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AGREEMENT

This agreement is made and entered into this 27th day of July, 2019 by and between Aerojet Rocketdyne, Inc., (hereinafter called the "Company" or "AJRD"), 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", "I.A.M.A.W.", 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 1

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.

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.

ARTICLE 2

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 Aerojet Rocketdyne plant, located on Beeline Highway, West Palm Beach, Florida (including inspectors, machinists, material handlers and machine operators), 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.

It is further agreed that during the term of the agreement between the parties, Article 2, Coverage, is intended to encompass those bargaining unit employees who may be temporarily assigned to other plants or

locations anywhere in the United States. A temporary assignment is one having an anticipated duration of less than twelve (12) months.

ARTICLE 3 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.

In addition, the provisions of Article 3, Recognition, are intended to encompass any new plant or facility of Aerojet Rocketdyne, Inc. that may be established within a fifty (50) mile radius of its existing plant located on 17900 Bee Line Highway in northern Palm Beach County, Florida.

ARTICLE 4 Non-Discrimination

The Company and the Union recognize that employees covered by this agreement may not be discriminated against, including on the basis of union membership, race, religion, color, national origin, sex, sexual orientation, age, disability, or genetic trait, or subject to sexual or racial harassment, or in violation of Federal and/or Florida law, including violations 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 1992, as amended by the ADAA of 2008.

It is further understood that any violations of this Article 4, Non-Discrimination, are subject to, and must be addressed under, the provisions of Article 7, Grievance Procedure, Section 7.3(a), which provides the exclusive remedy for violations of this Article.

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 5

Check-Off

SECTION 5.1. 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 a duly authorized 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 5.2. 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 5.3. Deductions provided for in Section 5.2 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 5.4. 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, 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 5.5. 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 5.6. 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 5.7. The check-off assignment cards hereinafter provided for shall be submitted by the Union to the AJRD Manager, Human Resources, not later than the first day of the month in which deduction of Union dues is first made.

SECTION 5.8. 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 5.9. 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 5.4 of this Article 5 of the contract hereof by reason of the termination of their employment or transfer to a job not covered by that agreement.

SECTION 5.10. 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 5.11. 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 5.12. The total amount of dues deducted by the Company shall be forwarded each month by the Company to I.A.M.A.W.,

Accounting Dept. LL971, 9000 Machinist Place, Upper Marlboro, MD 20772, via direct deposit through electronic transfer, with account advice provided to the financial secretary, or at the Company's option, via check sent by certified mail, return receipt, to the financial secretary thereof.

SECTION 5.13. 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 24 of this Agreement.

SECTION 5.14. 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, subject to Section 5.6 hereof.

SECTION 5.15. M.N.P.L. Check-Off.

- (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.

ARTICLE 6

Union Representation

SECTION 6.1. 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 6.2. There shall be a shop committee of the Union consisting of five (5) 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 five (5) 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 a grievance regarding job descriptions is presented for discussion.

SECTION 6.3. 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 6.4. 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 6.5. 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 7

Grievance Procedure

SECTION 7.1. 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 7.1, 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. Further, 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 remaining provisions of this Article 7.

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.

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 7.4 of this Article 7. In addition, such appeal shall be included on an agenda letter (filed as provided in Section 7.8(b) of this Article 7) 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 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 not 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 7.
- (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 Senior Director, Business Partners & Labor Relations of Aerojet Rocketdyne, Inc., or his representative and a Grand Lodge representative of the International Association of Machinists and Aerospace Workers, the business representative of District Lodge 166, and the chairman of the shop committee. 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 Director, Labor Relations, or his representative shall be rendered as soon as possible but not later than fourteen (14) working days, excluding Saturdays, Sundays, and holidays, after such conference.

SECTION 7.2. A claim that a new or revised Job Description has been improperly assigned within the job structure designated in Appendix A, Mutually Agreed Job Code, Title, Grade & Non-Interchangeable Occupational Groups, shall first be taken up by the shop committeeman designated by the Union pursuant to Section 6.2 of Article 6 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 assigned and shall set forth the specific factors of the assignment which it claims are incorrect, giving specific and detailed reasons for such claim.

SECTION 7.3.

- (a) Any grievances, if not settled at Written Step 3 of Section 1 of this Article, shall be submitted to arbitration upon the request of either party hereto filed in accordance with the provisions of this Article 7.
- (b) 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.
- (c) 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.

- (d) 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.
- (e) The fee and expenses of the arbitrator shall be divided equally between the Company and the Union.
- (f) Should either the Company or the Union elect to proceed to arbitration on a grievance, either party may request the Federal Mediation and Conciliation Service to submit a panel of seven (7) arbitrators, at the expense of the requesting party. 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.
- (g) 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 7.4. Should any appeal from the disposition of a grievance not be taken within five (5) working days for Steps 1 and 2 of Section 7.1 and within seven (7) working days for Step 3 of Section 7.1, 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 7.5. 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 7.6. 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 7.7. 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 7.8. 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 Manager, 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 7.9. 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 8
Seniority

SECTION 8.1.

- (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 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 8 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 7.5 of Article 7 will not begin until the period mentioned above in this section has expired.

SECTION 8.2. The non-interchangeable occupational groups mentioned in Section 8.1 above have been mutually agreed upon and are incorporated and made part of this agreement as Appendix "A" attached hereto.

SECTION 8.3. 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 8.15 of this Article 8, and will be given the opportunity to return to that job as openings become available in accordance with their seniority. In addition, when employees have been demoted as a result of a reallocation of employees following a layoff and their recall rights have expired under this Section, consideration will be given to returning such employees to their former grade and rate if and when an opening occurs.

