
**Agreement
between
Pratt & Whitney and
Lodge 971
International Association of
Machinists and Aerospace Workers,
AFL-CIO
December 17, 2018**

AGREEMENT

This agreement is made and entered into this 17th day of December 2018, by and between United Technologies Corporation, for and on behalf of its Palm Beach County, Florida existing facilities of Pratt & Whitney (hereinafter called the "Company"), and Seminole Lodge No. 971 of the International Association of Machinists and Aerospace Workers, AFL-CIO, an affiliate of District Lodge 166, (hereinafter called the "Union" or "collective bargaining unit"). It is understood and agreed to by the Company and the Union that this agreement supersedes and supplements any and all previous agreements which they heretofore have entered into.

PURPOSE

It is the intent and purpose of the parties hereto that this agreement promote and improve the industrial and economic status of the parties, provide orderly collective bargaining relations between the Company and the Union, and secure a prompt and fair disposition of grievances so as to eliminate interruptions of work and interference with the efficient operation of the Company's business.

ARTICLE I Management Functions

It is recognized that in addition to other functions and responsibilities, the Company has and will retain the sole right and responsibility to direct the operations of the Company and in this connection to determine the number and location of its plants; the product to be manufactured; the types of work to be performed; the size and number of the working force in the active employ of the Company from time to time; whether the Company's work shall be performed by employees of the Company or independent contractors or their employees; the identity of the Company's personnel to whom work shall be assigned; whether transfers, promotions, or demotions are to be made; the identity of or number of new employees to be hired; the schedules of production; shift schedules and hours of work; the methods, processes, and means of manufacturing; and to select and hire employees, including the right to make and apply rules and regulations for production, discipline, efficiency, and safety.

It shall also have the right and responsibility to promote, demote, and transfer employees, and to discharge or otherwise discipline any employee for just cause, and to lay off because of lack of work or other cause, unless otherwise hereinafter provided.

ARTICLE II Coverage

For the purpose of this agreement, the term "employee" as used herein shall apply to and include all hourly-rated employees of the Company employed at the Pratt & Whitney plant, located on Beeline Highway, West Palm Beach, Florida (including inspectors, machinists-test specimens, and machine operators-test specimens), but excluding all salaried employees, laboratory technicians, trainees, health and safety employees, security employees (including security officers and firefighters), executives, plant superintendents, department supervisors, general supervisors, group supervisors, watch engineers, and all other supervisory employees with authority to hire, promote, discharge, discipline, or otherwise effect changes in the status of employees or effectively recommend such action.

ARTICLE III Recognition

The Company recognizes Seminole Lodge No. 971 of the International Association of Machinists and Aerospace Workers, an affiliate of District Lodge No. 166, as the sole collective bargaining agency for the employees defined above for the purposes set forth in the National Labor Relations Act, as amended.

ARTICLE IV Non-Discrimination

The Company and the Union recognize that employees covered by this agreement may not be discriminated against in violation of the provisions of the Labor-Management Relations Act, 1947, as amended, Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act of 1967, as amended, the Vocational Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990 as amended; or any other state or federal statute which affects the employment of employees covered by this Agreement.

Both the Company and the Union recognize that employees covered by this agreement have the right to become or remain members of the Union or to refuse to become or remain members of the Union without being subject to restraint or coercion from either the Company or the Union because of their exercise of this right.

There shall be no solicitation of employees for Union membership or dues conducted upon the premises of the Company during times when either the employee (or employees) being solicited or the employee (or employees) performing such solicitation is (or are) being paid by the Company to perform work.

All reference herein to gender shall be construed as being equally applicable without any reservations to both female and male.

ARTICLE V

Check-Off

SECTION 1. The Company agrees to deduct monthly Union dues in whatever sum is established by the local Union as the regular monthly dues uniformly required as a condition of retaining membership therein upon the receipt of an assignment.

The sum which represents such monthly Union dues shall be certified to the Company as constituting such by the duly authorized financial officer of the local Union. If the sum once certified is changed, the amount deducted from the earnings of an employee who has authorized such deduction shall not be increased or decreased until 30 days written notice of such change has been received by the Company from the duly authorized financial officer of Seminole Lodge No. 971.

SECTION 2. The deduction of monthly Union dues shall be made from the earnings received by the employee on the first four (4) paydays of the month in which a properly executed assignment is received by the Company. Union dues will be deducted monthly thereafter from the earnings received by the employee on the first four (4) paydays of each month.

SECTION 3. Deductions provided for in Section 2 shall be remitted to the financial secretary of the Union not later than the fifth working day of the month following the month in which the deduction is made. The Company shall simultaneously furnish the financial secretary of the Union each month an alphabetical record of the employees from whose earnings deductions have been made and the amounts of the deductions.

SECTION 4. The Company's obligation to make such deductions shall terminate automatically upon termination of the employee who signed the authorization or upon his transfer to a plant (other than another plant of Pratt & Whitney covered by an effective contract with the I.A.M.A.W. which provides for check-off of dues), department, or job not covered by this agreement, except that deductions shall be resumed if an employee, terminated by layoff, is rehired with seniority rights and no period of revocation intervened during his layoff period.

SECTION 5. The Union agrees that it will indemnify and save the Company harmless from any and all liability, claim, responsibility, damage, or suit which may arise out of any action taken by the Company in accordance with the terms of this Article or in reliance upon the authorization described herein, in an amount not to exceed the sum received by the Union on account of the deductions made from the earnings of such employee or employees.

SECTION 6. The Union shall assume all responsibility for the distribution and collection of payroll deduction assignment cards and agrees that such distribution and collection will not be carried on during times when the employee (or employees) to whom such cards are being distributed or from whom such cards are being collected is (or are) being paid by the Company to perform work, and that no employee (or employees) will distribute or collect such cards during times when such employee (or employees) is (or are) being paid by the Company to perform work.

SECTION 7. The check-off assignment cards hereinafter provided for shall be submitted by the Union to the P&W Manager, Human Resources, not later than the first day of the month in which deduction of Union dues is first made.

SECTION 8. Check-off assignments shall be submitted with a letter of transmittal signed by an authorized officer of the Union listing in duplicate the name, department number, clock number, and the amount of dues to be deducted from the earnings of the employees who signed such assignments.

SECTION 9. The Company shall forward to the Union each month the following information:

- (a) The names, departments, and clock numbers of employees who authorized deduction of Union dues and from whose wages such a deduction has been made during the current month.
- (b) The names of employees who authorized the deduction of Union dues and from whose wages no such deduction was made because of insufficient earnings during the pay period for which the deduction was authorized.
- (c) The names of employees who authorized such deduction but whose assignment became ineffective pursuant to Section 4 of this Article of the contract hereof by reason of the termination of their employment or transfer to a job not covered by that agreement.

SECTION 10. If in any pay week of any month the earnings of any employee who authorized such deductions are insufficient to permit deductions to be made, the Company will make the appropriate deductions from the employee's earnings in the following week's pay; providing, however, if there are still insufficient funds, the Company will make the appropriate deductions in the next succeeding week's pay, up to the first pay week of the next succeeding month.

SECTION 11. If, by the last pay period of the succeeding month in which deductions were to be made, the earnings of an employee who authorized such deductions are insufficient to permit such deductions to be made, the obligation of the Company to deduct Union dues will then revert to a current basis, and it is understood that the Company will have no further obligation for the collection of past dues or fees in such cases.

SECTION 12. A check in the total amount of dues deducted by the Company shall be drawn each month by the Company to District Lodge 166, International Association of Machinists and Aerospace Workers, and shall be sent by certified mail, return receipt, to the financial secretary thereof.

SECTION 13. The Company's obligations set forth in this Article of the contract shall terminate automatically in the event of any strike (including sympathy strike), sit-down, slowdown, stoppage of work, or picketing of the Company's plant or premises by the employees of the Company; provided, however, that said obligations shall not terminate if the Union has complied with the provisions of Article XXIV of this Agreement.

SECTION 14. It is agreed the Company shall honor check-off assignment cards only when such cards are properly executed in the form, basic color, paper stock, and size as mutually agreed upon.

ARTICLE VI Union Representation

SECTION 1. The number of shop stewards and the area of the shop which each steward shall represent for the purpose of adjusting grievances under this grievance procedure shall be mutually agreed upon by the Company and the Union. The number of shop stewards and the areas which they represent shall be subject to review upon the request of either the Company or the Union.

SECTION 2. There shall be a shop committee of the Union consisting of seven (7) members not more than three (3) of whom shall meet with the committee of management as hereinafter provided. With prior Agreement additional members may attend. One (1) of the seven (7) members shall be designated by the Union as a Job Evaluation Committeeman who may only be present to meet with the committee of management when an Hourly Job Rating Plan grievance is presented for discussion, and one (1) of the seven (7) members shall be appointed by the business representative of District Lodge 166.

SECTION 3. The area of the shop which each committeeman shall represent for the purpose of handling grievances shall be designated by the Union and a statement of such areas shall be given to the Company upon the signing of this Agreement.

SECTION 4. Shop committeemen and shop stewards shall be active employees of the Company. No employee shall act as a shop committeeman or steward unless at the time of his selection he has not less than six (6) months' seniority as defined herein.

SECTION 5. The Union shall furnish the Company with a list of its officers, shop committee members, special committee representatives, and shop stewards, and shall as soon as possible notify the Company in writing of any changes therein. No officer, steward, or committeeman shall be recognized by the Company until such written notification of his appointment shall have been received by the Company from a duly authorized officer of the Union.

ARTICLE VII Grievance Procedure

SECTION 1. In the event that a difference arises between the Company, the Union, or any employee concerning the interpretation, application, or compliance with the provisions of this agreement, an earnest effort will be made to resolve such difference in accordance with the following procedure which must be followed.

It is agreed that in the interest of encouraging the settlement of grievances, no decision or resolution of a grievance at the Oral Step or at Written Steps 1, 2, or 3 shall be cited by either party as a precedent in any subsequent grievance.

The provisions of this Section 1, except for the no-precedent agreement in the above paragraph, shall not apply in the case of a grievance concerning the suspension or discharge of an employee. No steward shall be called in the case of a grievance involving any other disciplinary action until the administration of such action shall have been completed nor shall a steward be called for an employee who alleges he is being improperly laid off.

Oral Step. An employee having a grievance or complaint may, after notice to his immediate supervisor, take it up with his department management or with the shop steward who shall then take it up with department management and the aggrieved employee.

The shop steward shall be given an opportunity to be present at the adjustment of a grievance arising under the terms of this agreement which is presented to the department supervisor directly by an employee.

If the grievance is not satisfactorily settled at the Oral Step, it must within five (5) working days, excluding Saturdays, Sundays, and holidays, of the Company's designated representative's disposition be reduced to writing on the form provided. All grievances which affect the wages, hours, or working conditions of any employee shall, when reduced to writing in Written Step 1, be signed by that employee. The dispositions given at Written Steps 1, 2, and 3 of this procedure, together with the dates thereof, must be noted on the form and signed by the respective representatives of the Company and the Union.

Grievance forms shall be obtainable from the department supervisor.

When the grievance is reduced to writing, there must be set forth in the spaces provided all of the following:

- (a) A statement of the grievance and the facts involved;
- (b) The remedy requested;
- (c) The violation, if any, of the agreement which is claimed.

Written Step 1. When reduced to writing, the grievance shall be taken up as soon as possible, but no more than seven (7) working days by the steward and the shop committeeman within whose area the grievance arose, together with the employee, with the grieving employee's department supervisor and the designated management representatives. A decision on a grievance so presented shall be rendered as soon as possible but not later than five (5) working days excluding Saturdays, Sundays, and holidays after such a meeting.

In the case of a grievance concerning the suspension or discharge of an employee, the Company will produce at this step of the grievance procedure at its own cost and without the need of a request by the Union the records it relied upon to reach the conclusion or make the decision which resulted in the grievance. If the steward considers other relevant records to be necessary to the resolution of the grievance, the Company will produce such additional records, without cost, if it does not impose an unreasonable burden on the Company to obtain such records. Where the Steward's request for additional records does impose an unreasonable burden on the Company, the Union agrees to reimburse the Company for the actual cost incurred by the Company in locating and procuring such additional records.

The Company will produce such pertinent existing production, payroll, attendance records, and disciplinary notices pertaining to the employee involved as may be necessary to the settlement of a grievance at this step of the grievance procedure. There shall be no obligation on the part of the Company to produce any of the above records except the specific record or records which would prove or disprove a specific factual contention of the aggrieved employee.

A grievance alleging that an employee is not properly classified in his assigned job code because he has performed the essential duties of a different job code (at least one labor grade higher than his assigned code) for a practicable majority of time during a period of ninety (90) continuous working days. If such a grievance is found to have merit, the award is limited to an adjustment in pay equal to the difference between the employee's actual earnings and the earnings he would have received had he had he been properly classified during the ninety (90) continuous working days immediately preceding the filing of the grievance.

Written Step 2.

- (a) If the grievance is not satisfactorily settled at Written Step 1, an appeal therefrom may be taken by the shop committeeman to the committee of management. The appeal by the shop committeeman shall be considered to be taken if the committeeman so marks the grievance form within the time limit provided in Section 4 of this Article. In addition, such appeal shall be included on an agenda letter (filed as provided in Section 8(b) of this Article) for the first regularly scheduled meeting of the committee of management following the date of the decision given at Written Step 1; provided, however, that if this is not done, the grievance shall be included on an agenda letter for the second regularly scheduled meeting of the committee of management following the date of the Written Step 1 decision. If the grievance is not included in such an agenda letter, the decision given at Written Step 1 shall be final and conclusive and binding upon all employees, the Company, and the Union.

If such pertinent records as defined under Written Step 1 above are not requested at that step, such records will be produced upon request at this step of the grievance procedure. There is no obligation on the part of the Company to produce any records at this step of the grievance procedure which were produced at Written Step 1.

- (b) A grievance which affects a substantial number of employees, five (5) or more other than job rating grievances, and which the Company's designated representative at the Oral Step of this procedure lacks authority to settle, and grievances filed by the Company or the Union, and a grievance signed by an employee concerning his discharge or suspension of two (2) weeks or longer, shall initially be presented at this step.
- (c) A grievance which affects health care issues will be initially presented at this step of the grievance procedure.
- (d) The committee of management shall meet with the Union shop committee whenever necessary but not more frequently than every two (2) weeks to hear grievances and complaints properly before it as set forth in Written Step 2(a) and (b) of this Article.
- (e) The committee of management will render a decision on a grievance so presented to it as soon as possible but not later than five (5) working days, excluding Saturdays, Sundays, and holidays (unless extended by mutual agreement) after its meeting with the shop committee on such grievances.

Written Step 3. If the grievance is not satisfactorily settled at Written Step 2, the chairman of the shop committee may request in writing a conference between the Vice President, Industrial Relations of United Technologies Corporation or his representative and the business representative of District Lodge 166 and/or his representative, and the chairman of the shop committee. The Job Evaluation Committeeman designated by the Union pursuant to Article VI, Section 2, may be present at such a conference only when an Hourly Job Rating Plan grievance is presented for discussion. Such request shall state specifically the grievance to be discussed at such meeting. This conference shall be held as soon as possible but not later than ten (10) working days, excluding Saturdays, Sundays, and holidays, after the receipt of the written request for the conference. The decision of the Vice President, Industrial Relations, or his representative shall be rendered as soon as possible but not later than seven (7) working days, excluding Saturdays, Sundays, and holidays, after such conference.

SECTION 2. When a job evaluation has been completed and a new or revised job description has been prepared the Company will have 60 days from the date the job description is submitted to management for final approval to reach a decision and inform the Job Evaluation Committeeman.

A claim that under the Hourly Job Rating Plan a job has been improperly assigned or evaluated to a labor grade shall first be taken up by the shop committeeman designated by the Union pursuant to Section 2 of Article VI to handle such claims with the designated management representative. If such claim involves a new job or a changed job as defined herein, it must be presented to the designated management representative by the committeeman within thirty (30) days of the assignment or evaluation of the new or changed job to a labor grade. The committeeman shall complete his presentation of the facts relating to the claim within thirty (30) days after the original presentation. The designated management representative shall render his decision on such claim within thirty (30) days after the shop committeeman has notified him in writing that the Union has completed its submission of facts relating to the claim.

If no satisfactory adjustment of the matter is reached by the committeeman and designated management representative, any aggrieved employee may then file a grievance as hereinbefore provided. Such grievance shall be processed beginning with Written Step 2 of the grievance procedure provided that it is presented at that step not later than five (5) working days, excluding Saturdays, Sundays, and holidays, after the decision given by the designated management representative. Such written grievance shall state in detail the specific facts upon which the Union bases its claim that the job has been improperly evaluated and shall set forth the specific factors of the evaluation which it claims are incorrect, giving specific and detailed reasons for such claim.

SECTION 3.

- (a) Grievances filed in accordance with this Article which are not settled at Written Step 3 can be referred to federal mediation at the request of the Union or the Company.
- (b) Grievances filed in accordance with this Article which are not settled at Written Step 3, and which are not settled using the federal mediation alternative described in Section 3(a), shall be submitted to arbitration upon the request of either the Company or the Union. The request for arbitration must be made within 30 calendar days following the Written Step 3 disposition.
- (c) When either the Union or the Company requests a grievance to be submitted to arbitration under Section 3(a) of this Article, the parties shall jointly request the Federal Mediation and Conciliation Service to submit a

panel of seven (7) arbitrators. When notification of the names of the panel is received, the parties, in turn, shall have the right to strike a name from the panel until only one name remains. The remaining person shall be arbitrator. The right to strike the first name from the panel shall be determined by lot.

- (d) The decision of the arbitrator shall be supported by substantial evidence on the record as a whole and shall be final and conclusive and binding upon all employees, the Company, and the Union.
- (e) The arbitrator shall have no power to add to or subtract from or modify in any way any of the terms of this agreement; nor shall the arbitrator have jurisdiction in any case submitted to arbitration to affect in any way, directly or indirectly, by any decision or in any other manner, the right and responsibility of the Company to direct its operations; to determine the number and location of its plants; the product to be manufactured; the types of work to be performed; the size and number of the working force in the active employ of the Company from time to time; whether the Company's work shall be performed by employees of the Company or independent contractors or their employees; the identity of the Company's personnel to whom work shall be assigned; whether transfers, promotions or demotions are to be made; the identity of or number of new employees to be hired; the schedules of production; shift schedules and hours of work; the methods, processes, and means of manufacturing; and to select and hire employees, including the right to make and apply rules and regulations for production, discipline, efficiency, and safety.
- (f) The party referring a grievance to arbitration shall have the obligation of going forward with its case before the other party shall be required to present its case or adduce any testimony; provided, however, that in cases involving discharge or disciplinary suspension, the Company shall first present to the arbitrator its case in support of such discharge or suspension.
- (g) The fee and expenses of the arbitrator shall be divided equally between the Company and the Union.
- (h) Arbitrations involving discharge grievances shall be expedited ahead of all other arbitrations not as yet scheduled for hearing at the written request of either the Company or the Union.

SECTION 4. Should any appeal from the disposition of a grievance not be taken within five (5) working days for Steps 1 and 2 of Section 1 and within seven (7) working days for Step 3 of Section 1, excluding Saturdays, Sundays, and holidays, from the date of such decision, then the decision on such grievance shall be final and conclusive and shall not be reopened for discussion. Any disposition of a grievance accepted by the Union or by the Company in the case of a grievance filed by the Company, or from which no appeal has been taken, shall be final and conclusive and binding upon all employees, the Company, and the Union.

SECTION 5. Any grievance not presented for disposition through the grievance procedure described herein within five (5) working days, excluding Saturdays, Sundays, and holidays, from the date it was found to exist by the employee, shall not thereafter be considered a grievance under this agreement unless a reason satisfactory to the Company in explanation of the failure to present the grievance within such time is given.

SECTION 6. In no event shall any disposition or award upon any grievance be made retroactive for any period prior to the date the grievance was first filed in writing.

SECTION 7. It is agreed that each shop steward has assigned work to perform in the plant and the interests of production and efficiency require that interruptions of the shop stewards' work assignments be as infrequent and of as short duration as the grievance or complaint reasonably requires. Shop stewards shall first request permission from their supervisor before leaving their jobs. Such request shall not unreasonably be denied.

Upon entering a department other than his own, such shop steward shall first report to the department supervisor or the supervisor in charge of the new department and make known the purpose of his being there.

Time so spent by shop stewards in handling grievances or complaints in accordance with this Article shall be recorded by the applicable time keeping system and the shop steward shall receive pay for such time at his regular base rate exclusive of overtime allowances, but including shift premium, if any, not exceeding three (3) hours in any work week.

SECTION 8. A member of the shop committee shall, after notice to and permission from his department supervisor, be allowed to leave his job for attendance at the following meetings when necessary. The time spent in attendance at such meetings during his scheduled working hours shall be recorded by the applicable time keeping system and a member of the shop committee shall be paid at his regular base rate exclusive of overtime allowances, but including shift premiums, if any, for such time.

- (a) To attend meetings at Step 1 with the designated management representatives not exceeding three (3) hours.

- (b) To attend a regular meeting with the committee of management to be held whenever necessary but not more frequently than once every two (2) weeks and for not exceeding three (3) hours. Before the holding of such meeting, the chairman of the shop committee must have presented to the Director - Human Resources, an agenda in writing at least seventy-two (72) hours previous to the time of the meeting. Such agenda shall state fully the specific grievance, which the Union wishes to discuss at such meeting. There shall be no obligation on the part of the management representatives to discuss any matter which does not appear on such agenda.
- (c) To attend any special meeting not exceeding three (3) hours relating to discharge or other matters which cannot reasonably be delayed until the next regular meeting of the shop committee and the committee of management.

