



COMPREHENSIVE PROPOSAL TO CONCLUDE 2023 NEGOTIATIONS

between

LOCKHEED MARTIN SPACE

AND

**INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE
WORKERS,
Local Lodges 2228, 2786, 610**

SUBMITTED February 24, 2023

The provisions of both the Economic and Non-Economic Proposal as contained herein is contingent upon a full endorsement and recommendation from each member of the Union's Negotiating Committee as well as written confirmation of acceptance of the package in its entirety by 8:00 p.m. Pacific Time on Sunday, March 5, 2023.

Period of Agreement: March 12, 2023 through May 13, 2028

Except as specifically modified by this proposal, and items previously agreed upon by the parties during these negotiations, all terms and conditions of the printed Agreement will remain the same.

In all instances, qualified benefit plan language is the controlling document. Nothing contained herein or expressed by the parties orally or in writing constitutes a waiver/deviation from the plan agreement.

**Lockheed Martin Space
And
International Association of Machinists and Aerospace Workers
District Lodge 725, Local Lodges 2228, 2786, 610**

February 24, 2023

Company Economic Last, Best and Final

In addition to all proposals tentatively agreed to date, below are the Company's proposals to modify the Agreement currently in effect. For any contract provision not mentioned, the Company proposes no change at this time:

Proposal # EU - Union EC - Company	Topic	Summary/Union Proposal 4	Company Proposal/Counter Bold – Updated Proposal Language Strike – Previous Proposal Language
EU-1	General Wage Increases (GWI)	<ul style="list-style-type: none"> Space: Effective 3/ /23 6% GWI, Effective 3/ /24 5% GWI, Effective 3/ /25 5% GWI, Effective 3/ /26 5% GWI, Effective 3/ /27 5% GWI. The GWI each employee receives will be based on the maximum pay rate of the employee's classification. Prior to the 3/ /23 GWI, \$1.25 per hour will be added to all base wages. 	<p>The Company counters the Union's proposal as follows: Space – 4%, 4%, 3%, 3%, 3% (Exp. May 13, 2028) [GWI effective dates determined in locals]</p> <p>The Company rejects the Union's proposal to apply the GWI based on the maximum pay rate of the employee's classification.</p> <p>On March 18, 2023, a one dollar (\$1.00) increase will be applied to the maximum of all labor grades. Employees on the active payroll or on approved leave of absence will receive a one-time increase of one dollar (\$1.00) per hour to their hourly straight time rate.</p>
EU-2	Wage Rates	<ul style="list-style-type: none"> Automatic Rate Progression – The base rate of pay shall be increased \$0.30 January 1st, April 1st, July 1st, October 1st of each calendar year. 	<p>The Company counters the Union's proposal as follows:</p> <ul style="list-style-type: none"> The base rate of pay shall be increased twenty-five cents (\$.25) per hour.
EU-5	COLA	<ul style="list-style-type: none"> On or before the third pay period of December in each calendar year a supplemental cost-of-living payment in the amount of one thousand four hundred (\$1,400) 	<p>The Company counters the Union's proposal as follows: [\$1,000/year supplemental cost-of-living payment]</p>

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			<p>On or before the third pay period of December in each calendar year a supplemental cost-of-living payment in the amount of one thousand dollars (\$1,000) 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 third Friday of November in each calendar year.</p> <p>The Supplemental COLA Payment may be deferred in five hundred (\$500) dollar increments to the Performance Sharing Plan (PSP) (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.</p> <p>On or before January 19, 2024, a lump sum bonus in the amount of five hundred dollars (\$500) will be paid to each employee on the active payroll, on approved leave of absence for less than one year, or military leave as of December 15, 2023.</p> <p>The entire lump sum bonus may be deferred to the Performance Sharing Plan (PSP) and/or the Health Savings Account (HSA) upon completion of the appropriate form before November 17, 2023.</p>
EU-6	Pension Plan	<ul style="list-style-type: none">• Increase to \$108.00 per month per year of Credited service (past and future) and retroactive to January 1,	<p>The Company counters the Union's proposal as follows:</p> <p>Employees who commence retirement on or after January 1, 2023 will receive one hundred five dollars (\$105) a month per year of credited service.</p>

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		<p>2023 with no reduction for early retirement.</p> <ul style="list-style-type: none"> For all retirements effective January 1, 2025 increase to \$110 per month per year of credited service, past and future. 	
<p>EU-7 EU-8 EU-9</p> <p>EC-1</p>	<p>401K</p> <p>Basic Benefit Plan</p> <p>HCAP</p>	<ul style="list-style-type: none"> Company will make an automatic non-elective contribution of 8% for all employees hired on or after March 6, 2011. For all employees, company will match 60% of the first 8% of eligible pay. After the transition to the PSP, the company will contribute an additional 1% of pay per month for all months between March 2023 and the date of the transition. 	<p>Company counters the Union's remaining proposals as follows:</p> <ul style="list-style-type: none"> Company Contributions: As soon as administratively practicable, but no later than July 1, 2023, employees hired on or after March 7, 2011, will receive a Company contribution of 6% of eligible weekly base pay into the PSP. Company Matching Contributions. The Company will match 50% of the first 8% of weekly eligible base pay deferred to the plan. <p>The Company rejects the Union's proposal for automatic contributions between March 2023 and the PSP transition.</p>
EU-13	Via Benefits	<ul style="list-style-type: none"> Company Subsidy - 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 \$2,700 annually (\$225 per month) per 	<p>The Company rejects the Union's proposal for increases to the Company Subsidy.</p>

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		enrolled retiree and \$2,700 annually (\$225 per month) per enrolled spouse.													
EU-14	HMO/POS	<ul style="list-style-type: none">The HMO/POS Maximum weekly contributions by the employee shall not exceed: \$60- Employee only \$120- Employee+1 \$180- Employee+2 or more	The Company rejects the Union’s proposal.												
EU-15	HDHP Plans	<ul style="list-style-type: none">The HDHP Maximum weekly contributions by the employee shall not exceed: \$30 - Employee only \$60 - Employee+1 \$90 - Employee+2 or more	<p>The Company counters the Union’s proposal as follows:</p> <p>The employee weekly contributions will not exceed the HDHP maximum weekly contributions described below:</p> <p>HDHP Maximum Weekly Contributions:</p> <table><tr><td></td><td>Effective January 1, 2024</td><td>Effective January 1, 2026</td></tr><tr><td>Employee Only</td><td>\$30</td><td>\$35</td></tr><tr><td>Employee + 1</td><td>\$60</td><td>\$70</td></tr><tr><td>Employee + 2 or More</td><td>\$90</td><td>\$105</td></tr></table>		Effective January 1, 2024	Effective January 1, 2026	Employee Only	\$30	\$35	Employee + 1	\$60	\$70	Employee + 2 or More	\$90	\$105
	Effective January 1, 2024	Effective January 1, 2026													
Employee Only	\$30	\$35													
Employee + 1	\$60	\$70													
Employee + 2 or More	\$90	\$105													
EU-16	HSA	<ul style="list-style-type: none">The Company will contribute to the employee’s HSA account, \$3,200 for all employees on January 1, 2024,	<p>The Company rejects the Union’s proposal.</p> <p>[Note: Bargaining unit members enrolled in HDHPs and with an HSA received \$500 (employee only) or \$1000 (employee plus</p>												

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		<p>and \$1,000 for all employees each year thereafter.</p> <ul style="list-style-type: none"> Maintain Healthy Actions financial incentive for all years of the contract. 	<p>one or more) pass-through company HSA contributions on Feb. 4, 2023.</p> <p>Healthy Actions are also a pass-through benefit and members can earn \$400 (employee only) or \$800 (employee plus one or more) with biometric screening and the completion of a health survey.]</p>
EU-18	Vacation Accrual	<p>The Union proposes to use Sunnyvale/Marietta vacation schedule for all locations.</p>	<p>This item has been deferred to locals.</p>
EU-19	Sick Leave/ Personal Business (PTO)	<ul style="list-style-type: none"> An employee shall accrue fifty-four (54) hours of PTO on January 1 each calendar year. 	<p>The Company rejects the Union's proposal.</p>
EC-3	Ratification	<p>Provided that the membership ratifies the contract by 6:00 p.m. PST March 5, 2023, a \$7,500 ratification bonus will be paid within 60 days of ratification to all eligible employees on the active payroll as of March 5, 2023, or employees on an approval leave of absence for less than one year, or on military leave.</p>	<p>The Company counters the Union's proposal as follows:</p> <p>Provided that each member of the Union's negotiating committee fully endorses and recommends the Company's proposal to the Union membership, and the membership ratifies the contract by 8:00 p.m. (PST) March 5, 2023, a \$5000 ratification bonus will be paid within 60 days of ratification to all eligible employees on the active payroll as of March 5, 2023, or employees on an approved leave of absence for less than one year, or on military leave.</p>

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CE-1 (Space)	All Space Employee Equity	All employees on the active payroll as of March 12, 2023 will receive a one-time equity increase of one dollars (\$1.00) per hour.	The Company maintains its prior proposal on equity for all Space employees as follows: All employees on the active payroll as of March 12, 2023 will receive a one-time increase of twenty-five cents (\$.25).
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Lockheed Martin Aeronautics Company Marietta
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February 24, 2023

Economic Tentative Agreements

Item #	Topic	Tentative Agreements
EU-1	General Wage Increases (GWI)	<i>[Partial TA]</i> The Parties agreed that all GWI's will be applied to the maximums of the labor grades.
EU-2	Wage Rates	<i>[Partial TA]</i> ARP schedule to be as follows: Aero – February, May, August, November Space – March, June, September, December
EU-3	Dues Check Off	Company employees may, through use of a signed voluntary authorization approved by the Company, request that there be monthly deductions from their wages for use by the Machinist Non-Partisan Political League. The Company will comply with these requests, forwarding the deductions to the Machinist Non-Partisan Political League, in care of the Union. Employee authorizations will remain in effect for the duration of this Agreement, unless earlier cancelled in writing by the employee. The Union agrees to hold harmless, save and indemnify the Company for any actions it takes hereunder. [Guide Dogs is facilitated through the Company's charitable donations processes.]
EU-7 EU-8 EU-9 EC-1	401K Basic Benefit Plan HCAP	<i>[Partial TA]</i> The Parties are agreed in principle to replace HSP, HCAP, and BBP with the PSP. PSP plan design will be modified and the PSP maximum employee elective deferral amount of 25% will be increased to 40% of eligible base pay, subject to IRS annual maximums. As soon as administratively practicable, but not later than July 1, 2023, participation in the Performance Sharing Plan (PSP) will begin.

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EU-10	Short Term Disability	The Company will provide short-term disability coverage of fifty-five (55%) percent of base weekly pay with no maximum effective January 1, 2024 .												
EU-11	Life and AD&D	Effective January 1, 2024, the Company will increase Basic Life Insurance and Accidental Death Insurance to \$50,000.00												
EU-12	Early Retiree Medical Coverage	Benefits Article, Section X, 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 12, 2023 , the service based contribution formula applies for Retiree Medical Coverage with an annual contribution cap of \$8,000 for Retiree-Only or \$16,000 for Retiree + Family coverage.												
EU-13	Via Benefits	<i>[Partial TA]</i> The parties have reached an agreement in principle to facilitate a Company-Union EBS meeting in 2023.												
EU-15	HDHP Plans	<i>[Partial TA]</i> Cost Sharing Formula for HDHP Plans: <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th><th>Company</th><th>Employee</th></tr> </thead> <tbody> <tr> <td>HDHP Plan 1</td><td>90%</td><td>10%</td></tr> <tr> <td>HDHP Plan 2</td><td>93%</td><td>7%</td></tr> <tr> <td>HDHP Plan 3</td><td>95%</td><td>5%</td></tr> </tbody> </table>		Company	Employee	HDHP Plan 1	90%	10%	HDHP Plan 2	93%	7%	HDHP Plan 3	95%	5%
	Company	Employee												
HDHP Plan 1	90%	10%												
HDHP Plan 2	93%	7%												
HDHP Plan 3	95%	5%												

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EU-21	Bereavement Leave	<p>Section X. An employee shall be eligible for forty (40) hours of paid bereavement leave upon a death in their immediate family. The period of absence does not have to be taken consecutively to receive bereavement pay. The leave must be taken no later than thirty (30) calendar days after the date of the memorial services. The Company may reasonably request appropriate documentation. Bereavement pay will not be granted for an employee's scheduled off-day, holiday, or any day on which the employee would have otherwise not been compensated.</p> <p>Section X-A. For purposes of this Section, immediate family shall mean the following:</p> <ul style="list-style-type: none">• Parents - biological, step, adoptive, foster father or mother or any other individual who stood in place of your parents.• Current Spouse.• Children and their current Spouses.• Siblings, Step Siblings, Half Siblings, and their current Spouses.• Grandparents, Step Grandparents, Grandchildren, and Step Grandchildren.• Current Spouse's Parents, Grandparents, Step Grandparents, Children, Stepchildren, Grandchildren, and Step Grandchildren• Current Spouse's Siblings, Step Siblings, Half Siblings, and their current Spouses. <p>Section X-B. An employee shall request bereavement leave as soon as possible – generally no later than within two (2) hours of the start of your regularly scheduled work hours.</p>
EU-22	Parental Leave	<p>As soon as administratively practicable, Parental Leave will be implemented on a same basis as non-represented employees as outlined in CRX-534. Birth, adoption, or foster care placement and leave must occur on or after March 12, 2023.</p>

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EU-23	Addition of Medical Coverage – Death Benefit	<p>Create new Section to include the following:</p> <p>Section X – Continuation of Benefits Due to Death In the event of the death of an active employee, medical, dental and/or vision coverage for enrolled surviving spouse and/or surviving dependent children will continue for six months from the date of death at no cost to them. The length of time coverage is continued for dependents will be included as part of the total length of time coverage may be continued as applicable under COBRA.</p> <p>If at the time of the death, an active employee qualifies for retiree medical coverage, in addition to the continuation of coverage for six months as described in Section X, Paragraph 1.a., and if retiree medical coverage is elected, the active medical coverage for enrolled surviving spouse and/or surviving dependent children will continue to the end of the sixth calendar month from the date of death.</p> <p>In the event of the death of a retiree, coverage for the surviving spouse and/or dependent children will continue as long as they remain eligible or until the surviving spouse remarries.</p>
EC-2	Group Universal Life Insurance (GUL)	<p>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. Effective January 1, 2024, employees may elect coverage options of one (1x) times up to nine (9x) times Annual Base Pay.</p> <p>For coverage effective January 1, 2024, employees will be granted a one-time Group Universal Life Insurance special enrollment during the 2024 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, 2024, without providing Proof of Insurability (POI). Employees must be actively at work on or after January 1, 2024, for any coverage increase to be effective.</p>

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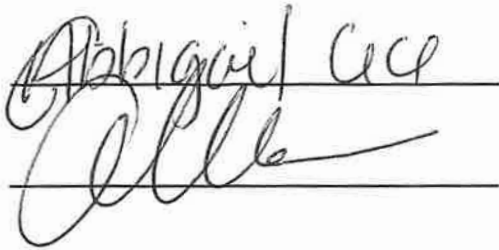
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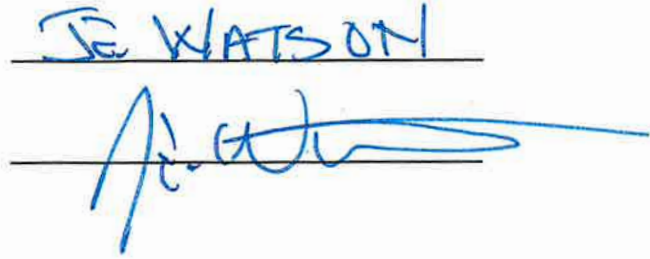
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Economic Tentative Agreements

For the Company:

Handwritten signature in black ink on two horizontal lines. The signature appears to be "Abbigail CCF" with a stylized flourish below.

For the Union:

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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, t~~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.~~

B. € High Deductible Health Plans

~~Effective January 1, 2019, t~~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.~~ (1) **Effective January 1, 2024, the percentage of the premium cost the Company will pay, and the employee will contribute will be based on the medical plan selected as described below.**

The Cost Share Formula:

	Company / Employee
HDHP Plan 1	90% / 10%
HDHP Plan 2	93% / 7%

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HDHP Plan 3**95% / 5%**

- (2) **The employee weekly contributions will not exceed the HDHP maximum weekly contributions described below:**

HDHP Maximum Weekly Contributions:

	Effective January 1, 2024	Effective January 1, 2026
Employee Only	\$30	\$35
Employee +1	\$60	\$70
Employee +2 or More	\$90	\$105

- (3) ~~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.~~

"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.

