday hours, these hours will be credited to the employee's vacation account annually.**
- (10) An employee who is unable to work regularly scheduled hours due to jury/witness duty will be paid for ten (10) hours for a regularly scheduled**



**workday not to exceed the total number of hours covered under Article 5, Section 7A.**

- (11) The number of employees on a 4x10 work schedule will be determined based on operational requirements. The provisions of this agreement apply only while a 4x10 schedule is in force and effect. Should a 5/40-work schedule need to be implemented by the Company for any reason, the Company would give the Union and the employees at least thirty (30) days advance notice, unless operational requirements require more immediate implementation.**

**E. 9/80 Alternative Work Schedule**

- (1) The 9/80 alternative work schedule may be implemented based on operational requirements subject to a 2/3 approval vote of the total affected employees. The affected group will be identified to the Union 30 days prior to the vote; either party may address any group irregularities for consideration. The vote will be conducted by the Union in the facility. The first vote will be to establish a pilot program and can be conducted once annually.
- (2) There will be a six-month pilot program starting on an agreed upon date. Continuation of the program after completion of the six-month pilot program will be mutually decided between the Union and the Company after another 2/3 approval vote (once annually), conducted by the Union, of the total affected group.
- (3) The basic 9/80 workweek will include a nine (9) hour workday Monday through Thursday; an eight (8) hour workday Friday and an “off” Friday every other week. The workweek will begin at mid-shift on Friday. The 9/80 work schedule retains a 40 hour workweek (see attached workweek schedule) and may have two tracks, Track “A” and Track “B”. Where there are two tracks, initial track selection will be by volunteer by seniority.
- (4) Each pay period will be for 40 hours unless overtime is worked.
- (5) Overtime pay at time-and-one-half will be paid for hours worked in excess of nine (9) on a nine (9) hour workday (Monday through Thursday) and over eight (8) on the work Friday. Overtime at time-and-one-half will be paid for work on an “off” Friday. All other provisions requiring the payment of overtime will continue in accordance with the Collective Bargaining Agreement (CBA).
- (6) Vacation pay may be taken up to nine (9) hours for a vacation day taken on a nine (9) hour day Monday through Thursday; and up to eight (8) hours for a vacation day taken on a work Friday, or in increments as currently allowed under the CBA. The accrual policy will remain the same as defined in the CBA.

- (7) Sick leave may be taken in increments in accordance with the CBA or up to nine (9) hours for full workdays Monday through Thursday and eight (8) hours on a work Friday.
- (8) Holiday pay will be nine (9) hours for a Holiday that falls on Monday through Thursday and eight (8) hours for a Holiday that falls on a “work Friday.” No payment will be made for a Holiday that falls on an “off” Friday. However, payment for hours worked on a designated Friday Holiday will be paid at the double time rate.
- (9) Total Holiday hours under the 9/80 work schedule will not be less than what is negotiated under the 2002 Collective Bargaining Agreement.
  - i) If the 9/80 work schedule results in a reduction of negotiated Holiday hours, these hours will be credited to the employee’s vacation account annually.
- (10) An employee who is unable to work regularly scheduled hours due to jury/witness duty will be paid nine (9) hours for Monday through Thursday and eight (8) hours for a “work Friday” not to exceed the total number of days covered under the CBA.
- (11) The number of employees scheduled on either track (“A” or “B”) at any time will be determined based on operational requirements. Initial selection of employees will be by volunteers by seniority. Once an employee is assigned to a track, the Company will not reassign to another track without mutual agreement, provided that operational needs are satisfied.
- (12) The following procedure shall apply in the transfer of employees between schedules and tracks:
  - i) Employees may submit a written request to transfer from one schedule/track to another schedule/track once each 12 months in accordance with operational requirements. However, the Company will not be obligated to transfer any employee between schedules/tracks.
  - ii) Any employee transferring in accordance with this provision shall have “Holiday” hours adjusted in order to prevent any loss in negotiated “Holiday” hours resulting from a transfer. Adjustments to paid holiday hours will be made to the employee’s vacation account. If an employee changes work schedules or 9/80 tracks, the effective date of the change will be at mid-shift Friday.
- (13) Exemptions from the 9/80 schedule or variances may be approved on an individual basis by the cognizant manager as operational requirements allow to accommodate certain hardships such as those related to personal health, medical care, daycare, and transportation. An employee who is denied may file a grievance at Step 2.

- (14) It is not the Company's intent to utilize the 9/80 to circumvent the overtime provisions of the CBA not covered by this letter.
- (15) The provisions of this agreement apply only while a 9/80-work schedule is in force and effect. Should a 5/40-work schedule need to be implemented by the Company for any reason, the provisions of the current labor agreement will apply. Should this be necessary, the Company would give the Union and the employees at least 30 days advance notice, unless operational requirements require more immediate implementation.
- (16) A Friday attendance infraction can only count as one infraction.

#### **F. Flexible Time (Flextime or Make-up Time)**

**To improve the quality of life for employees by enhancing opportunities to fulfill personal needs (i.e. parent/child conferences, doctor appointments, family illness, etc.) Flexible Time is provided to accommodate employee personal time off requests, provided that operational requirements can still be met.**

- (1) Employee Request: An employee may normally request in writing, at least 48 hours in advance, to work an adjusted schedule for equivalent time off during the same workweek. Authorization is subject to operational requirements and advanced approval by cognizant leader.**
- (2) Requests shall not be unreasonably denied.**
- (3) Flextime is not regular and recurring, but rather to accommodate short-term requirements.**
- (4) Flextime is only available to full-time employees.**
- (5) Flextime is compensable at straight time rate. Employees will be ineligible for overtime until the regularly scheduled hours are completed.**
- (6) Employees fulfilling their flextime workweek have priority of assignment over overtime.**
- (7) If an employee reports for less than four (4) hours due to their flexweek scheduling, they are not entitled to 4 hours report pay.**

**The language provided in this Section shall supersede any conflicting language from the CBA.**

**G. Work Week Schedule**

| Workweek            | M | T | W | TH | F | M | T | W | TH | F   | Total Work Week |
|---------------------|---|---|---|----|---|---|---|---|----|-----|-----------------|
| First Week (Hours)  | 9 | 9 | 9 | 9  | 4 |   |   |   |    |     | 40              |
| Second Week (Hours) |   |   |   |    | 4 | 9 | 9 | 9 | 9  | Off | 40              |

**H. 9/80 WORKWEEK**

- Friday mid-shift to Friday mid-shift
- Mid-shift is four hours after regularly scheduled start time

**I. PAY GUIDELINES**

| <b>Monday - Thursday</b> |                                  |
|--------------------------|----------------------------------|
| <u>0 – 9 Hours</u>       | <u>1 x (Straight Time)</u>       |
| <u>9 – 12 Hours</u>      | <u>1 ½ x (Time and One-Half)</u> |
| <u>Over 12 Hours</u>     | <u>2 x (Double Time)</u>         |

| <b>Scheduled Work Fridays</b> |                           |
|-------------------------------|---------------------------|
| 0 – 8 Hours                   | 1 x (Straight Time)       |
| 8 – 12 Hours                  | 1 ½ x (Time and One-Half) |
| Over 12 Hours                 | 2 x (Double Time)         |

| <b>“Off” Fridays and Saturdays</b> |                           |
|------------------------------------|---------------------------|
| 0 – 12 Hours                       | 1 ½ x (Time and One-Half) |
| Over 12 Hours                      | 2 x (Double Time)         |

| <b>Sunday</b> |                   |
|---------------|-------------------|
| All Hours     | 2 x (Double Time) |

| <b>Paid Holidays</b>               |                     |
|------------------------------------|---------------------|
| Applicable Holiday Hours           | 1 x (Straight Time) |
| <i>Plus:</i> All Hours (if worked) | 2 x (Double Time)   |

- Vacation
  - Paid 9 hours, Monday – Thursday
  - Paid 8 hours for “work” Fridays
  - Accrual same as current policy
- 
- Holidays
  - Paid 9 hours, Monday – Thursday
  - Paid 8 hours for “work” Friday

#### **Section 4. Shift and Odd Workweek Premiums**

##### **A. Shift Bonus**

- (1) Employees assigned to a swing shift shall receive a bonus of forty cents (\$.40) per hour.
- (2) Employees assigned to a graveyard shift shall receive eight (8) hours pay plus eight cents (\$.08) per hour bonus for working seven (7) hours.

##### **B. Odd Workweek Bonus**

Employees working an odd workweek schedule shall receive a bonus of twenty cents (\$.20) per hour.

#### **Section 5. Leads**

- (1) Leads shall be paid a bonus of **one dollar and twenty-five cents (\$1.25)** an hour above the rate range maximum for the Lead's own classification. A Lead leading a group in which more than one classification is represented shall be classified in the classification covering the job duties such employee normally performs.
- (2) An employee eligible for a Guaranteed Personal Rate (GPR) who is a Lead shall be paid a bonus of **one dollar and twenty-five cents (\$1.25)** an hour above the Lead employee's own GPR maximum.
- (3) An employee who, on March 13, 1996, was a Lead and whose rate was higher than their own rate range maximum as a result of leading employees in a higher labor grade, shall continue to receive such rate until:
  - (a) such Lead is no longer leading an employee in a higher labor grade or
  - (b) such employee ceases to be a Lead.

## **Section 6. Report Pay**

### **A. General**

- (1) No pay shall be granted under this Section where work is not available as a result of, but not limited to, an act of God, fire, flood or power failure.
- (2) The Company shall not be responsible for notifications under this Agreement if an employee fails to inform the Company of his/her correct address and telephone number.

### **B. Report-In Pay**

An employee reporting for work on his/her regularly assigned shift within his/her normal workweek schedule, without previous notice not to report, shall be paid a minimum of four (4) hours at his/her working rate. An employee called in to work on the sixth or seventh day of the workweek or a holiday shall receive a minimum of four (4) hours at the appropriate premium rate. To qualify for pay under this Subsection B an employee may be required to perform any work reasonably within his/her capacity.

### **C. Call-Back Pay**

An employee called from home to report back for work after the end of his/her regularly assigned shift will be paid a minimum of four (4) hours at the appropriate overtime rate.

### **D. Early Report Time**

An employee required by the Company to start work before the established starting time of his/her regularly assigned shift, who continues to work during his/her regular shift hours without clocking out of the plant prior to such starting time, shall be paid one and one-half (1-1/2) times his/her working rate for hours worked prior to such starting time and his/her working rate for hours worked during his/her regularly assigned shift, with the following exceptions:

- (1) No such premium will be paid if the employee, at his/her own request, works less than a total of eight (8) hours (seven (7) hours if his/her regularly assigned shift is graveyard shift), in that workday.
- (2) If an employee works more than twelve (12) continuous hours:
  - a. All hours worked during his/her regularly assigned shift shall be paid at his/her working rate.
  - b. The difference between the number of hours worked on his/her regularly assigned shift and twelve (12) hours, will be paid at one and one-half (1-1/2) times his/her working rate.
  - c. All hours over twelve (12) will be paid at two (2) times his/her working rate.

- (3) Hours for which premium pay is paid pursuant to this Subsection shall not otherwise be compensated as premium time except that such hours worked during the seventh day of the employee's workweek shall be compensated for in accordance with Section 2 of this Article, as such Section applies to seventh day premium, instead of this Subsection.

#### **E. Emergency Response**

**Annually, the parties will establish an emergency response list. This list will be implemented in the event of a natural disaster (e.g. hurricane, major flooding, earthquakes, fire) resulting in base or facility closures. It is understood that the primary intent of this list will be to access and perform facilities and general maintenance required to restore operations at the base/facility which may require employees to perform work outside their normal classification. In the event there is a greater number of volunteers required for operations, the most senior employees will be selected first.**

**In the event the work demand is greater than the number of volunteers required, employees will be called in to work in reverse seniority (most junior) order to perform the necessary recovery efforts.**

**It is understood during these situations if an employee is unable to access the facility due to reasons beyond his/her control, (e.g. road closure, downed powerlines/trees) the employee will not be charged for an attendance infraction.**

**Employees called in/back in accordance with this provision shall be paid at two (2) times the employee's base rate of pay for all hours worked. If the employee is sent home prior to working a full shift they will be compensated for his full shift.**

#### **Section 7. Pay Period**

Pay checks shall be issued to employees within eight (8) days after the end of the pay period. The pay period may be changed by mutual agreement. In addition to the current methods of pay delivery options, which include Paper Checks and Direct Deposit, the Company may offer the pay delivery option of Pay Cards.

Should the provider decide to discontinue the Pay Card program, the Company will notify the Union and affected employees as soon as administratively practicable.

### **Section 8. Lost Time**

Deductions for time off, whether due to tardiness or other causes, shall be at the rate of one-tenth (1/10) of an hour's pay for each tenth of an hour or fraction thereof lost from work.

### **Section 9. Payroll Deductions-Company Reimbursement**

Payroll deductions may be made to reimburse the Company as follows:

- (1) For cost of tools and equipment issued to an employee but not returned by him/her, such costs to be subject to wear of such tools and equipment. An employee so charged shall be reimbursed by the Company in the event of the subsequent return of such tools and equipment to the Company provided they may be properly identified and are in the same condition as when issued to the employee.
- (2) For money paid by the Company to a creditor or officer of the law for an indebtedness of an employee, provided demand is made upon the Company according to law.
- (3) For any indebtedness due to the Company covering purchases made by an employee through the Company.
- (4) For any loans, advances or overpayment of wages made to the employee by the Company.

### **Section 10. Field Duty** **(See coded letters D-16 and E-1)**

#### **A. Definitions**

- (1) An employee shall be considered on field duty when sent by the Company, on a temporary basis **to perform their normally assigned duties (such as, but not limited to, support a launch or other defined mission support)**, to places within the continental limits of the United States other than the plant or test base to which permanently assigned, when such temporary assignment is at such a distance that it requires the employee to obtain lodging at other than his/her established residence.
- (2) **An employee shall be considered on business travel when sent by the company on a temporary basis for work other than their normally assigned duties (such as, but not limited to, attend a training or conference).**



- (3) The provisions of the Agreement for shift, odd workweek and overtime premiums as well as Lead bonus shall apply in the same manner as at the employee's regular work station.
- (4) **If an employee is required to travel, it is the intent of the Company to provide the employee written notification forty-eight (48) hours prior to the effective date of the assignment or as soon as administratively practicable. Exceptions to the written notice requirement include customer driven requirements and unforeseen circumstances. If the affected employee or employees are not given written notice forty-eight (48) hours in advance of such action being taken they will then be paid at one and one-half (1.5) times the base rate of pay for hours worked/travel during the forty-eight (48) hour notice timeframe.**
- (5) **When it is determined by the Company that employees need to go on travel, volunteers will first be asked. If too many qualified employees volunteer the company will use the current overtime list of each affected group and selection for travel will be on basis of lowest accumulated hours of qualified employees. If the company is not able to obtain enough qualified employees to support the field duty assignment, the employee with the lowest seniority will be selected to support the assignment.**

#### **B. Field Duty Pay**

- (1) An employee assigned to field duty shall receive, in addition to his/her regular rate of pay, additional pay in the amount of **seventy-five cents (\$0.75)** per hour. Such additional amount of pay shall be effective only for the period of time an employee is so assigned to such field duty and shall begin **the** day after the employee commences travel on such field duty assignment and end on the day preceding the day such employee is to return to his/her regular work station.
- (2) While an employee is traveling to and returning from a field duty assignment, he/she shall be paid at his/her working rate for a day of departure or a day of arrival, or at the applicable premium rate if these days fall on the sixth or seventh day of his/her workweek, or at overtime rate with respect to hours actually worked outside his/her regularly scheduled shift as follows:
  - a. If no work is performed on such day, for his/her regularly scheduled hours for such day, or
  - b. for hours worked on such day if worked prior to departure or immediately following arrival, in addition to travel time falling within the hours of his/her regularly assigned shift, but not less than a total of his/her regularly scheduled hours pay for such day, or
  - c. for hours worked on such day if worked prior to departure and immediately after arrival, in addition to travel time, but in no event less than a total of his/her regularly scheduled hours pay for such day.

- (3) With respect to days such employee is traveling, other than the day of departure or the day of arrival, he/she shall be paid at his/her working rate, or at his/her overtime rate if travel is on the sixth or seventh day of his/her workweek.
- (4) On a day of departure or a day of arrival an employee may be assigned to an odd shift. Pay for such shift shall be at the employee's working rate.

#### **C. Per Diem Allowance**

- (1) An employee assigned to field duty shall be reimbursed for necessary, actual and reasonable business expenses while on such field duty assignment. The Company reserves the right to amend, modify, or otherwise change the provisions of the section if business conditions or policy warrants such change.
- (2) An employee not on field duty as defined herein, but who is on an assignment away from his/her regularly assigned plant which delays his/her return to his/her residential area and deprives such employee of having dinner at home at a normal hour, shall be reimbursed for actual reasonable dinner expenses incurred.

#### **D. Use of Personal Automobile**

An employee required or permitted to use his or her own automobile for travel on authorized field duty, or on occasional travel for authorized Company business, shall be reimbursed at the rate set by the Internal Revenue Service (IRS) for such necessary mileage. This reimbursement rate includes the fair market value of maintenance of, and insurance for, the automobile used. At all times while operating a privately owned vehicle on authorized Company travel or travel for authorized field duty the employee shall maintain at least the minimum kinds and amounts of automobile liability insurance required in the State(s) where the vehicle is operated and shall comply with Company Management Procedures covering such use of privately owned vehicles on Company travel and travel for field duty. During use of a personal automobile for travel on authorized field duty and while on authorized Company business, the Company shall also provide such employee with automobile liability insurance coverage in excess of the limits of their personal automobile liability insurance with respect to liability for bodily injury (including death) and property damage to third parties, including passengers, arising out of such usage. Such Company insurance coverage shall apply only after such employee's own personal liability insurance has first been applied.

### **Section 11. Recognition Awards Program**

- A. Bargaining Unit employees may receive awards under the Company's awards program. This currently includes SPOT Awards, Special Recognition and other similar monetary as well as non-monetary rewards and recognition**

**programs. The Company will notify when implementing awards programs which impact bargaining unit employees.**

- B. The Company may decide to implement program-specific retention and/or mission success compensation plans for employees on programs that are phasing out. It is agreed that if the Company desires to provide such a compensation plan to bargaining unit employees, the Company will provide the Union with written notice of its intent as well as specific written details of the Company's proposed plan. Prior to implementation of the plan, the Company will meet with the Union to discuss the details of the plan.**
- C. The Union recognizes the Company has the right to make any changes, additions and/or discontinuation to these Programs and agrees that the design and administration of the Programs as well as the amount and frequency of awards program administration, eligibility as well as any potential changes to or terminations of the Company's programs, are the right of the Company and not subject to the grievance procedure.**

## **ARTICLE 8 APPLICATION OF JOB DESCRIPTIONS AND GLOSSARY OF TERMS**

### **Section 1. Job Descriptions**

Job descriptions for the classifications listed in each C.E.G. or for classifications established in each C.E.G. pursuant to Subsection C of Section 1 of this Article are incorporated therein.

The following basic principles govern the preparation of these descriptions; these same principles are to govern their use.

#### **A. General**

- (1) The title selected for a classification is that which most clearly indicates the general nature and character of the work performed, and yet serves to set the classification apart from others described.
- (2) The Summary developed for each classification is a brief description of the classification as a whole, the purpose of which is to set it forth in separation from other classifications.
- (3) The job description describes typical and normal requirements. These requirements are characteristic of the job and illustrate a level of difficulty of work and are not intended to list or describe all work operations, or tasks done within the classification. These requirements may not fit all specific individual work assignments, as the description when written was stated so as to be broad enough to include all variations of work in the classification as it existed throughout the Company.

#### **B. Interpretation and Application of Job Descriptions**

- (1) The job description is written to define and illustrate the job standard to be established and as such shall be interpreted and applied in its entirety as a composite picture of the job requirements. This means that the Summary, Work Performed (Typical Materials, Tools and Equipment Used, when applicable) and Knowledge and Ability Required, all must be considered in arriving at the proper classification.
- (2) In order to secure, or hold the classification, the employee must be assigned regularly and consistently to that work which distinguishes the classification from other classifications.
- (3) An employee's classification shall be determined in the light of the highest requirements for knowledge, ability and skill necessary to perform his/her regularly assigned duties. In making this determination, duties that are performed infrequently or rarely shall not be considered or made the basis of granting the higher

classification. This would not be applicable, however, to intermittent duties of a higher level to which the employee is specifically assigned in an area where the prevailing day-to-day routine may fall in lower requirements. If the employee on such an assignment is expected to possess and apply the knowledge, skill and ability necessary for performance of the higher level work, he/she is entitled to the higher classification even though the majority of work time may be spent on the lower level work. In such a case, the employee is assigned to bring to the job the higher skills which he/she is expected to use as requirements demand. To cite an example:

An employee spends most of his/her time in the performance of machinist work properly classified as that of a Machinist-Lathe. In addition, he/she is, on occasion, required to perform machinist level work on a milling machine and a planer. Assignment to these latter two machine tools at the machinist level, though it is performed only infrequently, warrants classification as a Machinist-General.

- (4) The job descriptions herein referred to are of a composite nature and do not thereby require an individual employee to perform all of the work therein mentioned, except where the job description indicates otherwise.
- (5) The work operations, duties and other distinguishing characteristics described in a job description are those which are performed under guidance or instruction which is considered usual and normal for the work described.
- (6) The job descriptions are not intended for, and should not be confused with, operation sheets, work instructions, or work assignment sheets, etc.
- (7) Job descriptions were prepared on the basis that:
  - a. As a part of promotional procedure, an employee occasionally performs some of the work of higher-rated jobs under close guidance and instructions in order to qualify for advancement.
  - b. An employee performs the work of lower-rated jobs when required.
  - c. The normal duties of any employee may include assistance to other workers on work operations.
  - d. Normal job relationships between employees include giving guidance and instruction to each other, as long as such guidance and instruction is not extended to conflict with the duties of a Lead.

### **C. Establishment of New Jobs**

- (1) The Company shall develop an appropriate job description and place such job in one of the Labor Grades set forth in the affected C.E.G. if, after the effective date of this Agreement, a new job is established as a result of any of the following:

Introduction of new work of a nature comparable to that covered by existing job descriptions for classifications referred to in Section 1 of this Article 8.

- a. The combination of work covered by such existing job descriptions.

- b. A substantial change in the duties or requirements of an established job.
- (2) The Company shall furnish the Local Union with the new job description and shall submit for approval by the Local Union the placement of such classification in one of the Labor Grades for the affected C.E.G. If agreement on such placement is not reached within seven (7) calendar days from the date of submission, the Company may place the new job description and rate into effect, subject to continued negotiation of such placement in the Labor Grade structure. The Company will notify the Union on the date the new job description and rate are placed into effect.
- (3) If agreement as to placement in the proper Labor Grade is not reached within fifteen (15) calendar days from the date the job is placed into effect, either party may refer the matter to arbitration in accordance with the applicable provisions of the Agreement. The arbitrator shall have the authority to determine in which of the Labor Grades the new or amended classification shall be placed on the sole basis of the relationship the new job bears to other classifications in the Labor Grade structure.
- (4) Any change in the established rate resulting from these negotiations shall be retroactive to the date the Company placed such rate into effect.
- (5) The Company may reinstate (reactivate) without any change of language, a previously deleted job classification, placing it into the same labor grade in which the job classification was assigned at the time of its deletion. In reactivating a classification, the Company will notify the Union of the date the classification is to be reactivated and the organizations in which it will be initially used. The Company will not fill any opening in such job classification until fourteen (14) days following notification to the Union.

#### **D. Classification of an Employee**

Each employee shall be placed in the classification proper for the work he/she performs and job descriptions shall be applied in accordance with Sections 1 and 2 of this Article.

### **Section 2. Glossary of Terms and Phrases**

#### **A. Glossary of Terms and Phrases Used in Job Descriptions**

In preparation of the job descriptions the following terms and words are given definition and meaning to clearly indicate the common and consistent interpretation to be placed in them by all persons using the descriptions.

The meaning of words and phrases not included in this glossary shall be as defined in Webster's Collegiate Dictionary.

**ADAPTS:** Means to utilize for other purposes than originally intended.

**ANGLE, COMPOUND:** Means the angle between the two non-coinciding sides of two oblique angles which are in different planes and have a vertex and one side in common. Making a compound angle usually presents a coordinating tolerance problem since it results from the holding within tolerance of two adjoining component angles.

**AS REQUIRED:** Means performance of work operations if and when such are necessary as long as they are within the level of difficulty described.

**AUTHORIZED DOCUMENT:** Means any type of document which is used by the Company to transmit to the worker what is to be done, how it is to be done, and/or what specifications or requirements are applicable to the work.

**BLUEPRINTS, ASSEMBLY AND INSTALLATIONS:** Are blueprints which provide information for the installation and/or assembly of fabricated and accessory parts into an assembly.

**BLUEPRINTS, DETAIL:** Are any class of blueprints which give necessary detailed information for fabricating one or more parts.

**BLUEPRINTS, DETAIL ASSEMBLY:** Are blueprints which provide information for assembling parts together with the necessary information for making some or all of the individual parts.

**CHECK:** A clerical function of examining and comparing facts, figures or other data to determine completeness and accuracy.

**CHECK, FUNCTIONAL:** Means to determine or ascertain whether a unit or a portion of a system performs the function for which it is intended and whether rework or alteration is required.

**CHECK OUT, OPERATIONAL:** Means making a complete check of an entire completed independent system to determine if rework or alteration is necessary.

**CONTOUR:** Means a curved surface having radii of different lengths all of which lie in parallel planes or the same plane, such planes being perpendicular to the curved surface, or a curved line having radii of different lengths all of which are in the same plane. The surface of a cone or section thereon, a typical airfoil surface, the curved edge of a profiled plate and the curved layout line guiding the making of a router block are examples. Contour surfaces composed of sections of cylinders and edges whose profile is a section of a circle are excluded since the radii are the same length.

**CONTOUR, COMPOUND:** Means a curved surface having radii of different lengths which lie in non-parallel planes.

**CONTOUR, REVERSE:** Means a contour that reverses its curvature so that it has both concave and convex portions.

**COORDINATED TOLERANCES, COORDINATED DIMENSIONS:** These expressions are used only when exacting tolerances are implied. It should be understood that the mere location of a point by two or more reference dimensions does not in itself mean that the dimensions themselves are coordinated. An example of truly coordinate dimensions is shown in the following: The precision dimensions between two holes must be held while at the same time the precision dimensions locating each of the holes must also be held with respect to another reference point or line.

**DETAIL BENCH ASSEMBLY:** Detail bench assembly is that type and size of assembly work where size of parts, jigs and fixtures allows their being worked on a bench. Floor type jigs of similar size are included.

**DETERMINE:** To choose, judge, or decide; to select pertinent data or information from documents, records, etc.

**DEVELOPS, DEVELOPMENT:** Means to develop information and/or build or make new parts, assemblies and installations or patterns, and tooling, where exercise of a thorough knowledge of the shop theory involved is necessary, and further is a recognizably difficult assignment which is characterized by requiring ingenuity (skill in devising) and originality (creative in doing) to accomplish the assignment satisfactorily.

**FABRICATES COMPLETELY:** Means to perform all necessary fabrication operations required to produce a finished article ready for use in an assembly, missile or the plant.

**FIXTURES:** Refers to holding, production, or established fixtures, or standard tooling designed to hold, align, or coordinate the workpiece for machining, fabrication, installation, assembly, layout, or other work operation.

**HELPS/ASSISTS:** Means to assist or aid an employee in the performance of his/her duties as set up in the particular job description where the phrase exists. The assisting worker is not expected to work wholly independently but rather cooperatively and, further, is entitled to, and should receive, the guidance and instructions considered usual and normal under these circumstances.

**HAND TOOLS:** Includes those portable tools used by hand by the worker in the normal performance of duties and tasks of the occupation in which he/she works.

**IMPROVISE:** Means to contrive or make use of makeshift tooling and/or methods to meet immediate needs or requirements.



**IMPROVISE SHOP AIDS (ETC.) TO FACILITATE FABRICATION, ASSEMBLY, AND/OR INSTALLATION AS REQUIRED:** This does not mean to go into a tool making program or to conflict with the duties of those engaged in tool making occupations.

**INITIATE:** To introduce by a first act; originate; begin.

**KNOWLEDGE:** To know and understand the principles, operations, and procedures required of a specific job or function and the ability to apply such knowledge to the performance of the specified job.

**KNOWLEDGE, BASIC:** To know the fundamental principles and operations of a specific job or function, but does not require the ability to apply such knowledge.

**KNOWLEDGE, COMPLETE:** Means full understanding of, and ability to apply, all facts that must normally be known by the worker in the occupation.

**KNOWLEDGE, ELEMENTARY:** Means that the employee is not expected to carry out the technical functions of his/her classification completely without guidance from supervision or more senior fellow workers.

**KNOWLEDGE, WORKING:** To know or understand the fundamental principles and operations of a specific job or function and the ability to apply that knowledge as a minimum requirement for the performance of the given job.

**KNOWLEDGE OF:** Means knowledge of the inherent elements or details of a job that must be known by a worker to do his/her work satisfactorily.

**LAYOUT:** Means the marking of points and lines which will determine the exact location and/or dimensions of the part, tool, or assembly.

**LIAISON:** The act of investigating problems, coordinating activities and contacting personnel with a view to arriving at mutually acceptable agreements, change, etc.

**MATERIAL:** Used to designate raw stock or purchased items which must be subjected to processes of manufacture.

**MAY:** Means that the function is performed by some of the personnel holding the classification or, that the function is occasionally performed, but is not requisite for the classification.

**PROCESS:** Receive forms or documents, check to determine the necessary information is shown, make records from or add any required data to document, and send to next destination.

**PROCESSING:** An inclusive term covering various finishes, etc., such as: Anodizing, cadmium plating, etching, painting, oiling, passivating, chromodizing, pickling, plating,

degreasing, sandblasting and similar operations which do not change the basic structure of the materials processed.

**PRODUCTION ILLUSTRATIONS:** Are blueprints or sketches which are used as an aid in visualizing parts and/or their assembly and are usually isometric, perspective, pictorial or third angle projection drawings or photographs.

**RECONCILE:** To bring into agreement. To check (as facts, figures, accounts, etc.) one against another and make, or arrange for, adjustments necessary to bring the two into balance or agreement.

**REWORK:** Means that type and kind of work involving disassembly, modification, repair, and/or rebuilding of any part, assembly, or installation as set forth and described in the WORK PERFORMED section of the job description within the limits of the occupation or classification in which the rework is to be performed.

**SET-UP; SETS UP:** Includes the various necessary physical work operations or steps, (other than layout) which must be accomplished before actual fabrication can proceed. Set-up of machines or equipment might include such operations as selecting and aligning proper tooling, positioning and securing material, and setting speeds, feeds, stroke, travel, pressure, flow, etc. In most assembly operations, set-up (e.g., positioning of parts, obtaining parts) is so closely intermingled with fitting and joining together that set-up is not customarily designated as such. This is generally true of operations where machine operation is not the primary job factor.

**SHOP MATHEMATICS:** Is that form of mathematics normally used by shop workers in the performance of the occupation in which he/she works.

**SHOP MATHEMATICS, INCLUDING TRIGONOMETRY:** Means the use of trigonometry to solve any problem that may arise in the work to which assigned.

**SHOP PRACTICE:** Means the generally accepted method of performing a basic, common or usual operation under specified conditions. It covers the knowledge which is common to the occupation itself and to most manufacturing shops using the operation under consideration. Besides knowledge and ability to use required hand tools and equipment, it includes knowledge of general safety practices, conduct, rules of cleanliness, neatness, good housekeeping and care of equipment. When used in the phrase "shop practices and procedure", practice need not imply other than practice or methods learned or acquired at the Company.

**SHOP THEORY:** Implies a knowledge of "why" as well as "how" a given task should be done. It implies a real understanding of the diversity of work in an occupation, of the capacities and limitations of machines used, and of the skills involved.

**SURVEY:** To examine, select, and check data, and determine the accuracy and/or adequacy of the information contained.

**TOLERANCES, CLOSE:** Means those tolerances which are held by the machine, operator and/or fixture without great or special care, effort, or skill on the part of the worker. This term expresses a level of difficulty rather than preciseness of linear, angular or other measurement.

**TOLERANCES, EXACTING:** Means those tolerances which require special care and attention on the part of a skilled worker to obtain or hold. These tolerances would be difficult, if not impossible, for a semi-skilled or unskilled worker to hold consistently at a good production rate. This term expresses a level of difficulty rather than a preciseness of linear, angular or other measurement.

**WHEN SO ASSIGNED:** Means that the work operation, function or job duty is usually and normally performed after or as a direct result of an order, work assignment or request from immediate supervisory personnel when an occasional or incidental job requirement exists.

**WHERE COMPLETE INFORMATION IS NOT READILY AVAILABLE:**

- (1) This phrase is not to be interpreted as requiring the worker to develop his/her own information, except for such information which falls into the category of acceptable shop practice.
- (2) Where this phrase is used in a job description it is understood that all workers in the classification will work under these conditions as required.

**WITH OR WITHOUT THE AID OF TOOLING:** This phrase means that in some cases where tooling does not exist or is faulty, the worker may be required to work around such a condition. At times when this condition does not exist the worker may still hold the classification, provided other qualifying factors of the classification are present in the job.

**WORK FROM PRODUCTION, PRE-RELEASE, CHECK, DETAIL, ASSEMBLY AND INSTALLATION BLUEPRINTS, D.A.T'S SKETCHES, OR OTHER AUTHORIZED DOCUMENTS:** This statement when used in a job description does not mean that a worker must have a complete knowledge of all the above-mentioned documents, but only to the extent of the difficulty described in the description where used.

**WORKS WITH AUTHORIZED LIAISON PERSONNEL AS NECESSARY (OR WHEN REQUIRED):**

- (1) This phrase is intended to cover situations such as when trouble develops on a job the worker goes to his/her lead or supervisor who in turn may call in a liaison, and then the

worker, being more familiar with the job, will cooperate with the liaison to straighten out the trouble.

- (2) Under this phrase it is not intended that workers are to contact or be contacted by liaison personnel, except through their supervision.

It is understood that all statements used in specific job descriptions are to be interpreted on the basis of the level of difficulty contained in the respective descriptions.

## **ARTICLE 9 SUPPLEMENTAL PAYMENTS AND LABOR GRADE STRUCTURES**

### **Section 1. General**

This Agreement shall be effective **March 5, 2018** except as otherwise provided herein.

For purposes of Supplemental Wage payments and Cost-of-Living supplements, an approved “leave of absence” is defined as a leave of absence of less than one year.

### **Section 2. Effective Dates of Rate Ranges**

The minimums and maximums of the Labor Grades and rate Ranges and the classifications as set forth in the Parts of this Agreement shall be effective as of the dates shown in such Parts of this Agreement.

### **Section 3. Ratification Bonus**

**A \$4,200 ratification bonus will be paid within 60 days of ratification to all eligible employees on the active payroll as of March 5, 2018, or employees on an approved leave of absence for less than one year, or on military leave.**

**The entire 2018 ratification bonus may be deferred to the Hourly Savings Plan Plus (401K) upon completion of the appropriate form within fifteen (15) calendar days following ratification.**

### **Section 4. General Wage Increase & Retiree Bonus**

**Effective the second pay period of March in each calendar year, the base rate of each employee on the active payroll or an approved leave of absence or military leave on such date shall be increased as follows:**

**2018 – three percent (3%)**

**2019 – two and one-half percent (2.5%)**

**2020 – two and one-half percent (2.5%)**

**2021 – two and one-half percent (2.5%)**

**2022 – three percent (3%)**

**The minimums and maximums of rate ranges for all labor grades shall be increased by the above noted amount effective the same date. Any employee with a base rate below the minimum of the adjusted rate range shall have their base rate adjusted to the minimum of such rate range.**

**Employees that retire between March 5, 2018 and December 31, 2018 shall receive a one-time special payment of one thousand dollars (\$1,000), subject to applicable taxes. Employees will receive the bonus in their final check or as soon as administratively practicable.**

### **Section 5. Ingrade Adjustments**

The base rate of an employee on the active payroll of the Company on the effective date of this Agreement, who on such date is in a classification which is placed in a higher Labor Grade or Rate Range pursuant to the provisions of this Agreement, shall be adjusted as follows:

Such rate shall be the rate in the rate range of the higher Labor Grade or Rate Range, or GPR maximum if applicable, which is the same number of cents per hour below the maximum of such higher Labor Grade or Rate Range, or GPR maximum if applicable, as the rate held in the lower Labor Grade or Rate Range, or GPR maximum if applicable, was below the maximum of the rate range of the lower Labor Grade or Rate Range, or GPR maximum if applicable.