SECTION 9. Any employee shall have the right to appeal through the grievance procedure, his suspension, within five (5) working days from the date thereof, and his discharge within ten (10) working days from the date thereof. Failure to file such an appeal as described herein shall prohibit any further consideration of such discharge or suspension. If as a result of such appeal the employee is found to have been discharged or suspended without just cause, he shall receive pay at his regular rate for the time he would have otherwise normally worked less any income he may have received from any other source. An employee who has been discharged or given a disciplinary suspension shall, before leaving the plant, be permitted to see the shop steward for the area in which he worked at a location designated by the Company if he requests this privilege of his department supervisor.

ARTICLE VIII

Seniority

SECTION 1.

- (a) In case of an indefinite layoff for lack of work, employees shall be laid off by non-interchangeable occupational groups in accordance with their seniority (length of continuous service with the Company since the most recent date of hire). Employees shall be recalled by non-interchangeable occupational groups in accordance with their seniority.
- (b) Nothing herein shall preclude the Company from offering a transfer to an employee scheduled to be laid off from a job in one non-interchangeable occupational group to a job in a different occupational group, nor from recalling without loss of seniority an employee laid off from one non-interchangeable occupational group to a job in a different non-interchangeable occupational group in which no laid off employee retains seniority.
- (c) Due to the great amount of work involved in a layoff, it is agreed that in any layoff of three hundred (300) or more employees, the Company shall have a maximum period of five (5) days from the date of the layoff during which the Union agrees that grievances arising out of the layoff will not be filed. The Company, however, agrees to investigate and correct where necessary any claimed violations of this Article which are brought to its attention during this period. The Company shall not be liable for back wages claimed for any part of this period and arising out of an alleged violation of this seniority article. The five-day limitation on the presentation of grievances as provided in Section 5 of Article VII will not begin until the period mentioned above in this section has expired.

SECTION 2. The non-interchangeable occupational groups mentioned in Section 1 above have been mutually agreed upon and are incorporated and made part of this agreement as Appendix "A" attached hereto.

SECTION 3. Before new employees are hired in a given occupational group, the employees with seniority who are still laid off from that occupational group shall first be offered employment in that occupational group from which they were laid off at the then existing rate of pay for the job to which they are recalled in accordance with seniority. Employees who were demoted as a result of a reallocation of employees following a layoff shall be considered to be on the recall list for their former job as though they had been laid off at the time of their demotion for the period of seniority retention provided in Section 15 of this Article and will be given the opportunity to return to that job as openings become available in accordance with their seniority.

SECTION 4.

- (a) When it is necessary to readjust personnel following a layoff, employees shall be demoted as required in accordance with their seniority within each non-interchangeable occupational group. Any shift imbalance will be corrected in accordance with seniority within the department by job code.
- (b) Any employee who accepts a demotion to a lower rated job in the same non-interchangeable occupational group, as a result of a reallocation following a layoff or declared surplus, shall have his wages frozen for a period of six (6) months from the effective date of the demotion before suffering any actual loss in wages. Any subsequent reduction in wages shall be at the rate of \$.10 per hour every sixteen (16) weeks until such

time as the employee reaches the maximum rate of the lower labor grade. Any employee who is demoted, but at the time of demotion is paid at a rate less than the maximum rate of the lower grade, shall continue with his automatic progression until such time as he or she attains maximum rate.

SECTION 5. Except in an emergency or for reasons or conditions over which the Company has no control, where there are general layoffs for an indefinite period, at least five (5) working days' notice before the layoff shall be given in writing to the shop committee.

A list, sorted by affected occupational groups, will be supplied to the chairman of the shop committee indicating the names of the employees to be laid off and their seniority status in relation to the remaining employees in the occupational group.

SECTION 6. The Company shall prepare a list showing the seniority of the employees covered by this agreement each month and a copy of such list will be given to the president of the Union.

SECTION 7. An employee shall be considered a probationary employee for the first ninety (90) days of his employment, and thereafter his seniority shall be from his most recent date of hire. In the case of probationary employees, there shall be no seniority rating nor responsibility upon the part of the Company for continuous employment nor for reemployment if laid off before the completion of their continuous probationary period. It is understood and agreed that during such probationary period, layoff or discharge shall be left to the discretion of the Company.

SECTION 8.

(a) No employee shall be eligible by reason of his seniority to be recalled to a higher-rated job as a result of layoff except where the job held by the employee at the time of layoff has been upgraded or where the essential elements of that job have been combined with another and the resulting job is of a higher labor grade. In all such cases, the employee shall have recall rights to the higher-rated job. However, nothing shall preclude the Company from offering an employee the opportunity to be recalled to a higher-rated job.

(b) No employee shall be eligible by reason of his seniority to be transferred to a higher-rated job as a result of layoff.

SECTION 9.

(a) Whenever promotions are made to higher-rated jobs within the bargaining unit, they shall be made on the basis of seniority, ability, and the fitness of the employee. Where ability and fitness are equal as between two employees, seniority shall govern.

(b) Whenever promotions are made to higher-rated jobs within Non-Interchangeable Occupational Groups 027, 029 and 069 in the following designated areas, they shall be made on the basis of seniority, ability, and the fitness of the employee. Where ability and fitness are equal as between two employees, seniority shall govern. This Section is not intended to impact or change an employee's ability to apply for a position within a different department or designated area.

Designated Area:

SEV Assembly

SEV Test

Special Technologies

Engine Center OEM

Engine Center MRO

APU MRO

1. It is understood that the employees who may file a grievance concerning such a promotion, as defined within this Section, are those assigned to the designated area in which the promotion occurs, or in the designated area from which the promotee was transferred.

SECTION 10.

(a) Temporary layoffs due to lack of work not to exceed thirty (30) days may be made by the Company irrespective of any provisions of this agreement. In such cases the Company will, in lieu of layoff whenever possible, reassign employees to other jobs during the period of such layoff.

- (b) Selection of employees for such temporary layoffs will be made by taking volunteers in seniority order, beginning with the most senior employee in the affected classifications by department by shift. In the event that an insufficient number of employees volunteer, then in reverse order of seniority in the affected classifications by department, by shift, the Company will notify the least senior employees that they will be temporarily laid off. An employee shall not be temporarily laid off under this Section more than once in any contract year until all other employees in the same classification in the department affected shall have been temporarily laid off once under this Section.
- (c) If there is a series of such temporary layoffs, the Company will so far as it is practicable make an equal distribution of such lost time computed upon a contract yearly basis.
- (d) While on such temporary layoff, employees shall continue to accrue their seniority, pension credits, and the Company shall continue to provide coverage for their health and dental insurance. In addition, it is agreed that such layoffs will not affect vacation pay, sick and personal leave pay, service awards, incentive vacation, life insurance coverage, automatic wage rate progression increases, eligibility for job posting or educational assistance and Employee Assistance Programs. It is further understood that employees affected by temporary layoffs will not be denied any of the contractual benefits provided under the terms of this agreement. Upon return to work, the employees shall be returned to the job they held at the appropriate rate of pay and on the shift where they worked at the start of such temporary layoff.

SECTION 11. The Company will give consideration to the request of an employee for transfer to a preferred shift or area within their occupational group. The Company agrees to the principle that the seniority of employees should be given consideration when filling available jobs in accordance with such requests. However, it is recognized that it is impossible to operate the plant with all the more senior employees on any one shift, and that seniority alone cannot be the sole determining factor in making such transfers.

SECTION 12. For the purposes of layoff only, an employee transferred from one non-interchangeable occupational group to another shall have his seniority transferred to the non-interchangeable occupational group to which he is transferred sixty (60) calendar days after the date on which the transfer becomes effective.

SECTION 13.

- (a) Upon written application by the Union, the Company will grant a leave of absence of up to seven (7) years but not less than one (1) year to any employee who enters the employ of either the local Union or the International Association of Machinists and Aerospace Workers. Such leave of absence shall terminate automatically if the employee's assignment by the local Union or the International Association of Machinists and Aerospace Workers is to any organization other than a local Union which represents the employees of a plant of the Company.

An extension of such leave for an additional period of up to seven (7) years but not less than one (1) year shall be granted upon written application made prior to the expiration of such leave of absence.

During such leave of absence, such employee shall be considered to head the seniority list in the occupational group in which he worked immediately before the beginning of his leave for the purpose of layoff consideration.

It is understood and agreed that such an employee will not accumulate Continuous Service Credits for the purpose of computing Minimum benefits under the Company's Retirement-Income Plans during such a leave of absence.

- (b) If an employee who has been granted such leave of absence reports for work within thirty (30) days after the termination of such leave, he shall be re-employed on the same general type of work which he did last prior to his leave at the wage rate existing in the plant at the time of his return for the job on which he is re-employed.
- (c) During such leave of absence such employee shall accumulate his seniority. His reemployment shall be subject to the condition that he is able to perform the duties required of him and that he would have retained his seniority under this Article had he been in the employ of the Company during the period of his leave of absence.

SECTION 14. Only department supervisors who once held a covered position and who were promoted directly to the supervisory position may be returned to the same labor grade in a similar position he held while in the bargaining unit, as long as he is more senior than any employee who is on layoff with recall rights in that occupational group. This will also apply to a department supervisor, who for developmental purposes, is rotated to another salaried position, as long as he returns to the department supervisory position within a period of two years. Where the former position has been upgraded or where the essential elements of that position have been combined with another resulting in a higher labor grade, the employee shall be placed in the higher position.

SECTION 15. An employee shall lose his seniority rights under any one of the following circumstances:

- (a) If he resigns.
- (b) If he is discharged for just cause.
- (c) If he is laid off for lack of work for a period of time exceeding his length of continuous service at the time of layoff, from 91 days up to a maximum of twenty-four (24) months. Additional recall rights are as follows:

Seniority at time of Layoff	Period of Retention
2 years up to 5 years	36 months
5 years and over	60 months

- (d) If he fails to report to work within ten (10) working days after due notice by the Company to the employee's last known address to return to work after layoff, or fails to give reasons satisfactory to the Company within such ten (10) days for not reporting to work. The employee is responsible to update employer of current address.

SECTION 16. For all purposes, other than layoff, the seniority rights of members of the Union shop committee, the president, safety chairman, safety representatives, and secretary/treasurer, if employees, and shop stewards shall be exactly the same as the seniority rights of all other employees except as provided below:

- (a) In the case of layoff, and for the sole purpose of maintaining Union representation at the time of layoff, members of the Union shop committee, the president, safety chairman, safety representatives, and secretary/treasurer if employees, shall, during their term of office, head the seniority list in their occupational group, and will not be laid off until all other employees in their labor grade (or lower labor grades) in their respective occupational groups have been laid off.
- (b) In the case of layoff, and for the sole purpose of maintaining Union representation at the time of layoff, shop stewards shall, during their term of office, head the seniority list in their occupational group, in their steward area, and on their respective shift, and will not be laid off until all other employees in their labor grade (or lower labor grades), in their occupational group, in their steward area, and on their shift have been laid off.
- (c) A shop committeeman or a shop steward will not be transferred or promoted to a job outside of his committeeman or steward area unless he notifies the Company in writing that he wishes to be considered for such a job during which time he shall maintain his position as a committeeman or shop steward; or unless there is no job of the same or lower labor grade (with grade 0 being the highest grade) in his occupational group in such area which he is qualified to perform; or except in the case of an emergency; or unless his department is being transferred to another location outside such area.

SECTION 17. Employees who are displaced because of the discontinuance of operations or departments will, whenever practicable, be transferred to other jobs at the rate for the job to which they are assigned without loss of seniority.

SECTION 18.

- (a) The Company will conduct an annual performance appraisal program to appraise the performance of each employee for such purposes as selection for promotion but not for the purpose of determining rate of pay.
- (b) The performance of each employee whose base rate is at or above Standard Rate will be appraised at least once a year under the Performance Appraisal Program. This review will be conducted in the period December through February in each contract year.
- (c) In addition a performance review will be conducted once annually unless the employee declines. This review will be conducted in the period July through August in each contract year.

An employee's claim that the appraisal or performance review is not proper under the Employee Performance Appraisal Program may be processed as a grievance under Article VII of this agreement.

SECTION 19.

- (a) Effective January 1, 2016, employees' Continuous Service Dates, as defined in the UTC Represented Pension Plan will be used to calculate the period of continuous and active employment for the purposes of determining vacation eligibility under Article XIII of this agreement, sick and personal leave eligibility under Article XV of this agreement, and eligibility for service awards.
- (b) Employees who are rehired under this agreement will receive adjusted Continuous Service Dates, if necessary, in accordance with the UTC Represented Pension Plan.

ARTICLE IX Hourly Job Rating Plan

SECTION 1. It is recognized that the administration and operation of the Hourly Job Rating Plan are the functions and responsibilities solely of management. The basic Hourly Job Rating Plan now in effect will be continued during the life of this agreement. Prior to making changes in the hourly job evaluation process, the Company will provide a copy of the proposed changes to the designated Union Job Evaluation Committeeman.

SECTION 2. The Company and Union agree to mutually support activities of common interest which increase productivity. Consideration should be given to appropriate flexibility in the work place and the absorption of work currently performed by salaried employees. The intent is to improve efficiencies within the functional operations to improve work flow.

SECTION 3. In an effort to expedite the preparation of hourly job descriptions, the Union Job Evaluation Committeeman will be provided up to three (3) hours in any work week at his regular base rate, exclusive of overtime allowances, but including shift premium, if any. Additional time may be necessary as mutually agreed to by the Company and Union.

SECTION 4. The Company will provide the Union with detailed scored job description sheets covering new or changed hourly-rated jobs included in the bargaining unit as set forth in Article II hereof within thirty (30) days following final approval of such jobs.

ARTICLE X Wage Rate Progression

SECTION 1. An employee classified on a job for which the minimum experience requirement is less than twelve (12) months shall receive the Standard Rate of his job classification as soon as qualified and not later than six (6) months from the date he starts on such classification provided he has worked continuously on such classification. An employee classified on a job for which the minimum experience requirement is twelve (12) or more months shall receive the Standard Rate of his job classification as soon as qualified and not later than twelve (12) months from the date he starts on such classification provided he has worked continuously on such classification. Nothing herein shall prevent an employee from receiving at any time more than Standard Rate, provided he is qualified.

SECTION 2.

- (a) Wage rate progression from Standard Rate up to but not in excess of Maximum Rate within an employee's labor grade will be automatic at the rate of ten cents (\$.10) per hour after completion of each sixteen (16) full weeks of satisfactory job performance, subject to (b) through (j) below.
- (b) Automatic increases for an employee who is being paid Standard Rate or above but less than Maximum Rate will continue to be scheduled at sixteen (16) week intervals from the date the employee attained Standard Rate or the date the employee last received an automatic increase in the present labor grade, whichever is later.
- (c) Automatic increases for an employee attaining Standard Rate under Section 1 above after December 17, 2018 will be scheduled at sixteen (16) week intervals from the date of attainment of Standard Rate.
- (d) In grade transfers will not affect the scheduling of an employee's next automatic increase.
- (e) Effective the same date as a promotion or a job upgrade, the employee will receive an increase of at least fifty cents (\$.50) per hour.
- (f) Except as provided in Article VIII, Section 4(b), an employee who is demoted will be paid the Maximum Rate of the lower grade or retain the rate then being paid, whichever is the lower.

- (g) Automatic increases for an employee hired or transferred into the bargaining unit at a rate at or above Standard Rate will be scheduled at sixteen (16) week intervals from the beginning of the next pay period after date of hire or transfer.
- (h) Automatic increases for an employee promoted or demoted will be scheduled at sixteen (16) week intervals from the effective date of such change in grade if the employee's rate is at or above Standard Rate but below the Maximum Rate on the new grade.
- (i) An employee paid eleven cents (\$.11) to nineteen (\$.19) cents below the Maximum Rate shall be given an increase to Maximum Rate on his or her next automatic increase date.
- (j) Nothing in this agreement shall be construed to prevent the Company at its discretion from advancing an employee within the rate range more rapidly than the sixteen (16) week interval or giving increases larger than those provided in this section.

ARTICLE XI

Wages

SECTION 1. On January 14, 2019, the base wage rate of each employee covered by this agreement will be increased to the amount indicated in Schedule A.

SECTION 2. On January 27, 2020, the base wage rate of each employee covered by this agreement will be increased to the amount indicated in Schedule B. Employees who are on the payroll of the Company and covered by this Agreement on January 1, 2020 will receive a \$500 lump sum payable in the January 16, 2020 paycheck, or may elect to put this lump sum into their Savings Plan or Health Savings Accounts. The Company will match at 50% lump sums put into employees' Savings Plan or Health Savings Accounts.

SECTION 3. On January 25, 2021, the base wage rate of each employee covered by this agreement will be increased to the amount indicated in Schedule C. Employees who are on the payroll of the Company and covered by this Agreement on January 1, 2021 will receive a \$500 lump sum payable in the January 14, 2020 paycheck, or may elect to put this lump sum into their Savings Plan or Health Savings Accounts. The Company will match at 50% lump sums put into employees' Savings Plan or Health Savings Accounts.

SECTION 4. On January 31, 2022, the base wage rate of each employee covered by this agreement will be increased to the amount indicated in Schedule D.

SECTION 5. On January 30, 2023, the base wage rate of each employee covered by this agreement will be increased to the amount indicated in Schedule E. Employees who are on the payroll of the Company and covered by this Agreement on January 1, 2023 will receive a \$500 lump sum payable in the January 12, 2023 paycheck, or may elect to put this lump sum into their Savings Plan or Health Savings Accounts. The Company will match at 50% lump sums put into employees' Savings Plan or Health Savings Accounts.

SECTION 6. Employees must elect in writing to put the lump sums described in Sections 2, 3, and 5 in their Savings Plan or Health Savings Accounts by January 1 of the year in which they receive each lump sum.

SECTION 7.

- (a) All hourly-rated employees on the second shift will be paid, in addition to their base hourly wage rate, a shift premium equal to ten percent (10%) of such hourly wage rate for each hour worked.
- (b) The Company shall pay to all hourly-rated employees on the third shift seven and one-half cents (\$.075) per hour in addition to their base hourly wage rate. Hourly-rated employees on the third shift whose regular shift comprises not more than six and one-half (6-1/2) working hours and who work a full six and one-half (6-1/2) hours on that shift shall receive therefore eight (8) hours pay. All work performed on such third shift over six and one-half (6-1/2) hours shall be considered overtime and shall be paid for at time and one-half.

ARTICLE XII

Overtime

SECTION 1. Overtime rates will be paid as follows for employees assigned to a traditional Monday through Friday, eight (8) hour day, workweek schedule:

- (a) Time and one-half will be paid for
 1. All time worked in excess of eight (8) hours in any one day.
 2. All time worked in excess of forty (40) hours in one work week for which overtime has not already been earned.

3. All work performed on Saturday, except for the first eight (8) hours of any scheduled shift which begins on Friday and continues into Saturday.
 4. All work performed outside of regularly scheduled shift hours.
 5. All work performed on a succeeding shift within twenty-four (24) hours from the start of the last previous shift which the employee worked.
- (b) Double time will be paid for
1. All work performed on Sunday, except for the first eight (8) hours of any scheduled shift beginning the preceding day and continuing into the Sunday.
 2. All work performed on each of the holidays as provided under Article XIV, Holidays and the employee's birthday in each year of the contract, except as otherwise herein provided.

SECTION 2. Overtime rates will be paid as follows for employees assigned to an alternate workweek schedule containing a fixed workweek consisting of three (3) day, twelve (12) hour days:

- (a) Time and one-half will be paid for
1. All time worked in excess of twelve (12) hours in any one day.
 2. All work performed on the fourth (4th) fifth (5th) or sixth (6th) workday of a workweek.
 3. All work performed outside of regularly scheduled shift hours.
 4. All work performed on a succeeding shift within twenty-four (24) hours from the start of the last previous shift which the employee worked.
- (b) Double time will be paid for
1. All work performed on the seventh (7th) workday of a workweek.
 2. All work performed on each of the holidays as provided under Article XXIV, Holidays and the employee's birthday in each year of the contract, except as otherwise herein provided.

SECTION 3.

- (a) For the sole purpose of preventing favoritism or discrimination in the distribution of overtime, the Company will distribute overtime work equally among the qualified employees under the jurisdiction of each department supervisor who are regularly employed on such work, insofar as it may be practicable to do so. Such overtime distribution shall be made on the respective shifts on which the overtime work occurs. There is no obligation on the part of the Company to distribute overtime equally between shifts nor between employees under the jurisdiction of different department supervisors. Where it is mutually agreed between the Company and the Union, other supervisory titles may be substituted for the one supervisory title "department supervisor" in this section.
- (b) A grievance alleging failure of the Company to comply with subsection (a) above must show a substantial inequality in such overtime distribution during the 16-week period immediately preceding the filing of such grievance.
- (c) An employee on loan will not be asked to work overtime until all the qualified employees regularly employed on the same work and under the same department supervisor to whom he is on loan have first been offered overtime.

Notwithstanding the above, whenever an employee on loan is not scheduled to work overtime in the department to which loaned, he will be eligible to share in the overtime in his parent department as if he had not been loaned out.

SECTION 4. When two or more types of overtime or premium compensation are applicable to the same hours of work, only the higher rate of compensation shall be paid. In no case shall overtime or premium compensation be duplicated or pyramided.

ARTICLE XIII

Vacation

SECTION 1. A vacation of two (2) weeks consisting of ten (10) working days will be allowed to an hourly-rated employee who was actively in the employ of the Company on December 31 of the preceding year following the completion of the ninety (90) day probationary period.

SECTION 2. A vacation of three (3) weeks consisting of fifteen (15) working days will be allowed to an hourly-rated employee who in the anniversary year has been continuously and actively in the employ of the Company for a period of at least five (5) years.

SECTION 3. A vacation of four (4) weeks consisting of twenty (20) working days will be allowed to an hourly-rated employee who in the anniversary year has been continuously and actively in the employ of the Company for a period of at least fifteen (15) years.

SECTION 4. A vacation of five (5) weeks consisting of twenty-five (25) working days will be allowed to an hourly-rated employee who in the anniversary year has been continuously and actively in the employ of the Company for a period of at least twenty-five (25) years.