SECTION 8.4.

- (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 8.5. 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 8.6. 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 8.7. 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 8.8.

- (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 8.9. 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.

SECTION 8.10.

- (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, and the Company shall continue to provide coverage for as provided-in section 22.1 Group Insurance. In addition, it is agreed that such layoffs will not affect vacation pay, sick and personal leave pay, service awards, incentive vacation, 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 8.11. 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 8.12. 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 8.13.

- (a) Upon written application by the Union, the Company will grant a leave of absence of up to five (5) years but not less than one (1) year to any employee who enters the full-time employment 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.

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 reemployed 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 8.14. 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 8.15. For all purposes, other than layoff, the seniority rights of members of the Union shop committee, the president, safety chairman, safety representatives, and shop stewards, if employees of Aerojet Rocketdyne, Inc., 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, and safety representatives, if employees of Aerojet Rocketdyne, Inc., 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 1 or 0 being the highest grade, as the case may be) 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 8.16. 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 8.17.

- (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.
- (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.
- (d) 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 7 of this Agreement.

ARTICLE 9
Hourly Job Descriptions

SECTION 9.1. It is recognized that development of job descriptions, including assignment of labor grade, is a function and responsibility of management. Once developed and assigned a labor grade, however, the Union has an interest in assuring that the job description accurately reflects the job, and is properly assigned the appropriate labor grade. Accordingly, the Company will provide the Union with job descriptions for each job included in Appendix A, Mutually Agreed Job Code, Title, Grade and Non-Interchangeable Occupational Groups, within sixty (60) days of ratification, and any new or revised job descriptions consistent with the provisions of Article 7, Section 7.2.

SECTION 9.2. 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.

ARTICLE 10

Wage Rate Progression

SECTION 10.1. 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 10.2.

- (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 twenty cents (\$.20) per hour after completion of each eight (8) 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 eight (8) 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 10.1 above after January 31, 2016 will be scheduled at eight (8) 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 twenty-five cents (\$.25) per hour.
- (f) Except as provided in Article 8, Section 8.4(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 eight (8) 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 eight (8) 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 twenty-one cents (\$.21) to thirty-nine (\$.39) 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 eight (8) week interval or giving increases larger than those provided in this section.

ARTICLE 11
Wages

SECTION 11.1. Effective January 4, 2020, the base wage rate of each employee covered by this agreement will be increased two and one-half percent (2.5%) to the amount indicated in Schedule A.

SECTION 11.2. Effective January 2, 2021, the base wage rate of each employee covered by this agreement will be increased two and one-half percent (2.5%) to the amount indicated in Schedule B.

SECTION 11.3. Effective January 1, 2022, the base wage rate of each employee covered by this agreement will be increased two and one-half percent (2.5%) to the amount indicated in Schedule C.

SECTION 11.4.

- (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 12
Overtime

SECTION 12.1. Overtime rates will be paid as follows:

- (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) hour 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 Sunday.
 - 2. All work performed on each of the holidays as provided under Article 14, Holidays and the employee's birthday in each year of the contract, except as otherwise herein provided.

SECTION 12.2.

- (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 12.3. 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.

SECTION 12.4. 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 11 and Article 12.

ARTICLE 13 **Vacations**

SECTION 13.1. Effective January 1, 2020, regular full-time employees accrue paid vacation hours for each week of active employment as follows:

- From the beginning of the first year through the completion of the tenth (10th) year of continuous active employment with the Company employees will receive accruals to their vacation account at the rate of 2.31 hours per week, or up to a maximum of 240 hours.
- From the beginning of the eleventh (11th) year of continuous active employment with the Company employees will receive accruals to their vacation account at the rate of 3.08 hours per week, up to a maximum of 320 hours.
- Employees on the active payroll at July 28, 2019 who have continuous active employment with the Company equal to or greater than eighteen (18) years will receive accruals to their vacation account at the rate of 3.85 hours per week, or up to a maximum of 400 hours, upon attainment of 25 years or more years of continuous active employment.

SECTION 13.2 Vacation accruals will cease when the vacation account balance reaches the maximum accrual amount allowed. When vacation hours are taken and the number of accrual vacation hours falls below the maximum accrual amount, the accrual of vacation hours will resume.

Employees will not continue to accrue vacation time when they are on an “Unpaid” leave of absence.

SECTION 13.3 Vacation pay will be at the regular rate in effect at the time vacation is taken, including shift premium. Payment in lieu of vacation is not allowed.

SECTION 13.4 Except for military and military related leaves, employees must use accrued vacation time during a non-medical leave of absence if they have accrued vacation time. If the leave is for workers compensation or other medical time off, employees must first exhaust their sick leave before using vacation time.

Employees who are approved for Medical leave and who are also approved to receive the Short-Term Disability (STD) benefit, are allowed to integrate their STD benefit with their vacation hours to achieve 100% replacement of pre-disability base pay, if they have exhausted all available accrued sick time.

Employees impacted by the requirement to use accrued vacation under section 13.4 may request to be granted unpaid time off at a later date. Management will give for consideration to such request and take into consideration operating needs.

SECTION 13.5 Any unused accrued vacation will be paid upon termination at the regular rate in effect at termination, including shift premium.

SECTION 13.6. Employees with at least 18 but less than 25 years of continuous active employment as of July 28, 2019 are eligible to receive vacation difference of accrual payment based on the following calculation: 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. If there is a vacation difference based on this calculation each eligible employee will be paid this difference in the first (1st) pay period in February of each contract year.

