

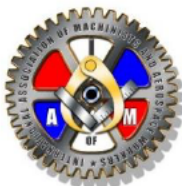
National Aerospace Solutions and Air Engineering Metal Trades Council and Affiliated Unions AFL-CIO

Collective Bargaining Agreement
July 1, 2021 – June 30, 2024



NOT SENSITIVE





INTERNATIONAL UNION OF
**OPERATING
 ENGINEERS**
 AFL-CIO, CF of I



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CONTRACT

This Collective Bargaining Agreement (hereinafter CBA or Agreement) is made and entered into by and between National Aerospace Solutions, LLC (NAS) and Chugach Federal Solutions, Inc., (CFSI) (individually and/or collectively hereinafter referred to as the Company) and Air Engineering Metal Trades Council (AEMTC) and Affiliated Unions, AFL-CIO (hereinafter referred to as the Union) under contract number FA9101-15-C-0500 for management of Test Operations and Sustainment (TOS) at the Arnold Engineering Development Complex (AEDC).

ARTICLE I APPLICATION AND PURPOSE OF CBA

Section 1. Application

This CBA applies to the employees in the recognized bargaining unit located at AEDC, Arnold Air Force Base, Tennessee, for those operations contracted to the Company by the United States Air Force (USAF). This CBA applies to those wage employees of the Company who are permanently assigned to Arnold Air Force Base, Tennessee, whether they are temporarily assigned to work inside or outside the confines of the AEDC, Arnold Air Force Base, Tennessee. This CBA contains all the conditions agreed upon and is effective between the Company and the Union, and supersedes all previous agreements, collectively or individually, between the Company and the Union. No agent or representative of either party has the authority individually to alter or to modify the CBA. Any modification of the CBA shall be made only by the mutual consent of both parties in writing.

Section 2. Purpose

The purpose of this CBA is to set forth the agreement effective 2300, June 30, 2021, between the Company and the Union, who are signatory hereto, as to the rates of pay, hours of work, and other conditions of employment to be observed by the parties, except as it may be amended hereafter by written agreement of the parties.

ARTICLE II RECOGNITION

Section 1. Recognition

The Company recognizes the Union as the exclusive bargaining agent with respect to rates of pay, wages, hours, and other conditions of employment for the employees of the Company in the recognized bargaining unit as set forth below.

The recognized bargaining unit consists of all of the Company's operations, maintenance, repair, modification, and service employees within the classifications as set forth in Exhibit A attached hereto, and any new or revised job classifications as may be established in Article IX, Section 2 of this CBA.

Excluded from the bargaining unit are all administrative employees, technical employees, draftsmen, technical assistants, photographers, office/clerical employees, professional employees, co-op education students/interns, guards, and supervisory employees as defined in the National Labor Relations Act or Labor-Management Relations Act and any other existing job classifications not covered by the above paragraph.

A bargaining unit employee, at the time of hire, will be notified by the Company the Union is recognized by the Company as the exclusive bargaining agent for the employees in the bargaining unit.

The Company will notify the appropriate Chief Steward of any new hire(s) into the bargaining unit within his/her seniority group.

No outside business activities will be conducted at AEDC, and no employee may perform work for another contractor/subcontractor currently engaged in work at AEDC.

Additionally, as part of a new employee's first day processing, the respective Chief Steward shall be allowed a brief introduction meeting.

Section 2. Anti-discrimination

There shall be no discrimination, interference, or coercion against any employee because of membership or non-membership in the Union by the Company or any of its agents, and the Union likewise agrees there shall be no discrimination, interference, or coercion against any employee of the Company due to membership or non-membership in the Union.

Section 3. Equal Employment Opportunity

The Company and the Union agree to provide equal employment opportunity and to comply with applicable affirmative action regulations and executive orders. The Company and the Union will comply with applicable laws, including but not limited to Title VII of the Civil Rights Act, the Age Discrimination in Employment Act, the Americans with Disabilities Act, and the Vietnam Era Veterans Readjustment Assistance Act and will not discriminate against any employee or applicant for employment because of race, color, religion, national origin, **gender identification**, age, veteran status, pregnancy, sexual orientation, or presence of disability or any other characteristic protected by law, in connection with employment, demotion, upgrading, promotion, or transfer; recruitment or recruitment advertising; rate of pay or other forms of compensation; selection for training including apprenticeship; and layoff or termination.

Section 4. Check off of Union Membership Dues

The Company agrees to deduct uniform Union membership dues by class of membership from the wages of each employee who furnishes the Company with a written assignment and authorization (furnished by the Union) to deduct such dues from their wages on the last (fourth) payday of each month and to remit such membership dues to the Union. Such check-off of membership dues shall continue so long as the employee is continuously a member of the bargaining unit, on the payroll, and unless withdrawn in writing by the employee effective as of the first day of March of any year within the life of this CBA, or successive contracts, upon the Company's receipt of a written notice from the employee within a 15-day period immediately preceding the first day of March. The written notice from the employee shall be counter-signed by the Chief Steward and addressed to the Company with a copy to the AEMTC by registered mail. An employee, at any time, may change the authorization for membership dues deductions from one class of dues to another class of dues within the Union.

Section 4a. Committee on Political Education (COPE) Payroll Deduction Agreement

The Employer agrees to deduct and transmit to the treasurer of each Union affiliate, the amount of monies deducted per week from the wages of those employees who voluntarily authorize such contributions and the Union furnishes the Company with a COPE assignment and authorization form. These transmittals shall occur monthly and shall be accompanied by a list of names of those employees for whom such deductions have been made and the amount for each employee.

The Union agrees to save the Company harmless against any and all claims, suits, or other forms of liability which may arise out of or by reason of action taken in the reliance upon the individual authorizations furnished to the Company by the Union or by reason of the Company's compliance with the provisions of this section.

Section 5. Management Rights

The Union recognizes the Company shall exercise the exclusive responsibility for its successors and assigns management of the TOS Contract and the direction of the workforce. Such responsibility shall include the right to select, assign, and direct the working forces, determine job content, qualifications of employees to perform work, and the right to adopt and enforce reasonable work rules and policies for efficient operation, provided the Union rights set forth in this CBA, including the use of the grievance procedure and arbitration, shall not be abridged, curtailed, or modified by this clause.

Section 6. Outsourcing Work

The Company may, at times, subcontract work, which, in its opinion, can be performed efficiently and economically by outside contractors who bid in a freely competitive environment. It is understood if Chugach Federal Solutions, Inc. (CFSI) is the successful bidder, the terms and conditions of that contract and its relationship with the AEMTC and Building Trades will be adhered to.

The Company and the AEMTC each having an interest in securing work for the bargaining unit while at the same time being responsive to the needs of the Company to accomplish its work in a timely and efficient manner hereby agree to this supplemental agreement covering the use of individuals from the Chattanooga Building Construction Trades through a Collective Labor Agreement with CFSI. This agreement is considered to be a living agreement and can be reviewed by the parties on an as needed basis using lessons learned criteria. Any modifications to this CBA shall be in writing and agreed to by the Company and the Union

and subject to the ratification criteria contained in the by-laws of the Council.

All work normally and historically performed by members of the AEMTC will continue to be performed by those members when it is reasonably practical to do so. When it becomes necessary to supplement the workforce, such services may be contracted through the Chattanooga Building Construction Trades in accordance with the following terms and conditions:

1. No full-time, AEMTC represented employee (within a given skill set) will be laid off as long as there are supplemental employees being utilized on the base by the Company within that skill set.
2. Supplemental employees will not be used in cross crafting.
3. The specific work assignments normally and historically assigned to the Machinists will continue to be assigned to the Machinists and will not be subject to contracting out to supplemental employees. All historically assigned work concerning setting and alignment of equipment and machinery will continue to be assigned to the Machinists jurisdiction.
4. The Company may utilize supplemental employees except for test cell operations and maintenance work.
5. Overtime issues between the Company and the Union as they apply to supplemental employees will be discussed with the Chief Steward and the Section Manager for the area where said contractor employees are being utilized. However, in no event will supplemental contractor employees be utilized to the exclusion of regular, full-time employees in the unit, except in cases of investment project work assigned to as such to supplemental workers. For continuity, supplemental employees will work overtime on work assigned exclusively to a supplemental crew. When supplemental and Company employees are working in a mixed crew, Company employees on the

crew will be given first preference for overtime in the work area before supplemental employees are offered overtime in the work area. Supplemental employees working on the same work order tasks will be asked to work overtime before going out of the area to another Company overtime list.

6. The Company will give first consideration for future, full-time employment opportunities to supplemental employees assigned to Arnold in accordance with the Company's normal employment process.

Nothing in this supplemental agreement is intended to take the place of specific language contained in the CBA and where conflicts arise; the CBA shall take precedence and govern the outcome. This agreement shall not be used to circumvent, abrogate, or otherwise nullify any provision of the CBA.

ARTICLE III UNION, COMPANY, COOPERATION

Section 1. Labor/Management Partnership Committee

Effective immediately, AEMTC and the Company will establish a Labor/Management Partnership Committee to jointly develop programs, solutions, or actions of mutual benefit. The purpose of these joint efforts will be to enhance the AEMTC and the Company's performance at AEDC.

If there is a conflict between this committee and any other previously established committees on site, the Labor/Management Partnership Committee will take precedence.

ARTICLE IV SETTLEMENT OF DISPUTES

Section 1. Grievance Procedure

The grievance procedure shall be used for the purpose of settling claims and disputes on all matters pertaining to this CBA. This procedure cannot be used to resolve disputes with any party who is not a signatory participant.

Pre-Grievance Oral Discussion

Any employee or group of employees having a grievance shall take the matter up with the appropriate Steward who shall attempt to adjust the matter consistent with the terms of this CBA with the aggrieved employee's immediate Superintendent. If no resolution is reached, the aggrieved may move to Step 1 in writing and a copy sent to the Company Labor Relations Group and the Recording Secretary of the Union.

Any grievance arising under the terms of this CBA or an alleged violation thereof shall be handled in the following manner:

- Step 1. An employee or group of employees having a grievance shall first take the matter up with the Chief Steward, who shall attempt to address the matter with the Section or Group Manager or the designated representative in the section where the alleged violation occurred. Unless settlement is reached within three working days, the grievance may be carried to Step 2.
- Step 2. If processed to this step, the issue will be reduced to writing on a form mutually agreeable to the Company and the Union and submitted by the Union to the Branch Manager or designated representative who will hold a grievance hearing within five working days after receipt of the form, with a Union committee consisting of the Chief Steward, one employee, and one member of the permanent grievance committee. If a Labor

Relations Representative is to be present at the grievance hearing, the Union will be represented by a principal officer of the Council. An answer will be given in writing to the Union with a copy to the Chief Steward within five working days after the hearing. Failing satisfactory resolution, the matter will be referred to Step 3.

- Step 3. If processed to this step, the written grievance will be referred to the Company Labor Relations Group for final hearing and possible settlement by the designated Company representatives and the Union Grievance Committee. Third step grievance will be held on a mutually agreeable date. An answer will be given in writing addressed to the Secretary of the Council with a copy to the Chief Steward **not to exceed 30 working days unless there is a mutually agreed to extension** after the hearing. If no agreement is reached, the matter may be referred to **mediation and/or** arbitration in accordance with Article IV.

All grievances must be on the agreed upon form, submitted to the Company Labor Relations Group and Union Recording Secretary in an electronic form, and clearly address the following elements:

- a. An adequate description of the issues including dates, times, and locations
- b. A clear reference to articles of the CBA forming the basis of the grievance
- c. Must clearly state the requested remedy

Though grievances settled in the first step or second step of the grievance procedure will not be held as establishing precedent for future grievances, the AEMTC Recording Secretary and the Labor Relations Manager shall receive a copy of the grievance and any settlement for grievance tracking purposes.

In order to expedite the procedure, grievances settled in the first step or second step of the grievance procedure will not be held as establishing precedent for future grievances.

It is understood the provisions of the Labor-Management Relations Act shall be applicable to the above described grievance procedure.

NOTE: After receiving payment from the trustees of the Retirement Plan, the retired person **can file a claim per the Pension Plan claims procedure concerning error in payment.**

Section 2. Time Limits

Any grievance not taken up with the immediate Supervisor in the area in which the alleged violation has occurred within seven working days after the occurrence of the incident cannot be processed through the grievance procedure. A grievance will be considered settled if the decision of the Company is not appealed to the next higher step in the above procedure within seven working days after a decision has been rendered by the Company. All time limits noted in this article are exclusive of Saturdays, Sundays, and holidays. Extensions may be made by mutual written agreement.

On grievances involving monetary items, time limits do not begin until checks covering said alleged violations are received by the employees.

The Union's failure to carry a grievance from one step to another or to arbitration shall be without prejudice to its right to process the same subject matter, although not the very same case, in another grievance.

In the event an answer is not filed by either party within the time limits, the grievance will be processed to the next step in the procedure, to mediation and/or arbitration, as the case may be.

In the event an employee is to be discharged for cause, the Company shall notify his/her Chief Steward immediately. If the Chief Steward does not agree, the Union may, within five working days, file a grievance in the third step of the grievance procedure.

The issue of timeliness of any grievance must be raised at the earliest possible time in the grievance procedure, but in no event later than the third step hearing.

Section 3. Pay for Grievance Time

Chief Stewards and other employees who are members of the Union Grievance Committee may assist in the settling of grievances under this article without loss of pay, provided they arrange with their Supervisor to leave work for the purpose of handling a grievance.

Grievance hearings shall be scheduled during the grievant's work shift. Members of the Union Grievance Committee will not receive pay for attending grievance hearings held at times other than during their work shift.

With proper approval of the Labor Relations **Manager**, members of the grievance committee will be able to meet on the clock without loss of pay in order to assist in the settling of grievances.

Section 4. Mediation

If the grievance is not settled in Step 3 within seven working days, the grievance shall, at the insistence of either party, be submitted for mediation and conciliation. The parties shall mutually contact the Federal Mediation and Conciliation Service (FMCS) requesting assistance in settling the grievance. The FMCS shall assign a mediator to the case. The mediator assigned shall not have the authority to alter, vary, or add to the terms of this CBA. If settlement is not reached, the grievance may be referred to arbitration according to this article. Time limits set forth in this article shall be considered mutually extended while utilizing mediation.

Section 5. Arbitration Procedure

Any controversy which has not been satisfactorily adjusted under the grievance procedure and which involves

- a. the discharge of an employee, or
- b. the interpretation or application of the provisions of this CBA, or
- c. an alleged violation of the CBA

may be submitted for settlement to the arbitrator within 15 working days after the final action taken under the third step of the grievance procedure **or mediation process**.

The arbitrator for each case will be chosen in the following manner: The parties agree to place all of the names of current, active members of the FMCS roster of arbitrators into a selection pool. The parties will alternately draw one name from the pool until five names have been drawn. The parties will then alternately strike names until one name remains, and the remaining name will act as arbitrator.

Each party shall bear its respective expenses, and the expenses incident to the services of the arbitrator shall be borne equally by the Company and the Union.

The arbitrator shall be requested by the Company and the Union to render a decision within 30 calendar days after the arbitration hearing. The decision of the arbitrator shall be final and binding on both parties. The arbitrator shall not have the power to add to, to disregard, or to modify any of the terms of this CBA.

When either party receives the list of arbitrators, they shall contact the other party and inform them of such receipt. If an arbitrator is not selected within 30 calendar days of such contact or a new list of arbitrators is not requested, the grievance will be considered withdrawn.

ARTICLE V SENIORITY

Section 1. Seniority

The seniority of an employee shall be determined by the employment date or transfer date into the bargaining unit, whichever is later. The term "seniority group" is meant one of the groups consisting of one or more skill sets listed in Exhibit A of this CBA.

On and after December 22, 2003, the lowest last four digits of the **Social Security Number** (SSN) will determine the greater seniority for same date hires, rehires, or transfers. In the event there is a tie with the last four digits of the SSN, go to the lowest preceding number until the tie is broken.