SECTION 5. An hourly-rated employee who does not meet the requirements of either Section 1, 2, 3 or 4 of this Article shall receive no vacation, and every employee who does meet the requirements of one or more of these sections shall receive only the vacation specified in that section which gives him the longest vacation.

SECTION 6.

- (a) Any employee who is eligible for a vacation under this Article shall receive vacation or vacation pay even if he is not actively in the employ of the Company on the day preceding the start of his scheduled vacation. Should an employee die, or should the employment of an employee be terminated because of resignation, retirement, or layoff during the vacation year, prior to taking the vacation he was eligible for in the anniversary year the vacation pay allowance will be paid.
- (b) Any employee whose employment is terminated by reason of death, retirement, entry into the military service, or layoff, and who at the time of such termination is eligible to receive, or had received during the calendar year of termination, vacation pay pursuant to Sections 1, 2, 3, 4, or 6(a) of this Article shall upon such termination also receive pro-rata vacation pay for each month, or part thereof, in which such employee worked during the calendar year in which such termination occurred. Any such pro-rata payment will be deducted from any vacation pay to which the employee may subsequently become entitled for the calendar year in which the termination occurs.

SECTION 7. The vacation pay allowance for an employee whose eligibility for a vacation is established by Section 1 above shall be four percent (4%) of such employee's gross earnings paid during the fifty-two (52) week period ending on or before December 31 of the year preceding the year in which the vacation is given; except in the calendar year following his date of hire, he shall receive 4% of gross earnings as described above or eighty (80) times his base hourly rate plus shift premium on the Monday preceding the week in which he takes his vacation, whichever is greater.

SECTION 8. The vacation pay allowance for an employee whose eligibility for a vacation is established by Section 2 above shall be six percent (6%) of such employee's gross earnings paid during the fifty-two (52) week period ending on or before December 31 of the year preceding the year in which the vacation is given.

SECTION 9. The vacation pay allowance for an employee whose eligibility for a vacation is established by Section 3 above shall be eight percent (8%) of such employee's gross earnings paid during the fifty-two (52) week period ending on or before December 31 of the year preceding the year in which the vacation is given.

SECTION 10. The vacation pay allowance for an employee whose eligibility for a vacation is established by Section 4 above shall be ten percent (10%) of such employee's gross earnings paid during the fifty-two (52) week period ending on or before December 31 of the year preceding the year in which the vacation is given.

SECTION 11. Regardless of the number of paychecks received in any year, no more than 52 weeks' gross pay shall be used in computing any vacation pay allowance.

SECTION 12.

- (a) For the purpose of this Article, gross earnings shall include all straight-time pay, overtime pay, holiday pay, and shift premiums, but shall exclude money received as employee suggestion awards and vacation pay; provided that where during the period for which gross earnings are computed, an employee suffers a compensable injury requiring absence from work and consequent loss of pay, his gross earnings for the period shall be increased by an amount eight (8) times his base hourly rate but exclusive of shift premiums on December 31 of the year preceding the year in which the vacation is given, for each regularly scheduled work day (but not to exceed five (5) days in any work week) during such absence from work.
- (b) Notwithstanding the above provisions of Section 12(a), for the purpose of vacation pay computation, the gross earnings of an employee who was paid three (3) weeks of vacation pay in the prior year shall include one-third (1/3) of such vacation pay. An employee who was paid four (4) weeks of vacation pay in the prior

year shall have one-half (1/2) of such vacation pay included in the gross earnings, and an employee who was paid five (5) weeks of vacation pay in the prior year shall have three-fifths (3/5) of such vacation pay included in the gross earnings.

SECTION 13. The pro-rata vacation pay mentioned in Section 6(b) of this Article shall be computed by multiplying the vacation pay received by the terminated employee pursuant to Section 6(a) of this Article by one-twelfth (1/12) for each month in which such employee worked in the calendar year in which such termination occurs, but not including the first six months of the employee's employment with the Company.

SECTION 14. The determination of whether there shall be a vacation or vacation pay in lieu of a vacation shall be solely at the discretion of the Company. The determination and the scheduling of vacation periods, if there is to be a vacation, will be made by management.

SECTION 15. Employees who are entitled to more than three weeks of vacation under the terms of this Article may with the consent of their supervisor elect to receive pay in lieu of vacation days for such excess over three (3) weeks.

SECTION 16.

- (a) An employee shall be credited with four (4) hours' incentive vacation time for each period of three (3) consecutive calendar months (non-pyramided) in which such employee demonstrates a perfect attendance record. In no event shall an employee receive more than four (4) hours' pay for such three (3) consecutive calendar month period (non-pyramided). Absences caused by jury duty, military service, authorized Union business, or bereavement leave as defined by Article XVII during part, but not all, of any such three (3) consecutive calendar month period, shall not be considered absences for the purpose of subsection (a).
- (b) An employee shall be credited with an additional eight (8) hours' incentive vacation time for each twelve (12) consecutive calendar months (non-pyramided) of perfect attendance. Absences caused by jury duty, military service, authorized Union business, or bereavement leave as defined by Article XVII during part, but not all, of any such twelve (12) consecutive calendar month period, shall not be considered absences for the purpose of subsection (b).
- (c) Perfect attendance shall be defined as having worked a full eight (8) hours, or a full six and one half (6-1/2) hours on the third shift, during each of an employee's scheduled work days. Absence caused by any of the first five (5) sick or personal days, during part, but not all of said three (3) consecutive calendar months, shall not be considered an absence for the purposes of this section. Scheduled work days as defined in this section shall include all days of an employee's work week on which he is scheduled to work, excluding vacation days, but including Saturdays, Sundays, and holidays.

SECTION 17.

- (a) The vacation payout in the first year of the agreement will be February 14, 2019. In the second year it will be February 13, 2020. In the third year it will be February 11, 2021. In the fourth year it will be February 10, 2022. In the fifth year it will be February 09, 2023.
- (b) Vacations under this article may be taken with supervision's approval as full weeks consisting of forty (40) hours, full days consisting of eight (8) consecutive hours or half-day increments consisting of four (4) consecutive hours. Any employee who is entitled to vacation may take one (1) day in one (1) hour increments, provided they make the request of their supervision and such approval is granted.

ARTICLE XIV Holidays

SECTION 1. Hourly-rated employees who meet all of the following eligibility rules and conditions shall be paid for:

December 24, 2018	September 6, 2021
December 25, 2018	November 25, 2021
December 26, 2018	November 26, 2021
December 27, 2018	December 24, 2021
December 28, 2018	December 27, 2021
December 31, 2018	December 28, 2021
January 1, 2019	December 29, 2021

April 19, 2019	December 30, 2021
May 27, 2019	December 31, 2021
July 4, 2019	April 15, 2022
September 2, 2019	May 30, 2022
November 28, 2019	July 4, 2022
November 29, 2019	September 5, 2022
December 25, 2019	November 24, 2022
December 26, 2019	November 25, 2022
December 27, 2019	December 26, 2022
December 30, 2019	December 27, 2022
December 31, 2019	December 28, 2022
January 1, 2020	December 29, 2022
April 10, 2020	December 30, 2022
May 25, 2020	January 2, 2023
July 3, 2020	April 7, 2023
September 7, 2020	May 29, 2023
November 26, 2020	July 4, 2023
November 27, 2020	September 4, 2023
December 25, 2020	November 23, 2023
December 28, 2020	November 24, 2023
December 29, 2020	December 25, 2023
December 30, 2020	December 26, 2023
December 31, 2020	December 27, 2023
January 1, 2021	December 28, 2023
April 2, 2021	December 29, 2023
May 31, 2021	January 1, 2024
July 5, 2021	

and the employee's birthday in each year of the contract, except as otherwise herein provided.

SECTION 2. An employee shall receive eight (8) hours' pay at his regular base hourly rate exclusive of all premiums, bonuses, or overtime allowances for each such holiday not worked provided he meets all of the following provisions:

- (a) The employee has at least 30 days of continuous service as of the day preceding the holiday, except in the case of recall from layoff.
- (b) The employee would otherwise have been scheduled to work on such day if it had not been observed as a holiday; and
- (c) The employee must have worked the last complete scheduled shift prior to and the next complete scheduled shift after such holiday; provided, however, that this subparagraph (c) shall not apply in the event that absence on either the day before the holiday or the day after the holiday is excused for an emergent reason satisfactory to supervision.

SECTION 3. An employee who would have been eligible for holiday pay under these provisions except that he failed to meet the rules and conditions set forth in Section 2 solely because he was required, as a member of the National

Guard or as a reserve member of one of the United States Armed Forces, to be absent from work for the purpose of active annual training duty, encampment or multi-unit training assemblies nevertheless shall be entitled to the holiday pay which he would have received had he been working on his regularly scheduled job during such absence. The provisions of this section shall also be applicable with respect to an employee who is required, as a member of the National Guard or as a reserve member of the United States Armed Forces, to be absent from work for temporary emergency.

SECTION 4. When a holiday falls on Saturday, the preceding Friday shall be observed as the holiday and shall be paid as such holiday. When a holiday falls on Sunday, the following Monday shall be observed as the holiday and shall be paid as such holiday.

SECTION 5. When any of the above holidays falls within an eligible employee's scheduled vacation period and the employee is absent from work on such holiday because of such vacation, he may at his option extend his vacation an additional day for each such holiday or he may elect to receive an additional day of vacation.

SECTION 6. The Company may, as its option, observe the holidays listed in this Article by not operating its plants, departments, or sections thereof or it may schedule such holidays as regular work days. An employee who is scheduled for work or who agreed to work on any holiday and who fails to report for and perform such work shall not receive pay for the holiday.

An employee who is scheduled to work on a holiday will receive forty-eight (48) hours advance notice thereof if possible; but if such notice is not possible, he shall receive as much notice as is possible.

SECTION 7. Employees eligible for holiday pay under these provisions who are scheduled to work and who perform work on any of the above-named holidays shall be paid in accordance with Section 2 above; and in addition, twice their regular base hourly wage rates for all hours worked on such holiday.

SECTION 8.

- (a) Any employee who is eligible for holiday pay on his birthday in accordance with the provisions of this Article shall be given his birthday as a paid holiday; provided, that, if such birthday falls on a day already designated herein as a holiday or if such birthday falls within the employee's scheduled vacation period and the employee is absent from work on such birthday because of such vacation, the employee shall be granted in lieu of the birthday holiday an additional eight (8) hours' pay at the employee's regular base hourly rate including shift premiums but excluding bonuses or overtime allowances; and provided further that the Company may agree with the employee to observe the employee's birthday holiday on another work day. An employee who so agrees to work on his or her birthday and who fails to report for and perform work on such birthday shall not receive pay for the birthday holiday.
- (b) A birthday holiday may be taken at any time during the year as mutually agreed upon by the employee and the employee's supervisor.

ARTICLE XV

Sick, Personal, Birth/Adoption and Parental Leave

SECTION 1. In the event of an eligible employee's absence from work because of non-occupational sickness or injury, he shall be entitled to leave with pay during each year of continuous and active service as provided below. Such leave with pay may also be used for personal reasons, once the employee has received his department supervisor's prior approval.

- (a) For the purpose of this Article, the period during which an employee shall be eligible for leave with pay because of non-occupational sickness or injury or personal reasons shall begin on January 1 of each year and end on December 31 of that year.
- (b) An employee who on January 1 of any year during the term of this agreement has been continuously and actively in the employ of the Company for at least six (6) months prior thereto shall be eligible for three (3) days' leave with pay during the following year.
- (c) An employee who on January 1 of any year during the term of this agreement has been continuously and actively in the employ of the Company for at least one (1) year prior thereto shall be eligible for five (5) days' leave with pay during the following year.
- (d) Pay for one (1) day of sick and injury or personal leave means pay for eight (8) hours at the employee's regular base rate of pay exclusive of all premiums, bonuses, or overtime payments.
- (e) Each eligible employee shall be entitled to pay for the balance of the days of sick and injury or personal leave for which he was eligible that remain unused at the end of the sick and injury or personal leave eligibility

year. Pay for the unused days of such leave shall be at the employee's regular base rate of pay exclusive of all premiums, bonuses, or overtime payments.

- (f) Where SAP is fully operational in areas where bargaining unit employees reside that are covered by this agreement, the employees will be permitted, with prior approval, to take sick and personal leave in one (1) hour increments.
- (g) To be eligible for pay for unused leave, an employee must be actively employed on December 31 of the sick and injury or personal leave year; provided, however, an employee who retires or is laid-off during the eligibility year, prior to using his full leave eligibility, will be paid for the unused portion of such leave in accordance with (d) above. There shall be no prorated payment to terminating or laid-off employees for unused leave.
- (h) Time spent by an employee after having been terminated from active employment for any reason, including discharge, resignation, layoff, or leave of absence, shall not be considered as service time for the purpose of acquiring sick and injury or personal leave benefits.
- (i) Payment shall not be made for an absence due to illness or injury unless the employee claiming such payment shall have notified the Company within two (2) hours of the start of his shift on the first day of his absence.
- (j) When the reported reason for absence of an employee is illness or injury or personal reasons, and the Company does not require verification, the employee shall be considered as applying for a day of paid sick and injury or personal leave. If he is entitled to such a paid day, it will be included in his paycheck for the affected week whenever practicable.

SECTION 2. Paid Birth/Adoption Leave and Paid Parental Leave.

- (a) Four (4) weeks of Parental Leave and/or eight (8) weeks of Birth/Adoption Leave paid at the employee's base rate of pay at the time of the event (child's date of birth, date of adoption, date of legal guardianship, or date child is received from surrogate mother) is provided to birth parents/mothers, adoptive parents, employees who become legal guardians of a child under the age of 18, and employees who receive a surrogate child.
- (b) Leave will run concurrent with U.S. Family Medical Leave of Act (FMLA) when the employee meets the FMLA eligibility requirements.
- (c) Birth/Adoption Leave commences on the first date of the event.
- (d) Birth/Adoption Leave must be taken in eight consecutive weeks; intermittent Leave is not permitted.
- (e) Parental Leave must be completed within one year (12 months) of the event date.
- (f) Parental Leave must be taken in weekly increments of the normally scheduled work week in consecutive work/business days.
- (g) In the case that both parents are employed by UTC, only one parent is entitled to Birth/Adoption Leave, but both parents are entitled to Parental Leave.
- (h) The Birth/Adoption Leave and Parental Leave provisions described above will continue in full force and effect for the duration of this Agreement, unless the Company changes such provisions for its salaried employees, in which case such change(s) will simultaneously be implemented for employees covered by this Agreement. If the provisions for salaried employees are so changed, the Company will not be required to negotiate such changes with the Union because the Union waives any right it might otherwise have to request the Company to engage in collective bargaining concerning any such changes. However, the Company agrees, in such eventuality, to provide the Union with notice of any such changes prior to implementation.

ARTICLE XVI **Reporting Pay - Call-Back Pay**

SECTION 1. Any employee reporting for work who has been working on the previous work day and has not been notified that there will be no work, shall receive four (4) hours' pay at the rate of pay applicable for such hours. This provision shall not apply in case of any stoppage of work, strike (including sympathy strike), or slowdown, or in any other case or condition beyond the control of the Company.

SECTION 2. An employee, who is not scheduled to work, and who, after completing his regularly scheduled shift or extension thereof, is called back for emergency work after he has left the premises, or an employee who is called in for emergency work on Saturday or Sunday, and who reports for work after such call-back or call-in at a time which is more than four (4) hours prior to the beginning of his regularly scheduled shift, shall receive not less than four (4) hours' work at the rate of pay applicable for such hours of work. This provision shall not apply if four (4) hours of work is not available because of any stoppage of work, strike (including sympathy strike), or slowdown, or in any other case beyond the control of the Company.

ARTICLE XVII

Bereavement Leave

SECTION 1.

- (a) An employee who is absent from work on a scheduled work day (excluding Saturdays, Sundays, holidays, vacation, and authorized leaves of absence) for the purpose of attending the funeral of a member of his immediate family will be compensated for time necessarily lost by reason of such absence up to a maximum of three (3) days. For the purpose of this Article, immediate family is defined as spouse, father, mother, grandparents, sister, brother, child, parent of current spouse, stepparents, stepchild if brought up and supported as though a natural child, legal dependent, grandchildren, brother-in-law, sister-in-law, daughter-in-law, and son-in-law. Compensation for such absence will be made for not more than eight (8) hours on any one day of absence at the employee's regular base hourly wage rate exclusive of all premiums, bonuses, or overtime allowances.
- (b) Payment shall not be made for such absences unless the employee claiming such payment shall have notified his supervisor promptly upon learning of the death of his relative. Payment shall be made in the pay period immediately following the date(s) the employee was absent for the purposes of attending the funeral.
- (c) In addition to the three (3) paid days of leave described in Section 1a and b above, employees may request up to two (2) additional unpaid days off (or 16 hours) for the purpose of attending the funeral of a member of their immediate family, as defined above. Such unpaid leave will not disqualify an employee for incentive vacation and will not be considered an absence for the purpose of assessing the employee's overall attendance record.
- (d) Verification acceptable to the Company of the death and relationship of the relative claiming such payment and/or time off shall be given the Company upon request.

ARTICLE XVIII

Jury Duty

SECTION 1. A first or second shift employee who is required to be absent from work in order to report for jury examination on a regularly scheduled work day will receive a jury-duty allowance in an amount not to exceed four (4) hours' pay at his regular base hourly wage rate less the fee or other compensation paid him with respect to such jury examination.

SECTION 2.

- (a) When an employee is required to be absent from work on a regularly scheduled work day in order to serve as a juror, he shall be granted pay for those hours for which he is absent from work for this reason at his regular base hourly wage rate less the fee or other compensation paid him with respect to such jury duty. Such payment shall not exceed eight (8) hours for any full day of absence.
- (b) Pay for such work time lost shall in no event exceed a total of thirty (30) regular 8-hour work days or part days in any calendar year less the fee or other compensation paid the employee with respect to such jury duty pay.
- (c) Second shift employees who are ordered to serve as jurors and who are excused from jury service prior to 12:00 noon on any regularly scheduled work day shall report for work at the beginning of their regularly scheduled shift on such day. They shall not be eligible for jury-service pay in such cases.
- (d) Third shift employees who are ordered to serve as jurors shall be excused from work the day of and the day after their assigned jury duty.

SECTION 3. The provisions of Section 1 and Section 2 shall not apply in case of jury examination or jury duty on any day during which an employee is not scheduled to work nor on holidays, vacation periods, or authorized leaves of absence, nor shall such provision apply to employees who have volunteered for jury duty.

SECTION 4. To be eligible to receive pay for time lost from work because of jury examination or jury duty, an employee must notify his supervisor not later than forty-eight (48) hours after he receives notice to report for such examination or duty and must provide the Company within one (1) week of the completion of jury service with a statement filed by an official of the court showing the time of reporting and the time of dismissal from jury service on each day for which a jury-duty allowance is claimed and the amount of regular jury fees paid. However, in the event the employee does not provide a statement from the court within one (1) week, the Company will pay for his time lost because of the jury examination or jury duty. Such payment shall be made in the pay period immediately following the dates of jury examination or jury duty, whenever practicable. Within a period of three (3) months from the date of payment, the employee will be required to produce the statement of service from the court. Any adjustments required will be made after receipt of the statement of services. If the employee fails to produce a statement from the court after three (3) months from the date he was given make-up pay, the Company will deduct that amount from the employee's future earnings.

ARTICLE XIX

Rest Period

Employees who are required to work more than two (2) hours overtime in a day shall be given an 18-minute lunch and rest period prior to the commencement of the overtime, or at a time mutually agreed upon with the employee and employee's supervisor on Company time.

ARTICLE XX

Military Service

SECTION 1. An employee who is required, as a member of the National Guard or as a reserve member of one of the United States Armed Forces, to be absent from work for the purpose of active annual training duty, encampment duty or multi-unit training assemblies shall be granted pay for those hours for which he is absent from work for this reason at his regular base hourly rate less the compensation paid him with respect to such military service; provided the employee would otherwise be scheduled to work on such day. Such payment by the Company shall not exceed eight (8) hours for any full day of absence. The provisions of this section shall also be applicable with respect to an employee who is required, as a member of the National Guard or as a reserve member of one of the United States Armed Forces, to be absent from work for temporary emergency duty.

SECTION 2. An employee (other than a temporary employee) who leaves the employment of the Company for the purpose of entering the Armed Forces of the United States shall be reemployed by the Company in accordance with the provisions of the "Uniformed Services Employment and Reemployment Rights Act of 1994". The seniority of such employee shall accumulate during the time spent in the Armed Forces of the United States.

ARTICLE XXI

Pensions

The Pension Plan of United Technologies Corporation as it applies to certain employees in accordance with Article II of this agreement is described in a booklet entitled "UTC Represented Pension Plan Summary Plan Description: For Hourly-Paid Employees of Pratt & Whitney Florida Operations Who Are Covered by a Collective Bargaining Agreement". Employees hired after January 31, 2016 are not eligible to participate in the Pension Plan. Employees who transfer to the facilities covered by this agreement from another UTC location are eligible to participate in the Pension Plan if their most recent date of hire was on or before January 31, 2016, and if any such employee was actively accruing a benefit in the UTC Represented Pension Plan at the UTC location from which the employee was transferring.

The changes and amendments in the Pension Plan agreed upon by the parties to this agreement will, after approval by the Pension Administration and Investment Committee of the Company and the U.S. Internal Revenue Service, be attached to and made part of this agreement.

ARTICLE XXII

Group Insurance

The United Technologies Group Health and Life Insurance Plan as it applies to employees described in Article II of this agreement is set out in the digests entitled "Summary Plan Description – Medical Benefits for Hourly Paid Represented Employees", which can be accessed online and is highlighted in Letter XI of this Agreement.