SECTION 13.7. Employees with at least 25 years of continuous active employment as of July 28, 2019, and those with at least 18 years of continuous active employment as of July 28, 2019 who

achieve 25 years of continuous active employment are eligible to receive vacation difference of accrual payment based on the following calculation: 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. If there is a vacation difference based on this calculation each eligible employee will be paid this difference in the first (1st) pay period in February of each contract year.

SECTION 13.8. 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 13.9.

- (a) For the purpose of Articles 13.7 and 13.8, 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 13.9(a), for the purpose of vacation pay computation, 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 13.10.

- (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 17 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 17 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. 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 13.11.

- (a) Vacations under this Article 13 may be taken with supervision's approval as full weeks consisting of forty (40) hours, full days consisting of eight (8) consecutive hours or 0.10 hour increments up to the scheduled hours for each day of vacation.

SECTION 13.12. Employees will receive in January 2020, a one-time seeded allotment of forty (40) hours to their vacation bank. Employees will not accrue additional vacation at the beginning of 2020 until they reach the forty (40) seeded hours.

ARTICLE 14
Holidays

SECTION 14.1. Hourly-rated employees who meet all of the following eligibility rules and conditions shall be paid for those Holidays designated below:

HOLIDAY SCHEDULE

	2019	2020	2021	2022
New Year's Day		January 1	January 1	
Memorial Day		May 25	May 31	May 30
Independence Day		July 3	July 5	July 4
Labor Day	September 2	September 7	September 6	
Thanksgiving	November 28	November 26	November 25	
Day after Thanksgiving	November 29	November 27	November 26	
Winter Break	December 24	December 24	December 24	
Winter Break	December 25	December 25	December 27	
Winter Break	December 26	December 28	December 28	
Winter Break	December 27	December 29	December 29	
Winter Break	December 30	December 30	December 30	
Winter Break	December 31	December 31	December 31	

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

SECTION 14.2. In addition to the Holidays set forth above, an employee may elect to take an unpaid holiday on each of the following in each year of this Agreement: Martin Luther King Day, and

Veterans' Day. An employee electing to take an unpaid holiday on any of these days shall provide the company three (3) days' notice in order that appropriate job coverage can be scheduled. 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. If the holiday falls on a weekend the employee will be allowed to take the observed weekday.

SECTION 14.3. 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 a reason satisfactory to supervision.

SECTION 14.4. 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 for a period of not more than a total of fifteen (15) days in a military fiscal year 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 duty for a period of not more than a total of fifteen (15) days in a calendar year.

SECTION 14.5. The Company may, as its option, observe the holidays listed in this Article 14 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 14.6. 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 14.3 above; and in addition, twice their regular base hourly wage rates for all hours worked on such holiday.

SECTION 14.7.

- (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 15
Sick, FMLA and Personal Leave

SECTION 15.1.

- (a) Effective January 1, 2020 Employees covered by this Agreement will be eligible for sick leave benefits in accordance with the Company's current sick leave policy (HR-D-7.05.03.05 Rev. 2 - Paid Sick Leave) . However, to ensure continuity during the contract, if the company's benefits change, the employees covered will sustain at a minimum the current company policy standards of 48 hours lump sum sick to be placed annually in the employee's sick balance and paid out at time of use at the employee's regular base hourly rate including shift premiums but excluding bonuses or overtime allowances. The employees may accumulate an unlimited amount of sick time.
- (b) Sick leave benefits are based on the employee's regular base rate of pay (including shift differential, but excluding all other premiums, bonuses, or overtime payments), and payment is made when the sick leave is actually taken. Employees may take sick leave in minimum one (1) hour increments, and sick leave may be taken for personal illness, illness of a dependent where care by the employee is required, or medical, dental or eye appointments for the employee or a dependent. Medical certification is required for sick leave in excess of three (3) days. Sick leave benefits may also be taken for personal hardship as a result of damage caused by a hurricane.
- (c) At the end of 2019, employees who have accrued sick leave in excess of thirty (30) hours, up to the Maximum Accrual of forty-eight (48) hours, will have thirty (30) hours rolled over to 2020 and be paid the remainder of their accrued balance, not to exceed eighteen (18) hours. Accrued, unused sick leave

balances are not paid upon employment termination, including retirement.

- (d) 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.

SECTION 15.2 Employees may also be eligible for unpaid leave of up to twelve (12) weeks per year for the birth, adoption, or foster placement of a child, or the serious illness of the employee or his child, spouse or parent, consistent with the provisions of the Family and Medical Leave Act of 1993.

- (a) Any employee who requests family and medical leave will, if possible, provide a two (2) week notice to his supervisor prior to the first day of his 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) The seniority of an employee shall accumulate during a properly authorized family and medical leave. Absent an Article 8 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 and medical 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) Health and welfare benefits, including medical, dental, vision, life and AD&D insurance, may be continued while on family and medical leave; however, the employee is responsible for all employee contributions, if any, to these plans. Payment of employee contributions is required on a monthly basis, and if payment is not received when due, benefits will terminate.

SECTION 15.3.

- (a) An unpaid leave of absence not exceeding ninety (90) days in a twelve (12) month period 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 an unpaid leave of absence is granted, the seniority of such employee shall accumulate during the period of the leave of absence; but no other benefits accrue while on unpaid leave.
- (b) An employee who has been granted any leave of absence, paid or unpaid, 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.

ARTICLE 16
Reporting Pay - Call-Back Pay

SECTION 16.1. 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 16.2. 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.

SECTION 16.3. The following provisions relate to the selection, responsibilities and pay for the AJRD Hurricane Brigade.

- (a) Employees may volunteer for the Hurricane Brigade as the need arises for each tropical weather event, and selection to participate in the Hurricane Brigade shall be at the discretion of the Hurricane Brigade Chief (or designee). Employees selected for the Hurricane Brigade must be available to participate for the entire tropical weather event, and must provide the necessary plant support, observation and protection.
- (b) 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.