### **Section 6. Cost-Of-Living Supplements**

**On or before the third pay period of December in each calendar year a supplemental cost of living payment in the amount of eight hundred dollars (\$800) will be paid to each employee on the active payroll, on approved leave of absence for less than one year, or military leave on the first Friday of December in each calendar year.**

**The Supplemental COLA payment may be deferred in four hundred (\$400) increments to the Hourly Savings Plan Plus (401K) and/or the Health Savings Account (HSA) upon completion of the appropriate form by October 15th of the year in which the payment is to be made.**

## Section 7. Labor Grade Structure

**(Applicable at Contract Enforcement Groups Covered by Parts B and C)**

- (1) The minimums and the maximums of the Factory Labor Grades (Non-GPR) are as follows:

### FACTORY RATE RANGES

**March 10, 2018**

| Labor |                |                |
|-------|----------------|----------------|
| Grade | Minimum        | Maximum        |
| 19    | <b>\$24.98</b> | <b>\$45.82</b> |
| 18    | <b>\$24.30</b> | <b>\$44.76</b> |
| 17    | <b>\$23.66</b> | <b>\$41.80</b> |
| 16    | <b>\$23.03</b> | <b>\$41.21</b> |
| 15    | <b>\$22.37</b> | <b>\$40.38</b> |
| 14    | <b>\$21.76</b> | <b>\$36.37</b> |
| 13    | <b>\$21.13</b> | <b>\$35.13</b> |
| 12    | <b>\$20.51</b> | <b>\$33.83</b> |
| 11    | <b>\$19.85</b> | <b>\$32.58</b> |
| 10    | <b>\$19.19</b> | <b>\$31.23</b> |
| 9     | <b>\$18.57</b> | <b>\$30.44</b> |
| 8     | <b>\$17.85</b> | <b>\$29.62</b> |
| 7     | <b>\$17.25</b> | <b>\$28.90</b> |
| 6     | <b>\$16.52</b> | <b>\$28.09</b> |
| 5     | <b>\$16.21</b> | <b>\$27.33</b> |
| 4     | <b>\$14.63</b> | <b>\$26.91</b> |
| 3     | <b>\$14.23</b> | <b>\$25.84</b> |
| 2     | <b>\$13.70</b> | <b>\$24.77</b> |
| 1     | <b>\$13.16</b> | <b>\$23.71</b> |
| 00**  | <b>\$22.56</b> | <b>\$36.80</b> |

**March 9, 2019**

## Labor

| Grade | Minimum        | Maximum        |
|-------|----------------|----------------|
| 19    | <b>\$25.60</b> | <b>\$46.97</b> |
| 18    | <b>\$24.91</b> | <b>\$45.88</b> |
| 17    | <b>\$24.25</b> | <b>\$42.85</b> |
| 16    | <b>\$23.61</b> | <b>\$42.24</b> |
| 15    | <b>\$22.93</b> | <b>\$41.39</b> |
| 14    | <b>\$22.30</b> | <b>\$37.28</b> |
| 13    | <b>\$21.66</b> | <b>\$36.01</b> |
| 12    | <b>\$21.02</b> | <b>\$34.68</b> |
| 11    | <b>\$20.35</b> | <b>\$33.39</b> |
| 10    | <b>\$19.67</b> | <b>\$32.01</b> |
| 9     | <b>\$19.03</b> | <b>\$31.20</b> |
| 8     | <b>\$18.30</b> | <b>\$30.36</b> |
| 7     | <b>\$17.68</b> | <b>\$29.62</b> |
| 6     | <b>\$16.93</b> | <b>\$28.79</b> |
| 5     | <b>\$16.62</b> | <b>\$28.01</b> |
| 4     | <b>\$15.00</b> | <b>\$27.58</b> |
| 3     | <b>\$14.59</b> | <b>\$26.49</b> |
| 2     | <b>\$14.04</b> | <b>\$25.39</b> |
| 1     | <b>\$13.49</b> | <b>\$24.30</b> |
| 00**  | <b>\$23.12</b> | <b>\$37.72</b> |



**March 14, 2020**

## Labor

| Grade | Minimum        | Maximum        |
|-------|----------------|----------------|
| 19    | <b>\$26.24</b> | <b>\$48.14</b> |
| 18    | <b>\$25.53</b> | <b>\$47.03</b> |
| 17    | <b>\$24.86</b> | <b>\$43.92</b> |
| 16    | <b>\$24.20</b> | <b>\$43.30</b> |
| 15    | <b>\$23.50</b> | <b>\$42.42</b> |
| 14    | <b>\$22.86</b> | <b>\$38.21</b> |
| 13    | <b>\$22.20</b> | <b>\$36.91</b> |
| 12    | <b>\$21.55</b> | <b>\$35.55</b> |
| 11    | <b>\$20.86</b> | <b>\$34.22</b> |
| 10    | <b>\$20.16</b> | <b>\$32.81</b> |
| 9     | <b>\$19.51</b> | <b>\$31.98</b> |
| 8     | <b>\$18.76</b> | <b>\$31.12</b> |
| 7     | <b>\$18.12</b> | <b>\$30.36</b> |
| 6     | <b>\$17.35</b> | <b>\$29.51</b> |
| 5     | <b>\$17.04</b> | <b>\$28.71</b> |
| 4     | <b>\$15.38</b> | <b>\$28.27</b> |
| 3     | <b>\$14.95</b> | <b>\$27.15</b> |
| 2     | <b>\$14.39</b> | <b>\$26.02</b> |
| 1     | <b>\$13.83</b> | <b>\$24.91</b> |
| 00**  | <b>\$23.70</b> | <b>\$38.66</b> |

**March 13, 2021**

## Labor

| Grade | Minimum        | Maximum        |
|-------|----------------|----------------|
| 19    | <b>\$26.90</b> | <b>\$49.34</b> |
| 18    | <b>\$26.17</b> | <b>\$48.21</b> |
| 17    | <b>\$25.48</b> | <b>\$45.02</b> |
| 16    | <b>\$24.81</b> | <b>\$44.38</b> |
| 15    | <b>\$24.09</b> | <b>\$43.48</b> |
| 14    | <b>\$23.43</b> | <b>\$39.17</b> |
| 13    | <b>\$22.76</b> | <b>\$37.83</b> |
| 12    | <b>\$22.09</b> | <b>\$36.44</b> |
| 11    | <b>\$21.38</b> | <b>\$35.08</b> |
| 10    | <b>\$20.66</b> | <b>\$33.63</b> |
| 9     | <b>\$20.00</b> | <b>\$32.78</b> |
| 8     | <b>\$19.23</b> | <b>\$31.90</b> |
| 7     | <b>\$18.57</b> | <b>\$31.12</b> |
| 6     | <b>\$17.78</b> | <b>\$30.25</b> |
| 5     | <b>\$17.47</b> | <b>\$29.43</b> |
| 4     | <b>\$15.76</b> | <b>\$28.98</b> |
| 3     | <b>\$15.32</b> | <b>\$27.83</b> |
| 2     | <b>\$14.75</b> | <b>\$26.67</b> |
| 1     | <b>\$14.18</b> | <b>\$25.53</b> |
| 00**  | <b>\$24.29</b> | <b>\$39.63</b> |

**March 12, 2022****Labor**

| <b>Grade</b> | <b>Minimum</b> | <b>Maximum</b> |
|--------------|----------------|----------------|
| 19           | <b>\$27.71</b> | <b>\$50.82</b> |
| 18           | <b>\$26.96</b> | <b>\$49.66</b> |
| 17           | <b>\$26.24</b> | <b>\$46.37</b> |
| 16           | <b>\$25.55</b> | <b>\$45.71</b> |
| 15           | <b>\$24.81</b> | <b>\$44.78</b> |
| 14           | <b>\$24.13</b> | <b>\$40.35</b> |
| 13           | <b>\$23.44</b> | <b>\$38.96</b> |
| 12           | <b>\$22.75</b> | <b>\$37.53</b> |
| 11           | <b>\$22.02</b> | <b>\$36.13</b> |
| 10           | <b>\$21.28</b> | <b>\$34.64</b> |
| 9            | <b>\$20.60</b> | <b>\$33.76</b> |
| 8            | <b>\$19.81</b> | <b>\$32.86</b> |
| 7            | <b>\$19.13</b> | <b>\$32.05</b> |
| 6            | <b>\$18.31</b> | <b>\$31.16</b> |
| 5            | <b>\$17.99</b> | <b>\$30.31</b> |
| 4            | <b>\$16.23</b> | <b>\$29.85</b> |
| 3            | <b>\$15.78</b> | <b>\$28.66</b> |
| 2            | <b>\$15.19</b> | <b>\$27.47</b> |
| 1            | <b>\$14.61</b> | <b>\$26.30</b> |
| 00**         | <b>\$25.02</b> | <b>\$40.82</b> |

\*\* Not in Labor Grade Structure

- (2) The minimums and the maximums of the Technical and Office Rate Ranges are as follows:

### TECHNICAL & OFFICE RATE RANGES

**March 10, 2018**

#### Labor

| Grade | Minimum        | Maximum        |
|-------|----------------|----------------|
| 20    | <b>\$24.07</b> | <b>\$43.67</b> |
| 19    | <b>\$23.50</b> | <b>\$43.27</b> |
| 18    | <b>\$22.95</b> | <b>\$42.72</b> |
| 17    | <b>\$22.34</b> | <b>\$41.57</b> |
| 16    | <b>\$21.78</b> | <b>\$38.70</b> |
| 15    | <b>\$21.22</b> | <b>\$38.07</b> |
| 14    | <b>\$20.65</b> | <b>\$32.93</b> |
| 13    | <b>\$20.09</b> | <b>\$31.74</b> |
| 12    | <b>\$19.52</b> | <b>\$30.52</b> |
| 11    | <b>\$18.62</b> | <b>\$29.28</b> |
| 10    | <b>\$18.08</b> | <b>\$28.09</b> |
| 9     | <b>\$17.66</b> | <b>\$27.39</b> |
| 8     | <b>\$16.92</b> | <b>\$26.66</b> |
| 7     | <b>\$16.46</b> | <b>\$25.90</b> |
| 6     | <b>\$15.99</b> | <b>\$25.19</b> |
| 5     | <b>\$15.58</b> | <b>\$24.50</b> |
| 4     | <b>\$15.40</b> | <b>\$23.75</b> |
| 3     | <b>\$14.09</b> | <b>\$23.05</b> |
| 2     | <b>\$13.70</b> | <b>\$22.30</b> |
| 1     | <b>\$13.16</b> | <b>\$21.62</b> |

**March 9, 2019**

| Labor |                |                |
|-------|----------------|----------------|
| Grade | Minimum        | Maximum        |
| 20    | <b>\$24.67</b> | <b>\$44.76</b> |
| 19    | <b>\$24.09</b> | <b>\$44.35</b> |
| 18    | <b>\$23.52</b> | <b>\$43.79</b> |
| 17    | <b>\$22.90</b> | <b>\$42.61</b> |
| 16    | <b>\$22.32</b> | <b>\$39.67</b> |
| 15    | <b>\$21.75</b> | <b>\$39.02</b> |
| 14    | <b>\$21.17</b> | <b>\$33.75</b> |
| 13    | <b>\$20.59</b> | <b>\$32.53</b> |
| 12    | <b>\$20.01</b> | <b>\$31.28</b> |
| 11    | <b>\$19.09</b> | <b>\$30.01</b> |
| 10    | <b>\$18.53</b> | <b>\$28.79</b> |
| 9     | <b>\$18.10</b> | <b>\$28.07</b> |
| 8     | <b>\$17.34</b> | <b>\$27.33</b> |
| 7     | <b>\$16.87</b> | <b>\$26.55</b> |
| 6     | <b>\$16.39</b> | <b>\$25.82</b> |
| 5     | <b>\$15.97</b> | <b>\$25.11</b> |
| 4     | <b>\$15.79</b> | <b>\$24.34</b> |
| 3     | <b>\$14.44</b> | <b>\$23.63</b> |
| 2     | <b>\$14.04</b> | <b>\$22.86</b> |
| 1     | <b>\$13.49</b> | <b>\$22.16</b> |

**March 14, 2020**

| Labor |                |                |
|-------|----------------|----------------|
| Grade | Minimum        | Maximum        |
| 20    | <b>\$25.29</b> | <b>\$45.88</b> |
| 19    | <b>\$24.69</b> | <b>\$45.46</b> |
| 18    | <b>\$24.11</b> | <b>\$44.88</b> |
| 17    | <b>\$23.47</b> | <b>\$43.68</b> |
| 16    | <b>\$22.88</b> | <b>\$40.66</b> |
| 15    | <b>\$22.29</b> | <b>\$40.00</b> |
| 14    | <b>\$21.70</b> | <b>\$34.59</b> |
| 13    | <b>\$21.10</b> | <b>\$33.34</b> |
| 12    | <b>\$20.51</b> | <b>\$32.06</b> |
| 11    | <b>\$19.57</b> | <b>\$30.76</b> |
| 10    | <b>\$18.99</b> | <b>\$29.51</b> |
| 9     | <b>\$18.55</b> | <b>\$28.77</b> |
| 8     | <b>\$17.77</b> | <b>\$28.01</b> |
| 7     | <b>\$17.29</b> | <b>\$27.21</b> |
| 6     | <b>\$16.80</b> | <b>\$26.47</b> |
| 5     | <b>\$16.37</b> | <b>\$25.74</b> |
| 4     | <b>\$16.18</b> | <b>\$24.95</b> |
| 3     | <b>\$14.80</b> | <b>\$24.22</b> |
| 2     | <b>\$14.39</b> | <b>\$23.43</b> |
| 1     | <b>\$13.83</b> | <b>\$22.71</b> |

| <b><u>March 13, 2021</u></b> |                |                |
|------------------------------|----------------|----------------|
| Labor                        |                |                |
| Grade                        | Minimum        | Maximum        |
| 20                           | <b>\$25.92</b> | <b>\$47.03</b> |
| 19                           | <b>\$25.31</b> | <b>\$46.60</b> |
| 18                           | <b>\$24.71</b> | <b>\$46.00</b> |
| 17                           | <b>\$24.06</b> | <b>\$44.77</b> |
| 16                           | <b>\$23.45</b> | <b>\$41.68</b> |
| 15                           | <b>\$22.85</b> | <b>\$41.00</b> |
| 14                           | <b>\$22.24</b> | <b>\$35.45</b> |
| 13                           | <b>\$21.63</b> | <b>\$34.17</b> |
| 12                           | <b>\$21.02</b> | <b>\$32.86</b> |
| 11                           | <b>\$20.06</b> | <b>\$31.53</b> |
| 10                           | <b>\$19.46</b> | <b>\$30.25</b> |
| 9                            | <b>\$19.01</b> | <b>\$29.49</b> |
| 8                            | <b>\$18.21</b> | <b>\$28.71</b> |
| 7                            | <b>\$17.72</b> | <b>\$27.89</b> |
| 6                            | <b>\$17.22</b> | <b>\$27.13</b> |
| 5                            | <b>\$16.78</b> | <b>\$26.38</b> |
| 4                            | <b>\$16.58</b> | <b>\$25.57</b> |
| 3                            | <b>\$15.17</b> | <b>\$24.83</b> |
| 2                            | <b>\$14.75</b> | <b>\$24.02</b> |
| 1                            | <b>\$14.18</b> | <b>\$23.28</b> |

**March 12, 2022**

## Labor

| Grade | Minimum        | Maximum        |
|-------|----------------|----------------|
| 20    | <b>\$26.70</b> | <b>\$48.44</b> |
| 19    | <b>\$26.07</b> | <b>\$48.00</b> |
| 18    | <b>\$25.45</b> | <b>\$47.38</b> |
| 17    | <b>\$24.78</b> | <b>\$46.11</b> |
| 16    | <b>\$24.15</b> | <b>\$42.93</b> |
| 15    | <b>\$23.54</b> | <b>\$42.23</b> |
| 14    | <b>\$22.91</b> | <b>\$36.51</b> |
| 13    | <b>\$22.28</b> | <b>\$35.20</b> |
| 12    | <b>\$21.65</b> | <b>\$33.85</b> |
| 11    | <b>\$20.66</b> | <b>\$32.48</b> |
| 10    | <b>\$20.04</b> | <b>\$31.16</b> |
| 9     | <b>\$19.58</b> | <b>\$30.37</b> |
| 8     | <b>\$18.76</b> | <b>\$29.57</b> |
| 7     | <b>\$18.25</b> | <b>\$28.73</b> |
| 6     | <b>\$17.74</b> | <b>\$27.94</b> |
| 5     | <b>\$17.28</b> | <b>\$27.17</b> |
| 4     | <b>\$17.08</b> | <b>\$26.34</b> |
| 3     | <b>\$15.63</b> | <b>\$25.57</b> |
| 2     | <b>\$15.19</b> | <b>\$24.74</b> |
| 1     | <b>\$14.61</b> | <b>\$23.98</b> |



## **Section 8. Guaranteed Personal Rates**

### **A. Eligibility**

- (1) All individuals with bargaining unit rights who, on June 15, 1993, were on the active payroll, on approved leave of absence, or on recall and who were subsequently recalled, shall be eligible for a Guaranteed Personal Rate (GPR).
- (2) Employees who do not meet the criteria for a GPR as defined in (1) above, and employees hired or rehired after the effective date of the 1993 Agreement, are not eligible for a GPR.
- (3) GPR maximums are set forth in Paragraph C below.

### **B. General Provisions**

- (1) An employee eligible for a GPR as described in Subsection A above, and whose base rate is below the GPR maximum of the Labor Grade to which assigned, shall progress to the respective GPR maximum in accordance with Article 7 Section 1, B.
- (2) An employee eligible for a GPR as described in Subsection A above, who is downgraded by the application of the Article 4 Section 6 layoff procedure, shall regress to the GPR maximum of the lower Labor Grade in accordance with Article 7, Section 1, C if such employee's rate exceeds the lower classification's GPR maximum.

**C. GPR Maximums – Sunnyvale, Santa Cruz, Vandenburg AFB****March 10, 2018**

| <b>Labor<br/>Grade</b> | <b>Factory</b> | <b>T&amp;O</b> |
|------------------------|----------------|----------------|
| 20                     |                | <b>\$43.67</b> |
| 19*                    | <b>\$43.57</b> | <b>\$43.27</b> |
| 18*                    | <b>\$42.46</b> | <b>\$42.72</b> |
| 17                     | <b>\$41.80</b> | <b>\$41.57</b> |
| 16                     | <b>\$41.21</b> | <b>\$38.70</b> |
| 15                     | <b>\$40.38</b> | <b>\$38.07</b> |
| 14                     | <b>\$39.76</b> | <b>\$37.60</b> |
| 13                     | <b>\$38.86</b> | <b>\$37.10</b> |
| 12                     | <b>\$38.56</b> | <b>\$36.64</b> |
| 11                     | <b>\$37.82</b> | <b>\$36.11</b> |
| 10                     | <b>\$36.64</b> | <b>\$35.51</b> |
| 9                      | <b>\$36.10</b> | <b>\$35.30</b> |
| 8                      | <b>\$35.84</b> | <b>\$34.98</b> |
| 7                      | <b>\$35.51</b> | <b>\$33.60</b> |
| 6                      | <b>\$33.42</b> | <b>\$33.41</b> |
| 5                      | <b>\$32.99</b> | <b>\$32.96</b> |
| 4                      | <b>\$32.81</b> | <b>\$32.77</b> |
| 3                      | <b>\$32.62</b> | <b>\$32.59</b> |
| 2                      | <b>\$32.14</b> | <b>\$32.27</b> |
| 1                      | <b>\$31.88</b> | <b>\$32.09</b> |
| 00                     | <b>\$39.96</b> |                |

**Sunnyvale (CEG B) and Santa Cruz (CEG C)**

|     |                |
|-----|----------------|
| 19* | <b>\$45.82</b> |
| 18* | <b>\$44.76</b> |

**March 9, 2019**

| Labor<br>Grade | Factory        | T&O            |
|----------------|----------------|----------------|
| 20             | –              | <b>\$44.76</b> |
| 19*            | <b>\$44.66</b> | <b>\$44.35</b> |
| 18*            | <b>\$43.52</b> | <b>\$43.79</b> |
| 17             | <b>\$42.85</b> | <b>\$42.61</b> |
| 16             | <b>\$42.24</b> | <b>\$39.67</b> |
| 15             | <b>\$41.39</b> | <b>\$39.02</b> |
| 14             | <b>\$40.75</b> | <b>\$38.54</b> |
| 13             | <b>\$39.83</b> | <b>\$38.03</b> |
| 12             | <b>\$39.52</b> | <b>\$37.56</b> |
| 11             | <b>\$38.77</b> | <b>\$37.01</b> |
| 10             | <b>\$37.56</b> | <b>\$36.40</b> |
| 9              | <b>\$37.00</b> | <b>\$36.18</b> |
| 8              | <b>\$36.74</b> | <b>\$35.85</b> |
| 7              | <b>\$36.40</b> | <b>\$34.44</b> |
| 6              | <b>\$34.26</b> | <b>\$34.25</b> |
| 5              | <b>\$33.81</b> | <b>\$33.78</b> |
| 4              | <b>\$33.63</b> | <b>\$33.59</b> |
| 3              | <b>\$33.44</b> | <b>\$33.40</b> |
| 2              | <b>\$32.94</b> | <b>\$33.08</b> |
| 1              | <b>\$32.68</b> | <b>\$32.89</b> |
| 00             | <b>\$40.96</b> | –              |

**Sunnyvale (CEG B) and Santa Cruz (CEG C)**

|     |                |
|-----|----------------|
| 19* | <b>\$46.97</b> |
| 18* | <b>\$45.88</b> |

**March 14, 2020**

| Labor<br>Grade | Factory        | T&O            |
|----------------|----------------|----------------|
| 20             | –              | <b>\$45.88</b> |
| 19*            | <b>\$45.78</b> | <b>\$45.46</b> |
| 18*            | <b>\$44.61</b> | <b>\$44.88</b> |
| 17             | <b>\$43.92</b> | <b>\$43.68</b> |
| 16             | <b>\$43.30</b> | <b>\$40.66</b> |
| 15             | <b>\$42.42</b> | <b>\$40.00</b> |
| 14             | <b>\$41.77</b> | <b>\$39.50</b> |
| 13             | <b>\$40.83</b> | <b>\$38.98</b> |
| 12             | <b>\$40.51</b> | <b>\$38.50</b> |
| 11             | <b>\$39.74</b> | <b>\$37.94</b> |
| 10             | <b>\$38.50</b> | <b>\$37.31</b> |
| 9              | <b>\$37.93</b> | <b>\$37.08</b> |
| 8              | <b>\$37.66</b> | <b>\$36.75</b> |
| 7              | <b>\$37.31</b> | <b>\$35.30</b> |
| 6              | <b>\$35.12</b> | <b>\$35.11</b> |
| 5              | <b>\$34.66</b> | <b>\$34.62</b> |
| 4              | <b>\$34.47</b> | <b>\$34.43</b> |
| 3              | <b>\$34.28</b> | <b>\$34.24</b> |
| 2              | <b>\$33.76</b> | <b>\$33.91</b> |
| 1              | <b>\$33.50</b> | <b>\$33.71</b> |
| 00             | <b>\$41.98</b> | –              |

**Sunnyvale (CEG B) and Santa Cruz (CEG C)**

|     |                |
|-----|----------------|
| 19* | <b>\$48.14</b> |
| 18* | <b>\$47.03</b> |

**March 13, 2021**

| Labor<br>Grade | Factory        | T&O            |
|----------------|----------------|----------------|
| 20             | –              | <b>\$47.03</b> |
| 19*            | <b>\$46.92</b> | <b>\$46.60</b> |
| 18*            | <b>\$45.73</b> | <b>\$46.00</b> |
| 17             | <b>\$45.02</b> | <b>\$44.77</b> |
| 16             | <b>\$44.38</b> | <b>\$41.68</b> |
| 15             | <b>\$43.48</b> | <b>\$41.00</b> |
| 14             | <b>\$42.81</b> | <b>\$40.49</b> |
| 13             | <b>\$41.85</b> | <b>\$39.95</b> |
| 12             | <b>\$41.52</b> | <b>\$39.46</b> |
| 11             | <b>\$40.73</b> | <b>\$38.89</b> |
| 10             | <b>\$39.46</b> | <b>\$38.24</b> |
| 9              | <b>\$38.88</b> | <b>\$38.01</b> |
| 8              | <b>\$38.60</b> | <b>\$37.67</b> |
| 7              | <b>\$38.24</b> | <b>\$36.18</b> |
| 6              | <b>\$36.00</b> | <b>\$35.99</b> |
| 5              | <b>\$35.53</b> | <b>\$35.49</b> |
| 4              | <b>\$35.33</b> | <b>\$35.29</b> |
| 3              | <b>\$35.14</b> | <b>\$35.10</b> |
| 2              | <b>\$34.60</b> | <b>\$34.76</b> |
| 1              | <b>\$34.34</b> | <b>\$34.55</b> |
| 00             | <b>\$43.03</b> | –              |

**Sunnyvale (CEG B) and Santa Cruz (CEG C)**

|     |                |
|-----|----------------|
| 19* | <b>\$49.34</b> |
| 18* | <b>\$48.21</b> |

**March 12, 2022**

| Labor<br>Grade | Factory        | T&O            |
|----------------|----------------|----------------|
| 20             | –              | <b>\$48.44</b> |
| 19*            | <b>\$48.33</b> | <b>\$48.00</b> |
| 18*            | <b>\$47.10</b> | <b>\$47.38</b> |
| 17             | <b>\$46.37</b> | <b>\$46.11</b> |
| 16             | <b>\$45.71</b> | <b>\$42.93</b> |
| 15             | <b>\$44.78</b> | <b>\$42.23</b> |
| 14             | <b>\$44.09</b> | <b>\$41.70</b> |
| 13             | <b>\$43.11</b> | <b>\$41.15</b> |
| 12             | <b>\$42.77</b> | <b>\$40.64</b> |
| 11             | <b>\$41.95</b> | <b>\$40.06</b> |
| 10             | <b>\$40.64</b> | <b>\$39.39</b> |
| 9              | <b>\$40.05</b> | <b>\$39.15</b> |
| 8              | <b>\$39.76</b> | <b>\$38.80</b> |
| 7              | <b>\$39.39</b> | <b>\$37.27</b> |
| 6              | <b>\$37.08</b> | <b>\$37.07</b> |
| 5              | <b>\$36.60</b> | <b>\$36.55</b> |
| 4              | <b>\$36.39</b> | <b>\$36.35</b> |
| 3              | <b>\$36.19</b> | <b>\$36.15</b> |
| 2              | <b>\$35.64</b> | <b>\$35.80</b> |
| 1              | <b>\$35.37</b> | <b>\$35.59</b> |
| 00             | <b>\$44.32</b> | –              |

**Sunnyvale (CEG B) and Santa Cruz (CEG C)**

|     |                |
|-----|----------------|
| 19* | <b>\$50.82</b> |
| 18* | <b>\$49.66</b> |

**GPR – Eastern Range**

| <b><u>March 10, 2018</u></b> |                |                |
|------------------------------|----------------|----------------|
| <b>Labor<br/>Grade</b>       | <b>Factory</b> | <b>T&amp;O</b> |
| 20                           |                | <b>\$41.58</b> |
| 19*                          | <b>\$41.48</b> | <b>\$41.20</b> |
| 18*                          | <b>\$40.43</b> | <b>\$40.67</b> |
| 17                           | <b>\$39.79</b> | <b>\$39.58</b> |
| 16                           | <b>\$39.24</b> | <b>\$36.84</b> |
| 15                           | <b>\$38.45</b> | <b>\$36.25</b> |
| 14                           | <b>\$37.85</b> | <b>\$35.79</b> |
| 13                           | <b>\$37.00</b> | <b>\$35.33</b> |
| 12                           | <b>\$36.73</b> | <b>\$34.89</b> |
| 11                           | <b>\$36.01</b> | <b>\$34.38</b> |
| 10                           | <b>\$34.89</b> | <b>\$33.83</b> |
| 9                            | <b>\$34.37</b> | <b>\$33.61</b> |
| 8                            | <b>\$34.13</b> | <b>\$33.31</b> |
| 7                            | <b>\$33.83</b> | <b>\$31.99</b> |
| 6                            | <b>\$31.82</b> | <b>\$31.81</b> |
| 5                            | <b>\$31.40</b> | <b>\$31.37</b> |
| 4                            | <b>\$31.25</b> | <b>\$31.22</b> |
| 3                            | <b>\$31.05</b> | <b>\$31.02</b> |
| 2                            | <b>\$30.59</b> | <b>\$30.72</b> |
| 1                            | <b>\$30.35</b> | <b>\$30.55</b> |
| 00                           | <b>\$38.06</b> |                |

**March 9, 2019**

| Labor<br>Grade | Factory        | T&O            |
|----------------|----------------|----------------|
| 20             | –              | <b>\$42.62</b> |
| 19*            | <b>\$42.52</b> | <b>\$42.23</b> |
| 18*            | <b>\$41.44</b> | <b>\$41.69</b> |
| 17             | <b>\$40.78</b> | <b>\$40.57</b> |
| 16             | <b>\$40.22</b> | <b>\$37.76</b> |
| 15             | <b>\$39.41</b> | <b>\$37.16</b> |
| 14             | <b>\$38.80</b> | <b>\$36.68</b> |
| 13             | <b>\$37.93</b> | <b>\$36.21</b> |
| 12             | <b>\$37.65</b> | <b>\$35.76</b> |
| 11             | <b>\$36.91</b> | <b>\$35.24</b> |
| 10             | <b>\$35.76</b> | <b>\$34.68</b> |
| 9              | <b>\$35.23</b> | <b>\$34.45</b> |
| 8              | <b>\$34.98</b> | <b>\$34.14</b> |
| 7              | <b>\$34.68</b> | <b>\$32.79</b> |
| 6              | <b>\$32.62</b> | <b>\$32.61</b> |
| 5              | <b>\$32.19</b> | <b>\$32.15</b> |
| 4              | <b>\$32.03</b> | <b>\$32.00</b> |
| 3              | <b>\$31.83</b> | <b>\$031.8</b> |
| 2              | <b>\$31.35</b> | <b>\$31.49</b> |
| 1              | <b>\$31.11</b> | <b>\$31.31</b> |
| 00             | <b>\$39.01</b> | –              |



**March 14, 2020**

| Labor<br>Grade | Factory        | T&O            |
|----------------|----------------|----------------|
| 20             | –              | <b>\$43.69</b> |
| 19*            | <b>\$43.58</b> | <b>\$43.29</b> |
| 18*            | <b>\$42.48</b> | <b>\$42.73</b> |
| 17             | <b>\$41.80</b> | <b>\$41.58</b> |
| 16             | <b>\$41.23</b> | <b>\$038.7</b> |
| 15             | <b>\$40.40</b> | <b>\$38.09</b> |
| 14             | <b>\$39.77</b> | <b>\$37.60</b> |
| 13             | <b>\$38.88</b> | <b>\$37.12</b> |
| 12             | <b>\$38.59</b> | <b>\$36.65</b> |
| 11             | <b>\$37.83</b> | <b>\$36.12</b> |
| 10             | <b>\$36.65</b> | <b>\$35.55</b> |
| 9              | <b>\$36.11</b> | <b>\$35.31</b> |
| 8              | <b>\$35.85</b> | <b>\$34.99</b> |
| 7              | <b>\$35.55</b> | <b>\$33.61</b> |
| 6              | <b>\$33.44</b> | <b>\$33.43</b> |
| 5              | <b>\$32.99</b> | <b>\$32.95</b> |
| 4              | <b>\$32.83</b> | <b>\$32.80</b> |
| 3              | <b>\$32.63</b> | <b>\$32.60</b> |
| 2              | <b>\$32.13</b> | <b>\$32.28</b> |
| 1              | <b>\$31.89</b> | <b>\$32.09</b> |
| 00             | <b>\$39.99</b> | –              |

**March 13, 2021**

| Labor<br>Grade | Factory        | T&O            |
|----------------|----------------|----------------|
| 20             | –              | <b>\$44.78</b> |
| 19*            | <b>\$44.67</b> | <b>\$44.37</b> |
| 18*            | <b>\$43.54</b> | <b>\$43.80</b> |
| 17             | <b>\$42.85</b> | <b>\$42.62</b> |
| 16             | <b>\$42.26</b> | <b>\$39.67</b> |
| 15             | <b>\$41.41</b> | <b>\$39.04</b> |
| 14             | <b>\$40.76</b> | <b>\$38.54</b> |
| 13             | <b>\$39.85</b> | <b>\$38.05</b> |
| 12             | <b>\$39.55</b> | <b>\$37.57</b> |
| 11             | <b>\$38.78</b> | <b>\$37.02</b> |
| 10             | <b>\$37.57</b> | <b>\$36.44</b> |
| 9              | <b>\$37.01</b> | <b>\$36.19</b> |
| 8              | <b>\$36.75</b> | <b>\$35.86</b> |
| 7              | <b>\$36.44</b> | <b>\$34.45</b> |
| 6              | <b>\$34.28</b> | <b>\$34.27</b> |
| 5              | <b>\$33.81</b> | <b>\$33.77</b> |
| 4              | <b>\$33.65</b> | <b>\$33.62</b> |
| 3              | <b>\$33.45</b> | <b>\$33.42</b> |
| 2              | <b>\$32.93</b> | <b>\$33.09</b> |
| 1              | <b>\$32.69</b> | <b>\$32.89</b> |
| 00             | <b>\$40.99</b> |                |

**March 12, 2022**

| Labor<br>Grade | Factory        | T&O            |
|----------------|----------------|----------------|
| 20             | –              | <b>\$46.12</b> |
| 19*            | <b>\$46.01</b> | <b>\$45.70</b> |
| 18*            | <b>\$44.85</b> | <b>\$45.11</b> |
| 17             | <b>\$44.14</b> | <b>\$43.90</b> |
| 16             | <b>\$43.53</b> | <b>\$40.86</b> |
| 15             | <b>\$42.65</b> | <b>\$40.21</b> |
| 14             | <b>\$41.98</b> | <b>\$39.70</b> |
| 13             | <b>\$41.05</b> | <b>\$39.19</b> |
| 12             | <b>\$40.74</b> | <b>\$38.70</b> |
| 11             | <b>\$39.94</b> | <b>\$38.13</b> |
| 10             | <b>\$38.70</b> | <b>\$37.53</b> |
| 9              | <b>\$38.12</b> | <b>\$37.28</b> |
| 8              | <b>\$37.85</b> | <b>\$36.94</b> |
| 7              | <b>\$37.53</b> | <b>\$35.48</b> |
| 6              | <b>\$35.31</b> | <b>\$35.30</b> |
| 5              | <b>\$34.82</b> | <b>\$34.78</b> |
| 4              | <b>\$34.66</b> | <b>\$34.63</b> |
| 3              | <b>\$34.45</b> | <b>\$34.42</b> |
| 2              | <b>\$33.92</b> | <b>\$34.08</b> |
| 1              | <b>\$33.67</b> | <b>\$33.88</b> |
| 00             | <b>\$42.22</b> | –              |

**PART A  
SUPPLEMENT FOR ALL C.E.G.S**

**Section 1. Coded Letters for all C.E.G.S**

**Coded Letter A-2**

*Last Updated: March 2, 2005*

*Original Date: March 2, 2005*

**Subject: OUTSOURCING**

During 2005 Negotiations the parties discussed the subject of outsourcing of work currently performed by bargaining unit employees.

Although the parties recognize that the Company may decide to outsource/ contract out certain work for reasons such as cost, time, availability of manpower/ equipment or other considerations, the Union expressed its concern about the impact of outsourcing upon employment in the bargaining unit.

The Company stated that it would notify the Union of any intended outsourcing that would have a significant impact on the bargaining unit to provide the Union with an opportunity to discuss the matter and engage in effects bargaining.

In addition to the above, the parties agree to meet semi-annually to discuss planned decisions involving outsourcing and other plans that might affect employment in the bargaining unit.

This letter does not modify the provisions of the Collective Bargaining Agreement.