A. C. 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.~~**

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B. A. ~~Effective January 1, 2019, t~~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, t~~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. B. 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. A. ~~Effective January 1, 2019, t~~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, t~~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

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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 **\$43,000**. Effective January 1, ~~2024~~ 2019, the amount will increase to \$43,000 **\$50,000** for employees who are actively at work on or after January 1, ~~2024~~ 2019.
- (2) All employees receive Accidental Death Insurance coverage of \$38,000 **\$43,000**. Effective January 1, ~~2024~~ 2019, the amount will increase to \$43,000 **\$50,000** for employees who are actively at work on or after January 1, ~~2024~~ 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 **\$410** per week. ~~For leaves commencing on or after July 1, 2018, the maximum will increase to \$410 per week. For~~

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employees who are actively at work on or after January 1, 2024, and commence leave after January 1, 2024, the Company will provide short-term disability coverage of 55% of weekly earnings. 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. **Effective January 1, 2024, employees may elect coverage options of one (1x) times up to nine (9x) times Annual Base Pay.** For coverage effective January 1, **2024** ~~2019~~, employees will be granted a one-time Group Universal Life Insurance special enrollment during the ~~2019~~ **2024** 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, **2024** ~~2019~~ without providing Proof of Insurability (POI). Employees must be actively at work on or after January 1, **2024** ~~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.

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G. Voluntary Supplemental Insurance

~~Effective January 1, 2019, v~~ 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 **coverage for 24/7 Accident, Hospital Indemnity, Critical Illness, Legal Services, Identity Theft Protection, and Whole Life with a Long-Term Care feature** ~~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~~ **Employees** 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 **2023**.
- 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> Broad Network 1	<i>Broad Network 1</i>

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	- Employee Only Coverage	-Employee Only Coverage
Dental	Comprehensive Dental Plan Dental Plan Core - Employee Only Coverage	Dental Plan Core -Employee Only Coverage
Vision	Vision 24 Plan Vision Plan Core - Employee Only Coverage	Vision Plan Core -Employee Only Coverage

C. ~~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. ~~D.~~ **C.** Annual Enrollment 2020 **2024** and Subsequent Years – All Employees

During the 2020 **2024** 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:

Current Plan	Annual Enrollment Default
Medical:	Medical:
No Coverage	No Coverage
High Deductible Health Plan	Same High Deductible Health Plan same coverage level
HMO plan	Same HMO plan same coverage level
Dental:	Dental:
No Coverage	No Coverage
Dental Plan Core	Dental Plan Core same coverage level
Dental Plan Enhanced	

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Dental HMO (where available)	Dental Plan Enhanced — same coverage level Dental HMO — same coverage level (where available)
Vision:	Vision:
No Coverage	No Coverage
Vision Plan Core	Vision Plan Core — same coverage level
Vision Plan Enhanced	Vision Plan Enhanced same coverage level

Plan	Current Plan	Annual Enrollment Default
Medical	No Coverage	No Coverage
	HDHP Plan	Same HDHP Plan Same Coverage Level
	HMO or POS Plan	Same HMO or POS Plan Same Coverage Level
Dental	No Coverage	No Coverage

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	Dental Plan Core	Dental Plan Core Same Coverage Level
	Dental Plan Enhanced	Dental Plan Enhanced Same Coverage Level
	Dental HMO (where available)	Dental HMO Same Coverage Level (where available)
Vision	No Coverage	No Coverage
	Vision Plan Core	Vision Plan Core Same Coverage Level
	Vision Plan Enhanced	Vision Plan Enhanced Same Coverage Level

- E. ~~E.~~ **D.** 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.

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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~~

(1) 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

(2) 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.

(3) 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 **12, 2023**, the service-based contribution formula applies for Retiree Medical Coverage with an annual contribution cap of \$7,000 **\$8,000** for Retiree-Only or \$14,000 **\$16,000** for Retiree + Family coverage. The service-based contribution schedule is as follows:

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

- (4) Retiree **Legacy** 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 **Legacy** 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.

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(5) 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.		

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(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. Continuation of Benefits Due to Death

- A. In the event of the death of an active employee, medical, dental and/or vision coverage for enrolled surviving spouse and/or surviving dependent children will continue for six months from the date of death at no cost to them. The length of time coverage is continued for dependents will be included as part of the total length of time coverage may be continued as applicable under COBRA.**
- B. If at the time of the death, an active employee qualifies for retiree medical coverage, in addition to the continuation of coverage for six months as described in Section 8, Paragraph A, and if retiree medical coverage is elected, the active medical coverage for enrolled surviving spouse and/or surviving dependent**

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children will continue to the end of the sixth calendar month from the date of death.

- C. In the event of the death of a retiree, coverage for the surviving spouse and/or dependent children will continue as long as they remain eligible or until the surviving spouse remarries.

Section 89. 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. **a.** Employees who commence retirement **on or** after January 1, **2023** ~~2022~~ will receive one hundred ~~two~~ **five** dollars (~~\$105~~**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.~~
- (3) **As soon as administratively practicable, but no later than July 1, 2023, eligibility to the Lockheed Martin Capital Accumulation Plan for Hourly**

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Employees (HCAP) will close for employees hired on or after March 7, 2011, and eligible employees will participate in the Lockheed Martin Performance Sharing Plan (PSP).

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.
- (5) **As soon as administratively practicable, but no later than July 1, 2023, eligibility to the Lockheed Martin Hourly Savings Plan Plus (HSP) will close for employees and participation in the Lockheed Martin Performance Sharing Plan (PSP) will begin.**

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).

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- (3) As soon as administratively practicable, but no later than July 1, 2023, eligibility to the Lockheed Martin Basic Benefit Plan for Hourly Employees (BBP) will close for employees and participation in the Lockheed Martin Performance Sharing Plan (PSP) will begin.

E. Lockheed Martin Performance Sharing Plan (PSP). As soon as administratively practicable, but no later than July 1, 2023, employee and Company contributions to the Lockheed Martin Hourly Savings Plan Plus (HSP) will end and participation in the Lockheed Martin Performance Sharing Plan (PSP) will begin.

- 1) **Employee Elective Deferral.** Employee contributions to the PSP can be made in 1% increments of eligible base pay, up to the PSP maximum, and subject to IRS annual maximums.
- 2) **Company Matching Contributions.** The Company will match 50% of the first 8% of weekly eligible base pay deferred to the plan.
- 3) **Automatic Enrollment.** Employees hired or rehired will be automatically enrolled in the PSP with a 3% before-tax contribution of eligible weekly base pay. Automatic enrollment is effective 30 days from the hire or rehire date. Employees have 30 days from date of hire or rehire to opt out before contributions begin.
- 4) **Eligible Base Wages.** Eligible base wages include regular pay, pay for holidays, pay while on vacation, and pay for paid absences. It also includes lump sum merit payments given in lieu of pay increases and before-tax contributions for flexible benefits or fringe benefit plans. Base pay does not include overtime, incentive compensation, bonuses, commissions, rate guarantees, severance, relocation pay, lump sum payments in lieu of vacation pay, variable rate compensation, shift differentials, or other special pay.
- 5) **Company Contributions.** As soon as administratively practicable, but no later than July 1, 2023, employees hired on or after March 7, 2011, will receive a Company contribution of 6% of eligible weekly base pay into the PSP.

E.F. 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.

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Section 910. 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

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Company will reimburse an employee one hundred (100%) percent of the paid tuition fee for up to ~~two (2)~~ **three (3)** 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.

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ARTICLE 9 SUPPLEMENTAL PAYMENTS AND LABOR GRADE STRUCTURES

Section 1. General

This Agreement shall be effective March ~~12, 2023~~^{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

Provided that each member of the Union's negotiating committee fully endorses and recommends the Company's proposal to the Union membership, and the membership ratifies the contract by 8:00 p.m. (PST) March 5, 2023, a ~~A \$4,200~~ **\$5,000** ratification bonus will be paid within 60 days of ratification to all eligible employees on the active payroll as of March 5, ~~2018~~²⁰²³, or employees on an approved leave of absence for less than one year, or on military leave.

The entire ~~2018~~ **2023** ratification bonus may be deferred **in five hundred dollar (\$500) increments, without Company matching contributions,** to the Hourly Savings Plan Plus (401K) **and/or the Health Savings Account (HSA)** upon completion of the appropriate form within fifteen (15) calendar days following ratification, **subject to IRS Regulations. It is the responsibility of the employee to ensure their account is open and that the elected deferral amount will not result in account balances exceeding the IRS annual maximums. If at the time of deposit, the deferral amount will result in account balances exceeding the IRS annual maximum, the entire deferral payment will be paid to the employee, minus applicable taxes.**

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will be paid in the employee's final paycheck. Employees leaving the Company through the Retirement and Voluntary Termination program waive any rights to recall as outlined in the Collective Bargaining Agreement.

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.

Employees on the active payroll of the Company as of the effective date of this Agreement and who are placed into a higher labor grade or rate range on the effective date of this Agreement, shall receive a promotional increase in accordance with Article 7, Section 1 (C) of this Agreement. Rate range adjustments from T&O rate ranges to Factory rate ranges shall receive promotional pay consistent with the increase of a three or more labor grade promotion. This provision shall only apply to employees whose classification is upgraded.

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 **one thousand dollars (\$1,000)** ~~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~~ **third** Friday of **November** ~~December~~ in each calendar year.

The Supplemental COLA payment may be deferred in **five hundred dollar (\$500)** ~~four hundred (\$400)~~ increments, **without Company matching contributions**, to the **Performance Sharing Plan (PSP)** ~~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 **subject to IRS Regulations**.

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2023 Negotiations

THE UNION RESERVES THE RIGHT TO ADD TO, DELETE FROM, CHANGE, MODIFY OR WITHDRAW IN WHOLE OR IN PART ANY AND ALL PROPOSALS DURING THE COURSE OF NEGOTIATIONS.

Article 1 Section 1 B (6)

Date 4/18 Time 2:16

Page 1 of 1

Language removed/added:

- (6) References in this Agreement to the masculine gender shall include ~~the feminine~~ all genders. As contractual language is modified, gender references will be eliminated.

The parties have tentatively agreed to the above modifications.



Company

1-18-2023

Date



Union

NOTE: Any and all tentative agreements are subject to final acceptance of the entire collective bargaining agreement by the Union. Tentative agreements may be reopened by mutual agreement between both parties.

**Lockheed Martin Space
And
International Association of Machinists
Local Noneconomic Tentative Agreement**

Issue #	CBA	Topic Summary	Proposal
Art 1, Sec 1F	Pg. 3	Agreement-Acceptance and Ratification	<p>The Company proposes to modify the Article 1, Section 1 F as follows:</p> <p>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. Within 60 days of ratification of this Agreement, the Company Union shall distribute an electronic survey to all bargaining unit members to determine interest in receiving a hard copy of the Agreement. Based on the results of this survey, the Company shall pay the full cost of printing for the corresponding number of interested bargaining unit members and will distribute to the Union within six (6) months of ratification. The Company shall print additional copies and make those copies available in the event of future requests for a printed copy or new employee requests.</p>



Company

The parties have tentatively agreed to the above modifications.

1/19/23

Date



Union



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IAMAW/ LM Space (Sunnyvale)

2023 Negotiations

THE UNION RESERVES THE RIGHT TO ADD TO, DELETE FROM, CHANGE, MODIFY OR WITHDRAW IN WHOLE OR IN PART ANY AND ALL PROPOSALS DURING THE COURSE OF NEGOTIATIONS.

Article 1 Section 1 I

Date

1/18

Time

3:48

Page 1 of 1

Language removed/added:

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:

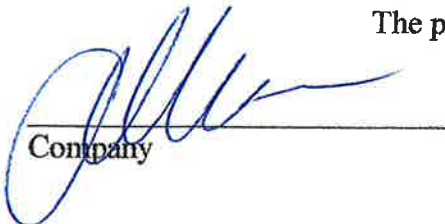
Labor Relations Manager or his/her designee

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.

The parties have tentatively agreed to the above modifications.



Company

1-18-2023

Date



Union

NOTE: Any and all tentative agreements are subject to final acceptance of the entire collective bargaining agreement by the Union. Tentative agreements may be reopened by mutual agreement between both parties.



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IAMAW/ LM Space (Sunnyvale)
2023 Negotiations

THE UNION RESERVES THE RIGHT TO ADD TO, DELETE FROM, CHANGE, MODIFY OR WITHDRAW IN WHOLE OR IN PART ANY AND ALL PROPOSALS DURING THE COURSE OF NEGOTIATIONS.

Article 1 Section 11

Date 1/18 Time 3:52

Page 1 of 1

Language removed/added:

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

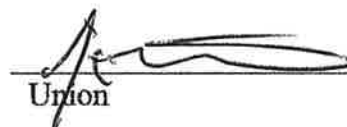
The parties have tentatively agreed to the above modifications.



Company

1-18-2023

Date




Union

NOTE: Any and all tentative agreements are subject to final acceptance of the entire collective bargaining agreement by the Union. Tentative agreements may be reopened by mutual agreement between both parties.

**Lockheed Martin Space
And
International Association of Machinists
Local Noneconomic Company Counter**

Issue #	CBA	Topic Summary	Proposal
Art 2, Sec 4	Pg. 13	Health and Safety	<p>The Company counters the Union's proposal as follows:</p> <p>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. In the event of any national health emergency as defined by the Department of Health and Human Services, the Company and the Union shall negotiate the terms of impact effects to employees. The terms shall be agreed to in a signed agreement and the Union shall be kept apprised of any ongoing developments in the national health emergency as it pertains to employees. 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 The Safety manager or designee 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:</p>

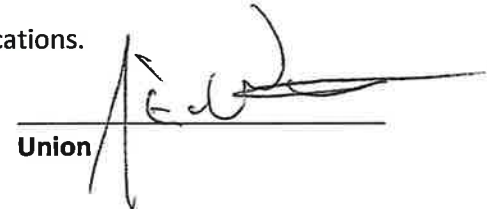


Company

The parties have tentatively agreed to the above modifications.

1-17-2023

Date



Union



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2023 Negotiations

THE UNION RESERVES THE RIGHT TO ADD TO, DELETE FROM, CHANGE, MODIFY OR WITHDRAW IN WHOLE OR IN PART ANY AND ALL PROPOSALS DURING THE COURSE OF NEGOTIATIONS.

PASSED 3:45

1-19-2023

Page 1 of 1

Article 3 Section 3 E

Date _____ Time _____

Language removed/added:

E. All absences must be reported, if possible, within two (2) hours of **prior to** 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. **Failure to report an absence constitutes an unexcused absence.**

The parties have tentatively agreed to the above modifications.



Company

1-19-2023

Date



Union

NOTE: Any and all tentative agreements are subject to final acceptance of the entire collective bargaining agreement by the Union. Tentative agreements may be reopened by mutual agreement between both parties.



1/17
11:09

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Page 1 of 1

ARTICLE 3 Sec 7 A

Date _____ Time _____

Language removed/added:

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 within seven (7) 2-(two)-working calendar days. Any resolution at the Pre-Step shall have no precedential value.

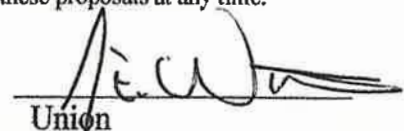
The parties have tentatively agreed to the above modifications.

The Union reserves the right to supplement, modify, and withdraw these proposals at any time.



Company

1-17-2023
Date



Union

Lockheed Martin Space
And
International Association of Machinists
Local Noneconomic Tentative Agreement

Issue #	CBA	Topic Summary	Proposal
Art 3, Sec 8	Pg. 26	Grievance Procedure	<p>The Company proposes to modify the Article 3, Section 8 as follows:</p> <p>Section 8. Grievance Procedure Concerning Discharge, Layoff, Termination, Recall to the Payroll and Any Other Grievances Involving Reinstatement to the Payroll</p> <p>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 fourteen (14) calendar 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.</p>



Company

The parties have tentatively agreed to the above modifications.

1-18-2023

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Article 3 Section 8

Date 1/18 Time 3:50

Page 1 of 1

Language removed/added:

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~~ **fourteen (14) calendar** 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.


The parties have tentatively agreed to the above modifications.