ARTICLE 17
Bereavement Leave

SECTION 17.1.

- (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 subsection, 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, stepbrother, stepsister, still born child, 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. In addition, employees who have completed their 90-day probation period will also be eligible for up to two (2) additional unpaid, excused days for bereavement leave, without impact to their incentive vacation under Section 13.18 or their overall attendance.

- (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. Verification acceptable to the Company of the death and relationship of the relative claiming such payment shall be given the Company upon request. Payment shall be made in the pay period immediately following the date(s) the employee was absent for the purposes of attending the funeral.

ARTICLE 18
Jury Duty

SECTION 18.1. 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 18.2.

- (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 18.3. The provisions of Section 18.1 and Section 18.2 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 18.4. 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 19

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 20

Military Service

SECTION 20.1. 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 for a period of not more than a total of fifteen (15) days in a military fiscal year 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; and provided further the employee has at least one (1) year of continuous service with the Company at the date he is called for such service. 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 for a period of not more than a total of fifteen (15) days in a calendar year.

SECTION 20.2. 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 21

Pension and Savings Plan

SECTION 21.1. Bargaining Unit Employees covered under this Agreement shall continue to be eligible to participate in the Aerojet Rocketdyne (GenCorp) Consolidated Pension Plan, Program H ("Program H"), for the term of this Agreement and in accordance with the provisions thereof. Effective April 1, 2016, pension benefits for all Bargaining Unit Employees participating in Program H will be frozen as follows:

- (a) No new Participants will be eligible to participate in the Program H.
- (b) No further pension benefits will accrue.

- (c) Credited Service and the Benefit Factor, as defined in the Pension Plan, will be determined effective April 1, 2016. The monthly multiplier for pension benefits shall remain at \$64.00/yr. of credited service.
- (d) Continuous Service, for purposes of vesting, disability benefit eligibility, early retirement eligibility, and pre-retirement death benefits will continue for employees who are not vested, or have not attained age 65 prior to April 1, 2016.

SECTION 21.2 Bargaining Unit Employees covered under this Agreement shall continue to be eligible to participate in the Aerojet Rocketdyne (GenCorp) Retirement Savings Plan (“Savings Plan”), for the term of this Agreement and in accordance with the provisions thereof. However, Bargaining Unit Employee participation in the UTC “Mirror” plan provision of the Savings Plan will cease on March 31, 2016, and effective April 1, 2016, Bargaining Unit Employees will be eligible to participate in those Savings Plan provisions available to all other AJRD employees [salaried and hourly]. Those provisions currently include:

- (a) Employee contributions shall be matched at 100% of the first 3% of Compensation contributed, and 50% of the next 3% of Compensation contributed. Company matching contributions will be immediately vested.
- (b) Employees may elect to put all or part of their contributions into the plan on a before-tax basis in accordance with Section 401(k) of the Internal Revenue Code, subject to the Internal Revenue Code’s limitations on maximum before-tax contributions.
- (c) Employees may continue to allocate money in the investment options available under the Savings Plan.
- (d) Employees who leave the Company, including by retirement, may elect to have their account balances rolled over to another Qualified Plan or IRA, or if the account balance exceeds \$5,000, remain in the Savings Plan. If the account balance is less than \$1,000, the amount is paid to the employee as soon

as practicable upon employment termination. If the account balance is between \$1,000 and \$5,000, the amount is either paid to the employee, or rolled-over to an IRA selected by the Company, unless the employee is age 65 or over, in which case, the account may remain in the Savings Plan, at the employee's election.

- (e) Active Savings Plan members may rollover the taxable portion of their distribution from a qualified savings plan of a former employer into the Savings Plan, provided that a lump sum distribution is the normal form of distribution under such other plan.
- (f) Employees may continue to borrow up to 50% of their savings from the Savings Plan, with a maximum loan amount of \$50,000, subject to Savings Plan terms.
- (g) Participation in an Individual Medical Account provided under the UTC "Mirror" Plan provisions shall cease effective March 31, 2016; however, any funds, including the Company match, shall remain in each participating employee's current Savings Plan account and shall be subject to vesting, earnings and withdrawal in accordance with Savings Plan provisions.

ARTICLE 22

Group Insurance

SECTION 22.1. Employees covered by this Agreement will be eligible to participate in the Group Medical and Drug Plans ("Plans"), under the terms of those Plans, and under the same conditions as offered to salaried employees of Aerojet Rocketdyne, Inc., including all terms, conditions and changes uniformly made by the Company during the term of this Agreement. However, during the term of this Agreement, the Company will continue to review its group medical/dental programs, including employee contributions and benefits, in the fall of each year, and the Company will continue to pay eighty percent (80%) of the aggregate cost increase for the term of this Agreement. The Plans currently provide:

- Medical and Prescription Drug Benefits, including HSA & FSA Accounts
- Wellness Benefits
- Dental Benefits
- Vision Benefits
- Life Insurance Benefits
- Accidental Death and Dismemberment Benefits
- Short-Term Disability Benefits
- Long-Term Disability Benefits
- Commuter FSA
- And additional Voluntary Benefits (e.g. pet insurance, legal services, long term care) that may be provided during the term of this contract.