**Coded Letter A-5**

*Last Updated: July 20, 2016*

*Original Date: July 20, 2016*

**LOCKHEED MARTIN SPACE  
&  
INTERNATIONAL ASSOCIATION OF MACHINISTS  
AND AEROSPACE WORKERS**

*Letter of Agreement: 3-D printing*

**New technologies and their practical applications are something that is in continuous anticipation. New forward thinking processes help provide a competitive edge for the Company and its employees; making it mutually beneficial to collaboratively weave such application(s) into the workforce. These sentiments are further echoed in the applicable sections of the collective bargaining agreement. With the latest in technological advancements, these additive manufacturing techniques allow for reciprocating success by further enabling continued brainstorming as a team.**

**The purpose of this agreement is to address and fully resolve the current outstanding issues between the parties with respect to additive manufacturing equipment otherwise commonly referred to as 3-D printers. Bargaining Unit personnel shall perform the job duties as stated in the “Additive Manufacturing Technician” job description (Labor Grade 13). It also understood that the qualifications are stated in the “Knowledge and Ability Required” portion of the job description. However, in instances when the Company determines that manpower is unavailable in the Additive Manufacturing Technician classification or the work to be performed does not justify as a rational business decision the employment of a full-time position, then the Company may utilize other bargaining unit job classification(s) provided such classification are at a higher classification, per the**

**CBA, to perform such functions, in whole or in part, as contractual language would allow.**

**Non-bargaining unit Company employees will maintain their current responsibilities: design, programming, engineering and file loading responsibilities with respect to all additive manufacturing equipment. In addition, while staffing is not able to be present or otherwise engaged, non-bargaining unit Company personnel may end and start a 3-D printing process, during shifts where an Additive Manufacturing Technician is not available, up to four (4) times a month not to exceed thirty (30) minute durations for each occurrence. On the fifth occurrence, or any thereafter (in the month) where a non-bargaining unit employee performs such work, the Company shall pay the appropriate classification (those performing the work) who has the least amount of hours in the overtime spread, two (2) hour of straight time pay for each offense. An additional fifteen (15) minutes will be availed on one of the four (4) occurrences in a given month. If a need arises for additional occurrences, Management will offer the opportunity to perform the necessary work to bargaining unit employees in classifications above the Additive Manufacturing Technician, when such classification is not filled. In those instances, those who volunteer to work will be paid no less than two (2) hours of overtime for the call-in. In the event there are no volunteers for the offered assignment, the Company may utilize non-bargaining unit Company employees without incurring any violation of this understanding.**

**Both parties agree to conduct a “New Technology” meeting every six (6) months, or sooner as necessary. Such meetings will be with the LRC committee, with a standing invite to any Union official. The parties acknowledge that 3-D printers are a Company asset. Furthermore, it is understood that additive manufacturing equipment utilized by non-bargaining unit employees in their normal daily responsibilities (i.e. desktop printers) is not bargaining unit work and is not subject to this understanding.**

**This Agreement memorializes the complete understandings of the parties with respect to the use of 3-D printers by bargaining and non-bargaining unit Company employees, and fully resolves any and all pending issues, disputes and/or grievances whether formally filed or not under the grievance/arbitration provisions of the current CBA with respect to additive manufacturing equipment or “3-D” printers that the parties are or should be aware of as of the date of this Agreement.**

**Coded Letter A-6**

*Last Updated: March 5, 2018*

*Original Date: March 5, 2018*

**Subject: Machinist Custom Choices Worksite Benefits Program**

**It is hereby agreed between Lockheed Martin Space and the International Association of Machinists & Aerospace Workers as follows:**

**The International Association of Machinists and Aerospace Workers, may offer the Machinists Custom Choices Worksite Benefits program to its members in the bargaining unit through their designated agent, Employee Benefits Systems, Inc. (EBS). Interested Members will be given an opportunity on their own time to meet with an EBS Counselor at the worksite during normal working hours, once per year. It is understood that all policyholder service will be provided by the underwriter and EBS without costs to Lockheed Martin Space. It is understood that the Company is not the plan sponsor and is not responsible for plan administration, enrollment or communication.**

**It is further agreed as a condition of offering this payroll deduction service that EBS will comply with Company Payroll administration and procedures that will include the following basic requirements:**

- **Each participating employee will complete a Deduction Authorization card that contains the employee's name, social security number, deduction name(s) or type(s), employee's signature, and date.**
- **Information affecting account activity, including, but not limited to enrollment, policy cancellations, deduction changes, premium rate changes, and other changes affecting the employee deduction amount will be made weekly.**
- **Any deduction amount not collected due to lack of earnings will be the responsibility of EBS. Lockheed Martin payroll will not collect amounts in arrears or provide an account reconciliation service.**
- **Deductions will be made from the employee's paycheck each week.**
- **This program will be made available as soon as administratively possible.**

**The enrollment period will occur annually, the specific dates and times of the enrollment period will be determined by mutual agreement of Lockheed Martin Space and Employee Benefits Systems, Inc.**



*Last Updated: March 5, 2018*

*Original Date: March 3, 2014*

**Subject: Safety & Clean Room Shoe Reimbursement**

This is to confirm the agreement reached regarding the **safety and** clean room shoe cost reimbursement as described below:

- 1 Employees who are authorized via management to participate in the Company Clean Room Shoe program shall be eligible for reimbursement up to **\$200** for one pair of clean room shoes once in a twelve (12) month period.
- 2 Employees who are authorized participants in the Company Safety Shoe program shall be eligible for reimbursement of up to \$200 for one pair of safety shoes (with steel toe) not more frequently than once in a twelve (12) month period.**
- 3 The Company agrees to address deviations to this reimbursement cost on an exception basis. e.g. foot size, etc.
- 4 The subject reimbursement cost is to be reviewed annually by the Company.

The clean room shoe reimbursement is at the discretion of the Company, who may modify or terminate said reimbursements at any time with 15 - day notice to the Union.

**PART B**  
**SUPPLEMENT FOR**  
**SUNNYVALE**

**Aerospace Defense Related District Lodge 725, Area 5**

**and**

**affiliated Local Lodge 2228**

**(Santa Clara County plants)**

## **PART B**

### **SUPPLEMENT FOR SUNNYVALE**

#### **Section 1. Description of Contract Enforcement Group**

- A. The C.E.G. for the plants of **Lockheed Martin Space** now existing or hereafter established or acquired in Santa Clara County engaged in the manufacture of missiles, spacecraft, aircraft, ocean systems, ground vehicle systems, energy systems, communication systems, weapons and detection systems, information systems, and related products or items necessary to their functions, shall include, and the terms "employee" and "employees" as used in this Part or as used in Part A when applying such Part A to this C.E.G. shall mean, only those employed by the Company to work in the classifications listed as applicable to this C.E.G. in Section 2 of this Part and those employed in new classifications established for this C.E.G. under Article 8, Section 1, Subsection C of Part A of this Agreement, excluding the persons designated below.

The following persons shall be excluded from the C.E.G.s described above:

- (1) Personnel in the Human Resources organization except those in Fire Protection functions, (excluding administrative personnel), Document Control functions outside of the Government Security organizations and in the Locksmith and Identification units. This exclusion does not apply to any employee performing a different function or activity within the Company which subsequent to the date of this Agreement is transferred to the Human Resources organization.
  - (2) Personnel represented by another collective bargaining representative.
- B. The term "Local Union" as used in this Part shall include only Aerospace Defense Related District Lodge 725, Area 5, and affiliated Local Lodge 2228.
- C. If the provisions of this Part conflict with or are additions to provisions contained in Part A of this Agreement, such provisions of this Part shall apply to this C.E.G. and any such conflicting provisions of Part A shall be inapplicable to such Group.

**Section 2. Job Classifications and Labor Grades**  
**(See Article 9, Sections 7 and 8 for Labor Grade Structure)**

**A. Factory-Alphabetical**

| <b>Classification</b>                                      | <b>Code</b>  | <b>Labor<br/>Grade</b> |
|--|--------------|------------------------|
| <b>Additive Manufacturing Specialist</b>                   | <b>493-3</b> | <b>17</b>              |
| <b>Additive Manufacturing Technician</b>                   | <b>493-5</b> | <b>13</b>              |
| Antenna Assembly Mechanic                                  | 397-5        | 12                     |
| Antenna Assembly Mechanic - Trainee                        | 397-7        | 8                      |
| Antenna Range Technician                                   | 410-3        | 19                     |
| Antenna Range Technician - Trainee                         | 410-7        | 13                     |
| Assembler - Structures and Final                           | 359-7        | 12                     |
| Bench Mechanic - Mockup and Tooling                        | 468-5        | 12                     |
| Cable Assembler  | 448-7        | 4                      |
| Cable Assembler - Senior                                   | 448-5        | 6                      |
| Cable Assembly Mechanic                                    | 448-3        | 10                     |
| Cable Fabricator - Senior                                  | 554-3        | 12                     |
| Cable Fabricator and Vehicle Support                       | 532-5        | 13                     |
| Carpenter - Maintenance                                    | 374-3        | 16                     |
| Carpenter - Maintenance Associate                          | 374-5        | 10                     |
| Chauffeur  | 376-3        | 7                      |
| Chauffeur - Executive                                      | 639-3        | 11                     |
| CNC Machinist  | 492-5        | 16                     |
| CNC Machinist Associate                                    | 492-7        | 13                     |
| Composite Development Mechanic - Tooling and<br>Structures | 363-1        | 16                     |
| Composite Fabricator - Developmental                       | 363-9        | 13                     |

| <b>Classification</b>  | <b>Code</b> | <b>Labor<br/>Grade</b> |
|--|-------------|------------------------|
| Composite Fabricator/Verifier  | 648-5       | 13                     |
| Composite Parts Fabricator   | 363-5       | 7                      |
| Composite Parts Fabricator - Senior  | 363-3       | 9                      |
| Composite Parts Worker   | 363-7       | 4                      |
| Composite Tooling Fabricator/Assembler/Verifier                            | 648-3       | 16                     |
| Computed Tomography Systems Specialist                                     | 559-1       | 19                     |
| Computed Tomography Systems Technician                                     | 559-5       | 16                     |
| Computed Tomography Systems Technician - Associate                         | 559-7       | 13                     |
| Computed Tomography Systems Technician - Senior                            | 559-3       | 18                     |
| Computer Repair Services Technician  | 571-3       | 19                     |
| Computer Repair Services Technician - Trainee                              | 571-7       | 00*                    |
| Computer Repair Support  | 353-5       | 14                     |
| Computer Repair Support - Associate  | 353-7       | 10                     |
| Data Reduction Operator  | 387-5       | 16                     |
| Data Reduction Operator - Associate  | 387-7       | 13                     |
| Data Reduction Operator - Senior   | 387-3       | 18                     |
| Development/Fabrication Mechanic - Senior                                  | 474-3       | 18                     |
| Development Machinist - Mechanical and Electronics<br>Specialist - Trainee | 484-5       | 16                     |
| Development Mechanic - Research Laboratories                               | 391-3       | 19                     |
| Developmental Machinist - Mechanical and Electronics<br>Specialist         | 484-1       | 19                     |
| Distributed Data Systems Technician  | 575-3       | 18                     |
| Distributed Data Systems Technician - Associate                            | 575-7       | 13                     |
| Electrical Assembler - Solar Devices - Senior                              | 519-5       | 6                      |

| <b>Classification</b>   | <b>Code</b> | <b>Labor<br/>Grade</b> |
|---|-------------|------------------------|
| Electrical Assembler - Solar Devices - Trainee                  | 519-7       | 4                      |
| Electrical Mechanic   | 398-3       | 10                     |
| Electrical Mechanic - Solar Devices                             | 519-3       | 10                     |
| Electro-Mechanical Technician                                   | 355-3       | 19                     |
| Electro-Mechanical Technician - Trainee                         | 355-5       | 18                     |
| Electronic/Cable Fabricator - Senior                            | 555-3       | 14                     |
| Electronic Circuits Development Technician                      | 364-5       | 16                     |
| Electronic Circuits Development Technician - Associate          | 364-7       | 13                     |
| Electronic Circuits Development Technician - Senior             | 364-3       | 18                     |
| Electronic Fabricator - Senior                                  | 553-3       | 12                     |
| Electronic Systems and Equipment Test Technician                | 415-5       | 16                     |
| Electronic Systems and Equipment Test Technician -<br>Associate | 415-7       | 13                     |
| Electronic Systems and Equipment Test Technician -<br>Senior    | 415-3       | 18                     |
| Electronics Assembler - Components and Modules –<br>Senior      | 521-5       | 7                      |
| Electronics Development and Test Mechanic                       | 562-5       | 13                     |
| Electronics Development and Test Mechanic - Junior              | 562-7       | 11                     |
| Electronics Development and Test Mechanic - Senior              | 562-3       | 16                     |
| Electronics Encapsulator  | 357-5       | 6                      |
| Electronics Encapsulator - I                                    | 357-7       | 4                      |
| Electronics Encapsulator - Senior                               | 357-3       | 10                     |
| Electronics Encapsulator – Specialist                           | 357-1       | 12                     |
| Electronics Equipment Prototype Mechanic                        | 382-5       | 10                     |

| <b>Classification</b>                                | <b>Code</b>  | <b>Labor<br/>Grade</b> |
|--|--------------|------------------------|
| Electronics Equipment Prototype Mechanic - Senior    | 382-3        | 13                     |
| Electronics Mechanic - Components and Modules        | 521-3        | 10                     |
| Electronics Printed Circuitry Assembler              | 380-7        | 4                      |
| Electronics Printed Circuitry Assembler - II         | 380-5        | 6                      |
| Electronics Printed Circuitry Assembler - Senior     | 380-3        | 8                      |
| Electronics Product Assurance Technician             | 593-5        | 16                     |
| Electronics Product Assurance Technician - Associate | 593-7        | 13                     |
| Electronics Product Assurance Technician - Senior    | 593-3        | 18                     |
| Electronics Test Technician - Marine                 | 591-5        | 18                     |
| <b>Environmental Test Technician – Senior</b>        | <b>418-3</b> | <b>18</b>              |
| <b>Environmental Test Technician</b>                 | <b>418-5</b> | <b>16</b>              |
| <b>Environmental Test Technician – Associate</b>     | <b>418-7</b> | <b>13</b>              |
| Fabrication Mechanic                                 | 474-5        | 13                     |
| Fabricator/Verifier                                  | 643-7        | 13                     |
| Facilities Maintenance Worker - Electronic Equipment | 400-5        | 12                     |
| Fleet Mechanic                                       | 463-3        | 17                     |
| Fleet Mechanic Associate                             | 463-7        | 11                     |
| Fleet Mechanic Helper                                | 463-5        | 7                      |
| Flight Test Instrumentation Mechanic                 | 414-3        | 16                     |
| Fluid Systems Development and Test Mechanic          | 356-3        | 16                     |
| Forklift Operator                                    | 550-7        | 9                      |
| Functional Test Equipment Specialist                 | 560-1        | 19                     |
| Functional Test Equipment Specialist - Environmental | 564-1        | 19                     |
| Functional Test Equipment Technician                 | 560-5        | 16                     |
| Functional Test Equipment Technician - Associate     | 560-7        | 13                     |

| Classification  | Code         | Labor<br>Grade |
|---|--------------|----------------|
| Functional Test Equipment Technician - Senior             | 560-3        | 18             |
| <b>General Maintenance Repair</b>                         | <b>595-4</b> | <b>16</b>      |
| <b>General Maintenance Repair – Senior</b>                | <b>595-5</b> | <b>18</b>      |
| Grinder - Tool and Cutter                                 | 422-3        | 16             |
| Grinder - Tool and Cutter - Senior                        | 422-1        | 18             |
| Grinder - Tool and Cutter - Trainee                       | 422-5        | 11             |
| Ground Support Equipment Mechanic                         | 515-3        | 16             |
| Ground Support Equipment Mechanic - Junior                | 514-3        | 9              |
| Heat Pipe Fabricator                                      | 423-9        | 10             |
| Heat Pipe Fabricator - Senior                             | 423-7        | 13             |
| Heat Pipe Technician                                      | 423-5        | 16             |
| Heat Pipe/Pallet Structural Development Technician        | 423-3        | 19             |
| Heat Treater/Fabricator/Verifier                          | 644-5        | 15             |
| HVAC Mechanic   | 350-3        | 18             |
| HVAC Mechanic - Associate                                 | 350-5        | 13             |
| HVAC Technician   | 352-3        | 19             |
| HVAC Technician - Trainee                                 | 352-5        | 17             |
| Industrial Electronics Technician                         | 400-3        | 19             |
| Industrial Electronics Technician - Trainee               | 400-7        | 00*            |
| Inspector - Electronics Manufacturing Processes           | 617-3        | 12             |
| Inspector - Electronics Manufacturing Processes - Senior  | 617-1        | 13             |
| Inspector - Electronics Manufacturing Processes - Trainee | 617-5        | 10             |
| Inspector - HRSI  | 628-3        | 15             |
| Inspector - HRSI - Trainee I                              | 628-7        | 9              |
| Inspector - HRSI - Trainee II                             | 628-5        | 13             |



| <b>Classification</b>                               | <b>Code</b> | <b>Labor<br/>Grade</b> |
|---|-------------|------------------------|
| Inspector - Hydraulic and Pneumatic Functional Test | 608-3       | 15                     |
| Inspector - Integration                             | 631-3       | 18                     |
| Inspector - Machined Parts - Precision              | 611-3       | 16                     |
| Inspector - Missile Electronic Assemblies           | 613-7       | 13                     |
| Inspector - Missile Electronic Systems              | 613-5       | 16                     |
| Inspector - Missile Systems                         | 613-3       | 18                     |
| Inspector - Non-Destruct Test - Specialist          | 614-1       | <b>19</b>              |
| Inspector - Non-Destruct Test                       | 614-5       | 13                     |
| Inspector - Non-Destruct Test - Senior              | 614-3       | 16                     |
| Inspector - Non-Destruct Test Associate             | 614-7       | 10                     |
| Inspector - Precision Research                      | 620-3       | 19                     |
| Inspector - Processing                              | 619-3       | 12                     |
| Inspector - Raw Material Operations                 | 612-3       | 12                     |
| Inspector - Receiving                               | 624-3       | 12                     |
| Inspector - Receiving - Trainee                     | 624-5       | 10                     |
| Inspector - Sample Layout                           | 626-3       | 17                     |
| Inspector - Shipping                                | 627-3       | 14                     |
| Inspector - Tooling                                 | 630-3       | 19                     |
| Inspector - Tooling - Trainee                       | 630-5       | 16                     |
| Inspector - Trainee - Machined Parts                | 611-5       | 14                     |
| Inspector - Vehicle Test                            | 629-5       | 16                     |
| Inspector - Vehicle Test - Associate                | 629-7       | 13                     |
| Inspector - Vehicle Test - Senior                   | 629-3       | 18                     |
| Inspector - Vendor Product Evaluation               | 609-3       | 12                     |
| Inspector - Vendor Product Evaluation - Trainee     | 609-7       | 10                     |

| <b>Classification</b>                                       | <b>Code</b> | <b>Labor<br/>Grade</b> |
|---|-------------|------------------------|
| Insulation Fabricator                                       | 585-7       | 6                      |
| Insulation Fabricator - Experimental                        | 585-3       | 13                     |
| Insulation Fabricator - Senior                              | 585-5       | 10                     |
| Integrated Product Development and Rework<br>Specialist-Box | 373-1       | 14                     |
| Jig and Fixture Builder                                     | 440-3       | 19                     |
| Laboratory Test Mechanic                                    | 441-5       | 13                     |
| Laboratory Test Technician                                  | 441-3       | 18                     |
| Lock Service Attendant                                      | 444-5       | 7                      |
| Locksmith - Industrial                                      | 444-3       | 16                     |
| Logistics Materiel Processor                                | 584-3       | 12                     |
| Logistics Materiel Processor - Trainee                      | 584-5       | 10                     |
| Machinist - Master  | 491-3       | 19                     |
| Machinist - Master - Associate                              | 491-7       | 16                     |
| Machinist Master - Intermediate                             | 491-5       | 18                     |
| Machinist - Precision Research                              | 499-3       | 19                     |
| Machinist/Assembler/Installer and Verifier                  | 642-3       | 16                     |
| Machinist I   | 641-7       | 16                     |
| Machinist II  | 641-5       | 18                     |
| Machinist III   | 641-3       | 18                     |
| Machinist IV  | 640-3       | 19                     |
| Manufacturing Assembler and Verifier                        | 643-5       | 13                     |
| Mechanic - Construction                                     | 465-3       | 16                     |
| Mechanic - Construction Associate                           | 465-5       | 10                     |
| Mechanic - Maintenance                                      | 464-3       | 16                     |

| <b>Classification</b>                                   | <b>Code</b> | <b>Labor<br/>Grade</b> |
|---|-------------|------------------------|
| Mechanic Maintenance - Trainee                          | 464-5       | 9                      |
| Mechanical Product Development Assembler                | 469-7       | 16                     |
| Mechanical Product Development Mechanic                 | 469-5       | 18                     |
| Mechanical Product Development Specialist               | 469-3       | 19                     |
| Mechanical Repair - Senior                              | 464-1       | 18                     |
| Metrologist – Mechanical and Optical                    | 572-3       | 19                     |
| Metrology Standards Technician                          | 586-3       | 19                     |
| Metrology Technician                                    | 574-7       | 00*                    |
| Microelectronics Mechanic Processor                     | 377-3       | 10                     |
| Microelectronics Processor                              | 377-7       | 5                      |
| Microelectronics Processor - Senior                     | 377-5       | 7                      |
| Microelectronics Processor and Assembler                | 377-1       | 12                     |
| Missile Electronic Equipment Technician                 | 561-5       | 16                     |
| Missile Electronic Equipment Technician - Associate     | 561-7       | 13                     |
| Missile Electronic Equipment Technician - Senior        | 561-3       | 18                     |
| Missile Environmental Laboratory Technician             | 435-5       | 16                     |
| Missile Environmental Laboratory Technician - Associate | 435-7       | 13                     |
| Missile Environmental Laboratory Technician - Senior    | 435-3       | 18                     |
| Mockup and Tooling Mechanic                             | 468-3       | 17                     |
| NC - CNC Machinist General                              | 492-3       | 18                     |
| Oiler - Maintenance                                     | 478-3       | 8                      |
| Painter   | 481-5       | 8                      |
| Painter - Maintenance                                   | 482-3       | 15                     |
| Painter - Maintenance Associate                         | 482-5       | 10                     |
| Painter - Special                                       | 481-3       | 14                     |

| <b>Classification</b>   | <b>Code</b> | <b>Labor<br/>Grade</b> |
|---|-------------|------------------------|
| Painter - Special - Senior                                    | 481-1       | 15                     |
| Painter – Trainee   | 481-7       | 4                      |
| Painter/Verifier  | 646-7       | 14                     |
| Plant Services Worker   | 438-3       | 3                      |
| Plant Services Worker - A                                     | 438-5       | 1                      |
| Plant Services Worker - Clean Room                            | 438-1       | 3                      |
| Plant Services Worker - Clean Room - A                        | 438-7       | 2                      |
| Plumber - Maintenance   | 489-3       | 17                     |
| Plumber - Maintenance Associate                               | 489-5       | 10                     |
| Plumber Pipe Fitter – Maintenance                             | 488-3       | 18                     |
| Pneudraulic Assembler   | 356-7       | <b>11</b>              |
| Pneudraulic Checkout Mechanic                                 | 356-5       | 13                     |
| Portable Tool and Equipment Repairer                          | 490-3       | 10                     |
| Precision Chemical Processor/Verifier                         | 645-3       | 10                     |
| Precision Chemical Processor/Verifier - Senior                | 645-1       | 12                     |
| Precision Electromechanical Systems Technician                | 556-5       | 15                     |
| Precision Electromechanical Systems Technician -<br>Associate | 556-7       | 12                     |
| Precision Electromechanical Systems Technician - Senior       | 556-3       | 18                     |
| Precision Gauge and Instrument - Trainee                      | 577-5       | 13                     |
| Precision Gauge and Instrument Technician                     | 577-3       | 17                     |
| Predictive Maintenance Mechanic                               | 509-3       | 14                     |
| Predictive Maintenance Mechanic - Trainee                     | 509-7       | 9                      |
| Product Analysis Laboratory Technician                        | 428-5       | 16                     |

| <b>Classification</b>   | <b>Code</b> | <b>Labor<br/>Grade</b> |
|---|-------------|------------------------|
| Product Analysis Laboratory Technician - Associate              | 428-7       | 13                     |
| Product Analysis Laboratory Technician - Senior                 | 428-3       | 18                     |
| Solar Array Development Mechanic                                | 420-3       | 16                     |
| Solar Array Fabricator  | 519-1       | 12                     |
| Solar Array Fabricator/Mechanic                                 | 557-5       | 14                     |
| Solar Array Fabricator/Mechanic – Trainee                       | 557-7       | 8                      |
| Solar Array Mechanic  | 420-5       | 12                     |
| Structural Systems Mechanic                                     | 433-5       | 17                     |
| Structures Assembler  | 542-3       | 7                      |
| Surface Mount and Mixed Technology Operator                     | 393-1       | 12                     |
| Surface Mount and Mixed Technology Operator - Manual            | 393-5       | 8                      |
| Surface Mount and Mixed Technology Operator -<br>Semi-Automatic | 393-3       | 10                     |
| Telecommunications Technician                                   | 502-3       | 18                     |
| Telecommunications Technician - Trainee                         | 502-7       | 13                     |
| Telemetry Data Operator - Senior                                | 379-3       | 18                     |
| Test Support Mechanic   | 362-5       | 12                     |
| Test Support Mechanic - Senior                                  | 362-3       | 16                     |
| Test Support Technician   | 362-1       | 18                     |
| Thermal Prep Specialist   | 585-1       | 17                     |
| Thermal Systems Specialist                                      | 536-7       | 18                     |
| Trainee - Assembly - Structures                                 | 542-7       | 3                      |
| Transport Specialist  | 550-1       | 16                     |
| Transporter   | 462-3       | 7                      |
| Truck Driver  | 550-5       | 11                     |

| <b>Classification</b>                            | <b>Code</b> | <b>Labor Grade</b> |
|--|-------------|--------------------|
| Truck Driver - Heavy                             | 550-3       | 14                 |
| Trucker - Power                                  | 550-9       | 5                  |
| Vehicle Test Operations Mechanic - Senior        | 366-3       | 16                 |
| Vehicle Test Operations Mechanic                 | 366-5       | 12                 |
| Vehicle Test Operations Technician               | 367-3       | 16                 |
| Vehicle Test Operations Technician - Associate   | 367-5       | 13                 |
| Vehicle Test Operations Technician - Associate B | 367-7       | 13                 |
| Vehicle Test Operations Technician - Associate C | 367-9       | 13                 |
| Vehicle Test Operations Technician - Senior      | 367-1       | 18                 |
| Woodworker                                       | 468-7       | 7                  |

\*Not in Labor Grade Structure

### **B. Factory-Numerical**

| <b>Code</b> | <b>Classification</b>                       | <b>Labor Grade</b> |
|-------------|---|--------------------|
| 350-3       | HVAC Mechanic                               | 18                 |
| 350-5       | HVAC Mechanic - Associate                   | 13                 |
| 352-3       | HVAC Technician                             | 19                 |
| 352-5       | HVAC Technician – Trainee                   | 17                 |
| 353-5       | Computer Repair Support                     | 14                 |
| 353-7       | Computer Repair Support – Associate         | 10                 |
| 355-3       | Electro-Mechanical Technician               | 19                 |
| 355-5       | Electro-Mechanical Technician - Trainee     | 18                 |
| 356-3       | Fluid Systems Development and Test Mechanic | 16                 |
| 356-5       | Pneudraulic Checkout Mechanic               | 13                 |
| 356-7       | Pneudraulic Assembler                       | 11                 |

| <b>Code</b> | <b>Classification</b>                                      | <b>Labor<br/>Grade</b> |
|-------------|--|------------------------|
| 357-1       | Electronics Encapsulator - Specialist                      | 12                     |
| 357-3       | Electronics Encapsulator - Senior                          | 10                     |
| 357-5       | Electronics Encapsulator                                   | 6                      |
| 357-7       | Electronics Encapsulator - I                               | 4                      |
| 359-7       | Assembler - Structures and Final                           | 12                     |
| 362-1       | Test Support Technician                                    | 18                     |
| 362-3       | Test Support Mechanic - Senior                             | 16                     |
| 362-5       | Test Support Mechanic                                      | 12                     |
| 363-1       | Composite Development Mechanic - Tooling and Structures    | 16                     |
| 363-3       | Composite Parts Fabricator - Senior                        | 9                      |
| 363-5       | Composite Parts Fabricator                                 | 7                      |
| 363-7       | Composite Parts Worker                                     | 4                      |
| 363-9       | Composite Fabricator - Developmental                       | 13                     |
| 364-3       | Electronic Circuits Development Technician - Senior        | 18                     |
| 364-5       | Electronic Circuits Development Technician                 | 16                     |
| 364-7       | Electronic Circuits Development Technician - Associate     | 13                     |
| 366-3       | Vehicle Test Operations Mechanic - Senior                  | 16                     |
| 366-5       | Vehicle Test Operations Mechanic                           | 12                     |
| 367-1       | Vehicle Test Operations Technician - Senior                | 18                     |
| 367-3       | Vehicle Test Operations Technician                         | 16                     |
| 367-5       | Vehicle Test Operations Technician - Associate             | 13                     |
| 367-7       | Vehicle Test Operations Technician - Associate B           | 13                     |
| 367-9       | Vehicle Test Operations Technician - Associate C           | 13                     |
| 373-1       | Integrated Product Development and Rework Specialist - Box | 14                     |
| 374-3       | Carpenter - Maintenance                                    | 16                     |

| <b>Code</b> | <b>Classification</b>   | <b>Labor<br/>Grade</b> |
|-------------|---|------------------------|
| 374-5       | Carpenter - Maintenance Associate                               | 10                     |
| 376-3       | Chauffeur   | 7                      |
| 377-1       | Microelectronics Processor and Assembler                        | 12                     |
| 377-3       | Microelectronics Mechanic Processor                             | 10                     |
| 377-5       | Microelectronics Processor - Senior                             | 7                      |
| 377-7       | Microelectronics Processor                                      | 5                      |
| 379-3       | Telemetry Data Operator - Senior                                | 18                     |
| 380-3       | Electronics Printed Circuitry Assembler - Senior                | 8                      |
| 380-5       | Electronics Printed Circuitry Assembler II                      | 6                      |
| 380-7       | Electronics Printed Circuitry Assembler                         | 4                      |
| 382-3       | Electronics Equipment Prototype Mechanic - Senior               | 13                     |
| 382-5       | Electronics Equipment Prototype Mechanic                        | 10                     |
| 387-3       | Data Reduction Operator - Senior                                | 18                     |
| 387-5       | Data Reduction Operator   | 16                     |
| 387-7       | Data Reduction Operator - Associate                             | 13                     |
| 391-3       | Development Mechanic - Research Laboratories                    | 19                     |
| 393-1       | Surface Mount and Mixed Technology Operator                     | 12                     |
| 393-3       | Surface Mount and Mixed Technology Operator -<br>Semi-Automatic | 10                     |
| 393-5       | Surface Mount and Mixed Technology Operator - Manual            | 8                      |
| 397-5       | Antenna Assembly Mechanic                                       | 12                     |
| 397-7       | Antenna Assembly Mechanic - Trainee                             | 8                      |
| 398-3       | Electrical Mechanic   | 10                     |
| 400-3       | Industrial Electronics Technician                               | 19                     |
| 400-5       | Facilities Maintenance Worker - Electronic Equipment            | 12                     |



|              |  | <b>Labor</b> |
|--------------|--|--------------|
| <b>Code</b>  | <b>Classification</b>  | <b>Grade</b> |
| 400-7        | Industrial Electronics Technician - Trainee                  | 00*          |
| 410-3        | Antenna Range Technician                                     | 19           |
| 410-7        | Antenna Range Technician - Trainee                           | 13           |
| 414-3        | Flight Test Instrumentation Mechanic                         | 16           |
| 415-3        | Electronic Systems and Equipment Test Technician - Senior    | 18           |
| 415-5        | Electronic Systems and Equipment Test Technician             | 16           |
| 415-7        | Electronic Systems and Equipment Test Technician - Associate | 13           |
| <b>418-3</b> | <b>Environmental Test Technician – Senior</b>                | <b>18</b>    |
| <b>418-5</b> | <b>Environmental Test Technician</b>                         | <b>16</b>    |
| <b>418-7</b> | <b>Environmental Test Technician – Associate</b>             | <b>13</b>    |
| 420-3        | Solar Array Development Mechanic                             | 16           |
| 420-5        | Solar Array Mechanic   | 12           |
| 422-1        | Grinder - Tool and Cutter - Senior                           | 18           |
| 422-3        | Grinder - Tool and Cutter                                    | 16           |
| 422-5        | Grinder - Tool and Cutter - Trainee                          | 11           |
| 423-3        | Heat Pipe/Pallet Structural Development Technician           | 19           |
| 423-5        | Heat Pipe Technician   | 16           |
| 423-7        | Heat Pipe Fabricator - Senior                                | 13           |
| 423-9        | Heat Pipe Fabricator   | 10           |
| 428-3        | Product Analysis Laboratory Technician - Senior              | 18           |
| 428-5        | Product Analysis Laboratory Technician                       | 16           |
| 428-7        | Product Analysis Laboratory Technician - Associate           | 13           |
| 433-5        | Structural Systems Mechanic                                  | 17           |
| 435-3        | Missile Environmental Laboratory Technician - Senior         | 18           |
| 435-5        | Missile Environmental Laboratory Technician                  | 16           |

| <b>Code</b> | <b>Classification</b>                                   | <b>Labor<br/>Grade</b> |
|-------------|---|------------------------|
| 435-7       | Missile Environmental Laboratory Technician - Associate | 13                     |
| 438-1       | Plant Services Worker - Clean Room                      | 3                      |
| 438-3       | Plant Services Worker                                   | 3                      |
| 438-5       | Plant Services Worker - A                               | 1                      |
| 438-7       | Plant Services Worker - Clean Room - A                  | 2                      |
| 440-3       | Jig and Fixture Builder                                 | 19                     |
| 441-3       | Laboratory Test Technician                              | 18                     |
| 441-5       | Laboratory Test Mechanic                                | 13                     |
| 444-3       | Locksmith - Industrial                                  | 16                     |
| 444-5       | Lock Service Attendant                                  | 7                      |
| 448-3       | Cable Assembly Mechanic                                 | 10                     |
| 448-5       | Cable Assembler - Senior                                | 6                      |
| 448-7       | Cable Assembler   | 4                      |
| 462-3       | Transporter   | 7                      |
| 463-3       | Fleet Mechanic  | 17                     |
| 463-5       | Fleet Mechanic Helper                                   | 7                      |
| 463-7       | Fleet Mechanic Associate                                | 11                     |
| 464-1       | Mechanical Repair - Senior                              | 18                     |
| 464-3       | Mechanic - Maintenance                                  | 16                     |
| 464-5       | Mechanic Maintenance - Trainee                          | 9                      |
| 465-3       | Mechanic - Construction                                 | 16                     |
| 465-5       | Mechanic - Construction Associate                       | 10                     |
| 468-3       | Mockup and Tooling Mechanic                             | 17                     |
| 468-5       | Bench Mechanic - Mockup and Tooling                     | 12                     |
| 468-7       | Woodworker  | 7                      |

| <b>Code</b> | <b>Classification</b>  | <b>Labor<br/>Grade</b> |
|-------------|--|------------------------|
| 469-3       | Mechanical Product Development Specialist                                  | 19                     |
| 469-5       | Mechanical Product Development Mechanic                                    | 18                     |
| 469-7       | Mechanical Product Development Assembler                                   | 16                     |
| 474-3       | Development/Fabrication Mechanic - Senior                                  | 18                     |
| 474-5       | Fabrication Mechanic   | 13                     |
| 478-3       | Oiler - Maintenance  | 8                      |
| 481-1       | Painter - Special - Senior   | 15                     |
| 481-3       | Painter - Special  | 14                     |
| 481-5       | Painter  | 8                      |
| 481-7       | Painter – Trainee  | 4                      |
| 482-3       | Painter - Maintenance  | 15                     |
| 482-5       | Painter - Maintenance Associate  | 10                     |
| 484-1       | Developmental Machinist - Mechanical and Electronics Specialist            | 19                     |
| 484-5       | Development Machinist - Mechanical and Electronics<br>Specialist – Trainee | 16                     |
| 488-3       | Plumber Pipe Fitter – Maintenance  | 18                     |
| 489-3       | Plumber - Maintenance  | 17                     |
| 489-5       | Plumber - Maintenance Associate  | 10                     |
| 490-3       | Portable Tool and Equipment Repairer                                       | 10                     |
| 491-3       | Machinist - Master   | 19                     |
| 491-5       | Machinist Master - Intermediate  | 18                     |
| 491-7       | Machinist - Master - Associate   | 16                     |
| 492-3       | NC - CNC Machinist General   | 18                     |
| 492-5       | CNC Machinist  | 16                     |
| 492-7       | CNC Machinist - Associate  | 13                     |