Company

1-18-2023

Date



Union

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Article 3 Section 10

Date _____ Time _____

Page 1 of 1

Language removed/added:

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. **Union grievances as defined by this section shall proceed immediately to step 2 of the grievance procedure**

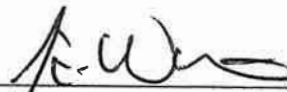
The parties have tentatively agreed to the above modifications.



Company

1-18-2023

Date



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Page 1 of 1

ARTICLE 4 SECTION 1 C (5)

Date _____ Time _____

Language removed/added:

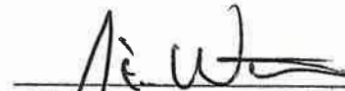
(5) An employee promoted to a supervisor or salaried position from the bargaining unit will be considered by the Company for return to the bargaining unit provided the employee has not accumulated more than a total of **one hundred twenty (120) calendar days** ~~year~~ as a supervisor or salaried employee.

The parties have tentatively agreed to the above modifications.



Company

1-17-2023
Date



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Page 1 of 1

Article 4 Section 4 B


Date _____ **Time** _____

Language removed/added:

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 **applied** ~~filed requests~~ for such higher-rated jobs provided such employees are qualified to perform the work.

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Company

1-18-2023

Date



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Page 1 of 1

ARTICLE 4 Sec 5 B c

Date _____ Time _____

Language removed/added:

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 of such loan. Written notice shall be provided to the employee and Union at least 7 (seven) calendar days prior to the loan, where practicable. ~~and the company will notify the Union 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.

The parties have tentatively agreed to the above modifications.



Company

1-17-2023

Date



Union

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1/17
4:22

**Lockheed Martin Space
And
International Association of Machinists
Local Noneconomic Tentative Agreement**

Issue #	CBA	Topic Summary	Proposal
Art 4, Sec 6A(2)	Pg. 41	Layoff Notice	<p>The Company accepts the Union's Proposal as follows:</p> <p>(2) The following general provisions shall apply in effecting a layoff:</p> <p>a. A full-time employee will be scheduled for layoff in order of seniority of fulltime employees where ability, skill and efficiency are substantially equal.</p> <p>b. A part-time employee will be scheduled for layoff in order of seniority of parttime employees, where ability, skill and efficiency are substantially equal.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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 surplusd 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.</p> <p>g. Wherever practicable, shift preference will be given to the most senior qualified employees.</p> <p>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.</p> <p>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.</p>



Company

The parties have tentatively agreed to the above modifications.

1-17-2023

Date



Union

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Local Noneconomic Tentative Agreement**

			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. k. Employee affected by layoff shall be notified no less than fourteen (14) calendar days prior to such action taking place.
--	--	--	--




Company

The parties have tentatively agreed to the above modifications.

1-17-2023

Date



Union

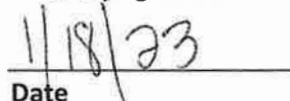
**Lockheed Martin Space
And
International Association of Machinists
Local Noneconomic Company Counter**

Issue #	CBA	Topic Summary	Proposal
Art 4, Sec 7	Pg. 44	Recall	<p>The Company proposes to modify the Article 4, Section 2 D(1) as follows:</p> <p>A. General</p> <p>(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.</p> <p>(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:</p> <p>a. the third working day after receipt of notice by certified mail and email, or</p> <p>b. a date subsequent to a. as may be designated by the Company.</p> <p>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.</p>

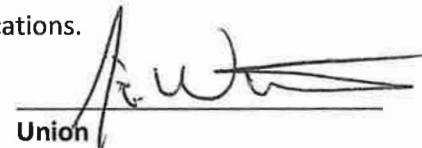


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The parties have tentatively agreed to the above modifications.



Date



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1-19-2023

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Page 1 of 1

Article 5 Section 3 C

Date _____ Time _____

Language removed/added:

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 **prior to** of the start of the employee's shift. **In cases of unforeseen circumstances that do not permit an employee to request prior to the employee's shift starting time, employees will request as soon as practicable. The decision to approve or deny requests made after the employee's shift start time shall be based upon operational requirements. at the sole discretion of the Company.**

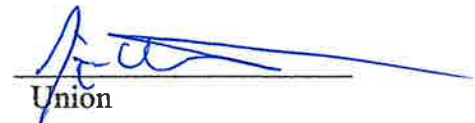
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Company

1-19-2023

Date




Union

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**Lockheed Martin Space- SVL, SCF, VASF, ER
And
International Association of Machinists
Local Noneconomic Company Counter**

Issue #	CBA	Topic Summary	Proposal
Art 7, Sec 3E	Pg. 80	9x80 Work Schedule Holiday Equalization	<p>The Company counters as follows:</p> <p>E. 9/80 Alternative Work Schedule</p> <p>(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.</p> <p>(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. The Union will may conduct an annual vote subject to a 2/3 approval of the total affected employees to continue the 9/80 alternative work schedule.</p> <p>[...]</p> <p>(9) Total Holiday hours under the 9/80 work schedule will not be less than 96 hours annually what is negotiated under the 2002 Collective Bargaining Agreement.</p> <p>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.</p>

 1/19/23

Lockheed Martin Space
And
International Association of Machinists
Local Noneconomic Tentative Agreement

1/17
4:20

Issue #	CBA	Topic Summary	Proposal
Art 5, Sec 7A(1)	Pg. 55	Jury Duty	The Company accepts the Union's Proposal as follows: 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 from work.




Company

The parties have tentatively agreed to the above modifications.

1-17-2023

Date



Union



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Page 1 of 1

Article 7 Section 3 G

Date _____ **Time** _____

Language removed/added:

G. 9/80 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

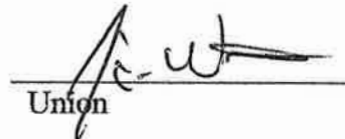
The parties have tentatively agreed to the above modifications.



Company

1-10-2023

Date



Union

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Page 1 of 1

Article 7 Section 3 I

Date _____ Time _____

Language removed/**added**:

I. **9/80** PAY GUIDELINES

Monday - Thursday	
0 – 9 Hours	1 x (Straight Time)
9 – 12 Hours	1 ½ x (Time and One-Half)
Over 12 Hours	2 x (Double Time)

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

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

Sunday	
All Hours	2 x (Double Time)

Paid Holidays	
Applicable Holiday Hours	1 x (Straight Time)
Plus: All Hours (if worked)	2 x (Double Time)


The parties have tentatively agreed to the above modifications.



Company

1-18-2023

Date



Union

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Page 1 of 1


Article 7 Section 3 J

Date _____ Time _____

Language removed/added:

Workweek	M	T	W	TH	F	Total Work Week
4/10 A (Hours)	10	10	10	10		40
4/10 B (Hours)		10	10	10	10	40

The parties have tentatively agreed to the above modifications.



Company

1-10-2023

Date



Union

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Article 7 Section 3 K

Date 1/18 Time 3:46

Page 1 of 1

Language removed/added:

4/10 A Work Schedule

Monday - Thursday	
0 - 10 Hours	1x (Straight Time)
10 - 12 Hours	1 ½ x (Time and One-Half)
Over 12 Hours	2 x (Double Time)

Off Fridays and Saturdays -- 0-12 Hours 1/1/2 X (Time and One-Half)

Over 12 Hours -- Double-time (Double Time)

Sundays -- All Hours Double-time (Double Time)

4/10 B Work Schedule

Tuesday - Friday	
0 - 10 Hours	1x (Straight Time)
10 - 12 Hours	1 ½ x (Time and One-Half)
Over 12 Hours	2 x (Double Time)

Off Mondays and Saturdays -- 0-12 Hours 1/1/2 X (Time and One-Half)

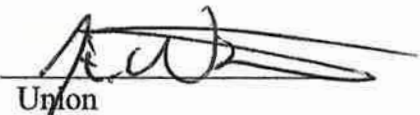
Over 12 Hours -- Double-time (Double Time)

Sundays -- All Hours Double-time (Double Time)

The parties have tentatively agreed to the above modifications.


Company

1-18-2023
Date


Union

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**Lockheed Martin Space
And
International Association of Machinists
Local Noneconomic Tentative Agreement**

Issue #	CBA	Topic Summary	Proposal
Art 7, Sec 7	Pg. 86	Pay Period	<p>The Company proposes to modify the Article 7, Section 7 as follows:</p> <p>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.</p>



Company

The parties have tentatively agreed to the above modifications.

1/19/2023
Date



Union



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Article 7 Section 3 D (9)

Date

1/19

Time

3:41

Page 1 of 1

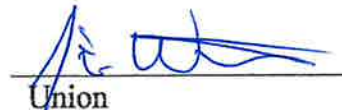
Language removed/added:

- (9) Total holiday hours under a 4x10 work schedule will not be less than **96 hours annually** 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.

The parties have tentatively agreed to the above modifications.


Company

1-19-2023
Date


Union

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Page 1 of 1

Article 7 Section 7

Date _____ Time _____

Language removed/added:

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.~~


The parties have tentatively agreed to the above modifications.



Company

1-18-2023

Date



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LETTER OF UNDERSTANDING

8

367-X INSTALLATION AND PLACEMENT ISSUES

1. The intent of this Letter is to accompany the installation or revision of the job descriptions for the Vehicle Test Operations Technician job family (367-X), and to establish the appropriate population of these classifications and recall lists.
2. Employees affected by the provisions of this Letter shall be limited to those currently on the active payroll and those on recall as follows:

Active Payroll

<u>Name</u>	<u>Employee Number</u>	<u>Classification</u>
R. Last	692157	362-1
E. Harabaglia	693514	362-1
A. Gallien	639199	362-1
G. Huggins	639695	362-1
L. Brady	640915	362-1
J. Rashid	642275	362-1
G. Brady	645055	362-1
D. Norsby	615963	362-1
R. Gomes	617383	362-1
W. Throm	622799	362-1
G. Taylor	626611	362-1
D. Gilman	633987	362-1
R. Cannon	686207	362-1
D. Brittain	672039 115312	362-1
L. Brown	695727	362-1
F. Esponda	J07336	362-1, 362-3, 362-5
L. Maracini	638422	629-3
K. Hassman	J08512	629-5

On Recall

<u>Name</u>	<u>Employee Number</u>	<u>Classification</u>
C. Evans	635823	362-1 (Suspended)
O. Dixon	620433	362-1 (On Prolonged Absence)
J. Hernandez	J03809	362-3, 362-5

The parties have tentatively agreed to the above modifications.


Company


Date


Union


M. Bishop	678079	362-3
D. Lee	J01987	362-3, 362-5
A. Renner	J03022	362-3
D. Oswald	J05828	362-3
M. Gunter	J06858	362-3, 362-5
S. Marmito, Jr.	J08376	362-3

A copy of this Letter will be placed in each employee's personnel folder.

3. ~~Those employees currently on the active payroll in the 362-1 classification shall have rights to the 367-1 classification in the event of surplus or displacement, seniority permitting. If an employee is unable to occupy the classification due to insufficient seniority, he or she will be placed on recall to the 367-1 classification.~~
4. ~~Employees identified in #2 who are currently on recall to the 362-1, 362-3, or 362-5 classifications will be placed on recall to the corresponding 367-1, 367-3, and 367-5 classification(s).~~
5. ~~In the event of surplus or displacement, L. Maracini, #638422, will initially be placed in the Laboratory Test Technician classification (441-3), seniority permitting. If such placement is not available, he will have rights to the 367-3 and 367-5 classifications, and will be placed on recall to these classifications if placement is not available.~~
6. ~~In the event of surplus or displacement, K. Hassman, #J08512, will have rights to the 367-3 and 367-5 classifications, and will be placed on recall to these classification if placement is not available.~~
7. ~~Employees identified in #2 who are on Prolonged Absence must return to the active payroll per the provisions of the Agreement in order to be eligible for the provisions of this Letter. At the time of their return, they will be placed in accordance with the applicable provisions of this Letter of Understanding and with Article IV of the Agreement.~~
8. ~~It is understood by the parties that the witnessing and verification of test procedures for inprocess and acceptance verification of vehicle hardware by technicians in the 367-X job family is intended to be limited to the work normally performed by the 367-X job family.~~
9. ~~Unless otherwise stated in this Letter of Understanding, the provisions of Article IV of the Agreement will prevail in the surplus, placement, and recall of individual employees.~~
10. ~~It is understood by the parties this Letter is intended solely to address the stated issues specific to the 367-X classifications, and that the provisions contained herein shall not be applied elsewhere as a precedent.~~

Date Revised	Description of Revision
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The parties have tentatively agreed to the above modifications.

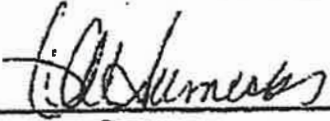
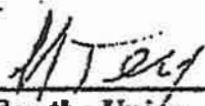

Company

1-18-2023
Date


Union


3/5/2018

Deleted Ineligible employees

	
<u>2/23/96</u>	<u>2-23-96</u>
For the Company	For the Union
Date	Date

TENTATIVE AGREEMENT – SUBJECT TO MAIN COMMITTEE APPROVAL

The parties have tentatively agreed to the above modifications.



Company

1.18.2023

Date



Union

**Lockheed Martin Space
And
International Association of Machinists
Local Noneconomic Company Counter B-31**

Issue #	CBA	Topic Summary	Proposal
B-31	Pg. 180-181	Surge Support	<p>The Company counters the Union's proposal as follows:</p> <p>Subject: Surge Support</p> <p>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. Such resolution shall be agreed to and signed by the Area Director of District Lodge 725, Business Representative of District Lodge 725, Bay Area Labor Relations Manager, and Labor Relations Director and/or Labor Relations Senior Manager of Lockheed Martin Space.</p> <p>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.</p> <p>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. <u>This discussion between the Company and Union shall involve potential alternative means of completing the scope of work as defined in Section B of this agreement, included but not limited to: consideration of other qualified represented employees, upskilling or reskilling of the represented workforce, and availability of IAM represented employees from other locations.</u> The Company may not implement its</p>


The parties have tentatively agreed to the above modifications.



Company

1-19-2023

Date




Union

**Lockheed Martin Space
And
International Association of Machinists
Local Noneconomic Company Counter B-31**

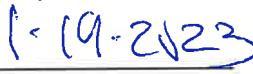
		<p>decision to supplement its bargaining unit workforce with temporary and/or part-time workers without agreement from the Union. Such agreement shall not be unreasonably withheld. The Union shall notify the Company of its decision as soon as possible as to not interrupt the business operations, but 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. An extension shall only be requested by the Company in the event that operational and/or security requirements necessitate such request. In the event of a granted extension, the Company and Union agree to meet every thirty (30) days to discuss the continued surge requirement and path to closure. 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.</p>
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D. The Company shall consider **make every effort to** 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.



Company

The parties have tentatively agreed to the above modifications.



Date



Union

Lockheed Martin Space- SVL, SCF, VASF, ER
And
International Association of Machinists
 Local Noneconomic Company Counter

Issue #	CBA	Topic Summary	Proposal
Art 7, Sec 3E	Pg. 80	9x80 Work Schedule Holiday Equalization	<p>The Company counters as follows:</p> <p>E. 9/80 Alternative Work Schedule</p> <p>(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.</p> <p>(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. The Union will may conduct an annual vote subject to a 2/3 approval of the total affected employees to continue the 9/80 alternative work schedule.</p> <p>[...]</p> <p>(9) Total Holiday hours under the 9/80 work schedule will not be less than 96 hours annually what is negotiated under the 2002 Collective Bargaining Agreement.</p> <p>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.</p>



1-19-2023 

**Lockheed Martin Space- SVL, SCF, VASF, ER
And
International Association of Machinists**

Company Response #3

Item #	Topic Summary	Proposal
CE-9 (Ref: UE-6 UE-9 UE-10 UE-12 UEE-4 CE-2)	Comprehensive Economic Proposal – Ingrade Adjustments	<p>The Company proposes the following comprehensive package:</p> <p>Replace the Ingrade Adjustment contractual language (Article 9, Section 5) with the following new language:</p> <p style="text-align: center;">Section 5. Ingrade Job Upgrade Adjustments</p> <p>Employees on the active payroll of the Company as of the effective date of this Agreement and who are placed into a higher labor grade or rate range on the effective date of this Agreement, shall receive a promotional increase in accordance with Article 7, Section 1 (C) of this Agreement. Rate range adjustments from T&O rate ranges to Factory rate ranges shall receive promotional pay consistent with the increase of a three or more labor grade promotion. This provision shall only apply to employees whose classification is upgraded.</p> <p>The Company proposes the following modifications to previously-signed tentative agreements or open economic proposals:</p> <ul style="list-style-type: none">• Employees assigned to field duty shall receive one dollar (\$1.00) an hour.• Employees who are promoted one to two labor grades will receive an increase of fifty cents (\$.50). Employees who are promoted three labor grades or more will receive an increase of one dollar (\$1.00).• Employees assigned to swing shift shall receive a bonus of one dollar (\$1.00) per hour.• Employees working an odd workweek schedule shall receive a bonus of fifty cents (\$.50) an hour.• Employees who are certified as a team lead shall be paid a bonus of fifty cents (\$.50) an hour.