When employees are transferred permanently from one seniority group to another, it shall be done by mutual agreement of the Company and the Union. Employees so transferred and who fail to qualify for the job to which they are assigned within a three-month period may be returned to their previous seniority group without prejudice to their rights to later be transferred to the same or another job for which they may qualify.

The Company will provide the Council monthly summaries of the wage employees' moves to fill openings through permanent promotions, permanent transfers, and employees hired into the bargaining unit.

Section 2. Loss of Seniority

Seniority shall be lost by an employee under the following circumstances:

- a. When the employee is discharged by the Company.
- b. When the employee quits the service of the Company upon his/her own volition.
- c. When the employee does not properly report when recalled from layoff, as set forth in Section 9 of this article.

- d. When the employee is not recalled during a period of 36 consecutive months after being laid off.
- e. When a bargaining unit employee is promoted or transferred to a non-bargaining unit position as provided for in Section 5 of this article.
- f. When a bargaining unit employee who is on a leave of absence as an officer or representative of a Union fails to return to work at the completion of an authorized leave of absence as provided for in Article VI.

Section 3. Probationary Employees

A new, regular, full-time employee shall be considered a probationary employee for the first 120 **calendar** days of employment in a single seniority group and at the end of this period, if retained, the employee's name shall be placed on the seniority list, and his/her seniority shall start from the original date of hire. **The probationary period may be extended 30 calendar days provided Management notifies the AEMTC President and appropriate Chief Steward 72 hours in advance. Any extensions of probation past 30 days must be by mutual consent of both Union and Company.**

Any probationary period interrupted by Leave Without Pay (LWOP) and/or Leaves of Absence(s) (LOA) shall automatically be extended by the same number of days as such absence(s).

A probationary employee shall be allowed to participate in all fringe benefits and use accrued vacation and sick leave after first 30 days of employment.

The Union shall be notified in the event of discharge of a probationary employee.

The termination of employment of an employee during the probationary period shall not be subject to the grievance procedure.

Section 4. Seniority List

The Company agrees to compile and furnish, at a minimum of every four months to the Council, copies of a seniority list showing the seniority of each employee in the bargaining unit and employees with return rights to other skill sets. Employees shall have 15 days following the posting of the seniority list or following return from leave or vacation to raise objections as to the correctness of the list. Additionally, the Company will provide, within three months after the signing of this CBA, an employee list identifying all skill sets for which he/she may be eligible in accordance with provisions of Section 8 of this article. This list will be updated once each year for the duration of the CBA.

Section 5. Seniority Status Outside the Bargaining Unit

A bargaining unit employee who is promoted or transferred to a position outside the bargaining unit will continue to accumulate seniority for a period of 90 days following the date of promotion or transfer. Should the employee remain in a non-bargaining unit position beyond the 90-day period, the employee will lose all seniority accumulated under the CBA.

Section 6. Promotions

Promotions of employees within the bargaining unit shall be made on the basis of the necessary qualifications to perform the work and the results of a formal interview. The highest scoring interviewee whose score is a minimum of 70 points and more than eight points better than the other interviewees will be the selectee.

If there is an eight point or less spread between the top scoring interviewees, then the qualifications of those employees is considered equal, and the senior employee shall be given preference.

Should the Union disagree with the Company's selection of the employee who is promoted under this section of the CBA to the extent the matter is processed to arbitration, the burden of proof will rest with the Company. Any bargaining unit employee who is temporarily promoted out of the bargaining unit in the future shall have all rights under this CBA.

Section 7. Filling of Vacancies

A vacancy is defined as a vacated position. A new job is defined as an additional permanent position within the bargaining unit. In case there is no one in a seniority group qualified for promotion under Section 6 of this article, the Company may fill vacancies by following the process outlined in Section 11, Job Postings, to:

1. Promote from within the bargaining unit.
2. Hire from outside the bargaining unit.

A temporary promotion which does not involve all of the substantial aspects of the higher paying skill set, will not necessarily by itself satisfy the minimum qualification requirements of a regular, full-time assignment in the higher paying skill set. For purposes of full-time promotion, candidates must still meet the minimum requirement of the regular, full-time job.

Section 8. Layoffs

When decreasing the workforce, probationary employees, apprentices, and interns shall be the first to be laid off from the affected skill set within the seniority group/skill sets within a job classification. When it becomes necessary to lay off employees in any seniority group/skill set, the employees with the least seniority shall be laid off first.

Leads, ET and OE Test Controller skill sets will be combined with journeyman for lay off purposes only and the employees with the least seniority in the combined list shall be laid off first.

An employee scheduled to be laid off shall be given an opportunity to accept an assignment into one of the seniority group/skill sets, to which he/she have previously been assigned and held seniority, provided his/her seniority exceeds that of any employee in his/her previously assigned seniority group/skill set.

If a job opening later occurs in the employee's seniority group from which he/she was laid off, he/she shall be recalled to said seniority group if his/her seniority exceeds that of other employees having recall rights to the seniority group/skill set. The Company will maintain a special list of individuals who have held seniority in any previous job.

Section 9. Recalling

Recalling shall be in reverse order of layoffs within a seniority group/skill set. The recalled employee shall return to the former classification and seniority group/skill set held at the time of lay off.

Employees being recalled shall be notified by telephone and email if provided. If telephone or email contact cannot be made, the employee shall be notified by certified mail, mailed to the last address on record in the Company's files. The AEMTC President and/or Recording Secretary will be regularly advised of the notification status. If the Company does not receive a reply from the employee to said letter within six days from the date of its delivery, as verified via electronic postal service records, in which the employee agrees to report for work within two calendar weeks after receiving said notification, or if the post office returns said letter to the Company because the addressee has moved, or the employee does not report for work on the date he/she agreed to report as provided in this section, the employee will be considered to have forfeited all recall rights, unless these time limits are extended by the Company. In case of an emergency the Company may temporarily fill any vacancy. Laid off employees who are offered jobs of less than 45 calendar days' duration by the Company will not lose their seniority if they do not accept the offer. Qualified

employees may be hired while laid off employees are being recalled.

Section 9a. Special Recall

In addition to the recall rights afforded laid off employees, the Company recognizes the recall rights of the employees not initially hired by the Company. The Company will consider all laid off employees for "special recall" to new bargaining unit jobs declared and posted by the Company.

Employees so affected must have the skill, ability, and experience to be recalled to these open positions.

After the start date of this CBA, if a new job is posted by the Company and is not filled internally, employees eligible for special recall will be placed on a common special recall list in seniority order. A joint Company/AEMTC evaluation board will review the laid off employees in seniority order to determine whether or not they have the skill, ability, and experience to be recalled under this section.

If the board determines an individual is qualified for the new job, the Company will issue a special recall letter notifying the laid off employee of the recall. If the employee turns down this offer, he/she will not be considered for special recall in the future but will retain his/her recall eligibility for the seniority group from which he/she as originally laid off.

Any eligible employee recalled under this section will have performance reviews at monthly intervals (30, 60, and 90 days). If it is determined during these reviews the employee cannot perform the essential functions of the new job, the employee will be laid off under the same terms as probationary employees. If it is determined during these performance reviews the employee can perform the essential functions of the new job, the employee shall be retained in the new job with a seniority date for lay off and shift preference in the new job being the first day worked in the new job (date of entry).

Any lay off under this section will not be subject to severance allowance if the employee fails to demonstrate the ability to perform the job in the qualifying period.

Section 9b. Medical Recall

Any employee will be given the option to be placed on the medical recall list. Eligibility for recall from the medical recall list shall not exceed 24 months from the date an employee is medically terminated from the Company.

If a job is posted by the Company and not filled internally, the Company will review all individuals by skill set on the medical recall list who have been medically released by the Company's occupational medical provider. The occupational medical provider will determine if the individual to be recalled under this section is able to perform the essential skills of the position with or without reasonable accommodations.

If the Company's occupational medical provider clears and releases an individual to perform the essential functions of the posted job, the Company will review all restrictions (if any) to determine if medical recall can be offered to fill the position with or without reasonable accommodations. Once a favorable determination is made, the Company will issue a letter notifying the individual of the medical recall. If recall is declined or the Company does not receive a response within six days from the date of delivery as verified via electronic postal service records, and/or if the individual fails to report to work within two calendar weeks after being notified, the individual will be removed from the medical recall list and no longer considered for recall.

Employees who have not been medically cleared by the Company's occupational medical provider and wish to appeal the decision may follow the process defined in Article XI, Section 2, Ability to Return to Work after Injury, Illness, or Physical Impairment.

Any individual recalled under this section will have performance reviews at monthly intervals (30, 60, and 90 days). If it is determined during these reviews the employee cannot perform the essential functions, the employee will be terminated under the same terms as probationary employees.

Any termination under this section will not be subject to severance allowance if the employee fails to demonstrate the ability to perform the job in the qualifying period.

Section 10. Seniority During Absences

Employees will continue to accumulate seniority when absent due to occupational illness or occupational accident. Employees will continue to accumulate seniority when absent due to personal illness for a continuous period of 18 months. Seniority will also be accumulated during leaves of absence granted in accordance with Article VI of this CBA and for approved leaves of absence for other personal reasons not in excess of 30 days.

Section 11. Job Posting

Internal Posting. New jobs and/or vacancies to be filled shall be posted internally on the applicable NAS or Chugach website under Human Resources with a description of the job or vacancy, its location, and rate of pay for a minimum of five working days. Those current AEMTC wage workforce members not in probationary status and qualified for the position will receive preference prior to an external candidate being considered. Interested wage employees shall submit an electronic resume on the portal.

External Posting. Jobs not filled by internal candidates and vacancies as a result of lateral bidding (See Section 14 of this Article) will be posted externally on the applicable NAS or Chugach website under Human Resources with a description of the job or vacancy and rate of pay for a minimum of three working days.

The Company will also send an email notice of the job opening to all wage employees concurrent with the posting of the opening on the portal. Employees may receive electronic notification of open positions by signing up to receive such notifications from the Company. Alternately, employees may periodically visit the Company's web page to view current open positions.

Wage employees may apply for positions with any partner contractor with the understanding that if selected for a position with another company, the employee will be required to resign from their current employer and accept employment with the alternate company. All current employment laws will apply to the employment change, including those related to Company-sponsored benefit programs. When job openings are declared by the Company, the appropriate Chief Steward and the AEMTC shall be notified electronically and in writing of approved position(s).

Filling of vacancies caused by disabilities, leaves of absence, **and to maintain minimum core numbers** shall not be subject to the posting procedure.

Effective January 1, 2022, all new hires and current employees at less than 90% of the current applicable pay rate with a Department of Labor apprenticeship certificate (card) in the skill set for which they are being/were hired will be placed at 90% of the current applicable pay rate. The normal progression rate still applies, i.e., 90% to 95% one year, 95% to 100% one year.

Section 12. Shift or Schedule Preference (Bump or **Riding the Shift)**

The employee with the greatest seniority within a classification within a seniority group/skill set will be permitted one shift or schedule preference bump once every six months. It is understood an employee may use his/her seniority for **Shift Preference (riding the shift)** any time a shift change or schedule change on his/her overtime list occurs. **(This is not a bump.)** In all cases where the Company changes the scheduled hours of the day or the scheduled days of the week, the employee within the overtime list may exercise his/her seniority rights. In the absence of unusual or compelling circumstances to the contrary, an employee is entitled to use his/her seniority preference for all shift changes or schedule changes on his/her overtime list in accordance with the following:

- A shift/schedule preference bump will first occur within assigned overtime list, then to Branch, and then to Directorate.
- **Shift preference requests (riding the shift) must be submitted in writing or via email to the craft supervisor when notice of a shift change takes place.**
- **If a bump is approved during the last three months of the fiscal year and either person involved in the bump is the high person on his/her overtime list by 20 or more hours, he/she will have the option to complete the bump and be placed equal to the high person or postpone the bump until October 1.**
- Training/qualification costs incurred due to shift/schedule preference will be limited to 80 hours. Shift/schedule preference requests causing more than 80 hours of training will be reviewed on a case-by-case basis by the Labor Relations Manager, Operations and Maintenance Functional Manager, and sent to the applicable Director for final disposition
- Must involve a different workweek schedule (i.e., different workdays)
- Upon approval, a shift/schedule preference change implementation will take place within 15 calendar days unless operational requirements dictate otherwise

NOTE: Directorate has the same meaning as the term "Department" previously used by other contractors. Branches report to a Directorate. Employees may only bump within their current company. Mission Ops = NAS Directorate; Base Ops = Chugach Directorate.

Employees will not be allowed to use their shift or schedule preference request(s) **(bump)** to obtain a shift or work schedule created to support a temporary operational need of 60 days or less. The Company and Union may mutually agree to extend this limitation if the temporary shift or work schedule continues for more than 60 days. Temporary

operational needs include; a specific test project, an investment project, turnarounds, emergency, major maintenance, or other such programs.

Riding the Shift will be allowed for temporary shift or schedule assignments of more than seven days within your affected overtime list. No premium payment will result from riding the shift. At the end of the temporary shift or schedule change all individuals impacted due to riding the shift will return to their originally assigned work location and shift or schedule. Riding the shift can be denied based on qualifications and/or skill at performing the work.

A withdrawal of a shift or schedule preference request will count as a shift or schedule preference, and the employee will not be able to submit a shift or schedule preference request again for six months. The shift or schedule preference shall be effective no more than 15 calendar days after notice is given to allow for orientation and training unless operational needs dictate otherwise. This provision shall not be used to remove essential skills or operating capability from any single operating unit. Shift preference issues will be brought to the Labor Relations Manager for review and disposition; a process will be developed to handle such issues and recommended path forward.

Section 13. Transfers

Transfers for a period of more than 60 calendar days are considered permanent and those less than 60 calendar days are temporary. When permanent transfers become necessary from one overtime list to another, it shall be done on a senior volunteer basis from the affected overtime list. If there are no qualified volunteers, the junior qualified employee shall be transferred. Temporary transfers from one overtime list to another will be made by the Company and will not be subject to the senior volunteer provision, but seniority will be used where it is reasonable to do so. Temporary transfers can be extended by mutual agreement of the Chief Steward and the Company. The request for extension shall not be unreasonably denied. The

transferred employee will be returned in relative order to his/her former overtime list at the end of the temporary assignment.

NOTE: Individuals temporarily promoted to a higher skill set (e.g., Journeyman to Lead) will be transferred based on their full-time skill set classification, regardless of current overtime list assignment.

Section 14. Lateral Bids

Lateral bidding is the process of moving within the skill set to a vacant position. Employees may bid on the vacant, posted position. Selection of an employee for a lateral bid will be based on the most qualified candidate. Factors that will be taken into consideration in order to determine the most qualified candidate:

- Worker qualifications and training
- Years of experience
- Seniority
- **Security Clearance requirements including EAL/SAP lists**

Employees will be allowed to bid laterally once per year which will be counted as one shift preference move. Lateral bids will only be applied to the initial job posting; however, at management's discretion, any subsequent vacancy created as a result of a lateral bid may be filled in the same manner.

If the lateral bid occurs during the last three months of the fiscal year and the person involved in the lateral bid is the high person on his/her overtime list by 20 or more hours, the Company can postpone the lateral bid until October 1. If the lateral bid will impact business needs, the lateral bid can be postponed. The Company will notify the appropriate Chief Steward of any potential delays.

In accordance with Article V Seniority, Section 13 Transfers, the Company reserves the right to

temporarily return the laterally bid employee to his/her former position if business/testing needs dictate.

Section 15. Loaned Employee Program

Employees moved between companies (i.e., NAS and Chugach) must utilize the "Loan-To" process which enables personnel to perform work in other areas without having to change employers. Employees on loan will continue to be paid and receive benefits from their actual employer and will continue to report to management of that employer, although they may be directed in their duties by a manager of the employer to which they have been loaned.

ARTICLE VI UNION LEAVE

Section 1. Union Representatives

Accredited Union representatives shall be granted a reasonable number of leaves of absence without pay, not exceeding 15 calendar days consecutively to attend conventions or other operations. It is agreed 10 days' notice of such leaves of absence will be given, except in emergencies, and no more than six employees shall be absent at any one time for such purpose, except for council referendum votes, contract negotiations, or by special request of the Union; and if conditions will permit, this number may be increased by permission of the Company. Such leaves of absence shall not affect the seniority of employees.