| <b>Code</b>  | <b>Classification</b>                                   | <b>Labor<br/>Grade</b> |
|--------------|---|------------------------|
| <b>493-3</b> | <b>Additive Manufacturing Specialist</b>                | <b>17</b>              |
| <b>493-5</b> | <b>Additive Manufacturing Technician</b>                | <b>13</b>              |
| 499-3        | Machinist - Precision - Research                        | 19                     |
| 502-3        | Telecommunications Technician                           | 18                     |
| 502-7        | Telecommunications Technician - Trainee                 | 13                     |
| 509-3        | Predictive Maintenance Mechanic                         | 14                     |
| 509-7        | Predictive Maintenance Mechanic - Trainee               | 9                      |
| 514-3        | Ground Support Equipment Mechanic - Junior              | 9                      |
| 515-3        | Ground Support Equipment Mechanic                       | 16                     |
| 519-1        | Solar Array Fabricator                                  | 12                     |
| 519-3        | Electrical Mechanic - Solar Devices                     | 10                     |
| 519-5        | Electrical Assembler - Solar Devices - Senior           | 6                      |
| 519-7        | Electrical Assembler - Solar Devices - Trainee          | 4                      |
| 521-3        | Electronics Mechanic - Components and Modules           | 10                     |
| 521-5        | Electronics Assembler - Components and Modules - Senior | 7                      |
| 532-5        | Cable Fabricator and Vehicle Support                    | 13                     |
| 536-7        | Thermal Systems Specialist                              | 18                     |
| 542-3        | Structures Assembler                                    | 7                      |
| 542-7        | Trainee - Assembly - Structures                         | 3                      |
| 550-1        | Transport Specialist                                    | 16                     |
| 550-3        | Truck Driver - Heavy                                    | 14                     |
| 550-5        | Truck Driver  | 11                     |
| 550-7        | Forklift Operator                                       | 9                      |
| 550-9        | Trucker - Power   | 5                      |
| 553-3        | Electronic Fabricator - Senior                          | 12                     |

| <b>Code</b> | <b>Classification</b>                                      | <b>Labor<br/>Grade</b> |
|-------------|--|------------------------|
| 554-3       | Cable Fabricator - Senior                                  | 12                     |
| 555-3       | Electronic/Cable Fabricator - Senior                       | 14                     |
| 556-3       | Precision Electromechanical Systems Technician - Senior    | 18                     |
| 556-5       | Precision Electromechanical Systems Technician             | 15                     |
| 556-7       | Precision Electromechanical Systems Technician - Associate | 12                     |
| 557-5       | Solar Array Fabricator/Mechanic                            | 14                     |
| 557-7       | Solar Array Fabricator/Mechanic - Trainee                  | 8                      |
| 559-1       | Computed Tomography Systems Specialist                     | 19                     |
| 559-3       | Computed Tomography Systems Technician - Senior            | 18                     |
| 559-5       | Computed Tomography Systems Technician                     | 16                     |
| 559-7       | Computed Tomography Systems Technician - Associate         | 13                     |
| 560-1       | Functional Test Equipment Specialist                       | 19                     |
| 560-3       | Functional Test Equipment Technician - Senior              | 18                     |
| 560-5       | Functional Test Equipment Technician                       | 16                     |
| 560-7       | Functional Test Equipment Technician - Associate           | 13                     |
| 561-3       | Missile Electronic Equipment Technician - Senior           | 18                     |
| 561-5       | Missile Electronic Equipment Technician                    | 16                     |
| 561-7       | Missile Electronic Equipment Technician - Associate        | 13                     |
| 562-3       | Electronics Development and Test Mechanic - Senior         | 16                     |
| 562-5       | Electronics Development and Test Mechanic                  | 13                     |
| 562-7       | Electronics Development and Test Mechanic - Junior         | 11                     |
| 564-1       | Functional Test Equipment Specialist - Environmental       | 19                     |
| 571-3       | Computer Repair Services Technician                        | 19                     |
| 571-7       | Computer Repair Services Technician - Trainee              | 00*                    |
| 572-3       | Metrologist – Mechanical and Optical                       | 19                     |

| <b>Code</b>  | <b>Classification</b>                                | <b>Labor<br/>Grade</b> |
|--------------|--|------------------------|
| 574-7        | Metrology Technician - Trainee                       | 00*                    |
| 575-3        | Distributed Data Systems Technician                  | 18                     |
| 575-7        | Distributed Data Systems Technician - Associate      | 13                     |
| 577-3        | Precision Gauge and Instrument Technician            | 17                     |
| 577-5        | Precision Gauge and Instrument - Trainee             | 13                     |
| 584-3        | Logistics Materiel Processor                         | 12                     |
| 584-5        | Logistics Materiel Processor - Trainee               | 10                     |
| 585-1        | Thermal Prep Specialist                              | 17                     |
| 585-3        | Insulation Fabricator - Experimental                 | 13                     |
| 585-5        | Insulation Fabricator - Senior                       | 10                     |
| 585-7        | Insulation Fabricator                                | 6                      |
| 586-3        | Metrology Standards Technician                       | 19                     |
| 591-5        | Electronics Test Technician - Marine                 | 18                     |
| 593-3        | Electronics Product Assurance Technician - Senior    | 18                     |
| 593-5        | Electronics Product Assurance Technician             | 16                     |
| 593-7        | Electronics Product Assurance Technician - Associate | 13                     |
| <b>595-4</b> | <b>General Maintenance Repair</b>                    | <b>16</b>              |
| <b>595-5</b> | <b>General Maintenance Repair – Senior</b>           | <b>18</b>              |
| 608-3        | Inspector - Hydraulic and Pneumatic Functional Test  | 15                     |
| 609-3        | Inspector - Vendor Product Evaluation                | 12                     |
| 609-7        | Inspector - Vendor Product Evaluation - Trainee      | 10                     |
| 611-3        | Inspector - Machined Parts - Precision               | 16                     |
| 611-5        | Inspector - Trainee - Machined Parts                 | 14                     |
| 612-3        | Inspector - Raw Material Operations                  | 12                     |
| 613-3        | Inspector - Missile Systems                          | 18                     |

| <b>Code</b> | <b>Classification</b>                                     | <b>Labor<br/>Grade</b> |
|-------------|---|------------------------|
| 613-5       | Inspector - Missile Electronic Systems                    | 16                     |
| 613-7       | Inspector - Missile Electronic Assemblies                 | 13                     |
| 614-1       | Inspector - Non-Destruct Test - Specialist                | 19                     |
| 614-3       | Inspector - Non-Destruct Test - Senior                    | 16                     |
| 614-5       | Inspector - Non-Destruct Test                             | 13                     |
| 614-7       | Inspector - Non-Destruct Test Associate                   | 10                     |
| 617-1       | Inspector – Electronics Manufacturing Processes - Senior  | 13                     |
| 617-3       | Inspector - Electronics Manufacturing Processes           | 12                     |
| 617-5       | Inspector - Electronics Manufacturing Processes - Trainee | 10                     |
| 619-3       | Inspector - Processing                                    | 12                     |
| 620-3       | Inspector - Precision Research                            | 19                     |
| 624-3       | Inspector - Receiving                                     | 12                     |
| 624-5       | Inspector - Receiving - Trainee                           | 10                     |
| 626-3       | Inspector - Sample Layout                                 | 17                     |
| 627-3       | Inspector - Shipping                                      | 14                     |
| 628-3       | Inspector - HRSI  | 15                     |
| 628-5       | Inspector - HRSI - Trainee II                             | 13                     |
| 628-7       | Inspector - HRSI - Trainee I                              | 9                      |
| 629-3       | Inspector - Vehicle Test - Senior                         | 18                     |
| 629-5       | Inspector - Vehicle Test                                  | 16                     |
| 629-7       | Inspector - Vehicle Test - Associate                      | 13                     |
| 630-3       | Inspector - Tooling                                       | 19                     |
| 630-5       | Inspector - Tooling - Trainee                             | 16                     |
| 631-3       | Inspector - Integration                                   | 18                     |
| 639-3       | Chauffeur - Executive                                     | 11                     |

| <b>Code</b> | <b>Classification</b>                           | <b>Labor Grade</b> |
|-------------|---|--------------------|
| 640-3       | Machinist IV                                    | 19                 |
| 641-3       | Machinist III                                   | 18                 |
| 641-5       | Machinist II                                    | 18                 |
| 641-7       | Machinist I                                     | 16                 |
| 642-3       | Machinist/Assembler/Installer and Verifier      | 16                 |
| 643-5       | Manufacturing Assembler and Verifier            | 13                 |
| 643-7       | Fabricator/Verifier                             | 13                 |
| 644-5       | Heat Treater/Fabricator/Verifier                | 15                 |
| 645-1       | Precision Chemical Processor/Verifier - Senior  | 12                 |
| 645-3       | Precision Chemical Processor/Verifier           | 10                 |
| 646-7       | Painter/Verifier                                | 14                 |
| 648-3       | Composite Tooling Fabricator/Assembler/Verifier | 16                 |
| 648-5       | Composite Fabricator/Verifier                   | 13                 |

\*Not in Labor Grade Structure

### **C. Technical and Office-Alphabetical**

| <b>Classification</b>                        | <b>Code</b> | <b>Labor Grade</b> |
|--|-------------|--------------------|
| Accountant - Labor Distribution and Payroll  | 650-3       | 11                 |
| Central Distribution Processor               | 712-3       | 8                  |
| Chemical Storage Attendant                   | 804-3       | 10                 |
| Chemical Storage Attendant - Trainee         | 804-5       | 4                  |
| Communications Records Investigator          | 715-3       | 10                 |
| Communications Records Investigator - Senior | 715-1       | 13                 |
| Computer Output Microfilm Operator           | 714-3       | 13                 |
| Computer Output Microfilm Operator - Trainee | 714-5       | 10                 |



| <b>Classification</b>                    | <b>Code</b> | <b>Labor<br/>Grade</b> |
|--|-------------|------------------------|
| Data Entry Operator                      | 722-3       | 7                      |
| Distribution Clerk                       | 712-5       | 4                      |
| Electronic Duplicating Systems Operator  | 869-3       | 9                      |
| Emergency Services Specialist            | 684-3       | 13                     |
| Expediter                                | 682-3       | 11                     |
| Expediter - Trainee                      | 682-5       | 8                      |
| Experimental Liaison Person              | 847-3       | 16                     |
| Fire Emergency Worker                    | 684-7       | 8                      |
| Identification Clerk                     | 857-3       | 8                      |
| Instrument and Tool Resource Coordinator | 754-3       | 10                     |
| Laboratory Service Worker                | 761-3       | 10                     |
| Lithographic Printer                     | 753-3       | 11                     |
| Lithographic Printer - Senior            | 751-3       | 16                     |
| Lithographic Printer - Senior - Trainee  | 751-5       | 11                     |
| Lithographic Printer - Trainee           | 753-5       | 9                      |
| Logistics Clerk                          | 729-7       | 3                      |
| Logistics Clerk - Trainee                | 729-9       | 1                      |
| Logistics Documentation Clerk            | 729-5       | 6                      |
| Logistics Documentation Clerk - Senior   | 729-3       | 8                      |
| Logistics Service Clerk                  | 875-3       | 10                     |
| Logistics Technician                     | 876-3       | 13                     |
| Mail Handler                             | 864-3       | 6                      |
| Maintenance Inventory Controller         | 659-3       | 11                     |
| Maintenance Service Dispatcher           | 728-3       | 10                     |
| Manufacturing Liaison Person             | 699-3       | 14                     |

| <b>Classification</b>                     | <b>Code</b> | <b>Labor<br/>Grade</b> |
|---|-------------|------------------------|
| Material Control Worker                   | 736-3       | 9                      |
| Material Evaluator/Processor              | 703-3       | 12                     |
| Material Evaluator/Processor - Trainee    | 703-5       | 8                      |
| Material Planner                          | 737-3       | 15                     |
| Material Planner - Trainee                | 737-5       | 11                     |
| Material Procurement Clerk - Maintenance  | 738-3       | 11                     |
| Material Reclamation Analyst              | 739-3       | 9                      |
| Material Records Investigator             | 740-3       | 9                      |
| Material Supply Investigator              | 735-3       | 11                     |
| Metrology Support Processor               | 760-3       | 11                     |
| Motor Vehicle Dispatcher                  | 752-3       | 13                     |
| Office Resource Specialist                | 794-1       | 10                     |
| Office Support I                          | 794-7       | 4                      |
| Office Support II                         | 794-5       | 6                      |
| Production Control Worker                 | 821-3       | 3                      |
| Program Administrative Aide               | 789-7       | 9                      |
| Property Classification Analyst           | 856-3       | 11                     |
| Purchase Order Control Assistant          | 774-5       | 11                     |
| Receiver                                  | 781-3       | 7                      |
| Receiver - Trainee                        | 781-5       | 1                      |
| Receiving Material Investigator           | 778-3       | 12                     |
| Receiving Material Investigator - Trainee | 778-5       | 8                      |
| Receptionist                              | 786-3       | 5                      |
| Records Center Control Clerk              | 807-3       | 8                      |
| Reproduction Equipment Operator           | 870-3       | 6                      |

| <b>Classification</b>                            | <b>Code</b> | <b>Labor<br/>Grade</b> |
|--|-------------|------------------------|
| Reproduction Equipment Operator - Trainee        | 870-5       | 1                      |
| Reproduction Planner and Scheduler               | 727-3       | 15                     |
| Reprographic Material Operations Clerk           | 730-3       | 10                     |
| Reprographic Material Operations Clerk - Trainee | 730-5       | 6                      |
| Research and Development Office Specialist       | 783-1       | 10                     |
| Secretary  | 794-3       | 9                      |
| Shipper  | 790-3       | 10                     |
| Shop Dispatcher                                  | 793-3       | 8                      |
| Shop Dispatcher - Trainee                        | 793-5       | 6                      |
| Stock and Stores Clerk                           | 803-3       | 6                      |
| Stock and Stores Clerk - Senior                  | 803-1       | 7                      |
| Stock and Stores Clerk - Trainee                 | 803-5       | 1                      |
| Stock Control Reconciler                         | 768-3       | 8                      |
| Stores Data Processor                            | 855-3       | 8                      |
| Stores Data Processor - Trainee                  | 855-5       | 7                      |
| U.S. Mail Processor                              | 879-3       | 7                      |
| Warehouse Worker                                 | 733-3       | 10                     |
| Warehouse Worker - Trainee                       | 733-7       | 6                      |

#### **D. Technical and Office-Numerical**

| <b>Code</b> | <b>Classification</b>                       | <b>Labor<br/>Grade</b> |
|-------------|---|------------------------|
| 650-3       | Accountant - Labor Distribution and Payroll | 11                     |
| 659-3       | Maintenance Inventory Controller            | 11                     |
| 682-3       | Expediter                                   | 11                     |

| <b>Code</b> | <b>Classification</b>                            | <b>Labor<br/>Grade</b> |
|-------------|--|------------------------|
| 682-5       | Expediter - Trainee                              | 8                      |
| 684-3       | Emergency Services Specialist                    | 13                     |
| 684-7       | Fire Emergency Worker                            | 8                      |
| 699-3       | Manufacturing Liaison Person                     | 14                     |
| 703-3       | Material Evaluator/Processor                     | 12                     |
| 703-5       | Material Evaluator/Processor - Trainee           | 8                      |
| 712-3       | Central Distribution Processor                   | 8                      |
| 712-5       | Distribution Clerk                               | 4                      |
| 714-3       | Computer Output Microfilm Operator               | 13                     |
| 714-5       | Computer Output Microfilm Operator - Trainee     | 10                     |
| 715-1       | Communications Records Investigator - Senior     | 13                     |
| 715-3       | Communications Records Investigator              | 10                     |
| 722-3       | Data Entry Operator                              | 7                      |
| 727-3       | Reproduction Planner and Scheduler               | 15                     |
| 728-3       | Maintenance Service Dispatcher                   | 10                     |
| 729-3       | Logistics Documentation Clerk - Senior           | 8                      |
| 729-5       | Logistics Documentation Clerk                    | 6                      |
| 729-7       | Logistics Clerk                                  | 3                      |
| 729-9       | Logistics Clerk - Trainee                        | 1                      |
| 730-3       | Reprographic Material Operations Clerk           | 10                     |
| 730-5       | Reprographic Material Operations Clerk - Trainee | 6                      |
| 733-3       | Warehouse Worker                                 | 10                     |
| 733-7       | Warehouse Worker - Trainee                       | 6                      |
| 735-3       | Material Supply Investigator                     | 11                     |
| 736-3       | Material Control Worker                          | 9                      |

| <b>Code</b> | <b>Classification</b>                      | <b>Labor<br/>Grade</b> |
|-------------|--|------------------------|
| 737-3       | Material Planner                           | 15                     |
| 737-5       | Material Planner - Trainee                 | 11                     |
| 738-3       | Material Procurement Clerk - Maintenance   | 11                     |
| 739-3       | Material Reclamation Analyst               | 9                      |
| 740-3       | Material Records Investigator              | 9                      |
| 751-3       | Lithographic Printer - Senior              | 16                     |
| 751-5       | Lithographic Printer - Senior - Trainee    | 11                     |
| 752-3       | Motor Vehicle Dispatcher                   | 13                     |
| 753-3       | Lithographic Printer                       | 11                     |
| 753-5       | Lithographic Printer - Trainee             | 9                      |
| 754-3       | Instrument and Tool Resource Coordinator   | 10                     |
| 760-3       | Metrology Support Processor                | 11                     |
| 761-3       | Laboratory Service Worker                  | 10                     |
| 768-3       | Stock Control Reconciler                   | 8                      |
| 774-5       | Purchase Order Control Assistant           | 11                     |
| 778-3       | Receiving Material Investigator            | 12                     |
| 778-5       | Receiving Material Investigator - Trainee  | 8                      |
| 781-3       | Receiver                                   | 7                      |
| 781-5       | Receiver - Trainee                         | 1                      |
| 783-1       | Research and Development Office Specialist | 10                     |
| 786-3       | Receptionist                               | 5                      |
| 789-7       | Program Administrative Aide                | 9                      |
| 790-3       | Shipper                                    | 10                     |
| 793-3       | Shop Dispatcher                            | 8                      |
| 793-5       | Shop Dispatcher - Trainee                  | 6                      |

| <b>Code</b> | <b>Classification</b>                     | <b>Labor<br/>Grade</b> |
|-------------|---|------------------------|
| 794-1       | Office Resource Specialist                | 10                     |
| 794-3       | Secretary                                 | 9                      |
| 794-5       | Office Support II                         | 6                      |
| 794-7       | Office Support I                          | 4                      |
| 803-1       | Stock and Stores Clerk - Senior           | 7                      |
| 803-3       | Stock and Stores Clerk                    | 6                      |
| 803-5       | Stock and Stores Clerk - Trainee          | 1                      |
| 804-3       | Chemical Storage Attendant                | 10                     |
| 804-5       | Chemical Storage Attendant - Trainee      | 4                      |
| 807-3       | Records Center Control Clerk              | 8                      |
| 821-3       | Production Control Worker                 | 3                      |
| 847-3       | Experimental Liaison Person               | 16                     |
| 855-3       | Stores Data Processor                     | 8                      |
| 855-5       | Stores Data Processor - Trainee           | 7                      |
| 856-3       | Property Classification Analyst           | 11                     |
| 857-3       | Identification Clerk                      | 8                      |
| 864-3       | Mail Handler                              | 6                      |
| 869-3       | Electronic Duplicating Systems Operator   | 9                      |
| 870-3       | Reproduction Equipment Operator           | 6                      |
| 870-5       | Reproduction Equipment Operator - Trainee | 1                      |
| 875-3       | Logistics Service Clerk                   | 10                     |
| 876-3       | Logistics Technician                      | 13                     |
| 879-3       | U.S. Mail Processor                       | 7                      |

### **Section 3. Coded Letters For C.E.G. B**

#### **Coded Letter B-7**

*Last Updated: March 2, 2002*

*Original Date: November 11, 1974*

**Subject: REPRESENTATION - SPECIAL AREAS**

This will confirm the understanding reached between the Company and the Union during the recently concluded negotiations for the current Agreement regarding steps to be taken to ensure that employees assigned to special areas are properly represented in matters related to the Agreement.

The Company and the Union will establish a committee comprised of three stewards and a Representative of the Union and three Company representatives, plus the Labor Relations Manager or a designee to meet, confer, and attempt to resolve problems or Company-Union matters having particular significance in special areas.

The Company, through its representatives on the committee, will take necessary steps to enable assignment of stewards in all such areas.

It is not intended that the committee will interfere with or take the place of the normal processing of employee grievances as set forth in Article 3 of the Agreement. However, it is expected that the committee will work together cooperatively in an effort to ensure conformance with the Agreement and to maintain constructive relations between the employees, the Union and the Company.

In no way shall the conditions set forth in this letter substitute for or modify any of the provisions of the collective bargaining agreement.

Reference: ARTICLE 2, Section 2

**Coded Letter B-10**

*Last Updated: Updated March 2, 1999*

*Original Date: November 11, 1974*

**Subject: DUAL MACHINE TOOL OPERATION**

This will confirm the agreement reached in the recently concluded negotiations regarding assignment and payment of employees who operate more than one (1) machine tool concurrently.

**A. Scope of Agreement**

(1) It is understood that the scope of this agreement extends to assignments on machine tools that are computer controlled and conventional machine tools. Employees will not be assigned to operate more than one (1) conventional machine tool concurrently.

(2) Employees shall be assigned to operate two (2) of the following combinations of Machines concurrently:

CNC Mills

CNC Lathes

CNC EDM Machines

Conventional Mills, Lathes, Grinders

Additions to and deletions from the above list may be made during the life of the Agreement.

(3) No employee will be required to operate concurrently more than two (2) machine tools as described above.

**B. Dual Machine Assignment Criteria**

The decision to combine two (2) machines into a single personnel assignment will be reviewed by area supervision and Occupational Safety & Health. The Company will evaluate each dual machine assignment against the following criteria:

- Date of last machinery safety check by Maintenance



- Primary and secondary guarding
- Geographic relationship of machines
- Visibility from alternate stations
- Distance between machines - normal route conditions - remote shutdown availability
- Automatic malfunction shutdown capability
- Proofed operational programs which include program stops and coolant actuation
- Compatibility of jobs to be worked
- Compatibility of employees operating equipment

### **C. Training Opportunities**

As new machine tool equipment is installed, Employees in the department who have expressed an interest and are otherwise qualified will be given the first opportunity to receive training on new equipment.

### **D. Payment for Dual Machine Operation**

When an employee is assigned to operate two (2) machine tools, the employee will be paid a bonus of two dollars and fifty cents (\$2.50) per hour for a minimum of four (4) hours for any one (1) day. When the actual time worked on two (2) machines exceeds four (4) hours per day, the employee will be paid the bonus for eight (8) hours or actual time worked, whichever is greater. Time worked for this purpose includes set-up of the job and machine as well as operation.

Reference: ARTICLE 8

**Coded Letter B-11**

*Last Updated: November 3, 1986*

*Original Date: October 27, 1980*

**Subject: PLACEMENT AND RECALL RIGHTS OF EMPLOYEES WHO  
ACCEPT TRAINEE POSITIONS**

This will confirm the Agreement reached in recently concluded negotiations regarding the placement and recall rights of employees who accept trainee positions.

**A. Recall Rights**

- (1) All recall rights are suspended during the period an employee is classified as a Trainee. Employees will be advised of this condition prior to their acceptance of a Trainee position.
- (2) Upon completion of a Trainee assignment and promotion to the classification for which being trained, recall rights to classifications higher than that for which the employee has been trained will be reinstated, except for those employees in the HRSI, Composites, N/C Machining, and Fabrication and Structures Assembly Training programs. (See Coded Letter B-16)
- (3) An employee off the payroll on recall to one or more classifications may be rehired (with seniority) into a Trainee classification which is in open hire status in Staffing even though the employee has no Placement Request on file.

**B. Placement Rights**

- (1) To enter any Trainee classification, an employee must have a Placement Request on file. An employee scheduled for layoff may file a Placement Request for a Trainee classification.
- (2) All placement rights are suspended during the period an employee is classified as a Trainee. Placement Request consideration will only be afforded surplus Trainees scheduled for layoff. Employees will be advised of this condition prior to their acceptance of a Trainee position.
- (3) It is agreed that any employee placed in a Trainee classification who subsequently is found to be unable to meet the requirements for continuation in the program or who is removed from the Trainee classification due to surplus will have the following placement rights:

- a. Such employee, upon removal from the Trainee classification under either of the above-referenced circumstances, will be placed back in the same classification held immediately prior to the employee's placement in the Trainee classification, seniority permitting. The rate of pay for such employee shall not be less than the ingrade rate immediately prior to the employee's placement in the Trainee classification.
- b. If such employee does not have sufficient seniority for such placement, the employee shall be declared surplus in the classification held immediately prior to placement in the Trainee classification and placed in accordance with the applicable provisions of Article 4 of the Agreement.
- c. Further, any such employee who lost recall rights to any other classification(s) because of the employee's reclassification to the Trainee classification shall have such recall rights reinstated upon the employee's placement under the preceding two paragraphs.
- d. In accordance with the provisions of Article 4, the Trainee will be permitted to displace the least-senior of any less-senior employees who have been recalled to classifications to which the surplus employee had previously established recall rights in accordance with the Agreement.

The above conditions also apply to the employee who enters a Trainee classification from off the payroll.

Prior to entering a Trainee classification, an employee shall be informed of the above recall and placement provisions and shall acknowledge full understanding on a form provided by the Company. Upon entering a trainee classification employees will be made aware of and provided a copy of the training plan for the respective trainee classification.

Reference: ARTICLE 4, Sections 3 and 7

Coded Letter B-16

**Coded Letter B-13**

*Last Updated: March 5, 2018*

*Original Date: October 27, 1980*

**Subject: TEMPORARY RETENTION**

This will confirm the understanding reached between the Company and the Union during the recently concluded negotiations.

The parties agree that exceptions to the seniority provisions of Article 4 of this Agreement may be made by advance mutual agreement between the Labor Relations Manager and the Area 5 Director, District 725 or a designee. These exceptions will be made for the purpose of the retention of certain employees to provide stability in work operations due to critical schedule, cost, or quality problems that may temporarily exist.

The Labor Relations Manager will submit to the Area 5 Director, District 725 the names of employees whom the Company determines must be designated for Temporary Retention and the reasons for such action. The submittal will be made at least three (3) weeks prior to the desired effective date of the retention. Within three (3) weeks of such submittal, the Area 5 Director, District 725 will approve such request - or submit the reasons for disapproval with justification to the Labor Relations Manager.

**The Company may not implement its decision to temporarily retain an employee without agreement from the Union. Such agreement shall not be unreasonably withheld. The Union shall notify the Company of its decision as soon as possible as to not interrupt the business operations, but no later than seven (7) calendar days from receipt of notice from the Company. Failure by the Union to provide an answer shall be treated the same as an agreement to proceed.**

**Time limits may be extended upon mutual agreement.**

The Area 5 Director, District 725 shall not unreasonably refuse to agree to the temporary retention of an employee - or group of employees - where such retention is necessitated by critical operational work requirements.

Reference: ARTICLE 4, Section 1 through 7

**Coded Letter B-15**

*Last Updated: March 3, 2014*

*Original Date: March 5, 1990*

**Subject: OVERTIME DISTRIBUTION**

This is to set forth the agreement between the Company and the Union with respect to overtime distribution.

**A. AFFECTED GROUP**

An affected group for overtime purposes is normally those employees within a department, classification, workweek and shift; however, by mutual agreement an affected group may be further defined as employees in a supervisory group, and the Union shall not unreasonably refuse to agree. Department Heads and Senior Stewards may agree on a different definition of affected group based on recognition of operational requirements in their area. All such proposals will be documented in writing, signed by the Department Head and Senior Steward and forwarded to the Business Representative, District 725 and the Labor Relations Manager for concurrence or rejection by either party. In the event there is rejection by either party, either party may present their proposal to the Labor Relations Committee. Any such agreement may be terminated by either the Business Representative, District 725 or the Labor Relations Manager through written notice to the other party with such notice to become effective within ten (10) working days. In the event such agreement is terminated by either party, overtime records will be handled in accordance with paragraph J of this Coded Letter. (Probationary employees work overtime only after all other employees in the affected group have been scheduled or asked to work.)

**B. OVERTIME RECORDING**

- (1) Accurate information will be maintained on Overtime Record, Form LMSC 837-3 or equivalent computerized record, within each department to assure equitable distribution of overtime among employees. Hard copies will be given to the Union Steward upon request and will be made available to employees upon request.
- (2) The department's central record will be updated weekly to reflect overtime hours worked or refused.

- (3) Overtime records will be maintained to reflect the equivalent of straight time hours paid. Fractional hours will be rounded off to the nearest tenth of an hour; e.g.,  $3.3 \times 1.5 = 4.95$ . 5.0 hours will be recorded.
- (4) The Overtime Records will be retained within the Department for two years.
- (5) Overtime hours for an affected group may be “zeroed out” only by agreement with the Senior Steward, Department Head, Business Representative, District 725 and the Labor Relations Manager.
- (6) Reduction of hours within an affected group may be made by subtracting a common factor. For example, in an affected group where all employees have more than 100 accumulated hours, all may be reduced by 100, resulting in no relative change within the group.

### **C. SCHEDULING**

- (1) Affected employees will be notified of overtime work schedules as soon as reasonably possible. An employee absent from work normally will not be scheduled for overtime until returning to work after the absence. Normally, if an employee accepts weekend overtime and is absent on Friday, the overtime offered to that employee will be canceled unless the Friday absence is for an approved one day vacation, personal leave or Union call-out. Similarly, if an employee is asked to work overtime two days hence but is absent the day before the scheduled overtime, the overtime offered to that employee will be canceled. If overtime offered is canceled, the employee will be notified when reporting their absence to supervision.
- (2) The Company normally will offer the first available overtime to the employee with the lowest accumulated overtime hours in the affected group who is qualified to perform the work involved unless continuity of work operations requires an employee to follow through on work started during regular working hours.

When due to specific job skills or job continuity requirements an employee's accumulated overtime is substantially higher than that of the next person in the affected group, and it appears that the overtime difference will continue to grow, the department will initiate appropriate cross training for interested employees who are qualified to be cross trained. The cross trained employee with the lowest accumulated overtime will be rotated into the job being performed by the high overtime employee. Refusal of cross training will be documented.

- (3) An employee who refuses overtime will be charged for those hours offered unless the employee who worked was sent home early at Company request, in which case the actual hours worked will be charged.
- (4) No charge will be made to the overtime record if overtime is refused because:

- a. The overtime assignment is on an agreed upon holiday.
  - b. The employee is on Union business and the Company has been properly notified.
  - c. The employee is on jury duty during the day when the overtime is to be worked or is to appear as a subpoenaed witness in a Court of Law in a case to which the employee is not a party either directly or as a member of a class.
  - d. Overtime is on the 6th or 7th day immediately preceding or following the employee's vacation of at least one week.
  - e. Overtime work anticipated is subsequently canceled.
  - f. The employee is called for temporary military duty.
- (5) Employees who do not want to work overtime or do not want to change job assignment or location necessary for more equitable distribution of overtime, shall indicate those preferences in writing. Such written notice will remain active for a minimum of 90 calendar days.
- (6) If a sufficient number of employees in the affected group are not available for overtime work after the appropriate trainee classification is exhausted, supervision normally, as determined by operational requirements, will attempt to locate employees in the following order:

| <b><u>Department</u></b> | <b><u>Classification</u></b> | <b><u>Shift</u></b> |
|--------------------------|------------------------------|---------------------|
| a. Same                  | Different                    | Same                |
| b. Same                  | Same                         | Different           |
| c. Same                  | Different                    | Different           |

- (7) If a sufficient number of employees are not available after exhausting the provisions of Paragraph 6, the Department Manager may impose Mandatory Overtime as defined under either Short Term Mandatory Overtime or Extended Mandatory Overtime, or may attempt to locate employees in other departments in the following order:

| <u>Department</u> | <u>Classification</u> | <u>Shift</u> |
|-------------------|-----------------------|--------------|
| a. Different      | Same                  | Same         |
| b. Different      | Different             | Same         |
| c. Different      | Different             | Different    |

(8) If a sufficient number of employees are not available after exhausting the provisions of Paragraphs 7a, b, and c, the Department Manager may still impose Mandatory Overtime as defined under either Short Term Mandatory Overtime or Extended Mandatory Overtime.

#### **D. MANDATORY OVERTIME DEFINITIONS**

An extended mandatory workweek may be established in recognition of operational requirements. Such overtime may be short term or long term as defined below.

The approval of the Department Head is required whenever mandatory overtime is to be invoked.

##### **(1) Short Term Mandatory Overtime**

Short term mandatory overtime is an overtime assignment such as one day or one weekend.

When mandatory overtime is required the employee with the least amount of accumulated overtime in the affected group will be required to work.

In the event of a hardship situation affecting an employee's ability to work, the employee may request a hardship exemption in writing, and if the cause of the employee's hardship cannot be resolved, the employee will not be directed to work overtime, but will be charged with the highest overtime worked.

##### **(2) Extended Mandatory Overtime**

Extended mandatory overtime is a work schedule that exceeds one week requiring the affected overtime group to work in excess of their normal shift or workweek. The operational requirements that necessitate the extended mandatory overtime will be documented by the Department Head to the Labor Relations Manager and forwarded to the Union. Employees will be notified of such mandatory overtime in writing.



In the event of a hardship situation affecting an employee's ability to work, the employee may request a hardship exemption in writing. Such request must be submitted to the Department Head for approval. When an employee has such an approved request on file, the employee will not be asked to work the overtime, but will be charged with the highest overtime worked in each one day period.

#### **E. OVERTIME CHARGES - WHEN ALL OR PART OF OVERTIME SHIFT OFFERED IS NOT WORKED**

- (1) When all or part of the overtime shift offered is not worked due to cancellation by management, employees will be charged only for hours worked. Employees who initially declined overtime will be charged for hours worked. The charge will be deleted if overtime is canceled before the end of the shift in which the overtime is offered.

- (2) Tardies

An employee who is tardy in reporting to an overtime assignment will be charged the full amount of time scheduled to be worked.

- (3) Short Times

An employee who short times when work still is available, will be charged for the time scheduled to be worked.

- (4) Absences

An employee who has agreed to work overtime but fails to report for work without a legitimate excuse will be charged for double the time scheduled to be worked.

- (5) Employees who accept overtime and then do not report as scheduled for the accepted overtime may be subject to disciplinary action in addition to the appropriate overtime charges.

#### **F. ABSENCE FROM AFFECTED GROUP MORE THAN 5 WORKING DAYS**

- (1) An employee who is absent for over five (5) working days will be charged overtime hours in the amount of the average overtime worked by their affected group during the absence, except in the following circumstances:
  - a. When an employee is on vacation.
  - b. When an employee is on extended recognized Union business.
  - c. When an employee is on jury duty or is to appear as a subpoenaed witness in a Court of Law in a case to which the employee is not a party either directly or as a member of a class.

- d. When an employee is required to engage in annual two consecutive weeks of Military Reserve training.
  - e. When an employee is on a temporary salaried assignment of four weeks or less.
  - f. When an employee is absent 30 days or more, the provisions specified for "addition of transferred or recalled employees" will apply.
  - g. When an employee cancels a "No Overtime" request the provision specified for "addition of transferred or recalled employees" will apply.
- (2) The average overtime worked by their affected group during the absence will be calculated and added to the employee's accumulated total prior to the absence.

#### **G. TRAVEL AND FIELD DUTY**

All overtime worked while on travel and field duty shall be added to the employee's permanent overtime record.

#### **H. LOANED EMPLOYEES - POSTING AND DISTRIBUTION OF OVERTIME**

- (1) Posting - The permanent (home) department overtime record will be posted as notification is received from the borrowing department of overtime hours worked.
- (2) Distribution of Overtime to Employees on Loan - Departments utilizing the services of employees on loan from other departments will use the following basic rules as a guide in the distribution of overtime:
- a. Employees who have been on loan for less than ten (10) working days will not be considered eligible for overtime. Exceptions to this rule may be made when any of the following conditions exists:
    - 1. All of the affected employees of the department are required to work overtime.
    - 2. The borrowed employee possesses special skills necessary to perform the overtime assignment, and none of the affected employees of the department is qualified to perform the work.
    - 3. Continuity of work operations requires the borrowed employee to follow through on overtime work started during regular working hours. When this condition exists to the point that operational requirements would be adversely affected, the employee on temporary loan may be assigned to the overtime work.
  - b. Employees who have been on loan for ten (10) or more working days will be considered members of the "affected group" in the borrowing department for

purposes of equitable distribution of overtime. Such an employee will be given the average of the affected group as of the 10th working day or the first date on which overtime occurs, whichever is first.