1

The parties have tentatively agreed to the above modifications.



Company

2/23/23

Date



Union

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

**Lockheed Martin Space- SVL, SCF, VASF, ER
And
International Association of Machinists**

RK
JEW

Company Response #3

		<ul style="list-style-type: none"> Employees who are up-to-date on the applicable test lead training shall be paid a bonus of fifty cents (\$.50) an hour.
CE-1	All Employee Equity	<p>The Parties agree to hold on the following proposal pending Main Table discussions:</p> <ul style="list-style-type: none"> All employees on the active payroll as of March 12, 2023 will receive a one-time increase of twenty-five cents (\$.25).
UE-13 UE-14	Job Security - Subcontracting Job Security – New Technology	<p>The Company has previously rejected the Union's proposals on the following and is awaiting a response:</p> <ul style="list-style-type: none"> No Bargaining Unit employees will be laid off, surplussed, reassigned or reclassified as a result of subcontracting, out sourcing or in sourcing. Loss of employee's job classification as a result of new technology shall require the Company to offer training for jobs at an equivalent rate of pay, at Company expense
EU-18	Vacation Accrual Schedule	<p>The Company rejects the Union's proposals on the following:</p> <ul style="list-style-type: none"> The Union's proposal to change the vacation accrual schedule.
UE-8	Min/Max	<p>The Company counters the Union's proposal on increasing the minimum of the labor grades by the same amount of the maximum of the labor grade with the following existing contractual language:</p> <p>"The minimums and maximums of rate ranges for all labor grades shall be increased by the above noted amount effective the same date." (Article 9, Section 4)</p>
UE-1 UE-3 UE-5 UE-7 CE-8 UED-1 B-30 CE-3 CE-4	Safety Glasses Education Report Pay Safety/Clean Room Shoes Retiree Notification Program VSFB Rate Range Shift Team Driving SCF Equity Increase SCF Critical Skills	<p>The Company and the Union have tentatively agreed to the following proposals (not all inclusive):</p> <ul style="list-style-type: none"> Safety Glasses - \$225 Education – reimbursement of 3 courses Report-In Pay – cancellation of previously scheduled OT Safety & Clean Room Shoe Reimbursement - \$225 Retirement & Voluntary Termination Notification Program - \$500 Numerous job upgrades across all C.E.G.s Addition of LG 20 at all C.E.G.s

**Lockheed Martin Space- SVL, SCF, VASF, ER
And
International Association of Machinists**

MEK
JEW

Company Response #3

CE-5 CE-7 UEE-5	SVL Critical Skills VSFB Critical Skills ER Equity Increase	<ul style="list-style-type: none">• Modernization of job description language• Critical skills and/or market adjustments across C.E.G. B, C, D & E• Improvements to Safety Committee• Modifications and improvements to call-in procedure• Interest based agreement on surge support to ensure proper application• VSFB rate range alignment with C.E.G. B rate range effective 2025• Team Driving - \$150 per day• Revisions to Travel & Emergency List at C.E.G. E• Incorporation of new Coded Letter – Future Space Coast Production Work & Job Classifications
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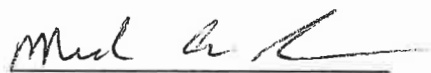
**Lockheed Martin Space- SVL, SCF, VASF, ER
And
International Association of Machinists**

Company Response #3

Item #	CBA	Topic Summary	Proposal
CE-9	Art 9, Sec 5 (Pg. 101)	Ingrade Adjustments	<p>The Company proposes to replace the ingrade contractual language (Article 9, Section 5) with the following new language:</p> <p style="text-align: center;">Section 5. Ingrade Job Upgrade Adjustments</p> <p>Employees on the active payroll of the Company as of the effective date of this Agreement and who are placed into a higher labor grade or rate range on the effective date of this Agreement, shall receive a promotional increase in accordance with Article 7, Section 1 (C) of this Agreement. Rate range adjustments from T&O rate ranges to Factory rate ranges shall receive promotional pay consistent with the increase of a three or more labor grade promotion. This provision shall only apply to employees whose classification is upgraded.</p> <p>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:</p> <p>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.</p>

The parties have tentatively agreed to the above modifications.


1



Company

2/23/23

Date



Union

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

**Lockheed Martin Space- SVL, SCF, VASF, ER
And
International Association of Machinists**

Company Response #3

Item #	CBA	Topic Summary	Proposal
UE-6	Art 7, Sec 10B (Pg. 88)	Field Duty Pay	<p>The Company accepts the Union's proposal as follows:</p> <p>B. Field Duty Pay</p> <p>(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) one dollar (\$1.00) 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 returns to his/her regular work station.</p> <p>(2) While an employee is traveling to and returning from a place of residence/Lodging while on 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:</p>

The parties have tentatively agreed to the above modifications.

1



Company

2/23/23

Date



Union

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

**Lockheed Martin Space- SVL, SCF, VASF, ER
And
International Association of Machinists**

Company Response #3

Item #	CBA	Topic Summary	Proposal
UE-9	Art 7, Sec 1C(1) Pg. 72-73	Promotion Pay Rate	<p>The Company proposes the following modifications to previously-signed tentative agreement:</p> <p>C. Pay Rate on Promotion, Downgrade or Recall</p> <p>(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: All employees who are promoted from a lower-graded job to a higher-graded job will receive an increase of fifty cents (\$.50) per hour for a one or a two labor grade promotion and one dollar (\$1.00) per hour for a three or more labor grade promotion or the minimum of the new labor grade whichever is higher, providing said increase does not exceed the maximum of the labor grade rate range to which they are promoted.</p> <p>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.</p> <p>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</p>

1

The parties have tentatively agreed to the above modifications.



Company

2/23/23

Date



Union

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

Lockheed Martin Space- SVL, SCF, VASF, ER
And
International Association of Machinists

Economics Company Proposal- #1

MEK
JEW

			<p>(\$.25) fifty cents (\$.50) for a one or a two labor grade promotion, one dollar (\$1.00) for a three or more promotion 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) the applicable promotion increase if that will bring the rate to the maximum of the classification to which promoted.</p>
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**Lockheed Martin Space- SVL, SCF, VASF, ER
And
International Association of Machinists**

Company Response #3

Item #	CBA	Topic Summary	Proposal
UE-10	Art 7, Sec 4A (Pg. 84)	Swing Shift Premium	The Company proposes the following modifications to previously-signed tentative agreement: 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) one dollar twenty-five cents (\$1.25) one dollar (\$1.00) per hour.

The parties have tentatively agreed to the above modifications.

1



Company

2/23/23

Date



Union

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

**Lockheed Martin Space- SVL, SCF, VASF, ER
And
International Association of Machinists**

Company Response #3

Item #	CBA	Topic Summary	Proposal
UE-12	Art 7, Sec 4B (Pg. 84)	Odd Workweek Bonus	<p>The Company proposes the following modifications to previously-signed tentative agreement:</p> <p>B. Odd Workweek Bonus</p> <p>Employees working an odd workweek schedule shall receive a bonus of seventy-five cents (\$0.75) fifty cents (\$.50) per hour.</p>

The parties have tentatively agreed to the above modifications.

1



Company

2/23/23

Date



Union

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.


Lockheed Martin Space- SVL, SCF, VASF, ER
And
International Association of Machinists

Company Response #3

Item #	CBA	Topic Summary	Proposal
UEE-4	New Coded Letter	Team Lead	<p>The Company counters the Union's proposal as follows:</p> <p>As soon as administratively practicable, employees who are certified as a team lead shall be paid a bonus of fifty cents (\$.50) one dollar (\$1.00) an hour, retroactive to March 18, 2023. This premium shall also be included in overtime computations. Leads paid in accordance with Article 7, Section 5 are not eligible for the team lead bonus. Selection or removal of team leads, including temporary, shall be at the sole discretion of the Company.</p>

The parties have tentatively agreed to the above modifications.

1



Company

2/23/23

Date



Union

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

Lockheed Martin Space- SVL, SCF, VASF, ER
And
International Association of Machinists

Company Response #3

MEK
JEW

Item #	CBA	Topic Summary	Proposal
CE-2	Art 7, Section 6	Test Lead	<p>The Company counters the Union's proposal as follows:</p> <p>Section 6. Test Leads</p> <p>As soon as administratively practicable, employees who are up-to-date on the applicable test lead training shall be paid a bonus of fifty cents (\$.50) one dollar (\$1.00) an hour, retroactive to March 18, 2023. This premium shall also be included in overtime computations. Leads paid in accordance with Article 7, Section 5 are not eligible for the test lead bonus. Selection or removal of test leads, including temporary, shall be at the sole discretion of the Company.</p>

**Lockheed Martin Space- SVL, SCF, VASF, ER
And
International Association of Machinists**

Company Response #3

Item #	CBA	Topic Summary	Proposal								
EU-18	Art 5, Sec 2B(1) Pg. 49	Vacation Accrual Schedule	<p>The Company rejects the Union's proposal.</p> <p>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.</p> <table><tr><th>Completed Years of Service</th><th>Vacation Accrual</th></tr><tr><td>0-8 0-7 years</td><td>10 days (6.67 hours per month)</td></tr><tr><td>9-18 8-17 years</td><td>15 days (10.0 hours per month)</td></tr><tr><td>19 or more 18 years or more</td><td>20 days (13.34 hours per month)</td></tr></table>	Completed Years of Service	Vacation Accrual	0-8 0-7 years	10 days (6.67 hours per month)	9-18 8-17 years	15 days (10.0 hours per month)	19 or more 18 years or more	20 days (13.34 hours per month)
Completed Years of Service	Vacation Accrual										
0-8 0-7 years	10 days (6.67 hours per month)										
9-18 8-17 years	15 days (10.0 hours per month)										
19 or more 18 years or more	20 days (13.34 hours per month)										

1

The parties have tentatively agreed to the above modifications.

Company

Date

Union

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.



Jobs • Security • Prosperity

IAMAW/ LM Space (Sunnyvale)
2023 Negotiations

2-21-23

Page 1 of 1

ARTICLE 2 Sec 4

Date 2-21-23 Time 2:05

Union Counter #1

Language removed/added:

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

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)~~ two hundred seventy five (\$225) dollars per year.**

SEW
TWENTY-FIVE
MEK

The parties have tentatively agreed to the above modifications.

The Union reserves the right to supplement, modify, and withdraw these proposals at any time.

Mick L
Company

2-21-23
Date

[Signature]
Union

**Lockheed Martin Space- SVL, SCF, VASF, ER
And
International Association of Machinists**

2-21-2023
2:10 pm

Company Response #2

Item #	CBA	Topic Summary	Proposal
UE-9	Art 7, Sec 1C(1) Pg. 72-73	Promotion Pay Rate	<p>The Company maintains its prior proposal as follows:</p> <p>C. Pay Rate on Promotion, Downgrade or Recall</p> <p>(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: All employees who are promoted from a lower-graded job to a higher-graded job will receive an increase of forty cents (\$.40) per hour for a one or a two labor grade promotion and eighty cents (\$.80) per hour for a three or more labor grade promotion or the minimum of the new labor grade whichever is higher, providing said increase does not exceed the maximum of the labor grade rate range to which they are promoted.</p> <p>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.</p> <p>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) forty cents (\$.40) for a one or a two labor grade promotion, eighty cents (\$.80) for a three or more promotion 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) the applicable promotion increase if that will bring the rate to the maximum of the classification to which promoted.</p>

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The parties have tentatively agreed to the above modifications.



Company

2-21-2023

Date



Union

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.



Jobs · Security · Prosperity

IAMAW/ LM Space (Sunnyvale)

2023 Negotiations

THE UNION RESERVES THE RIGHT TO ADD TO, DELETE FROM, CHANGE, MODIFY OR WITHDRAW IN WHOLE OR IN PART ANY AND ALL PROPOSALS DURING THE COURSE OF NEGOTIATIONS.

ARTICLE 7 SECTION 4 A B

Union Counter #1

Language removed/added:

Date 2-21-23 Time 2:12 pm Page 1 of 1

Section 4. Shift and Odd Workweek Premiums

A. Shift Bonus

- (1) Employees assigned to a swing shift shall receive a bonus of ~~eighty-five~~ forty cents (\$0.85) ~~(\$0.40)~~ per hour.
- (2) Employees assigned to a graveyard shift shall receive eight (8) hours pay plus eight cents (\$0.08) 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~~ thirty cents (\$0.30) per hour.

The parties have tentatively agreed to the above modifications.

Michel
Company

2-21-23
Date

Ji. W.
Union

NOTE: Any and all tentative agreements are subject to final acceptance of the entire collective bargaining agreement by the Union. Tentative agreements may be reopened by mutual agreement between both parties.

Lockheed Martin Space- SVL, SCF, VASF, ER
And
International Association of Machinists

Economics Company Proposal

2-21-23

2:13 pm

Item #	CBA	Topic Summary	Proposal
UE-15	Art 5, Section 4	Holiday	The Company counters UE-15 Holiday calendar as follows:

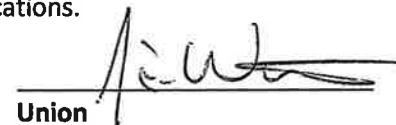
The parties have tentatively agreed to the above modifications.



Company

2-21-23

Date



Union

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

2023		
Memorial Day	5/29/2023	Monday
Independence Day	7/4/2023	Tuesday
Labor Day	9/4/2023	Monday
Thanksgiving Day	11/23/2023	Thursday
Thanksgiving Holiday	11/24/2023	Friday
Holiday Shutdown	12/22/2023	Friday
Holiday Shutdown	12/25/2023	Monday
Holiday Shutdown	12/26/2023	Tuesday
Holiday Shutdown	12/27/2023	Wednesday
Holiday Shutdown	12/28/2023	Thursday
Holiday Shutdown	12/29/2023	Friday

2024		
New Year's Holiday	1/1/2024	Monday
Memorial Day	5/27/2024	Monday
Independence Day	7/4/2024	Thursday
Labor Day	9/2/2024	Monday
Thanksgiving Day	11/28/2024	Thursday
Thanksgiving Holiday	11/29/2024	Friday
Holiday Shutdown	12/24/2024	Tuesday
Holiday Shutdown	12/25/2024	Wednesday
Holiday Shutdown	12/26/2024	Thursday
Holiday Shutdown	12/27/2024	Friday
Holiday Shutdown	12/30/2024	Monday
Holiday Shutdown	12/31/2024	Tuesday

2025		
New Year's Holiday	1/1/2025	Wednesday
Memorial Day	5/26/2025	Monday
Independence Day	7/4/2025	Friday
Labor Day	9/1/2025	Monday
Thanksgiving Day	11/27/2025	Thursday
Thanksgiving Holiday	11/28/2025	Friday
Holiday Shutdown	12/24/2025	Wednesday
Holiday Shutdown	12/25/2025	Thursday
Holiday Shutdown	12/26/2025	Friday
Holiday Shutdown	12/29/2025	Monday
Holiday Shutdown	12/30/2025	Tuesday
Holiday Shutdown	12/31/2025	Wednesday

2026		
New Year's Holiday	1/1/2026	Thursday
Memorial Day	5/25/2026	Monday
Independence Day	7/3/2026	Friday
Labor Day	9/7/2026	Monday
Thanksgiving Day	11/26/2026	Thursday
Thanksgiving Holiday	11/27/2026	Friday
Holiday Shutdown	12/24/2026	Thursday
Holiday Shutdown	12/25/2026	Friday
Holiday Shutdown	12/28/2026	Monday
Holiday Shutdown	12/29/2026	Tuesday
Holiday Shutdown	12/30/2026	Wednesday
Holiday Shutdown	12/31/2026	Thursday

2027		
New Year's Holiday	1/1/2027	Friday
Memorial Day	5/31/2027	Monday
Independence Day	7/5/2027	Monday
Labor Day	9/6/2027	Monday
Thanksgiving Day	11/25/2027	Thursday
Thanksgiving Holiday	11/26/2027	Friday
Holiday Shutdown	12/24/2027	Friday
Holiday Shutdown	12/27/2027	Monday
Holiday Shutdown	12/28/2027	Tuesday
Holiday Shutdown	12/29/2027	Wednesday
Holiday Shutdown	12/30/2027	Thursday
Holiday Shutdown	12/31/2027	Friday

2028		
New Year's Holiday	1/3/2028	Monday


Lockheed Martin Space- SVL, SCF, VASF, ER
And
International Association of Machinists

Economics Company Proposal


2-21-23
2:15 pm

Item #	CBA	Topic Summary	Proposal
CE-8	Art 9, Sec XX	Retiree Bonus	<p>The Company proposes to add a new section as follows:</p> <p>Section XX Retirement and Voluntary Termination Notification Program</p> <p>The Company will grant \$500 to employees whom provide at least a 90-day advance notice of their intent to retire or voluntarily terminate from the Company. Employees planning to retire or voluntarily terminate from the Company during the life of this Agreement are eligible to receive \$500 by submitting written notification to Labor Relations and their supervisor at least 90 days prior to their retirement/termination date. Participating employees will be expected to cross-train existing and/or new employees prior to their retirement/termination date. The \$500 will be paid in the employee's final paycheck. Employees leaving the Company through the Retirement and Voluntary Termination program waive any rights to recall as outlined in the Collective Bargaining Agreement.</p>

The parties have tentatively agreed to the above modifications.