Section 2. Extended Leave

Any employee whose continued absence of a longer period is necessary because of the duties as an officer or representative of the Union will be given a leave of absence for the term of the office and be renewable at the Union's request without pay for such purpose. Upon retirement from such office, the employee shall be entitled to return to his/her old position or a position of the same class without loss of seniority, provided the employee reports for work

within 15 days following the expiration of his/her leave. An employee granted such leave of absence shall return all security identification issued to them.

ARTICLE VII

HOURS OF WORK AND OVERTIME

This article defines the workday, workweek, scheduled days off (SDO), and regular work schedule and the manner in which these affect payments made to employees. Nothing in this article shall be construed as a guaranty of hours worked or limitation of hours worked, nor as a restriction on the Company in adjusting the working schedule to meet operating requirements.

For the purpose of this CBA, the employee's straight-time rate is the rate of pay per hour exclusive of shift differential, overtime premium, work assignment pay outlined in Article XIV, Section 3a, and other forms of remuneration. The regular rate is the rate of pay per hour including applicable shift differential and work assignment pay but excluding overtime premium and other forms of remuneration.

Section 1. Definitions

- a. An employee's work schedule is the days and hours an employee is scheduled to work within the employee's established workweek. For further details, see Section 3 of this article.
- b. An employee's workday is a period of 24 consecutive hours starting at the time the employee is scheduled to begin work on the first work-shift in the established workweek. Each succeeding workday is a 24-hour period beginning at the same hour of the day.
- c. The work-shift, as designated by the Company, is the specific hours an employee is scheduled to work.
- d. Scheduled days off are those days on which an employee is not scheduled to work during the established workweek. The days may fall on any days

and in different established workweeks but will be consecutive.

- e. An overlapping shift is one in which an employee's scheduled work-shift overlaps two calendar days by more than 30 minutes. The workday of an employee assigned to an overlapping shift is a 24-hour period beginning at the time the employee is scheduled to begin work, on the first work-shift in the established workweek.
- f. A calendar day, for the purpose of Article VII, will be the 24-hour period beginning at **2300**.

Section 2. Normal Hours

- a. Day shifts (shifts with starting times between **0500** and **0730** Monday) will consist of 8.5 hours and will include a 30-minute, unpaid lunch period with Supervisor's approval. The lunch period may be taken within 30 minutes before or after the employee's normal lunch period. Lunches not observed during this 1.5-hour period will, at the direction of the Company, be counted as hours worked and paid at the appropriate rate.
- b. The normal second or fixed evening shift shall consist of five days of eight consecutive hours beginning between **1330** and **1600** Monday.
- c. The normal third or fixed late-night shift shall consist of five days of eight consecutive hours beginning between **2130** and **2400**.
- d. Odd shifts are those shifts neither fixed nor rotating and may begin at irregular hours or on irregular days in the established workweek. Employees working odd shifts will be scheduled for eight consecutive hours and five days per week.
- e. Changes in the normal number of hours per day or per week may be made by mutual agreement of the Company and the Union. Following notification by the Company of a request for mutual agreement of a non-standard schedule, the Union will provide its response

within 30 days or sooner. Based upon operational requirements, no request will be denied by either party impacting test operations or other planned activities.

- f. It is understood all shifts will be posted in accordance with Section 3a.

Section 3. Work Schedules

- a. An employee's regular work schedule is the scheduled workdays within the established workweek, to be determined by the Company, and posted no later than the end of the day shift on Thursday of the previous week.

If operational requirements change, employees may be assigned to a new regular work schedule provided the new regular work schedule is properly posted without the payment of premium pay, providing a minimum of 24 hours will elapse between the end of their last work-shift in one workweek and the beginning of their first work-shift in the following workweek.

- b. A minimum of 24-hour notice in advance of the beginning of a new shift shall be given employees of any change in the posted hours. An employee who has not received 24-hour notice in advance of any shift change will be paid time and one-half (1.5) for the first eight hours of such change. Employees required to change shifts a second time within the workweek will be paid time and one-half (1.5) for the first eight hours of the second change.

NOTE: Acceptable forms of notification include current standard posting process with the addition of supervisor direct contact, phone call, and/or text message. Company and Labor agree to work together to address any notification concerns and can be discussed at the monthly Management/Chief Steward Meeting.

- c. When Saturday is a workday within a regular work schedule, it will be disregarded for overtime purposes, and for such purposes the first SDO within the

established workweek shall be considered to be Saturday. When Sunday is a workday within a regular work schedule, it will be disregarded for overtime purposes, and for such purposes the second SDO within the established workweek shall be considered to be Sunday.

- d. Hours worked, holidays, and vacation shall be counted as time worked for overtime considerations.
- e. Employees may trade shifts or days off within their own skill set **by mutual agreement between employees with a set duration determination** and prior approval of their respective Supervisor **and Branch Manager, and** provided no overtime is created by the exchange of shifts or days off. **The trading of shifts requires the use of Trading Shifts Agreement form submitted to management with required approvals prior to any trading of shifts taking place. It is understood that any mutual agreement between employees to shorten or extend a Trading Shifts Agreement must have Supervisor and Branch Manager approval.**

Section 4. Authorized Shift Schedules

The Company reserves the right to implement the following schedules in support of Test Customer needs, planned work activities, and any other scope necessary to complete the TOS Contract.

a. 5 x 8 Shift Schedule

The established workweek begins on Sunday at 2300 hours and ends on Sunday at 2259 hours. A workweek may consist of five workdays consisting of 8.5 consecutive hours including a 30-minute, unpaid lunch break followed by two consecutive SDO. The shift will begin between 0500 and 0730.

b. 9 x 80 Shift Schedule

The established workweek begins on Friday mid-shift and ends the following Friday mid-shift, with every other Friday as a SDO. The Friday SDO will be established by the

Company to meet customer requirements. Management reserves the right to change the Friday SDO as necessary to meet customer needs. A shift may consist of four, nine consecutive hour workdays including a 20-minute, paid lunch break with every other Friday off. The working Friday may consist of eight consecutive hours including a 20-minute, paid lunch break. The shift will begin between 0500 and 0730.

c. 4 x 10 Shift Schedule

The established workweek begins on Sunday at 2300 hours and ends on Sunday at 2259 hours. A shift may consist of four workdays consisting of 10 consecutive hours including a 20-minute, paid lunch break followed by three consecutive SDO. The shift will begin between 0500 and 0730.

d. Rotating 5 x 8 Shift Schedule

The established workweek begins on Sunday at 2300 hours and ends on Sunday at 2259 hours. A workweek may consist of five workdays consisting of eight consecutive hours with a 20-minute, paid lunch break. The shift(s) may begin between 0500 and 0730, 1300 and 1530, or 2100 and 2330 hours. Scheduled days of work for first shift is Monday through Friday, then has two SDO. Scheduled days of work for second shift are Monday through Thursday, then two SDO, and works Sunday. Scheduled workdays for third shift are Monday and Tuesday, with two SDO then Friday, Saturday, and Sunday. The additional employee(s) works a flex shift, filling in the two SDO on third shift, two SDO for second shift and one second shift to cover for the second shift employee covering first shift.

e. Rotating 5 x 8 Shift Schedule with Relief

The established workweek begins on Sunday at 2300 hours and ends on Sunday at 2259 hours. A workweek may consist of five workdays consisting of eight consecutive hours with a 20-minute, paid lunch break. The shift(s) may begin between 0500 and 0730, 1300 and 1530, or 2100 and 2330 hours. Employees will work five consecutive days with

two SDO. Some employees will rotate between first and third shift; others will have designated shifts. One team member is assigned as a scheduled relief employee and is assigned to the first shift. SDO will vary based upon assigned position and may occur on Monday and Tuesday or Wednesday and Thursday or Saturday and Sunday. SDO may vary based upon workload requirements.

Section 5. Time and One-Half

Overtime at the rate of 1.5 times the regular rate of pay shall be paid as follows:

1. For hours worked in excess of 40 in the established workweek, or
2. * For hours worked before the first scheduled workday in the established workweek, or
3. For hours worked in excess of daily scheduled shift in the workday (i.e., 9th, 10th, 11th, and 12th on an eight-hour scheduled shift), or
4. For the first 12 hours worked on Saturday or for the first 12 hours worked on the employee's first SDO in the established workweek.
5. On any shift schedule that contains three SDO, the first two SDO will be paid at time and 1.5 for the first 12 hours.

* NOTE: If the full shift is not worked, the overtime rate of 1.5 times will not be paid for those hours worked prior to the start of the shift.

The Company and Union agree there will be no infractions or patterns of abuse either by employee or management (e.g., augmenting pay types to get to premium paid schedules).

Section 6. Double Time

Overtime at the rate of two times the regular rate of pay shall be paid as follows:

- a. For hours worked in excess of 12 during any workday, or
- b. For hours worked in excess of 12 on Saturday or for hours worked in excess of 12 on the employee's first SDO in the established workweek, or
- c. For all work performed on Sunday, or for all work performed on the employee's second SDO in the established workweek.
- d. For all shifts that contain three SDO, the third SDO will be paid at double time.

Section 7. Holidays

The following holidays will be considered as paid holidays:

New Year's Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Independence Day	Christmas Day
Labor Day	

In addition, three consecutive days at Christmas. Company will select these days to be observed and give 60 days advance notice of days selected.

An employee's holiday will be the 24-hour period beginning at the time the employee is scheduled to begin work on his/her work-shift which starts during the calendar holiday.

Pay at the rate of 1.5 times the regular rate of pay, in addition to holiday pay, will be paid for the first eight hours worked on the above holidays. Hours worked in excess of eight will be paid at the rate of two times the regular rate of pay, exclusive of any holiday pay. Eight hours' pay at straight time shall be given to all employees who are normally scheduled to work on the above holidays but who are not permitted work by the Company.

When a recognized holiday falls upon an employee's first SDO, the workday immediately preceding shall be observed as his/her holiday; when a holiday falls upon his/her second SDO, the next succeeding scheduled workday shall be observed as the employee's holiday.

If a designated holiday occurs during an employee's vacation, the employee will receive eight hours' pay at straight time and the holiday will not be charged against the employee's accrued vacation.

If any employee is asked and works on any negotiated holiday, he/she may individually choose: (1) to be paid 1.5 times his/her regular rate of pay, plus holiday pay; or (2) schedule the holiday time off with advance approval during the same fiscal year. The holiday hours not taken will be paid out at the end of the fiscal year.

Use of floating holidays must be taken in increments of four hours or more and submitted no later than 48 hours in advance of the requested time off. Requests must be submitted to the employee's immediate supervisor for approval/disapproval by the Branch Manager or designee.

Requests to use floating holidays will be reviewed to determine the impact on operations and overtime requirements. No overtime should be generated based solely on the use of floating holidays.

The Company will attempt to return an employee to a 5 x 8 schedule in support of workweeks which contain a holiday.

An employee who does not declare his/her preference for receiving holiday pay or to take the holiday hours at another time will be paid his/her holiday pay in his/her next regular paycheck.

Holiday hours for employees out on IDP will be paid at the regular rate of pay and will not be converted to vacation nor be used to supplement IDP.

Section 8. Call-In

An employee who is notified by the Company to report for work outside of his/her regular shift shall receive not less than the equivalent of three hours' pay at time and one-half (1.5) his/her regular rate for such call-in; however, this guaranty is not applicable under the following conditions:

- a. An employee is notified prior to the end of his/her previous work-shift of an early starting time on the next work-shift.
- b. In those instances in which an employee, having been contacted and notified to report to work at a specified time outside the employee's regular shift, does not report at the specified time or within a reasonable period thereafter.

Section 9. Reporting for Work

Any employee who properly reports for work on his/her regular shift and is sent home because of lack of work shall receive a minimum of four hours' pay at his/her regular hourly rate, unless he/she has been notified not to report to work at least by the end of his/her last regular shift. The most senior volunteer will have the option of being relieved of duty within a skill set, within an overtime list when it is reasonable to do so before the junior employee is relieved of duty.

Section 10. Lost Time

The Company will use one-tenth of an hour (6 minutes) as a unit in computing tardiness. If an employee clocks "in" from 1 to 6 minutes late, the employee will lose one-tenth of an hour (6 minutes). For tardiness beyond 6 minutes, the regular procedure of computing time in multiples of 6-minute intervals will apply. Employees leaving the job early will be considered tardy on the same basis as if they reported to work late. Employees shall not be required or permitted to work during the period used in computing tardiness. The foregoing shall not be considered as a

limitation on the right of the Company to take disciplinary action for repeated or unexcused tardiness.

Section 11. Exchange of Jobs

When an employee is assigned to a higher paid job, he/she will receive the higher rate for the time he/she is on the job.

Section 12. Pyramiding of Overtime

The allowance of overtime pay on any hour for which an employee receives compensation eliminates that hour from consideration for overtime pay on any other basis. If overtime worked falls under two or more pay rates, the higher rate shall prevail in determining overtime pay.

Section 13. Offsetting Overtime

An employee shall not be required to take time off from his/her regularly scheduled normal workweek in order to offset overtime.

Section 14. Assigning and Posting Overtime

The Company and Union agree the intent of charging overtime hours worked and/or refused is to actually reflect the accurate number of hours worked. Opportunities for overtime work assignment shall be divided as equally as reasonably practical among qualified employees who regularly perform the work during non-overtime hours. As an exception to this rule: if overtime is offered to bring an employee back within the 60-hour overtime spread and the employee refuses this overtime, he/she will be charged whether the overtime is worked or not. The exception will only be exercised during the last three months of the fiscal year.

Overtime among employees within a skill set on the overtime list will be assigned, so the differential of overtime hours does not exceed 60 hours at the end of any fiscal year. An overtime list and a list of overtime payments will be kept and made available to the Union for examination at any time. The Company agrees to meet at the request of the Union when the overtime list indicates steps should be

taken to narrow the differential and to reduce excessive overtime.

If, at the end of the fiscal year, the differential between the high and low person exceeds 60 hours within a skill set within an overtime list, the low person or people shall be paid overtime pay to be credited as overtime hours worked to the extent necessary to reduce the differential to allowable limits.

The Company and the Union will review all overtime distribution lists the first week of April and July for the purpose of reducing problems with the overtime list.

Employees working overtime hours during temporary assignments outside of the confines of Arnold Air Force Base, Tennessee, will be removed from the applicable overtime list. Upon returning to work from such temporary assignment, the employee will be replaced on the overtime list in the relative position to the high person (the same differential of hours) as held prior to the temporary assignment.

A new employee, at the end of the probationary period, will be charged with the same amount of overtime hours as the highest person within the same skill set, on the same overtime list.

Employees accumulating high levels of overtime while working on special security projects shall not be considered in tabulating a differential in overtime hours unless the overtime distribution has returned to an equitable level with other employees within the skill set within the overtime list. The Company will review overtime lists of personnel scheduled to support special security projects and look for opportunities to distribute overtime within security requirements.

A temporary Supervisor will not be offered bargaining unit overtime, unless physically located four hours prior to the end of the shift back into the bargaining unit. A temporary Supervisor shall be returned to the craft overtime list in

relative position at the end of the temporary Supervisor assignment.

Employees who are reassigned will be placed in the relative position to the high person (the same differential of hours) on the new overtime list as they held in their previous overtime list. If the reassigned employee was high on the old overtime list, he/she will be placed on the new overtime list as high person by the same differential of hours over the next high person. If an employee is reassigned to an overtime list on which he/she is the only employee on the list, and if the employee remains the only employee on the list for a period of less than six months, and is then transferred, either to a new overtime list or back to his/her original overtime list, then he/she will join that overtime list with the same differential to the high person as he/she held when he/she left his/her original list. Employees who work as many as four hours and are physically located on the new overtime list at the end of their work-shift will remain on the new overtime list on their next scheduled shift.