The United Technologies Group Dental Plan, Life Insurance Plan, and Disability Plan as it applies to employees described in Article II of this agreement is set out in a booklet entitled "Summary Plan Description –

Dental, Life Insurance, and Disability Benefits for Hourly Paid Represented Employees", which can be accessed online and is highlighted in Letter XI of this Agreement.

The United Technologies Savings Plan as it applies to employees described in Article II of this agreement is set out in the booklet captioned "Summary Plan Description and Prospectus – Employee Savings Plan for Hourly Paid Represented Employees", which can be accessed online and is highlighted in Letter XIX of this Agreement.

The changes and amendments in the Savings Plan agreed upon by the parties to this agreement will, after approval by the Pension Administration and Investment Committee of the Company and the U.S. Internal Revenue Service, be attached to and made part of this agreement.

ARTICLE XXIII General Provisions

SECTION 1. The Company shall furnish bulletin boards in conspicuous places to be used solely for the posting of the following Union notices:

1. Union meeting notices.
2. Union election notices and notices of the results of Union elections.
3. Notices of appointments to Union offices.
4. Notices of Union social affairs.

No notice shall be posted unless it has been approved for posting by the signature of the proper HR Manager of the Company.

The Company shall, after discussion with the Union, designate the locations on its property where the Union may station employees to distribute Union flyers, leaflets or other Union literature to employees. It is understood and agreed that locations so designated shall provide the Union with full opportunity to place its literature into the hands of employees coming to or leaving work; provided, however, that such locations shall be those which will not result in any impediment to employees entering or leaving the plant buildings.

SECTION 2.

- (a) A leave of absence not exceeding ninety (90) days may be granted by the Company to an employee for good cause upon the written request of such employee. An extension of such leave may be granted by the Company upon application of the employee made not less than ten (10) days prior to the expiration of the original leave of absence. If a leave of absence is granted, the seniority of such employee shall accumulate during the period of the leave of absence.
- (b) An employee who has been granted such leave of absence shall be considered as having quit without notice and shall be terminated from employment by the Company, if while on such leave of absence, he engages in or applies for other employment without the consent of the Company. If an employee on such leave fails to report for work at the beginning of his first regular shift after the termination of such leave, he shall be subject to discharge.
- (c) Employees will be granted job protected family leaves of absence for the birth or adoption of a child or upon the serious illness of a child, spouse or parent. Family leaves of absence up to sixteen (16) weeks total during any two (2) year period of time will not be denied by the Company upon written request by the employee. Furthermore, an employee may upon approval of department management extend this family leave up to twenty-six (26) weeks total during any two (2) year period. When practicable, the employee will give a two (2) week notice prior to commencement of the leave of absence. The employee will give the Company a ten (10) day notice in advance of his return to work date. Upon completion of such family leave, the employee will be returned to the same or equivalent job at the same grade, pay and shift.
- (d) The seniority of an employee shall accumulate during an authorized family leave. No employee shall be disciplined or discriminated against because the employee has utilized the family leave provision set forth above.

SECTION 3. Nothing contained in this agreement shall in any way limit the right of the Company to discharge any employee in order to comply with its obligations to the Government under any security agreement, under any security provisions of its Government contracts, or under any law, regulation, or direction of the Government. The company will notify the Union prior to or immediately following such a discharge, and if permitted, will disclose to the Union the reasons or basis for its action.

SECTION 4. Union representatives and delegates will be excused from work for no less than a full shift (unless otherwise agreed to), upon written application by a designated representative of the Union for attendance at the following:

- (a) Meetings of Shop Committee in preparation for committee of management meetings.
- (b) National, state, or regional I.A.M.A.W. conference or conventions not to exceed seven (7) employee-delegates.
- (c) AFL-CIO state or regional meetings or conferences not to exceed seven (7) employee-delegates.
- (d) Annual I.A.M.A.W. school or courses (ten (10) days maximum) not to exceed three (3) employees per course with maximum of nine (9) employees per year.

By mutual agreement of the Company and the Union, a reasonable number of employees will be excused, upon written application, for the express purpose of serving as tellers at the annual election of Union officers and at other times when national referendums of the International Union are held.

No Union representative or delegate shall be excused from work for attendance at any political meeting.

ARTICLE XXIV Strike or Lock-Out

The Union will not call or sanction any strike (including sympathy strike), slowdown, or concerted stoppage of work during the period of this agreement. The Company agrees that there will not be a lockout of employees.

Should a strike (including sympathy strike), slowdown, or concerted stoppage of work occur not called or sanctioned directly or indirectly by the Union, the Union upon request of the Company shall:

- (a) Publicly disavow such action by the employees within forty-eight (48) hours of the Company's request;
- (b) Advise the Company in writing that such action by employees has not been called or sanctioned by the Union; and
- (c) Post notices on Union bulletin boards advising employees that it disapproves such action, and instructing employees to return to work immediately.

The obligation of the Union to the Company is limited to the performance of the foregoing without further responsibility or liability for loss from such action by employees.

Employees participating in any strike (including sympathy strike), slowdown, or concerted stoppage of work shall be subject to discharge by the Company without recourse to the grievance procedure or arbitration; provided, however, that an employee who alleges that he did not participate in a strike (including sympathy strike), slowdown, or concerted stoppage of work may have recourse to the grievance procedure and arbitration.

ARTICLE XXV Environmental, Health & Safety

SECTION 1. The Company will recognize a total of three Union safety representatives, two for the Engineering Building areas and one for the Test areas, for the purpose of discussion and consultation with designated management representatives regarding safety problems. The Union shall designate one of the representatives as the Union safety chairman. The safety chairman will be an active member of the Environmental, Health and Safety Council and will be paid for attending such meetings.

Union safety representatives shall be active employees of the Company. No employee shall act as a Union safety representative unless at the time of his selection he has not less than twelve (12) months' seniority as defined in Article VIII.

SECTION 2. Each Union safety representative shall, after notice to and permission from the department supervisor, be allowed to leave his job when necessary to attend meetings with the Company representative(s). Any problems unresolved at these meetings may be taken up by the Union safety chairman for discussion at the next regularly scheduled meeting of the committee of management.

SECTION 3. The Company will hold meetings as mutually agreed upon between representative(s) of the safety department and the Union safety chairman, with optional attendance by other Union safety representatives.

SECTION 4.

- (a) An employee who discovers a Health & Safety issue in his immediate work area which he reasonably believes has the potential of causing serious physical harm or injury shall take it up with his department supervisor. If the issue is not resolved, the employee may then take it up with the Union safety representative for the area, providing one is available. Under normal conditions and subject to the availability of the Union safety representative, the request will be honored as soon as practicable, but no later than the end of the shift. The Union safety representative, in turn, will take the matter up with the Company's safety representative.
- (b) The Company will inform the Union safety chairman or safety representative of any serious accident which involves an employee covered under this agreement. The Union safety chairman or a safety representative may review all accident reports involving employees covered under this agreement and will, upon request, be given a copy of such accident reports.

SECTION 5. On a quarterly basis each year, the Union safety chairman will be provided a walk around tour of designated areas mutually agreed upon between the Union safety chairman and a Company safety representative. The department manager of those areas, or his delegate, and a safety engineer will accompany the Union safety chairman. The Union safety chairman may elect one Union safety representative to accompany the tour.

SECTION 6. Time spent in attendance in the above described meetings during the Union safety representative's working hours shall be recorded and paid for not exceeding three (3) hours in any work week. The Union safety chairman also will receive pay for time spent at meetings with the committee of management at his regular base rate, exclusive of overtime allowances, but including shift premium, if any, not exceeding three (3) hours in any work week.

SECTION 7. Once per contract year the Company will provide new safety representatives with an orientation in the application of the Company's Health and Safety Program. When Union safety representatives must absent themselves from their work for attendance at the orientation sessions, they will be paid for such time.

ARTICLE XXVI **Duration**

SECTION 1. This Agreement shall be in full force and effect until midnight January 31, 2024, and for additional periods of one (1) year thereafter unless either party hereto shall give written notice of its intent to terminate the Agreement or modify any portion or any of the terms hereof by certified mail to the other party not less than sixty (60) nor more than seventy (70) days prior to January 31, 2024, or prior to the end of any yearly period subsequent thereto.

SECTION 2. The parties, in consideration of the benefits, privileges, and advantages provided in this agreement and as a condition to the execution of this Agreement suspend meetings in collective bargaining negotiations during the life of this Agreement with respect to any further demands, including pensions or insurance for employees or with respect to any questions of wages, hours, or working conditions, except as may be dealt with as a grievance under Article VII hereof.

SECTION 3. Should notice of termination or modification be given by either party as provided in Section 1 of this Article, this contract shall terminate as of its expiration date unless specifically extended by written agreement, and, upon such termination, any and all obligations of either party to continue to maintain the grievance procedure provided by the contract shall immediately terminate and become unenforceable; provided, however, that any grievance which has, prior to the termination of the contract, been appealed to arbitration will be processed under the terms of this contract.

SECTION 4. Notices shall be in writing and shall be sent by certified mail addressed, if to the Union, to the International Association of Machinists and Aerospace Workers, Seminole Lodge 971, P. O. Box 968, Jupiter, Florida 33468; and if to the Company, to United Technologies Corporation, Care of Corporate Director, Industrial Relations, Hartford, Connecticut.

SECTION 5. This Agreement supersedes any prior agreement or contract between the parties.

SECTION 6. The Company and the Union agree and commit that for the term of the Agreement they will on the third anniversary of the Agreement or such other date either party may request will mutually sign and execute a written amendment to this Agreement which expressly reaffirms the terms and conditions of this Agreement.

APPENDIX A
NON-INTERCHANGEABLE OCCUPATIONAL GROUPS

<i>Occupational Group</i>	<i>Occupational Title</i>
001	Boring Machine Operator
013	Sheet Metal Mechanic, Manufacturing
015	Sheet Metal Mechanic, Maintenance
016	Chemical Processor
022	Fusion Welder, Aeropropulsion
027	Mechanic Tester/Aeropropulsion
028	Test Supplies Attendant
029	Parts Inspector
030	Tool & Gage Inspector
031	Nondestructive Test Inspector
038	Millwright
039	Test Facilities Trades Associate
041	Pipefitter
043	Refrigeration Mechanic
046	Electrical/Electronic Power Systems
047	Carpenter
054	Facility Equipment Operator
069	Assembly/Test Inspector
083	Material Coatings Applicator

SCHEDULE A
Effective January 14, 2019

Labor Grade	Standard Rate*	Maximum Rate
11	\$11.78	\$13.95
10	\$17.87	\$20.13
9	\$20.34	\$22.60
8	\$21.98	\$24.25
7	\$24.09	\$26.34
6	\$26.38	\$28.63
5	\$29.06	\$31.33
4	\$31.90	\$34.28
3	\$34.88	\$37.23
2	\$38.17	\$40.59
1	\$41.65	\$44.14
0	\$44.13	\$46.69

*An applicant may be hired at a rate below, at, or above any Standard Rate shown in the above Schedule A which is determined by the Company to be in accordance with the applicant's qualifications and experience.

SCHEDULE B
Effective January 27, 2020

Labor Grade	Standard Rate*	Maximum Rate
11	\$12.07	\$14.30
10	\$18.32	\$20.63
9	\$20.85	\$23.17
8	\$22.53	\$24.86
7	\$24.69	\$27.00
6	\$27.04	\$29.35
5	\$29.79	\$32.11
4	\$32.70	\$35.14
3	\$35.75	\$38.16
2	\$39.12	\$41.60
1	\$42.69	\$45.24
0	\$45.23	\$47.86

*An applicant may be hired at a rate below, at, or above any Standard Rate shown in the above Schedule B which is determined by the Company to be in accordance with the applicant's qualifications and experience.

SCHEDULE C
Effective January 25, 2021

Labor Grade	Standard Rate*	Maximum Rate
11	\$12.37	\$14.66
10	\$18.78	\$21.15
9	\$21.37	\$23.75
8	\$23.09	\$25.48
7	\$25.31	\$27.68
6	\$27.72	\$30.08
5	\$30.53	\$32.91
4	\$33.52	\$36.02
3	\$36.64	\$39.11
2	\$40.10	\$42.64
1	\$43.76	\$46.37
0	\$46.36	\$49.06

*An applicant may be hired at a rate below, at, or above any Standard Rate shown in the above Schedule C which is determined by the Company to be in accordance with the applicant's qualifications and experience.

SCHEDULE D
Effective January 31, 2022

Labor Grade	Standard Rate*	Maximum Rate
11	\$12.68	\$15.03
10	\$19.25	\$21.68
9	\$21.90	\$24.34
8	\$23.67	\$26.12
7	\$25.94	\$28.37
6	\$28.41	\$30.83
5	\$31.29	\$33.73
4	\$34.36	\$36.92
3	\$37.56	\$40.09
2	\$41.10	\$43.71
1	\$44.85	\$47.53
0	\$47.52	\$50.29

*An applicant may be hired at a rate below, at, or above any Standard Rate shown in the above Schedule D which is determined by the Company to be in accordance with the applicant's qualifications and experience.

SCHEDULE E
Effective January 30, 2023

Labor Grade	Standard Rate*	Maximum Rate
11	\$13.00	\$15.41
10	\$19.73	\$22.22
9	\$22.45	\$24.95
8	\$24.26	\$26.77
7	\$26.59	\$29.08
6	\$29.12	\$31.60
5	\$32.07	\$34.57
4	\$35.22	\$37.84
3	\$38.50	\$41.09
2	\$42.13	\$44.80
1	\$45.97	\$48.72
0	\$48.71	\$51.55

*An applicant may be hired at a rate below, at, or above any Standard Rate shown in the above Schedule E which is determined by the Company to be in accordance with the applicant's qualifications and experience.

LETTER I OVERTIME – GROUND RULES

Mr. Robert Miller
Directing Business Representative
District Lodge 166
International Association of Machinists
and Aerospace Workers
P. O. Box 419
Jupiter, FL 33468

Dear Mr. Miller:

This is to confirm the understanding and agreement reached at recent contract negotiations between the Company and Seminole Lodge 971, International Association of Machinists and Aerospace Workers, AFL-CIO, concerning overtime ground rules and the posting of overtime records and the method of recording overtime for employees on field assignments.

PROCEDURE

Distribution

- a. Department supervisors will monitor the distribution of overtime to prevent a substantial inequality (24 hours or more) for any 16-week period.

Overtime Records

- a. Overtime worked will be recorded on Overtime Hours Worked Form (Form 4791)
- b. A copy of the Form 4791 will be posted in each department on a weekly basis showing overtime worked under the supervision of each department supervisor or “other supervisory title.”

c. Overtime Ground Rules

1. Overtime records will be kept by the department supervisor or other supervisor as designated by management, reviewed regularly by the next level of supervision, and kept on hand for at least 52 weeks.
2. Overtime is to be credited on Form 4791 in premium hours according to the following schedule: Eight (8) hours at time and one-half will be recorded as twelve (12) paid hours; eight (8) hours on Sundays and holidays will be recorded as sixteen (16) paid hours. Employees who are assigned to the Hurricane Brigade will not have their hours recorded on Form 4791 for such hours that are in support of any hurricane coverage.
3. Overtime will be recorded on a daily basis and will be cumulatively totaled for the entire calendar year (January through December).
 - At the end of each calendar year, the cumulative totals in each overtime group will be reduced by giving the employee with the lowest amount of hours a base of zero and subtracting the hours from the hours of the other employees in the group. The differentials will then be carried forward into the new calendar year as the starting overtime differentials.
 - For ease in identifying various types of situations, a code system is provided at the top of the form. For example, the letter “V” represents vacation, “I” illness, “R” refusal, etc. These letter codes are provided as a guideline and other letters or symbols may be substituted at the supervisor’s discretion, however, there should be some uniformity within the department.
4. Transferees and promotees will be credited with the average overtime figure in the JOB CODE, SHIFT and APPLICABLE JURISDICTION on their new assignment (calculated at the time of the promotion or transfer).
5. Probationary employees and advanced trainees may work overtime at the discretion of supervision, but not to the extent that regular employees are excluded from working overtime.
6. Employees completing their probationary period and employees that have refused overtime four (4) consecutive times will be credited with the high figure in the JOB CODE, SHIFT and APPLICABLE

JURISDICTION, calculated at such time as they are deemed qualified or are once again available to work overtime.

7. Employees, with over four (4) weeks of illness or leave of absence or physical restriction, which excludes the employee from overtime, will be credited with the average figure in his JOB CODE, SHIFT and APPLICABLE JURISDICTION, calculated upon his returns to work or removal of such restriction.
8. Employees who are approached and asked to work post-shift overtime less than one and one-half (1-1/2) hours prior to the end of their shift that same day, and refuse the overtime because of the late notification, shall not be charged for such refusal. Likewise, employees that are asked to work overtime on any given day and refuse because they were approached less than one and one-half (1-1/2) hours prior to the end of their shift on the day preceding the overtime day shall not be charged for the refusal.

All other refusals to work and “no show” should be recorded in red on the overtime record as a charge.

Employees that are asked to work overtime after they have left the plant site on a regular workday (Monday through Friday) will not be charged for refusing such overtime.

Employees who schedule vacation and notify their supervisor in writing no later than the Monday of the week being asked for overtime will be excluded from being charged for overtime during their scheduled vacation. However, if the employee for any reason shows up for work on any of the previously scheduled vacation days, the employee will receive a refusal and be charged for the days he or she would have been asked. The employee may request to work overtime Saturday and/or Sunday during any scheduled vacation.

The Company will make every possible effort to notify employees of overtime requirements well in advance. Under normal circumstances, for example, scheduling for a Saturday should be done on Wednesday (or Thursday in the case of third shift).

9. Four (4) consecutive refusals of overtime work by an employee will relieve the supervisor of any further responsibility to ask that employee to work overtime. Upon his fourth consecutive refusal, the supervisor will notify the employee he will not be considered for further voluntary overtime until such time the employee notifies the supervisor in writing that he is willing to work any and all overtime. The supervisor will document the communication by issuing an Employee Memorandum and note the issuance of the Employee Memorandum on the employee’s overtime record.

EXAMPLE OF EMPLOYEE MEMORANDUM FOR OVERTIME REFUSAL:

“You have been offered and you have refused overtime four (4) consecutive times. You will not be reinstated into the overtime system until such time as you notify your supervisor in writing that you will work overtime as required. However, be advised that you will be scheduled to work overtime if the work load demands your particular services.”

If the employee requests to be removed from the overtime system, the following Employee Memorandum will be issued and noted on the employee’s overtime record.

EXAMPLE OF EMPLOYEE MEMORANDUM USED TO DOCUMENT EMPLOYEE REQUEST FOR REMOVAL FROM OVERTIME SYSTEM:

“You have requested to be removed from the overtime system. You will not be reinstated into the overtime system until such time as you notify your supervisor in writing that you will work overtime as required. However, be advised that you will be scheduled to work overtime if the work load demands your particular services.”

Upon reinstatement into the overtime system, such employee will be credited at the same level as the highest overtime figure plus one (1) hour in his JOB CODE, SHIFT and APPLICABLE JURISDICTION. This figure will be assessed at the time of reinstatement. If the reinstated employee’s overtime rate, at the time of his removal from the overtime list was higher than the highest overtime at the time of his reinstatement he will be credited with his old rate.

10. Employees on loan to other sections or departments will not be scheduled to work overtime until all qualified employees regularly employed on such work have first been offered the overtime. Any overtime worked or refused by the employee on loan will be recorded in his assigned section or parent department.

If the loaned employee is not scheduled to work overtime in the department of temporary assignment, on a particular occasion, the employee will be eligible to share in the overtime in his parent department if overtime work becomes available at that particular time.

11. Whenever an employee, because of urgent or special assignments, works an excessive number of overtime hours compared to others in the employee's assigned group, the employee's overtime figure should be disregarded when calculating the group's average for promotees and transferees, etc., and when establishing the high figure for probationary employees and four (4) time refusers.
12. There may be occasions when all qualified employees may refuse to work overtime and coverage is an absolute necessity. In such cases, normally the employee with the lowest 16-week overtime balance should be scheduled to work with the overtime and be given a full explanation as to why the coverage is necessary and mandatory.

d. Field Assignments of More Than Four Weeks Duration

1. The following ground rules apply exclusively to bargaining unit employees of Pratt & Whitney, Florida Operations, on authorized field assignments more than four (4) weeks in duration.
2. All overtime worked by such employees will be recorded in the departmental record in the same manner as any other employee.
3. Upon the employee's return from the field assignment, if the employee has accumulated more overtime than the employee in his assigned group with the highest cumulative total overtime hours (excluding other employees in the group on field assignment), the employee will not be scheduled for overtime work for a period equal to one-half (1/2) the time spent on such field assignment.
4. If after that period the employee still has more total overtime hours than the employee with the highest amount of overtime hours in his group, the employee will be eligible to work overtime and will be credited with the AVERAGE HOURS of the group.
5. If such an employee's overtime accumulation is less than the high individual in the group, the employee will be eligible to participate in overtime upon return from the field assignment.
6. Once an employee returns from field assignment and is in a "no overtime" period, if his total accumulated overtime hours become equal to or less than the high individual in the department, the employee will be returned to the overtime system immediately, with the employee's actual hours worked and will not be required to complete the remainder of the "no overtime" period.
7. Exceptions to the "no overtime" restriction for employees returning from field assignment will be made whenever the entire group is offered overtime or, under exceptional circumstances where it is imperative that such employees perform a specific task requiring overtime coverage.

LETTER II ALCOHOL AND DRUG ABUSE

Mr. Robert Miller
Directing Business Representative
District Lodge 166
International Association of Machinists
and Aerospace Workers
P. O. Box 419
Jupiter, FL 33468

Dear Mr. Miller:

This is to confirm the understanding and agreement reached between Pratt & Whitney and IAM&AW Local 971 of the International Association of Machinists & Aerospace Workers (IAM&AW), concerning the Company's drug and alcohol policy and applicable Federal and State laws.