#### **I. ADDITION OF NEW OR REHIRED EMPLOYEES**

A new/recalled employee is added to the overtime group when employee becomes eligible to work overtime. Calculate the average overtime hours of the Employees in the classification or “work group” on their shift and show the Average on the overtime list.

#### **J. ADDITION OF TRANSFERRED OR RECALLED EMPLOYEES**

The average overtime charged to and/or worked by others in the affected group as of the date the employee begins work in the new affected group will be calculated and posted to the overtime record for the transferred or recalled employee.

#### **K. CONSOLIDATION OF TWO OR MORE DEPARTMENTS**

- (1) Overtime hours will revert to zero for employees in a classification common to two or more of the consolidated departments.
- (2) Overtime records will be carried over without change for employees in a classification common to only one department.

Reference: ARTICLE 7, Section 2 B

**Coded Letter B-16**

*Last Updated: March 2, 2002*

*Original Date: October 24, 1983*

**Subject: PLACEMENT AND RECALL RIGHTS OF EMPLOYEES WHO  
ENTER SELECTED TRAINING PROGRAMS**

This will confirm the agreement reached in recently concluded negotiations regarding the placement and recall rights of employees who, after the effective date of this Agreement, enter into the following training programs:

- o Composites (in training for 363-3, 363-9); (in training for 442-1)
- o N/C Machining (in training for 492-5)
- o Fabrication & Structures Assembly (in training for 542-3); (in training for 442-1)

Employees who successfully complete their training and are promoted into their respective job family shall have all recall, promotion and transfer rights outside of the department suspended for one (1) year from the date of such promotion to the higher classification.

Trainees in the above training programs will be provided an outline of the training program prior to acceptance of the position. Prior to entering a Trainee classification, an employee shall be informed of the above provisions and the recall and placement provisions set forth in Coded Letter B-11 and shall acknowledge full understanding on a form provided by the Company.

Except as noted above, all provisions of Coded Letter B-11 shall apply.

Reference: ARTICLE 4, Sections 3 and 7

Coded Letter B-11

**Coded Letter B-24**

*Last Updated: March 5, 2018*

*Original Date: March 3, 2014*

**Subject:** Commuter Alternative Program

Employees represented by the IAM&AW District Lodge 725, Local Lodge 2228, will be eligible to receive reimbursement for eligible expenses in accordance with the Commuter Alternatives Program. This includes but is not limited to the Bicycle Commuter Benefit Program, and Ecopass Program (**currently known as the Clipper Card**).

The Company shall notify the Union within fifteen (15) days of any changes or program termination.

**Coded Letter B-25**

*Last Updated: March 5, 2018*

*Original Date: March 5, 2018*

**Subject:      Job Description Review Committee**

**Establish a subcommittee to review job descriptions.**

**The committee, consisting of an agreed-upon number of representatives from the Company and the Union, shall meet and resolve updates to job descriptions no later than six (6) months after ratification of the Agreement.**

**Coded Letter B-26**

*Last Updated: March 5, 2018*

*Original Date: March 5, 2018*

**Subject: Point of Use**

**This will confirm the understanding reached between the Company and the Union during the recently concluded negotiations with respect to the Point of Use delivery system.**

**The Company and the Union agree to the phased implementation of a Point of Use delivery system through which stock furnished by a supplier may be delivered or presented to the Company at any location to be designated by the Company, including but not limited to materials and storage areas, vendor managed machines, and/or factory locations where parts or assemblies are installed, and supplies are used and stored.**

**Stock includes common products and material such as:**

- **Perishable materials (e.g. finger cots, gloves, swabs, toothpicks, wipes)**
- **Production Materials (e.g. bolts, capacitors, fasteners, nuts, resistors, wiring, tapes)**
- **Chemicals/Chemical Mixes (e.g. isopropyl alcohol, solder flux)**
- **Consumable Operating Supplies (e.g. clean room garments, gloves, Nylon brushes/applicators, Tacky mats)**
- **Standard Tools (e.g. drill bits, reamers, screwdrivers, socket wrenches)**

**For the above mentioned stock, the supplier may perform inventory transactions, track use, and disburse and move such supplier materials.**

**The Company shall not hire or otherwise utilize non-bargaining unit Lockheed Martin employees to perform work currently performed by represented employees pursuant to the implementation of Point of Use delivery.**

**B. GENERAL**

**The implementation of the Point of Use delivery system shall not be the cause of a layoff or loss of classification for employees in affected Job Classifications.**

**For the purpose of Section A above, a supplier is identified as any external entity that is contracted to provide stock used by Lockheed Martin Space in the performance of company business.**

**Coded Letter B-27**

*Last Updated: March 5, 2018*

*Original Date: March 5, 2018*

**Subject:      Electronic Storage of Uncoded Letters**

**The Company and Union agree to store Uncoded Letters discussed during the 2018 negotiations electronically on the Company's Labor Relations electronic platform (SharePoint, Labor Relations website, etc.) for reference purposes. The Union's Business Representatives and Stewards shall have access to the platform.**

**The parties agree to store the following:**

- **Uncoded Letters discussed during 2018 negotiations:**
  - **7: Rights for 38-XX employees**
  - **8: 367-X Installation and Placement Issues**
  - **9: 714-X Installation and Placement Issues**
  - **10: Test Equipment Operations, Use of 599-X/560-X,613-X**
  - **14: Sheet Metal Mechanic Test Base 597-3, LG16**
  - **26: Placement/Displacement/Recall Rights**
  - **28: Establish Recall/Placement List for Proof Test Mechanic 557, LG16**
- **Coded Letter B-21: Definitions of "Verify" for Certain Classifications**
- **New Letter: Retreat Rights for 418-3 (CEG B)**
- **New Letter: Upgrades and Respirator Premium (CEG E)**



**Coded Letter B-28**

*Converted: March 5, 2018*

*Original Date: February 26, 2002*

**Subject: Emergency Services Specialists**

**This is to set forth the Agreement of the Company and the Union with respect to Emergency Services Specialists:**

- 1. The standard uniform which shall be issued to each Emergency Services Specialist following completion of their probationary period shall be comprised of the following items: one (1) belt; six (6) blue poplin shirts (long or short sleeve optional); one (1) breast badge; one (1) winter jacket and four (4) pairs of wash and wear trousers. Changes to the standard uniform issue may be made upon mutual agreement of the parties.**
  - a. Each employee shall sign a uniform equipment receipt covering the articles listed above which are actually furnished to them; provided, however that replacement articles shall be placed thereon showing the date of such replacement is furnished.**
  - b. The Company will replace such articles from time to time, when such replacements are determined necessary by the Company. Employees shall not be required to return articles of uniform equipment which, being worn out have been replaced.**
  - c. The Company will pay each uniformed Emergency Services Specialist an annual uniform maintenance allowance of \$250.00. This allowance will be paid during the first full pay period in the month of July.**
- 2. No Emergency Services Specialist will be assigned to work on their seventh day or for a continuous period in excess of twelve (12) hours, except in emergencies.**
- 3. Mandatory overtime will normally be assigned on the basis of inverse seniority of available employees who will be working at time and one-half rate, except during holidays when the working rate will not be a consideration.**
- 4. The Company shall continue to assign Emergency Services Specialists to odd workweek schedules consistent with past practice.**
- 5. Swing shift and graveyard shift employees shall receive a bonus of forty cents (\$.40) an hour. Emergency Services Specialists working other than the standard workweek shall receive a premium of twenty cents (\$.20) an hour in addition to other bonuses.**
- 6. There shall be a ten (10) minute rest period each half of the regular work shift.**

**Coded Letter B-29***Converted: March 5, 2018**Original Date: February 26, 2002***Subject: Overtime Distribution HVAC Mechanics Group, CEG B**

**This letter confirms the agreement reached in negotiations regarding overtime distribution for the HVAC Mechanics group.**

**Agreement:**

**Overtime record will be zeroed out and re-established in the order of seniority as one affected group. Standard workweek overtime will be scheduled within the provisions of letter B-15. Weekend work consists of 6 shifts as follows:**

|                 |                  |                  |                        |
|-----------------|------------------|------------------|------------------------|
| <b>Saturday</b> | <b>graveyard</b> | <b>7.5 hours</b> | <b>time and a half</b> |
| <b>Saturday</b> | <b>day</b>       | <b>9 hours</b>   | <b>time and a half</b> |
| <b>Saturday</b> | <b>swing</b>     | <b>8.5 hours</b> | <b>time and a half</b> |
| <b>Sunday</b>   | <b>graveyard</b> | <b>7.5 hours</b> | <b>double time</b>     |
| <b>Sunday</b>   | <b>day</b>       | <b>9 hours</b>   | <b>double time</b>     |
| <b>Sunday</b>   | <b>swing</b>     | <b>8.5 hours</b> | <b>double time</b>     |

**Day, Swing and Graveyard personnel are normally offered overtime in the following manner:**

**Where possible employees will be assigned their normal shift. If a Swing or Graveyard Shift employee is one of the first six to be eligible per the overtime record they normally will be offered their shift for either Saturday or Sunday first. Remaining shifts will normally be filled in the order of the overtime record. If there are insufficient volunteers, open slots will be assigned on a mandatory overtime basis per coded letter B-15 paragraph D(1).**

**Further, because the Graveyard and Swing shifts are only staffed with one HVAC Mechanic per shift, those shift employees will not be charged for a weekend refusal if they work one of the two weekend days.**

**This letter of understanding will be reviewed annually for continued concurrence.**

**Coded Letter B-30**

*Converted: March 5, 2018*

*Original Date: February 26, 2002*

**Subject: Transport Specialist (550-1) Team Driving**

**This will confirm the agreement reached in the recently-concluded negotiations regarding assignment and payment of employees who perform non-stop multiple-day team driving.**

**Scope of Agreement**

**It is understood that the scope of this agreement covers employees assigned to perform team-driving operations requiring twenty-four (24) hour around-the-clock, over-the-road driving operations in support of program or Company requirements. Selection and assignment of employees to perform team-driving operations are solely at the discretion of Management**

**Team Driving Criteria**

**The decision to require employees to operate under team-driving requirements will be directed solely by Management and is not subject to the grievance procedure. Team-driving operations will typically consist of two Transport. Specialists who are required to perform rotational driving operations around-the-clock to and from the intended delivery or pick-up locations. Each employee will receive a special payment to be paid for each full and partial day that the Transport Specialists drive non-stop to and from the intended delivery or pick-up locations utilizing vehicle sleeper cab as sole resting quarters for a minimum driving period of twenty-four consecutive hours. In the event Transportation Specialists are unavailable for team driving assignments, qualified employees in other classifications (including but not limited to classifications such as Truck Driver, Heavy, Job 550-3) may be utilized at the sole discretion of Management and will be similarly eligible for the special payment described herein.**

**Amount of Special Payment**

**When employees are assigned to and perform team-driving operations as described above, they will receive a special payment to be paid for each full and partial day in the amount of \$75 per day. The above-described special payment is the maximum additional compensation for Transport Specialists or qualified employees in other**

**classifications such as Truck Driver, Heavy, performing team driving operations, with the exception of any contractually required compensation.**

**Coded Letter B-31**

*Last Updated: March 5, 2018*

*Original Date: March 5, 2018*

**Subject: Surge Support**

- A. It is understood that the Company may supplement its bargaining unit workforce with temporary and/or part-time workers while acknowledging that it is not the intent of the parties to utilize such workers for the purpose of eroding the unit or displacing and/or avoiding hiring full-time bargaining unit employees. Under no circumstances shall this cause the layoff of bargaining unit employees. These workers may consist of internal non-bargaining unit employees from any location and/or external contractors. If the Union believes the Company is violating the intent of this Agreement, the parties agree to meet and discuss the issue, if requested by the Union, in lieu of resorting to the use of the grievance process. If the Union and the Company cannot resolve the issue raised by the Union within two (2) weeks of the Union notifying the Company of the issue, the Union Business Representative, or his designee, and Director of Labor Relations, or his designee, shall meet within one (1) week to attempt to resolve the issue.**
- B. Temporary and/or part-time workers may only be utilized for the limited purpose of 1) addressing temporary surges in manufacturing, and/or 2) a singular special project of limited duration.**
- C. Prior to supplementing the workforce, the Company shall provide the Union with notice and opportunity to discuss the scope of the plan, timing, and justification, as well as to discuss any concerns from the Union. The Company may not implement its decision to supplement its bargaining unit workforce with temporary and/or part-time workers without agreement from the Union. Such agreement shall not be unreasonably withheld. The Union shall notify the Company of its decision as soon as possible as to not interrupt the business operations, but no later than seven (7) calendar days from receipt of notice from the Company. Failure by the Union to provide an answer shall be treated the same as an agreement to proceed. This time period may be extended due to Union unavailability upon mutual agreement. Each supplementing event shall be limited to one hundred and twenty (120) calendar days, unless the parties mutually agree to extend the time. Thirty**

**(30) calendar days after any internal non-bargaining unit employee start performing supplement work under the terms of this Letter, that employee shall be covered by the Collective Bargaining Agreement with the exception of Articles 3, 4, 5, 6, 7, 9 and Part A and B of the Agreement. For the purposes of any layoff needed in the area being supplemented, use of the supplemental workers will be discontinued to the extent necessary before any bargaining unit employee is laid off.**

- D. The Company shall consider utilizing hourly IAM represented employees from other locations prior to utilizing other internal non-bargaining unit employees. Internal non-bargaining unit employees under this Letter expressly excludes Managers or Supervisors.**

**PART C**  
**SUPPLEMENT FOR**  
**SANTA CRUZ**

**Aerospace Defense Related District Lodge 725, Area 5**

**and**

**Local Lodge 2228**

**(Santa Cruz County plant)**

## Part C

### SUPPLEMENT FOR SANTA CRUZ

#### Section 1. Description of Contract Enforcement Group

- A. The C.E.G. for the plants of **Lockheed Martin Space** now existing or hereafter established or acquired in Santa Cruz County engaged in the manufacture of missiles, spacecraft, aircraft, ocean systems, ground vehicle systems, energy systems, communication systems, weapons and detection systems, information systems, and related products or items necessary to their functions, shall include, and the terms "employee" and "employees" as used in this Part or as used in Part A when applying such Part A to this C.E.G. shall mean only those employed by the Company to work in the classifications listed in Section 2 of this Part and those employed in new classifications established for this C.E.G. under Article 8, Section 1, Subsection C of Part A of this Agreement, excluding there from the following persons:
- (1) Secretarial and office clerical personnel reporting to the office of the Resident Director and personnel in the Human Resources organization except those in the Medical and Safety organizations and in the Fire Emergency personnel, Locksmith and Identification units. This exclusion does not apply to any employee performing a different function or activity within the Company which subsequent to the date of this Agreement is transferred to the Human Resources organization.
  - (2) Personnel represented by another collective bargaining representative.
- B. The term "Local Union" as used in this Part shall include only Aerospace Defense Related District Lodge 725, Area 5 Local Lodge 2228.
- C. If the provisions of this Part conflict with or are additions to provisions contained in Part A of this Agreement, such provisions of this Part shall apply to this C.E.G. and any such conflicting provisions of Part A shall be inapplicable to such Group.



## Section 2. Job Classifications and Labor Grades Santa Cruz

### A. Factory

| <b>Code</b>  | <b>Classification</b>                              | <b>Labor Grade</b> |
|--------------|--|--------------------|
| 350-3        | Air Conditioning Mechanic                          | 17                 |
| 374-3        | Carpenter - Maintenance                            | 16                 |
| 411-3        | Electronic Systems Technician - Test Base          | 19                 |
| 412-3        | Electronic Systems Mechanic - Test Base            | 13                 |
| 430-3        | Assembler - Missile Component                      | 12                 |
| 436-3        | Industrial Maintenance Worker – Senior – Test Base | 17                 |
| 437-3        | Janitor - Utility                                  | 3                  |
| 444-1        | Locksmith – SCF                                    | 15                 |
| 450-3        | Machinist – General                                | 18                 |
| 463-3        | Fleet Mechanic                                     | 17                 |
| 464-3        | Mechanic – Maintenance                             | 16                 |
| 474-3        | Photographic Technician – Test Base                | 15                 |
| <b>493-3</b> | <b>Additive Manufacturing Specialist</b>           | <b>17</b>          |
| <b>493-5</b> | <b>Additive Manufacturing Technician</b>           | <b>13</b>          |
| 497-3        | Photographic Instrumentation Technician – Senior   | 18                 |
| 497-5        | Photographic Instrumentation Technician            | 16                 |
| 533-1        | Ordnance Assembler – Senior                        | 6                  |
| 533-3        | Ordnance Assembler                                 | <b>6</b>           |
| 536-3        | Ordnance Assembly Kitter                           | <b>8</b>           |
| 544-3        | Test Base Helper                                   | 4                  |
| 545-3        | Tool and Die Maker                                 | 19                 |
| 549-5        | Mobile Crane Operator                              | 17                 |

| <b>Code</b> | <b>Classification</b>                              | <b>Labor<br/>Grade</b> |
|-------------|--|------------------------|
| 550-5       | Truck Driver                                       | 11                     |
| 563-3       | Welder Precision - Senior                          | 16                     |
| 578-3       | Ordnance Test Mechanic                             | 16                     |
| 595-3       | General Maintenance Worker                         | <b>13</b>              |
| 607-5       | Inspector - Assembly                               | <b>13</b>              |
| 614-3       | Inspector - Non-Destruct Test General              | <b>19</b>              |
| 625-3       | Inspector - Receiving Precision                    | 16                     |
| 629-3       | Inspector - Missile and Systems Test               | 18                     |
| 629-5       | Inspector - Subsystem Test                         | 16                     |
| 630-3       | Inspector - Tooling                                | 19                     |
| 633-3       | Industrial X-Ray Technician                        | 13                     |
| 636-3       | Fire Protection and Maintenance Worker             | 11                     |
| 636-5       | Fire Emergency Worker                              | 7                      |
| 637-3       | Explosive Transporter                              | <b>14</b>              |
| 637-5       | Explosive Transporter - Trainee                    | <b>6</b>               |
| 638-3       | Ordnance Packager                                  | <b>6</b>               |
| 640-3       | Heavy Equipment Operator - Mechanic                | 16                     |
| 641-1       | Development Test Mechanic - Specialist             | 18                     |
| 641-5       | Development Test Mechanic                          | <b>14</b>              |
| 642-3       | Missile Liquid Propulsion Test Technician - Senior | 18                     |
| 642-5       | Missile Liquid Propulsion Test Technician          | 13                     |
| 643-3       | Ordnance Test Technician - Senior                  | 18                     |
| 643-5       | Ordnance Test Technician                           | <b>14</b>              |
| 644-3       | Calibration Technician - SCF                       | 19                     |
| 644-5       | Calibration Technician - Assoc. - SCF              | 13                     |

**B. Technical and Office**

| <b>Code</b> | <b>Classification</b>                         | <b>Labor<br/>Grade</b> |
|-------------|---|------------------------|
| 663-3       | Whiteprint Operator - Roll Stock              | 7                      |
| 674-3       | Department Clerk - Typist                     | 5                      |
| 678-7       | Document Center Clerk - SCF                   | 8                      |
| 682-3       | Expediter                                     | 11                     |
| 708-1       | Technical Clerical Aide                       | 8                      |
| 708-3       | Technical Typist                              | 5                      |
| 709-3       | Classified Document Control Specialist        | 9                      |
| 724-3       | Inspection Data Clerk                         | 6                      |
| 727-3       | Reproduction Planner and Scheduler            | 15                     |
| 728-3       | Maintenance Service Dispatcher                | 10                     |
| 732-5       | Logistics Data Clerk                          | 6                      |
| 737-3       | Material Planner                              | 15                     |
| 737-5       | Material Planner - Trainee                    | 11                     |
| 743-3       | Vehicle Delivery Documentation Clerk          | 10                     |
| 753-3       | Lithographic Printer                          | 11                     |
| 756-3       | Lithographic Press Operator                   | 9                      |
| 773-3       | Planning Reconciler                           | 9                      |
| 774-3       | Purchase Order Processor - Integrated Data    | 7                      |
| 814-3       | Technical Illustrator                         | 16                     |
| 819-3       | Publications Layout and Reproduction Operator | 15                     |
| 828-3       | Production Planning Clerk                     | 7                      |
| 832-3       | Production Planner - SCF                      | 20                     |
| 832-5       | Production Planner - Trainee - SCF            | 15                     |

| <b>Code</b> | <b>Classification</b>   | <b>Labor<br/>Grade</b> |
|-------------|---|------------------------|
| 841-3       | Material Review Board Investigator                                | 14                     |
| 842-3       | Technical Illustrator - Senior                                    | 17                     |
| 852-3       | Test Base Service Clerk   | 9                      |
| 858-1       | Configuration Data Requirements Specialist - Product<br>Assurance | 11                     |
| 859-5       | Configuration Data Control Clerk                                  | 6                      |
| 874-3       | Product Assurance Data Clerk - Senior                             | 9                      |

### **C. Labor Grade Structure**

(See Article 9, Sections 7 and 8)

### **Section 3. Coded Letters for C.E.G. C**

#### **Coded Letter C-1**

*Last Updated: June 15, 1993*

*Original Date: October 27, 1980*

**Subject: SAFETY COMMITTEES**

In order to promote greater participation between the Company and the Union on matters of safety, the Santa Cruz Facility will continue to maintain active Safety Committees.

#### **Santa Cruz Facility Safety Committee**

This Committee will meet at least once a month with the Facility Safety Representative. The number on this Committee will be determined by operational requirements and the number will be increased or decreased as required by the Facility Safety Representative. Selection of members for this Committee will be made by the Union, supervisors and the Facility Safety Representative.

#### **General Industrial Safety Committee**

This committee will meet quarterly, or more often if necessary, and will be made up of one Union representative, the Resident Director, and the Facility Safety Representative. This Committee will discuss open major items generated by the Santa Cruz Facility Safety meeting and other facility personnel safety matters.

In order to maintain interest among represented members, assignments to these Committees may be rotated once a year.

Reference: ARTICLE 2, Section 4

**Coded Letter C-6**

*Last Updated: October 27, 1980*

*Original Date: October 27, 1980*

**Subject:     RIGHTS OF SANTA CRUZ EMPLOYEES WHO ACCEPT  
                  PLACEMENT IN SANTA CLARA COUNTY FACILITIES IN LIEU  
                  OF LAYOFF**

This is to confirm the understanding relative to the rights of the subject employees.

1. An employee declared surplus at the Santa Cruz Facility who accepts placement in a lateral or lower classification in Santa Clara County plants in lieu of layoff or placement, will be offered transfer back to the Santa Cruz Facility to the first opening in the classification from which surplused.
2. Such employee's rights will exceed the rights of any other employee, regardless of seniority, who has requested transfer to the Santa Cruz Facility or a Santa Cruz employee who has requested promotion to the classification in which the opening exists.

It is further agreed that, for an employee to be entitled to the rights described in 1. and 2. above, the employee must, following movement from the Santa Cruz Facility, immediately submit a transfer request to the Company indicating a desire to return to the Santa Cruz Facility.

Reference:   ARTICLE 4, Section 5 F  
                  ARTICLE 4, Section 3 B

**Coded Letter C-13**

*Last Updated: March 3, 2014*

*Original Date: October 27, 1980*

**Subject: OVERTIME DISTRIBUTION**

This is to set forth the agreement between the Company and the Union with respect to overtime distribution.

**A. AFFECTED GROUP**

An affected group for overtime purposes is normally those employees within a department, classification, workweek and shift; however, by mutual agreement an affected group may be further defined as employees in a supervisory group, and the Union shall not unreasonably refuse to agree. Department Heads and Senior Stewards may agree on a different definition of affected group based on recognition of operational requirements in their area. All such proposals will be documented in writing, signed by the Department Head and Senior Steward and forwarded to the Area 5 Director, District 725 and the Labor Relations Manager for concurrence or rejection by either party. In the event there is rejection by either party, either party may present their proposal to the Labor Relations Committee. Any such agreement may be terminated by either the Area 5 Director, District or the Labor Relations Manager through written notice to the other party with such notice to become effective within ten (10) working days. In the event such agreement is terminated by either party, overtime records will be handled in accordance with paragraph J of this Coded Letter. (Probationary employees work overtime only after all other employees in the affected group have been scheduled or asked to work.)

**B. OVERTIME RECORDING**

- (1) Accurate information will be maintained on Overtime Record, Form LMSC 837-3 837-3 or equivalent computerized record, within each department in order to assure equitable distribution of overtime among employees. Hard copies will be given to the Union Steward upon request and will be made available to employees upon request.

- (2) The department's central record will be updated weekly to reflect overtime hours worked or refused.
- (3) Overtime records will be maintained to reflect the equivalent of straight time hours paid. Fractional hours will be rounded off to the nearest tenth of an hour; e.g.,  $3.3 \times 1.5 = 4.95$ . 5.0 hours will be recorded.
- (4) The Overtime Records will be retained within the Department for two years.
- (5) Overtime hours for an affected group may be “zeroed out” only by agreement with the Senior Steward, Department Head, Area 5 Director, District 725 and the Labor Relations Manager.
- (6) Reduction of hours within an affected group may be made by subtracting a common factor. For example, in an affected group where all employees have more than 100 accumulated hours, all may be reduced by 100, resulting in no relative change within the group.

## C. SCHEDULING

- (1) Affected employees will be notified of overtime work schedules as soon as reasonably possible. An employee absent from work normally will not be scheduled for overtime until returning to work after the absence. Normally, if an employee accepts weekend overtime and is absent on Friday, the overtime offered to that employee will be canceled unless the Friday absence is for an approved one day vacation, personal leave or Union call-out. Similarly, if an employee is asked to work overtime two days hence but is absent the day before the scheduled overtime, the overtime offered to that employee will be canceled. If overtime offered is canceled, the employee will be notified when reporting their absence to supervision.
- (2) The Company normally will offer the first available overtime to the employee with the lowest accumulated overtime hours in the affected group who is qualified to perform the work involved unless continuity of work operations requires an employee to follow through on work started during regular working hours.

When due to specific job skills or job continuity requirements an employee's accumulated overtime is substantially higher than that of the next person in the affected group, and it appears that the overtime difference will continue to grow, the department will initiate appropriate cross training for interested employees who are qualified to be cross trained. The cross trained employee with the lowest accumulated overtime will be rotated into the job being



performed by the high overtime employee. Refusal of cross training will be documented.

- (3) An employee who refuses overtime will be charged for those hours offered unless the employee who worked was sent home early at Company request, in which case the actual hours worked will be charged.
- (4) No charge will be made to the overtime record if overtime is refused because:
- a. The overtime assignment is on an agreed upon holiday.
  - b. The employee is on Union business and the Company has been properly notified.
  - c. The employee is on jury duty during the day when the overtime is to be worked or is to appear as a subpoenaed witness in a Court of Law in a case to which the employee is not a party either directly or as a member of a class.
  - d. Overtime is on the 6th or 7th day immediately preceding or following the employee's vacation of at least one week.
  - e. Overtime work anticipated is subsequently canceled.
  - g. The employee is called for temporary military duty.
- (5) Employees who do not want to work overtime or do not want to change job assignment or location necessary for more equitable distribution of overtime, shall indicate those preferences in writing. Such written notice will remain active for a minimum of 90 calendar days.
- (6) If a sufficient number of employees in the affected group are not available for overtime work after the appropriate trainee classification is exhausted, supervision normally, as determined by operational requirements, will attempt to locate employees in the following order:

| <u>Department</u> | <u>Classification</u> | <u>Shift</u> |
|-------------------|-----------------------|--------------|
| a. Same           | Different             | Same         |
| b. Same           | Same                  | Different    |
| c. Same           | Different             | Different    |

- (7) If a sufficient number of employees are not available after exhausting the provisions of Paragraph 6, the Department Manager may impose Mandatory

Overtime as defined under either Short Term Mandatory Overtime or Extended Mandatory Overtime, or may attempt to locate employees in other departments in the following order:

| <u>Department</u> | <u>Classification</u> | <u>Shift</u> |
|-------------------|-----------------------|--------------|
| a. Different      | Same                  | Same         |
| b. Different      | Different             | Same         |
| c. Different      | Different             | Different    |

- (8) If a sufficient number of employees are not available after exhausting the provisions of Paragraphs 7a, b, and c, the Department Manager may still impose Mandatory Overtime as defined under either Short Term Mandatory Overtime or Extended Mandatory Overtime.

#### **D. MANDATORY OVERTIME DEFINITIONS**

An extended mandatory workweek may be established in recognition of operational requirements. Such overtime may be short term or long term as defined below.

The approval of the Department Head is required whenever mandatory overtime is to be invoked.

##### **(1) Short Term Mandatory Overtime**

Short term mandatory overtime is an overtime assignment such as one day or one weekend.

When mandatory overtime is required the employee with the least amount of accumulated overtime in the affected group will be required to work.

In the event of a hardship situation affecting an employee's ability to work, the employee may request a hardship exemption in writing, and if the cause of the employee's hardship cannot be resolved, the employee will not be directed to work overtime, but will be charged with the highest overtime worked.

##### **(2) Extended Mandatory Overtime**

Extended mandatory overtime is a work schedule that exceeds one week requiring the affected overtime group to work in excess of their normal shift or workweek. The operational requirements that necessitate the extended mandatory overtime will be documented by the Department Head to the Labor Relations Manager and forwarded to the Union. Employees will be notified of such mandatory overtime in writing.

In the event of a hardship situation affecting an employee's ability to work, the employee may request a hardship exemption in writing. Such request must be submitted to the Department Head for approval. When an employee has such an approved request on file, the employee will not be asked to work the overtime, but will be charged with the highest overtime worked in each one day period.

#### **E. OVERTIME CHARGES - WHEN ALL OR PART OF OVERTIME SHIFT OFFERED IS NOT WORKED**

- (1) When all or part of the overtime shift offered is not worked due to cancellation by management, employees will be charged only for hours worked. Employees who initially declined overtime will be charged for hours worked. The charge will be deleted if overtime is canceled before the end of the shift in which the overtime is offered.

- (2) Tardies

An employee who is tardy in reporting to an overtime assignment will be charged the full amount of time scheduled to be worked.

- (3) Short Times

An employee who short times when work still is available, will be charged for the time scheduled to be worked.

- (4) Absences

An employee who has agreed to work overtime but fails to report for work without a legitimate excuse will be charged for double the time scheduled to be worked.

- (5) Employees who accept overtime and then do not report as scheduled for the accepted overtime may be subject to disciplinary action in addition to the appropriate overtime charges.

## **F. ABSENCE FROM AFFECTED GROUP MORE THAN 5 WORKING DAYS**

- (1) An employee who is absent for over five (5) working days will be charged overtime hours in the amount of the average overtime worked by their affected group during the absence, except in the following circumstances:
  - a. When an employee is on vacation.
  - b. When an employee is on extended recognized Union business.
  - c. When an employee is on jury duty or is to appear as a subpoenaed witness in a Court of Law in a case to which the employee is not a party either directly or as a member of a class.
  - d. When an employee is required to engage in annual two consecutive weeks of Military Reserve training.
  - e. When an employee is on a temporary salaried assignment of four weeks or less.
  - f. When an employee is absent 30 days or more, the provisions specified for "addition of transferred or recalled employees" will apply.
  - g. When an employee cancels a "No Overtime" request the provision specified for "addition of transferred or recalled employees" will apply.
- (2) The average overtime worked by their affected group during the absence will be calculated and added to the employee's accumulated total prior to the absence.

## **G. TRAVEL AND FIELD DUTY**

All overtime worked while on travel and field duty shall be added to the employee's permanent overtime record.

## **H. LOANED EMPLOYEES - POSTING AND DISTRIBUTION OF OVERTIME**

- (1) Posting - The permanent (home) department overtime record will be posted as notification is received from the borrowing department of overtime hours worked.
- (2) Distribution of Overtime to Employees on Loan - Departments utilizing the services of employees on loan from other departments will use the following basic rules as a guide in the distribution of overtime:

- a. Employees who have been on loan for less than ten (10) working days will not be considered eligible for overtime. Exceptions to this rule may be made when any of the following conditions exists:
  - 1. All of the affected employees of the department are required to work overtime.
  - 2. The borrowed employee possesses special skills necessary to perform the overtime assignment, and none of the affected employees of the department is qualified to perform the work.
  - 3. Continuity of work operations requires the borrowed employee to follow through on overtime work started during regular working hours. When this condition exists to the point that operational requirements would be adversely affected, the employee on temporary loan may be assigned to the overtime work.
- b. Employees who have been on loan for ten (10) or more working days will be considered members of the "affected group" in the borrowing department for purposes of equitable distribution of overtime. Such an employee will be given the average of the affected group as of the 10th working day or the first date on which overtime occurs, whichever is first.

#### **I. ADDITION OF NEW OR REHIRED EMPLOYEES**

A new/recalled employee is added to the overtime group when employee becomes eligible to work overtime. Calculate the average overtime hours of the Employees in the classification or "work group" on their shift and show the Average on the overtime list.

#### **J. ADDITION OF TRANSFERRED OR RECALLED EMPLOYEES**

The average overtime charged to and/or worked by others in the affected group as of the date the employee begins work in the new affected group will be calculated and posted to the overtime record for the transferred or recalled employee.

#### **K. CONSOLIDATION OF TWO OR MORE DEPARTMENTS**

- (1) Overtime hours will revert to zero for employees in a classification common to two or more of the consolidated departments.
- (2) Overtime records will be carried over without change for employees in a classification common to only one department.

Reference: ARTICLE 7, Section 2 B

**Coded Letter C-14**

*Last Updated: March 5, 2018*

*Original Date: March 5, 2018*

**Subject:      Job Description Review Committee**

**Establish a subcommittee to review job descriptions.**

**The committee, consisting of an agreed-upon number of representatives from the Company and the Union, shall meet and resolve updates to job descriptions no later than six (6) months after ratification of the Agreement.**

**PART D**  
**SUPPLEMENT FOR**  
**VANDENBERG**

**California Central Coast Lodge 2786**

**(Santa Barbara County plants)**



**Part D**

**SUPPLEMENT FOR VANDENBERG**

**Section 1. Description of Contract Enforcement Group**

- A. The C.E.G. for the plants of the Company now existing or hereafter established or acquired in Santa Barbara County engaged in the manufacture of missiles, spacecraft, aircraft, ocean systems, ground vehicle systems, energy systems, communication systems, weapons and detection systems, information systems, and related products or items necessary to their functions, shall include, and the terms "employee" and "employees" as used in this Part or as used in Part A when applying such Part A to this C.E.G. shall mean only those employed by the Company to work in the classifications listed in Section 2 of this Part and those employed in new classifications established for this C.E.G. under Article 8, Section 1, Subsection C of Part A of this Agreement, excluding there from the following persons:
- (1) Secretarial and office clerical personnel reporting to the office of the Site Manager and personnel in the Human Resources organization except those in the Medical and Safety organizations and in the Fire Emergency personnel, Locksmith and Identification units. This exclusion does not apply to any employee performing a different function or activity within the Company which subsequent to the date of this Agreement is transferred to the Human Resources organization.
  - (2) Personnel represented by another collective bargaining representative.
- B. The term "Local Union" as used in this part shall include only California Central Coast Lodge 2786.
- C. If the provisions of this Part conflict with or are additions to provisions contained in Part A of this Agreement, such provisions of this Part shall apply to this C.E.G. and any such conflicting provisions of Part A shall be inapplicable to such Group.