If an employee is offered overtime and refuses, for any reason, he/she will be charged on the overtime list for the actual hours worked and not the hours offered.

If it is necessary, the Company will attempt to offer overtime using the following sequence:

1. Lowest person on overtime list available for time and one-half pay (1.5) (i.e., premium pay)
2. Employees who have declared themselves available and are at a straight time rate of pay

After first offering the overtime to all the employees on the overtime list, the Company will direct the low, available employee on the overtime list to work. The employee will be charged for the hours refused in addition to the hours the employee is directed to work.

NOTE: Any employee who refuses/works at the straight time pay rate will not be charged on the overtime list.

An employee who is absent because of illness, **military leave of absence, leave of absence**, or a disability will not be offered overtime and will be removed from the applicable overtime list. Upon returning to work **from the absence**, the employee will be replaced on the overtime list in the relative position to the high person (the same differential of hours) as held prior to **absence**. An employee who incurs a limitation because of **such absence** which prohibits overtime assignments will not be offered overtime and will be removed from the overtime list during such restriction. When able to work overtime, the employee will be replaced on the overtime list in the relative position to the high person (the same differential of hours) as held prior to becoming ill or disabled. An employee whose restriction does not prohibit overtime assignments will be offered overtime. The determination as to whether an employee with a restriction can or cannot accomplish a particular overtime assignment shall be made by the Supervisor with **Management concurrence**.

An employee who uses sick leave hours for a medical/dental/vision appointment and returns to work prior to his/her end of shift will be considered available for overtime. An employee who does not return prior to the end of his/her shift will declare his/her overtime availability via electronic database. An employee who declares he/she is not available will remain in a relative position on his/her overtime list.

NOTE: Sick Leave used for medical/dental/vision appointments will be counted as hours worked.

The Union and the Company agree if an employee goes out on a leave of absence and returns within the last 30 days of the fiscal year (September), the employee will return to his/her overtime list in relative position to the high person. If the placement of the returning employee on his/her overtime list drives the spread out of the allowable 60 hours, the Company will be afforded an extension to October 31 of the same calendar year to get the spread back within 60 hours, using the same

provisions exercised during the last three months of the fiscal year.

An employee who is instructed by his/her Supervisor to work unscheduled overtime after the end of his/her shift will be offered a minimum of one hour. If the work is completed in less than one hour, the employee may be paid for time worked.

Overtime hours, before they are posted on the overtime record, will be translated into the equivalent straight-time hours to the nearest one-tenth hour, i.e., one hour paid at double time will be posted as two hours. Hours worked on holidays are not overtime and will not be posted as such on the overtime list. All hours worked on holidays shall be offered on the basis of seniority within an overtime list.

Employees who have scheduled four or more hours of vacation will not be asked to perform overtime work during this period. Employees who have scheduled at least four hours vacation at the end of a shift will not be offered overtime until they properly report for the next scheduled work shift. An employee who has scheduled at least four hours of vacation at the beginning of a shift will not be offered overtime from the end of his/her last scheduled work-shift prior to the scheduled vacation until he/she properly report for his/her next scheduled work-shift.

However, if the employee has scheduled vacation, he/she may elect to be available for overtime and notify his/her Supervisor of such at the time of the scheduling of vacation. If the employee subsequently refuses such offered overtime, the employee will be charged according to paragraph 10 of Section 14.

At management's discretion, supervisors may offer overtime to employees on another list of the same skill set after the first offering the overtime to all employees on their normal crew overtime list.

The requesting supervisor may contact other appropriate supervisor(s) in the other area(s). The supervisor(s) contacted by the requesting supervisor

will ask the low person on their respective list(s) to work on the requesting supervisors(s) crew, then go up the list sequentially. If no one volunteers, the requesting supervisor will go back to his overtime list and direct the low available employee on his overtime list to work.

Charging of overtime hours for employees from an overtime list outside of the requesting supervisor's normal crew overtime list shall be as follows: These hours will be charged to the employee's own original crew overtime list. All hours charge will be in compliance with the CBA.

ARTICLE VIII VACATIONS

Section 1. Vacations

Regular, full-time employees shall receive vacations in accordance with their Company service. Time spent in layoff, leave of absence exceeding 30 days, and other separations from the payroll will not be computed in determining length of Company service.

Regular, full-time employees will be credited with vacation on a monthly basis for each month of employment (accruals will stop for employees on IDP after six months or when current leave balances are exhausted, whichever occurs first). No employee will be allowed to schedule vacation until after 30 days of employment. The maximum accrual carryover at the end of each fiscal year will be **320** hours. At the end of the fiscal year, employees who have more than **320** hours of accrued vacation will have the excess amount over **320** hours paid out at the employee's rate of pay as of September 30, **at 2259 hours**. The payout will occur in October. Regular, full-time employees hired on or before December 22, 2003, and those hired from the preferential hiring list on or before December 22, 2006, will accrue vacation on a monthly basis in accordance with the following schedule:

Years of Company Service	Accrual per Month of Employment
0 to less than 5	8 hours
5 to less than 10	9 hours
10 to less than 15	11 hours
15 to less than 20	13 hours
20 to less than 25	14 hours
25 to less than 30	15 hours
30 and over	16 hours

New employees hired after December 22, 2003, will accrue vacation in accordance with the following schedule:

Years of Company Service	Accrual per Year
0 to less than 5	80 hours
5 to less than 10	100 hours
10 to less than 15	120 hours
15 to less than 20	140 hours
20 to less than 25	160 hours
25 years and over	180 hours

In addition to the above, full-time, regular employees and those hired from the preferential hiring list on or before September 30, 2005, will accrue an additional eight hours of vacation on October 1, 2005, and on October 1 each year thereafter. New employees hired on or after October 1, 2005, will not receive the additional eight hours of vacation as noted above.

Scheduling Vacations:

- a. The Company will give preference as to the dates in accordance with employee seniority and the operational requirements of the Company. Any

requested vacation must be approved by the Company before it is to start.

- b. Vacation payment will be calculated on the basis of an employee's straight-time hourly rate, including applicable shift differential and work assignment pay and the number of hours in the normal workweek of the plant.
- c. If an employee who has completed the minimum eligibility requirements for a vacation retires, resigns, is laid off, is discharged, or dies, the employee or the employee's **beneficiary(ies)** will be paid accrued vacation not to exceed **320** hours.
- d. Absence of an employee on a scheduled workday, immediately preceding or following the employee's vacation, **must be approved by management. Each request will be considered on a case-by-case basis.**
- e. Employees starting work between the 1st and the 15th of the month will be given credit for the full month, whereas, employees beginning their employment on the 16th day of the month, or any day thereafter, will be given no credit for that month. If termination of employment occurs between the 1st and the 15th day of the month, vacation time will be computed to the last day of the previous month. If termination occurs on the 16th day of the month or thereafter, the vacation time will be computed to the end of the month.

ARTICLE IX WAGES AND BENEFITS

Section 1. Wage Schedules

The Company and the Union agree the wage rates shown as pay scales in Exhibit A to this CBA shall become effective September 30, 2021, at **2300 hours** and **2300 hours** each September 30 thereafter for the term of this CBA.

Section 2. New or Revised Skill Sets

When it is necessary to establish a new skill set or revise an existing skill set, the Company and the Union will negotiate a job title and a wage rate for the new or revised skill set.

Section 3. Promotions

An employee promoted to a higher skill set will receive the starting rate of the new skill set. When an employee is promoted from one position to another, the employee will receive no less than the percentage the employee is at upon promotion. The employee will thereafter progress to the job rate in accordance with the progression schedule for the new skill set.

Section 4. Demotion

When an employee is demoted to a lower paying skill set, either at the employee's own request or when no other work is available that he/she can perform, he/she shall receive the maximum rate of the lower skill set as of the date of the demotion except if the employee's present rate is below the maximum rate of the job to which the employee is being transferred, the employee shall receive the next closest rate step that does not provide an increase in pay.

Section 5. Pay Day

Pay day shall be weekly, and employees will be paid on Friday following the end of the pay period. Davis-Bacon will be paid in accordance with legal requirements. Direct deposit will be required of all employees.

Any error or failure of the employee to properly record his/her time will be reviewed on a case-by-case basis in determining if a separate check will be provided. If an error by the Company is discovered, then all efforts will be made to research and correct the error as soon as possible or no later than Tuesday the following week, unless other arrangements are made with the employee.

When an electronic deposit error occurs through no fault of the Company, corrections will not be made until the erroneously deposited funds have been recovered or otherwise accounted for. For example, if an employee changes his/her bank account and his/her paycheck is not deposited in his/her new account due to an untimely notification of the change, a new paycheck will not become available until the funds have been recovered from the banking institution.

Section 6. Shift Differential

A shift differential will be paid to employees who are assigned to these shifts only:

- a. 2nd shift – \$1.50 per hour
- b. 3rd shift – \$3.00 per hour

An employee who works eight or more hours outside his/her assigned normal shift within a 24-hour period will receive the appropriate shift differential.

Section 7. Overtime Lunches

Any employee, upon the completion of 12 or more continuous hours of work, excluding his/her regular lunch period, will be paid a meal allowance of \$5.00.

Section 8. Saturday and Sunday Premium Pay

Employees who are scheduled to work on Saturday as a part of their regular work schedule shall be paid \$0.50 per hour in addition to their regular rate for Saturday's work. Employees who are scheduled to work on Sunday as part of their regular work schedule shall be paid \$1.00 per hour for work performed on Sunday. The \$0.50 premium paid for Saturday and the \$1.00 premium paid for Sunday shall not be considered in determining overtime payments nor shall they be considered for employees who are working overtime on Saturday or Sunday.

Section 9. Longevity Pay

Employees currently receiving longevity pay as of July 1, 2017, will continue to receive it in its current amount of either \$0.06 or \$0.10.

Longevity pay the employees are receiving will not be included in the base rate to compute any percentage increase that the employees will receive in the future.

ARTICLE X CONTINUITY OF OPERATIONS

Section 1. Continuity of Operations

There will be no strikes, no sympathy strikes, lockouts, or work stoppages of any nature. The Union guarantees to support the Company fully in maintaining operations in every way. Participation by any Company employee or employees in an act violating this provision in any way will be complete and immediate cause for discharge by the Company.

If it is contended the discharged employee did not violate this section of the CBA, the Union may, within two days after the employee is discharged, contest the discharge by filing a grievance initially in the third step of the grievance procedure; the grievance shall be subject to arbitration under Article IV.

ARTICLE XI PHYSICAL EXAMINATIONS

Section 1. Physical Examinations

An applicant for employment, as a part of the employment process, must meet certain minimum standards of health and physical fitness as determined by a post-offer or conditional offer, physical examination. The physical examination will be given by a licensed physician appointed by the Company.

The Company will provide annual and periodic physical examinations of employees where required by law or where done voluntarily as part of a wellness program. Individual physical exams may be required where circumstances warrant and as permitted by law. PSA tests will be provided annually at no charge for employees' age 40 and above.

Section 2. Ability to Work after Injury, Illness, or Physical Impairment

In case an employee returns to work after being absent because of layoff or due to injury, illness, or physical impairment, the Company may require him to furnish a certificate signed by the Company physician showing the employee is physically fit to return to work. If the physician finds the employee is not physically fit to return to work, the employee may obtain a physical examination by a second physician agreeable to them. If the findings of the second physician are the employee is physically fit to return to work, then the employee may submit to an examination by a specialist agreeable to the employee and the Company, at the expense of the Company, and the opinion of the specialist shall be final.

An employee who becomes eligible for non-occupational disability pay after receiving a layoff notice because of a reduction in force (RIF) but before the effective date of layoff may be required to submit to a physical examination by the Company physician any time the employee is receiving such pay. If there is any disagreement in the findings between the Company physician and the employee's physician, then the employee must submit to an examination by a specialist agreeable to the Company and the employee, at the expense of the Company, and the opinion of the specialist shall be final.

ARTICLE XII SAFETY

Section 1. Protective Equipment

Where necessary for the safety and health of its workers and/or where required by law or regulations, the Company shall provide protective clothing and safety equipment.

Section 2. Good Housekeeping

The Union recognizes the desirability of maintaining safe and clean working conditions at all times and agrees to cooperate with the Company in maintaining these conditions.

Section 3. Safety Committee

A Safety Committee composed of Union and Company members designated by the charter, is hereby established. This Committee will meet at regular monthly intervals to consider safety problems and make recommendations for adoption to the Company.

Section 4. Stop Work Authority

Employees may refuse to perform what is reasonably considered to be extremely hazardous jobs until a written determination is made by a member of the Company's Safety office that necessary precautions are being observed.

Section 5. Drug-Free Work Force

The Company and the Union agree the Company and the Union fully support and agree to comply with Company Policies and Procedures for Substance Abuse, which meet the intent of the Drug Free Workplace Act of 1988 and applicable Department of Defense and Department of Transportation regulations, including applying the expanded USAF and DOT Drug Testing Panels.

It is agreed the Company shall maintain a program providing for the testing of drugs covered by the USAF and DOT panels as well as alcohol for "employees in sensitive positions." Now therefore it is agreed as follows:

1. All employees represented by the AEMTC at AEDC will be considered as employees in sensitive positions.
2. Alcohol and drug testing will be required of the following:
 - a. Employees who are or will be assigned to sensitive positions, in circumstances set forth below.
 - b. When there is reasonable suspicion an employee uses illegal drugs or may reasonably be considered impaired at work or is otherwise violating the applicable program on alcohol and drug abuse.
 - c. As part of a follow-up to alcohol and drug counseling or rehabilitation.
 - d. When an employee has been involved in a mishap or accident involving (i) operating a vehicle or equipment on the job; (ii) resulting in injury to the employee or others; or (iii) resulting in damage to equipment or government/Company property. Testing will occur only when the employee caused the accident or mishap or could have avoided the accident or mishap or has been involved in an unsafe practice.
 - e. When the employee is injured, not as a result of a vehicle accident, and the Supervisor has reasonable suspicion.
 - f. As part of a random drug testing program.
 - g. Employees subject to random testing pursuant to DOT regulations or other applicable government regulations.
 - h. Applicants and new hires for employment.

- i. As required in writing by the AEDC contracting officer.
 - j. Recall from layoff (unless the employee has been tested and a negative result reported within the previous 90 days).
- 3. As part of an annual or periodical physical examination for employees who have to hold DOT licenses (unless the employee has been tested and a negative result reported within the previous 90 days).
- 4. If requested by the employee, the specimen collection facility will collect a split sample. Split samples will be tested as per the current version of the Department of Health and Human Services Substance Abuse and Mental Health Services Administration Center for Substance Abuse Prevention Medical Review Officer Manual for Federal Agency Workplace Drug Testing Programs. Split sample request for DOT testing, will be as per the DOT Procedures for Transportation Workplace Drug and Alcohol Testing Programs (49 CFR Part 40). If an employee tests positive, before the Company meets with the employee to discuss the test results, the Company will advise the employee of the right to have Union representation, and, if requested, the interview will not take place until an available Union representative is given the opportunity to be present.
- 5. Employees are subject to the provisions of the Company's substance abuse policy and procedure including the disciplinary policy established there under. Employees are required under these policies to report the use of prescription drugs that may affect their ability to perform work or to safely perform their job. Employees are not required to disclose a disability in connection with this program. Employees are also encouraged, under the Company's policies, to voluntarily report any issues with use of drugs or alcohol. Employees who voluntarily report such issues are eligible for the Employee Assistance Program, which provides support for the employees to address

such issues. However, an employee who does not disclose the need for assistance prior to being asked to submit to a test producing a positive result is not eligible for such program.

6. This CBA is subject to the provisions of any implementing Regulations or any other applicable law which may affect the terms or provisions therein.

ARTICLE XIII PROTECTIVE SERVICES

Section 1. Protective Services

All members of the Union, the Company, and all employees of the Company are required to comply with all protective security regulations now in effect or as may be promulgated by the USAF. The arbitrator provided for in Article IV of this CBA shall not make any decisions conflicting with security regulations adopted by the USAF.

Section 2. Proprietary Information

The Union and the Company agree they will do their utmost to protect proprietary information.