Drug Free Workplace

Both the Company and the Union recognize the danger of illegal or unauthorized substance and alcohol abuse to our employees, our customers and our product. Therefore, in our continuing commitment to maintain a substance free workplace it is agreed any employee who attempts to and/or sells illegal substances on Company premises shall be discharged. This disciplinary action must be "supported by substantial evidence on the record as a whole."

It is further agreed any employees in possession or use, or under the influence of any illegal substances or alcohol on Company time or property shall be referred to the Employee Assistance Program for counseling. Failure to accept and comply with EAP's recommendations shall result in the employee's discharge. Additionally, if an employee is in possession or use of, or under the influence of an illegal substance or alcohol on Company time or premises a second time, he/she shall be discharged. This procedure does not alter current practices concerning "unfitness." With respect to disciplinary actions referenced under this Letter, all drug and alcohol tests will be removed from employee's files after three years.

FAA/DOT

The Company will continue to maintain a drug-free workplace. The Company will also institute a random drug and alcohol testing program for those employees as specified in the drug and alcohol testing regulations of the Department of Transportation (DOT) (49 CFP part 40) and the Federal Aviation Administration (FAA) (14 CFR part 120). This program will conform to the applicable federal regulations dealing with mandatory drug and alcohol testing.

The Company agrees to implement the drug and alcohol policy, and the parties agree that it is aligned with, mandated by, and complies with the above-stated federal regulations. The provisions of the policy, as well as any adverse actions taken against employees pursuant to the policy, shall be subject to review under the contractual grievance arbitration procedure.

In the event of a verified positive drug test or alcohol test result for any employee as specified by the relevant DOT or FAA regulations, the employee will be referred to a qualified Substance Abuse Professional (SAP) coordinated by the Employee Assistance Program (EAP). The SAP will recommend a course of treatment counseling and the employee will be required to comply with the recommendations as prescribed by the SAP counselor(s). Failure to accept and comply with such rehabilitation will result in the employee's discharge. Medical release will be based on the condition of the employee with concerns about the safety of the employee, fellow workers and the workplace. On the second occasion of a verified positive drug test or alcohol test result for any employee as specified by the relevant DOT or FAA regulations, the employee will be discharged. This procedure does not alter current practices concerning "unfitness."

Subject to the above referenced requirements and procedures, the Company and Union agree the Company will, if possible, during the first year of this policy, temporarily reassign employees who test positive under DOT (49 CFR part 40) and FAA (14 CFP part 120) for a period of no more than thirty (30) work days within the employee's business unit. If, during this period, the employee retests on a return-to-duty test with a negative result, such employee will be

returned to his or her former job assignment. During this period of temporary assignment, the employee's seniority remains in his or her current job classification regardless of the work assigned. Starting January 1st 2017 this reassignment process will no longer apply.

Affected employees will be trained in the DOT/FAA Drug & Alcohol Testing Program and will be required to sign a training log. Failure to sign the log for training will not excuse employee from discipline should they have been found in violation of the policy. The Company agrees to update and modify the program and provide updates as necessary to the Union and workforce.

Employees in safety sensitive programs who are subject to a drug and or alcohol test shall be allowed to self- terminate employment prior to notification for a test or any actual test being performed.

LETTER III
SENIORITY RESTORATION – TRANSFERRED EMPLOYEES

Mr. Robert Miller
Directing Business Representative
District Lodge 166
International Association of Machinists
and Aerospace Workers
P. O. Box 419
Jupiter, FL 33468

Dear Mr. Miller:

This letter will serve to confirm the understanding and agreement reached during recent contract negotiations between the Company and Seminole Lodge 971, International Association of Machinists and Aerospace Workers, AFL-CIO, concerning employees who transfer to the facilities covered by this agreement from any other plant of Pratt & Whitney.

It is agreed that during the life of this agreement, the Company may credit employees who are transferred to the facilities covered by this agreement with their Pratt & Whitney divisional seniority, provided the number of employees so credited in each quarter does not exceed 1% of the bargaining unit population at the beginning of that quarter, and provided further that no such employees may be transferred into an occupational group in which a laid-off employee retains recall rights.

**LETTER IV
INFORMATION TO UNION**

Mr. Robert Miller
Directing Business Representative
District Lodge 166
International Association of Machinists
and Aerospace Workers
P. O. Box 419
Jupiter, FL 33468

Dear Mr. Miller:

This is to confirm the following understanding and agreement between the Company and Seminole Lodge 971, International Association of Machinists and Aerospace Workers, AFL-CIO, supplemental to the agreement between the parties.

1. The Company agrees to furnish the Union each year during the life of the agreement referred to above with a list, in alphabetical order, containing the name, clock number, and home address of each employee covered by this agreement.
2. The Company agrees to furnish to the Union each month a copy of the "employee service record" compiled for the preceding month covering all bargaining unit employees, but having excised therefrom all information contained therein concerning employees not included in the bargaining unit.
3. The seniority list specified under Article VIII, Section 6, of the agreement between the parties shall include the following items:

Name
Clock Number
Department
Shift
Job Code
Labor Grade
Occupational Group
Seniority Date

The list will be arranged in alphabetical order.

4. In consideration of the above, it is understood and agreed that, except as otherwise provided for in the aforesaid agreement, the Union shall not request nor receive during the life of that said agreement any other information, data, or listings related to the wages, hours, or working conditions of employees covered by this agreement.
5. The Company agrees to furnish to the Union by March 1 of each contract year copies of "performance appraisal" forms issued to employees.

LETTER V
RECOGNITION – 40 MILE RADIUS

Mr. Robert Miller
Directing Business Representative
District Lodge 166
International Association of Machinists
and Aerospace Workers
P. O. Box 419
Jupiter, FL 33468

Dear Mr. Miller:

This will confirm the understanding and agreement reached during recent contract negotiations between the Company and Seminole Lodge 971 of the International Association of Machinists and Aerospace Workers, AFL-CIO, relative to the provisions of Article III, Recognition. It is agreed that during the term of the agreement between the parties, the provisions of Article III, Recognition, are intended to encompass any new plant or facility of the Jet Engines and Space Propulsion business that may be established within a forty (40) mile radius of its existing plant located on S.R. 710 in northern Palm Beach County, Florida.

LETTER VI
BARGAINING UNIT STATUS – TEMPORARY ASSIGNMENTS

Mr. Robert Miller
Directing Business Representative
District Lodge 166
International Association of Machinists
and Aerospace Workers
P. O. Box 419
Jupiter, FL 33468

Dear Mr. Miller:

This will confirm the understanding and agreement reached during recent contract negotiations between the Company and Seminole Lodge 971 of the International Association of Machinists and Aerospace Workers, AFL-CIO, relative to the provisions of Article II, Coverage.

It is agreed that during the term of the agreement between the parties, Article II, Coverage, is intended to encompass those bargaining unit employees who may be temporarily assigned to other plants or locations anywhere in the United States or foreign countries. A temporary assignment is one having an anticipated duration of less than twelve months.

LETTER VII
NATIONAL HEALTH INSURANCE

Mr. Robert Miller
Directing Business Representative
District Lodge 166
International Association of Machinists
and Aerospace Workers
P. O. Box 419
Jupiter, FL 33468

Dear Mr. Miller:

This is to confirm the understanding and agreement reached at recent contract negotiations between the Company and Seminole Lodge 971, International Association of Machinists and Aerospace Workers, AFL-CIO, concerning National Health Insurance.

It is recognized that without any specific details of Federal legislation on National Health Insurance which could be enacted, it is not possible at this time to envision implications of such legislation on the Group Health, Dental and Life Insurance Plans. It is mutually recognized the Plans should not duplicate the benefits of a national health insurance program.

It is further agreed that in no case will the Company's total liability for costs for the Plans plus any tax or premium contribution required from the Company by legislation or regulation exceed that in effect immediately prior to the implementation of such Federal legislation or regulation.

LETTER VIII
RESTORATION OF DEMOTED EMPLOYEES

Mr. Robert Miller
Directing Business Representative
District Lodge 166
International Association of Machinists
and Aerospace Workers
P. O. Box 419
Jupiter, FL 33468

Dear Mr. Miller:

This letter will serve to confirm the understanding and agreement reached during contract negotiations between the Company and Seminole Lodge 971, International Association of Machinists and Aerospace Workers, AFL-CIO, concerning employees demoted as a result of a reallocation of personnel following a layoff.

The Company agrees that when employees have been demoted as a result of a reallocation of employees following a layoff and their recall rights have expired under Article VIII, Section 3, consideration will be given to returning such employees to their former grade and rate if and when an opening occurs.

LETTER IX
STEWARD INTERVIEW PROCEDURE

Mr. Robert Miller
Directing Business Representative
District Lodge 166
International Association of Machinists
and Aerospace Workers
P. O. Box 419
Jupiter, FL 33468

Dear Mr. Miller:

This is to confirm the understanding and agreement reached at recent contract negotiations between the Company and Seminole Lodge 971, International Association of Machinists and Aerospace Workers, AFL-CIO, concerning the resolution of grievances and complaints.

In the interest of resolving grievances and complaints in the most expeditious manner, it is agreed following the presentation of an oral grievance or complaint but prior to the Company designated representative's disposition, the steward with the express permission of the grieving employee's department supervisor may be allowed to meet with another bargaining unit employee who is believed to have information pertinent to the grievance or complaint. Such meetings will include only one other employee at a time and will be of as short duration as the grievance or complaint reasonably requires but for any single grievance or complaint will not exceed a total of one hour. Time so spent shall be paid for by the Company.

This practice will not be subject to the grievance procedure and is in no way intended to alter or modify the provisions of Article VII.

LETTER X
RETIREMENT BENEFITS

Mr. Robert Miller
Directing Business Representative
District Lodge 166
International Association of Machinists
and Aerospace Workers
P. O. Box 419
Jupiter, FL 33468

Dear Mr. Miller:

This letter will confirm the understanding and agreement reached between the Company and Seminole Lodge 971, International Association of Machinists and Aerospace Workers, AFL-CIO, concerning amendments to be made to the Pension Plan referred to in Article XXI of the new labor agreement.

Effective January 1, 2019:

- (a) The monthly retirement benefit is \$81 per year of Credited Service

Effective January 1, 2022:

- (b) The monthly retirement is \$84 per year of Credited Service
- (c) The eligibility requirements for a disability pension require at least five (5) years of continuous service. The other two requirements of becoming permanently and totally disabled and receiving social security disability benefits remain. The method of calculation and payment of the benefit remain the same as in the current retirement plan.
- (d) Employees hired after January 31, 2016 are not eligible to participate in the Pension Plan. Employees who transfer to the facilities covered by this agreement from another UTC location are eligible to participate in the Pension Plan if their most recent date of hire was on or before January 31, 2016, and if any such employee was actively accruing a benefit in the UTC Represented Pension Plan at the UTC location from which the employee was transferring.

**LETTER XI
INSURANCE, DENTAL, DISABILITY, OSLI, VISION CARE**

Mr. Robert Miller
Directing Business Representative
District Lodge 166
International Association of Machinists
and Aerospace Workers
P. O. Box 419
Jupiter, FL 33468

Dear Mr. Miller:

This is to confirm the understanding and agreement between the Company and the Union concerning amendments to the group health insurance, life insurance, disability insurance and the group dental plan referred to in Article XXII. The following represents a summary of benefits and amendments to contractual provisions. If during the course of this Agreement the Company offers new medical plan alternatives to its non-bargaining unit employees in its West Palm Beach location, those alternative plans shall also be offered to the employees in the bargaining unit. The Company will determine the employee premiums for any such alternative plans.

During the life of this Agreement, the Union may appoint a health care representative who may assist hourly employees with navigation and education of the Company's current health care offerings. Time spent performing these duties during his shift shall be paid and governed in accordance with Article VII, section 7 of this Agreement.

Spending Accounts -- Effective January 1, 2019:

Health Care Spending Account	\$120 to \$2,600 per year, pre-tax for eligible medical and dental expenses.
Dependent Care Spending Account	\$120 to \$5,000 per year, pre-tax for eligible child and/or adult/elder day care expenses.

**Life/Accidental Death & Dismemberment/Weekly Disability and Total & Permanent Disability Table
-- Effective March 1, 2019:**

Base Rate Wage Class	Life & AD&D	Weekly Disability	TPD
\$0.00 - \$26.00	\$81,500	\$555	\$1,476.78
\$26.01 - \$27.00	\$84,500	\$575	\$1,531.14
\$27.01 - \$28.00	\$87,500	\$595	\$1,585.50
\$28.01 - \$29.00	\$90,500	\$615	\$1,639.86
\$29.01 - \$30.00	\$93,500	\$635	\$1,694.22
\$30.01 - \$31.00	\$96,500	\$655	\$1,748.58
\$31.01 - \$32.00	\$99,500	\$675	\$1,797.50
\$32.01 - \$33.00	\$102,500	\$695	\$1,857.30
\$33.01 - \$34.00	\$105,500	\$715	\$1,911.66
\$34.01 & above	\$108,500	\$735	\$1,966.02

Survivor Income -- Effective March 1, 2019:

Part I and Part II	\$375 per month
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Effective December 17, 2018 through December 31, 2019, the contributions for medical plans will continue at the levels established on January 1, 2018.

Medical Contributions -- Effective January 1, 2020:

Ee=Employee; E+S=Employee plus Spouse; E+C=Employee plus Child; E+F=Employee plus Family

	Option	Ee	E+S	E+C	E+F
HDHP	1	\$25.30	\$78.10	\$59.10	\$113.60
	2	\$12.60	\$45.80	\$32.60	\$76.10
	3	\$0.00	\$17.70	\$14.70	\$32.40

Medical Contributions -- Effective January 1, 2021:

Ee=Employee; E+S=Employee plus Spouse; E+C=Employee plus Child; E+F=Employee plus Family

	Option	Ee	E+S	E+C	E+F
HDHP	1	\$27.30	\$84.10	\$64.10	\$123.60
	2	\$13.60	\$50.80	\$35.60	\$84.10
	3	\$0.00	\$19.70	\$16.70	\$36.40

Medical Contributions -- Effective January 1, 2022:

Ee=Employee; E+S=Employee plus Spouse; E+C=Employee plus Child; E+F=Employee plus Family

	Option	Ee	E+S	E+C	E+F
HDHP	1	\$29.30	\$90.10	\$69.10	\$133.60
	2	\$14.60	\$55.80	\$38.60	\$92.10
	3	\$0.00	\$21.70	\$18.70	\$40.40

Medical Contributions -- Effective January 1, 2023:

Ee=Employee; E+S=Employee plus Spouse; E+C=Employee plus Child; E+F=Employee plus Family

	Option	Ee	E+S	E+C	E+F
HDHP	1	\$31.30	\$96.10	\$74.10	\$143.60
	2	\$15.60	\$60.80	\$41.60	\$100.10
	3	\$0.00	\$23.70	\$20.70	\$44.40

Medical Plan Provisions under the High Deductible Health Plan (HDHP) with Health Savings Account (HSA)

Effective December 17, 2018 – December 31, 2019

(Continuation of provisions in effect on January 1, 2018)

<i>High Deductible Health Plan: Medical Deductible, Coinsurance, and Out-of-Pocket Maximum Amounts: Plan Provision</i>	Option 1	Option 2	Option 3
Annual Deductible: Individual/Family (1) — Includes both medical and prescription drugs (2)			
In-Network (4)	\$1,500/\$3,000	\$2,200/\$4,700	\$3,200/\$6,450
Out-of-Network	\$5,600/\$11,300	\$8,000/\$16,000	\$10,000/\$20,000
Coinsurance (Plan Pays)			
In-Network	Preventive care: 100% After deductible is met: Office visit: 80% Other: 80% Prescription drugs: 80%	Preventive care: 100% After deductible is met: Office visit: 80% Other: 80% Prescription drugs: 80%	Preventive care: 100% After deductible is met: Office visit: 80% Other: 80% Prescription drugs: 80%
Out-of-Network	Most services covered at 60% of reasonable & customary (R&C) charges; prescription drugs are covered at 80% of R&C	Most services covered at 60% of reasonable & customary (R&C) charges; prescription drugs are covered at 80% of R&C	Most services covered at 60% of reasonable & customary (R&C) charges; prescription drugs are covered at 80% of R&C
Annual Coinsurance Maximum: Individual/Family			
In-Network	\$1,500/\$3,850	\$2,200/\$5,400	\$3,200/\$6,450
Out-of-Network	\$5,600/\$11,900	\$8,000/\$16,600	\$10,000/\$20,000
Maximum Out-of-Pocket Exposure: Individual/Family (3) Once out-of-pocket limit is reached (separate for in-network and out-of-network), plan pays 100% of the covered expenses for the remainder of the calendar year.			
In-Network	\$3,000/\$6,850	\$4,400/\$10,100	\$6,400/\$12,900
Out-of-Network	\$11,200/\$23,200	\$16,000/\$32,600	\$20,000/\$40,000

- (1) Family deductible must be met for any member in the family to meet deductible requirement.
- (2) Certain Rx expenses are covered at 100% and/or before meeting the deductible based on Affordable Care Act requirements and the HDHP/HSA Preventive Therapy Drug List, which are subject to change.
- (3) Family out-of-pocket maximum must be met before plan pays 100% for any individual within family, except that maximum out-of-pocket exposure is limited to \$6,850 for any individual with family coverage.
- (4) Subject to IRS regulations.

Effective January 1, 2020

<i>High Deductible Health Plan: Medical Deductible, Coinsurance, and Out-of-Pocket Maximum Amounts: Plan Provision</i>	Option 1	Option 2	Option 3
Annual Deductible: Individual/Family (1) — Includes both medical and prescription drugs (2)			
In-Network (4)	\$1,750/\$3,500	\$2,700/\$5,700	\$3,900/\$7,350
Out-of-Network	\$5,600/\$11,300	\$8,000/\$16,000	\$10,000/\$20,000
Coinsurance (Plan Pays)			
In-Network	Preventive care: 100% After deductible is met: Office visit: 80% Other: 80% Prescription drugs: 80%	Preventive care: 100% After deductible is met: Office visit: 80% Other: 80% Prescription drugs: 80%	Preventive care: 100% After deductible is met: Office visit: 80% Other: 80% Prescription drugs: 80%
Out-of-Network	Most services covered at 60% of reasonable & customary (R&C) charges; prescription drugs are covered at 80% of R&C	Most services covered at 60% of reasonable & customary (R&C) charges; prescription drugs are covered at 80% of R&C	Most services covered at 60% of reasonable & customary (R&C) charges; prescription drugs are covered at 80% of R&C
Annual Coinsurance Maximum: Individual/Family			
In-Network	\$1,850/\$3,850	\$2,700/\$6,300	\$2,750/\$5,950
Out-of-Network	\$5,600/\$11,900	\$8,000/\$16,600	\$10,000/\$20,000
Maximum Out-of-Pocket Exposure: Individual/Family (3)			

Once out-of-pocket limit is reached (separate for in-network and out-of-network), plan pays 100% of the covered expenses for the remainder of the calendar year.			
In-Network	\$3,600/\$7,350	\$5,400/\$12,000	\$6,650/\$13,300
Out-of-Network	\$11,200/\$23,200	\$16,000/\$32,600	\$20,000/\$40,000

- (1) Family deductible must be met for any member in the family to meet deductible requirement.
- (2) Certain Rx expenses are covered at 100% and/or before meeting the deductible based on Affordable Care Act requirements and the HDHP/HSA Preventive Therapy Drug List, which are subject to change.
- (3) Family out-of-pocket maximum must be met before plan pays 100% for any individual within family, except that maximum out-of-pocket exposure is limited to \$7,350 for any individual with family coverage.
- (4) Subject to IRS regulations.

Other Provisions

- Mandatory generic provision applies.
- Opioid management provision applies effective January 1, 2019.
- Prior authorization for certain medications.
- Managed dispensing limits (MDLs) for three classes of drugs

If you are enrolled in the HDHP, you are eligible to open a HSA. Deductions from your paycheck will be made pre-tax up to the HSA Contribution Limits designated by the IRS. The funds in the HSA may be used in current or future years for medical expenses tax free.

- 2019 HSA contribution limits – Individual \$3,500 – Family \$7,000
- HSA contribution limits increase annually in accordance with IRS guidelines
- You must set up the HSA bank account before deposits can be made
- You may deposit an additional amount via equal paycheck deduction made on a pre-tax basis; however, you may participate in the HSA with HDHP without making contributions to the HSA
- Use your HSA to pay for IRS-qualified health care expenses on a tax-free basis, now or in the future

Eligible preventive care services are covered at 100%. These are defined by the IRS (must be coded as preventive by your provider). Examples are

- Routine adult physicals
- Well baby care
- Well woman care, including mammograms and pap smear, and diabetes screening for pregnant women
- Immunizations
- And more, depending on your preventive care needs, as determined by your health care provider

Prescription drugs are included in the medical coverage

- You will need to meet the deductible before the plan’s coinsurance will begin to apply
- You will receive a separate prescription drug card from CVS Caremark
- Even if you have not met the deductible, you should still purchase your prescription drugs using your CVS Caremark card to ensure that prescription charges are applied to your deductible
- You will benefit from discounts that CVS Caremark has in place for prescription drug purchases
- Mail order is available for prescription drugs through the HSA with HDHP

HDHP Medical Plan Provisions -- Effective January 1, 2020:
R&C=Reasonable and Customary PCP=Primary Care Physician

Services listed below are for all High Deductible options. Please refer to the tables above for deductibles, co-insurance, and out of pocket limits for each HDHP option.