SECTION 22.2. In January of each year and each successive January during the term of this Agreement, or as soon as practicable thereafter for each January, the Company will deposit into each eligible Bargaining Unit member's Health Savings Account in each year of this Agreement the following:

Employee:	\$1,250.00
Employee plus one (1) or more:	\$2,500.00

Bargaining Unit members ineligible for the HSA due to being participants in Tricare, or Medicare, will receive \$500 in a Flexible Spending Account (FSA) and an FSA match up to the equivalent HSA contribution as allowable per Internal Revenue Service regulations regarding company contributions. Changes in Internal Revenue Service regulations regarding employee and employer contributions during the term of this agreement will be implemented. Changes in Internal Revenue Service regulations will not result in more Company contributions than is shown in section 22.2. Bargaining Unit members

who do not elect the HSA option will not be eligible for the payments in this Section 22.2.

SECTION 22.3. Employee access to Summary Plan Descriptions (“SPD”) for the Plans will be made available upon request [e-mail: benefits@rocket.com] and on-line on the AJRD intranet, Human Resources/Benefits tab.

ARTICLE 23 **General Provisions**

SECTION 23.1. The Company shall furnish bulletin boards in conspicuous places to be used solely for the posting of the following Union notices:

- (a) Union meeting notices.
- (b) Union election notices and notices of the results of Union elections.
- (c) Notices of appointments to Union offices.
- (d) 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 23.2. 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 23.3. 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.

SECTION 23.4. The Company agrees to furnish to the I.A.M.A.W. the following information during the life of this Agreement:

- (a) Each year, a list, in alphabetical order, containing the name, clock number, and home address of each employee covered by this Agreement.
- (b) 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.

- (c) Each month, the seniority list specified under Article 8, Section 8.6, of the Agreement, including the following items:

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

The list will be arranged in alphabetical order.

- (d) On or about March 1 of each Contract year, copies of “performance appraisal” forms issued to employees.
- (e) In consideration of the above, it is understood and agreed, except as otherwise provided for in this Agreement, the Union shall not request nor receive during the life of this Agreement any other information, data, or listings related to the wages, hours, or working conditions of employees covered by this Agreement.

SECTION 23.5. 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 during the months of February, May, August and November. 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 Company and the Union will make every effort to mutually schedule the quarterly meetings during the designated months; but should the need arise to reschedule, notification to the other party 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.

SECTION 23.6. It is the intent of the parties that progressive discipline shall be imposed, where appropriate, and consistent with the “just cause” provision in Article 1, Management Functions, and the AJRD Standards of Conduct and Performance, AR-Policy-402, [to the extent that the this Policy is not superseded by the provisions of this Agreement, in which case this Agreement shall govern].

It is also the intent of the parties to recognize that discipline is designed to improve unacceptable behaviors, and to that end, disciplinary employee memoranda shall be removed from an employee’s file after twelve (12) months if no further discipline is imposed, or employee memorandum issued, to the employee.

ARTICLE 24 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 25

Environmental, Health & Safety

SECTION 25.1. 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 8.

SECTION 25.2. 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 25.3. 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 25.4.

- (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 25.5. 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 25.6. 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 25.7. 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 26
Duration

SECTION 26.1. This Agreement shall be in full force and effect until midnight July 29, 2022, 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 July 29, 2022, or prior to the end of any yearly period subsequent thereto. The Company and Union agree and commit that they will, on the third anniversary of this Agreement, or such date as either party requests, mutually sign and execute a written Amendment to this Agreement, which expressly reaffirms this Agreement for its remaining stated term, including the continuation of all provisions herein, such as Wages, Art. 11, and Holidays, Art. 14.

SECTION 26.2. 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 7 hereof.

SECTION 26.3. Should notice of termination or modification be given by either party as provided in Section 26.1 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 26.4. 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 419, Jupiter, Florida 33468; and if to the Company, to the Director, Labor Relations, Aerojet Rocketdyne, Inc., P.O. Box 13222, Sacramento, CA 95813-6000.

SECTION 26.5. This Agreement supersedes any prior agreement or contract between the parties.

It is understood and agreed that this Agreement has been ratified by the membership of Seminole Lodge 971. Dated at West Palm Beach, Florida, this 20th day of June, 2019.

For the Union:

Rafael Melton DISE
Luc Pethe
Thom M...
Elo...
Brent Bonar

SEMINOLE LODGE 971 OF THE
INTERNATIONAL ASSOCIATION
OF MACHINISTS AND
AEROSPACE WORKERS

For the Company:

James R. Monro
Rodney M. Whit
Matthew J. Bradford
Cer...
Manda Catalano

AEROJET ROCKETDYNE, INC.

**APPENDIX A
MUTUALLY AGREED JOB CODE, TITLE, GRADE & NON-
INTERCHANGEABLE OCCUPATIONAL GROUPS**

<i>Job Code</i>	<i>Job Title</i>	<i>Labor Grade</i>	<i>OCC Group</i>
HSPPMC	Space Propulsion Test Mechanic C	06	AT1
HSPPMB	Space Propulsion Test Mechanic B	04	AT1
HSPPMA	Space Propulsion Test Mechanic A	02	AT1
HWLSTO	Working Leader, Test Operations	01	AT1
HMLSTO	Master Leader, Test Operations	00	AT1
HSPAMC	Space Propulsion Assembly Mechanic C	06	AT2
HSPAMB	Space Propulsion Assembly Mechanic B	04	AT2
HSPAMA	Space Propulsion Assembly Mechanic A	02	AT2
HWLSAO	Working Leader, Space Propulsion Assembly Mechanic	01	AT2
HMLSAO	Master Leader, Space Propulsion Assembly Mechanic	00	AT2
HIPINC	In Process Inspector C	06	QA1
HIPINB	In Process Inspector B	04	QA1
HIPINA	In Process Inspector A	02	QA1
HWLIPI	Working Leader, In Process Inspection	01	QA1
HPTINC	Parts Inspector C	06	QA2
HPTINB	Parts Inspector B	04	QA2