**Section 2. Job Classifications and Labor Grades Vandenberg  
A. Factory**

| <b>Code</b>  | <b>Classification</b>                                  | <b>Labor<br/>Grade</b> |
|--------------|--|------------------------|
| 350-9        | HVAC Mechanic  | 17                     |
| 374-1        | Carpenter – Maintenance/Locksmith                      | 17                     |
| 374-9        | Carpenter - Maintenance                                | 16                     |
| 407-3        | Fabrication & Structures Development Mechanic          | 16                     |
| 412-9        | Electronics Systems Mechanic - Test Base               | 14                     |
| 438-3        | Plant Services Worker                                  | 3                      |
| 439-3        | Precision Cleaner                                      | <b>5</b>               |
| 444-3        | Locksmith - Industrial                                 | 16                     |
| 450-9        | Machinist - General                                    | 18                     |
| 463-4        | Fleet Mechanic   | 17                     |
| 467-3        | Materials Fabricator – Senior                          | 9                      |
| 482-9        | Painter - Maintenance                                  | 14                     |
| 484-9        | Launch Technician - Mechanic - Test Base               | 18                     |
| 485-9        | Launch Mechanic - Mechanical Systems                   | 13                     |
| <b>493-3</b> | <b>Additive Manufacturing Specialist</b>               | <b>17</b>              |
| <b>493-5</b> | <b>Additive Manufacturing Technician</b>               | <b>13</b>              |
| 550-1        | Cargo Specialist                                       | 16                     |
| 550-3        | Truck Driver - Heavy                                   | 14                     |
| 550-5        | Truck Driver   | 11                     |
| 553-9        | Test Base Calibration Technician - Electronics         | 18                     |
| 555-9        | Test Base Measurements Standards Technician            | 19                     |
| 557-9        | Test Base Maintenance Mechanic                         | 16                     |
| 559-9        | Electronic & Electrical Systems Technician - Test Base | 18                     |
| 563-9        | Welder - Test Base                                     | 16                     |

| <b>Code</b> | <b>Classification</b>                       | <b>Labor<br/>Grade</b> |
|-------------|---|------------------------|
| 592-3       | Test Base Maintenance Worker                | 11                     |
| 629-5       | Inspector - AGE and Launch Support          | 15                     |
| 629-9       | Inspector - Missile and Systems Test        | 18                     |
| 649-9       | Maintenance Electrician A                   | 18                     |
| 702-3       | Test Base Material Control and Investigator | 11                     |

### **B. Technical and Office**

| <b>Code</b> | <b>Classification</b>                    | <b>Labor<br/>Grade</b> |
|-------------|--|------------------------|
| 673-5       | Clerk - Special Programs                 | 6                      |
| 673-7       | Program Industrial Security Coordinator  | 10                     |
| 674-3       | Department Clerk - Typist                | 5                      |
| 678-5       | Document Center Clerk                    | 8                      |
| 686-3       | General Clerk - Typist                   | 2                      |
| 726-3       | Long Distance Switchboard Operator       | 7                      |
| 734-3       | Material Records Clerk                   | 7                      |
| 738-3       | Material Procurement Clerk - Maintenance | 11                     |
| 743-3       | Vehicle Delivery Documentation Clerk     | 10                     |
| 745-3       | Operations Support Clerk                 | 7                      |
| 750-3       | Copier/Duplicator Operator               | 5                      |
| 794-1       | Office Resource Specialist               | 10                     |
| 794-3       | Secretary                                | 9                      |
| 805-3       | Stock Clerk                              | 6                      |
| 846-3       | Copy System Equipment Operator           | 7                      |
| 854-3       | Test Base Financial Operations Clerk     | 11                     |
| 856-3       | Property Classification Analyst          | 11                     |

869-3      Electronic Duplicating Systems Operator

9

**Section 3. Labor Grade Structure**  
**(Applicable at Contract Enforcement Group covered by Part D. Also see Article 9,**  
**Section 8, for Guaranteed Personal Rate Table)**

- (1) The minimums and the maximums of the Factory Labor Grades (Non-GPR) are as follows:

**FACTORY RATE RANGES**

**March 10, 2018**

| Labor |                |                |
|-------|----------------|----------------|
| Grade | Minimum        | Maximum        |
| 19    | <b>\$24.98</b> | <b>\$43.57</b> |
| 18    | <b>\$24.30</b> | <b>\$42.46</b> |
| 17    | <b>\$23.66</b> | <b>\$41.80</b> |
| 16    | <b>\$23.03</b> | <b>\$41.21</b> |
| 15    | <b>\$22.37</b> | <b>\$40.38</b> |
| 14    | <b>\$21.76</b> | <b>\$36.37</b> |
| 13    | <b>\$21.13</b> | <b>\$35.13</b> |
| 12    | <b>\$20.51</b> | <b>\$33.83</b> |
| 11    | <b>\$19.85</b> | <b>\$32.58</b> |
| 10    | <b>\$19.19</b> | <b>\$31.23</b> |
| 9     | <b>\$18.57</b> | <b>\$30.44</b> |
| 8     | <b>\$17.85</b> | <b>\$29.62</b> |
| 7     | <b>\$17.25</b> | <b>\$28.90</b> |
| 6     | <b>\$16.52</b> | <b>\$28.09</b> |
| 5     | <b>\$16.21</b> | <b>\$27.33</b> |
| 4     | <b>\$14.63</b> | <b>\$26.91</b> |
| 3     | <b>\$14.23</b> | <b>\$25.84</b> |
| 2     | <b>\$13.70</b> | <b>\$24.77</b> |
| 1     | <b>\$13.16</b> | <b>\$23.71</b> |
| 00**  | <b>\$22.56</b> | <b>\$36.80</b> |

**March 9, 2019****Labor**

| <b>Grade</b> | <b>Minimum</b> | <b>Maximum</b> |
|--------------|----------------|----------------|
| 19           | <b>\$25.60</b> | <b>\$44.66</b> |
| 18           | <b>\$24.91</b> | <b>\$43.52</b> |
| 17           | <b>\$24.25</b> | <b>\$42.85</b> |
| 16           | <b>\$23.61</b> | <b>\$42.24</b> |
| 15           | <b>\$22.93</b> | <b>\$41.39</b> |
| 14           | <b>\$22.30</b> | <b>\$37.28</b> |
| 13           | <b>\$21.66</b> | <b>\$36.01</b> |
| 12           | <b>\$21.02</b> | <b>\$34.68</b> |
| 11           | <b>\$20.35</b> | <b>\$33.39</b> |
| 10           | <b>\$19.67</b> | <b>\$32.01</b> |
| 9            | <b>\$19.03</b> | <b>\$31.20</b> |
| 8            | <b>\$18.30</b> | <b>\$30.36</b> |
| 7            | <b>\$17.68</b> | <b>\$29.62</b> |
| 6            | <b>\$16.93</b> | <b>\$28.79</b> |
| 5            | <b>\$16.62</b> | <b>\$28.01</b> |
| 4            | <b>\$15.00</b> | <b>\$27.58</b> |
| 3            | <b>\$14.59</b> | <b>\$26.49</b> |
| 2            | <b>\$14.04</b> | <b>\$25.39</b> |
| 1            | <b>\$13.49</b> | <b>\$24.30</b> |
| 00**         | <b>\$23.12</b> | <b>\$37.72</b> |

**March 14, 2020****Labor**

| <b>Grade</b> | <b>Minimum</b> | <b>Maximum</b> |
|--------------|----------------|----------------|
| 19           | <b>\$26.24</b> | <b>\$45.78</b> |
| 18           | <b>\$25.53</b> | <b>\$44.61</b> |
| 17           | <b>\$24.86</b> | <b>\$43.92</b> |
| 16           | <b>\$24.20</b> | <b>\$43.30</b> |
| 15           | <b>\$23.50</b> | <b>\$42.42</b> |
| 14           | <b>\$22.86</b> | <b>\$38.21</b> |
| 13           | <b>\$22.20</b> | <b>\$36.91</b> |
| 12           | <b>\$21.55</b> | <b>\$35.55</b> |
| 11           | <b>\$20.86</b> | <b>\$34.22</b> |
| 10           | <b>\$20.16</b> | <b>\$32.81</b> |
| 9            | <b>\$19.51</b> | <b>\$31.98</b> |
| 8            | <b>\$18.76</b> | <b>\$31.12</b> |
| 7            | <b>\$18.12</b> | <b>\$30.36</b> |
| 6            | <b>\$17.35</b> | <b>\$29.51</b> |
| 5            | <b>\$17.04</b> | <b>\$28.71</b> |
| 4            | <b>\$15.38</b> | <b>\$28.27</b> |
| 3            | <b>\$14.95</b> | <b>\$27.15</b> |
| 2            | <b>\$14.39</b> | <b>\$26.02</b> |
| 1            | <b>\$13.83</b> | <b>\$24.91</b> |
| 00**         | <b>\$23.70</b> | <b>\$38.66</b> |

**March 13, 2021****Labor**

| <b>Grade</b> | <b>Minimum</b> | <b>Maximum</b> |
|--------------|----------------|----------------|
| 19           | <b>\$26.90</b> | <b>\$46.92</b> |
| 18           | <b>\$26.17</b> | <b>\$45.73</b> |
| 17           | <b>\$25.48</b> | <b>\$45.02</b> |
| 16           | <b>\$24.81</b> | <b>\$44.38</b> |
| 15           | <b>\$24.09</b> | <b>\$43.48</b> |
| 14           | <b>\$23.43</b> | <b>\$39.17</b> |
| 13           | <b>\$22.76</b> | <b>\$37.83</b> |
| 12           | <b>\$22.09</b> | <b>\$36.44</b> |
| 11           | <b>\$21.38</b> | <b>\$35.08</b> |
| 10           | <b>\$20.66</b> | <b>\$33.63</b> |
| 9            | <b>\$20.00</b> | <b>\$32.78</b> |
| 8            | <b>\$19.23</b> | <b>\$31.90</b> |
| 7            | <b>\$18.57</b> | <b>\$31.12</b> |
| 6            | <b>\$17.78</b> | <b>\$30.25</b> |
| 5            | <b>\$17.47</b> | <b>\$29.43</b> |
| 4            | <b>\$15.76</b> | <b>\$28.98</b> |
| 3            | <b>\$15.32</b> | <b>\$27.83</b> |
| 2            | <b>\$14.75</b> | <b>\$26.67</b> |
| 1            | <b>\$14.18</b> | <b>\$25.53</b> |
| 00**         | <b>\$24.29</b> | <b>\$39.63</b> |



**March 12, 2022****Labor**

| <b>Grade</b> | <b>Minimum</b> | <b>Maximum</b> |
|--------------|----------------|----------------|
| 19           | <b>\$27.71</b> | <b>\$48.33</b> |
| 18           | <b>\$26.96</b> | <b>\$47.10</b> |
| 17           | <b>\$26.24</b> | <b>\$46.37</b> |
| 16           | <b>\$25.55</b> | <b>\$45.71</b> |
| 15           | <b>\$24.81</b> | <b>\$44.78</b> |
| 14           | <b>\$24.13</b> | <b>\$40.35</b> |
| 13           | <b>\$23.44</b> | <b>\$38.96</b> |
| 12           | <b>\$22.75</b> | <b>\$37.53</b> |
| 11           | <b>\$22.02</b> | <b>\$36.13</b> |
| 10           | <b>\$21.28</b> | <b>\$34.64</b> |
| 9            | <b>\$20.60</b> | <b>\$33.76</b> |
| 8            | <b>\$19.81</b> | <b>\$32.86</b> |
| 7            | <b>\$19.13</b> | <b>\$32.05</b> |
| 6            | <b>\$18.31</b> | <b>\$31.16</b> |
| 5            | <b>\$17.99</b> | <b>\$30.31</b> |
| 4            | <b>\$16.23</b> | <b>\$29.85</b> |
| 3            | <b>\$15.78</b> | <b>\$28.66</b> |
| 2            | <b>\$15.19</b> | <b>\$27.47</b> |
| 1            | <b>\$14.61</b> | <b>\$26.30</b> |
| 00**         | <b>\$25.02</b> | <b>\$40.82</b> |

- (2) The minimums and the maximums of the Technical and Office Rate Ranges are as follows:

**TECHNICAL & OFFICE RATE RANGES**

**March 10, 2018**

| Labor |                |                |
|-------|----------------|----------------|
| Grade | Minimum        | Maximum        |
| 20    | <b>\$24.07</b> | <b>\$43.67</b> |
| 19    | <b>\$23.50</b> | <b>\$43.27</b> |
| 18    | <b>\$22.95</b> | <b>\$42.72</b> |
| 17    | <b>\$22.34</b> | <b>\$41.57</b> |
| 16    | <b>\$21.78</b> | <b>\$38.70</b> |
| 15    | <b>\$21.22</b> | <b>\$38.07</b> |
| 14    | <b>\$20.65</b> | <b>\$32.93</b> |
| 13    | <b>\$20.09</b> | <b>\$31.74</b> |
| 12    | <b>\$19.52</b> | <b>\$30.52</b> |
| 11    | <b>\$18.62</b> | <b>\$29.28</b> |
| 10    | <b>\$18.08</b> | <b>\$28.09</b> |
| 9     | <b>\$17.66</b> | <b>\$27.39</b> |
| 8     | <b>\$16.92</b> | <b>\$26.66</b> |
| 7     | <b>\$16.46</b> | <b>\$25.90</b> |
| 6     | <b>\$15.99</b> | <b>\$25.19</b> |
| 5     | <b>\$15.58</b> | <b>\$24.50</b> |
| 4     | <b>\$15.40</b> | <b>\$23.75</b> |
| 3     | <b>\$14.09</b> | <b>\$23.05</b> |
| 2     | <b>\$13.70</b> | <b>\$22.30</b> |
| 1     | <b>\$13.16</b> | <b>\$21.62</b> |

**March 9, 2019**

## Labor

| Grade | Minimum        | Maximum        |
|-------|----------------|----------------|
| 20    | <b>\$24.67</b> | <b>\$44.76</b> |
| 19    | <b>\$24.09</b> | <b>\$44.35</b> |
| 18    | <b>\$23.52</b> | <b>\$43.79</b> |
| 17    | <b>\$22.90</b> | <b>\$42.61</b> |
| 16    | <b>\$22.32</b> | <b>\$39.67</b> |
| 15    | <b>\$21.75</b> | <b>\$39.02</b> |
| 14    | <b>\$21.17</b> | <b>\$33.75</b> |
| 13    | <b>\$20.59</b> | <b>\$32.53</b> |
| 12    | <b>\$20.01</b> | <b>\$31.28</b> |
| 11    | <b>\$19.09</b> | <b>\$30.01</b> |
| 10    | <b>\$18.53</b> | <b>\$28.79</b> |
| 9     | <b>\$18.10</b> | <b>\$28.07</b> |
| 8     | <b>\$17.34</b> | <b>\$27.33</b> |
| 7     | <b>\$16.87</b> | <b>\$26.55</b> |
| 6     | <b>\$16.39</b> | <b>\$25.82</b> |
| 5     | <b>\$15.97</b> | <b>\$25.11</b> |
| 4     | <b>\$15.79</b> | <b>\$24.34</b> |
| 3     | <b>\$14.44</b> | <b>\$23.63</b> |
| 2     | <b>\$14.04</b> | <b>\$22.86</b> |
| 1     | <b>\$13.49</b> | <b>\$22.16</b> |

**March 14, 2020**

## Labor

| Grade | Minimum        | Maximum        |
|-------|----------------|----------------|
| 20    | <b>\$25.29</b> | <b>\$45.88</b> |
| 19    | <b>\$24.69</b> | <b>\$45.46</b> |
| 18    | <b>\$24.11</b> | <b>\$44.88</b> |
| 17    | <b>\$23.47</b> | <b>\$43.68</b> |
| 16    | <b>\$22.88</b> | <b>\$40.66</b> |
| 15    | <b>\$22.29</b> | <b>\$40.00</b> |
| 14    | <b>\$21.70</b> | <b>\$34.59</b> |
| 13    | <b>\$21.10</b> | <b>\$33.34</b> |
| 12    | <b>\$20.51</b> | <b>\$32.06</b> |
| 11    | <b>\$19.57</b> | <b>\$30.76</b> |
| 10    | <b>\$18.99</b> | <b>\$29.51</b> |
| 9     | <b>\$18.55</b> | <b>\$28.77</b> |
| 8     | <b>\$17.77</b> | <b>\$28.01</b> |
| 7     | <b>\$17.29</b> | <b>\$27.21</b> |
| 6     | <b>\$16.80</b> | <b>\$26.47</b> |
| 5     | <b>\$16.37</b> | <b>\$25.74</b> |
| 4     | <b>\$16.18</b> | <b>\$24.95</b> |
| 3     | <b>\$14.80</b> | <b>\$24.22</b> |
| 2     | <b>\$14.39</b> | <b>\$23.43</b> |
| 1     | <b>\$13.83</b> | <b>\$22.71</b> |

**March 13, 2021**

## Labor

| Grade | Minimum        | Maximum        |
|-------|----------------|----------------|
| 20    | <b>\$25.92</b> | <b>\$47.03</b> |
| 19    | <b>\$25.31</b> | <b>\$46.60</b> |
| 18    | <b>\$24.71</b> | <b>\$46.00</b> |
| 17    | <b>\$24.06</b> | <b>\$44.77</b> |
| 16    | <b>\$23.45</b> | <b>\$41.68</b> |
| 15    | <b>\$22.85</b> | <b>\$41.00</b> |
| 14    | <b>\$22.24</b> | <b>\$35.45</b> |
| 13    | <b>\$21.63</b> | <b>\$34.17</b> |
| 12    | <b>\$21.02</b> | <b>\$32.86</b> |
| 11    | <b>\$20.06</b> | <b>\$31.53</b> |
| 10    | <b>\$19.46</b> | <b>\$30.25</b> |
| 9     | <b>\$19.01</b> | <b>\$29.49</b> |
| 8     | <b>\$18.21</b> | <b>\$28.71</b> |
| 7     | <b>\$17.72</b> | <b>\$27.89</b> |
| 6     | <b>\$17.22</b> | <b>\$27.13</b> |
| 5     | <b>\$16.78</b> | <b>\$26.38</b> |
| 4     | <b>\$16.58</b> | <b>\$25.57</b> |
| 3     | <b>\$15.17</b> | <b>\$24.83</b> |
| 2     | <b>\$14.75</b> | <b>\$24.02</b> |
| 1     | <b>\$14.18</b> | <b>\$23.28</b> |

**March 12, 2022**

## Labor

| Grade | Minimum        | Maximum        |
|-------|----------------|----------------|
| 20    | <b>\$26.70</b> | <b>\$48.44</b> |
| 19    | <b>\$26.07</b> | <b>\$48.00</b> |
| 18    | <b>\$25.45</b> | <b>\$47.38</b> |
| 17    | <b>\$24.78</b> | <b>\$46.11</b> |
| 16    | <b>\$24.15</b> | <b>\$42.93</b> |
| 15    | <b>\$23.54</b> | <b>\$42.23</b> |
| 14    | <b>\$22.91</b> | <b>\$36.51</b> |
| 13    | <b>\$22.28</b> | <b>\$35.20</b> |
| 12    | <b>\$21.65</b> | <b>\$33.85</b> |
| 11    | <b>\$20.66</b> | <b>\$32.48</b> |
| 10    | <b>\$20.04</b> | <b>\$31.16</b> |
| 9     | <b>\$19.58</b> | <b>\$30.37</b> |
| 8     | <b>\$18.76</b> | <b>\$29.57</b> |
| 7     | <b>\$18.25</b> | <b>\$28.73</b> |
| 6     | <b>\$17.74</b> | <b>\$27.94</b> |
| 5     | <b>\$17.28</b> | <b>\$27.17</b> |
| 4     | <b>\$17.08</b> | <b>\$26.34</b> |
| 3     | <b>\$15.63</b> | <b>\$25.57</b> |
| 2     | <b>\$15.19</b> | <b>\$24.74</b> |
| 1     | <b>\$14.61</b> | <b>\$23.98</b> |

## **Section 4. Coded Letters for C.E.G. D**

### **Coded Letter D-1**

*Last Updated: March 2, 1999*

*Original Date: October 24, 1983*

**Subject:      TEMPORARY LOAN & SHIFT TRANSFERS AND ODD SHIFTS &  
WORKWEEK**

Temporary loaning of employee and shift transfers will be made on the basis of operational requirements of the Company.

**Temporary Shift Transfers**

1. The Company will first offer temporary shift transfers, in order of seniority, to qualified employees within the appropriate classification in the organization in which the temporary requirements exist. (Placement Requests are not considered in selection.)
2. If an insufficient number of employees accept the temporary transfer as provided in Paragraph 1 above, the Company may then transfer the required number of qualified employees in inverse order of seniority from the appropriate classification and from within the organization where the temporary vacancy exists.
3. Should an insufficient number of qualified employees be available from within the organization wherein the vacancy exists, the Company may then temporarily transfer employees from other organizations in the same order of sequence as provided in Paragraph 1 and 2 above.

**Temporary Loan**

1. When an employee is loaned for more than a one day assignment, such as to fulfill a work cycle, the employee shall be considered a member of the organization after two (2) calendar days for purposes of shift assignment.

2. When operations necessitate the transferring of employees, the Company will first offer temporary organization transfers to qualified employees in the appropriate classifications from within the loaning organization in order of seniority.
3. If an insufficient number of employees accept the temporary transfer as provided for in Paragraph 2 above, the Company may then temporarily transfer the required number of qualified employees in inverse order of seniority.
4. Employees affected by the conditions set forth in Paragraph 1 and 2 above, will be given a written notice of the temporary transfer provided the assignment is for more than one work shift. A copy of the notice will be furnished to the Base Steward.

#### Odd Workweek/Shift

Should the need for an odd workweek or an odd shift occur within a department, the department manager and the senior steward will meet and reach an understanding. Should the need for an odd workweek/shift occur which involves multiple departments, a representative of the Company and the chairperson of the Union Labor Relations Committee or his/her designee will meet and reach an understanding.

It is mutually agreed that time is of the essence in reaching an understanding and the Union will not unreasonably deny such requests. The Company will make every effort to notify the Union of the need for the odd workweek/shift as soon as possible and the Union will respond as soon as possible.

Reference: ARTICLE 4, Section 5 B  
ARTICLE 7, Section 3 B and C



**Coded Letter D-3**

*Last Updated: March 5, 2018*

*Original Date: October 24, 1983*

**Subject: OVERTIME DISTRIBUTION AND RECORD KEEPING**

This agreement between the Company and the California Central Coast Lodge 2786 of the International Association of Machinists and Aerospace Workers is entered into following a review of local overtime practices, understanding and agreements. The purpose of this agreement is to standardize overtime procedures for the benefit of both parties. Nothing herein is intended or understood as a deterrent to Management or the Local Union on any other matter other than the establishment of a standardized overtime agreement of all local organizations. The agreement supersedes all prior local practices, and agreements or parts thereof, whether written or oral, and is not in any way intended to give or gain an advantageous overtime position to any employees.

**A. GENERAL**

In order to assure equitable distribution of overtime among employees, uniform records shall be maintained within each organization/department. Overtime lists shall normally be by employee classification or "work group", by shift and organization/department. (Work group as used herein means several related classifications of employees working together as a work unit.)

**B. POSTING PROCEDURE**

- (1) Enter employee's name by shift, by classification or "work group", cumulative overtime balance brought forward, number of overtime hours worked each day, number of hours charged at the appropriate rate if overtime is refused, and any absence code if the employee is not at work. Overtime records will be maintained to reflect the equivalent of straight time hours.
- (2) No charge or entry will be made to the overtime record if overtime is refused because:
  - a. The overtime assignment is on an agreed upon holiday.
  - b. The employee is on Union business and the Company has been properly notified.

- c. The employee is on jury duty during the day when the overtime is to be worked or is to appear as a subpoenaed witness in a Court of Law in a case to which the employee is not a party either directly or as a member of a class.
- d. Overtime is on the 6th or 7th day immediately preceding or following employee's vacation.
- e. Overtime work anticipated is subsequently canceled.
- f. On the day an employee is called for temporary military duty.

An employee who refused overtime for any reason not listed above will be charged an amount equivalent to the time worked had the employee accepted.

(3) An employee who is absent for over five (5) working days will be charged overtime hours in the amount of the average overtime worked by their work group during the absence, except in the following listed circumstances: (Note: No entry is made to the employee's O.T. Record when there is an absence of five (5) working days or less.)

- a. When an employee is on vacation.
- b. When an employee is on extended recognized Union business.
- c. When an employee is on jury duty or is to appear as a subpoenaed witness in a Court of Law in a case to which employee is not a party either directly or as a member of a class.
- d. When an employee is required to engage in annual two (2) consecutive weeks of Military Reserve training.
- e. Employees may be returned to regular duty after medical restrictions are removed that prevented any overtime being worked. The amount of O.T. worked divided by the number of eligible employees in the work group, from the date the restrictions were imposed to the date the restrictions were removed, shall be added to the employees O.T. Record. This would not apply to an employee who was injured on the job and is the subject of a Worker's Compensation case. This employee would retain the overtime hours accumulated immediately prior to the injury.

(4) A new/recalled employee is added to the overtime group when employee becomes eligible to work overtime. Calculate the average overtime hours of the employees in the classification or "work group" on their shift and show the average by inserting a red circled figure on the overtime list.

- (5) When an employee is transferred from one “work group” to another (other than temporary) use the following formula to determine employees new overtime average:

$$\frac{\text{EMPLOYEE'S PRESENT OVERTIME TOTAL}}{\text{PRESENT WORK GROUP AVERAGE}}$$

EQUALS (=)

$$\frac{\text{EMPLOYEE'S NEW AVERAGE}}{\text{NEW WORK GROUP AVERAGE}}$$

**EXAMPLE:**

An employee with sixty (60) hours charged overtime is transferred from Organization A to B. The average in A's overtime group is seventy-five (75) and the average in the B overtime group is sixty (60). The employee's new overtime charge in Organization B is as shown:

$$\frac{60}{75} = \frac{\text{EMPLOYEE'S NEW AVERAGE}}{60}$$

$$\frac{60}{75} = \frac{48}{60}$$

However, in no case is a transferred employee's new average to be greater than that of the highest employee in the new group, or below that of the lowest in the new

"work group". If such be the case, the employee will be assigned either the highest or the lowest figure in the new group. The new average is to be indicated by a circled red figure on the overtime list.

- (6) Employees (including leads) who are temporarily loaned from one "work group" to another, for more than a one (1) day assignment, will assume the average overtime hours (after two (2) calendar days) of the "work group" to which they are reporting. When the employee returns to the permanent "work group" any overtime worked or refused will be posted to the employees' permanent overtime record. **An employee on travel or field duty shall have all overtime hours worked added to the permanent overtime record upon return from such assignment. Employees who turn down a travel or field duty assignment will be charged with the average overtime hours of the returning traveling employee(s), regardless of the overtime hours worked while not on travel.** Employees temporarily transferred or promoted to a position outside the CEG will be charged with the overtime hours worked by the employee or the average of the employee's group while the employee was absent, whichever is greater.
- (7) An employee who does not want to be offered overtime should submit a signed written notice to that effect. The written notice will be placed in the organization/department personnel folder. The overtime record will show: "employee declines overtime. See written notice dated (date)." The employee must understand they are still subject to work if operational requirements so dictate. Should the written notice be rescinded at a later date, the employee shall be re-averaged into the operational unit as a new employee, thirty (30) calendar days after receipt of the dated written notice (employee will not be eligible to work overtime until re-averaged in the work group), but in no case will the employee's relative position in the operational unit be improved.
- (8) A mutually agreed upon written notification form will be provided to each employee within five (5) calendar days of the time an employee is loaned from one organization/department to another organization/department.
- (9) Employees will carry their accumulated overtime with them when transferred and/or re-transferred to other shifts within their organization/department and classification.

- (10) Effective the date of the Agreement the employee with the lowest accumulated overtime balance in an overtime group will revert to a zero balance, and all employees' overtime balance in the group will be reduced by the same number of hours, and annually on the anniversary date of the Agreement.

### C. SCHEDULING

- (1) In accordance with Article 4, Section 2 of the Agreement, overtime will be divided as equally as practicable among affected employees. The Company will normally offer the first available overtime to the employee with the lowest accumulated overtime hours in the affected group, including holiday overtime.

Exceptions to this general rule include such things as: Not qualified to perform the work assignment, bonafide safety and medical limitations, access considerations.

It is herein agreed that holiday overtime scheduling will be handled in the same manner as pre-shift, post-shift, or weekend overtime.

- (2) Employees will be notified of overtime work schedules as soon as reasonably possible.
- (3) Nothing herein is meant to prevent an employee from being scheduled or working consecutive normal assigned work shifts such as the sixth and seventh work day, or working in excess of twenty (20) hours in a given week.
- (4) For Call-in and Call-off purposes, a list of all employees scheduled for overtime will be passed from shift to shift and designation made as to high O.T. employee, next high employee, etc. In cases where O.T. is to be canceled the Company will refer to this list and attempt to cancel starting from the highest overtime employee.
- (5) An employee who volunteers for a temporary shift or loan assignment will not be considered if the employee's accumulated overtime is fifty (50) hours greater than other employees in the employee's working group who have volunteered for the assignment.
- (6) When employees are assigned to pre-shift overtime in areas other than their normal work area, they will report directly to the overtime area. Sufficient travel time will be allowed for the employee to report to the employee's normal work area. In the case of post-shift overtime in an area other than the employee's normal work area sufficient travel time will be allowed for employees to report to the overtime assignment. In neither case will the employee be reimbursed for travel expense or be furnished Company transportation.
- (7) If an insufficient number of employees in the affected group are available for in-week, weekend, or holiday overtime (i.e., all employees in the "work group" have been asked to work and where necessary directed to work by lowest accumulated overtime hours), supervision will normally, as determined by operational requirements, attempt to locate employees in the following order:

- a. Same classification or “work group”, same organization/department, different shift.
- b. Same classification or “work group”, same shift, different organization/ department, if employees are qualified to do the work.
- c. Other classifications, same shift, same organization/ department, if employees are qualified to do the work.

All additional agreements and/or understandings concerning overtime distribution or any other factors affecting equal distribution of overtime shall be handled by a letter of understanding agreed to by the Local Negotiating Committee and Human Resources.

Reference: ARTICLE 7, Section 2 B

**Coded Letter D-16**

*Last Updated: June 15, 1993*

*Original Date: March 5, 1990*

**Subject:      UNION STEWARD COVERAGE DURING TEMPORARY FIELD  
SERVICE ASSIGNMENT**

The Company agrees that whenever employees are assigned to temporary field service and there is no Union Steward among the employees selected, the Union may appoint a steward from among those employees.

Further, the Company agrees when employees are assigned to field duty assignments where there is no Union representation that the Company will notify the Base Steward prior to departure, when time permits. The Base Steward or Senior Steward in the department may appoint a steward from among those employees.

During the temporary assignment, the steward will be expected to assist in the resolution of complaints and grievances that occur. In instances where complaints and grievances have not been resolved, the time limits will be waived until such temporary assignment has concluded and the employees have returned to their home base. The normal grievance procedure outlined in the Company-Union Agreement will then be followed.

Reference:    ARTICLE 2, Section 1  
                  ARTICLE 3, Section 7  
                  ARTICLE 7, Section 10

**Coded Letter D-17**

*Converted: March 5, 2018*

*Original Date: November 20, 2002*

**Lockheed Martin Space and the International Association of Machinists and Aerospace Workers and Vandenberg California Central Coast Lodge 2786, Santa Barbara County Plants, have reached the following additional agreements and understanding.**

**In accordance with Part D, Section 4, Coded Letter D-3, of the effective agreement which reads: "All additional agreements and/or understandings concerning overtime distribution or any other factors affecting equal distribution of overtime shall be handled by a letter of understanding agreed to by the local Negotiating Committee and Human Resources."**

**In accordance with the above language, the following additional agreements and understandings were reached:**

- **The parties recognize their mutual obligation to comply with the Air Force Range Safety Requirements Document 91-710, section 5.1.4.4, dated 1 February 1999.**
- **Those Range Safety rules will only be applied to hazardous operations as set forth and defined in the Glossary of Abbreviations, Acronyms and Definitions (T) under "Hazardous Operations" also contained in Safety Requirements Document 91-710.**
- **If an employee cannot be scheduled to work overtime during hazardous operations due to application of the Range Safety, criteria, the next low qualified employee on the cumulative overtime list for the group will be offered the overtime.**
- **Any material change to the 91-710, section 5.1.4.4 dated 1 February 1999, or the Glossary of Terms affecting the terms of Part D, Section 4, Coded Letter D-3 of the effective Collective Bargaining Agreement, will result in discussions between the parties and required revisions to this Letter of Understanding**
- **Employees prevented from working a regularly scheduled 40-hour work week as a direct result of implementation of Range Safety Rule work hour criteria will be compensated up to eight hours straight-time pay at the appropriate working rate.**



- **This Overtime Guideline Agreement will apply only to CEG D at Vandenberg AFB and will not be applicable to any other CEG under the effective Collective Bargaining Agreement.**

**Coded Letter D-18**

*Last Updated: March 5, 2018*

*Original Date: March 5, 2018*

**Subject:      Job Description Review Committee**

**Establish a subcommittee to review job descriptions.**

**The committee, consisting of an agreed-upon number of representatives from the Company and the Union, shall meet and resolve updates to job descriptions and the deactivation of inactive classifications no later than six (6) months after ratification of the Agreement.**

**The following job classification reviews have been deferred to this committee:**

**Material Procurement Clerk – Maintenance (738-3, LG11)**

**NEW – Electronics Assembler**

**Coded Letter D-19**

*Last Updated: March 5, 2018*

*Original Date: March 5, 2018*

**Subject: Executive Order 13706**

**It is hereby agreed between Lockheed Martin Space and the International Association of Machinists & Aerospace Workers, Local Lodge 2786, as follows:**

**Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. In accordance with EO 13706, the Company shall provide employees with one (1) hour of paid sick leave for every thirty (30) hours worked, up to fifty-six (56) hours of paid sick leave each year. This shall be in lieu of the paid absence leave amount provided for in Article 5, Section 3(B)(1) of the Agreement.**

**This coded letter shall apply so long as EO 13706 remains in effect.**

**PART E**  
**SUPPLEMENT FOR**  
**EASTERN RANGE**

**Missile and Electronic District Lodge 166**

**and**

**affiliated Florida Missiles Systems Local Lodge 610**

**(Brevard County, Florida plants)**

## PART E

### SUPPLEMENT FOR EASTERN RANGE

#### Section 1. Description of Contract Enforcement Group

- A. The C.E.G. for the facilities of the Company now existing or hereafter established or acquired by the Company in Brevard County, Florida engaged in the manufacture of missiles, spacecraft, aircraft, ocean systems, ground vehicle systems, energy systems, communication systems, weapons and detection systems, information systems, and related products or items necessary to their functions, shall include, and the terms "employee" and "employees" as used in this Part or as used in Part A when applying such Part A to this C.E.G. shall mean only those employed by the Company to work in classifications listed in Section 2 of this Part and those employed in new classifications established for this C.E.G. under Article 8, Section 1, Subsection C of Part A of this Agreement, **but excluding all exempt employees, confidential employees, technical employees, professional employees, managerial employees and guards and supervisors as defined in the Act, and all other employees.**
- B. The term "Local Union" as used in this Part shall include only Missile and Electronic District Lodge 166 and affiliated Florida Missiles Systems Local Lodge 610.
- C. If the provisions of this Part conflict with or are additions to provisions contained in Part A of this Agreement, such provisions of this Part shall apply to this C.E.G. and any such conflicting provisions of Part A shall be inapplicable to such Group.