Coverage and Options High Deductible Health Plan Benefits

	In-Network	Out-of-Network	Out-of-Area
Lifetime coverage limit			
Lifetime coverage limit	Unlimited	Unlimited	Unlimited
Policies/Requirements			
Need to file claims	No	Yes	Yes
Access			
Ability to self-refer to specialists	Yes	Yes	Yes
OUTPATIENT SERVICES			
Primary Care			
Primary doctor office visit	80% of negotiated rates covered after deductible is met	60% covered after deductible is met; subject to reasonable and customary limits	80% of reasonable & customary covered after deductible is met
Specialist office visit	80% of negotiated rates covered after deductible is met	60% covered after deductible is met; subject to reasonable and customary limits	80% of reasonable & customary covered after deductible is met
Preventive Care			
Annual physical exam	100% of negotiated rates covered	60% covered after deductible is met; subject to reasonable and customary limits	100% of reasonable & customary covered
Well-woman exam (includes pap)	100% of negotiated rates covered	60% covered after deductible is met; subject to reasonable and customary limits	100% of reasonable & customary covered
Mammogram	100% of negotiated rates covered	60% covered after deductible is met; subject to reasonable and customary limits	100% of reasonable & customary covered
Pediatric exams	100% of negotiated rates covered for well-child exam	60% covered after deductible is met; subject to reasonable and customary limits	100% of reasonable & customary covered; when associated with preventive care
Immunizations (child)	80% of negotiated rates covered after deductible is met; 100% of negotiated rates covered if associated with preventive care	60% covered after deductible is met; subject to reasonable and customary limits	80% of reasonable & customary covered after deductible is met; 100% of reasonable & customary covered if associated with preventive care
Cancer screenings	80% of negotiated rates covered after deductible is met; 100% of negotiated rates covered if associated with preventive care	60% covered after deductible is met; subject to reasonable and customary limits	80% of reasonable & customary covered after deductible is met; 100% of reasonable & customary covered if associated with preventive care
Cardiovascular screenings	80% of negotiated rates covered after deductible is met; 100% of negotiated rates covered if associated with preventive care	60% covered after deductible is met; subject to reasonable and customary limits	80% of reasonable & customary covered after deductible is met; 100% of reasonable & customary covered if associated with preventive care
Outpatient Care			

	In-Network	Out-of-Network	Out-of-Area
Allergy tests and treatments	80% covered after deductible is met	60% covered after deductible is met; subject to reasonable and customary limits	80% covered after deductible
Outpatient surgery	80% of negotiated rates covered after deductible is met; preauthorization required	60% covered after deductible is met; subject to reasonable and customary limits	80% of reasonable & customary covered after deductible is met; sickness/illness; preauthorization required
Outpatient laboratory services	80% of negotiated rates covered after deductible is met; 100% covered for preventive services	60% covered after deductible is met; subject to reasonable and customary limits	80% of reasonable & customary covered after deductible is met; 100% of reasonable & customary covered if associated with preventive care
Outpatient physical therapy	80% of negotiated rates covered after deductible is met	60% covered after deductible is met; subject to reasonable and customary limits	80% of reasonable & customary covered after deductible is met
Outpatient X-ray	80% of negotiated rates covered after deductible is met; 100% covered if coded as preventive	60% covered after deductible is met; subject to reasonable and customary limits	80% of reasonable & customary covered after deductible is met; 100% covered if coded as preventive
Outpatient speech therapy	80% of negotiated rates covered after deductible is met	60% covered after deductible is met; subject to reasonable and customary limits	80% of reasonable & customary covered after deductible is met
Family Planning/Maternity Care			
Office visit: Pre/postnatal	80% covered after deductible is met	60% covered after deductible is met; subject to reasonable and customary limits	80% covered after deductible is met
In-hospital delivery services	80% of negotiated rates covered after deductible is met; preauthorization required; \$500 late notification penalty may apply	60% covered after deductible is met; subject to reasonable and customary limits; preauthorization required; \$500 late notification penalty may apply	80% of reasonable & customary covered after deductible is met; preauthorization required; \$500 late notification penalty may apply
Newborn nursery services	80% of negotiated rates covered after deductible is met; preauthorization required	60% covered after deductible is met; subject to reasonable and customary limits; preauthorization required	80% of reasonable & customary covered after deductible is met; preauthorization required
Fertility services	80% of negotiated rate after deductible for other covered services; covers testing/treatment in connection w/ underlying med condition	60% covered after deductible is met; subject to R&C; covers testing and treatment in connection with underlying medical condition	80% of reasonable & customary after deductible for other covered services; covers testing/treatment in connection w/ underlying med condition
In vitro fertilization	Not covered	Not covered	Not covered
Artificial insemination	Not covered	Not covered	Not covered
Female tubal ligation	100% covered	60% covered after deductible is met; subject to reasonable and customary limits	100% covered
Male vasectomy	80% of negotiated rates covered after deductible is met	60% covered after deductible is met; subject to reasonable and customary limits	80% of reasonable & customary covered after deductible is met
Hearing			

	In-Network	Out-of-Network	Out-of-Area
Hearing evaluations	80% of negotiated rates covered after deductible is met; must treat hearing loss due to injury or sickness	60% covered after deductible is met; subject to reasonable and customary limits; must treat hearing loss due to injury or sickness	80% of reasonable & customary covered after deductible is met; must treat hearing loss due to injury or sickness
Hearing aids	80% of negotiated rates covered after deductible is met; maximum benefit is \$1,750 every three years, prior authorization and medical necessity required	60% covered after deductible is met; subject to R&C limits; maximum benefit is \$1,750 every three years, prior authorization and medical necessity required	80% of negotiated rates covered after deductible is met; maximum benefit is \$1,750 every three years, prior authorization and medical necessity required
Dental			
Dental implants	80% covered after deductible is met; only if the result of accident, injury, or congenital condition. Covers only medical diagnosis codes.	60% covered after deductible is met; only if the result of accident, injury, or congenital condition. Covers only medical diagnosis codes.	80% of reasonable & customary covered after deductible is met; only if the result of accident, injury, or congenital condition. Covers only medical diagnosis codes.
Accidental injury to teeth	80% of negotiated rates covered after deductible is met; limited to treatment started within 12 months of injury to sound, natural teeth; preauthorization required	60% covered after deductible is met; subject to R&C; limited to treatment started within 12 months of injury to sound, natural teeth; preauthorization required	80% of reasonable & customary covered after deductible is met; limited to treatment started within 12 months of injury to sound, natural teeth; preauthorization required
Surgical removal of tumors, cysts, and impacted teeth	Not covered	Not covered	Not covered
INPATIENT SERVICES			
Inpatient Room and Board			
Hospital copay	80% of negotiated rates covered after deductible is met; preauthorization required; \$500 late notification penalty may apply	60% covered after deductible is met; subject to reasonable and customary limits	80% of reasonable & customary covered after deductible is met; preauthorization required; \$500 late notification penalty may apply
Hospital semi-private room	80% of negotiated rates covered after deductible is met; preauthorization required; \$500 late notification penalty may apply	60% covered after deductible is met; subject to reasonable and customary limits	80% of reasonable & customary covered after deductible is met; preauthorization required; \$500 late notification penalty may apply
Inpatient Care			
Inpatient lab and X-ray	80% of negotiated rates covered after deductible is met	60% covered after deductible is met; subject to reasonable and customary limits	80% of reasonable & customary covered after deductible is met
Inpatient physician and surgeon services	80% of negotiated rates covered after deductible is met	60% covered after deductible is met; subject to reasonable and customary limits	80% of reasonable & customary covered after deductible is met
Emergency Care			
Emergency room (not followed by admission)	80% of negotiated rates covered after deductible is met	60% covered after deductible is met, subject to reasonable and customary limits; covered at in-network level if true emergency	80% of reasonable & customary covered after deductible is met
Urgent care clinic visit	80% of negotiated rates covered after deductible is met	60% covered after deductible is met, subject to reasonable and customary limits; covered at in-network level if true emergency	80% of reasonable & customary covered after deductible is met

	In-Network	Out-of-Network	Out-of-Area
Ambulance services	80% of negotiated rates covered after deductible is met	Covered at in-network level if true emergency; otherwise 60% covered after deductible is met, subject to reasonable and customary limits	80% of reasonable & customary covered after deductible is met

	In-Network	Out-of-Network	Out-of-Area
OTHER SERVICES			
Mental Health			
Mental Health: Combined with substance abuse	Yes; combined with medical. Check with plan for preauthorization requirements	Yes; combined with medical plan. Check with plan for preauthorization requirements	Yes; combined with medical. Check with Plan for preauthorization requirements
Mental Health: Outpatient coverage	80% of negotiated rates covered after deductible is met; check with health plan for preauthorization requirements	60% of reasonable and customary covered after deductible is met; check with health plan for preauthorization requirements	80% of reasonable & customary covered after deductible is met; check with health plan for preauthorization requirements
Mental Health: Inpatient coverage	80% of negotiated rates covered after deductible is met; check with health plan for preauthorization requirements	60% of reasonable and customary covered after deductible is met; check with health plan for preauthorization requirements	80% of reasonable & customary covered after deductible is met; check with health plan for preauthorization requirements
Substance Abuse			
Detox: Outpatient coverage	80% of negotiated rates covered after deductible is met; check with health plan for preauthorization requirements	60% of reasonable and customary covered after deductible is met; check with health plan for preauthorization requirements	80% of reasonable & customary covered after deductible is met; check with health plan for preauthorization requirements
Detox: Inpatient coverage	80% of negotiated rates covered after deductible is met; check with health plan for preauthorization requirements	60% of reasonable and customary covered after deductible is met; check with health plan for preauthorization requirements	80% of reasonable & customary covered after deductible is met; check with health plan for preauthorization requirements
Rehab: Outpatient coverage	80% of negotiated rates covered after deductible is met; check with health plan for preauthorization requirements	60% of reasonable and customary covered after deductible is met; check with health plan for preauthorization requirements	80% of reasonable & customary covered after deductible is met; check with health plan for preauthorization requirements
Rehab: Inpatient coverage	80% of negotiated rates covered after deductible is met; check with health plan for preauthorization requirements	60% of reasonable and customary covered after deductible is met; check with health plan for preauthorization requirements	80% of reasonable & customary covered after deductible is met; check with health plan for preauthorization requirements
Alternative Care			
Chiropractic	80% of negotiated rates covered after deductible is met	60% of reasonable and customary covered after deductible is met	80% of reasonable & customary covered after deductible is met
Acupuncture	80% of negotiated rates covered after deductible is met; for specific medically necessary diagnoses as determined by health plan	60% of reasonable and customary covered after deductible is met; for specific medically necessary diagnoses as determined by health plan	80% covered after deductible is met; Limitations apply; check with health plan for details
Care Management Programs			
Heart disease care management	Free coaching available through Redbrick Health, with incentives		
Hypertension care management	Free coaching available through Redbrick Health, with incentives		
Diabetes care management	Free coaching available through Redbrick Health, with incentives		
Asthma care management	Free coaching available through Redbrick Health, with incentives		
Prenatal care management	Check with Plan		
Cancer care management	No		
Smoking cessation program	Free coaching available through Redbrick Health, with incentives		
Weight control program	Free coaching available through Redbrick Health, with incentives		
Other			

	In-Network	Out-of-Network	Out-of-Area
Noncustodial home health care	80% of negotiated rates covered after deductible is met	60% covered after deductible is met; subject to reasonable and customary	80% of reasonable & customary covered after deductible is met
Hospice care	100% covered; preauthorization required	100% covered; subject to reasonable and customary limits; preauthorization required	100% covered; subject to reasonable and customary limits; preauthorization required
Prescribed care in noncustodial skilled nursing facility	80% of negotiated rates covered after deductible is met; check health plan for preauthorization requirements	60% covered after deductible is met; subject to reasonable and customary limits; check health plan for preauthorization requirements	80% of reasonable & customary covered after deductible is met; check health plan for preauthorization requirements
Durable medical equipment	80% of negotiated rates covered after deductible is met	60% covered after deductible is met; subject to reasonable and customary	80% of reasonable & customary covered after deductible is met
PRESCRIPTION DRUG COVERAGE			
General			
Prescription benefits are covered under medical deductible	Yes	Yes	Yes

	In-Network	Out-of-Network	Out-of-Area
Retail			
Retail generic	80% of negotiated rate covered after deductible is met; 30 day supply	80% of retail cost covered after deductible is met; 30 day supply	80% covered after deductible is met; 30 day supply
Retail preferred brand	80% of negotiated rate covered after deductible is met; 30 day supply	80% of retail cost covered after deductible is met; 30 day supply	80% covered after deductible is met; 30 day supply
Retail nonpreferred brand	80% of negotiated rate covered after deductible is met; 30 day supply	80% of retail cost covered after deductible is met; 30 day supply	80% covered after deductible is met; 30 day supply
Mail Order			
Mail order generic	80% covered after deductible is met; 90 day supply	Not applicable	80% covered after deductible is met; 90 day supply
Mail order preferred brand	80% covered after deductible is met; 90 day supply	Not applicable	80% covered after deductible is met; 90 day supply
Mail order nonpreferred brand	80% covered after deductible is met; 90 day supply	Not applicable	80% covered after deductible is met; 90 day supply
Other Prescription Drugs			
Oral contraceptives	100% covered if generic; retail and mail order available	100% covered if generic; retail and mail order available	100% covered if generic; retail and mail order available
Fertility drugs	Retail and mail order available; check with health plan for details	Check with health plan for details	Retail and mail order available; check with health plan for details

Administrative Items -- Effective December 17, 2018:

COBRA	Continue health and dental after termination as provided under COBRA.
Medical and Dental Dependent Eligibility	Spouse, same gender spouse; civil union partner; unmarried same or opposite gender domestic partner, subject to proof of interdependency, cohabitation or joint ownership; dependent children to age 26; and totally disabled dependent children who meet <u>eligibility requirements.</u>
Dependent Survivor Coverage	Upon the death of an active employee, eligible dependents will continue to receive medical and dental coverage for sixty (60) days at Company expense.
Dental Coverage	Continue services for accidental injury to sound, natural teeth, temporomandibular joint disorder, routine and complex oral surgery. Complex oral surgery may require use of medical plan and adherence to plan procedures, either in-network or out-of-network. Hospitalization, if required, is covered under the medical plan, pre-certification required. There is no maximum annual benefit for Class I services. The maximum annual benefit for Class II and III services is \$1,500. The lifetime maximum for Class IV is \$1,500.
Coordination of Benefits	The Coordination of Benefits (COB) description below applies to both medical and dental. If you or your family members have other health care coverage through another group medical plan, any benefits you receive (or that you would have received if you filed a claim for them) from the other plan will be coordinated with benefits from the UTC Medical plan. That is, any payments you receive from another source, together with payments from your UTC Medical Plan, will not exceed what would have been payable by UTC's plan alone. No

	coordination of managed care fees or HMO fees or benefits. No coordination for prescription drugs.
Medical Plan Maximum	Unlimited lifetime maximum benefit

Effective December 17, 2018 through December 31, 2019, the contributions and plan schedule for dental plans will continue as established on January 1, 2018.

Ee=Employee; E+S=Employee plus Spouse; E+C=Employee plus Child; E+F=Employee plus Family

Dental Contributions – January 1, 2020:

Ee	E+S	E+C	E+F
\$4.68	\$9.74	\$11.10	\$16.36

Dental Contributions – Effective January 1, 2021:

Ee	E+S	E+C	E+F
\$4.87	\$9.93	\$11.29	\$16.56

Dental Contributions – Effective January 1, 2022:

Ee	E+S	E+C	E+F
\$5.07	\$10.13	\$11.49	\$16.76

Dental Contributions – Effective January 1, 2023:

Ee	E+S	E+C	E+F
\$5.26	\$10.32	\$11.68	\$16.96

Dental Plan Schedule -- Effective January 1, 2020:

Class I Schedule	100% of reasonable and customary charges.
Class II Schedule	80% reimbursement level, not to exceed an actual 25% increase in schedule. The maximum annual benefit for Class II and III services combined is \$1,750.
Class III Schedule	50% reimbursement level, not to exceed an actual 25% increase in schedule. The maximum annual benefit for Class II and III services combined is \$1,750.
Class IV Schedule	100% of reasonable and customary charges. \$1,750 lifetime maximum.

Effective January 1, 2020, the Company will increase the dental plan schedule. The increase will not exceed an actual twenty-five percent (25%) increase in current schedule.

This benefit summary is intended to provide an easy-to-understand benefits guide. If any conflict arises between this summary and the official plan documents, the official plan documents will always govern. Employees do not gain any new rights because of a misstatement in or omission from these summaries.

Voluntary Benefits

Effective December 17, 2018, the Company will continue to provide the following voluntary benefits:

Vision benefit
Critical illness insurance
Accident insurance

The Company will determine the respective plan designs for these benefits on an annual basis, as well as whether or not to offer each of the voluntary benefits in subsequent years. Employees pay the full cost of these benefits.

LETTER XII
TRAVEL PAY

Mr. Robert Miller
Directing Business Representative
District Lodge 166
International Association of Machinists
and Aerospace Workers
P. O. Box 419
Jupiter, FL 33468

Dear Mr. Miller:

This letter will confirm the understanding and agreement between the Company and Seminole Lodge 971, International Association of Machinists and Aerospace Workers, AFL-CIO, relative to domestic travel pay. An employee required to travel to, or return from a field location will be paid for Saturday at time and one-half and for Sunday and holidays at double time as follows:

- A minimum of four (4) hours when travel time or travel time plus time worked is four (4) hours or less.
- Actual time when travel time or travel time plus time worked exceeds four (4) hours.

Travel time excludes overnight lodging and time which would otherwise be spent in traveling between the employee's home and the employee's regular base assignment.

Travel time on weekdays will be considered as time worked and will be subject to compensation as described in Article XI and Article XII.

LETTER XIII
SEVERANCE PAY

Mr. Robert Miller
Directing Business Representative
District Lodge 166
International Association of Machinists
and Aerospace Workers
P. O. Box 419
Jupiter, FL 33468

Dear Mr. Miller:

This is to confirm the understanding and agreement reached at recent contract negotiations between the Company and Seminole Lodge 971, International Association of Machinists and Aerospace Workers, AFL-CIO, concerning severance pay allowances to be paid employees who are laid off for an indefinite period on or after December 11, 2006.

1. Severance pay allowances shall be paid to employees who are laid off for an indefinite period. To be eligible for any severance pay allowance, an employee must have at least one (1) year's seniority as of the day preceding the layoff.
2. Severance pay allowance shall be calculated on a weekly basis (the employee's normal workweek at the time of the layoff) and each week's pay allowance shall consist of forty (40) times the employee's base hourly wage (excluding any shift or other premium pay) which the employee was paid for the last day of work preceding layoff.
3. Severance pay allowance shall be paid weekly to an eligible, laid off employee beginning on the second payday following the date the employee is laid off.
4. Eligible employees shall receive one week of severance pay allowance for each full year of seniority, except that the minimum severance pay allowance shall be two (2) weeks and the maximum severance pay allowance shall be twenty-six (26) weeks.
5. No employee, however, shall be paid a severance pay allowance for any week following the date the employee is recalled to work from layoff.
6. No employee shall be paid the severance pay allowance more than once during this contract period; provided, however, if the total severance pay allowance to which the employee was entitled under (4) above was not paid him during this contract period because of his recall from layoff, such employee who is again laid off during this contract period shall again be eligible for severance pay allowance but only for the number of weeks for which his total severance pay allowance was not paid because of his recall from layoff.
7. No severance pay allowance will be paid to any employee who is laid off because of an act of God or a natural emergency or because of a strike at a facility of a major supplier of necessary parts.
8. Medical and dental insurance coverage will be provided at no cost to eligible laid off employees for the same number of weeks they are eligible to receive severance pay but no less than 30 days coverage.

LETTER XIV RATIFICATION BONUS

Mr. Robert Miller
Directing Business Representative
District Lodge 166
International Association of Machinists
and Aerospace Workers
P. O. Box 419
Jupiter, FL 33468

Dear Mr. Miller:

This letter will confirm the understanding and agreement reached between the Company and the Union concerning the payment of a \$2,500 Ratification Bonus in 2019 and the payment of a \$1,000 Ratification Bonus in 2022.

Following the ratification of this Agreement, employees who are both on the payroll of the Company and covered by this agreement as of December 17, 2018 shall receive a \$2,500 cash bonus. No other employee or former employee shall be eligible for this bonus. The cash bonus will be paid under the following guidelines:

1. Employees will be given the opportunity to place some, or all, of this bonus in the Savings Plan or Health Savings Account
2. Employees must elect in writing to put some, or all, of the bonus, in \$500 increments, into the Savings Plan or Health Savings Account no later than January 15, 2019.
3. The Company will match at 50% the portion of the ratification bonus placed in the Savings Plan or Health Savings Account.
4. Employees who do not make such election will be paid a ratification bonus of \$2,500 (Gross) no later than January 31, 2019.

Following the ratification of this Agreement, employees who are both on the payroll of the Company and covered by this agreement as of January 1, 2022 shall receive a \$1,000 cash bonus. No other employee or former employee shall be eligible for this bonus. The cash bonus will be paid under the following guidelines:

1. Employees will be given the opportunity to place some, or all, of this bonus in the Savings Plan or Health Savings Account.
2. Employees must elect in writing to put some, or all, of the bonus, in \$500 increments, into the Savings Plan or Health Savings Account no later than January 14, 2022
3. The Company will match at 50% the portion of the ratification bonus placed in the Savings Plan or Health Savings Account.
4. Employees who do not make such election will be paid a ratification bonus of \$1,000 (Gross) no later than January 27, 2022.

LETTER XV
JOB POSTING PROGRAM

Mr. Robert Miller
Directing Business Representative
District Lodge 166
International Association of Machinists
and Aerospace Workers
P. O. Box 419
Jupiter, FL 33468

Dear Mr. Miller:

This is to confirm the understanding and agreement reached at recent contract negotiations between the Company and Seminole Lodge 971, International Association of Machinists and Aerospace Workers, AFL-CIO, concerning the posting of bargaining unit Employment Authorizations.