<i>Job Code</i>	<i>Job Title</i>	<i>Labor Grade</i>	<i>OCC Group</i>
HPTINB	Parts Inspector A	02	QA2
HWLPTI	Working Leader, Parts Inspection	01	QA2
HGAINC	Gage Inspector C	06	QA3
HGAINB	Gage Inspector B	04	QA3
HGAINA	Gage Inspector A	02	QA3
HWLGIN	Working Leader, Gage Standards	01	QA3
HQANDC	Quality Assurance Inspector NDT C	06	QA4
HQANDB	Quality Assurance Inspector NDT B	04	QA4
HQANDA	Quality Assurance Inspector NDT A	02	QA4
HWLQND	Working Leader, Quality Assurance NDT	01	QA4
HATINC	Assembly & Test Inspector C	06	QA5
HATINB	Assembly & Test Inspector B	04	QA5
HATINA	Assembly & Test Inspector A	02	QA5
HWLATI	Working Leader, Assembly & Test Inspection	01	QA5
HBMOPC	Boring Machine Operator C	06	OP1
HBMOPB	Boring Machine Operator B	04	OP1
HBMOPA	Boring Machine Operator A	02	OP1
HBMOPG	Boring Machine Operator A (Grandfathered)	01	OP1

<i>Job Code</i>	<i>Job Title</i>	<i>Labor Grade</i>	<i>OCC Group</i>
HWLBMO	Working Leader, Boring Machine Operators	01	OP1
HTLDMC	Tooling Machinist C	06	OP2
HTLDMB	Tooling Machinist B	04	OP2
HTLDMA	Tooling Machinist A	02	OP2
HTLDMG	Tooling Machinist A (Grandfathered)	01	OP2
HWLTDM	Working Leader, Tooling Machinist	01	OP2
HMACHC	Machinist C	06	OP3
HMACHB	Machinist B	04	OP3
HMACHA	Machinist A	02	OP3
HWLMAC	Working Leader, Machinist	01	OP3
HCPROC	Chemical Processor C	06	OP4
HCPROB	Chemical Processor B	04	OP4
HCPROA	Chemical Processor A	02	OP4
HWLSPS	Working Leader, Chemical Processor	01	OP4
HHTOPC	Heat Treat Operator C	06	OP5
HHTOPB	Heat Treat Operator B	04	OP5
HHTOPA	Heat Treat Operator A	02	OP5
HWLHTM	Working Leader, Heat Treat	01	OP5

<i>Job Code</i>	<i>Job Title</i>	<i>Labor Grade</i>	<i>OCC Group</i>
HFWLDC	Fusion Welder C	06	OP6
HFWLDB	Fusion Welder B	04	OP6
HFWLDA	Fusion Welder A	02	OP6
HWLWLD	Working Leader, Welding	01	OP6
HWLMLD	Master Leader, Welding	00	OP6
HMCTMC	Machine Tool Mechanic C	06	OP7
HMCTMB	Machine Tool Mechanic B	04	OP7
HMCTMA	Machine Tool Mechanic A	02	OP7
HWLMTM	Working Leader, Machine Tool Mechanic	01	OP7
HMLMTM	Master Leader, Machine Tool Mechanic	00	OP7
HELEMC	Electrician/Electrical Mechanic C	06	OP8
HELEMB	Electrician/Electrical Mechanic B	04	OP8
HELEMA	Electrician/Electrical Mechanic A	02	OP8
HWLELE	Working Leader, Electrician/Electrical Mechanics	01	OP8
HMLELE	Master Leader, Electrician/Electrical Mechanics	00	OP8
HEDMOC	EDM Operator C	06	OP9
HEDMOB	EDM Operator B	04	OP9
HEDMOA	EDM Operator A	02	OP9

<i>Job Code</i>	<i>Job Title</i>	<i>Labor Grade</i>	<i>OCC Group</i>
HWLEDM	Working Leader, EDM Operations	01	OP9
HFABMC	Fabrication Mechanic C	06	OP10
HFABMB	Fabrication Mechanic B	04	OP10
HFABMA	Fabrication Mechanic A	02	OP10
HWLFAB	Working Leader, Fabrication	01	OP10
HMHOPC	Material Handler C	08	WH1
HMHOPB	Material Handler B	06	WH1
HMHOPA	Material Handler A	04	WH1
HWLMHO	Working Leader, Material Handler	01	WH1

SCHEDULE A
Effective January 4, 2020

Labor Grade	Standard Rate*	Maximum Rate
8	\$23.31	\$25.72
6	\$28.13	\$30.53
4	\$34.02	\$36.54
2	\$40.71	\$43.27
1	\$44.41	\$47.05
0	\$47.05	\$49.79

*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 2, 2021

Labor Grade	Standard Rate*	Maximum Rate
8	\$23.90	\$26.37
6	\$28.84	\$31.30
4	\$34.88	\$37.46
2	\$41.73	\$44.36
1	\$45.53	\$48.23
0	\$48.23	\$51.04

*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 1, 2022

Labor Grade	Standard Rate*	Maximum Rate
8	\$24.50	\$27.03
6	\$29.57	\$32.09
4	\$35.76	\$38.40
2	\$42.78	\$45.47
1	\$46.67	\$49.44
0	\$49.44	\$52.32

*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.

LETTER 1
OVERTIME - GROUND RULES

Mr. Robert Miller, International Representative
Seminole Lodge 971
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 a uniform spreadsheet maintained by each Department Supervisor.
- b. A copy of the uniform overtime spreadsheet 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 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 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 promotes and transferees, etc., and when establishing

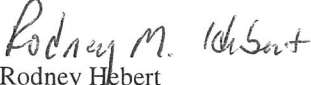
the high figure for probationary employees and four (4) time refusers.