## Section 2. Job Classifications and Labor Grades

### A. Factory

| <b>Code</b>  | <b>Classification</b>                                  | <b>Labor Grade</b> |
|--------------|--|--------------------|
| 350-3        | HVAC Mechanic  | 17                 |
| 355-5        | Missile Mechanic - Senior                              | 16                 |
| 355-9        | Missile Mechanic                                       | 13                 |
| 376-5        | Test Base Passenger Vehicle Operator                   | 7                  |
| 407-3        | DASO Mechanic - Senior                                 | 16                 |
| 407-5        | DASO Mechanic  | 13                 |
| 450-9        | Machinist - General                                    | 18                 |
| 463-3        | Fleet Mechanic   | 17                 |
| 475-9        | Missile Crane Operator                                 | 16                 |
| <b>493-3</b> | <b>Additive Manufacturing Specialist</b>               | <b>17</b>          |
| <b>493-5</b> | <b>Additive Manufacturing Technician</b>               | <b>13</b>          |
| 532-9        | Missile/Test - Fluid Systems                           | 16                 |
| 548-9        | Launch Technician - Mechanical - Test Base             | 18                 |
| 552-9        | Calibration Technician - Mechanical                    | 18                 |
| 553-9        | Calibration Technician - Electronics                   | 18                 |
| 557-5        | Maintenance Mechanic - Senior                          | 16                 |
| 557-9        | Maintenance Mechanic                                   | 13                 |
| 563-9        | Welder   | 16                 |
| 571-3        | Computer Repair Services Technician                    | 19                 |
| 571-7        | Computer Repair Services Technician - Trainee          | 16                 |
| 580-3        | Engineering and Operations Support Technician - Senior | 18                 |
| 580-5        | Engineering and Operations Support Technician          | 16                 |

| <b>Code</b> | <b>Classification</b>  | <b>Labor</b> |
|-------------|--|--------------|
|             |  | <b>Grade</b> |
| 580-7       | Engineering and Operations Support Technician - Associate      | 13           |
| 584-9       | Missile and Spacecraft Systems Technician - Senior - Test Base | 18           |
| 590-5       | Proof Test Mechanic  | 16           |
| 597-3       | Sheet Metal Mechanic - Test Base                               | 16           |
| 602-9       | Inspector Mechanical   | 16           |
| 625-9       | Inspector - Shipping and Receiving                             | 15           |
| 629-3       | Inspector - Missiles & Systems - Senior                        | 18           |
| 629-5       | Inspector - Missile & Systems Test                             | 16           |
| 629-7       | Inspector - Missile & Systems - Associate                      | 13           |
| 630-1       | Inspector - Non-Destructive Evaluation (NDE) - Specialist      | 19           |
| 634-7       | Ordnance Technician - Associate                                | 13           |
| 634-9       | Ordnance Technician  | 17           |
| 635-3       | Launch Technician - Mechanical and Propellants                 | 16           |
| 702-3       | Test Base Material Control and Investigator                    | 11           |

### **B. Technical and Office**

| <b>Code</b> | <b>Classification</b>                           | <b>Labor</b> |
|-------------|---|--------------|
|             |   | <b>Grade</b> |
| 666-5       | Engineering Clerk - Test Base                   | 7            |
| 674-3       | Department Clerk - Typist                       | 5            |
| 686-3       | General Clerk - Typist                          | 2            |
| 702-5       | Test Base Material Control Clerk                | 7            |
| 706-5       | Technical Documentation Controller - Specialist | 11           |
| 706-7       | Technical Documentation Controller - Senior     | 9            |
| 706-9       | Technical Documentation Controller - Clerk      | 6            |

| <b>Code</b> | <b>Classification</b>                | <b>Labor<br/>Grade</b> |
|-------------|--------------------------------------|------------------------|
| 719-3       | Invoice Processing Clerk             | 6                      |
| 725-3       | Test Base Office Assistant           | 8                      |
| 742-3       | Material Clerk                       | 8                      |
| 752-3       | Motor Vehicle Dispatcher             | 9                      |
| 753-3       | Lithographic Printer                 | 11                     |
| 756-3       | Lithographic Press Operator          | 9                      |
| 778-3       | Property Control Clerk II            | 11                     |
| 782-3       | Purchasing Follow-up Clerk           | 11                     |
| 789-3       | Secretary                            | <b>10</b>              |
| 848-3       | Office Service Clerk                 | 7                      |
| 854-3       | Test Base Financial Operations Clerk | 11                     |
| 857-3       | Identification Clerk                 | 7                      |
| 879-3       | Central U.S. Mail Clerk              | 7                      |



**Section 3. Labor Grade Structure**  
**(Applicable at Contract Enforcement Group covered by Part E. Also see Article 9,**  
**Section 8, for Guaranteed Personal Rate Table)**

(1) The minimums and the maximums of the Factory Labor Grades (Non-GPR) are as follows:

**FACTORY RATE RANGES**

**March 10, 2018**

| Labor |                |                |
|-------|----------------|----------------|
| Grade | Minimum        | Maximum        |
| 19    | <b>\$23.77</b> | <b>\$41.48</b> |
| 18    | <b>\$23.12</b> | <b>\$40.43</b> |
| 17    | <b>\$22.52</b> | <b>\$39.79</b> |
| 16    | <b>\$21.92</b> | <b>\$39.24</b> |
| 15    | <b>\$21.29</b> | <b>\$38.45</b> |
| 14    | <b>\$20.71</b> | <b>\$34.64</b> |
| 13    | <b>\$20.11</b> | <b>\$33.44</b> |
| 12    | <b>\$19.52</b> | <b>\$32.20</b> |
| 11    | <b>\$18.89</b> | <b>\$31.01</b> |
| 10    | <b>\$18.27</b> | <b>\$29.73</b> |
| 9     | <b>\$17.67</b> | <b>\$28.97</b> |
| 8     | <b>\$17.00</b> | <b>\$28.20</b> |
| 7     | <b>\$16.42</b> | <b>\$27.52</b> |
| 6     | <b>\$15.73</b> | <b>\$26.75</b> |
| 5     | <b>\$15.44</b> | <b>\$26.02</b> |
| 4     | <b>\$13.92</b> | <b>\$25.63</b> |
| 3     | <b>\$13.54</b> | <b>\$24.61</b> |
| 2     | <b>\$13.04</b> | <b>\$23.59</b> |
| 1     | <b>\$12.54</b> | <b>\$22.58</b> |
| 00**  | <b>\$21.48</b> | <b>\$35.05</b> |

**March 9, 2019**

## Labor

| Grade | Minimum        | Maximum        |
|-------|----------------|----------------|
| 19    | <b>\$24.36</b> | <b>\$42.52</b> |
| 18    | <b>\$23.70</b> | <b>\$41.44</b> |
| 17    | <b>\$23.08</b> | <b>\$40.78</b> |
| 16    | <b>\$22.47</b> | <b>\$40.22</b> |
| 15    | <b>\$21.82</b> | <b>\$39.41</b> |
| 14    | <b>\$21.23</b> | <b>\$35.51</b> |
| 13    | <b>\$20.61</b> | <b>\$34.28</b> |
| 12    | <b>\$20.01</b> | <b>\$33.01</b> |
| 11    | <b>\$19.36</b> | <b>\$31.79</b> |
| 10    | <b>\$18.73</b> | <b>\$30.47</b> |
| 9     | <b>\$18.11</b> | <b>\$29.69</b> |
| 8     | <b>\$17.43</b> | <b>\$28.91</b> |
| 7     | <b>\$16.83</b> | <b>\$28.21</b> |
| 6     | <b>\$16.12</b> | <b>\$27.42</b> |
| 5     | <b>\$15.83</b> | <b>\$26.67</b> |
| 4     | <b>\$14.27</b> | <b>\$26.27</b> |
| 3     | <b>\$13.88</b> | <b>\$25.23</b> |
| 2     | <b>\$13.37</b> | <b>\$24.18</b> |
| 1     | <b>\$12.85</b> | <b>\$23.14</b> |
| 00**  | <b>\$22.02</b> | <b>\$35.93</b> |

**March 14, 2020**

## Labor

| Grade | Minimum        | Maximum        |
|-------|----------------|----------------|
| 19    | <b>\$24.97</b> | <b>\$43.58</b> |
| 18    | <b>\$24.29</b> | <b>\$42.48</b> |
| 17    | <b>\$23.66</b> | <b>\$41.80</b> |
| 16    | <b>\$23.03</b> | <b>\$41.23</b> |
| 15    | <b>\$22.37</b> | <b>\$40.40</b> |
| 14    | <b>\$21.76</b> | <b>\$36.40</b> |
| 13    | <b>\$21.13</b> | <b>\$35.14</b> |
| 12    | <b>\$20.51</b> | <b>\$33.84</b> |
| 11    | <b>\$19.84</b> | <b>\$32.58</b> |
| 10    | <b>\$19.20</b> | <b>\$31.23</b> |
| 9     | <b>\$18.56</b> | <b>\$30.43</b> |
| 8     | <b>\$17.87</b> | <b>\$29.63</b> |
| 7     | <b>\$17.25</b> | <b>\$28.92</b> |
| 6     | <b>\$16.52</b> | <b>\$28.11</b> |
| 5     | <b>\$16.23</b> | <b>\$27.34</b> |
| 4     | <b>\$14.63</b> | <b>\$26.93</b> |
| 3     | <b>\$14.23</b> | <b>\$25.86</b> |
| 2     | <b>\$13.70</b> | <b>\$24.78</b> |
| 1     | <b>\$13.17</b> | <b>\$23.72</b> |
| 00**  | <b>\$22.57</b> | <b>\$36.83</b> |

**March 13, 2021**

## Labor

| Grade | Minimum        | Maximum        |
|-------|----------------|----------------|
| 19    | <b>\$25.59</b> | <b>\$44.67</b> |
| 18    | <b>\$24.90</b> | <b>\$43.54</b> |
| 17    | <b>\$24.25</b> | <b>\$42.85</b> |
| 16    | <b>\$23.61</b> | <b>\$42.26</b> |
| 15    | <b>\$22.93</b> | <b>\$41.41</b> |
| 14    | <b>\$22.30</b> | <b>\$37.31</b> |
| 13    | <b>\$21.66</b> | <b>\$36.02</b> |
| 12    | <b>\$21.02</b> | <b>\$34.69</b> |
| 11    | <b>\$20.34</b> | <b>\$33.39</b> |
| 10    | <b>\$19.68</b> | <b>\$32.01</b> |
| 9     | <b>\$19.02</b> | <b>\$31.19</b> |
| 8     | <b>\$18.32</b> | <b>\$30.37</b> |
| 7     | <b>\$17.68</b> | <b>\$29.64</b> |
| 6     | <b>\$16.93</b> | <b>\$28.81</b> |
| 5     | <b>\$16.64</b> | <b>\$28.02</b> |
| 4     | <b>\$15.00</b> | <b>\$27.60</b> |
| 3     | <b>\$14.59</b> | <b>\$26.51</b> |
| 2     | <b>\$14.04</b> | <b>\$25.40</b> |
| 1     | <b>\$13.50</b> | <b>\$24.31</b> |
| 00**  | <b>\$23.13</b> | <b>\$37.75</b> |

**March 12, 2022****Labor**

| <b>Grade</b> | <b>Minimum</b> | <b>Maximum</b> |
|--------------|----------------|----------------|
| 19           | <b>\$26.36</b> | <b>\$46.01</b> |
| 18           | <b>\$25.65</b> | <b>\$44.85</b> |
| 17           | <b>\$24.98</b> | <b>\$44.14</b> |
| 16           | <b>\$24.32</b> | <b>\$43.53</b> |
| 15           | <b>\$23.62</b> | <b>\$42.65</b> |
| 14           | <b>\$22.97</b> | <b>\$38.43</b> |
| 13           | <b>\$22.31</b> | <b>\$37.10</b> |
| 12           | <b>\$21.65</b> | <b>\$35.73</b> |
| 11           | <b>\$20.95</b> | <b>\$34.39</b> |
| 10           | <b>\$20.27</b> | <b>\$32.97</b> |
| 9            | <b>\$19.59</b> | <b>\$32.13</b> |
| 8            | <b>\$18.87</b> | <b>\$31.28</b> |
| 7            | <b>\$18.21</b> | <b>\$30.53</b> |
| 6            | <b>\$17.44</b> | <b>\$29.67</b> |
| 5            | <b>\$17.14</b> | <b>\$28.86</b> |
| 4            | <b>\$15.45</b> | <b>\$28.43</b> |
| 3            | <b>\$15.03</b> | <b>\$27.31</b> |
| 2            | <b>\$14.46</b> | <b>\$26.16</b> |
| 1            | <b>\$13.91</b> | <b>\$25.04</b> |
| 00**         | <b>\$23.82</b> | <b>\$38.88</b> |

- (2) The minimums and the maximums of the Technical and Office Rate Ranges are as follows:

### TECHNICAL & OFFICE RATE RANGES

**March 10, 2018**

Labor

| Grade | Minimum        | Maximum        |
|-------|----------------|----------------|
| 20    | <b>\$22.91</b> | <b>\$41.58</b> |
| 19    | <b>\$22.37</b> | <b>\$41.20</b> |
| 18    | <b>\$21.85</b> | <b>\$40.67</b> |
| 17    | <b>\$21.26</b> | <b>\$39.58</b> |
| 16    | <b>\$20.73</b> | <b>\$36.84</b> |
| 15    | <b>\$20.20</b> | <b>\$36.25</b> |
| 14    | <b>\$19.65</b> | <b>\$31.35</b> |
| 13    | <b>\$19.12</b> | <b>\$30.22</b> |
| 12    | <b>\$18.58</b> | <b>\$29.06</b> |
| 11    | <b>\$17.73</b> | <b>\$27.89</b> |
| 10    | <b>\$17.20</b> | <b>\$26.75</b> |
| 9     | <b>\$16.81</b> | <b>\$26.08</b> |
| 8     | <b>\$16.11</b> | <b>\$25.39</b> |
| 7     | <b>\$15.67</b> | <b>\$24.67</b> |
| 6     | <b>\$15.21</b> | <b>\$23.99</b> |
| 5     | <b>\$14.83</b> | <b>\$23.33</b> |
| 4     | <b>\$14.66</b> | <b>\$22.62</b> |
| 3     | <b>\$13.41</b> | <b>\$21.96</b> |
| 2     | <b>\$13.04</b> | <b>\$21.24</b> |
| 1     | <b>\$12.54</b> | <b>\$20.59</b> |

**March 9, 2019**

| Labor |                |                |
|-------|----------------|----------------|
| Grade | Minimum        | Maximum        |
| 20    | <b>\$23.48</b> | <b>\$42.62</b> |
| 19    | <b>\$22.93</b> | <b>\$42.23</b> |
| 18    | <b>\$22.40</b> | <b>\$41.69</b> |
| 17    | <b>\$21.79</b> | <b>\$40.57</b> |
| 16    | <b>\$21.25</b> | <b>\$37.76</b> |
| 15    | <b>\$20.71</b> | <b>\$37.16</b> |
| 14    | <b>\$20.14</b> | <b>\$32.13</b> |
| 13    | <b>\$19.60</b> | <b>\$30.98</b> |
| 12    | <b>\$19.04</b> | <b>\$29.79</b> |
| 11    | <b>\$18.17</b> | <b>\$28.59</b> |
| 10    | <b>\$17.63</b> | <b>\$27.42</b> |
| 9     | <b>\$17.23</b> | <b>\$26.73</b> |
| 8     | <b>\$16.51</b> | <b>\$26.02</b> |
| 7     | <b>\$16.06</b> | <b>\$25.29</b> |
| 6     | <b>\$15.59</b> | <b>\$24.59</b> |
| 5     | <b>\$15.20</b> | <b>\$23.91</b> |
| 4     | <b>\$15.03</b> | <b>\$23.19</b> |
| 3     | <b>\$13.75</b> | <b>\$22.51</b> |
| 2     | <b>\$13.37</b> | <b>\$21.77</b> |
| 1     | <b>\$12.85</b> | <b>\$21.10</b> |

**March 14, 2020**

| Labor |                |                |
|-------|----------------|----------------|
| Grade | Minimum        | Maximum        |
| 20    | <b>\$24.07</b> | <b>\$43.69</b> |
| 19    | <b>\$23.50</b> | <b>\$43.29</b> |
| 18    | <b>\$22.96</b> | <b>\$42.73</b> |
| 17    | <b>\$22.33</b> | <b>\$41.58</b> |
| 16    | <b>\$21.78</b> | <b>\$38.70</b> |
| 15    | <b>\$21.23</b> | <b>\$38.09</b> |
| 14    | <b>\$20.64</b> | <b>\$32.93</b> |
| 13    | <b>\$20.09</b> | <b>\$31.75</b> |
| 12    | <b>\$19.52</b> | <b>\$30.53</b> |
| 11    | <b>\$18.62</b> | <b>\$29.30</b> |
| 10    | <b>\$18.07</b> | <b>\$28.11</b> |
| 9     | <b>\$17.66</b> | <b>\$27.40</b> |
| 8     | <b>\$16.92</b> | <b>\$26.67</b> |
| 7     | <b>\$16.46</b> | <b>\$25.92</b> |
| 6     | <b>\$15.98</b> | <b>\$25.20</b> |
| 5     | <b>\$15.58</b> | <b>\$24.51</b> |
| 4     | <b>\$15.41</b> | <b>\$23.77</b> |
| 3     | <b>\$14.09</b> | <b>\$23.07</b> |
| 2     | <b>\$13.70</b> | <b>\$22.31</b> |
| 1     | <b>\$13.17</b> | <b>\$21.63</b> |



**March 13, 2021**

| Labor |                |                |
|-------|----------------|----------------|
| Grade | Minimum        | Maximum        |
| 20    | <b>\$24.67</b> | <b>\$44.78</b> |
| 19    | <b>\$24.09</b> | <b>\$44.37</b> |
| 18    | <b>\$23.53</b> | <b>\$43.80</b> |
| 17    | <b>\$22.89</b> | <b>\$42.62</b> |
| 16    | <b>\$22.32</b> | <b>\$39.67</b> |
| 15    | <b>\$21.76</b> | <b>\$39.04</b> |
| 14    | <b>\$21.16</b> | <b>\$33.75</b> |
| 13    | <b>\$20.59</b> | <b>\$32.54</b> |
| 12    | <b>\$20.01</b> | <b>\$31.29</b> |
| 11    | <b>\$19.09</b> | <b>\$30.03</b> |
| 10    | <b>\$18.52</b> | <b>\$28.81</b> |
| 9     | <b>\$18.10</b> | <b>\$28.09</b> |
| 8     | <b>\$17.34</b> | <b>\$27.34</b> |
| 7     | <b>\$16.87</b> | <b>\$26.57</b> |
| 6     | <b>\$16.38</b> | <b>\$25.83</b> |
| 5     | <b>\$15.97</b> | <b>\$25.12</b> |
| 4     | <b>\$15.80</b> | <b>\$24.36</b> |
| 3     | <b>\$14.44</b> | <b>\$23.65</b> |
| 2     | <b>\$14.04</b> | <b>\$22.87</b> |
| 1     | <b>\$13.50</b> | <b>\$22.17</b> |

**March 12, 2022**

| Labor |                |                |
|-------|----------------|----------------|
| Grade | Minimum        | Maximum        |
| 20    | <b>\$25.41</b> | <b>\$46.12</b> |
| 19    | <b>\$24.81</b> | <b>\$45.70</b> |
| 18    | <b>\$24.24</b> | <b>\$45.11</b> |
| 17    | <b>\$23.58</b> | <b>\$43.90</b> |
| 16    | <b>\$22.99</b> | <b>\$40.86</b> |
| 15    | <b>\$22.41</b> | <b>\$40.21</b> |
| 14    | <b>\$21.79</b> | <b>\$34.76</b> |
| 13    | <b>\$21.21</b> | <b>\$33.52</b> |
| 12    | <b>\$20.61</b> | <b>\$32.23</b> |
| 11    | <b>\$19.66</b> | <b>\$30.93</b> |
| 10    | <b>\$19.08</b> | <b>\$29.67</b> |
| 9     | <b>\$18.64</b> | <b>\$28.93</b> |
| 8     | <b>\$17.86</b> | <b>\$28.16</b> |
| 7     | <b>\$17.38</b> | <b>\$27.37</b> |
| 6     | <b>\$16.87</b> | <b>\$26.60</b> |
| 5     | <b>\$16.45</b> | <b>\$25.87</b> |
| 4     | <b>\$16.27</b> | <b>\$25.09</b> |
| 3     | <b>\$14.87</b> | <b>\$24.36</b> |
| 2     | <b>\$14.46</b> | <b>\$23.56</b> |
| 1     | <b>\$13.91</b> | <b>\$22.84</b> |

## **Section 4. Coded Letters for C.E.G. E**

### **Coded Letter E-1**

*Last Updated: October 27, 1980*

*Original Date: October 27, 1980*

**Subject:      UNION STEWARD COVERAGE DURING TEMPORARY FIELD  
SERVICE ASSIGNMENT**

The Company agrees that whenever employees are assigned to temporary field service and there is no Union Steward among the employees selected, the Union may appoint a steward from among those employees.

Further, the Company agrees when employees are assigned to field duty assignments the Company will notify the Union prior to departure, when time permits. The Union may appoint a steward from among those employees.

During the temporary assignment, the steward will be expected to assist in the resolution of complaints and grievances that occur. In instances where complaints and grievances have not been resolved, the time limits will be waived until such temporary assignment has concluded and the employees have returned to their home base. The normal grievance procedure outlined in the Company-Union Agreement will then be followed.

Reference:

ARTICLE 2, Section 1

ARTICLE 3, Sections 6 and 8

ARTICLE 7, Section 10

**Coded Letter E-3**

*Last Updated: June 15, 1993*

*Original Date: October 27, 1980*

**Subject: LAYOFFS**

This is to confirm the understanding reached during negotiations of the company-union agreement wherein it was mutually agreed that in the application of the layoff procedure, employees at C.E.G. E would have actual hire date in place of the first of the month in which hired, for the purpose of layoff and displacement.

Reference: ARTICLE 4, Section 6

**Coded Letter E-6**

*Last Updated: March 1, 1996*

*Original Date: October 27, 1980*

**Subject: PROMOTION TO HIGHER-RATED JOBS ARTICLE 4, SECTION  
4B OF THE COMPANY-UNION AGREEMENT**

In accordance with the understanding reached during Company-Union negotiations, it is mutually agreed that in promotions to higher-rated jobs, consideration will be given to all employees in C.E.G. E who request such consideration in writing.

**Coded Letter E-9**

*Last Updated: March 5, 2018*

*Original Date: October 27, 1980*

**Subject: OVERTIME DISTRIBUTION AND RECORD KEEPING**

This agreement between **Lockheed Martin Space** and Local Lodge 610 of the International Association of Machinists & Aerospace Workers supersedes all previous written and oral agreements, prior local practices.

**GENERAL**

- A. Overtime will be distributed by classification, by operational unit, by shift. An operational unit is defined as: Those employees on a shift who report to the same supervisor or designated coordinator. In some areas, a supervisor or coordinator may have more than one operational unit as depicted by the department or organization chart. In this case, overtime will be distributed by each operational unit reporting to the supervisor or coordinator.
- B. In some areas overtime will be distributed by "work group". Work group, as used herein, means several classifications of employees working together as a temporary work unit. Overtime will be distributed by classification, by shift within the work group.
- C. In the event that an insufficient number of employees accept an overtime assignment, the Company may direct the employee low on the overtime list within the classification, operational unit and shift to fulfill the overtime requirement. **However, prior to directing employees within the original operational unit, the Company may ask within the needed classification from other operational units first and then any employee qualified to perform the work assignment from the original operational unit.** When determining which employees are to be selected for overtime, the employee who is lowest in overtime hours within the classification needed will be selected. Should two (2) or more employees have the same number of hours, the most senior employee will be selected. If no employees outside the original operational unit accept the overtime, then the employee who is lowest on the overtime list in the original group will be required to work the overtime.

## OVERTIME RECORDS

- A. Accurate information will be maintained on the overtime record (Form LMSC 837-3 or equivalent) within each operational unit in order to assure equitable distribution of overtime among employees. The overtime record will be openly posted within each operational unit and shall be retained for two (2) years on a continuing basis.
- B. Employees' names (by classification) within the same operational unit will be entered on the overtime record, and cumulative overtime balances will be brought forward from any previous overtime record. Overtime will be recorded daily to show overtime hours worked or refused on the appropriate calendar day. A cumulative total will be made at the end of each day.
- C. Overtime records will be maintained to reflect the equivalent of straight time. Fractional hours will be rounded off to the nearest tenth of an hour, e.g.  $3.3 \times 1.5 = 4.95$ , 5.0 hours will be recorded.
- D. Overtime offered but refused will be recorded to show the number of hours the employees would have worked, had it been accepted, by an "O" to denote "offered".
- E. Reduction of hours may be made by subtracting a common factor. For example, in an affected group where all employees have more than 100 accumulated hours, all may be reduced by 100, resulting in no relative change within the group. When a reduction takes place it must be coordinated with all operational units to be done concurrently and in the same manner

## SCHEDULING

- A. Affected employees will be notified of overtime work schedules as soon as reasonably possible. An employee absent from work normally will not be scheduled for overtime until returning to work after the absence. Normally, if an employee accepts weekend overtime and is absent on Friday, the overtime offered to that employee will be canceled unless the Friday is a normally scheduled off-Friday, an approved one day vacation, personal leave or union call-out. Similarly, if an employee is asked to work overtime two days hence but is absent the day before the scheduled overtime, the overtime offered to that employee will be canceled. If overtime offered is canceled, the employee will be notified when reporting their absence to supervision.
- B. The Company normally will offer the first available overtime to the employees with the lowest accumulated overtime hours in the affected group who is qualified to perform the work involved. Exceptions to this rule will include: job continuity, which requires the employee to follow through on overtime work started during normal working hours. When this condition exists to the point that operational requirements would be affected,

the employee may continue the overtime work. Other exceptions include: qualifications, access considerations and medical limitations.

When due to specific job skills or job continuity requirements an employee's accumulated overtime is substantially higher than that of the next person in the affected group, and it appears that the overtime difference will continue to grow, the department will initiate appropriate cross training for interested employees who are qualified to be cross trained. The cross trained employee with the lowest accumulated overtime will be rotated into the job being performed by the high overtime employee.

Refusal of cross training will be documented.

- C. An employee who refuses overtime will be charged for those hours offered unless the employee who worked was sent home early at company request, in which case the actual hours worked will be charged.
- D. No charge will be made to the overtime record if overtime is refused because:
  - 1. The overtime assignment is on an agreed upon holiday.
  - 2. The employee is on union business and the company has been properly notified.
  - 3. The employee is on jury duty during the day when the overtime is to be worked or is to appear as a subpoenaed witness in a court of law in a case to which the employee is not a party either directly or as a member of a class.
  - 4. Overtime is on the 6th or 7th day immediately preceding or following the employee's vacation of at least one week.
  - 5. Overtime work anticipated is subsequently canceled.
  - 6. The employee is called for temporary military duty.
  - 7. When an employee has a medical or dental appointment prior to the time the overtime is offered (Doctor's verification required).
  - 8. All employees outside of the requesting operational unit refuse the overtime and the Company returns to the original operational unit.
- E. Employees who do not want to work overtime or do not want to change job assignment or location necessary for more equitable distribution of overtime, shall indicate those preferences in writing. Such written notice will remain active for a minimum of 90 calendar days. Subsequently, if a name is removed and such employee is added back to the list such activation shall be for a minimum of 90 calendar days. Once an employee has removed his name from the overtime list he is not eligible for overtime unless all eligible employees in same classification are working and additional employees are needed.



- F. Drivers required to drive the vehicle to transport missiles and/or missile motors shall be qualified and licensed operators. When employees are assigned as "shotgun" riders for missile and missile motor transport, they will be assigned from the above supervisory group. Should the "shotgun" rider be required to perform duties calling for specific skills in addition to the "shotgun" duties, the assignment shall be per the affected classification. In all overtime assignments, "scheduling" provisions of this agreement shall apply.

**OVERTIME CHARGES - WHEN ALL OR PART OF OVERTIME SHIFT OFFERED IS NOT WORKED.**

- A. When all or part of the overtime shift offered is not worked due to cancellation by management, employees will be charged only hours worked. Employees who initially declined overtime will be charged for hours worked. The charge will be deleted if overtime is canceled before the end of the shift in which the overtime is offered.

- B. Tardies

An employee who is tardy in reporting to an overtime assignment will be charged the full amount of time scheduled to be worked.

- C. Short times

An employee who short times when work still is available, will be charged for the time scheduled to be worked.

- D. Absences

An employee who has agreed to work overtime but fails to report for work without a legitimate excuse will be charged for double the time scheduled to be worked.

- E. Employees who accept overtime and then do not report as scheduled for the accepted overtime may be subject to disciplinary action in addition to the appropriate overtime charges.

**ABSENCE FROM AFFECTED GROUP MORE THAN 5 WORKING DAYS**

- A. An employee who is absent for over five (5) working days will be charged overtime hours in the amount of the average overtime worked by their affected group during the absence, except in the following circumstances:

- 1. When an employee is on vacation.

2. When an employee is on extended recognized union business.
  3. When an employee is on jury duty or is to appear as a subpoenaed witness in a court of law in a case to which the employee is not a party either directly or as a member of a class.
  4. When an employee is required to engage in annual two consecutive weeks of military training.
  5. When an employee is absent 30 days or more, the provisions specified for "addition of transferred or recalled employees" will apply.
- B. An employee identified in A who is not exempt in 1 through 5 above will be averaged back into their group as follows: the average overtime worked by their affected group during the absence will be calculated and added to the employee's accumulated total prior to the absence.

#### TRAVEL AND FIELD DUTY

All overtime worked while on travel and field duty shall be added to the employee's permanent overtime record.

#### LOANED EMPLOYEES - POSTING AND DISTRIBUTION OF OVERTIME.

- A. Posting - the permanent (home) operational unit overtime record will be posted as notification is received from the borrowing operational unit of overtime hours worked.
- B. Distribution of overtime to employees on loan - operational unit utilizing the services of employees on loan from other operational units will use the following basic rules as a guide in the distribution of overtime:
1. Employees who have been on loan for less than ten (10) working days will not be considered eligible for overtime. Exceptions to this rule may be made when any of the following conditions exists:
    - (a) all the affected employees of the department are requested to work overtime.
    - (b) the borrowed employee possesses special skills necessary to perform the overtime assignment, and none of the affected employees of the department is qualified to perform the work.
    - (c) continuity of work operations requires the borrowed employee to follow through on overtime work started during regular working hours. When this condition exists to the point that operational requirements would be adversely affected, the employee on temporary loan may be assigned to the overtime work.

2. Employees who have been on loan for ten (10) or more working days will be considered members of the "affected group" in the borrowing department for purposes of equitable distribution of overtime. Such an employee will be given the average of the affected group as of the 10th working day or the first date on which overtime occurs, whichever is first.

#### ADDITION OF NEW OR REHIRED EMPLOYEES

The average overtime hours of 50% of the employees in the affected group who have worked the highest number of overtime hours as of the date the new or rehired employee begins to work overtime or at the end of the probationary period whichever occurs first will be calculated and posted to the overtime record for the new or rehired employee.

Example: if there are 10 names in the affected group, add the overtime of the 5 highest and divide by 5.

#### ADDITION OF TRANSFERRED OR RECALLED EMPLOYEES

The average overtime charged to and/or worked by others in the affected group as of the date the employee begins work in the new affected group will be calculated and posted to the overtime record for the transferred or recalled employee.

#### CONSOLIDATION OF TWO OR MORE OPERATIONAL UNITS

- A. Combination of two or more operational units will be agreed upon by the Company and the Union.
- B. Overtime records will be carried over without change for employees in a classification common to only one operational unit.

#### REMOVAL FROM OVERTIME RECORD

- A. An employee who does not want to be offered overtime should submit a written request to that effect. The written request will be placed in the organization personnel folder. The overtime record will show: "Employee declines overtime. See written request dated (DATE)." The employees must understand they are still subject to work if operational requirements so dictate.

- B. When an employee cancels a “no overtime” request the average overtime worked by their affected group during the no overtime request will be calculated and added to the employee’s accumulated total at the time the request was submitted, but, in no case, will the employee's relative position in the operational unit be improved.
- C. All additional agreements and/or understandings concerning overtime distribution shall be handled by a letter of agreement between the Base Steward and the Human Resources Representative.

Reference: ARTICLE 7, Section 2 B

*Last Updated: October 24, 1983*

*Original Date: October 27, 1980*

**Subject:     NON-BARGAINING UNIT EMPLOYEES PERFORMING  
                 BARGAINING UNIT WORK**

This will confirm the understanding reached between the Company and the Union on the above subject.

The Human Resources Representative and the Base Steward will meet at times mutually agreeable for the purpose of investigating problems related to non-bargaining unit employees performing bargaining unit work.

It is understood that this agreement will in no way prejudice the right of any employee to file a grievance as provided in this Company-Union Agreement.

This letter will be in effect for the duration of the Agreement.