Section 3. Security Clearance Adjudication

Employees whose security clearance is suspended will be permitted to perform unclassified work during the security clearance adjudication process. Unclassified assignments will be limited to a reasonable number of employees. Assignment to this status will be for a period of up to three months per employee or until resolution of the suspension, whichever occurs first. While a security clearance is in suspended status, DOD computer or network access will not be required.

When and if extenuating circumstances arise, the Company General Manager will consider exceptions to the above limits as they are requested by the AEMTC.

ARTICLE XIV JURISDICTIONAL BOUNDARIES

Section 1. Job Assignments

The Company will assign employees to duties in accordance with Article XIV, Section 3.

Section 2. Settlement of Jurisdictional Disputes

Determination of jurisdictional boundaries is the responsibility of the Local Unions of the Council which have been duly designated to represent employees. Therefore, when work boundaries between crafts have been clearly established by:

- a. Custom, practice, and tradition,
- b. Agreements between national or international unions, or agreements between crafts within an international union, or
- c. Decisions or awards rendered by appropriate bodies.

The employees represented by each such union shall perform the work as determined by these boundaries. Appropriate bodies, as referred to in this article, are defined as those which the disputing Unions by agreement or through participation in such bodies recognize as having the authority to make such awards and decision.

In the absence of established work boundaries, the Company shall assign the work in accordance with custom and practice in the vicinity. In the absence of custom and practice in the vicinity, the Company shall assign the work to those employees who, in its judgment, are best qualified to perform the work with due regard to practices of employers outside the vicinity which the disputing Unions represent.

If, after work has been assigned on this basis, the Unions reach agreement or if an appropriate body renders a decision on the award which conflicts with the Company's

assignment of work, the Company agrees to alter its assignment to conform to such an agreement or award as soon as possible and in any case within 15 working days, except when the period is extended by agreement between the Company and officers of the Council.

A grievance relating to jurisdictional disputes and/or misassignment(s) of work shall not be placed into the grievance procedure, Article IV of the CBA, including the discussion stage. Should the Chief Stewards not reach agreement resolving a disputed assignment of work, the moving Union shall refer the dispute to the AEMTC's internal mechanism and/or Metal Trades Department jurisdictional policy. Should the individual Chief Steward(s) agree on a resolution to the dispute, the Council shall notify the Company of the jurisdictional agreement(s).

The Council shall notify the Company of jurisdictional agreements or disagreements, which affect the assignment of work by the Company.

Section 3a. Work Assignment Guidelines

In order to improve operational efficiencies, the AEMTC and its affiliated Unions agree to perform limited cross-craft work assignments, as defined in this article, to accomplish all the work covered by this CBA. The Company and the Union agree a fully motivated, efficient workforce is essential to achieving the mutual objectives of continuing to be the best aerospace test center in the world.

The Company recognizes the benefits of traditional craft jurisdictions in a highly sophisticated and technologically advanced environment. The Company has invested substantial time and money in equipment and training of its employees in developing and fostering valuable craft skills.

The Company is not looking for total interchangeability. Further, cross-craft assignments shall not be used for the purpose of depopulating affiliates of the AEMTC.

The Company has the responsibility to improve its methods, processes, scheduling, planning, and training within the occupational titles. All facilities, tools, and equipment

should be adequately maintained for craft manpower to be more productive and efficient.

The Company may assign work cross-craft to employee(s) who have the skill, ability, and experience to perform the work safely. The Company shall not place the employee(s) or others at risk of personal injury because of these cross-craft assignments.

Each individual employee has the responsibility and authority to stop work if he/she has reason to believe an assignment puts the employee(s) at excessive or unnecessary risk. All work assignment guidelines apply uniformly during regular and overtime hours.

In consideration of the AEMTC agreeing to these work assignment guidelines, the Company will pay \$0.75 per hour to all classifications.

This additional pay per hour in this section shall not be considered part of the employees' straight time rate and will be governed by Article VII, Hours of Work and Overtime, and will not be paid for jury duty, funeral pay, sick leave, or holiday pay.

The Company agrees to provide the above monetary consideration for members of the bargaining unit in order to gain operational efficiencies through cross-craft work assignments.

Each month at the Labor-Management Committee meeting, work assignments(s) shall be reviewed to determine staffing requirements.

Crafts will be aligned into four major job classifications containing similar skill sets. Within the job classification, the skill designations will contain a vertical skill set based on Union affiliation. Refer to Exhibit A. It is expected employees will attain competency with the skills associated within their vertical skill set.

No jurisdictional precedent and/or practice shall be established during the period of this CBA.

It is hereby agreed between the Company and the AEMTC and its affiliated unions all work now being performed will continue to be assigned to the craft or classification of employee now performing the work.

New equipment or new work will be assigned to the craft or classification of employee performing similar work.

It is further agreed the Company will not change any work assignments except when two or more Unions reach an agreement and the AEMTC notifies the Company an agreement has been reached and the work should be reassigned in accordance with said agreement.

This agreement is in accordance with the CBA between the parties and does not change present work assignment in the test facilities.

Section 3b. Job Assignments

Job assignments can be made across the horizontal plane into other vertical skill sets not to exceed 16 hours in a skill set within a specific job or project within a workweek. However, if a job assignment duration exceeds this 16-hour threshold, the appropriate Steward will be contacted to gather input on craft availability from other areas. The job will continue uninterrupted until a qualified employee is identified and management has confirmed availability. Issues or concerns related to alleged abuse or opportunities for improving cross crafting or use of supplemental employees will be reviewed and addressed in the Labor Management Partnership.

It is understood all safety provisions and any other guidelines mandated by the Company will be met.

Section 3c. Craft Percentages

The Company will seek to maintain or increase the current craft to salaried ratio and the Company will manage the following percentages:

Total craft: no less than 38% of total Company headcount. Staffing levels will be based upon regular, full-time

employees employed by the Company. The agreed upon percentages are salary 62%, wage 38%.

If the percentage calculation of total craft headcount is within seven employees of the above percentage; the headcount will be considered in compliance. No craft will be eliminated.

The craft to craft percentages listed below will be maintained at the minimum core/base.

Boilermaker	(3.99%) – Core number = 24
Carpentry	(1.52%) – Core number = 9
Electrical Tech.	(18.25%) – Core number = 113
Instrument Tech.	(17.29%) – Core number = 106
Ironworker	(2.56%) – Core number = 16
Laborer	(2.47%) – Core number = 15
Machinist	(19.85%) – Core number = 122
Operating Engineer	(13.87%) – Core number = 85
Painter	(1.33%) – Core number = 8
Pipefitter	(9.5%) – Core number = 58
Refrigeration	(1.8%) – Core number = 11
Sheet Metal Worker	(0.665%) – Core number = 4
Storekeeper	(0.855%) – Core number = 5
Transportation	(0.76%) – Core number = 5

NOTE: This provision does not restrict the Company from hiring above the core number in any craft and does not require the Company to hire in any craft at or below their core/base minimum. The Company can cross into any craft at/above the core number for that craft. The Company can use supplemental (CFSI) employees in any craft at or above the core/base number of that craft (Machinists excluded). If a craft falls or is below their core/base number, cross crafting and/or supplemental (CFSI) employees can be

utilized for up to 45 calendar days, unless a requisition is/has been posted to bring that craft up to their core/base number. Cross crafting and/or supplemental (CFSI) employees cannot be used beyond 45 calendar days without a requisition posted to fill the vacancy. The use of supplemental (CFSI) employees will be tracked to identify crafts which may need additional full-time employees due to work requirements. Employees in layoff status will be offered recall in accordance with Article V, Section 9 before supplemental employees in the skill set will be utilized. Craft percentages only pertain in the event of a RIF of 20% or more of wage employees, the core numbers would be reset based upon the percentages defined for each craft.

ARTICLE XV SICK LEAVE AND DISABILITY

Section 1. Sick Leave.

- a. All employees will utilize the sick leave/Integrated Disability Plan (IDP) plan which consists of an initial balance of 40 hours credited to a disability sick leave account, to be used in the event of surgery or hospitalization of the employee. The 40-hour credit is a one-time transaction, and monthly accruals will not be applied to this account. The disability sick leave hours are to be used prior to sick leave or vacation in the event of hospitalization or surgery. Upon initial qualification of an event (i.e., hospitalization or surgery), additional recovery time associated with the qualifying event may be covered by any remaining disability sick leave hours. A disability sick leave account will be created for all current employees on July 1, 2017, and all new hires upon satisfactory completion of 30 days employment.

Sick leave will accumulate at a rate of 3.5 hours per month up to a 120-hour maximum (accruals will stop for employees on IDP after six months or when leave balances are exhausted, whichever occurs first).

Employees will be credited with sick leave allowance on the first day of the month. Employees absent more than **five** consecutive workdays must consult a licensed medical provider, obtain a release from the provider to return to work, and submit release for final disposition by NAS Occupational Medical Provider.

Release will be given to the supervisor and HR if the event is FMLA, IDP-related, or work-related restrictions. A medical provider is defined as a doctor, physician's assistant, or nurse practitioner. NOTE: Changes to vacation and sick leave accruals from 12 months to six months and insurance coverage from 24 to 18 months will be effective January 1, 2018.

- b. Bargaining unit employees may elect to supplement properly approved IDP weekly benefits with sick leave or vacation hours, not to exceed 100% of the straight time rate of pay, as set forth below. The initial decision to supplement is made at the time of disability and may be changed once during the disability period. Accruals for employees who choose not to supplement will be frozen on the last day worked.

Employees participating in the "Option 2" plan (60% LTD/60% STD) who choose to supplement IDP will use 1.7 hours per day until their sick leave and vacation accruals are exhausted or for 18 months, whichever occurs first.

Employees participating in the "Option 3" plan (50% LTD/50% STD) who choose to supplement IDP will use 2.4 hours per day until their sick leave and vacation accruals are exhausted or for 18 months, whichever occurs first.

- c. The amount paid to an employee on disability of an approved work-related illness/injury will be reduced by an amount equal to the amount received under Workers' Compensation laws. An employee absent

due to occupational illness or injury will be charged 1.7 hours of sick leave for each eight-hour period. When an employee retires or is terminated, all unused hours of sick leave shall be used to increase the years of participation for pension benefits.

- d. The Company and the Union agree to work together to curtail any and all potential and/or proven abuse of sick leave as stated within the confines of this CBA. The employee may request to use the alternative work schedule to reduce the use of sick leave for the purpose of a doctor or dental visit. This request must be initiated by the employee and must have the approval of the Chief Steward and management. This would increase the sick leave balance for a catastrophic illness and increase the productive man year hours. The Company and the Union agree this will not be used to abuse the alternate work schedule or in no other manner will now or ever alter Article VII of this CBA. The employee must report the absence and the cause of the absence to his/her immediate Supervisor or an alternate representative designated by the Company as soon as possible but no later than **before** the beginning of the employee's work shift, except for causes beyond control.
- e. **Effective July 1, 2021, an advance of 42 sick leave hours will be credited upon employment. For the first year of employment, employees will not accrue additional sick leave. After 12 months of employment, 3.5 hours of sick leave per month will be earned and credited to the employee's account on the first day of the month up to a 120-hour maximum.**

NOTE: All "legacy" sick leave accumulated prior to July 1, 2016, may be used to increase the years of participation for pension benefits. The disability sick leave account does not apply toward years of participation for pension benefits.

Section 2. Eligibility

Provided the “conditions of payment” outlined below are met, an employee will be eligible to receive disability payments if:

- a. Company service is equal to or in excess of two months as determined by length of service with the Company (except for occupational injury or illness);
- b. Relative to an occupational illness/injury, the employee reports the incident to supervision no later than the day the incident occurs, the injury is compensable under the State Workers’ Compensation law, the employee utilizes a Company-approved physician, and the employee cooperates fully in obtaining medical treatment.

Section 3. Conditions of Payment (Sick Leave)

Sick Leave payments will not be made for:

1. Any disability caused directly or indirectly by war or riot, or
2. Any intentionally self-inflicted injury, or
3. Any period of incapacity during which the employee is gainfully employed.

Section 4. Amount of Payment

- a. Employees will be credited with sick leave allowance at the rate of 3.5 hours per month of active employment. These hours will be credited to the employee’s account on the first day of the month.
- b. It is further provided in any event disability shall cease upon termination of the then existing contract between the Company and the USAF.

Section 5. IDP Extended Disability (LOA)

IDP provisions regarding supplementation, accruals, medical insurance premiums, etc. will terminate on June 30, **2024**.

Employees out (no grandfathering) on IDP for 18 months or more as of December 31, 2017, will be given a 45-day notice that their employment will terminate on February 14, 2018.

Employees are placed in an extended disability (LOA) status after they have used their sick leave and accrued vacation. Employees will be terminated after 18 months on IDP from the date of disability (last day worked). If an employee receives a negotiated settlement from the IDP carrier, termination will be effective as of the date of settlement.

NOTE: Employees may be eligible to be placed on the medical recall list as referenced in Article V, Section 9b of this CBA.

All accruals/benefits (vacation, sick leave, holidays, bereavement leave, and any other form of remuneration) will stop after six consecutive months on IDP or if vacation and/or sick leave balances are exhausted prior to the end of six months starting with the date of disability (last day worked).

NOTE: Employees who return to work for more than 90 consecutive days will have their IDP provisions reset on Day 91.

Employees who are in extended disability status will continue to accrue seniority in accordance with Article 5, Section 10 of this article; however, such employees shall neither earn, receive, or accrue length of service for any other benefits nor shall such employees earn, accrue, or receive vacation allowance pay, holiday pay, or bereavement pay.

The Company will pay the same percentage of the premium cost as the current health plan employer contribution, and the employee will pay the same percentage of the premium cost as the current health plan employee contribution. The Company will continue to pay the same percentage of the premium cost as the current health plan employer contribution for bargaining unit employees in an extended

disability status (LOA) (employees exhausting their sick leave, legacy, and accrued vacation) beginning with the date said employee becomes disabled (last day worked) and remains disabled as determined by appropriate medical authorities, as set forth in the CBA, but in no event longer than 18 consecutive months from the day of disability (last day worked).

ARTICLE XVI GROUP INSURANCE

Section 1. Group Insurance

The employer will continue to offer regular, full-time wage employees the National Electrical Contractors Association (NECA) Family Medical Care Plan (FMCP) #16.

The benefits are set forth in the NECA FMCP #16 summary plan description and include medical, prescription, dental, and vision coverage. The provisions of the Group Insurance Policy will be subject to review once every 12 months by the Union's Insurance Advisory Committee and the Company.

Benefits begin for newly eligible, regular, full-time wage employees the first of the month following initial eligibility. If initial eligibility is on the first of the month, then benefits are effective immediately.

Coverage ends on the last day of the month in which an employee terminates employment or has a change in eligibility status. If the employee terminates on the last day of the month, coverage ends immediately. Continuation of coverage in accordance with the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) will be administered by NECA FMCP.

IRS regulations state employees cannot change pre-tax benefit options during the year unless there is a qualified, family status change. This includes marriage or divorce, birth or adoption of a child, employment/coverage status change for the employee or dependent(s), or death of

dependent. Any qualified, family status change must be made with the Company within 30 days of the event.

The Company will offer an annual Open Enrollment opportunity, usually in the October/November timeframe. During Open Enrollment, employees may make changes to the NECA FMCP benefit such as adding/removing dependents or electing/declining coverage. Changes made during this time will be effective the first of January of the following plan year.

Section 2. Wage Employee Premium Reduction

The Company will reduce the employees' portion of the NECA FMCP insurance premium cost as indicated in the following table for the term of this CBA.