12. There may be occasions when 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.

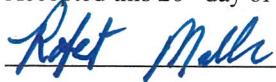
- d. Field Assignments of More Than Four Weeks Duration:
 1. The following ground rules apply exclusively to bargaining unit employees of Aerojet Rocketdyne, West Palm Beach, Florida Operations, on authorized field assignments more than four (4) weeks in duration.
 2. All overtime worked by such employees 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.

Sincerely,


Rodney Hebert
Manager, Human Resources

Accepted this 20th day of June, 2019.



LETTER 2
ALCOHOL AND DRUG ABUSE

Mr. Robert Miller, International Representative
Seminole Lodge 971
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 Aerojet Rocketdyne, Inc. ("The Company") and Local 971 of the International Association of Machinists & Aerospace Workers ("I.A.M.A.W."), concerning the Company's drug and alcohol policy and applicable Federal and State laws.

NASA/DOT Drug Free Workplace Requirements

Both the Company and the I.A.M.A.W. recognize the danger of illegal or unauthorized substance and alcohol abuse to our employees, our customers and our products. Therefore, in our continuing commitment to maintain a substance free workplace, it is agreed that 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 ("EAP") 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. With respect to disciplinary actions referenced under this Letter, any discipline for drug and alcohol violations may be removed from an employee's files after three (3) years, at the employee's request.

The Company and I.A.M.A.W. agree to continue to maintain a drug-free workplace as specified in FAR 52.223-6 Drug Free Workplace (Drug Free Workplace Act of 1988) and consistent with the legal requirements of the Department of Transportation (“DOT”) and NASA enabling Regulations, 49 C.F.R. §§40.1, et. seq. and 48 C.F.R. §1852.223-74, respectively. The Company will also institute (i) a random alcohol misuse prevention program and (ii) a random drug testing program for those employees as specified in the foregoing NASA and DOT Regulations. The Company will, at least quarterly, provide the President, Seminole Lodge 971, I.A.M.A.W. a list of those Bargaining Unit employees who are in the random testing pools.

Aerojet Rocketdyne Substance Abuse Policy

In addition, the Company and I.A.M.A.W. agree that all employees shall be subject to the AJRD Substance Abuse Policy, AR-Policy-409, which 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 positive drug or alcohol test for any employee, such findings shall be reviewed with the employee by the Medical Department. On the first occasion, the employee will be referred to the EAP for counseling and will be required to comply with the recommendations as prescribed by the EAP 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. An employee who tests positive, but has agreed to referral to EAP, may not return to work until he tests negative. On the second occasion of a positive drug or alcohol test finding, the employee will be discharged.

All employees will be trained in the Drug & Alcohol Free Workplace 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

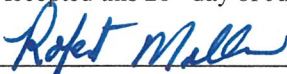
have been found in violation of the policy. The Company agrees to update and modify the program and provide updates as necessary to the Union and workforce.

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

Sincerely,


Rodney Hebert
Manager, Human Resources

Accepted this 20th day of June, 2019



LETTER 3
JOB POSTING PROGRAM

Mr. Robert Miller, International Representative
Seminole Lodge 971
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) The Company will provide to the Union Bargaining Unit Employment Authorizations reflecting the title and labor grade for each job. The Union will post the Employment Authorizations on the union bulletin boards throughout the facilities covered by this agreement.
- (b) Each Employment Authorization shall be posted by the Company online for ten (10) days excluding Saturdays, Sundays, and holidays.
- (c) Employees may apply for posted jobs to the hiring supervisor within this ten-day period. Job applications may be obtained on-line.
- (d) 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.

- (e) 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.
- (f) Application for a posted position must be made each time the employee wishes to be considered. Employees may have no more than two (2) applications in process at any given time.
- (g) Any active employee who applies and is not selected will be notified.
- (h) 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.
- (i) 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.

Sincerely,


Rodney Hebert
Manager, Human Resources

Accepted this 20th day of June, 2019.



LETTER 4
PROMOTION PROCESS

Mr. Robert Miller, International Representative
Seminole Lodge 971
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 8, Section 8.9).

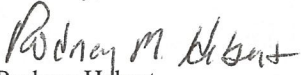
In the interest of improving the procedure for selecting employees for promotion, it is agreed that:

- (a) The procedure described below will be used for selecting employees for promotion, except for working leader or supervisory positions.
- (b) Promotions will be made on the basis of seniority within the following employee groupings:
 - 1. Employees whose annual performance appraisal ratings are no lower than "Above Average" in any performance factor.
 - 2. Employees whose annual performance appraisal ratings include no more than one rating of "Satisfactory".
 - 3. Employees whose annual performance appraisal ratings include no more than two ratings of "Satisfactory".
 - 4. 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 1 through 4, above. 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 provisions of the collective bargaining agreement.

Sincerely,


Rodney Hebert
Manager, Human Resources

Accepted this 20th day of June, 2019.



LETTER 5
TECHNOLOGICAL CHANGES

Mr. Robert Miller, International Representative
Seminole Lodge 971
International Association of Machinists
and Aerospace Workers
P. O. Box 419
Jupiter, FL 33468

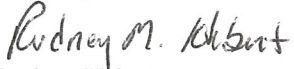
Dear Mr. Miller:

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.

Sincerely,


Rodney Hébert
Manager, Human Resources

Accepted this 20th day of June, 2019.



**LETTER 6
RATIFICATION BONUS**

Mr. Robert Miller, International Representative
Seminole Lodge 971
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 during the 2019 Collective Bargaining Negotiations between the Company and the Union concerning the payment of a \$3,800 Ratification Bonus.

