

Pension –

The Company previously provided the list of insurance companies that may bid on the pension plan transition. Should the Union have concerns about any insurance company on that list, they may provide input to the Company and request that the insurance company be excluded from consideration. Additionally, the Company will bring financial advisors on site to meet with employees throughout the transition process.

Travel –

Add new language:

"Any employee who is directed to travel will be exempt from additional directed travel for a minimum of fourteen (14) days following completion of the directed travel."

"Decatur-based travelers who are performing Aerospace Technician work at Launch Operations will receive an additional \$4.00 hourly additive, in addition to the \$4.00 hourly travel bonus payable to all travelers."

Modify language in Article 9.06 on bypassing volunteers for travel as follows: Effective upon ratification of this agreement, if a volunteer is bypassed for travel (excluding critical skills), the Company will pay a lump-sum of \$500.00 to that employee for each occasion the volunteer is bypassed for the aforementioned reasons."

Health Insurance –

EPO = 20% employee contribution, no employee cap per paycheck. Company contribution to the monthly EPO will be limited to \$800 EE/\$1600 EE+SP/\$1600 EE + Child(ren)/\$2400 Family

PPO = 18%, per paycheck employee caps (\$65/\$130/\$195)

HRA = 8%, per paycheck employee caps (\$40/\$80/\$120)

Subcontracting – 20.02(B)

"Specific situations in which the Company may subcontract includes surges of work or work for which the Company does not have sufficient manpower, provided these instances last six (6) months or less. Additionally, the Company may subcontract work that has been historically subcontracted at that individual site. Other types of subcontracting will be discussed and resolved in accordance with LOU #2. Employees shall not be displaced as a result of such subcontracting."

Wages –

Company will incorporate a one-time fold-in of the current COLA (\$0.45) prior to the calculation of the GWI in year one of the contract. The \$0.45 will also be added into the maximum of the rate range in year one of the contract.

4-year agreement with GWI as follows:

- Year 1 = 1.75%
- Year 2 = 2.0%
- Year 3 = 2.5%
- Year 4 = 3.0%

Additionally, all employees who are actively working at the time of contract ratification will be eligible for a 4-year contract bonus of \$3,000, contingent on the negotiation committee's recommendation of the contract, payable within ninety (90) days after ratification.

Anda By 5-15-18

5-15-18 10:58 pm

union job 2nd 1st AM. (TW) (MBS)

IAM UNION PROPOSAL

Date Submitted: _____ Time Submitted: _____ Submitted by: _____ Received by: _____

17.08 Supervisory and Salaried Employees Performing IAM Bargaining Unit Work

It is not the intent of the Company to have supervisors or salaried personnel perform work within the scope of the bargaining unit, except under critical or emergency conditions, or instructing employees. They will not be used to replace or displace bargaining unit employees.

There is recognition by both the Union and Company that within certain functions, there are some shared responsibilities that may be performed by either or both bargaining unit personnel and salaried employees. For example, in Launch Operations, salaried employees will regularly perform work on any systems that directly interface or provide commands to the launch vehicle during critical tests and procedures, such as WDR, CST, etc. Bargaining unit employees will be scheduled to routinely perform the functions, but salaried personnel may perform the functions in the unforeseen, unavoidable absence of bargaining unit personnel and/or during critical tasks or emergency conditions. Any time it is necessary for salaried employees to perform bargaining unit work, the Company will notify the Union.

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

Complaints involving repeat violations of this provision shall be subject to review at a meeting with the appropriate Company Representative and the appropriate Union Official. Such meetings shall be held at mutually agreed-to-times at the request of either party.

The Union reserves the right to amend, modify, add to and/or delete from, in part and/or in whole, any and all proposals prior to tentative agreement(s). The Union also reserves the right to make counter proposals to any and all Company proposals prior to tentative agreement on these proposals. All tentative agreements are subject to final acceptance to the proposed collective bargaining agreement as a whole.

5-15-18 10:58 PM
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Qua R 5-15-18

STRIKE SETTLEMENT AGREEMENT
Between United Launch Alliance
and
INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE WORKERS,
AFL-CIO
and its
Local Lodges 44, 610 & 2786

It is agreed that this Strike Settlement Agreement shall be incorporated into and made a part of the Collective Bargaining Agreement Effective May 7, 2018 through May 1, 2022, between the Company and the Union; therefore,

- The Company and the Union recognize the need for resumption of a harmonious relationship. The Parties agree to issue a joint communication to employees summarizing and recommending the proposed contract and providing necessary information for return to work. Neither party will disparage the other in social media.
- All returning employees shall be returned to their same jobs held prior to the strike with full seniority and eligibility to resume benefits, as provided in the CBA.
- Health insurance shall be reinstated retroactively. Properly submitted medical, dental, and prescription drug expenses incurred during the strike will be honored for payment under the Company applicable plans. Employee contributions for all insurance will be made retroactively through payroll deduction to bring them to a current status. Employees will have a double-deduction on their June 1, 2018 paycheck to make up for the benefit premiums that were not withheld on their May 18, 2018 paycheck. The Company shall return duplicative insurance premiums (including COBRA) which have been paid by Striking employees.
- Dues deduction authorization cards now on file will be recognized by the Company.
- The Union agrees to remove its pickets no later than four (4) hours after its members have voted to accept the Company's proposal.
- Employees may not use available vacation or personal leave time to cover their period of absence during the strike. Such time will be unpaid by the Company.
- The Union will notify the Company of the ratification vote as soon as possible, but no later than Noon on Sunday, May 20, 2018.
- All employees shall report to work Monday, May 21, 2018. Employees on 1st and 2nd shift are due to report to work at 7:00 AM local time and those on 3rd shift shall report at 10:45 PM on Monday, May 21. Should an employee be out of state or have other circumstances that prevent a return to work on May 21, those instances will be considered on a case-by-case basis with documentation of their qualifying absence.

Agreed to this date, May 16, 2018

For the Union:

Signed: 

Dated: 5/16/2018

For the Company:

Signed: 

Dated: 5-16-18