Table 1. Company and Employee Contribution Percentages

Calendar year 2021	Company 80%	Employee 20%
Calendar year 2022	Company 80%	Employee 20%
Calendar year 2023	Company 80%	Employee 20%
Calendar year 2024	Company 80%	Employee 20%

Table 2. Company Contribution – Monthly Premiums

Coverage	Company 80% * CY2021	Emp.	Company 80% ** CY2022	Emp.
Family	\$1,922.94	\$441.16	\$1,926.28	\$481.56
Emp + Spouse	\$1,383.93	\$318.44	\$1,387.10	\$346.76
Emp + Child(ren)	\$1,293.45	\$297.72	\$1,296.49	\$324.12
Individual	\$729.04	\$167.44	\$730.46	\$182.60

* Rate reflects 5% cap

** Rate reflects removal of cap

The parties agree the baseline premium amount from which the **rates are calculated** will be the family, employee + spouse, employee + child(ren) and individual adjusted coverage rates (**for** medical, **prescription**, dental, **and vision** combined) as shown above and proposed by the NECA Plan #16 insurance coverage for calendar year **2021**. The parties agree **to** share any increase in premiums in the same employer/employee contribution percentages outlined above (80% / 20%) **beginning in CY2022**.

ARTICLE XVII EMPLOYEE BENEFITS

Section 1. Voting Time and Jury Duty

Pay for voting time and jury duty will be paid in accordance with applicable State Law.

Section 2. Employee Bereavement

An employee shall be granted bereavement leave in accordance with Company policy for the purpose of attending the funeral of an immediate family member and will be paid his/her straight-time rate for three regularly scheduled workdays. When the requested travel is in excess of 400-mile radius of AEDC, outside the Continental United States, or in extreme circumstances, such as a loss of multiple family members, an employee may be granted two additional days of leave.

For the purpose of this section, the term "an immediate family member" shall be defined as the following: spouse or domestic partner, children, brothers, sisters, parents, foster parents, grandparents, parents-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparent-in-law, and grandchildren of the employee.

NOTE: Immediate family includes any of the above in a step relationship, legal guardian, or legal ward.

Section 3. Severance Allowance Pay

Eligible employees shall be paid a severance allowance when they are terminated due to a RIF. Severance allowance shall be paid to eligible employees in a lump sum at the time of termination. The amount of severance pay shall be determined in accordance with the following table:

Years of Service at Termination	Paid Straight Time Rate on Date of Termination
Under 1 year	None
More than 1 year but less than 3 years	40 hours
More than 3 years but less than 5 years	80 hours
More than 5 years	120 hours

The most recent hire, rehire, or recall date will be used in determining the employee's length of service. Employees shall not receive credit for Company service for leaves of absence of more than 30 calendar days for time spent in layoff or other separations from the payroll. **This does not include Military Leaves of Absence.**

- a. If a succeeding contractor replaces the Company for any or all the work performed under contract with the USAF at the AEDC, the Company's employees reduced in force because of such action will not be eligible to receive a severance allowance if employment continues with the succeeding contractor or if employment continues in another facility, subsidiary, affiliate, or parent company.
- b. If a succeeding contractor replaces the Company for any or all the work performed under contract with the USAF at AEDC, for each employee who is not employed by, does not accept employment by the succeeding contractor, and the employee signs a Government-required Company certificate stating he/she will not do so, the employee shall be paid a severance allowance based on length of service with the Company beginning with the employment date determined by paragraph a in this article through the

date on which the employee's employment by the Company was terminated. If within one year after termination by the Company, the employee accepts employment by or enters into an agreement for subsequent employment by the succeeding contractor, the employee must refund to the Government, pursuant to the signed certificate.

- c. Employees who do not sign a certificate as provided in paragraph b. above shall not be paid a severance allowance.
- d. For each employee paid in accordance with paragraph b., the Company will report to the Government the length of service for each employee from July 1, 1974, through his/her last date of employment with the Company. Such length of service will be credited to each employee so reported as agreed to between the Government and the succeeding contractor.
- e. Employees are not eligible to receive severance payments in addition to early or normal retirement.

Section 4. AEDC Contractors Employee Pension Plan (December 27, 1951 – September 30, 2013)

- a. The Retirement Plan otherwise known as the Pension Plan was renamed AEDC Contractors Employee Pension Plan on July 1, 2016. The details of this plan are set forth in a formal retirement plan document and trust agreement, a copy of which is maintained by the **Retirement** Benefits Officer. The plan includes provisions for payment of an early retirement supplement which is equivalent to the benefits in the prior contract in addition to retirement income and death benefits.
Regular, full-time employees hired after September 30, 2013, to include those previously eligible and not enrolled are not eligible for the AEDC Contractors Employee Pension Plan.

- b. Prior to any change in the pension plan, representatives of the Company will meet with representatives of the Union Advisory Committee to discuss such changes to ensure the mutual best interest of the Company and the Union is protected.
- c. The Union may select an Advisory Committee to make recommendations to the Pension Plan Benefit Investment Committee.
- d. Effective December 31, 1994, the definition of basic compensation no longer includes overtime.
- e. Pension calculation will be based upon an individual's high three years.
- f. The Company is committed to review the specifics of the survivor benefits and pursue plan changes.
- g. Effective July 1, 2017, all Company employees currently participating in the AEDC Contractors Employee Pension Plan are eligible for 100% lump sum payment of vested benefits at retirement. Retiring participants may elect to receive 100% lump sum payment; 40% lump sum/60% annuity; 50% lump sum/50% annuity, or 100% annuity.
- h. After receiving payment from the trustees of the AEDC Contractors Employee Pension Plan, the retired person **can file a claim per the Pension Plan claims procedure** concerning error in payment.

Section 5. Retirement Savings Plan

The Company shall make available to all eligible wage employees a retirement savings plan as described in the National Aerospace Solutions, LLC Wage Employees' Savings Plan document which incorporates the "Sverdrup Technology, Inc., Wage Employees Retirement Savings Plan" with the effective date of March 1, 1979.

The Company shall make contributions in accordance with **Article IV, Contributions to the Fund, of the current plan document restated October 1, 2019**, on behalf of each

participant during the life of this CBA. The 401(k) employee contribution maximum may be the maximum percent allowable by ERISA. A 401(k) Roth plan similar to the Company's salary plan is an option available to bargaining unit employees.

The Company offers an Enhanced 401(k) plan for new hires and those employees not in the AEDC Contractors Employee Pension Plan. New hires are automatically enrolled in the plan. The Company matching contribution is vested immediately with base contribution (age and service points) vested after three years.

NOTE: Employees on the payroll and actively participating in the Enhanced 401(k) plan as of June 30, 2016, became vested as of that date.

Prior to any change in this plan, representatives of the Company will meet with representatives of the Union to discuss such changes to ensure the mutual best interest of the Company and the Union are protected.

ARTICLE XVIII GENERAL

Section 1. Labor-Management Committee

There is hereby established a Labor-Management Committee which shall consist of all Chief Stewards from the affiliated Unions and the Company except when mutually agreed on for a particular meeting. Each member of the Labor-Management Committee will have a designated alternate. Alternates will attend in the absence of their designated member. The function of the Labor-Management Committee is to promote a better understanding between employees and the Company for the mutual interest and welfare of all concerned. The meetings of this Committee shall be held monthly at times mutually agreed to by the parties. The parties agree joint committees fostering employee participation are permissible under this CBA. It is not the Company's intent any jobs will be lost as a result of productivity

improvements, but in the event layoffs are necessary, they will be governed by Article V, Section 8 of this CBA.

Section 2. Work Performed by Non-Bargaining Unit Personnel

Company non-bargaining unit personnel shall not do bargaining unit work which will deprive bargaining unit employees of jobs regularly performed by them. This shall not prevent non-bargaining unit personnel from performing necessary functions of instruction or assistance to employees. The Company and Union agree the Company shall not be responsible for actions of non-bargaining personnel acting outside the scope of the TOS Contract; however, if work is performed by other contractors, the Company will raise the concern at the Associate Contractor Working Group.

Engineers may perform manual work to further their research and development work, provided such work does not deprive bargaining unit employees of jobs regularly performed by them.

University Recruiting Program co-op students may be assigned to Journeyman Craftsperson for training purposes. It is understood by the parties that the University Recruiting Program co-op student will not displace any bargaining unit employee during this assignment.

Section 3. Apprenticeship Program

The Labor Management Partnership, defined in Article III, will assess the feasibility of implementing an apprenticeship program at AEDC. If the Labor Management Partnership determines an apprenticeship program is in the best interest of both parties, then the Labor Management Partnership will define the specific details to be in compliance with the Code of Federal Regulations, Title 29, Parts 29 and 30, Labor Standards for the Registration of Apprenticeship Programs.

Section 4. Intern Program

A skill set of Journeyman Intern (Example: Boilermaker Intern, Electrical Intern, etc.) with a rate code has been established for each Seniority Group.

An Advisory and Evaluation Board (A&E Board) will be established to monitor the program's development, review area vocational school curriculums, make recommendations, review employee progress at six-month intervals, and approve progressive step promotion to the next level. When an employee is selected into an intern skill set, the A&E Board shall make the determination as to the step in which the employee shall be initially placed. The A&E Board shall consist of three Company representatives and two Union representatives (Union designation).

The progression/promotion scale for employees in these skill sets will be as follows:

STEP*	PAY RATE
A	60%
B	65%
C	70%
D	75%
E	80%
F	90%
G	95%

**As a percentage of the full journeyman pay rate.*

Anyone internally selected to the intern position will suffer no loss in pay as a result of the selection.

Interns will not automatically progress to the next step; however, assuming acceptable progressive development of skills and ability, progression to the G level would be reached within three years. The A&E Board shall make progression promotion decisions based upon qualifications and demonstrated performance.

Employees upon achieving the G level may be promoted without posting.

No present employee in a Journeyman or higher skill set will be laid off to hire employees into the intern skill set nor will he/she receive a reduction in pay or other benefits as a result of the establishment of the intern skill set. No Journeyman or higher on the seniority list will be laid off until all interns are laid off within the pertinent seniority group. There will not be any employees hired in the intern skill set if there are Journeymen in layoff status in the seniority group. The ratio of interns to Journeymen shall not exceed a 1:6 balance within each respective seniority group.

Interns are considered to be a skill set within their craft for training purposes.

Intern job descriptions will be given to the Union and the Company will consider any inputs furnished.

While serving in steps A through F, interns will be assigned to work with a Journeyman or higher craftsperson of their craft with duties based upon the individual's skills/abilities as related to the overall job to be performed.

Interns will be the last individuals to be offered overtime on their applicable shift with the following exceptions:

- **Interns will be offered overtime when it is for training purposes and they will be working with a Journeyman to facilitate the training.**
- **Qualified interns will be offered overtime only after all qualified Journeyman on their shift are offered the overtime and decline.**

The A&E Board shall meet once each year (March) during the life of this CBA to discuss any problems being incurred with the intern skill set and mutually agree on steps to be taken to correct such.

When employees are selected into the intern skill sets, applicant recommendations of the Union will receive consideration in accordance with Article II, Section 1 of this CBA.

The intern skill sets are to be considered bargaining unit positions now and in the future.

Section 5. Bulletin Boards

The Company shall provide the Union with suitable bulletin boards for the purpose of posting notices of Union meetings and Union affairs.

Section 6. Uniforms

The Company agrees if any employee is required to wear any kind of uniform as a condition of continued employment, the Company will furnish, replace, repair, launder, and clean the uniforms. It is understood that shoes (except safety shoes), socks, and underclothing are not considered as items of uniform. The uniforms and equipment so worn shall be prescribed by the Company, and no deviations from the Company requirements shall be practiced except with the consent of the Company. Painters will be furnished three pairs of white coveralls at the beginning of each fiscal year.

Section 7. Construction and Other Work

The Company will perform construction work as directed by the Air Force and as defined by Air Force regulations.

The Company will determine construction work on the basis required by the Davis-Bacon Act.

When construction is performed, the Company will assign the work by classification to employees represented by the appropriate craft Union and pay the wage rate pre-determined by the U.S. Department of Labor, as submitted to the Company by the USAF.

The Company may, at times, subcontract work which, in its opinion, can be performed efficiently and economically by outside contractors.

Davis-Bacon Committee (DBC) shall include designated Company Representatives and the AEMTC President and Recording Secretary. Should either AEMTC Representatives not be available, they can designate a temporary designee in their place. If needed, the Union can have up to an additional two individuals with relevant expertise. The committee shall meet either in person, electronically, or by teleconference at least monthly, with the option to call additional meetings as required.

A third party may be appointed by mutual consent of the AEMTC President and Labor Relations Manager(s) to attend a committee meeting when relevant expertise is appropriate.

Section 8. Temporary and Casual Employees

Temporary employees may be hired to perform temporary work; however, if the job continues beyond five months, the position will be posted in accordance with Article V, Section 11. Temporary employees will be considered, if qualified, for a permanent new job or vacancy after the posting procedure has been exhausted.

Casual employees may be hired for recurring short-term work assignments and are used on an as needed basis. Casual employees are not separated from the payroll at the end of a work assignment; they remain on call. If, however, the work assignment continues for three consecutive weeks or more, the employee will be converted to temporary status. No casual employees will be used on crossover assignments in lieu of recalling laid off employees or to offset overtime. The Company and Union agree to meet at six-month intervals to monitor usage of casual employees.

Temporary employees receive \$3.00 per hour less than the top pay rate of journeyman in their skill set, paid holidays for the holidays falling within the term of their employment, but no paid absences or benefits. Temporary employees without interruption between their temporary and permanent service receive credit for service as a temporary

employee. Casual employees receive no paid absences, holidays, or benefits.

Temporary and casual employees will be considered in the following order:

1. Qualified employees laid off by the Company
2. Union hall(s)
3. CFSI (if economically viable)
4. Other recruiting sources

The laid off employee in the skill set where the requirement exists will be offered the job first provided he/she can meet the time requirements.

It is understood lead time requirements may cause the Company to move to the next source if candidates cannot be employed timely.

Section 9. Principal Officer, Steward and Authorized Committee Person Compensation

- a. Principal Officers. The President and Recording Secretary are identified as the "Principal Officers" covered by the language of this CBA. The Company will continue to compensate Company employee/Principal Officers at their current rate of pay for their position consistent with the terms of the CBA. A Company employee/Principal Officer will also continue to receive the benefits, schedule, hours of work, vacation, and sick leave accrual as governed by this CBA and administered in accordance with the same Company personnel policies applicable to the Company's entire unionized workforce. A Company Principal Officer will enter his/her time spent as an employee and Principal Officer of AEMTC on a daily basis in SAP using the appropriate charge code and have his/her weekly time card reviewed and approved by Company management before payment in the same manner as other Company unionized employees.

The parties agree Company employee/Principal Officer performs duties providing a benefit to the Company in the clarification of CBA interpretation and administration as well as playing an important role in the peaceful resolution of disputes between Labor and Management. A non-inclusive list of responsibilities are: monitoring and assessing CBA compliance; communicating with the Company regarding wages, hours, and working conditions; ensuring consistent administration and enforcement of the CBA; ensuring the accuracy of seniority rosters; and facilitating and ensuring participation in Joint Labor-Management initiatives. A Company employee/Principal Officer will not be compensated for officer duties he/she performs for AEMTC or other employers at AEDC.

- b. A Company employee/Principal Officer will continue to receive the required training of other unionized employees in his/her job classification.
- c. The Company reserves the right to assign any Company employee/Principal Officer to perform the duties of his/her classification.
- d. The Company agrees to recognize one Chief Steward for each affiliated Union of the AEMTC with the exception of the IBEW which will be allowed one each for IT and ET. An alternate will be appointed by each affiliated Union to cover the absence or unavailability of a Chief Steward. The designated Stewards will be permitted sufficient time when necessary to conduct legitimate Union business during working hours. Including grievance investigation and processing, employee representation covered by Weingarten, meetings involving the interpretation of the CBA or Company policies, and the resolution of on-site jurisdictional issues. Such time must not unduly interfere with or hinder the progress of their department's work and must be approved by their immediate Supervisor before the Steward leaves their work area. Such permission will not be unreasonably denied. Stewards will be prudent in exercising their

Union duties and making every reasonable effort to perform Union-related duties either before or after working hours, or during break times.

The Chairperson of the Insurance/Pension Committee (or his/her duly appointed alternate) will be provided time to perform related Committee duties and compensated at his/her regular straight time hourly rate of pay.

