

- Contract term:
4 5 year 9 month
 - Contract acceptance bonus:
Three thousand five hundred dollars (\$3,500.00)
July 2019 – Two thousand dollars (\$2,000.00)
 - General Wage Increases:
2016-5%
2017-4%
2018-4%
2019-4% 4½%
2020-4% 3½%
2021-3½%
 - COLA
Hold on our COLA Schedule and BLS index peg point of 230.0
Supplemental Cost of Living payments: One thousand one hundred
dollars ~~\$1,100.00~~ nine hundred dollars \$900.00 each year in
November.
 - Automatic Rate Progression:
~~forty cents (40¢)~~ thirty-five cents (35¢) per hour on the Second Saturday in January,
May, and September
 - 2nd shift premium:
~~\$1.00~~ \$.75 per hour
 - Holidays:
Add Friday July 5th, 2019 and withdraw MLK and Good Friday
New hires eligible for holiday pay from 1st day of employment
 - VACATION, SICK LEAVE
Each employee, upon ~~his/her~~ **their** vacation eligibility date shall be paid ~~sixteen (16)~~
eight (8) hours of pay at the employee's regular hourly rate of pay in effect at the time of
the payment.
Eight (8) hours will be converted and added to the personal/business leave schedule.
- Sick Personal/Business leave accrual:**
Four and one half 4 1/2 hours per calendar month or partial calendar month.
May be taken in one quarter (1/4) of an hour increments.

- **HOURLY EMPLOYEE SAVINGS PLAN PLUS**
Employee Basic (Matched) Contributions Employees may elect to contribute up to **\$65.00** weekly in \$1 increments.
- **HOURLY EMPLOYEE BASIC BENEFIT PLAN**
For each employee hired on or after 10 April 2006, the Company will make a quarterly contribution of ~~\$60.00~~ **\$55.00**
- **I.A.M. National 401(k) Plan**

Completed Years of Service - Company Weekly Contribution	Percentage of Base Gross Pay
0 – 3 years	3%
4 or more years of service	4%

Gross pay shall include an employee's straight-time gross hourly rate including any COLA float, shift bonuses, lead pay, set-up pay, field rate pay or other per hour additives multiplied by the employee's hours paid including overtime pay, pay for holidays, pay while on vacation or personal/business leave, jury duty pay or bereavement leave pay. Gross pay does not include bonuses, lump sum COLA payments, payments in lieu of vacation, personal/business leave or ratification bonuses.

- **RETIREMENT BENEFIT:**
~~One hundred and twenty dollars (\$120.00)~~ Effective January 1, 2016, one hundred and ten dollars (\$110.00) a month per year of credited service to date of retirement or termination. Effective January 1, 2019, one hundred and fifteen dollars (\$115.00) a month per year of credited service to date of retirement or termination.

PRIOR CREDITED SERVICE FOR PENSION:

Break in service prior to **January 1, 2006**

The benefit level for restored for service will be equal to ~~\$33.00~~ **\$45.00** a month per year of restored credited service.

- **WEEKLY DISABILITY BENEFITS:**
Effective 11 July 2016, the weekly disability benefit will be 55% of base weekly wages to a maximum of ~~\$340.00~~ **\$400.00**.
- ~~Field Rate~~
~~\$2.00 per hour above his/her regular hourly rate of pay~~
- **Basic Life Insurance**
\$40,000

- ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE:
\$40,000

- ~~Retirement Life Insurance~~
~~Effective 11 July 2016 22 September 1975, employees with five or more years of service who retire at early or normal retirement age will be entitled to \$1,000 \$2,000 of post retirement life insurance.~~

- Receive the following benefits that have been agreed to in other Lockheed Martin locations:
 - Medical benefits continued for up to 31 days if laid-off
 - Proof of Insurability waiver for increase of 1 times Group Universal Life during Annual Enrollment for 2017
 - Group Universal Life – maximum to 8 times annual base pay
 - Add dental implants into the Comprehensive and Comprehensive Plus dental plan designs
 - Special Accident Insurance – include additional special provision features
 - ◆ Change in percentage – Child care center benefit
 - ◆ Change in percentage – Child education benefit
 - ◆ New provision – Surgical implantation benefit
 - ◆ New provision – Monthly mortgage payment benefit
 - ◆ New provision – Loss of life as a result of a motorcycle accident while wearing certain safety equipment
 - ◆ New provision – hearing aids and prosthetic devices

For the Union

For the Company

Date: _____

Date: _____

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