Company

2-21-23
Date


Union

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.



Jobs • Security • Prosperity

IAMAW/ LM Space (Sunnyvale)

2023 Negotiations

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Page 1 of 1

CODED LETTER A-7

Union Counter #1

Language ~~removed~~/added:

Date _____ Time _____

Coded Letter A-7

Last Updated: March 5, 2018

Original Date: March 3, 2014

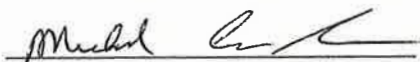
Subject: Safety & Clean Room Shoe Reimbursement

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

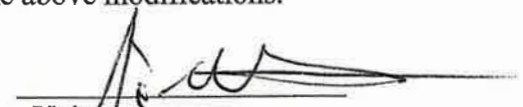
- 1 Employees who are authorized via management to participate in the Company Clean Room Shoe program shall be eligible for reimbursement up to ~~\$225~~ **\$200** for one pair of clean room shoes once in a twelve (12) month period.
- 2 **Employees who are authorized participants in the Company Safety Shoe program shall be eligible for reimbursement of up to ~~\$225~~ **\$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.

The parties have tentatively agreed to the above modifications.


Company

2-17-23
Date


Union

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2023 Negotiations

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Page 1 of 1

ARTICLE 7 SECTION 6 B

Union Counter #1

Language removed/added:

Date _____ Time _____

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.

The phrase "previous notice not to report" as it relates to Report-In Pay outlined in Article 7, Section 6(B) shall herein be defined as:

- Day and Swing Shifts:

- o Notice not to report in for overtime the preceding day shall be given to the employee no later than the end of the employee's regularly assigned shift (i.e. notice has to be given by end of shift Thursday for Friday overtime).
- o If the assigned overtime shift is the day after a nonscheduled work day (i.e. 9x80 off Friday, Saturday, Holiday, Vacation, or Sick day), then notice shall be given to the employee by 8 pm the night before their scheduled overtime shift.
- o ~~No pay shall be granted under this Section where work is not available as a result of an event outside of the Company's control, including but not limited to: an act of God, fire, flood, site closure, or power failure.~~

- In the event there is an established Graveyard shift, or any temporary odd work weeks, the Company and Union will meet and establish notification timelines applicable for such shifts.

- Should the need to deviate from the established notification periods outlined above arise; the requesting Manager, and Base Steward, and Employees of a particular overtime group shall meet and agree to a reasonable alternative and shall not unreasonably withhold agreement. The agreed upon alternative shall be set forth in writing and distributed to the interested parties.

The parties have tentatively agreed to the above modifications.

Michael C. K.
Company

2.17
Date

A. W.
Union

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9:58
2/15

**Lockheed Martin Space
And
International Association of Machinists
Economic Tentative Agreement**

Item #	CBA	Topic Summary	Proposal
UE-3	Art 6, Sec 9C (Pg. 71)	Education	<p>The Company tentatively agrees to UE-3 Education as follows:</p> <p>C. Education</p> <p>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) three (3) 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.</p>

The parties have tentatively agreed to the above modifications.

Michele L. K.
Company

2/15/23
Date

[Signature]
Union



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IAMAW/ LM Space (Sunnyvale)

2023 Negotiations

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Page 1 of 1

CE-5

Date _____ Time _____

Union Counter #2

Language removed/added:

All C.E.G. B employees who are in the following classifications (and are not at the rate range maximum) and are on the active payroll as of March 12, 2023 will receive a one-time equity increase of twenty-five cents (\$0.25) ~~fifty cents (\$0.50)~~ per hour or be brought to the maximum of the rate range, whichever is less:

Composite Dev Mech – Tooling & Str (R3631B)

Dev Mach – Mech & Elect Spec (R4841B)

Develop Mech - Research Lab (R3913B)

Development/Fab Mech-Sr (R4743B)

Elect Equip Proto Mech – Sr (R3823B)

Electronic/Cable Fab – Sr (R5553B)

Electronics Encapsulator-Spec (R3571B)

Inspector – Tooling (R6303B)

Machinist – Master (R4913B)

Solar Array Development Mech (R4203B)

Solar Array Fabricator (R5191B)

Solar Array Fabricator/Mech (R5575B)

Vehicle Test Ops Tech (R3673B)

Vehicle Test Ops Tech – Sr (R3671B)

The parties have tentatively agreed to the above modifications.

Mark C. C.
Company

2-23-23
Date

[Signature]
Union

NOTE: Any and all tentative agreements are subject to final acceptance of the entire collective bargaining agreement by the Union. Tentative agreements may be reopened by mutual agreement between both parties.

**Lockheed Martin Space
And
International Association of Machinists
Company Response #1**

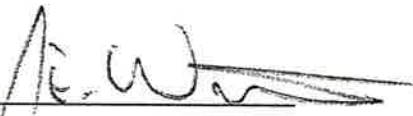
Item #	CBA	Topic Summary	Proposal
UCL-36	Supplemental Agreement- - Badge & ID Clerk	Identification Clerk	<p>The Company tentatively agrees to UCL-36 as follows:</p> <p>During the 2023 Local Negotiations, the parties agreed that the Identification Clerk (857-3) classification for C.E.G. B shall remain active as long as the sole individual, Annette Hardiman (112876), in that classification continues to work for the Company in that classification. Once that individual is no longer in that classification, the Company shall place the Identification Clerk (857-3) classification for C.E.G. B on the inactive job classification list. At that time, the parties agree to transition the Identification Clerk (857-3) classification for C.E.G. B into the Allied Universal bargaining unit. Any future hires for the Identification Clerk (857-3) classification for C.E.G. B after March 11, 2023 will be hired into the Allied Universal bargaining unit.</p> <p>The parties agree to upgrade Identification Clerk (857-3) classification to T&O LG12.</p>



Company

The parties have tentatively agreed to the above modifications.

2-15-2023
Date



Union



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IAMAW/ LM Space (Sunnyvale)

2023 Negotiations

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ANY AND ALL PROPOSALS DURING THE COURSE OF NEGOTIATIONS.

CEG "B" Company
Union counter #1
Language removed/added:

Date 2-18 Time 11:51

Page 1 of 1

Classification	Job Code	LG	Proposed LG
Inspector Non Destruct Test Senior	614-3	Factory 16	F18
Inspector Non Destruct Test	614-5	Factory 13	F16
Inspector Non Destruct Test Associate	614-7	Factory 10	F14
Inspector Manufacturing Processes Senior	617-1	Factory 13	F15
Inspector Manufacturing Processes	617-3	Factory 12	F14
Inspector Manufacturing Processes Trainee	617-5	Factory 10	F12
Inspector Vehicle Test Associate	629-7	Factory 13	F14

All labor grades will be subject to all future GWI increases.

The parties have tentatively agreed to the above modifications.

Company

2-18-23

Date

Union

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2023 Negotiations

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CEG "B" UNION
Union counter #1
Language removed/added:

Date 2/18/23 Time 11:35

Page 1 of 1

Classification	Job Code	Current	Proposed
Solar Array Development Mechanic Senior	420-1	Factory	TBD F18
Thermal System Specialist	536-7	Factory	18 F19

All labor grades will be subject to all future GWI increases.

The parties have tentatively agreed to the above modifications.

Company

2.18.23

Date

Union

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2023 Negotiations

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CEG "B" Company TBD
Union Counter #1
Language ~~removed~~/added:

Date 2-18-23 Time 11:34 Page 1 of 1

Classification	Job Code	Proposed
Inspector Mechanical Manufacturing Senior	6XX-1	Factory F18
Print & Imaging Operator	869-X	T&O T12
Antenna & Electronics Assembler	XXX-X	Factory F14

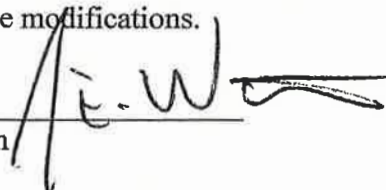
All labor grades will be subject to all future GWI Increases.

The parties have tentatively agreed to the above modifications.



Company

2-18-23
Date



Union

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2023 Negotiations

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ANY AND ALL PROPOSALS DURING THE COURSE OF NEGOTIATIONS.

CEG "B" Company

Date 2-18-23 Time 11:38 Page 1 of 2

Language removed/added:

Classification	Job Code		LG	Union
Structural Systems mechanic Senior	433-X	Factory	F18	T/A
Structural Systems mechanic	433-5	Factory	F17	T/A
Inspector Vehicle Test Senior	629-3	Factory	F18	T/A
Inspector Vehicle Test	629-5	Factory	F16	T/A
Precision Clean & Chemical Processor/Verifier Senior	649-3	Factory	F17	T/A
Motor Vehicle Dispatcher	752-3	T&O	T15	T/A

All labor grades will be subject to all future GWI increases.

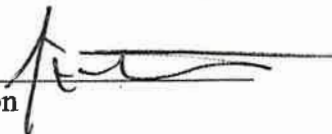
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Company

2/18/23

Date



Union

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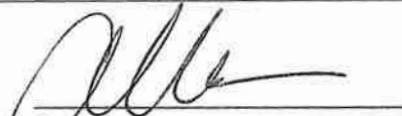
2/21/23
4:08

**Lockheed Martin Space- SVL, SCF, VASF, ER
And
International Association of Machinists**

Company Response #2

Item #	Proposal					
C.E.G. B Job Proposals	The Company counters the Union's proposal as follows:					
				Current	Union Proposal	Company
	Classification	Code		LG	2/18	Proposal 2/20
	Antenna Assembler	397-5	Factory	12	F13	Held at F12 T/A
	Locksmith Industrial	444-3	Factory	16	19	Held at F18 T/A
	Inspector Non Destruct Test Specialist	614-1	Factory	19	20	TA
	Inspector Non Destruct Test Senior	614-3	Factory	16	18	TA
	Inspector Non Destruct Test	614-5	Factory	13	16	TA
	Inspector Non Destruct Test Associate	614-7	Factory	10	14	TA
	Inspector Manufacturing Processes Senior	617-1	Factory	13	15	TA
	Inspector Manufacturing Processes	617-3	Factory	12	14	TA
	Inspector Manufacturing Processes Trainee	617-5	Factory	10	12	TA
	Inspector Vehicle Test Senior	629-3	Factory	18	18	TA

The parties have tentatively agreed to the above modifications.



Company

2/21/23

Date



Union

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**Lockheed Martin Space- SVL, SCF, VASF, ER
And
International Association of Machinists**

Union Counter

Inspector Vehicle Test	629-5	Factory	16	F16	TA
Inspector Vehicle Test Associate	629-7	Factory	13	F14	TA
Precision Clean & Chemical Processor/Verifier Senior	649-3	Factory	17	F17	TA —no change
Motor Vehicle Dispatcher	752-3	T&O	15	T15	TA —no change
Metrology Support Processor	760-3	T&O	11	T12	Hold at T11 T/A
Shipper	790-3	T&O	10	F11	Hold at F10 T/A
Vehicle test Operations Technician Expert	367-X	Factory		F20	TA
Structural Systems mechanic Senior	433-X	Factory		F18	TA
Locksmith Industrial Trainee	444-X	Factory	F11	F13	F12 T/A
Inspector Shipping SR	627-X	Factory		F16	F15 T/A
Emergency Services Specialist	684-3	T&O	T13	T15	TA
Inspector Mechanical Manufacturing Senior	6XX-1	Factory		F18	TA
Inspector Mechanical Manufacturing	6XX-3	Factory		F16	TA
Inspector Trainee Mechanical Manufacturing	6XX-5	Factory		F14	TA
Inspector Mechanical Manufacturing Expert	6XX-X	Factory		F18-F20	TA
Print & Imaging Operator	869-X	T&O		T12	TA
Certification Technician Senior	XXX-3	Factory		F18	TA
Certification Technician	XXX-5	Factory		F16	TA

2-21-23

[Signature]

**Lockheed Martin Space- SVL, SCF, VASF, ER
And
International Association of Machinists**

Union Counter

Certification Technician Associate Trainee	XXX-7	Factory		F13	TA
Document Media Destruction Specialist	XXX-X	Factory		F13	Hold at F11 T/A
Paint/Precision Clean Technician	XXX-X	Factory		F17	TA
Chemical Coatings and Precision Clean Development Technician Senior	XXX-X	Factory		F18	Hold at F17 T/A
Antenna & Electronics Assembler	XXX-X	Factory		F14	TA
HVAC Mechanic	350-3	Factory	18	F19	Hold at F18 T/A
HVAC Technician	352-3	Factory	19	F20	Hold at F19 T/A
Electro-Mechanical Technician	355-3	Factory	19	F20	Hold at F19 T/A
Integrated Product Development and rework Senior Specialist	373-3	Factory	16	F18	F17 T/A
Industrial Electronics Technician	400-3	Factory	19	F20	Hold at F19 T/A
Antenna Range Technician	410-3	Factory	19	F20	Hold at F19 T/A
Antenna Range Technician trainee	410-7	Factory	13	F15	F14 T/A
Solar Array Development Mechanic Senior	420-1	Factory		F18	TA
Structural Systems mechanic	433-5	Factory	17	F17	TA —no change
Fleet Mechanic	463-3	Factory	17	F17	TA —no change
Plumber Pipefitter-Maintenance	488-3	Factory	18	F19	Hold at F18 T/A
Thermal System Specialist	536-7	Factory	18	F19	TA
Warehouse worker	733-3	Factory	10	F11	TA

2-21-23

[Signature] 3

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[Handwritten mark]

[Handwritten mark]

[Handwritten mark]

**Lockheed Martin Space- SVL, SCF, VASF, ER
And
International Association of Machinists**

Union Counter

	Warehouse worker Trainee	733-7	T&O	6	F07	Held at F06 T/A
	US Mail Processor	879-3	T&O	7	T10	T08 T/A



**Lockheed Martin Space- SVL, SCF, VASF, ER
And
International Association of Machinists**

Union Counter

Job Proposals C.E.G. C	The Company counters the Union's proposal as follow:					
	Classification	Job Code		LG	Union Proposal 2/18	Company Response
	General Maintenance worker	595-3	Factory	13	F14	Hold at F13 T/A
	Assembler Missile component Senior	430-X	Factory		F16	TA
	Ordnance Assembly Kitter Senior	536-X	Factory		F11	Hold at F10 T/A
	Inspector Shipper Senior	627-X	Factory		F16	F15 T/A
	Water Treatment and Distribution Systems Operator		Factory		F18	TA
	Assembler Missile component	430-3	Factory	12	F14	TA
	Ordnance Assembler Senior	533-1	Factory	6	F12	TA
	Ordnance Assembler	533-3	Factory	6	F8	TA
Shipper	790-3	T&O		F11	Hold at F10 T/A	

2-21-23






Jobs • Security • Prosperity

IAMAW/ LM Space (Sunnyvale)

2023 Negotiations

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CE-5

Union Counter #2

Language removed/added:

Date

2/21/23 Time 4:03

Page 1 of 1

All C.E.G. B employees who are in the following classifications (and are not at the rate range maximum) and are on the active payroll as of March 12, 2023 will receive a one-time equity increase of twenty-five cents (\$0.25) ~~fifty cents (\$0.50) per hour~~ or be brought to the maximum of the rate range, whichever is less:

Composite Dev Mech – Tooling & Str (R3631B)
Dev Mach – Mech & Elect Spec (R4841B)
Develop Mech - Research Lab (R3913B)
Development/Fab Mech-Sr (R4743B)
Elect Equip Proto Mech – Sr (R3823B)
Electronic/Cable Fab – Sr (R5553B)
Electronics Encapsulator-Spec (R3571B)
Inspector – Tooling (R6303B)
Machinist – Master (R4913B)
Solar Array Development Mech (R4203B)
Solar Array Fabricator (R5191B)
Solar Array Fabricator/Mech (R5575B)
Vehicle Test Ops Tech (R3673B)
Vehicle Test Ops Tech – Sr (R3671B)

NO COPY

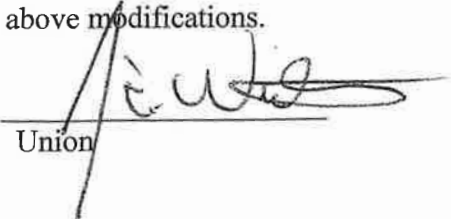
17

Company
Binder

The parties have tentatively agreed to the above modifications.