Chief Stewards, the President and Secretary of the Council, the Labor-Management Safety Committee, Training Committee, Grievance Committee, and Insurance/Pension Committee, shall work the day shift Monday through Friday (except for the optional four-day workweek schedule). During the period an employee is holding the office as a Chief Steward for the Union or is holding the office of President or Secretary of the Council, he/she shall be placed at the top of the seniority list of employees within his/her seniority group. At the end of his/her term of office, he/she shall be returned in seniority to his/her proper place on the seniority list as determined by Article V of this CBA. The Company will not be required to lay off ex-Union officers and recall more senior employees who were laid off while the ex-Union officer was at the top of the seniority list.

Duly elected members of the Grievance Committee will be compensated at their regular straight time rate for time spent on issues directly related to these positions.

Council President and Recording Secretary shall not be transferred from their work area unless there is no work in their classification, which they can perform.

The Union shall notify the Company in writing of any changes in personnel of the Chief Stewards, President or Secretary of the Council, Labor-Management Safety Committee, Labor-Management Committee, Apprenticeship Committee, Training Committee, Grievance Committee, and Insurance/Pension Committee.

ARTICLE XIX DURATION

Section 1. Duration

This CBA shall become effective at **2300** on June 30, **2021**, and shall continue in effect until **2300** on June 30, **2024**. The CBA shall be automatically renewed thereafter annually from year to year unless either party notifies the other in writing no less than 60 days prior to the expiration date it desires to terminate or modify provisions of the CBA. The terms and conditions of the CBA, including the duration of the effective date of the CBA, may only be amended by written mutual agreement of the parties. Provided however that if the Company shall cease to perform work at the AEDC under Contract No. FA9101-15-C-0500, this CBA shall automatically terminate as of the last day of performance, and the rights and obligations of both the Union and the Company hereafter shall automatically cease except for such rights and obligations that would apply to any employees covered herein who shall remain in the employ of the Company for the purpose of performing work, as required, under applicable termination provisions of the above referenced Contract No. FA9101-15-C-0500. This CBA shall be considered to remain in effect as to such employees until the termination of those employees by the Company.

Section 2. Savings Clause

The parties recognize and agree this CBA is subject to applicable provisions of any State or Federal statutes, present or future that may affect the terms or provisions herein. The parties agree the terms and provisions of this CBA should be read to be consistent with any such State or Federal statutes, and where such terms or provisions are not consistent, the requirements of the State or Federal statute shall prevail and the CBA shall be deemed modified as necessary to comply with the requirements of the State or Federal statute.

Section 3. Zipper Clause

As NAS is a new contractor regarding work at this site, the parties agree past practice in existence prior to the beginning date of this labor agreement is null and void, including in connection with grievances and arbitrations.

Exhibit A – Wage Rates

National Aerospace Solutions Wage Schedule									
Aerospace Technician (AT) Classification									
Seniority Group	Year	Rate	Temp. Employee Rate	Skill Set	1st 6 Months Rate 80%	2nd 6 Months Rate 85%	2nd Year Rate 90%	3rd Year Rate 95%	4th Year Rate 100%
AT – BOILERMAKER	FY22	A21	\$31 92	Boilermaker	\$27.94	\$29.68	\$31.43	\$33.17	\$34 92
		A24	\$33.66	Boilermaker Lead	\$29.33	\$31.16	\$33.00	\$34.83	\$36.66
	FY23	A21	\$32 97	Boilermaker	\$28.78	\$30.57	\$32.37	\$34.17	\$35 97
		A24	\$34.76	Boilermaker Lead	\$30.21	\$32.10	\$33.98	\$35.87	\$37.76
	FY24	A21	\$34 05	Boilermaker	\$29.64	\$31.49	\$33.35	\$35.20	\$37 05
		A24	\$35 89	Boilermaker Lead	\$31.11	\$33.06	\$35.00	\$36.95	\$38 89

NOT SENSITIVE

National Aerospace Solutions Wage Schedule

Aerospace Technician (AT) Classification

Seniority Group	Year	Rate	Temp. Employee Rate	Skill Set	1st 6 Months Rate 80%	2nd 6 Months Rate 85%	2nd Year Rate 90%	3rd Year Rate 95%	4th Year Rate 100%
AT – ELECTRICAL <i>Any Cable Splicing work will be paid at the A24 rate.</i>	FY22	A21	\$31 92	Lineman	\$27.94	\$29.68	\$31.43	\$33.17	\$34 92
		A24	\$33.66	Lineman Lead	\$29.33	\$31.16	\$33.00	\$34.83	\$36.66
	FY23	A21	\$32 97	Lineman	\$28.78	\$30.57	\$32.37	\$34.17	\$35 97
		A24	\$34.76	Lineman Lead	\$30.21	\$32.10	\$33.98	\$35.87	\$37.76
	FY24	A21	\$34 05	Lineman	\$29.64	\$31.49	\$33.35	\$35.20	\$37 05
		A24	\$35 89	Lineman Lead	\$31.11	\$33.06	\$35.00	\$36.95	\$38 89
	FY22	A26	\$35.62	Power Switchboard Operator	\$30.90	\$32.83	\$34.76	\$36.69	\$38.62
	FY23	A26	\$36.78	Power Switchboard Operator	\$31.82	\$33.81	\$35.80	\$37.79	\$39.78
	FY24	A26	\$37 97	Power Switchboard Operator	\$32.78	\$34.82	\$36.87	\$38.92	\$40 97

NOT SENSITIVE

National Aerospace Solutions Wage Schedule

Aerospace Technician (AT) Classification

Seniority Group	Year	Rate	Temp. Employee Rate	Skill Set	1st 6 Months Rate 80%	2nd 6 Months Rate 85%	2nd Year Rate 90%	3rd Year Rate 95%	4th Year Rate 100%
AT – ELECTRICAL <i>Any Cable Splicing work will be paid at the A24 rate.</i>	FY22	A31	\$40.76	Power System Dispatcher	\$35.01	\$37.20	\$39.38	\$41.57	\$43.76
	FY23	A31	\$42.07	Power System Dispatcher	\$36.06	\$38.31	\$40.56	\$42.82	\$45.07
	FY24	A31	\$43.42	Power System Dispatcher	\$37.14	\$39.46	\$41.78	\$44.10	\$46.42
	FY22	A20	\$30.34	General Maintenance Worker	\$26.67	\$28.34	\$30.00	\$31.67	\$33.34
	FY23	A20	\$31.34	General Maintenance Worker	\$27.47	\$29.19	\$30.91	\$32.62	\$34.34
	FY24	A20	\$32.37	General Maintenance Worker	\$28.30	\$30.06	\$31.83	\$33.60	\$35.37

NOT SENSITIVE

National Aerospace Solutions Wage Schedule

Aerospace Technician (AT) Classification

Seniority Group	Year	Rate	Temp. Employee Rate	Skill Set	1st 6 Months Rate 80%	2nd 6 Months Rate 85%	2nd Year Rate 90%	3rd Year Rate 95%	4th Year Rate 100%
AT – ELECTRICIAN <i>A23 is former SVT Electrical Tech, 100% rate with \$0.30 added after annual GWI has been applied.</i> <i>A27 is same as above except the \$0.30 is added to the A24 rate after the annual GWI has been applied.</i>	FY22	A21	\$31 92	Electrician	\$27.94	\$29.68	\$31.43	\$33.17	\$34 92
		A24	\$33.66	Electrician Lead	\$29.33	\$31.16	\$33.00	\$34.83	\$36.66
	FY23	A21	\$32 97	Electrician	\$28.78	\$30.57	\$32.37	\$34.17	\$35 97
		A24	\$34.76	Electrician Lead	\$30.21	\$32.10	\$33.98	\$35.87	\$37.76
	FY24	A21	\$34 05	Electrician	\$29.64	\$31.49	\$33.35	\$35.20	\$37 05
		A24	\$35 89	Electrician Lead	\$31.11	\$33.06	\$35.00	\$36.95	\$38 89

NOT SENSITIVE

National Aerospace Solutions Wage Schedule

Aerospace Technician (AT) Classification

Seniority Group	Year	Rate	Temp. Employee Rate	Skill Set	1st 6 Months Rate 80%	2nd 6 Months Rate 85%	2nd Year Rate 90%	3rd Year Rate 95%	4th Year Rate 100%
AT – ELECTRICIAN <i>A23 is former SVT Electrical Tech, 100% rate with \$0.30 added after annual GWI has been applied.</i> <i>A27 is same as above except the \$0.30 is added to the A24 rate after the annual GWI has been applied.</i>	FY22	A23	\$32 22	Electrical Tech (Former SVT)	\$28.24	\$29.98	\$31.73	\$33.47	\$35 22
		A27	\$33 96	Electrical Tech Lead (Former SVT)	\$29.63	\$31.46	\$33.30	\$35.13	\$36 96
	FY23	A23	\$33 27	Electrical Tech (Former SVT)	\$29.08	\$30.87	\$32.67	\$34.47	\$36 27
		A27	\$35 06	Electrical Tech Lead (Former SVT)	\$30.51	\$32.40	\$34.28	\$36.17	\$38 06
	FY24	A23	\$34 35	Electrical Tech (Former SVT)	\$29.94	\$31.79	\$33.65	\$35.50	\$37 35
		A27	\$36.19	Electrical Tech Lead (Former SVT)	\$31.41	\$33.36	\$35.30	\$37.25	\$39.19

NOT SENSITIVE

National Aerospace Solutions Wage Schedule

Aerospace Technician (AT) Classification

Seniority Group	Year	Rate	Temp. Employee Rate	Skill Set	1st 6 Months Rate 80%	2nd 6 Months Rate 85%	2nd Year Rate 90%	3rd Year Rate 95%	4th Year Rate 100%
AT – ELECTRICIAN <i>A23 is former SVT Electrical Tech, 100% rate with \$0.30 added after annual GWI has been applied.</i> <i>A27 is same as above except the \$0.30 is added to the A24 rate after the annual GWI has been applied.</i>	FY22	A24	\$33.66	ET Test Controller I	\$29.33	\$31.16	\$33.00	\$34.83	\$36.66
	FY23	A24	\$34.76	ET Test Controller I	\$30.21	\$32.10	\$33.98	\$35.87	\$37.76
	FY24	A24	\$35.89	ET Test Controller I	\$31.11	\$33.06	\$35.00	\$36.95	\$38.89

NOT SENSITIVE

National Aerospace Solutions Wage Schedule

Aerospace Technician (AT) Classification

Seniority Group	Year	Rate	Temp. Employee Rate	Skill Set	1st 6 Months Rate 80%	2nd 6 Months Rate 85%	2nd Year Rate 90%	3rd Year Rate 95%	4th Year Rate 100%
AT – INSTRUMENT TECH	FY22	A21	\$31 92	Instrument Tech	\$27.94	\$29.68	\$31.43	\$33.17	\$34 92
	FY23	A21	\$32 97	Instrument Tech	\$28.78	\$30.57	\$32.37	\$34.17	\$35 97
	FY24	A21	\$34 05	Instrument Tech	\$29.64	\$31.49	\$33.35	\$35.20	\$37 05
	FY22	A24	\$33.66	Instrument Tech Spec. Lead	\$29.33	\$31.16	\$33.00	\$34.83	\$36.66
	FY23	A24	\$34.76	Instrument Tech Spec. Lead	\$30.21	\$32.10	\$33.98	\$35.87	\$37.76
	FY24	A24	\$35 89	Instrument Tech Spec. Lead	\$31.11	\$33.06	\$35.00	\$36.95	\$38 89
	FY22	A22	\$32.17	Instrument Tech III	\$28.14	\$29.89	\$31.65	\$33.41	\$35.17
	FY23	A22	\$33 22	Instrument Tech III	\$28.98	\$30.80	\$32.61	\$34.42	\$36 23
	FY24	A22	\$34 31	Instrument Tech III	\$29.86	\$31.72	\$33.59	\$35.45	\$37 32

NOT SENSITIVE

National Aerospace Solutions Wage Schedule									
Aerospace Technician (AT) Classification									
Seniority Group	Year	Rate	Temp. Employee Rate	Skill Set	1st 6 Months Rate 80%	2nd 6 Months Rate 85%	2nd Year Rate 90%	3rd Year Rate 95%	4th Year Rate 100%
AT – INSTRUMENT TECH	FY22	A25	\$33.94	Instrument Tech IV	\$29.55	\$31.40	\$33.25	\$35.09	\$36.94
	FY23	A25	\$35.05	Instrument Tech IV	\$30.44	\$32.34	\$34.25	\$36.15	\$38.05
	FY24	A25	\$36.19	Instrument Tech IV	\$31.35	\$33.31	\$35.27	\$37.23	\$39.19
	FY22	A28	\$34.45	Instrument Tech V	\$29.96	\$31.83	\$33.71	\$35.58	\$37.45
	FY23	A28	\$35.57	Instrument Tech V	\$30.86	\$32.78	\$34.71	\$36.64	\$38.57
	FY24	A28	\$36.73	Instrument Tech V	\$31.78	\$33.77	\$35.76	\$37.74	\$39.73

NOT SENSITIVE

National Aerospace Solutions Wage Schedule

Aerospace Technician (AT) Classification

Seniority Group	Year	Rate	Temp. Employee Rate	Skill Set	1st 6 Months Rate 80%	2nd 6 Months Rate 85%	2nd Year Rate 90%	3rd Year Rate 95%	4th Year Rate 100%
AT – IRON WORKER	FY22	A21	\$31.92	Ironworker	\$27.94	\$29.68	\$31.43	\$33.17	\$34.92
		A24	\$33.66	Ironworker Lead	\$29.33	\$31.16	\$33.00	\$34.83	\$36.66
	FY23	A21	\$32.97	Ironworker	\$28.78	\$30.57	\$32.37	\$34.17	\$35.97
		A24	\$34.76	Ironworker Lead	\$30.21	\$32.10	\$33.98	\$35.87	\$37.76
	FY24	A21	\$34.05	Ironworker	\$29.64	\$31.49	\$33.35	\$35.20	\$37.05
		A24	\$35.89	Ironworker Lead	\$31.11	\$33.06	\$35.00	\$36.95	\$38.89
	FY22	A24	\$33.66	Rigging Certifier	\$29.33	\$31.16	\$33.00	\$34.83	\$36.66
	FY23	A24	\$34.76	Rigging Certifier	\$30.21	\$32.10	\$33.98	\$35.87	\$37.76
	FY24	A24	\$35.89	Rigging Certifier	\$31.11	\$33.06	\$35.00	\$36.95	\$38.89

NOT SENSITIVE

National Aerospace Solutions Wage Schedule

Aerospace Technician (AT) Classification

Seniority Group	Year	Rate	Temp. Employee Rate	Skill Set	1st 6 Months Rate 80%	2nd 6 Months Rate 85%	2nd Year Rate 90%	3rd Year Rate 95%	4th Year Rate 100%
AT – PIPEFITTER	FY22	A21	\$31 92	Pipefitter	\$27.94	\$29.68	\$31.43	\$33.17	\$34 92
		A24	\$33.66	Pipefitter Lead	\$29.33	\$31.16	\$33.00	\$34.83	\$36.66
	FY23	A21	\$32 97	Pipefitter	\$28.78	\$30.57	\$32.37	\$34.17	\$35 97
		A24	\$34.76	Pipefitter Lead	\$30.21	\$32.10	\$33.98	\$35.87	\$37.76
	FY24	A21	\$34 05	Pipefitter	\$29.64	\$31.49	\$33.35	\$35.20	\$37 05
		A24	\$35 89	Pipefitter Lead	\$31.11	\$33.06	\$35.00	\$36.95	\$38 89