In the interest of enhancing employee mobility, it is agreed that:

- (a) Each Employment Authorization shall be posted by the Company online for ten (10) days excluding Saturdays, Sundays, and holidays.
- (b) Employees may apply for posted jobs to the hiring supervisor within this ten-day period. Job applications are available on-line.
- (c) Any active employee is eligible to apply upon completion of one (1) year of continuous service. Any employee who obtains a position through this procedure may not apply again for a period of one (1) year. Rates of pay will be determined by the Company within the provisions of the agreement.
- (d) Employees who have applied will be considered before new applicants are hired. The Company is under no obligation to fill a posted job from those applying.
- (e) Application for a posted position must be made each time the employee wishes to be considered.
- (f) Any active employee who applies and is not selected will be notified.
- (g) Any active employee who applies and is not selected may file a grievance which must be presented at the first step of the grievance procedure, but shall not be subject to mandatory arbitration.
- (h) When an active employee is selected for a position, the employee will be released within thirty (30) calendar days.

Nothing herein shall be deemed to modify any provision of the collective bargaining agreement.

LETTER XVI
DISPLACEMENT OF ONSITE SUBCONTRACT PERSONNEL

Mr. Robert Miller
Directing Business Representative
District Lodge 166
International Association of Machinists
and Aerospace Workers
P. O. Box 419
Jupiter, FL 33468

Dear Mr. Miller:

This is to confirm the understanding and agreement reached at recent contract negotiations between the Company and Seminole Lodge 971, International Association of Machinists and Aerospace Workers, AFL-CIO, regarding on-site subcontracting.

The Company intends, insofar as competitive forces permit, that employees will not be laid off as a direct result of on-site subcontracting. In the event of a layoff, affected employees will be given the opportunity to displace on-site subcontract personnel, excluding project subcontract personnel and those subcontract personnel performing janitorial and yards and grounds functions. This expression of intent is no promise or guarantee to maintain any number of jobs in the workforce nor a restriction in any sense of the Company's right to subcontract.

The parties agree that this agreement does not further amend or modify the provisions of the current collective bargaining agreement.

LETTER XVII
PROMOTION PROCESS

Mr. Robert Miller
Directing Business Representative
District Lodge 166
International Association of Machinists
and Aerospace Workers
P. O. Box 419
Jupiter, FL 33468

Dear Mr. Miller:

This is to confirm the understanding and agreement reached at recent contract negotiations between the Company and Seminole Lodge 971, International Association of Machinists and Aerospace Workers, AFL-CIO, concerning the procedure for promotions (Article VIII, Section 9).

In the interest of improving the procedure for selecting employees for promotion, it is agreed that:

- (a) The procedure described below will be used for selecting employees for promotion to all labor grades.
- (b) Promotions will be made on the basis of seniority within the following employee groupings:
 - I. Employees whose annual performance appraisal ratings are no lower than "Above Average" in any performance factor.
 - II. Employees whose annual performance appraisal ratings include no more than one rating of "Satisfactory".
 - III. Employees whose annual performance appraisal ratings include no more than two ratings of "Satisfactory".
 - IV. Employees whose annual performance appraisal ratings are "Satisfactory" in all three performance factors.
- (c) No employee with one or more ratings of "Unsatisfactory" will be considered for promotion.
- (d) Employees will be considered for promotion in the above groups in sequential order from I through IV. No employee in a lower group will be considered for a promotion until all qualified employees in higher groups have been offered and refused the promotion.

Nothing herein shall be deemed to modify any provision of the collective bargaining agreement.

LETTER XVIII
INDIVIDUAL MEDICAL ACCOUNT

Mr. Robert Miller
Directing Business Representative
District Lodge 166
International Association of Machinists
and Aerospace Workers
P. O. Box 419
Jupiter, FL 33468

Dear Mr. Miller:

This is to confirm the understanding and agreement between the Company and Seminole Lodge 971, International Association of Machinists and Aerospace Workers, AFL-CIO, concerning the Individual Medical Account.

Effective December 17, 2018:

- (a) The Company will continue the Individual Medical Account for the accumulation of funds to help offset medical costs for retirees.
- (b) All active employees are eligible to participate in the Individual Medical Account. Employees will become eligible for Company matching contributions after they have attained 12 months of continuous service.
- (c) Contributions from \$1 to \$14 per week, in whole dollar amounts, which will be matched by the Company at 75%.
- (d) Employees in the following age categories (employees cannot grow into these special categories) may contribute additional amounts, each week and matched at 75%, as indicated below.

<i>Age Category</i>	<i>Additional Matched Contribution Per Week</i>
50 - 54	\$1 - \$7
55 - 59	\$1 - \$8
60+	\$1 - \$9

- (e) Employees may put part (in whole dollar amounts) or all of their contributions into the account on a before-tax basis in accordance with Section 401(k) of the Internal Revenue Code.
- (f) All contributions will be invested in the Income Fund.
- (g) No in-service withdrawals are permitted.
- (h) No loans are permitted.
- (i) Employees are immediately vested in Company contributions if currently vested in the Savings Plan, or when they become vested in the Savings Plan, but in no more than 2 years from start of their participation in the Individual Medical Account.
- (j) Upon termination prior to retirement, employees may leave their funds in the Individual Medical Account if the combined total Savings Plan and IMA funds are at least \$5000.
- (k) Employees who are suspended from the Employee Savings Plan will not be suspended from the Individual Medical Account. The payout is limited to a two (2) to twenty (20) year payment plan similar to the same option in the Savings Plan; except if the account balance at retirement is less than \$5000, a lump sum payment must be taken.

Effective January 3, 2022:

- (a) The Company will continue the Individual Medical Account for the accumulation of funds to help offset medical costs for retirees.

- (b) All active employees are eligible to participate in the Individual Medical Account. Employees will become eligible for Company matching contributions after they have attained 12 months of continuous service.
- (c) Contributions from \$1 to \$16 per week, in whole dollar amounts, which will be matched by the Company at 75%.
- (d) Employees in the following age categories (employees cannot grow into these special categories) may contribute additional amounts, each week and matched at 75%, as indicated below.

<u>Age Category</u>	<u>Additional Matched Contribution Per Week</u>
50 - 54	\$1 - \$8
55 - 59	\$1 - \$9
60+	\$1 - \$10

- (e) Employees may put part (in whole dollar amounts) or all of their contributions into the account on a before-tax basis in accordance with Section 401(k) of the Internal Revenue Code.
- (f) All contributions will be invested in the Income Fund.
- (g) No in-service withdrawals are permitted.
- (h) No loans are permitted.
- (i) Employees are immediately vested in Company contributions if currently vested in the Savings Plan, or when they become vested in the Savings Plan, but in no more than 2 years from start of their participation in the Individual Medical Account.
- (j) Upon termination prior to retirement, employees may leave their funds in the Individual Medical Account if the combined total Savings Plan and IMA funds are at least \$5000.
- (k) Employees who are suspended from the Employee Savings Plan will not be suspended from the Individual Medical Account. The payout is limited to a two (2) to twenty (20) year payment plan similar to the same option in the Savings Plan; except if the account balance at retirement is less than \$5000, a lump sum payment must be taken.

LETTER XIX SAVINGS PLAN

Mr. Robert Miller
Directing Business Representative
District Lodge 166
International Association of Machinists
and Aerospace Workers
P. O. Box 419
Jupiter, FL 33468

Dear Mr. Miller:

This is to confirm the understanding and agreement reached at recent contract negotiations between the Company and Seminole Lodge 971, International Association of Machinists and Aerospace Workers, AFL-CIO, concerning amendments to be made to the Savings Plan referred to in Article XXII of the new labor agreement.

Effective December 17, 2018

- (a) All active employees are eligible to participate in the Savings Plan. Employees will become eligible for Company matching contributions after they have attained 12 months of continuous service.
- (b) Employees hired after January 31, 2016, including employees hired at another UTC location after January 31, 2016 who transfer to the facilities covered by this agreement, will receive a Company automatic contribution to the Savings Plan each pay period equal to 4% of their Savings Plan eligible pay for that pay period. Company automatic contributions will start no later than the first pay period after 45 days from any such employee's date of hire or transfer.
- (c) Employees hired at another UTC location before February 1, 2016, but who do not participate in the UTC Represented Pension Plan at that location, who transfer to the facilities covered by this agreement, will also receive a Company automatic contribution to the Savings Plan as described in paragraph (b).
- (d) No employee accruing a benefit under the UTC Represented Pension Plan in accordance with Article XXI and Letter X of this agreement shall be eligible for a Company automatic contribution to the Savings Plan as described in paragraph (b).

Effective March 1, 2019:

- (a) The maximum employee matched contribution shall be increased to \$84 per week.
- (b) Employees may contribute from \$1 to the maximum amount allowable by law per week, unmatched, to the Savings Plan in addition to their matched contribution.
- (c) Employees may elect to put all or part (in whole dollar amounts) of their contributions into the plan on a before-tax basis in accordance with Section 401(k) of the Internal Revenue Code.
- (d) Employees may transfer their savings plan account balances only out of the Represented Employees Savings Plan (and only if they do not participate in the Individual Medical Account [IMA]) into the Salary Savings Plan if they are transferred out of the bargaining unit.
- (e) Employees may continue to invest money in the funds available under the Represented Employee Savings Plan.
- (f) Employees may transact unlimited plan transfers of part or all of their account values, in one percent (1%) increments (with a \$250 minimum), from one investment fund to another. Contributions into accounts (funds) may be directed in 1% increments.
- (g) Retirement payment options provide that account balances can be paid in annual installments over a period of 2 to 20 years after retirement. Once installments start, the amount of each payment is determined by the size of the account balance divided by the number of annual installments remaining to be paid. Subject to the following limitations:

<i>Age of Member</i>	<i>Maximum Number of Installment Payments</i>
55-65	20
66	19
67	18
68	17
69	16
70	16
71	15
72	14

- (h) Retirees may leave balances in the Represented Employee Savings Plan and take partial withdrawals. These partial withdrawals can occur in conjunction with annual installment payments (2 year to 20 year) listed above.
- (i) Upon retirement, employees may leave account balances over \$5000 in the plan until April 1 following the calendar year in which they reach age 70-1/2 at which time payments must start.
- (j) Active Savings Plan members may transfer the taxable portion of their distribution from a qualified savings plan of a former employer into the Represented Employee Savings Plan, provided that a lump sum distribution is the normal form of distribution under such other plan.
- (k) Employees may borrow up to 50% of their savings plan balance, exclusive of their Company automatic contribution balance, if they have been a plan participant for two years and have a savings plan balance of at least \$2,000, exclusive of their Company automatic contribution balance. The minimum amount which can be borrowed is \$1,000 and the maximum loan amount is \$50,000. Loans involve no tax penalty or suspension of savings, as long as it is paid back. Payment is by payroll deduction or direct payment if payroll deduction is not possible. The loan period is 1, 2, 3, 4 or 5 years. Full or partial prepayment can be made after the first six (6) months of the loan. The interest paid on the loan is the prime rate as published in the Wall Street Journal plus 1% fixed for the term of the loan. All payments, including interest, go into the employee's account. A loan processing fee will be charged. Employees may have only one loan open at time, and there is a 3-month waiting period between loans.
- (l) Employees have the ability to use the "UTC Access" touchtone telephone information system or web internet access. The system requires every employee to select a confidential six-digit Personal Identification Number (PIN). The use of this PIN and Social Security Number (SSN) will allow employees to obtain savings plan account balances, current investment fund balances and fund performance, amounts available for withdrawal, general plan information and to process savings plan loans, inter fund transfers, and payroll deduction amounts.

Effective January 1, 2020:

- (a) The maximum employee matched contribution shall be increased to \$86 per week.
- (b) Employees may contribute from \$1 to the maximum amount allowable by law per week, unmatched, to the Savings Plan in addition to their matched contribution.

Effective January 1, 2021:

- (a) The maximum employee matched contribution shall be increased to \$88 per week.
- (b) Employees may contribute from \$1 to the maximum amount allowable by law per week, unmatched, to the Savings Plan in addition to their matched contribution.

Effective January 1, 2022:

- (a) The maximum employee matched contribution shall be increased to \$90 per week.
- (b) Employees may contribute from \$1 to the maximum amount allowable by law per week, unmatched, to the Savings Plan in addition to their matched contribution.

Effective January 1, 2023:

- (a) The maximum employee matched contribution shall be increased to \$92 per week.
- (b) Employees may contribute from \$1 to the maximum amount allowable by law per week, unmatched, to the Savings Plan in addition to their matched contribution.

LETTER XX
FAMILY LEAVE OF ABSENCE

Mr. Robert Miller
Directing Business Representative
District Lodge 166
International Association of Machinists
and Aerospace Workers
P. O. Box 419
Jupiter, FL 33468

Dear Mr. Miller:

This will confirm the understanding and agreement between the Company and Seminole Lodge 971, International Association of Machinists and Aerospace Workers, AFL-CIO, concerning unpaid family and medical leave of absence (“family leaves”).

The Company and Union both recognize that it is sometimes necessary for employees to take unpaid leaves of absence because of family reasons. Knowing that these circumstances arise, it has been agreed that the following policies and procedures for such leave of absence apply and are in compliance with the Federal Family & Medical Leave Act of 1993. To the extent and as described by law and the interpretive regulations, eligible employees will be granted job protected leaves of absence for the birth, adoption, or foster placement of a child or the serious illness of the employee or his child, spouse or parent.

1. Definitions:

- a. Child - A natural, adopted or foster child, a stepchild or a legal ward of the eligible employee or the employee’s spouse; provided such child is under the age of 18 or 18 years of age or older and unable to care for themselves because of serious injury or illness.
- b. Parent - A natural parent, foster parent, stepparent, adopted parent, or legal guardian of an eligible employee or the employee’s spouse.

2. Procedures:

a. Notice to supervision

Any employee who requests family leave will, if possible, provide a two (2) week notice to his supervisor prior to the first day of the leave. The employee will also provide the supervisor within ten (10) days advance notification of the date he intends to return to work. Requests for family leave must be made in writing and, where taken for the employee’s or another’s serious illness, must be supported by written medical certification of a health care provider.

b. Seniority and return to work

The seniority of an employee shall accumulate during a properly authorized family leave. Absent an Article VIII loss of seniority or layoff, the employee will be entitled to return to a position offering equivalent pay, grade and shift. Employees who take family leave because of their own serious illness must be approved to return to work by their health care provider and the Company’s medical department.

c. Attendance

The employee’s attendance record shall reflect the full period of absence resulting from a properly authorized family leave and shall be recorded in the employee’s attendance record with a code “P.”

d. Insurance

The medical, dental, life, OSLI insurance and health care reimbursement account may be continued while on family leave. The employee is responsible for all employee contributions, if any, to these plans. Employees may waiver the continuation of their insurance benefits. If employees are required to contribute to any part of their insurance appropriate deductions will be made when they return to work.

The parties agree that if applicable laws change during the life of this agreement, revisions to the family and medical leave provisions will not be implemented until the parties meet and discuss any changes.

LETTER XXI
ABSENCE ON MARTIN LUTHER KING, JR. DAY and VETERAN'S DAY

Mr. Robert Miller
Directing Business Representative
District Lodge 166
International Association of Machinists
and Aerospace Workers
P. O. Box 419
Jupiter, FL 33468

Dear Mr. Miller:

This is to confirm the understanding and agreement reached in this contract negotiation between the Company and Seminole Lodge 971, International Association of Machinists and Aerospace Workers, AFL-CIO, concerning absence on Martin Luther King, Jr. Day and Veteran's Day.

In the event an employee decides not to work on Martin Luther King, Jr. Day and/or Veteran's Day, this decision shall not disqualify him from incentive vacation and shall not be considered an absence for purposes of assessing the employee's overall attendance record.

Any employee who elects to observe the above-referenced holidays may do so as a personal day, vacation day, or unpaid non-contract holiday.

**LETTER XXII
UNION AND COMPANY MEETINGS**

Mr. Robert Miller
Directing Business Representative
District Lodge 166
International Association of Machinists
and Aerospace Workers
P. O. Box 419
Jupiter, FL 33468

Dear Mr. Miller:

The Company and Union recognize the importance of a productive and harmonious relationship. In order to maintain such a relationship, the Union President, the members of the Union Shop Committee and the Committee of Management will meet no less than four (4) times per year, on a quarterly basis. The purpose of such meetings will be to discuss any problems or concerns experienced by either side. Time so spent attending these meetings will be at no loss of pay to the employee.

The dates for the meetings will be as follows:

February 12, 2019	February 11, 2020	February 16, 2021	February 15, 2022	February 14, 2023
May 14, 2019	May 12, 2020	May 11, 2021	May 17, 2022	May 16, 2023
August 13, 2019	August 11, 2020	August 10, 2021	August 16, 2022	August 15, 2023
November 12, 2019	November 10, 2020	November 16, 2021	November 15, 2022	November 14, 2023

The Company and the Union will make every effort to keep the above listed schedule of meetings. Should the need arise to reschedule; notification to the other part must occur no less than three (3) business days from the scheduled date.

At the request of the Union Shop Chairperson, additional members of management will be invited to attend these meetings to discuss appropriate problems or concerns.

LETTER XXIII
TECHNOLOGICAL CHANGES

Mr. Robert Miller
Directing Business Representative
District Lodge 166
International Association of Machinists
and Aerospace Workers
P. O. Box 419
Jupiter, FL 33468

Dear Mr. Miller:

This is to confirm the understanding and agreement reached at recent contract negotiations between the Company and Seminole Lodge 971, International Association of Machinists and Aerospace Workers, AFL-CIO concerning technological changes. The Company will meet and review with the Union any major new machinery or equipment added by the Company following the installation of such machinery or equipment.

Such meetings will be conducted by the respective Operations leader or his representative of the affected department, along with the designated Human Resources representative and the Chairperson of the Shop Committee and the Union's Job Evaluation Committee person. Both the Company and Union have the right to invite up to one (1) additional person to this meeting. If as a result of technological changes training is required, the Company will provide the training it determines to be necessary to the affected employees on Company time.

This letter does not amend or modify the provisions of the collective bargaining agreement.

LETTER XXIV
ALTERNATIVE WORK WEEK SCHEDULES

Mr. Robert Miller
Directing Business Representative
District Lodge 166
International Association of Machinists
and Aerospace Workers
P. O. Box 419
Jupiter, FL 33468

Dear Mr. Miller:

This is to confirm the understanding and agreement reached between the Company and Seminole Lodge 971, International Association of Machinists and Aerospace Workers, AFL-CIO, during recent contract negotiations concerning the implementation of alternative work week schedules.

During the life of this agreement, the Company may implement alternative work week schedules for up to fifteen (15%) of the bargaining unit employees who work in the following areas:

Engine Center OEM
Engine Center MRO
Special Technologies

These alternative work week schedules consist of a three-day work week consisting of three twelve-hour work days.

In implementing any of these alternative work week schedules, it is the intent of the parties not to advantage or disadvantage those employees who work such alternative schedules over employees working the traditional five day work week, consisting of eight hour days. The Company will meet with the Union to discuss any questions or issues concerning pay and working conditions including the holiday schedules as these alternative work week schedules are implemented. Furthermore, no later than one year subsequent to the implementation of any alternative work week schedules, the joint committee will meet to review and discuss opportunities for adjustments or improvements.

Employees working a three day/twelve hour work week will receive a premium equal to 11.1% of their hourly wage rate for each hour worked on the established schedule. In addition, employees working a three day/twelve hour work week will receive a 30 minute paid lunch on each twelve (12) hour shift.

In addition, employees working second shift on a three-day/twelve hour work week will receive a second shift premium equal to ten percent (10%) of such hourly wage rate for each hour worked.

The following process will be utilized to implement alternative work week shifts:

- The Company will survey qualified employees from the affected department for transfer to an alternative work week schedule. Selection will be based upon the most senior qualified employees volunteering from the affected department.
- In the event an insufficient number of qualified employees volunteer, the Company will, if feasible, solicit qualified employees from other departments.
- If qualified volunteers are selected and transferred from outside the affected department, any requirement to replace those employees will be accomplished in accordance with the terms of the collective bargaining agreement.

Attached to this letter is a chart which identifies the payment of various Company benefits, for both the traditional and alternative work week schedules.

Prior to implementation of an existing alternative work week schedule in a new area or a new alternative work week schedule, the Company and Union will form a joint committee to review questions of pay issues and working

conditions which may arise as these alternative work week schedules are implemented. Implementation of any alternative work week schedule will require mutual agreement by the Company and Union. Furthermore, no later than one year subsequent to the implementation of any alternative work week schedules, the joint committee will meet to review and discuss opportunities for adjustments or improvements.

The parties agree that this agreement does not further amend or modify the provisions of the current collective bargaining agreement.

PAYMENT FOR BENEFITS

	<i>Traditional 5 Day/8 Hour Work Week</i>	<i>3 Day/12 Hour Work Week</i>
Vacation* Pay Allowance	Ten percent (10%) of employee's gross earnings as defined in the collective bargaining agreement.	Ten percent (10%) of employee's gross earnings as defined in the collective bargaining agreement.
Vacation Time	25 days (1 week equals 5 days).	15 days (1 week equals 3 days).
Holiday Pay If worked	24 hours pay	36 hours pay
If not worked on scheduled work day	8 hours pay	12 hours pay
If not worked on a non-scheduled work day	8 hours pay	8 hours pay
Jury Duty	Up to 30 eight hour work days/year	Up to 30 twelve hour work days/year
Military Service Pay – Annual Training Duty or Encampment** Military Service Pay – Temporary Emergency Duty**		
Bereavement Pay	Up to 3 eight hour work days	Up to 3 twelve hour work days
Incentive Vacation	4 hours per quarter	6 hours per quarter
Sick/Personal	40 hours	3 days/40 hours

* Example depicts employee with five (5) weeks' vacation eligibility.

** Exceptions will be strongly considered for employees on military encampment which falls on scheduled work days.

For the 3 day/12 hour work week schedule, employees receive a paid 30 minute lunch break in lieu of the 18-minute rest period.