Company

2/21/23
Date


Union

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IAMAW/ LM Space (Sunnyvale)

2023 Negotiations

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Coded Letter B-30

Union Counter #1

Language removed/added:

Date 2/21/23 Time 4:02

Page 1 of 2

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

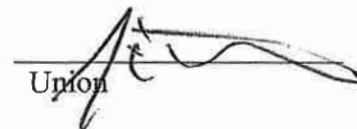
Team Driving Criteria

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.

The parties have tentatively agreed to the above modifications.


Company

2-21-23
Date


Union

NOTE: Any and all tentative agreements are subject to final acceptance of the entire collective bargaining agreement by the Union. Tentative agreements may be reopened by mutual agreement between both parties.



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**IAMAW/ LM Space (Sunnyvale)
2023 Negotiations**

THE UNION RESERVES THE RIGHT TO ADD TO, DELETE FROM, CHANGE, MODIFY OR WITHDRAW IN WHOLE OR IN PART ANY AND ALL PROPOSALS DURING THE COURSE OF NEGOTIATIONS.

Page 2 of 2

Coded Letter B-30

Date _____ Time _____

Union Counter #1

Language ~~removed~~/added:

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~~ ~~\$175~~ **\$150** 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.

The parties have tentatively agreed to the above modifications.



Company

7-21-23
Date



Union

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2023 Negotiations

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Coded Letter B-28
Union Counter #1
Language ~~removed~~/added:

Date 2/21/23 Time 4pm

Page 1 of 2

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 **polo** 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

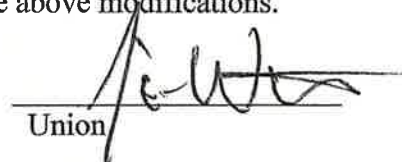
The parties have tentatively agreed to the above modifications.



Company

2/21/23

Date



Union

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2023 Negotiations

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Page 2 of 2

Coded Letter B-28

Union Counter #1

Language ~~removed~~/added:

Date _____ Time _____

an annual uniform maintenance allowance of \$250.00 ~~\$275.00~~. This allowance will be paid during the first full pay period in the month of July. Each employee shall properly maintain the issued uniform and equipment. ~~The Company will pay each Emergency Services Specialist employee a uniform maintenance allowance of \$10.00 per week.~~

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.~~

46. There shall be a ten (10) minute rest period each half of the regular work shift.

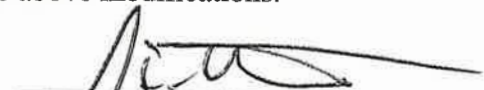
The parties have tentatively agreed to the above modifications.



Company

22/23

Date



Union

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IAMAW/ LM Space (SCF)

2023 Negotiations

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CE-3

Union Counter #1

Language removed/added:

Date 2-18

Time 1130 ^{Page 1 of 1} Am

C.E.G. C Santa Cruz Equity Increase

All employees on the active payroll as of March 12, 2023 will receive a one-time equity increase of fifty cents (\$.50) **per hour**.

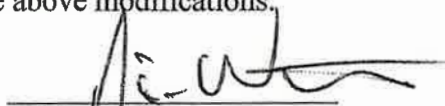
The parties have tentatively agreed to the above modifications.



Company

2-18

Date



Union

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IAMAW/ LM Space (Santa Cruz)

2023 Negotiations

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ANY AND ALL PROPOSALS DURING THE COURSE OF NEGOTIATIONS.

CEG "C" Company
Union Counter #1
Language removed/added:

Date 2-18 Time 11:30

Page 1 of 1

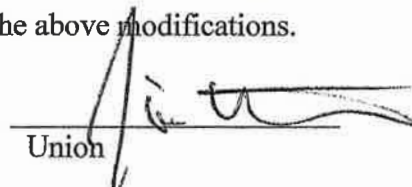
Classification	Job Code	LG	Proposed LG
Assembler Missile component	430-3	Factory 12	F14
Ordnance Assembler Senior	533-1	Factory 6	F12
Ordnance Assembler	533-3	Factory 6	F8

All labor grades will be subject to all future GWI Increases.

The parties have tentatively agreed to the above modifications.


Company

2-18-23
Date


Union

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IAMAW/ LM Space (Sunnyvale)

2023 Negotiations

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ANY AND ALL PROPOSALS DURING THE COURSE OF NEGOTIATIONS.

CEG "C" Company TBD
Union counter #1
Language ~~removed~~/added:

Date 2/18/23 Time 11:37 Page 1 of 1

Classification	Job Code	Proposed
Assembler Missile component Senior	430-X Factory	F16

All labor grades will be subject to all future GWI Increases.

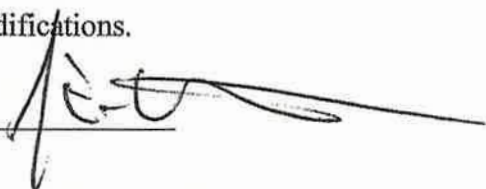
The parties have tentatively agreed to the above modifications.



Company

2-18-23

Date



Union

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Jobs • Security • Prosperity
IAMAW/ LM Space (SCF)
2023 Negotiations

THE UNION RESERVES THE RIGHT TO ADD TO, DELETE FROM, CHANGE, MODIFY OR WITHDRAW IN WHOLE OR IN PART ANY AND ALL PROPOSALS DURING THE COURSE OF NEGOTIATIONS.

Page 1 of 1

CE-4

Date _____ Time _____

Union Counter #2

Language removed/added:

The Company proposes an equity increase as follows below:

All C.E.G. C employees who are in the following classifications (and are not at the rate range maximum) and are on the active payroll as of March 12, 2023 will receive a one-time equity increase of twenty-five cents (\$0.25) ~~fifty cents (\$0.50)~~ per hour or be brought to the maximum of the rate range, whichever is less:

Assembler – Missile Component (R4303C)
Calibration Tech – SCF (R6443C)
Development Test Mechanic (R6415C)
Electronic Sys Mech-Test Base (R4113C)
Insp-Missile and Systems Test (R6293C)
Ordnance Assembly Kitter (R5363C)
Ordnance Packager (R6383C)
Ordnance Test Technician (R6435C)
General Maintenance worker (R5953C)


The parties have tentatively agreed to the above modifications.



Company

2-23-23

Date



Union

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**Lockheed Martin Space- SVL, SCF, VASF, ER
And
International Association of Machinists**

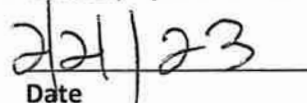
Company Response #1


Item #	Topic Summary	Proposal
CE-7	C.E.G. D Equity	<p>The Company accepts the Union's proposal as follows:</p> <p>All C.E.G. D employees who are in the following classifications (and are not at the rate range maximum) and are on the active payroll as of March 12, 2023 will receive a one-time equity increase of thirty cents (\$0.30) or be brought to the maximum of the rate range, whichever is less:</p> <p>E&E Systems Tech- Test Base (RV5599) Electronics Systems Mechanic – Test Base (RV4129) Insp Missile & Systems Test (RV6299) Launch Mech-Mechanical Sys (RV4859) Launch Tech - Mech - Test Base (RV4849)</p>

1


Company

The parties have tentatively agreed to the above modifications.


Date


Union

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

**Lockheed Martin Space- SVL, SCF, VASF, ER
And
International Association of Machinists**


Union counter #1

Item #	Proposal					
C.E.G. D Job Proposals	The Company counters as below:					
	Classification	Job Code		LG	Union Proposed LG	Union Counter
	Test Base Material Control and Investigator	702-3	Factory	11	13	F12 T/A



Company

The parties have tentatively agreed to the above modifications.



Date



Union

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**Lockheed Martin Space- SVL, SCF, VASF, ER
And
International Association of Machinists**

Union counter #1

Item #	Proposal					
C.E.G. D Job Proposals	The Company counters as below:					
	Classification	Job Code		LG	Union Proposed LG	Union Counter
	Stock Clerk	805-3	T&O	6	Factory LG6	Factory LG3
	Office Resource Specialist	794-1	Factory	10	14	T&O 13



Company

The parties have tentatively agreed to the above modifications.



Date



Union

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**Lockheed Martin Space- SVL, SCF, VASF, ER
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International Association of Machinists**

Company Response #1

Item #	Topic Summary	Proposal												
UED-1	C.E.G. D New Factory Rate Range	<p>The Company counters UED-1 New Factory Rate Range for CEG D as follows below:</p> <p>Effective the second pay period of March 2025, the factory rate ranges of C.E.G. D will align with the C.E.G. B rate ranges.</p> <p>New Factory Rate ranges for CEG D and GPR</p> <table> <tr> <td>Grade</td><td>Minimum</td><td>Maximum</td></tr> <tr> <td>20</td><td>\$29.93</td><td>\$54.89</td></tr> <tr> <td>19</td><td>\$27.71</td><td>\$48.33 \$50.82</td></tr> <tr> <td>18</td><td>\$26.96</td><td>\$47.10 \$49.66</td></tr> </table> <p>All labor grades will be subject to all future GWI increases.</p>	Grade	Minimum	Maximum	20	\$29.93	\$54.89	19	\$27.71	\$48.33 \$50.82	18	\$26.96	\$47.10 \$49.66
Grade	Minimum	Maximum												
20	\$29.93	\$54.89												
19	\$27.71	\$48.33 \$50.82												
18	\$26.96	\$47.10 \$49.66												

Barbara J. [Signature]
 Union
 2/18/2025

[Signature]

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

**Lockheed Martin Space
And
International Association of Machinists**

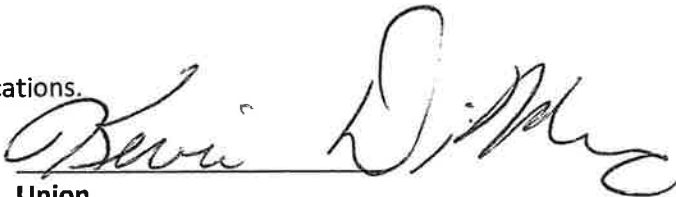
Company Response #3

Item #	CBA	Topic Summary	Proposal
702-5	Job Description	Test Base Material Control Clerk (702-5)	<p>The Company accepts the Union's proposal on the following:</p> <p>As discussed in Eastern Range Non-economic local negotiations held in December 2022, the Company agrees to move the Test Base Material Control Clerk (702-5) from the Technical & Office rate range to the Factory rate range. The labor grade of the Test Base Material Control Clerk (702-5) will move from T7 to F7.</p>

The parties have tentatively agreed to the above modifications.


Company


Date


Union

**Lockheed Martin Space- SVL, SCF, VASF, ER
And
International Association of Machinists**

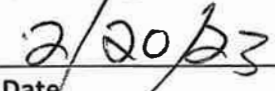
Company Response #1

Item #	Topic Summary	Proposal
UEE-5	C.E.G. E Equity Increase	<p>The Company counters the Union's proposal as follows:</p> <p>All C.E.G. E employees who are on the active payroll as of March 12, 2023 will receive a one-time equity increase of twenty cents (\$.20).</p> <p>The Company withdraws the proposal below:</p> <ul style="list-style-type: none">• CE-8 – \$.25 equity increase for Eastern Range critical skills



Company

The parties have tentatively agreed to the above modifications.



Date



Union

1

10:20 AM

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

**Lockheed Martin Space- SVL, SCF, VASF, ER
And
International Association of Machinists**

Company Response #1

Item #	Proposal					
C.E.G. E Job Proposals	The Company counters as below:					
	Classification	Job Code		LG	Proposed LG	Company Response
	Represented Administrative Assistant	789-3	T&O	10	12	TA
	Inspector Missiles & System - Senior	629-3	Factory	18	19	TA
	Inspector – Special Skills Instructor (NDE) Specialist	630-1	Factory	19	20	TA
	Test Base Material Control & Investigator	702-3	Factory	11	13	TA



Company

The parties have tentatively agreed to the above modifications.



Date



Union

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counterproposals in any area of the Agreement opened by the Union.

**Lockheed Martin Space - C.E.G. E (Eastern Range)
And
International Association of Machinists**

December 1, 2022

Memorandum of Agreement

Below are the new terms of the Agreement between Lockheed Martin Space and International Association of Machinists and Aerospace Workers Local 610 to which the respective bargaining committees have agreed, subject to ratification. The Union bargaining committee has represented that it will recommend for ratification this Agreement. Upon ratification, until a new Collective Bargaining Agreement is finalized and printed, the new Collective Bargaining Agreement between the parties will consist of the language from the Agreement set to expire on March 12, 2023 as modified below:

Item #	Topic (Art #)	Tentative Agreements
Eastern Range		Non-Economic: Signed December 1, 2022
UCL-28	Establishment of Recall Placement List for Proof Test Mechanic	Delete inactive employees: Allen, Babcock, Brown, Hand
CL-E-6	Promotion to Higher-Rated Jobs	Modify Coded Letter E-6 as follows: Subject: Promotion to Higher-Rated Jobs Article 4, Section 4B 3E 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 apply to open requisitions on the Company's electronic job website.
CL-E-11	Job Description Committee	Delete Job Description Committee Coded Letter E-11.
CL-E-14	Operational Unit	Modify Coded Letter E-14 as follows: Subject: Operational Unit [...] It is mutually understood, within the operational unit, that the Company may have

Allen
12/1/22

John D. No
12/1/22

**Lockheed Martin Space - C.E.G. E (Eastern Range)
And
International Association of Machinists**

		employees perform work at the same or lower labor grade outside their classification for which they are qualified and certified to perform on a temporary assignment .
CL-E-19	Upgrades & Respirator Premium	<p>Modify Coded letter E-19 as follows:</p> <p>Subject: Upgrades & Respirator Premium</p> <p>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.</p> <p>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.</p> <p>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.</p>
ER-1	Arms Ammunition & Explosive Certification (AA&E)	Incorporate Arms Ammunition & Explosive Certification (AA&E) Side Letter as new Coded Letter.
ER-2	T5 Security Upgrades	Incorporate T5 Security Upgrades Side Letter as new Coded Letter.
ER-3	Future Space Coast Production Work & Job Classifications	<p>Incorporate Future Space Coast Production Work & Job Classifications as new Coded Letter.</p> <p>Subject: Future Space Coast Production Work & Job Classifications</p> <p>This will confirm the understanding reached between the Company and the Union during the 2023 negotiations regarding upcoming FBM Life Extension (LE2) production scope of work within Brevard County.</p> <p>Prior to the commencement of LE2 production work, the Company will provide notification to the Union. This notification shall inform the Union of anticipated schedules,</p>

allie
12/1/22

Ken [Signature]
12/1/22

**Lockheed Martin Space - C.E.G. E (Eastern Range)
And
International Association of Machinists**

		<p>logistics, nature of work, projected manpower/skill requirements, training, etc.</p> <p>The parties agree that the Company and the Union will meet on a future date to negotiate the establishment of job descriptions, applicable pay ranges and work rules for newly established positions as a result of LE2 production within Brevard County, FL. All other provisions of the contract shall remain as ratified in the 2023 negotiations.</p>
UER-1	Resolution of Grievance 2018-001	<p>Incorporate Resolution of Grievance 2018-001 as new Coded Letter and modify as follows:</p> <p>Subject: Resolution of Grievance 2018-001; Article VI Section 6 Cancellation of Overtime Request</p> <p>The Company and Union ("Parties") have met to discuss and resolve grievance 2018-001 with the following understanding:</p> <p>The phrase "previous notice not to report" as it related to Report-In Pay outlined in Article VI 7, Section 6(B) shall herein be defined as:</p> <ul style="list-style-type: none">- Day and Swing Shifts:<ul style="list-style-type: none">o Notice not to report in for overtime the preceding day shall be given to the employee no later than the end of the employee's regularly assigned shift (i.e. notice has to be given by end of shift Thursday for Friday overtime).o If the assigned overtime shift is the day after a non-scheduled work day (i.e. 9x80 off Friday, Saturday, Holiday, Vacation, or Sick day), then notice shall be given to the employee by 8 pm the night before their scheduled overtime shift.- In the event there is an established Graveyard shift, or any temporary odd work weeks, the Company and Union will meet and establish notification timelines applicable for such shifts.- Should the need to deviate from the established notification periods outlined above arise; the Manager, Steward, and Employees of a particular overtime group shall meet and agree to a reasonable alternative and shall not unreasonably withhold agreement. The agreed upon alternative shall be set forth in writing and distributed to the interested parties.