Reference:    ARTICLE 1, Section 13

**Coded Letter E-11**

*Last Updated: March 5, 2018*

*Original Date: March 5, 2018*

**Subject:      Job Description Review Committee**

**Establish a subcommittee to review job descriptions.**

**The committee, consisting of an agreed-upon number of representatives from the Company and the Union, shall meet and resolve updates to job descriptions no later than six (6) months after ratification of the Agreement.**

**Proposed edits to job descriptions will not change the scope and nature of the classification and is only meant for wording or phrasing updates, to include modernization.**

*Last Updated: March 5, 2018*

*Original Date: March 5, 2018*

**Subject:      Surge Support for FBM across All Sites**

**It is hereby agreed between Lockheed Martin Space and the International Association of Machinists & Aerospace Workers, Local Lodge 610, as follows:**

**In the event it is necessary for the Company to supplement the workforce with IAM represented employees across all FBM sites, the Company shall meet with the Union and mutually agree to the work scope, anticipated duration, and business necessity. The Union shall not unreasonably deny the Company's ability to supplement the workforce. The Company will use its best efforts to utilize in-unit employees prior to implementation provided operational requirements permit. As a general rule, surge support shall not exceed thirty (30) continuous working days and shall not be made back to back.**

**Should the parties need to extend the duration, the Company will meet and discuss the extension with the Union.**

*Last Updated: March 5, 2018*

*Original Date: March 5, 2018*

**Subject: Travel/Field Duty**

**Every six (6) months (January and June of each year), the parties will establish a field duty list. This list will be used to select employees for field duty assignments and will be populated by volunteers within a given operational unit (i.e. TMK, Operations, MESSA). In the event there is a request for field duty assignments, management will review the minimum qualifications required to perform the work and select based on seniority.**

**In the event that an insufficient number of employees accept a field duty assignment, the employee with the lowest number of field duty work days within the six (6) month period will be selected for the field duty assignment.**

**An employee may withdraw from the field duty list by submitting written notice to their supervisor. Withdrawals from the field duty list will have a minimum life of six (6) months. If the employee wishes to be restored to the field duty list following six (6) months, the employee shall submit such request in writing to their supervisor and can only be reinstated January or June of the relative year. Such employee will be given the field duty average of the affected group as of the date of such written request.**

**An employee assigned to field duty shall receive, in addition to his/her regular rate of pay, additional pay in the amount of seventy-five cents (\$.75) per hour. Such additional amount of pay shall be effective only for the period of time an employee is assigned to such field duty and end on the day preceding the day such employee is to return to his/her regular work station.**



*Last Updated: March 5, 2018*

*Original Date: March 5, 2018*

**Subject:      Operational Unit**

**It is hereby agreed between Lockheed Martin Space and the International Association of Machinists & Aerospace Workers, Local Lodge 610, as follows:**

**The Union and the Company agree to merge the MESSA and Pad 46 operational units into one (1) functional operational unit.**

**It is mutually understood, within the operational unit, that the Company may have employees perform work at the same labor grade outside their classification for which they are qualified and certified to perform.**

**In order for this to occur, when operationally possible, there shall be at least one employee performing their work in their job classification as part of the common task within the operational unit.**

*Converted: March 5, 2018*

**Subject: Employee Requested Shift Transfer**

**The Company and the Union enter into this Agreement to establish guidelines for employees requesting shift transfer by written documentation. The intent of this letter is not to change the current Company/Union Agreement but to set a time limit for requesting a shift transfer prior to the beginning of an operation (example DASO's).**

**A time limit requirement is necessary due to the Company's responsibility to maintain, on each shift, the skill and certification levels necessary to perform the operation. Therefore, the Company and the Union agree that written documentation for shift transfer must be on file five (5) working days prior to the beginning of the operation.**

**After the time limit expires for submitting a request for shift transfer, if a hardship situation occurs affecting an employee's ability to work the assigned shift, the employee may request a hardship exemption via written documentation. The written document must be submitted immediately to the organization manager for approval.**

**Reference: ARTICLE 4 Section 5, B, 2A**

*Converted: March 5, 2018*

*Original Date: December 1, 1991*

**Subject: Temporary Work Group with an Organization**

**This Agreement between the Company and the Union results from a need to establish guidelines for organizing a temporary work group within an organization for less than 10 working days. This Letter of Understanding excludes Service Unit assignments.**

- 1. Company operational requirements determine the need for temporary work groups.**
- 2. The company will first offer assignment to a temporary work group (less than 10 working days) on a volunteer basis. Management will issue a written request for volunteers and interested employees should respond by written documentation. Volunteers must possess the necessary qualifications and certifications to perform the required tasks.**
- 3. In the event there are more volunteers than required, selection will be based on the most senior qualified. If an insufficient number of employees volunteer, the Company may temporarily transfer employees in inverse order of seniority from the affected work groups.**
- 4. The Supervisor responsible for the temporary work group shall maintain overtime records for such group. Employees in the temporary work group will begin with zero overtime hours. In the event overtime is required the employee with the fewest accumulated overtime hours, while assigned to the temporary work group, will be offered the overtime. All other overtime provisions of Letter E-9 will apply.**
- 5. Employees returning to regularly assigned work group shall have all overtime worked or refused, while on temporary assignment, posted to their permanent overtime record. Employees not volunteering for temporary assignment will not be charged for the overtime worked by the temporary work group.**
- 6. Volunteers within the temporary work group shall have first consideration for shift transfers. Inverse seniority will determine shift transfers in the event an insufficient number of employees volunteer.**
- 7. Deviation of these guidelines requires the authorization of the Base Steward and the Human Resources Representative. The grievance procedure will apply**

**only as far as Step 3 if complaints or grievances arise out of the application of this Agreement.**

**Modification or termination of this Agreement requires a five (5) day written notice to either party.**

**Coded Letter E-17**

*Converted: March 5, 2018*

*Original Date: February 22, 2002*

**Subject:     Union Office**

**This will confirm the agreement reached between the parties during negotiations concerning the providing of office space to the local Union. During the duration of the agreement the Company will provide the local LL610 CEG “E” Union with office space.**

*Converted: March 5, 2018*

*Original Date: February 21, 2005*

**Subject: Number of Stewards**

**This will confirm the understanding reached between the parties during the 2005 negotiations.**

**There are currently 7 Stewards (1 Base Steward + 6 Area Stewards) assigned to support the following areas:**

**Base Steward: CEG-E**

- Areas:**
- 1. Machine Shop, Sheet Metal Shop, Maintenance Shop, Lox Plant, Complex 46**
  - 2. M.A.C.A. (Buildings AH, AQ, AG, AL, AK, AJ, AP**
  - 3. TOF, Complex 30, Test Equipment Lab, Calibration Lab**
  - 4. Inspection**
  - 5. Supply, Hanger Z, Mullet Dr., Cape Royal, Galleria**
  - 6. Complex 12**

**It is agreed that if the population in any area falls below 4 employees through layoff, attrition or organizational re-alignment, the remaining employees in the affected area will be reassigned to another steward. As this occurs, the number of stewards will be reduced concurrently. Should the population increase above 4 in an area that had previously been reassigned, the Company agrees to re-open that area and steward. The number of stewards will not fall below 3 (1 Base Steward + 2 Area Stewards).**

**Should the future population increase above 30 in any of the areas identified above, the parties agree to meet and negotiate representational support.**

**Coded Letter E-19**

*Last Updated: March 5, 2018*

*Original Date: March 5, 2018*

**Subject: Upgrades & Respirator Premium**

**This will confirm the understanding reached between the Company and the Union during the 2018 negotiations that the Sandblasting duty will be the responsibility of all employees within each classification in the MESSA Work Group.**

**Current employees who are certified and able to perform the Sandblasting duty within the MESSA Work Group shall receive a one-time equity increase of two (\$2.00) dollars or up to the rate range maximum, whichever is less.**

**Current employees in the Proof Test Mechanic classification shall receive a one-time equity increase of three (\$3.00) dollars or up to the rate range maximum, whichever is less.**

## Signature Page

### FOR THE UNION

  
Jody Bennett  
Aerospace Coordinator  
IAM&AW

  
Mike Goddard  
Grand Lodge Representative  
IAM&AW

  
Jason Hardwick  
Special Representative  
IAM&AW

  
Kevin Lee  
Business Representative  
District 725, IAM&AW


  
Kevin DiMeco  
Business Representative  
District 166, IAM&AW

  
Kim Hamilton-Alarcon  
Labor Relations Committee Member  
Sunnyvale Local Lodge 2228

  
Dave Davis  
Labor Relations Committee Member  
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### FOR THE COMPANY

  
Jay Sumner  
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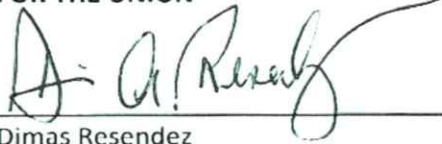
  
Wahid Azizpor  
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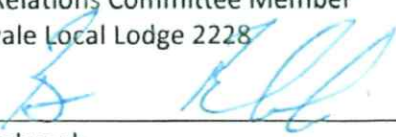
  
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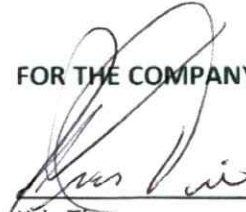


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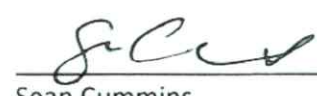
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| WORKDAYS .....                       | 78  |
| WORKING RATE .....                   | 72  |
| WORKWEEK                             |     |
| Four-Day Forty-Hour Workweek .....   | 48  |
| Odd .....                            | 78  |
| Standard.....                        | 77  |

# 2018

| January  |    |    |    |    |    |    | July      |    |    |    |    |    |    |
|----------|----|----|----|----|----|----|-----------|----|----|----|----|----|----|
| S        | M  | T  | W  | T  | F  | S  | S         | M  | T  | W  | T  | F  | S  |
|          | H  | 2  | 3  | 4  | 5  | 6  | 1         | 2  | 3  | H  | 5  | 6  | 7  |
| 7        | 8  | 9  | 10 | 11 | 12 | 13 | 8         | 9  | 10 | 11 | 12 | 13 | A  |
| 14       | 15 | 16 | 17 | 18 | 19 | 20 | 15        | 16 | 17 | 18 | 19 | 20 | 21 |
| 21       | 22 | 23 | 24 | 25 | 26 | 27 | 22        | 23 | 24 | 25 | 26 | 27 | 28 |
| 28       | 29 | 30 | 31 |    |    |    | 29        | 30 | 31 |    |    |    |    |
| February |    |    |    |    |    |    | August    |    |    |    |    |    |    |
| S        | M  | T  | W  | T  | F  | S  | S         | M  | T  | W  | T  | F  | S  |
|          |    |    |    | 1  | 2  | 3  |           |    |    | 1  | 2  | 3  | 4  |
| 4        | 5  | 6  | 7  | 8  | 9  | 10 | 5         | 6  | 7  | 8  | 9  | 10 | 11 |
| 11       | 12 | 13 | 14 | 15 | 16 | 17 | 12        | 13 | 14 | 15 | 16 | 17 | 18 |
| 18       | 19 | 20 | 21 | 22 | 23 | 24 | 19        | 20 | 21 | 22 | 23 | 24 | 25 |
| 25       | 26 | 27 | 28 |    |    |    | 26        | 27 | 28 | 29 | 30 | 31 |    |
| March    |    |    |    |    |    |    | September |    |    |    |    |    |    |
| S        | M  | T  | W  | T  | F  | S  | S         | M  | T  | W  | T  | F  | S  |
|          |    |    |    | 1  | 2  | 3  |           |    |    |    |    |    | 1  |
| 4        | 5  | 6  | 7  | 8  | 9  | A  | 2         | H  | 4  | 5  | 6  | 7  | 8  |
| 11       | 12 | 13 | 14 | 15 | 16 | 17 | 9         | 10 | 11 | 12 | 13 | 14 | 15 |
| 18       | 19 | 20 | 21 | 22 | 23 | 24 | 16        | 17 | 18 | 19 | 20 | 21 | 22 |
| 25       | 26 | 27 | 28 | 29 | 30 | 31 | 23        | 24 | 25 | 26 | 27 | 28 | 29 |
|          |    |    |    |    |    |    | 30        |    |    |    |    |    |    |
| April    |    |    |    |    |    |    | October   |    |    |    |    |    |    |
| S        | M  | T  | W  | T  | F  | S  | S         | M  | T  | W  | T  | F  | S  |
| 1        | 2  | 3  | 4  | 5  | 6  | 7  |           | 1  | 2  | 3  | 4  | 5  | 6  |
| 8        | 9  | 10 | 11 | 12 | 13 | 14 | 7         | 8  | 9  | 10 | 11 | 12 | 13 |
| 15       | 16 | 17 | 18 | 19 | 20 | 21 | 14        | 15 | 16 | 17 | 18 | 19 | 20 |
| 22       | 23 | 24 | 25 | 26 | 27 | 28 | 21        | 22 | 23 | 24 | 25 | 26 | 27 |
| 29       | 30 |    |    |    |    |    | 28        | 29 | 30 | 31 |    |    |    |
| May      |    |    |    |    |    |    | November  |    |    |    |    |    |    |
| S        | M  | T  | W  | T  | F  | S  | S         | M  | T  | W  | T  | F  | S  |
|          |    | 1  | 2  | 3  | 4  | 5  |           |    |    |    | 1  | 2  | 3  |
| 6        | 7  | 8  | 9  | 10 | 11 | 12 | 4         | 5  | 6  | 7  | 8  | 9  | A  |
| 13       | 4  | 15 | 16 | 17 | 18 | 19 | 11        | 12 | 13 | 14 | 15 | 16 | 17 |
| 20       | 21 | 22 | 23 | 24 | 25 | 26 | 18        | 19 | 20 | 21 | H  | H  | 24 |
| 27       | H  | 29 | 30 | 31 |    |    | 25        | 26 | 27 | 28 | 29 | 30 |    |
| June     |    |    |    |    |    |    | December  |    |    |    |    |    |    |
| S        | M  | T  | W  | T  | F  | S  | S         | M  | T  | W  | T  | F  | S  |
|          |    |    |    |    | 1  | 2  |           |    |    |    |    |    | 1  |
| 3        | 4  | 5  | 6  | 7  | 8  | 9  | 2         | 3  | 4  | 5  | 6  | 7  | 8  |
| 10       | 11 | 12 | 13 | 14 | 15 | 16 | 9         | 10 | 11 | 12 | 13 | 14 | 15 |
| 17       | 18 | 19 | 20 | 21 | 22 | 23 | 16        | 17 | 18 | 19 | 20 | L  | 22 |
| 24       | 25 | 26 | 27 | 28 | 29 | 30 | 23        | H  | H  | H  | H  | H  | 29 |
|          |    |    |    |    |    |    | 30        | H  |    |    |    |    |    |

3/15/18 = CONTRACT EFFECTIVE DATE

A = AUTOMATIC RATE PROGRESSION (\$.25/4 MONTHS)

H = HOLIDAY

L = COLA SUPPLEMENT



# 2019

| January  |    |    |    |    |    |    | July      |    |    |    |    |    |    |
|----------|----|----|----|----|----|----|-----------|----|----|----|----|----|----|
| S        | M  | T  | W  | T  | F  | S  | S         | M  | T  | W  | T  | F  | S  |
|          |    | H  | 2  | 3  | 4  | 5  |           | 1  | 2  | 3  | H  | 5  | 6  |
| 6        | 7  | 8  | 9  | 10 | 11 | 12 | 7         | 8  | 9  | 10 | 11 | 12 | A  |
| 13       | 4  | 15 | 16 | 17 | 18 | 19 | 14        | 15 | 16 | 17 | 18 | 19 | 20 |
| 20       | 21 | 22 | 23 | 24 | 25 | 26 | 21        | 22 | 23 | 24 | 25 | 26 | 27 |
| 27       | 28 | 29 | 30 | 31 |    |    | 28        | 29 | 30 | 31 |    |    |    |
| February |    |    |    |    |    |    | August    |    |    |    |    |    |    |
| S        | M  | T  | W  | T  | F  | S  | S         | M  | T  | W  | T  | F  | S  |
|          |    |    |    |    | 1  | 2  |           |    |    |    | 1  | 2  | 3  |
| 3        | 4  | 5  | 6  | 7  | 8  | 9  | 4         | 5  | 6  | 7  | 8  | 9  | 10 |
| 10       | 11 | 12 | 13 | 14 | 15 | 16 | 11        | 12 | 13 | 14 | 15 | 16 | 17 |
| 17       | 18 | 19 | 20 | 21 | 22 | 23 | 18        | 19 | 20 | 21 | 22 | 23 | 24 |
| 24       | 25 | 26 | 27 | 28 |    |    | 25        | 26 | 27 | 28 | 29 | 30 | 31 |
| March    |    |    |    |    |    |    | September |    |    |    |    |    |    |
| S        | M  | T  | W  | T  | F  | S  | S         | M  | T  | W  | T  | F  | S  |
|          |    |    |    |    | 1  | 2  | 1         | H  | 3  | 4  | 5  | 6  | 7  |
| 3        | 4  | 5  | 6  | 7  | 8  | A  | 8         | 9  | 10 | 11 | 12 | 13 | A  |
| 10       | 11 | 12 | 13 | 14 | 15 | 16 | 15        | 16 | 17 | 18 | 19 | 20 | 21 |
| 17       | 18 | 19 | 20 | 21 | 22 | 23 | 22        | 23 | 24 | 25 | 26 | 27 | 28 |
| 24       | 25 | 26 | 27 | 28 | 29 | 30 | 29        | 30 |    |    |    |    |    |
| 31       |    |    |    |    |    |    |           |    |    |    |    |    |    |
| April    |    |    |    |    |    |    | October   |    |    |    |    |    |    |
| S        | M  | T  | W  | T  | F  | S  | S         | M  | T  | W  | T  | F  | S  |
|          | 1  | 2  | 3  | 4  | 5  | 6  |           |    | 1  | 2  | 3  | 4  | 5  |
| 7        | 8  | 9  | 10 | 11 | 12 | 13 | 6         | 7  | 8  | 9  | 10 | 11 | 12 |
| 14       | 15 | 16 | 17 | 18 | 19 | 20 | 13        | 4  | 15 | 16 | 17 | 18 | 19 |
| 21       | 22 | 23 | 24 | 25 | 26 | 27 | 20        | 21 | 22 | 23 | 24 | 25 | 26 |
| 28       | 29 | 30 |    |    |    |    | 27        | 28 | 29 | 30 | 31 |    |    |
| May      |    |    |    |    |    |    | November  |    |    |    |    |    |    |
| S        | M  | T  | W  | T  | F  | S  | S         | M  | T  | W  | T  | F  | S  |
|          |    |    | 1  | 2  | 3  | 4  |           |    |    |    |    | 1  | 2  |
| 5        | 6  | 7  | 8  | 9  | 10 | 11 | 3         | 4  | 5  | 6  | 7  | 8  | A  |
| 12       | 13 | 14 | 15 | 16 | 17 | 18 | 10        | 11 | 12 | 13 | 14 | 15 | 16 |
| 19       | 20 | 21 | 22 | 23 | 24 | 25 | 17        | 18 | 19 | 20 | 21 | 22 | 23 |
| 26       | H  | 28 | 29 | 30 | 31 |    | 24        | 25 | 26 | 27 | H  | H  | 30 |
| June     |    |    |    |    |    |    | December  |    |    |    |    |    |    |
| S        | M  | T  | W  | T  | F  | S  | S         | M  | T  | W  | T  | F  | S  |
|          |    |    |    |    |    | 1  | 1         | 2  | 3  | 4  | 5  | 6  | 7  |
| 2        | 3  | 4  | 5  | 6  | 7  | 8  | 8         | 9  | 10 | 11 | 12 | 13 | 14 |
| 9        | 10 | 11 | 12 | 13 | 14 | 15 | 15        | 16 | 17 | 18 | 19 | L  | 21 |
| 16       | 17 | 18 | 19 | 20 | 21 | 22 | 22        | 23 | H  | H  | H  | H  | 28 |
| 23       | 24 | 25 | 26 | 27 | 28 | 29 | 29        | H  | H  |    |    |    |    |
| 30       |    |    |    |    |    |    |           |    |    |    |    |    |    |

A = AUTOMATIC RATE PROGRESSION (\$.25/4 MONTHS)

H = HOLIDAY

L = COLA SUPPLEMENT

## 2020

| January  |    |    |    |    |    |    | July      |    |    |    |    |    |    |
|----------|----|----|----|----|----|----|-----------|----|----|----|----|----|----|
| S        | M  | T  | W  | T  | F  | S  | S         | M  | T  | W  | T  | F  | S  |
|          |    |    | H  | 2  | 3  | 4  |           |    |    | 1  | 2  | H  | 4  |
| 5        | 6  | 7  | 8  | 9  | 10 | 11 | 5         | 6  | 7  | 8  | 9  | 10 | A  |
| 12       | 13 | 14 | 15 | 16 | 17 | 18 | 12        | 13 | 14 | 15 | 16 | 17 | 18 |
| 19       | 20 | 21 | 22 | 23 | 24 | 25 | 19        | 20 | 21 | 22 | 23 | 24 | 25 |
| 26       | 27 | 28 | 29 | 30 | 31 |    | 26        | 27 | 28 | 29 | 30 | 31 |    |
| February |    |    |    |    |    |    | August    |    |    |    |    |    |    |
| S        | M  | T  | W  | T  | F  | S  | S         | M  | T  | W  | T  | F  | S  |
|          |    |    |    |    |    | 1  |           |    |    |    |    |    | 1  |
| 2        | 3  | 4  | 5  | 6  | 7  | 8  | 2         | 3  | 4  | 5  | 6  | 7  | 8  |
| 9        | 10 | 11 | 12 | 13 | 14 | 15 | 9         | 10 | 11 | 12 | 13 | 14 | 15 |
| 16       | 17 | 18 | 19 | 20 | 21 | 22 | 16        | 17 | 18 | 19 | 20 | 21 | 22 |
| 23       | 24 | 25 | 26 | 27 | 28 | 29 | 23        | 24 | 25 | 26 | 27 | 28 | 29 |
|          |    |    |    |    |    |    | 30        | 31 |    |    |    |    |    |
| March    |    |    |    |    |    |    | September |    |    |    |    |    |    |
| S        | M  | T  | W  | T  | F  | S  | S         | M  | T  | W  | T  | F  | S  |
| 1        | 2  | 3  | 4  | 5  | 6  | 7  |           |    | 1  | 2  | 3  | 4  | 5  |
| 8        | 9  | 10 | 11 | 12 | 13 | A  | 6         | H  | 8  | 9  | 10 | 11 | 12 |
| 15       | 16 | 17 | 18 | 19 | 20 | 21 | 13        | 14 | 15 | 16 | 17 | 18 | 19 |
| 22       | 23 | 24 | 25 | 26 | 27 | 28 | 20        | 21 | 22 | 23 | 24 | 25 | 26 |
| 29       | 30 | 31 |    |    |    |    | 27        | 28 | 29 | 30 |    |    |    |
| April    |    |    |    |    |    |    | October   |    |    |    |    |    |    |
| S        | M  | T  | W  | T  | F  | S  | S         | M  | T  | W  | T  | F  | S  |
|          |    |    | 1  | 2  | 3  | 4  |           |    |    |    | 1  | 2  | 3  |
| 5        | 6  | 7  | 8  | 9  | 10 | 11 | 4         | 5  | 6  | 7  | 8  | 9  | 10 |
| 12       | 13 | 14 | 15 | 16 | 17 | 18 | 11        | 12 | 13 | 14 | 15 | 16 | 17 |
| 19       | 20 | 21 | 22 | 23 | 24 | 25 | 18        | 19 | 20 | 21 | 22 | 23 | 24 |
| 26       | 27 | 28 | 29 | 30 |    |    | 25        | 26 | 27 | 28 | 29 | 30 | 31 |
| May      |    |    |    |    |    |    | November  |    |    |    |    |    |    |
| S        | M  | T  | W  | T  | F  | S  | S         | M  | T  | W  | T  | F  | S  |
|          |    |    |    |    | 1  | 2  | 1         | 2  | 3  | 4  | 5  | 6  | 7  |
| 3        | 4  | 5  | 6  | 7  | 8  | 9  | 8         | 9  | 10 | 11 | 12 | 13 | A  |
| 10       | 11 | 12 | 13 | 14 | 15 | 16 | 15        | 16 | 17 | 18 | 19 | 20 | 21 |
| 17       | 18 | 19 | 20 | 21 | 22 | 23 | 22        | 23 | 24 | 25 | H  | H  | 28 |
| 24       | H  | 26 | 27 | 28 | 29 | 30 | 29        | 30 |    |    |    |    |    |
| 31       |    |    |    |    |    |    |           |    |    |    |    |    |    |
| June     |    |    |    |    |    |    | December  |    |    |    |    |    |    |
| S        | M  | T  | W  | T  | F  | S  | S         | M  | T  | W  | T  | F  | S  |
|          | 1  | 2  | 3  | 4  | 5  | 6  |           |    | 1  | 2  | 3  | 4  | 5  |
| 7        | 8  | 9  | 10 | 11 | 12 | 13 | 6         | 7  | 8  | 9  | 10 | 11 | 12 |
| 14       | 15 | 16 | 17 | 18 | 19 | 20 | 13        | 14 | 15 | 16 | 17 | L  | 19 |
| 21       | 22 | 23 | 24 | 25 | 26 | 27 | 20        | 21 | 22 | 23 | H  | H  | 26 |
| 28       | 29 | 30 |    |    |    |    | 27        | H  | H  | H  | H  |    |    |

A = AUTOMATIC RATE PROGRESSION (\$.25/4 MONTHS)

H = HOLIDAY

L = COLA SUPPLEMENT

# 2021

| January  |    |    |    |    |    |    | July      |    |    |    |    |    |    |
|----------|----|----|----|----|----|----|-----------|----|----|----|----|----|----|
| S        | M  | T  | W  | T  | F  | S  | S         | M  | T  | W  | T  | F  | S  |
|          |    |    |    |    | H  | 2  |           |    |    |    | 1  | 2  | 3  |
| 3        | 4  | 5  | 6  | 7  | 8  | 9  | 4         | H  | 6  | 7  | 8  | 9  | A  |
| 10       | 11 | 12 | 13 | 14 | 15 | 16 | 11        | 12 | 13 | 14 | 15 | 16 | 17 |
| 17       | 18 | 19 | 20 | 21 | 22 | 23 | 18        | 19 | 20 | 21 | 22 | 23 | 24 |
| 24       | 25 | 26 | 27 | 28 | 29 | 30 | 25        | 26 | 27 | 28 | 29 | 30 | 31 |
| 31       |    |    |    |    |    |    |           |    |    |    |    |    |    |
| February |    |    |    |    |    |    | August    |    |    |    |    |    |    |
| S        | M  | T  | W  | T  | F  | S  | S         | M  | T  | W  | T  | F  | S  |
|          | 1  | 2  | 3  | 4  | 5  | 6  | 1         | 2  | 3  | 4  | 5  | 6  | 7  |
| 7        | 8  | 9  | 10 | 11 | 12 | 13 | 8         | 9  | 10 | 11 | 12 | 13 | 14 |
| 14       | 15 | 16 | 17 | 18 | 19 | 20 | 15        | 16 | 17 | 18 | 19 | 20 | 21 |
| 21       | 22 | 23 | 24 | 25 | 26 | 27 | 22        | 23 | 24 | 25 | 26 | 27 | 28 |
| 28       |    |    |    |    |    |    | 29        | 30 | 31 |    |    |    |    |
| March    |    |    |    |    |    |    | September |    |    |    |    |    |    |
| S        | M  | T  | W  | T  | F  | S  | S         | M  | T  | W  | T  | F  | S  |
|          | 1  | 2  | 3  | 4  | 5  | 6  |           |    |    | 1  | 2  | 3  | 4  |
| 7        | 8  | 9  | 10 | 11 | 12 | A  | 5         | H  | 7  | 8  | 9  | 10 | 11 |
| 14       | 15 | 16 | 17 | 18 | 19 | 20 | 12        | 13 | 14 | 15 | 16 | 17 | 18 |
| 21       | 22 | 23 | 24 | 25 | 26 | 27 | 19        | 20 | 21 | 22 | 23 | 24 | 25 |
| 28       | 29 | 30 | 31 |    |    |    | 26        | 27 | 28 | 29 | 30 |    |    |
| April    |    |    |    |    |    |    | October   |    |    |    |    |    |    |
| S        | M  | T  | W  | T  | F  | S  | S         | M  | T  | W  | T  | F  | S  |
|          |    |    |    | 1  | 2  | 3  |           |    |    |    |    | 1  | 2  |
| 4        | 5  | 6  | 7  | 8  | 9  | 10 | 3         | 4  | 5  | 6  | 7  | 8  | 9  |
| 11       | 12 | 13 | 14 | 15 | 16 | 17 | 10        | 11 | 12 | 13 | 14 | 15 | 16 |
| 18       | 19 | 20 | 21 | 22 | 23 | 24 | 17        | 18 | 19 | 20 | 21 | 22 | 23 |
| 25       | 26 | 27 | 28 | 29 | 30 |    | 24        | 25 | 26 | 27 | 28 | 29 | 30 |
|          |    |    |    |    |    |    | 31        |    |    |    |    |    |    |
| May      |    |    |    |    |    |    | November  |    |    |    |    |    |    |
| S        | M  | T  | W  | T  | F  | S  | S         | M  | T  | W  | T  | F  | S  |
|          |    |    |    |    |    | 1  |           | 1  | 2  | 3  | 4  | 5  | 6  |
| 2        | 3  | 4  | 5  | 6  | 7  | 8  | 7         | 8  | 9  | 10 | 11 | 12 | A  |
| 9        | 10 | 11 | 12 | 13 | 14 | 15 | 14        | 15 | 16 | 17 | 18 | 19 | 20 |
| 16       | 17 | 18 | 19 | 20 | 21 | 22 | 21        | 22 | 23 | 24 | H  | H  | 27 |
| 23       | 24 | 25 | 26 | 27 | 28 | 29 | 28        | 29 | 30 |    |    |    |    |
| 30       | H  |    |    |    |    |    |           |    |    |    |    |    |    |
| June     |    |    |    |    |    |    | December  |    |    |    |    |    |    |
| S        | M  | T  | W  | T  | F  | S  | S         | M  | T  | W  | T  | F  | S  |
|          |    | 1  | 2  | 3  | 4  | 5  |           |    |    | 1  | 2  | 3  | 4  |
| 6        | 7  | 8  | 9  | 10 | 11 | 12 | 5         | 6  | 7  | 8  | 9  | 10 | 11 |
| 13       | 14 | 15 | 16 | 17 | 18 | 19 | 12        | 13 | 14 | 15 | 16 | L  | 18 |
| 20       | 21 | 22 | 23 | 24 | 25 | 26 | 19        | 20 | 21 | 22 | 23 | H  | 25 |
| 27       | 28 | 29 | 30 |    |    |    | 26        | H  | H  | H  | H  | H  |    |

A = AUTOMATIC RATE PROGRESSION (\$.25/4 MONTHS)

H = HOLIDAY

L = COLA SUPPLEMENT

## 2022

| January  |    |    |    |    |    |    | July      |    |    |    |    |    |    |
|----------|----|----|----|----|----|----|-----------|----|----|----|----|----|----|
| S        | M  | T  | W  | T  | F  | S  | S         | M  | T  | W  | T  | F  | S  |
|          |    |    |    |    |    | 1  |           |    |    |    |    | 1  | 2  |
| 2        | H  | 4  | 5  | 6  | 7  | 8  | 3         | H  | 5  | 6  | 7  | 8  | A  |
| 9        | 10 | 11 | 12 | 13 | 14 | 15 | 10        | 11 | 12 | 13 | 14 | 15 | 16 |
| 16       | 17 | 18 | 19 | 20 | 21 | 22 | 17        | 18 | 19 | 20 | 21 | 22 | 23 |
| 23       | 24 | 25 | 26 | 27 | 28 | 29 | 24        | 25 | 26 | 27 | 28 | 29 | 30 |
| 30       | 31 |    |    |    |    |    | 31        |    |    |    |    |    |    |
| February |    |    |    |    |    |    | August    |    |    |    |    |    |    |
| S        | M  | T  | W  | T  | F  | S  | S         | M  | T  | W  | T  | F  | S  |
|          |    | 1  | 2  | 3  | 4  | 5  |           | 1  | 2  | 3  | 4  | 5  | 6  |
| 6        | 7  | 8  | 9  | 10 | 11 | 12 | 7         | 8  | 9  | 10 | 11 | 12 | 13 |
| 13       | 14 | 15 | 16 | 17 | 18 | 19 | 14        | 15 | 16 | 17 | 18 | 19 | 20 |
| 20       | 21 | 22 | 23 | 24 | 25 | 26 | 21        | 22 | 23 | 24 | 25 | 26 | 27 |
| 27       | 28 |    |    |    |    |    | 28        | 29 | 30 | 31 |    |    |    |
| March    |    |    |    |    |    |    | September |    |    |    |    |    |    |
| S        | M  | T  | W  | T  | F  | S  | S         | M  | T  | W  | T  | F  | S  |
|          |    | 1  | 2  | 3  | 4  | 5  |           |    |    |    | 1  | 2  | 3  |
| 6        | 7  | 8  | 9  | 10 | 11 | A  | 4         | H  | 6  | 7  | 8  | 9  | 10 |
| 13       | 14 | 15 | 16 | 17 | 18 | 19 | 11        | 12 | 13 | 14 | 15 | 16 | 17 |
| 20       | 21 | 22 | 23 | 24 | 25 | 26 | 18        | 19 | 20 | 21 | 22 | 23 | 24 |
| 27       | 28 | 29 | 30 | 31 |    |    | 25        | 26 | 27 | 28 | 29 | 30 |    |
| April    |    |    |    |    |    |    | October   |    |    |    |    |    |    |
| S        | M  | T  | W  | T  | F  | S  | S         | M  | T  | W  | T  | F  | S  |
|          |    |    |    |    | 1  | 2  |           |    |    |    |    |    | 1  |
| 3        | 4  | 5  | 6  | 7  | 8  | 9  | 2         | 3  | 4  | 5  | 6  | 7  | 8  |
| 10       | 11 | 12 | 13 | 14 | 15 | 16 | 9         | 10 | 11 | 12 | 13 | 14 | 15 |
| 17       | 18 | 19 | 20 | 21 | 22 | 23 | 16        | 17 | 18 | 19 | 20 | 21 | 22 |
| 24       | 25 | 26 | 27 | 28 | 29 | 30 | 23        | 24 | 25 | 26 | 27 | 28 | 29 |
|          |    |    |    |    |    |    | 30        | 31 |    |    |    |    |    |
| May      |    |    |    |    |    |    | November  |    |    |    |    |    |    |
| S        | M  | T  | W  | T  | F  | S  | S         | M  | T  | W  | T  | F  | S  |
| 1        | 2  | 3  | 4  | 5  | 6  | 7  |           |    | 1  | 2  | 3  | 4  | 5  |
| 8        | 9  | 10 | 11 | 12 | 13 | 14 | 6         | 7  | 8  | 9  | 10 | 11 | A  |
| 15       | 16 | 17 | 18 | 19 | 20 | 21 | 13        | 14 | 15 | 16 | 17 | 18 | 19 |
| 22       | 23 | 24 | 25 | 26 | 27 | 28 | 20        | 21 | 22 | 23 | H  | H  | 26 |
| 29       | H  | 31 |    |    |    |    | 27        | 28 | 29 | 30 |    |    |    |
| June     |    |    |    |    |    |    | December  |    |    |    |    |    |    |
| S        | M  | T  | W  | T  | F  | S  | S         | M  | T  | W  | T  | F  | S  |
|          |    |    | 1  | 2  | 3  | 4  |           |    |    |    | 1  | 2  | 3  |
| 5        | 6  | 7  | 8  | 9  | 10 | 11 | 4         | 5  | 6  | 7  | 8  | 9  | 10 |
| 12       | 13 | 14 | 15 | 16 | 17 | 18 | 11        | 12 | 13 | 14 | 15 | L  | 17 |
| 19       | 20 | 21 | 22 | 23 | 24 | 25 | 18        | 19 | 20 | 21 | 22 | H  | 24 |
| 26       | 27 | 28 | 29 | 30 |    |    | 25        | H  | H  | H  | H  | H  | 31 |

A = AUTOMATIC RATE PROGRESSION (\$.25/4 MONTHS)

H = HOLIDAY

L = COLA SUPPLEMENT

## 2023

| January  |    |    |    |    |    |    | July      |    |    |    |    |    |    |
|----------|----|----|----|----|----|----|-----------|----|----|----|----|----|----|
| S        | M  | T  | W  | T  | F  | S  | S         | M  | T  | W  | T  | F  | S  |
| 1        | H  | 3  | 4  | 5  | 6  | 7  |           |    |    |    |    |    | 1  |
| 8        | 9  | 10 | 11 | 12 | 13 | 14 | 2         | 3  | 4  | 5  | 6  | 7  | 8  |
| 15       | 16 | 17 | 18 | 19 | 20 | 21 | 9         | 10 | 11 | 12 | 13 | 14 | 15 |
| 22       | 23 | 24 | 25 | 26 | 27 | 28 | 16        | 17 | 18 | 19 | 20 | 21 | 22 |
| 29       | 30 | 31 |    |    |    |    | 23        | 24 | 25 | 26 | 27 | 28 | 29 |
|          |    |    |    |    |    |    | 30        | 31 |    |    |    |    |    |
| February |    |    |    |    |    |    | August    |    |    |    |    |    |    |
| S        | M  | T  | W  | T  | F  | S  | S         | M  | T  | W  | T  | F  | S  |
|          |    |    | 1  | 2  | 3  | 4  |           |    | 1  | 2  | 3  | 4  | 5  |
| 5        | 6  | 7  | 8  | 9  | 10 | 11 | 6         | 7  | 8  | 9  | 10 | 11 | 12 |
| 12       | 13 | 14 | 15 | 16 | 17 | 18 | 13        | 14 | 15 | 16 | 17 | 18 | 19 |
| 19       | 20 | 21 | 22 | 23 | 24 | 25 | 20        | 21 | 22 | 23 | 24 | 25 | 26 |
| 26       | 27 | 28 |    |    |    |    | 27        | 28 | 29 | 30 | 31 |    |    |
| March    |    |    |    |    |    |    | September |    |    |    |    |    |    |
| S        | M  | T  | W  | T  | F  | S  | S         | M  | T  | W  | T  | F  | S  |
|          |    |    | 1  | 2  | 3  | 4  |           |    |    |    |    | 1  | 2  |
| 5        | 6  | 7  | 8  | 9  | 10 | A  | 3         | 4  | 5  | 6  | 7  | 8  | 9  |
| 12       | 13 | 14 | 15 | 16 | 17 | 18 | 10        | 11 | 12 | 13 | 14 | 15 | 16 |
| 19       | 20 | 21 | 22 | 23 | 24 | 25 | 17        | 18 | 19 | 20 | 21 | 22 | 23 |
| 26       | 27 | 28 | 29 | 30 | 31 |    | 24        | 25 | 26 | 27 | 28 | 29 | 30 |
| April    |    |    |    |    |    |    | October   |    |    |    |    |    |    |
| S        | M  | T  | W  | T  | F  | S  | S         | M  | T  | W  | T  | F  | S  |
|          |    |    |    |    |    | 1  | 1         | 2  | 3  | 4  | 5  | 6  | 7  |
| 2        | 3  | 4  | 5  | 6  | 7  | 8  | 8         | 9  | 10 | 11 | 12 | 13 | 14 |
| 9        | 10 | 11 | 12 | 13 | 14 | 15 | 15        | 16 | 17 | 18 | 19 | 20 | 21 |
| 16       | 17 | 18 | 19 | 20 | 21 | 22 | 22        | 23 | 24 | 25 | 26 | 27 | 28 |
| 23       | 24 | 25 | 26 | 27 | 28 | 29 | 29        | 30 | 31 |    |    |    |    |
| 30       |    |    |    |    |    |    |           |    |    |    |    |    |    |
| May      |    |    |    |    |    |    | November  |    |    |    |    |    |    |
| S        | M  | T  | W  | T  | F  | S  | S         | M  | T  | W  | T  | F  | S  |
|          | 1  | 2  | 3  | 4  | 5  | 6  |           |    |    | 1  | 2  | 3  | 4  |
| 7        | 8  | 9  | 10 | 11 | 12 | 13 | 5         | 6  | 7  | 8  | 9  | 10 | 11 |
| 14       | 15 | 16 | 17 | 18 | 19 | 20 | 12        | 13 | 14 | 15 | 16 | 17 | 18 |
| 21       | 22 | 23 | 24 | 25 | 26 | 27 | 19        | 20 | 21 | 22 | 23 | 24 | 25 |
| 28       | 29 | 30 | 31 |    |    |    | 26        | 27 | 28 | 29 | 30 |    |    |
| June     |    |    |    |    |    |    | December  |    |    |    |    |    |    |
| S        | M  | T  | W  | T  | F  | S  | S         | M  | T  | W  | T  | F  | S  |
|          |    |    |    | 1  | 2  | 3  |           |    |    |    |    | 1  | 2  |
| 4        | 5  | 6  | 7  | 8  | 9  | 10 | 3         | 4  | 5  | 6  | 7  | 8  | 9  |
| 11       | 12 | 13 | 14 | 15 | 16 | 17 | 10        | 11 | 12 | 13 | 14 | 15 | 16 |
| 18       | 19 | 20 | 21 | 22 | 23 | 24 | 17        | 18 | 19 | 20 | 21 | 22 | 23 |
| 25       | 26 | 27 | 28 | 29 | 30 |    | 24        | 25 | 26 | 27 | 28 | 29 | 30 |
|          |    |    |    |    |    |    | 31        |    |    |    |    |    |    |

3/11/2023 = CONTRACT ANNIVERSARY DATE  
 A = AUTOMATIC RATE PROGRESSION (\$.25/4 MONTHS)  
 H = HOLIDAYS