

Summary of Lockheed Martin's Comprehensive Proposal to IAM

July 1, 2016

Economics				
Article	Section	Description	Proposal	TA
30		Period of Agreement	Same as first pass (5 years, 9 months)	
		Reaffirmance Letter	To pass	
3	4-A	Ratification Bonus	\$1,700	
3	4-B	Wages, 2016	2.0% LS	
3	4-C	Wages, 2017	1% GWI; 1% LS	
3	4-D	Wages, 2018	1.5% GWI	
3	4-E	Wages, 2019	2% GWI	
3	4-F	Wages, 2020	2% GWI	
3	4-G	Wages, 2021	2% GWI	
3	8	COLA Formula, Float, Supplement	Same as last pass	
3	8	Peg Point	Same as last pass	
3	10	ARP	Same as last pass	
3	11	Shift Premium	Same as last pass	
5		Holidays	Same as last pass	
6		Vacation	Same as last pass	
25, Appx C		Group Insurance/Health Care	Same as last pass	
26, Appx B		Retirement Plan (Pension)	Same as last pass	
27	A6	Hourly Employee Savings Plan	Same as last pass	
27	A6(a)	Matched Contributions	\$65 (TA)	
27	B(5)	Basic Benefit	\$43/Qtr for eligible employees	
27	C(1)	IAM National 401k Plan	Same as last pass	
Appx C-1	A	Basic Life Insurance	\$37,000	
Appx C-1	B	AD&D	\$37,000	
Appx C-1	D-F	Employee Medical Plan Contributions	LMHW 90/10 Frozen Plan Design HMO 82/18 POS 80/20 Rest of proposal remains the same as the last pass	
Appx C-1	G	Short Term Disability	\$360/week	
Appx C-1	H	Early Retiree Medical	\$525employee/\$1049 spouse	
			Early Retiree Medical Subsidy Window- 7%	
			Rest of proposal remains the same as the last pass	
Appx C-1	I-K	Medicare Eligible Coverage	One Exchange; \$160 HRA	
Appx C-2	Para 2	Dental Eligibility; New Hires	TA	TA
Appx C-2		Dental	Same as last pass	
Appx C-3	Para 1	Prescription Drug Plan	Same as last pass	

Appx C-4	Para 2	Special Accident Plan Eligibility; New Hires	TA	TA
Appx C-5	Para 1	Hearing Aid Benefit Plan (Language Clean up)	TA	TA
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	TA	TA
New C-6		Business Travel Accident	TA	TA
		VSIP	To pass	
		Special Benefits	TA	TA