Ally
12/1/22

R. J. D.
12/1/22

**Lockheed Martin Space - C.E.G. E (Eastern Range)
And
International Association of Machinists**

		<p>The Company and the Union agree to jointly host training sessions for leaders and stewards on the revised guidelines outlined above.</p> <p>In exchange for this understanding, James Pederson will be paid four (4) hours of Report-In pay at time and a half. All parties involved agree that this settlement is done without prejudice and is non-precedent setting.</p>
702-3 & 778-3	Job Description	Consolidate Test Base Material Control and Investigator & Property Control Clerk II (702-3) and Property Control Clerk (778-3) into one job description as attached (Attachment A).
407-5, 493-5, 557-9, 571-7, 580-7, 634-7, 629-7, 706-9, 355-9	Job Descriptions	<p>Modify the Knowledge & Ability Required in 407-5, 493-5, 557-9, 571-7, 580-7, 634-7, 629-7, 706-9, 355-9 as follows:</p> <p>An employee will not be held in this classification for a period greater than one year.</p> <p>Note: Promotion out of classification is dependent upon meeting the minimum qualifications of the higher level classification and must be in good standing with the Company (i.e. no active discipline).</p>
580-5	Job Description	Modify Engineering & Ops Support Technician (580-5) as attached (Attachment A).
571-7	Job Description	Modify Computer Repair Services Technician – Trainee (571-7) as attached (Attachment A).
Represented Stretch Assignments & Mentorship Program	Interest	The Parties agree to meet and discuss a represented specific mentorship and stretch assignment program at a future date.
CPS Program	Interest	The Parties agree to meet and discuss the potential impacts of the CPS program on the represented workforce at Eastern Range.
Job Postings	Interest	The Parties agree that job postings should reflect the negotiated job descriptions, inclusive of the negotiated language for knowledge and ability required, and any Company boiler plate job posting language. Desired skills (i.e. good communication and organizational skills) will be utilized to differentiate between candidates.

[Signature]
12/1/22

[Signature]
12/1/22

Lockheed Martin Space - C.E.G. E (Eastern Range)
And
International Association of Machinists

Work Groups	Interest	The Parties agree that the SAB and AH will be separate work groups.
Trident Training Facility field work	Interest	The Parties agree to meet and discuss the Trident Training Facility field work at a future date.
CL-E-13	Travel/Field Duty	The Parties agree to meet and discuss Travel/ Field Duty Coded Letter E-13 virtually on 12/19/2022.


12/1/22


12/1/22

Lockheed Martin Space - C.E.G. E (Eastern Range)
And
International Association of Machinists

Attachment A: Job Description Modifications for Eastern Range (CEG E)

LOCKHEED MARTIN MISSILES & SPACE
TECHNICAL & OFFICE **FACTORY** JOB DESCRIPTION
EASTERN RANGE
FACILITY H

LG **XX**

Code 702-3

TEST BASE MATERIAL CONTROL AND INVESTIGATOR

OCCUPATIONAL SUMMARY

Perform the duties required to process store issue and control materials and equipment from initial receipt through final disposition and handle deliveries on and off the Test Base.

WORK PERFORMED

Receive, ship, disburse, package, crate and store material such as parts, tools, test equipment, blueprints and general supplies. Move material and documentation between supply or storage areas and to and from using activities. **Record location of property moving from one Company area to another or outside the Company.** Prepare supporting documentation and maintain necessary fields and records. ~~Process material to be surplus.~~ Operate storeroom, warehouse facilities and tool cribs. Perform inventories of accountable property and supplies. Investigate and correct clerical errors on individual document. Check nomenclature, quantities, condition and other data for correctness. Verify Product Assurance acceptance and documentation. Advise supervision of problem areas and discrepancies. Prepare material availability or usage data on request.

Investigate and follow up to provide prompt turn around of program spares disbursed on schedule/unscheduled Equipment Maintenance and Certification Work Orders, and loans. Coordinate with using and repair organizations to affect a smooth flow of returning material to the stock area.

When processing incoming Property, determine proper type of identification and assign appropriate tag numbers from pre-numbered series. Research Company and Base records, as well as Navy, Air Force or other customer records, to establish property identity, location, status and similar information. Physically examine property to verify completeness and accuracy of identification. Prepare work orders for painting or otherwise affixing property numbers as necessary. Prepare necessary paperwork for local disposition of excess property and take action to remove affected property.

KNOWLEDGE AND ABILITY REQUIRED

Knowledge of Test Base supply and material shipping and receiving operations, procedures and practices; knowledge of stores system used to control the allocation of materials; knowledge of

Alt
12/11/22

John Doe
12/11/22

**Lockheed Martin Space - C.E.G. E (Eastern Range)
And
International Association of Machinists**

property accountability. Must possess applicable State and/or Government vehicle operator's license. Knowledge of basic commercial arithmetic.

Working knowledge of applicable computer systems required in performance of above duties.

Released by Wage Administration

New - October 2, 1974

Combination: 736-3 Material Control Man LG 9

778-3 Property Control Clerk LG 11

863-3 Supply Clerk, Sr., TB LG 11

862-3 Supply Clerk, TB LG 8

Revision 1 - 1996 Negotiations

Revision 2 – 2023 Negotiations

Combination 778-3 Property Control Clerk II LG 11

[Handwritten Signature]
12/1/22

[Handwritten Signature]
12/1/22

**Lockheed Martin Space - C.E.G. E (Eastern Range)
And
International Association of Machinists**

**LOCKHEED MARTIN MISSILES & SPACE
FACILITY H
FACTORY JOB DESCRIPTION
EASTERN RANGE**

LG 16

Code 580-5

ENGINEERING AND OPERATIONS SUPPORT TECHNICIAN

OCCUPATIONAL SUMMARY

Under guidance install, modify, maintain and evaluate entire electronic checkout and data acquisition systems. Perform/assist engineering investigations, evaluations and demonstrations associated with FBM support equipment design and other special projects.

WORK PERFORMED

Under guidance perform the following work: Operate and test support or data acquisition systems. Diagnose/troubleshoot equipment system failures, isolate cause and take necessary corrective action. Perform system installations and/or required modifications. Select, set up and operate special test equipment to collect, record and/or observe data or signals necessary for failure analysis and for the evaluation of new hardware design or procedural changes. Devise, fabricate and evaluate special test apparatus required for failure analysis or design evaluation. Make sketches and instructions as required. Evaluate/assist with engineering in the investigation of system anomalies. Can include support equipment, facility equipment, missile systems and missile operations to include flights. Troubleshoot/repair/analyze communication equipment or transmission media to include electromagnetic, fiber optic and transmission line devices. Operate data acquisition system to process engineering evaluation, production and flight test data.

Work with production, operations and/or engineering documentation to include work authorization documents, discrepancy documents, sketches, drawings, wiring diagrams, logic diagrams and/or oral/written technical instructions.

Under guidance operate, troubleshoot, repair and maintain computer, network and peripheral equipment to include rudimentary programming capability; activate, assemble, load test, and stack test missile batteries; build-up/assemble/test flight instrumentation packages and supporting hardware.

Use various tools to include standard electronic hand tools, precision measuring instruments, shop equipment (drill press, grinder, saws, etc.), fabrication equipment (wire-wrap, crimp and solder station), as necessary to accomplish assigned work.


12/1/22


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Lockheed Martin Space - C.E.G. E (Eastern Range)
And
International Association of Machinists

KNOWLEDGE AND ABILITY REQUIRED

Working knowledge of electronic theory and practices necessary to troubleshoot and repair, such equipment as data acquisition, computer control consoles and peripheral equipment. Ability to devise circuitry, schematics and other types of wiring information.

Complete knowledge of and experience with digital logic equipment, systems, and theory

ENGINEERING AND OPERATIONS SUPPORT TECHNICIAN - continued

KNOWLEDGE AND ABILITY REQUIRED - continued

is mandatory. Must be able to interpret complex logic diagrams, engineering drawings and other authorized technical data. Typically requires an A.A. in electronics, or completion of a two-year program in electronics technology and two years of directly related experience ~~and must have received a successful score on the "Skills Proficiency Inventory Evaluation."~~

Prepared by Wage Administration

New - October 24, 1983

Revision 1 - November 3, 1986

Revision 2 - 1996 Negotiations

Revision 3 - 2002 Negotiations

Revision 4 - 2023 Negotiations

K. D.
12/1/22

Alto
12/1/22

**Lockheed Martin Space - C.E.G. E (Eastern Range)
And
International Association of Machinists**

**LOCKHEED MARTIN MISSILES & SPACE
FACTORY JOB DESCRIPTION
EASTERN RANGE
FACILITY H**

LG 16

Code 571-7

COMPUTER REPAIR SERVICES TECHNICIAN – TRAINEE

OCCUPATIONAL SUMMARY

Under the guidance of Computer Repair Technicians, diagnose, repair and service to component level all data processing equipment, associated peripherals and data communications devices.

WORK PERFORMED

Assist Computer Repair Technicians in the diagnosis, repair and reconfiguration to component level of hardware related to data processing equipment such as mainframes, minicomputers, workstations, servers, personal computers, portable computers, microcomputers, associated peripherals and data communication devices.

Under guidance, progressively perform more complex duties on above equipment with greater independence as increased knowledge, ability and skill permit. While in this classification, demonstrate the ability to independently perform the work of the Computer Repair Services Technician.

KNOWLEDGE AND ABILITY REQUIRED

Associate of Science degree in Electronics or Computer Science or equivalent is required.

~~Must demonstrate electronics proficiency by completing with minimum scores an administered skills inventory examination.~~

Must possess a valid State of Florida Class C driver's license and be willing to operate a company vehicle to travel to customer sites.

NOTE: An employee shall not be held in this classification longer than ~~two~~ **one** years. The Company shall have the right to promote prior to the expiration of ~~two~~ **one** years if in its opinion the employee is qualified for such upgrading.

Released by Labor Relations
New – February 5, 2000


Revision 1 - 2023 Negotiations

Kevin D. [Signature]
12/1/22

[Signature]
12/1/22

**Lockheed Martin Space
And
International Association of Machinists
Local Noneconomic Company Counter**

Issue #	CBA	Topic Summary	Proposal
UER-4	New Coded Letter	Emergency Response	<p>The Company counters as follows:</p> <p>Subject: Emergency Response</p> <p>Prior to 1 May of each year the company will send out a single request to all represented employees requesting volunteers to support the emergency response team. The volunteers will be listed in seniority order on a single list regardless of classification; such list will be maintained by the company and accessible to all represented employees with a copy provided to the base steward. The emergency response list will be activated on 1 June of each year; the previous year's list will expire at midnight of the preceding day. Specifically for C.E.G. E, if the entire team is not activated, employees will rotate to the bottom of the list upon the completion of their assignment.</p>



Company

The parties have tentatively agreed to the above modifications.

Date

1/19/2003


Union



Union

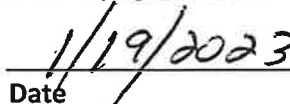
**Lockheed Martin Space
And
International Association of Machinists
Local Noneconomic Company Counter**

Issue #	CBA	Topic Summary	Proposal
Coded Letter E-13	Pg. 255	Travel List	<p>The Company counters as follows:</p> <p>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). The list will include the total number of days on travel for each individual employee. Upon completion of a field duty assignment employees will rotate to the bottom of their respective list with the total number of days on travel added to any previous total. 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 classification and shift.</p> <p>In the event that an insufficient number of employees accept a field duty assignment, the employee with the lowest number of field duty work travel days within the six (6) month period will be selected for the field duty assignment. In the event two (2) employees share the same number of travel days, selection to travel will be by seniority.</p> <p>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 must remain on the list for a minimum of six (6) months. can only be reinstated January or June of the relative year. Such employee will be given the field duty travel days average of the affected group as of the date of such written request.</p> <p>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.</p>



Company

The parties have tentatively agreed to the above modifications.



Date



Union

Lockheed Martin Space
Technical & Office Job Description

Eastern Range

Facility H

LG ~~XXXX~~ KFA

Code 789-3

Represented Administrative Assistant

Provide clerical **administrative** support to an organization and its managers. **Work with senior external and internal management/customers and collaborate with associated program managers and other staff.** Compose letters **and emails**, follow-up on open action items, schedule and arrange appointments **meetings**, and exercise discretion and judgment in promotion good departmental and Company relations.

Work Performed

Provide clerical **administrative** support to an organization, including timecard preparation, Kardex posting, travel arrangements, **expense reporting** TAER processing, change of status preparation, FAX transmittals and maintenance of departmental records. Prepare letters, a portion of which are composed or compiled by the secretary on the basis of personal knowledge of the subject matter, department or restricted files or outside source.

Compile and complete internal and external correspondence. Ensure all correspondences are accurate, complete, and properly handled.

~~Utilizing computer systems provided, generate simple presentation materials as requested.~~ **Utilize personal computer and standard desktop software to access systems, compose correspondences, operate SharePoint sites, spreadsheets and reports using Microsoft Office.**

Maintain calendars as required. Prepare materials and schedule, organize and support meetings and activities as required. Arrange for and schedule appointments for supervision, exercising discretion in conserving time and promotion good public relations, including interviewing callers and making proper referrals; prepare material and make arrangements for meetings as required.

Using your initiative, discretion, and tact, receive and handle email, telephone calls and other requests.



Provide information concerning the established policies and procedures of the department or Company to those who inquire. Make systematic follow-up on supervision's open action items and correspondence.

Submit online requests and set up video teleconferences and conference rooms.

Supports in person and online Skype meetings, keeping track of minutes and action items. Upload presentations to multiple databases such as SharePoint, Livelink or local department folders after meeting to ensure all parties have access to meeting notes and presentations.

Supports Department as "Area Training Coordinator" (ATC) to as ensure all employees under in the organization are up-to-date in training. Send out regular emails reminding employees training deadlines of classes coming due.

Group Owner of MyAccess, which consist of multiple file folders, secured folders and department distribution lists. As a Group Owners you are rResponsible for adding new users and removing users from file folders, secured folders and department distribution lists. the groups within 10

 1/19/23 

~~days if the user is leaving ER or changes jobs within ER and no longer requires this access.~~
Perform annual updates to ~~as~~ensure employees still require this specific access.

~~Assist Building Managers in submitting~~ Place appropriate ~~W~~ork ~~O~~rders for any request for building needs ~~requests~~. ~~Such as~~ ~~H~~anging white boards, ~~S~~it stands, ~~P~~rinter issues, etc as needed.

Support ~~Eastern Range~~ as point of contact in partnership with the salaried, nonexempt admins for events such as blood drives, flu shots and all hands meetings.

Receive, scan, and ~~sort~~ distribute mail, ~~office supply inventories and promotional items~~. As appropriate, answer correspondence by collecting information and composing and typing replies on own initiative or brief general instructions for approval by supervision.

Establish and maintain a document, ~~(One-Note)~~ which includes a list of assigned duties and related information for reference purposes in incumbent's absence.

Proofread all documents produced to ensure completion and accuracy.

Distribute work and review completed work as specifically authorized by supervision.