Contingent upon ratification of this Agreement on or before, Tuesday, June 25, 2019, employees who are both on the active payroll of the Company and covered by this Agreement as of July 27, 2019, shall receive a \$3,800 cash bonus [gross], payable on or before August 2, 2019. No other employee or former employee shall be eligible for this bonus.

As stated, however, if this Agreement is not ratified on or before Tuesday, June 25, 2019, this cash Ratification Bonus will be withdrawn, and not paid.

Sincerely,


Rodney Hebert
Manager, Human Resources

Accepted this 20th day of June, 2019



LETTER 7

SEVERANCE PAY

Mr. Robert Miller, International Representative
Seminole Lodge 971
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 January 31, 2016.

A. Severance Pay Upon Layoff

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. The number of weeks for which an employee shall receive severance pay allowance shall be governed by the employee's seniority on the day preceding layoff as follows:

One (1) year's seniority - one (1) week's severance pay allowance

Two (2) years' seniority - two (2) weeks' severance pay allowance

Three (3) years' seniority - three (3) weeks' severance pay allowance

Four (4) years' seniority - four (4) weeks' severance pay allowance

Five (5) years' seniority - five (5) weeks' severance pay allowance

Six (6) years' seniority - six (6) weeks' severance pay allowance

Seven (7) through nine (9) years' seniority - seven (7) weeks' severance pay allowance

Ten (10) through twelve (12) years' seniority - nine (9) weeks' severance pay allowance

Thirteen (13) and fourteen (14) years' seniority - ten (10) weeks' severance pay allowance

Fifteen (15) and sixteen (16) years' seniority - twelve (12) weeks' severance pay allowance

Seventeen (17) and eighteen (18) years' seniority - fourteen (14) weeks' severance pay allowance

Nineteen (19) and twenty (20) years' seniority - sixteen (16) weeks' severance pay allowance

Twenty-one (21) and twenty-two (22) years' seniority - eighteen (18) weeks' severance pay allowance

Twenty-three (23) and twenty-four (24) years' seniority - twenty (20) weeks' severance pay allowance

Twenty-five (25) and over years' seniority - twenty-four (24) weeks' severance pay allowance

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, with employee premiums paid by the Company [but subject to employee co-pays and deductibles], 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.

B. Enhanced Severance Pay Due to Work Relocation

In the event an employee is laid off (a) as a direct result of movement of work from a facility covered by Article 2, Coverage, and Article 3, Recognition, of the Agreement [the current facility or one within 50 miles of the current facility], and (b) relocation to a comparable position at the new facility at substantially similar pay and benefits are not offered to the employee, then the employee will receive the following benefits:

- contractual severance pay under Section A above;
- A \$5,000 lump sum payment; and

- At least 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), with employee premiums paid by the Company [but subject to employee co-pays and deductibles]; however, the insurance coverage shall not be additive.

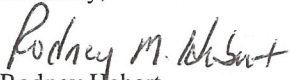
If the employee does not accept relocation to a comparable position at the new facility at substantially similar pay and benefits, he shall not be eligible for Severance Pay under Sections A and B of this Letter.

C. Voluntary Separation Option

1. A Voluntary Separation Option will be offered for the duration of this Agreement to any employee covered under this Collective Bargaining Agreement who (a) is age 55 or over as of the date of separation, **and** (b) would otherwise be laid off in a reduction in force **or** (c) volunteers and is accepted for separation under the circumstances described in paragraph 2 below. Eligible employees who receive benefits pursuant to this Voluntary Separation Option relinquish recall rights under Article 8, Seniority, of the Agreement.
2. 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.
3. Employees who have separated from the Company under this Voluntary Option are eligible for rehire to a position for which they are qualified; however, they will be considered new employees and will not be credited with their prior seniority under the Agreement.

4. The benefits under this Voluntary Separation 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; and
 - Medical and dental insurance coverage to the employee and his or her dependents, with employee premiums paid by the Company [but subject to employee co-pays and deductibles], for a period of twelve (12) months following the employee's termination date. If the employee receiving benefits under this Option dies before receiving the entire twelve (12) months of free health care coverage, medical and dental insurance coverage will continue for the his or her dependents at no cost until twelve (12) months after the employee's separation date.

Sincerely,


Rodney Hebert
Manager, Human Resources

Accepted this 20th day of June, 2019.



**LETTER 8 [ADDENDUM]
RATIFICATION BONUS FOR SPECIFIED
TERMINATED EMPLOYEE**

Mr. Robert Miller, Business Representative
Seminole Lodge 971
International Association of Machinists and
Aerospace Workers
P. O. Box 941
Jupiter, FL 33468

Dear Mr. Miller:

This letter will confirm the understanding and agreement reached subsequent to the 2019 Collective Bargaining Negotiations between the Company and the Union concerning the payout of ratification bonuses to employees who were on an extended leave of absence and subsequently terminated employment between the period of negotiations and the contract effective date.

In the spirit of good labor relations the following employee will receive the ratification bonus, even though he is not actively employed on the effective date of the contract:

Brian Sample

Sincerely,



Rodney Hebert
Manager, Human Resources

Accepted this 23 day of July, 2019.



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Hourly pay week is Saturday through Friday. Payday is the following Thursday.

 Paid Holidays

AEROJET ROCKETDYNE, INC. - 2020 CALENDAR

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 Paid Holidays

AEROJET ROCKETDYNE, INC. - 2021 CALENDAR

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Paid Holidays

AEROJET ROCKETDYNE, INC. - 2022 CALENDAR

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Paid Holidays