

6-28-16 3:25 P.m.

LOCKHEED MARTIN



COMPREHENSIVE PROPOSAL

2016 NEGOTIATIONS

between

**LOCKHEED MARTIN AERONAUTICS COMPANY
Fort Worth**

AND

**INTERNATIONAL ASSOCIATION
OF MACHINISTS AND AEROSPACE WORKERS
AFL-CIO**

AND

**AERONAUTICAL INDUSTRIAL DISTRICT LODGE 776
(Production and Maintenance Unit)**

SUBMITTED JUNE 28, 2016

The provisions of both the Economic and Non-Economic Proposal as contained herein is contingent upon written confirmation of acceptance of the package in its entirety by 5:00 p.m. central on Saturday, July 9, 2016

Period of Agreement: July 11, 2016 through April 10, 2022

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

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

Summary of Lockheed Martin's Comprehensive Proposal to IAM

June 28, 2016

Economics				
Article	Section	Description	Proposal	TA
30		Period of Agreement	Same as first pass (5 years, 9 months)	
3	4-A	Ratification Bonus	\$1,000	
3	4-B	Wages, 2016	1.5% LS	
3	4-C	Wages, 2017	1% GWI; 0.5% LS	
3	4-D	Wages, 2018	1.5% GWI	
3	4-E	Wages, 2019	1.5% GWI	
3	4-F	Wages, 2020	1.5% GWI	
3	4-G	Wages, 2021	1.5% GWI	
3	8	COLA Formula, Float, Supplement	New hires eligible	
3	8	Peg Point	Same as first pass	
3	10	ARP	Same as first pass	
3	11	Shift Premium	Same as first pass	
5		Holidays	Same as first pass	
6		Vacation, Personal Business and Bereavement	Same as first pass	
25, Appx C	1-9	Group Insurance/Health Care	Same as first pass	
26, Appx B		Retirement Plan (Pension)	\$95; Language Clean-up; MA#15	
27	A6	Hourly Employee Savings Plan	Same as first pass	
27	A6(a)	Matched Contributions	\$63	
27	B(5)	Basic Benefit	Same as first pass	
27	C(1)	IAM National 401k Plan	Same as first pass	
Appx C-1	A	Basic Life Insurance	\$36,000	
Appx C-1	B	AD&D	\$36,000	
Appx C-1	D-F	Employee Medical Plan Contributions	LMHW 90/10 Frozen Plan Design Rest of proposal remains the same as first pass	
Appx C-1	G	Short Term Disability	\$350/week	
Appx C-1	H	Early Retiree Medical	\$515 employee/\$1030 spouse Early Retiree Medical Subsidy Window Rest of proposal remains the same as first pass	
Appx C-1	I-K	Medicare Eligible Coverage	Same as first pass	
Appx C-2	Para 2	Dental Eligibility; New Hires	TA	TA
Appx C-2		Dental	Same as first pass	
Appx C-3	Para 1	Prescription Drug Plan	Same as first pass	
Appx C-4	Para 2	Special Accident Plan Eligibility; New Hires	TA	TA
Appx C-5	Para 1	Hearing Aid Benefit Plan	Same as first pass	

Appx C-6	Para 2	Vision Eligibility; New Hires	TA	TA
Appx C-7	Para 2	Spending Accounts Eligibility; New Hires	TA	TA
Appx C-7		HCSA: Max Annual Contribution	Same as first pass	
New C-6		Business Travel Accident	Same as first pass	
		VSIP	Same as first pass	