Knowledge and Ability Required

~~Knowledge of Company policies and procedures affecting department. Ability to operate a computer at a net speed of 50 words per minute and use a typewriter when required. Knowledge of systems necessary to perform duties described above such as CMS, Tesseract, PROFS and/or E-mail.~~

Experience with Microsoft Office Suite (Outlook, Word, Excel, and Power Point)

Excellent verbal and written communication skills

Strong organizational and time management skills

Released by Wage Administration



New – December 14, 1953 – Sunnyvale

Revision 1 – November 26, 1977

Revision 2 – 1993 Negotiations

Revision 3 – January 17, 2019

Revision 4 – 2023 Negotiations

 1/19/23 

LOCKHEED MARTIN MISSILES & SPACE
FACTORY JOB DESCRIPTION
EASTERN RANGE
FACILITY H

LG 19

Code 630-1

INSPECTOR - NON-DESTRUCTIVE EVALUATION (NDE) - SPECIALIST

INSPECTOR - Special Skills Instructor - (NDE) Specialist

OCCUPATIONAL SUMMARY

Perform non-destructive evaluation of materials, weldments, fabricated parts and assemblies through the use of non-destructive techniques (including ultrasound, magnetic particle, dye penetrant) and precision mechanical measurement devices (optical comparators, surface plates, gage blocks etc.). Interpret radiography reports and evaluate NDE services rendered by outside contractors. Inspect intricate machined parts, tooling fixtures, templates, patterns and gages used in fabrication of new, developmental and/or mock-up assemblies for conformance to specifications, workmanship, dimensional accuracy and blueprints.

Train and certify inspectors and technicians in special skills as soldering, surface mount, crimp, and wire wrap.

WORK PERFORMED

Routinely set up and operate NDE testing and inspection equipment used to perform magnetic particle, ultrasound and dye penetrant evaluation on casting, machined and welded assemblies.

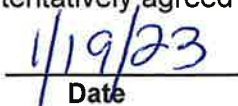
Determine NDE and weld working, operating and inspection techniques to achieve required results through analysis of problems; interpretation of data provided by sketches, drawings, procedures and specifications and other engineering data. Assist in developing operating and inspection weld and NDE procedures. ~~Initiate process certification requirements and analyze testing coupons for welders, NDT operators and weld inspectors.~~

Provide both classroom training and performance base skills testing for component soldering, surface mount, crimp, and wire wrap for both inspectors and technicians.

Initiate and perform inspection procedures and techniques for complex machined assemblies involving coordinated locating points, dimensions, and compound angles and contours. Set up various types of gages, blocks and plates to measure compound angles and coordinated dimensions on surface plates.

The parties have tentatively agreed to the above modifications.


Company


Date


Union

LG 19

Code 630-1

INSPECTOR - NON-DESTRUCTIVE EVALUATION (NDE) — SPECIALIST

INSPECTOR – Special Skills Instructor – (NDE) Specialist

WORK PERFORMED- continued

Compare accumulated performance data with test procedure criteria and accept those tests meeting requirements. Work with liaison personnel, interface organizations and customer personnel to recommend changes in test procedures, equipment or design.

Inspect the disassembly, alteration, modification, re-assembly, and test of non-functional and structural items and certify conformance to specification if acceptable. Ensure completeness and accuracy of all inspection records and test data. Document discrepancies noted during inspection.

Inspect first article, product assembly, subassembly parts and operations and certify completeness and conformance of workmanship with Company, customer and contract requirements. Maintain records of fabrication, assembly, test and inspection operations in a current status and review for completeness prior to final closure.

Visually inspect welded parts and/or assemblies for weld defects such as undercuts, craters, concavity, cracks, improper penetration, etc.

Inspect the proof loading of lifting and materials handling equipment.

Perform hardness testing on materials used for fabrication of facility and program support equipment.

Use information processing equipment as required to perform the above tasks and perform related duties as assigned.

TYPICAL TOOLS AND EQUIPMENT USED

Micrometers, vernier calipers, height gages, gauge blocks, and surface and sine plates. NDE materials and equipment for magnetic particle, dye penetrant and other NDE disciplines. Hardness testers, thread wires, go/no go gages, **crimpers, wire wrap tools, soldering stations**, and tooling.

KNOWLEDGE AND ABILITY REQUIRED

Certified Level III **and/or Certified Level II** for NDE in Magnetic Particle and Dye Penetrant and **may require** Level II NDE in two other disciplines (Radiography, Ultrasound or Eddy Current). Certified Weld Inspector (CWI) per AWS standards. Complete knowledge of

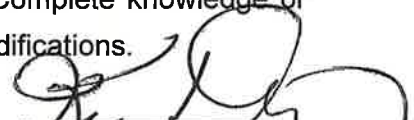
The parties have tentatively agreed to the above modifications.



Company



Date



Union

inspection practices and procedures for geometrical dimensioning and tolerancing for machining processes; types and specifications of materials, heat treat and coating requirements; and interpretation of manufacturing plants, blueprints, specifications and engineering documents. Thorough knowledge of shop mathematics including trigonometry. IPC certified trainer – J-STD-001 and space addendum. IPC certified trainer – IPC-A-610.

Released by Wage Administration
New - 1996 Negotiations

The parties have tentatively agreed to the above modifications.



Company

1/19/23

Date



Union

LOCKHEED MARTIN MISSILES & SPACE
FACTORY JOB DESCRIPTION
EASTERN RANGE
FACILITY H

LG 18

Code 629-3

INSPECTOR MISSILES & SYSTEM – SENIOR

OCCUPATIONAL SUMMARY

Witness conformance to testing requirements for all tests which utilize electrical, electronic, mechanical, pneumatic, hydraulic, optical and environmental equipment required to simulate conditions encountered during operations; compare accumulated data with specified requirements and accept those tests which prove product systems, subsystems, and assemblies. Inspect vehicle and support equipment parts, and assemblies for conformance to blueprints, inspection standards, specifications and certified processes. Perform Quality Assurance (QA) tasks during handling, processing and testing of ordnance assemblies and subassemblies.

WORK PERFORMED

Inspect the installation and hookup of test devices, support equipment, test complexes and recording/control instrumentation used to determine performance characteristics of vehicles, systems, subsystems and assemblies during flight simulation and certification testing.

Witness test performance, assuring conformance to written test control parameters. Compare accumulated performance data with test procedure criteria and accept those tests meeting requirements.

Inspect systems used to checkout flight vehicles and related support and facility equipment for conformance to engineering prerelease or released drawings or sketches, inspection standards and specifications.

Recommend changes to design, tools, and operation sequencing to planning, engineering, and supervising personnel. Review fabrication processes/sequencing to ensure producibility and installation of parts are in conformance with current manufacturing and inspection standards.

Work with liaison personnel, interface organizations and customer personnel to recommend changes in test procedures, equipment, or design.

Inspect the disassembly, alteration, modification, re-assembly, and test of functional and non-functional items and certify conformance to specifications. Ensure completeness and accuracy of all inspection records and test data. Document discrepancies noted during inspection.

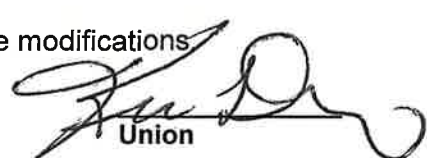
The parties have tentatively agreed to the above modifications



Company



Date



Union

Inspect product assembly and subassembly operations and certify completeness and conformance of workmanship with Company, Customer and contract requirements

Inspect the handling, packaging, testing and installation of ordnance components ensuring compliance to safety, product specifications and procedures.

Set up and operate NDE testing and inspection equipment used to perform magnetic particle, ultrasound and dye penetrant evaluation on casting, machined parts and welded assemblies.

Inspect intricate machined parts, tooling fixtures, templates, patterns and gages used in fabrication of new, developmental and/or mock-up assemblies for conformance to specifications, workmanship, dimensional accuracy, and blueprints **using precision instruments including micrometers, vernier calipers, height gages, gauge blocks, surface plates, and coordinate measuring machine.**

Perform source inspection at outside vendors. All vendor supplied items will be Inspected in accordance with blueprints, specification, engineering data, procurement data sheets, and purchase orders.

Stamp/approve acceptable items and reject unacceptable items. Represent inspection during the investigation of malfunctions and in determining inspection requirements and documentation for rework and repair.

Maintain, in accordance with current operating procedures, all records of assembly and test operations in a current status and review for completeness prior to final closure. Maintain equipment logs and records.

Use information processing equipment as required to perform the above tasks and perform related duties as assigned.

KNOWLEDGE AND ABILITY REQUIRED

Requires a background in electronics/mechanical testing and theory equivalent to completion of a two year program in electronics and physics, and mechanical technology as presented by junior colleges and technical institutes and at least three years of directly related experience in inspection activities associated with vehicle systems and test complexes. Read and interpret all types of detail and assembly blueprints, drawings, sketches and circuit diagrams, related to functional systems, structures and instrumentation. Certifiable in solder, wire wrap and crimping processes and ordnance handling and processing. Additional process certifications may be assigned in Non Destructive Testing (NDT) and hardness testing.

A complete knowledge of inspection practices and procedures; environmental functional and operational test methods; and a variety of functional and environmental test equipment relating to missiles, support equipment and their components, sub-systems and integration. A thorough knowledge of electrical, electronic, hydraulic, pneumatic and mechanical theory and inspection practices as related to missile structures and

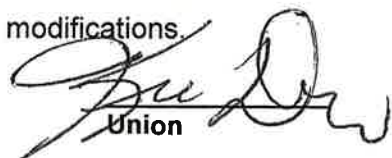
The parties have tentatively agreed to the above modifications.



Company



Date



Union

assemblies.

Read and interpret all types of detail and assembly blueprints, drawings, sketches and circuit and wiring diagrams, related to missile systems, structures, support equipment and instrumentation. Knowledge of shop mathematics including trigonometry and training in Geometric Tolerancing and Dimensioning. Ability to use all types of inspection precision measuring instruments.

Released by Wage Administration

New - July 24, 1968

Revision 2 - November 3, 1986

Formerly - Inspector Missile & Systems Test

Revision 3 - 1996 Negotiations

Revision 4 - 2002 Negotiations

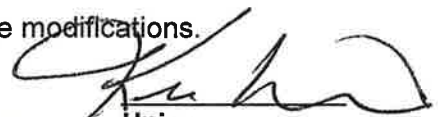
The parties have tentatively agreed to the above modifications.



Company



Date



Union

**Memorandum of Understanding
Between
Lockheed Martin Space Company — Eastern Range
And
International Association of Machinists and Aerospace Workers, District Lodge 610**

This settlement, made on a nonprecedent basis, pertains to all issues associated with employees who left employment between September 30, 2018 and November 4, 2018 ("affected employees") from Lockheed Martin Rotary Missions Systems, Sikorsky at the Florida Assembly Flight Operation (FAFO) site located in West Palm Beach, Florida ("Sikorsky") and began employment at Lockheed Martin Space Company — Cape Canaveral, Florida ("Lockheed Martin Space") on November 5, 2018, in a classification represented by the International Association of Machinists and Aerospace Workers — IAMAW (the "Union"), District Lodge 610. The list of affected employees is attached.

Seniority

Affected employees who satisfied the probationary provisions of the collective bargaining agreement (the "Agreement") dated March 5, 2018 between Lockheed Martin Space and the Union established a new seniority date on their first day of employment with Lockheed Martin Space. This seniority date is for the purpose of applying terms and conditions of the Agreement, except as provided herein.

Pension

Affected employees who were hired by Sikorsky prior to July 1, 2017 and immediately prior to their termination with Sikorsky participated in the Retirement Plan for Certain Represented Employees of Sikorsky Aircraft Corporation, shall as of the date of rehire with Lockheed Martin Space remain pension eligible and be eligible to participate in the defined benefit pension plan as provided in accordance with Article Six (Benefits), Section 8 (Retirement and Savings Plan).

Healthcare

Affected employees shall continue the elected Group Insurance and Health Care Benefits for Plan Year 2019, in accordance with the terms of such plans. The Agreement will be controlling for subsequent plan years, using the affected employees' Lockheed Martin Space hire date.

Vacation Accrual

Affected employees, who have satisfied the Lockheed Martin Space probationary period, will accrue vacation based on the total completed years of service, using the Sikorsky Seniority date in the referenced attachment.

The parties have tentatively agreed to incorporate this document as Un-coded Letter 36.


Company


Date


Union

Enforcement of Agreement

Any disputes pertaining to this agreement shall be handled through the grievance procedure (Article 3, Section 7 (Grievance Procedure for Employees on the Active Payroll))

By entering into this agreement, Lockheed Martin Space represents and warrants that to its knowledge that the attached list contains all the names of affected employees that began employment at Lockheed Martin Space from Sikorsky on November 5, 2018.

By entering into this agreement, Lockheed Martin Space and the Union agree that all known issues related to the hiring of employees at Lockheed Martin Space from the Sikorsky facility at issue have been fully resolved to the mutual satisfaction of Lockheed Martin Space and the Union.

LOCKHEED MARTIN SPACE
CAPE CANAVERAL, FL



Abigail Cece
Manager, Labor & Employee Relations

Date: 5/21/19

INTERNATIONAL ASSOCIATION OF MACHINIST AND AEROSPACE WORKERS
CAPE CANAVERAL, FL



Kevin Dimco
I.A.M.&A.W. Business Rep District Lodge 610

Date: 5/21/19



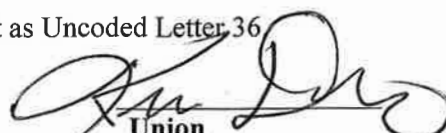
Andy Thompson
Chief Steward, Cape Canaveral

Date: 5/21/19

The parties have tentatively agreed to incorporate this document as Uncoded Letter 36


Company

1/19/23
Date

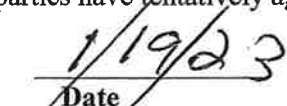

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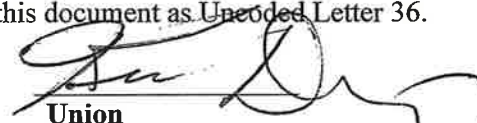
List of affected Sikorsky employees as of 11/05/2018

Emplid	Last Name	First Name	Aero Job Code	Aero Description	Space Seniority	WARN Layoff	Company Seniority	Sikorsky Seniority	RMS Job	RMS Job Description
326953	Laughlin Jr.	Michael J.	R5803E	Engrg & Ops Support Tech- Sr.	11/05/2018	11/04/2018	10/12/2009	10/12/2009	R2300	Sr. Electrical Installer
326446	Peyton	Kelly M.	R5803E	Engrg & Ops Support Tech- Sr.	11/05/2018	11/04/2018	05/27/2008	05/27/2008	R2333	Elect Instr C/o Tech
326669	Kelly	Michael K.	R5803E	Engrg & Ops Support Tech- Sr.	11/05/2018	11/04/2018	08/26/2008	08/26/2008	R2300	Sr. Electrical Installer
326176	Mays	Jason L.	R3555E	Missile Mechanic Sr.	11/05/2018	11/04/2018	01/02/2008	01/02/2008	R1530	Aircraft Rigger
326465	Magliochetti	Phillip P.	R5575E	Maintenance Mechanic Sr.	11/05/2018	11/04/2018	06/16/2008	06/16/2008	R2703	Aaft Hydraulic Tech


Company

The parties have tentatively agreed to incorporate this document as Unrecorded Letter 36.


Date


Union

**Lockheed Martin Proprietary Information
Lockheed Martin Space - C.E.G. E (Eastern Range)
And
International Association of Machinists**

Local Noneconomic Company Proposal #4 (Coded & Uncoded Letters)

Item #	CBA	Topic Summary	Proposal
CL-E-18	Supplemental Agreement (pg. 261)	Number of Stewards	<p>The Company counters as follows:</p> <p>Subject: Number of Stewards</p> <p>This will confirm the understanding reached between the parties during the 2005 2023 negotiations.</p> <p>There are currently 7 Stewards (1 Base Steward + 6 Area Stewards) assigned to support the following areas:</p> <p>Base Steward: CEG-E</p> <p>Areas:</p> <ol style="list-style-type: none"> 1. Machine Shop, Sheet Metal Shop, Maintenance Shop, Lex Plant, Complex 46, Proof Test 2. M.A.C.A. (excluding AK Buildings AH, AQ, AG, AL, AK, AJ, AP) 3. TOF, Complex 30, Test Equipment Lab, Calibration Lab PSL 4. Inspection 5. Supply, Hanger Z, Mullet Dr., Cape Royal, Galleria SSB, AK 6. Complex 12 Titusville, EA, EO, MRL, SAB, SAB-A <p>[...]</p>

LA. ON 12-19-2022

[Handwritten signature]

[Handwritten signature] 12/19/22

Lockheed Martin Proprietary Information