HOLIDAY SCHEDULE FOR ALTERNATIVE WORK WEEK SCHEDULE

Year	Contractual Holidays	Fri, Sat, Sun Observed by 3x12 Shift	Sat, Sun, Mon Observed by 3x12 Shift
2019	Tue, January 1, 2019 Fri, April 19, 2019 Mon, May 27, 2019 Thu, July 4, 2019 Mon, September 2, 2019 Thu, November 28, 2019 Fri, November 29, 2019 Wed, December 25, 2019 Thu, December 26, 2019 Fri, December 27, 2019 Mon, December 30, 2019	Tue, January 1, 2019 Sun, April 21, 2019 Sun, May 26, 2019 Fri, July 5, 2019 Sun, September 1, 2019 Thu, November 28, 2019 Fri, November 29, 2019 Wed, December 25, 2019 Thu, December 26, 2019 Fri, December 27, 2019 Sat, December 28, 2019	Tue, January 1, 2019 Sun, April 21, 2019 Mon, May 27, 2019 Thu, July 4, 2019 Mon, September 2, 2019 Thu, November 28, 2019 Sat, November 30, 2019 Wed, December 25, 2019 Thu, December 26, 2019 Sat, December 28, 2019 Sun, December 29, 2019

	Tue, December 31, 2019	Sun, December 29, 2019	Mon, December 30, 2019
2020	<p>Wed, January 1, 2020 Fri, April 10, 2020 Monday, May 25, 2020 Fri, July 3, 2020 Mon, September 7, 2020 Thu, November 26, 2020 Fri, November 27, 2020 Fri, December 25, 2020 Mon, December 28, 2020 Tue, December 29, 2020 Wed, December 30, 2020 Thu, December 31, 2020</p>	<p>Wed, January 1, 2020 Sun, April 12, 2020 Sun, May 24, 2020 Fri, July 3, 2020 Sun, September 6, 2020 Thu, November 26, 2020 Fri, November 27, 2020 Fri, December 25, 2020 Sat, December 26, 2020 Sun, December 27, 2020 Wed, December 30, 2020 Thu, December 31, 2020</p>	<p>Wed, January 1, 2020 Sun, April 12, 2020 Mon, May 25, 2020 Sat, July 4, 2020 Mon, September 7, 2020 Thu, November 26, 2020 Sat, November 28, 2020 Fri, December 25, 2020 Sat, December 26, 2020 Sun, December 27, 2020 Mon, December 28, 2020 Thu, December 31, 2020</p>
2021	<p>Fri, January 1, 2021 Fri, April 2, 2021 Mon, May 31, 2021 Mon, July 5, 2021 Mon, September 6, 2021 Thu, November 25, 2021 Fri, November 26, 2021 Fri, December 24, 2021 Mon, December 27, 2021 Tue, December 28, 2021 Wed, December 29, 2021 Thu, December 30, 2021 Fri, December 31, 2021</p>	<p>Fri, January 1, 2021 Sun, April 4, 2021 Sun, May 30, 2021 Sun, July 4, 2021 Sun, September 5, 2021 Thu, November 25, 2021 Fri, November 26, 2021 Fri, December 24, 2021 Sat, December 25, 2021 Sun, December 26, 2021 Fri, December 31, 2021</p>	<p>Sat, January 2, 2021 Sun, April 4, 2021 Mon, May 31, 2021 Mon, July 5, 2021 Mon, September 6, 2021 Thu, November 25, 2021 Sat, November 27, 2021 Sat, December 25, 2021 Sun, December 26, 2021 Mon, December 27, 2021 Fri, December 31, 2021</p>
2022	<p>Fri, April 15, 2022 Mon, May 30, 2022 Mon, July 4, 2022 Mon, September 5, 2022 Thu, November 24, 2022 Fri, November 25, 2022 Mon, December 26, 2022 Tue, December 27, 2022 Wed, December 28, 2022 Thu, December 29, 2022 Fri, December 30, 2022</p>	<p>Sat, January 1, 2022 Sun, January 2, 2022 Sun, April 17, 2022 Sun, May 29, 2022 Sun, July 3, 2022 Sun, September 4, 2022 Thu, November 24, 2022 Fri, November 25, 2022 Sat, December 24, 2022 Sun, December 25, 2022 Mon, December 26, 2022 Fri, December 30, 2022 Sat, December 31, 2022</p>	<p>Sat, January 1, 2022 Sun, January 2, 2022 Sun, April 17, 2022 Mon, May 30, 2022 Mon, July 4, 2022 Mon, September 5, 2022 Thu, November 24, 2022 Sat, November 26, 2022 Sat, December 24, 2022 Sun, December 25, 2022 Mon, December 26, 2022 Fri, December 30, 2022 Sat, December 31, 2022</p>
2023	<p>Mon, January 2, 2023 Fri, April 7, 2023 Mon, May 29, 2023 Wed, July 4, 2023 Mon, September 4, 2023 Thu, November 23, 2023 Fri, November 24, 2023 Mon, December 25, 2023 Tue, December 26, 2023 Wed, December 27, 2023 Thu, December 28, 2023 Fri, December 29, 2023</p>	<p>Sun, January 1, 2023 Sun, April 9, 2023 Sun, May 28, 2023 Wed, July 4, 2023 Sun, September 3, 2023 Thu, November 23, 2023 Fri, November 24, 2023 Sun, December 24, 2023 Mon, December 25, 2023 Fri, December 29, 2023 Sat, December 30, 2023 Sun, December 31, 2023</p>	<p>Sun, January 1, 2023 Mon, January 2, 2023 Sun, April 9, 2023 Mon, May 29, 2023 Wed, July 4, 2023 Mon, September 4, 2023 Thu, November 23, 2023 Sat, November 25, 2023 Sun, December 24, 2023 Mon, December 25, 2023 Sat, December 30, 2023 Sun, December 31, 2023</p>

2024	Mon, January 1, 2024	Mon, January 1, 2024	Mon, January 1, 2024
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LETTER XXV
HOURLY JOB REVIEW PROCESS

Mr. Robert Miller
Directing Business Representative
District Lodge 166
International Association of Machinists
and Aerospace Workers
P. O. Box 419
Jupiter, FL 33468

Dear Mr. Miller:

In an effort to improve the hourly job review process, and to encourage employee involvement and better communications, the following guidelines have been established:

1. Meetings to initiate a job review process will be conducted by a Human Resources Representative with job incumbents and department management. In addition, the Union Job Evaluation Committeeman will be invited to attend. The intent is to provide an overview of the job review process and Hourly Job Rating Plan, and elicit participative involvement of employees and their management.
2. Subsequently, supervisors will meet with their employees (incumbents) to review the existing job write-up(s) as it compares to the current job function. A team of management and hourly employees may utilize the Job Profile Process to facilitate the identification of job duties, responsibilities and associated tasks. All input should be specific and include any changes or additions that are not covered in the existing job description and represent the ongoing, established requirements of the current job function.
3. All input will be reviewed and validated by department management, Human Resources and the Union Job Evaluation Committeeman. Following this review, a decision will be made within 60 days if a formal job evaluation is warranted.
4. After agreement to conduct a job evaluation, on-the-job observations, coupled with all input will result in the preparation of a preliminary draft of the proposed job description(s). Supervision and employees will then review the write-up(s) for accuracy, and provide any additional input that reflects the current established functional requirements of the subject job. Concurrently, the preliminary draft(s) of duties will be submitted to the Union for review. The Union shall respond within 30 days of submission with issues of concern if any.
5. Once all input has been received, preparation of the final job description(s) will begin. This will be accomplished within 90 days unless circumstances warrant a mutually agreed upon extension.

LETTER XXVI
INTRODUCTION OF NEW EMPLOYEES

Mr. Robert Miller
Directing Business Representative
District Lodge 166
International Association of Machinists
and Aerospace Workers
P. O. Box 419
Jupiter, FL 33468

Dear Mr. Miller:

This is to confirm the understanding and agreement reached at recent contract negotiations between the Company and Seminole Lodge 971, International Association of Machinists and Aerospace Workers, AFL-CIO concerning new employees covered by this agreement.

A Company orientation program is normally held for new, recalled or rehired employees on their first day of employment. Concurrent with the orientation, newly hired/reinstated employees will be afforded an opportunity to meet with a Union official to receive payroll deduction assignment cards for Union dues. The Union shall assume all responsibility for the distribution and collection of payroll deduction assignment cards for Union dues. There shall be no solicitation of employees for Union membership or dues conducted upon the premises of the Company during working time by the Union, its representatives or by employees; nor shall there be any distribution or collection of payroll deduction assignment cards for Union dues conducted upon the premises of the Company during working time by the Union, its representatives or by employees.

**LETTER XXVII
ENHANCED SEVERANCE**

Mr. Robert Miller
Directing Business Representative
District Lodge 166
International Association of Machinists
and Aerospace Workers
P. O. Box 419
Jupiter, FL 33468

Dear Mr. Miller:

This is to confirm the understanding and agreement reached at recent contract negotiations between the Company and Seminole Lodge 971, International Association of Machinists and Aerospace Workers, AFL-CIO, concerning employees laid off as a result of restructuring.

In the event an employee is laid off as a direct result of movement of work from Florida, employees will receive the following benefits: contractual severance pay, a \$5,000 lump sum payment and six (6) months of medical and dental insurance coverage for the employee and his or her dependents (one year coverage if the employee is retirement eligible); however, the insurance coverage shall not be additive.

LETTER XXVIII
SUBCONTRACTING AND ALTERNATIVES

Mr. Robert Miller
Directing Business Representative
District Lodge 166
International Association of Machinists
and Aerospace Workers
P. O. Box 419
Jupiter, FL 33468

Dear Mr. Miller:

This is to confirm the understanding and agreement reached at recent contract negotiations between the Company and Seminole Lodge 971, International Association of Machinists and Aerospace Workers, AFL-CIO, concerning subcontracting and alternatives.

The Company and the Union acknowledge a substantial portion of the work has been and may continue to be performed by subcontractors.

Within the first quarter of 2013, two committees (one committee for Pratt & Whitney-Facilities and one committee for Pratt & Whitney-Test Maintenance) consisting of three Company officials or their designated representatives, the Union President, and the Chairman of the Shop Committee will meet at a mutually agreed time and place.

This Committee will review the current contractors and the duties they perform for the Company regarding on-site non-production work as it applies separately to Pratt & Whitney-Facilities and Pratt & Whitney-Test Maintenance. The Company will discuss with the Union whether it is compatible with good business judgment to have any of that work performed by currently employed bargaining unit employees and/or employees on layoff with recall rights. As part of this review the committee will:

- Examine whether a process can be developed that will allow the Union to bid on non-production work that the Company may intend to subcontract in the near future and if feasible after such examination implement the process.

Pertinent information necessary for the Committee to perform its review will be shared with the Union members of the Committee. The Union and its representatives will protect the confidentiality of any Company sensitive and proprietary information that might be disclosed during the Committee's review.

Any decision relating to the subcontracting of work remains within the sole discretion of the Company.

LETTER XXX
M.N.P.L. Check-Off

Mr. Robert Miller
Directing Business Representative
District Lodge 166
International Association of Machinists
and Aerospace Workers
P. O. Box 419
Jupiter, FL 33468

Dear Mr. Miller:

This is to confirm the understanding and agreement reached at recent contract negotiations between the Company and Seminole Lodge 971, International Association of Machinists and Aerospace Workers, AFL-CIO concerning employees covered by this agreement.

- (a) The Company agrees to deduct on a monthly basis voluntary donations to the Machinists Nonpartisan Political League upon receipt of a signed voluntary authorization card by an employee requesting that deductions be made from his or her wages in a monthly amount designated by the employee provided that the minimum deduction is not less than \$1.00. The Company will thereafter make such deductions on a monthly basis and forward them on a monthly basis to the Treasurer of the Machinists Nonpartisan Political League at 9000 Machinists Place, Upper Marlboro, MD 20772-2687, together with the names, social security numbers, departments, clock numbers, and amounts deducted from all employees who authorized such deductions. Such authorization for deductions will remain in effect for the duration of this Agreement unless cancelled in writing by the employee.
- (b) The monthly deductions authorized by an employee who has properly executed the authorization card will be deducted from the employee's pay during the first pay period of each month. Authorizations for deduction received prior to the fifteenth of each month will be effective the first pay period the following month.
- (c) The Union agrees that it will indemnify and save the Company harmless from any and all liability, claim, responsibility, damage, or suit which may arise out of any action taken by the Company in accordance with the terms of this Article or in reliance upon the authorization described herein, in an amount not to exceed the sum received by the Union on account of the deductions made from the earnings of such employee or employees.

MACHINISTS NON-PARTISAN POLITICAL LEAGUE
Political Action Wage Deduction Authorization Card

I, _____, hereby
(NAME OF EMPLOYEE) (CLOCK/SOC SEC NO.)

authorize and direct _____ Pratt & Whitney _____ to deduct monthly from my wages the
(NAME OF EMPLOYER)

sum of \$ _____ and forward this amount monthly to the Treasurer of the Machinists Non-Partisan League at 9000 Machinists Place, Upper Marlboro, MD 20772.

I have executed this wage deduction authorization voluntarily without any coercion, duress or intimidation and none of the monies deducted are a part of my dues of membership fees to the local Union. This authorization and the making of payments to MNPL are not conditions of membership in the Union or of employment with the Company and I understand that the money will be used by MNPL to make contributions and expenditures in connection with Federal Elections. This authorization shall remain in full force and effect until revoked in writing by me. I also understand that my contributions or gift to MNPL is not deductible as a charitable contribution for federal income tax purposes.

(EMPLOYEE SIGNATURE)

(DATE)

LETTER XXXI
Job Classification Reviews

Mr. Robert Miller
Directing Business Representative
District Lodge 166
International Association of Machinists
and Aerospace Workers
P. O. Box 419
Jupiter, FL 33468

Dear Mr. Miller:

This is to confirm the understanding and agreement reached at recent contract negotiations between the Company and Seminole Lodge 971, International Association of Machinists and Aerospace Workers, AFL-CIO concerning a minimum of two (2) job classification reviews for each year of this agreement.

The Company and the Union agree to conduct a minimum of two bargaining unit job classification reviews per year to determine if a formal job evaluation is warranted based on a comparison of added and or changed duties and responsibilities to the existing job write-up.

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

LETTER XXXII
HURRICANE BRIGADE

Mr. Robert Miller
Directing Business Representative
District Lodge 166
International Association of Machinists
and Aerospace Workers
P. O. Box 419
Jupiter, FL 33468

Dear Mr. Miller:

This letter will confirm the understanding and agreement between the Company and Seminole Lodge 971, International Association of Machinists and Aerospace Workers, AFL-CIO, relative to the Company's Hurricane Brigade including the requirement to be approved for the Hurricane Brigade; the responsibility for reporting in when the Brigade is called in to action and the pay for active Hurricane Brigade members while on Brigade duty. The parties further agree that the Union safety chairman will be a regular member of the Company's hurricane committee.

Only those employees who volunteer and are approved by the Hurricane Brigade Chief (or designee) will be eligible and required to participate in the Hurricane Brigade activity.

All employees who are approved for the Hurricane Brigade must be available to support each tropical weather event as the Hurricane Brigade Chief (or designee) deem necessary to provide plant support, observation and protection.

Members of the Hurricane Brigade, who are called to report for duty, will be paid for each day they are required to work the Hurricane Brigade:

- Time worked will be paid at time and one-half for all hours in attendance at the site as long as the employee continues to work on the Hurricane Brigade.
- All time worked on the Hurricane Brigade, including Saturdays, will be paid at time and one-half. Sundays and holidays will be paid at double time.
- If an employee works only a partial shift and requires time off to tend to individual home/family needs, the employee will be credited with the hours worked for the shift assigned.
- The time spent by the employee tending to home/family needs will be unpaid and authorized as Not Scheduled to Work (NSW) and not impact perfect attendance.
- NSW time must be approved by the Hurricane Brigade Chief (or designee) and the Manager, Human Resources, West Palm Beach.
- The Company will re-evaluate, and then meet with the Union, regarding the possibility of allowing the immediate family of Hurricane Brigade members to reside at the site for the duration of their Hurricane Brigade shifts, no later than May 31, 2019.

LETTER XXXIII
VOLUNTARY SEPARATION OPTION

Mr. Robert Miller
Directing Business Representative
District Lodge 166
International Association of Machinists
and Aerospace Workers
P. O. Box 419
Jupiter, FL 33468

Dear Mr. Miller:

This is to confirm the understanding and agreement between the Company and the Union concerning a Voluntary Separation Option to be offered during the life of the Agreement.

- (a) A separation program will be offered for the duration of this Agreement to any employee covered under this collective bargaining agreement, age 55 or over as of the date of separation, who (1) would otherwise be laid off in a reduction in force or (2) who volunteers and is accepted for separation under the circumstances described in paragraph (b). Eligible employees who receive benefits pursuant to this program will have no recall rights.
- (b) Employees eligible for this program must be employed in an occupational group which is directly affected by a permanent job loss and must volunteer to substitute for another employee who would otherwise be laid off from that occupational group. The Company will not be required to accept any such volunteers and the total number of volunteers to be accepted will be in the sole discretion of the Company. Volunteers, if accepted, will be accepted on the basis of seniority, starting with the most senior employee in the occupational group.
- (c) Employees who have separated from the Company under this Program are eligible for rehire, however, will not regain seniority.
- (d) The benefits under this option are:
 - One (1) week of severance pay for each completed year of service;
 - A one time \$5,000 lump sum payment; not reduced for early retirement;
 - Medical and dental insurance coverage will be provided to employees who participate in this voluntary layoff option and their dependents at no cost for a period of twelve (12) months following the employees' termination dates. If the employee receiving benefits under this program dies before receiving the entire twelve (12) months of free health care coverage, medical and dental insurance coverage will continue for the participant's dependents at no cost until twelve (12) months after the employee's separation date.

**LETTER XXXIV
PAYCHECK DISTRIBUTION**

Mr. Robert Miller
Directing Business Representative
District Lodge 166
International Association of Machinists
and Aerospace Workers
P. O. Box 419
Jupiter, FL 33468

Dear Mr. Miller:

This is to confirm the understanding and agreement reached at recent contract negotiations between the Company and Seminole Lodge 971, International Association of Machinists and Aerospace Workers, AFL-CIO, concerning Pay Check Distribution.

To prevent further problems with timely paystub/paycheck processing, mailing, and distribution, it is understood during the life of this agreement; onsite distribution of paper copies of paystubs/paychecks will no longer be provided effective June 1, 2013. Employees can and will continue to be able to access their paystub on-line through Employee Self Service.

Employees currently receiving a paper paycheck and paystub, will continue to receive the paper check or stub through the US Postal Service. Employees are encouraged to sign up for direct deposit through Employee Self Service, no later than May 1, 2013 to ensure timely processing and deposit of the employee's pay into his designated account. Should these employees need assistance to access Employee Self Service they can contact their HR representative who will assist them in getting access and processing the action for direct deposit.

LETTER XXXV
APPENDIX A NON-INTERCHANGEABLE OCCUPATIONAL GROUPS

Mr. Robert Miller
Directing Business Representative
District Lodge 166
International Association of Machinists
and Aerospace Workers
P. O. Box 419
Jupiter, FL 33468

Dear Mr. Miller:

This letter will confirm the understanding and agreement between the Company and Seminole Lodge 971, International Association of Machinists and Aerospace Workers, AFL-CIO, reached in the recent contract negotiations concerning Appendix A, Non-Interchangeable Occupational Groups.

Removal of occupational groups listed below reflects there are no employees currently contained in these groups. The Company and the union agree any and/or all of these occupational groups may be reactivated by mutual agreement.

<i>Occupational Group</i>	<i>Occupational Title</i>
003	Milling Operator
004	Turning
007	Tool and Cutter Grinder Operator
008	Grinder Operator
009	Toolroom Machinist
010	Tube Fabricator
011	Press Operator
014	Spinner
017	Heat Treater
018	Painter
019	Polisher Bench Mechanic
021	Surface Treatment Operator
023	Fusion Welder, Maintenance
024	Resistance Welder
032	Raw Material Inspector
033	Tool and Die Maker
034	Machine Tool Mechanic
035	Scraper – Fitter
036	Motor Vehicle Mechanic
048	Model and Pattern Maker
050	Stores and Warehouse Storekeeper
052	Scrap Segregator
053	Vehicle Driver
056	Material Handler
059	Layout Specialist
060	Coatings Applicator
066	Space Propulsion Mechanic
075	Electro-Machine Operator
076	Locksmith
082	Space Propulsion Fabrication Mechanic
081	Electron Beam and Laser Welder

LETTER XXXVI
PAID LEAVE FOR NEWLY HIRED HOURLY RATED EMPLOYEES

Mr. Robert Miller
Directing Business Representative
District Lodge 166
International Association of Machinists
and Aerospace Workers
P. O. Box 419
Jupiter, FL 33468

Dear Mr. Miller:

This letter will confirm the understanding and agreement between the Company and Seminole Lodge 971, International Association of Machinists and Aerospace Workers, AFL-CIO, reached in the recent contract negotiations concerning the treatment of paid leave for newly hired hourly rated employees.

- (a) Following the completion of the ninety (90) day probationary period, an employee will be eligible for up to three (3) days (or 24 hours) of paid leave until such employee is eligible for three (3) days (or 24 hours) of paid sick and personal leave as outlined in Article XV, Section 1(b). Such paid leave will be taken with prior approval as full days consisting of eight (8) consecutive hours, half-days consisting of four (4) consecutive hours or one (1) hour increments.
- (b) Following the completion of the ninety (90) day probationary period, an employee will be eligible for up to five (5) days (or 40 hours) of paid leave until such employee is eligible for eighty (80) hours paid vacation as outlined in Article XIII, Section 2. The paid leave will be taken with supervision's approval as full days consisting of eight (8) consecutive hours or half-days consisting of four (4) consecutive hours.

Such paid leave will not disqualify an employee for incentive vacation and will not be considered an absence for the purposes of assessing the employee's overall attendance record.