NOT SENSITIVE

National Aerospace Solutions Wage Schedule									
Aerospace Technician (AT) Classification									
Seniority Group	Year	Rate	Temp. Employee Rate	Skill Set	1st 6 Months Rate 80%	2nd 6 Months Rate 85%	2nd Year Rate 90%	3rd Year Rate 95%	4th Year Rate 100%
AT – FUEL FARM	FY22	A21	\$31 92	Fuel Farm Machinist	\$27.94	\$29.68	\$31.43	\$33.17	\$34 92
		A24	\$33.66	Fuel Farm Machinist Lead	\$29.33	\$31.16	\$33.00	\$34.83	\$36.66
	FY23	A21	\$32 97	Fuel Farm Machinist	\$28.78	\$30.57	\$32.37	\$34.17	\$35 97
		A24	\$34.76	Fuel Farm Machinist Lead	\$30.21	\$32.10	\$33.98	\$35.87	\$37.76
	FY24	A21	\$34 05	Fuel Farm Machinist	\$29.64	\$31.49	\$33.35	\$35.20	\$37 05
		A24	\$35 89	Fuel Farm Machinist Lead	\$31.11	\$33.06	\$35.00	\$36.95	\$38 89

NOT SENSITIVE

National Aerospace Solutions Wage Schedule

Aerospace Technician (AT) Classification

Seniority Group	Year	Rate	Temp. Employee Rate	Skill Set	1st 6 Months Rate 80%	2nd 6 Months Rate 85%	2nd Year Rate 90%	3rd Year Rate 95%	4th Year Rate 100%
AT – AEROSPACE MACHINIST	FY22	A21	\$31.92	Aerospace Machinist	\$27.94	\$29.68	\$31.43	\$33.17	\$34.92
		A24	\$33.66	Aerospace Machinist Lead	\$29.33	\$31.16	\$33.00	\$34.83	\$36.66
	FY23	A21	\$32.97	Aerospace Machinist	\$28.78	\$30.57	\$32.37	\$34.17	\$35.97
		A24	\$34.76	Aerospace Machinist Lead	\$30.21	\$32.10	\$33.98	\$35.87	\$37.76
	FY24	A21	\$34.05	Aerospace Machinist	\$29.64	\$31.49	\$33.35	\$35.20	\$37.05
		A24	\$35.89	Aerospace Machinist Lead	\$31.11	\$33.06	\$35.00	\$36.95	\$38.89
	FY22	A22	\$32.17	Precision Inspector III	\$28.14	\$29.89	\$31.65	\$33.41	\$35.17
	FY23	A22	\$33.22	Precision Inspector III	\$28.98	\$30.80	\$32.61	\$34.42	\$36.23
	FY24	A22	\$34.31	Precision Inspector III	\$29.86	\$31.72	\$33.59	\$35.45	\$37.32

NOT SENSITIVE

National Aerospace Solutions Wage Schedule

Aerospace Technician (AT) Classification

Seniority Group	Year	Rate	Temp. Employee Rate	Skill Set	1st 6 Months Rate 80%	2nd 6 Months Rate 85%	2nd Year Rate 90%	3rd Year Rate 95%	4th Year Rate 100%
AT – AEROSPACE MACHINIST	FY22	A25	\$33.94	Precision Inspector IV	\$29.55	\$31.40	\$33.25	\$35.09	\$36.94
	FY23	A25	\$35.05	Precision Inspector IV	\$30.44	\$32.34	\$34.25	\$36.15	\$38.05
	FY24	A25	\$36.19	Precision Inspector IV	\$31.35	\$33.31	\$35.27	\$37.23	\$39.19
	FY22	A28	\$34.45	Precision Inspector V	\$29.96	\$31.83	\$33.71	\$35.58	\$37.45
	FY23	A28	\$35.57	Precision Inspector V	\$30.86	\$32.78	\$34.71	\$36.64	\$38.57
	FY24	A28	\$36.73	Precision Inspector V	\$31.78	\$33.77	\$35.76	\$37.74	\$39.73

NOT SENSITIVE

National Aerospace Solutions Wage Schedule

Aerospace Technician (AT) Classification

Seniority Group	Year	Rate	Temp. Employee Rate	Skill Set	1st 6 Months Rate 80%	2nd 6 Months Rate 85%	2nd Year Rate 90%	3rd Year Rate 95%	4th Year Rate 100%
AT – AEROSPACE PRECISION MACHINIST	FY22	A21	\$31.92	Aerospace Precision Machinist	\$27.94	\$29.68	\$31.43	\$33.17	\$34.92
		A24	\$33.66	Aerospace Precision Machinist Lead	\$29.33	\$31.16	\$33.00	\$34.83	\$36.66
	FY23	A21	\$32.97	Aerospace Precision Machinist	\$28.78	\$30.57	\$32.37	\$34.17	\$35.97
		A24	\$34.76	Aerospace Precision Machinist Lead	\$30.21	\$32.10	\$33.98	\$35.87	\$37.76
	FY24	A21	\$34.05	Aerospace Precision Machinist	\$29.64	\$31.49	\$33.35	\$35.20	\$37.05
		A24	\$35.89	Aerospace Precision Machinist Lead	\$31.11	\$33.06	\$35.00	\$36.95	\$38.89
	FY22	A22	\$32.17	Precision Inspector III	\$28.14	\$29.89	\$31.65	\$33.41	\$35.17
	FY23	A22	\$33.22	Precision Inspector III	\$28.98	\$30.80	\$32.61	\$34.42	\$36.23
	FY24	A22	\$34.31	Precision Inspector III	\$29.86	\$31.72	\$33.59	\$35.45	\$37.32

NOT SENSITIVE

National Aerospace Solutions Wage Schedule

Aerospace Technician (AT) Classification

Seniority Group	Year	Rate	Temp. Employee Rate	Skill Set	1st 6 Months Rate 80%	2nd 6 Months Rate 85%	2nd Year Rate 90%	3rd Year Rate 95%	4th Year Rate 100%
AT – AEROSPACE PRECISION MACHINIST	FY22	A25	\$33.94	Precision Inspector IV	\$29.55	\$31.40	\$33.25	\$35.09	\$36.94
	FY23	A25	\$35.05	Precision Inspector IV	\$30.44	\$32.34	\$34.25	\$36.15	\$38.05
	FY24	A25	\$36.19	Precision Inspector IV	\$31.35	\$33.31	\$35.27	\$37.23	\$39.19
	FY22	A28	\$34.45	Precision Inspector V	\$29.96	\$31.83	\$33.71	\$35.58	\$37.45
	FY23	A28	\$35.57	Precision Inspector V	\$30.86	\$32.78	\$34.71	\$36.64	\$38.57
	FY24	A28	\$36.73	Precision Inspector V	\$31.78	\$33.77	\$35.76	\$37.74	\$39.73

NOT SENSITIVE

National Aerospace Solutions Wage Schedule

Aerospace Technician (AT) Classification

Seniority Group	Year	Rate	Temp. Employee Rate	Skill Set	1st 6 Months Rate 80%	2nd 6 Months Rate 85%	2nd Year Rate 90%	3rd Year Rate 95%	4th Year Rate 100%
AT – REFRIGERATION	FY22	A21	\$31 92	Refrigeration/AC Mechanic	\$27.94	\$29.68	\$31.43	\$33.17	\$34 92
		A24	\$33.66	Refrigeration/AC Mechanic Lead	\$29.33	\$31.16	\$33.00	\$34.83	\$36.66
	FY23	A21	\$32 97	Refrigeration/AC Mechanic	\$28.78	\$30.57	\$32.37	\$34.17	\$35 97
		A24	\$34.76	Refrigeration/AC Mechanic Lead	\$30.21	\$32.10	\$33.98	\$35.87	\$37.76
	FY24	A21	\$34 05	Refrigeration/AC Mechanic	\$29.64	\$31.49	\$33.35	\$35.20	\$37 05
		A24	\$35 89	Refrigeration/AC Mechanic Lead	\$31.11	\$33.06	\$35.00	\$36.95	\$38 89

NOT SENSITIVE

National Aerospace Solutions Wage Schedule

Aerospace Technician (AT) Classification

Seniority Group	Year	Rate	Temp. Employee Rate	Skill Set	1st 6 Months Rate 80%	2nd 6 Months Rate 85%	2nd Year Rate 90%	3rd Year Rate 95%	4th Year Rate 100%
AT – SHEETMETAL	FY22	A21	\$31 92	Sheet Metal Worker	\$27.94	\$29.68	\$31.43	\$33.17	\$34 92
		A24	\$33.66	Sheet Metal Worker Lead	\$29.33	\$31.16	\$33.00	\$34.83	\$36.66
	FY23	A21	\$32 97	Sheet Metal Worker	\$28.78	\$30.57	\$32.37	\$34.17	\$35 97
		A24	\$34.76	Sheet Metal Worker Lead	\$30.21	\$32.10	\$33.98	\$35.87	\$37.76
	FY24	A21	\$34 05	Sheet Metal Worker	\$29.64	\$31.49	\$33.35	\$35.20	\$37 05
		A24	\$35 89	Sheet Metal Worker Lead	\$31.11	\$33.06	\$35.00	\$36.95	\$38 89

NOT SENSITIVE

National Aerospace Solutions Wage Schedule

Aerospace Technician (AT) Classification

Seniority Group	Year	Rate	Temp. Employee Rate	Skill Set	1st 6 Months Rate 80%	2nd 6 Months Rate 85%	2nd Year Rate 90%	3rd Year Rate 95%	4th Year Rate 100%
AT – OPERATING ENGINEER GROUP									
AT – POWER EQUIPMENT SERVICE	FY22	A13	\$26.90	Power Equipment Serviceman	\$23.92	\$25.42	\$26.91	\$28.41	\$29.90
	FY23	A13	\$27.80	Power Equipment Serviceman	\$24.64	\$26.18	\$27.72	\$29.26	\$30.80
	FY24	A13	\$28.72	Power Equipment Serviceman	\$25.38	\$26.96	\$28.55	\$30.13	\$31.72

NOT SENSITIVE

National Aerospace Solutions Wage Schedule

Aerospace Technician (AT) Classification

Seniority Group	Year	Rate	Temp. Employee Rate	Skill Set	1st 6 Months Rate 80%	2nd 6 Months Rate 85%	2nd Year Rate 90%	3rd Year Rate 95%	4th Year Rate 100%
AT – MOBILE CRANE	FY22	A21	\$31 92	Mobile Crane Operator	\$27.94	\$29.68	\$31.43	\$33.17	\$34 92
		A24	\$33.66	Mobile Crane Operator Lead	\$29.33	\$31.16	\$33.00	\$34.83	\$36.66
	FY23	A21	\$32 97	Mobile Crane Operator	\$28.78	\$30.57	\$32.37	\$34.17	\$35 97
		A24	\$34.76	Mobile Crane Operator Lead	\$30.21	\$32.10	\$33.98	\$35.87	\$37.76
	FY24	A21	\$34 05	Mobile Crane Operator	\$29.64	\$31.49	\$33.35	\$35.20	\$37 05
		A24	\$35 89	Mobile Crane Operator Lead	\$31.11	\$33.06	\$35.00	\$36.95	\$38 89

NOT SENSITIVE

National Aerospace Solutions Wage Schedule									
Aerospace Technician (AT) Classification									
Seniority Group	Year	Rate	Temp. Employee Rate	Skill Set	1st 6 Months Rate 80%	2nd 6 Months Rate 85%	2nd Year Rate 90%	3rd Year Rate 95%	4th Year Rate 100%
AT – UTILITIES COOLING WATER	FY22	A21	\$31.92	Utility Operator – Cooling Water	\$27.94	\$29.68	\$31.43	\$33.17	\$34.92
		A24	\$33.66	Utility Operator Lead – Cooling Water	\$29.33	\$31.16	\$33.00	\$34.83	\$36.66
		A29	\$35.40	Utility Operator II Lead – Cooling Water	\$30.72	\$32.64	\$34.56	\$36.48	\$38.40
	FY23	A21	\$32.97	Utility Operator – Cooling Water	\$28.78	\$30.57	\$32.37	\$34.17	\$35.97
		A24	\$34.76	Utility Operator Lead – Cooling Water	\$30.21	\$32.10	\$33.98	\$35.87	\$37.76
		A29	\$36.55	Utility Operator II Lead – Cooling Water	\$31.64	\$33.62	\$35.60	\$37.57	\$39.55
	FY24	A21	\$34.05	Utility Operator – Cooling Water	\$29.64	\$31.49	\$33.35	\$35.20	\$37.05
		A24	\$35.89	Utility Operator Lead – Cooling Water	\$31.11	\$33.06	\$35.00	\$36.95	\$38.89
		A29	\$37.74	Utility Operator II Lead – Cooling Water	\$32.59	\$34.63	\$36.67	\$38.70	\$40.74

NOT SENSITIVE

National Aerospace Solutions Wage Schedule

Aerospace Technician (AT) Classification

Seniority Group	Year	Rate	Temp. Employee Rate	Skill Set	1st 6 Months Rate 80%	2nd 6 Months Rate 85%	2nd Year Rate 90%	3rd Year Rate 95%	4th Year Rate 100%
AT – UTILITIES STEAM	FY22	A21	\$31.92	Utility Operator – Steam	\$27.94	\$29.68	\$31.43	\$33.17	\$34.92
		A24	\$33.66	Utility Operator Lead – Steam	\$29.33	\$31.16	\$33.00	\$34.83	\$36.66
		A29	\$35.40	Utility Operator II Lead – Steam	\$30.72	\$32.64	\$34.56	\$36.48	\$38.40
	FY23	A21	\$32.97	Utility Operator – Steam	\$28.78	\$30.57	\$32.37	\$34.17	\$35.97
		A24	\$34.76	Utility Operator Lead – Steam	\$30.21	\$32.10	\$33.98	\$35.87	\$37.76
		A29	\$36.55	Utility Operator II Lead – Steam	\$31.64	\$33.62	\$35.60	\$37.57	\$39.55
	FY24	A21	\$34.05	Utility Operator – Steam	\$29.64	\$31.49	\$33.35	\$35.20	\$37.05
		A24	\$35.89	Utility Operator Lead – Steam	\$31.11	\$33.06	\$35.00	\$36.95	\$38.89
		A29	\$37.74	Utility Operator II Lead – Steam	\$32.59	\$34.63	\$36.67	\$38.70	\$40.74

NOT SENSITIVE

National Aerospace Solutions Wage Schedule									
Aerospace Technician (AT) Classification									
Seniority Group	Year	Rate	Temp. Employee Rate	Skill Set	1st 6 Months Rate 80%	2nd 6 Months Rate 85%	2nd Year Rate 90%	3rd Year Rate 95%	4th Year Rate 100%
AT – POTABLE/ WASTE	FY22	A21	\$31.92	Utility Operator – Potable/Waste Water	\$27.94	\$29.68	\$31.43	\$33.17	\$34.92
		A24	\$33.66	Utility Operator Lead – Potable/Waste Water	\$29.33	\$31.16	\$33.00	\$34.83	\$36.66
	FY23	A21	\$32.97	Utility Operator – Potable/Waste Water	\$28.78	\$30.57	\$32.37	\$34.17	\$35.97
		A24	\$34.76	Utility Operator Lead – Potable/Waste Water	\$30.21	\$32.10	\$33.98	\$35.87	\$37.76
	FY24	A21	\$34.05	Utility Operator – Potable/Waste Water	\$29.64	\$31.49	\$33.35	\$35.20	\$37.05
		A24	\$35.89	Utility Operator Lead – Potable/Waste Water	\$31.11	\$33.06	\$35.00	\$36.95	\$38.89

NOT SENSITIVE

National Aerospace Solutions Wage Schedule

Aerospace Technician (AT) Classification

Seniority Group	Year	Rate	Temp. Employee Rate	Skill Set	1st 6 Months Rate 80%	2nd 6 Months Rate 85%	2nd Year Rate 90%	3rd Year Rate 95%	4th Year Rate 100%
AT – POWER EQUIPMENT	FY22	A21	\$31.92	Power Equipment Operator	\$27.94	\$29.68	\$31.43	\$33.17	\$34.92
		A24	\$33.66	Power Equipment Operator Lead	\$29.33	\$31.16	\$33.00	\$34.83	\$36.66
	FY23	A21	\$32.97	Power Equipment Operator	\$28.78	\$30.57	\$32.37	\$34.17	\$35.97
		A24	\$34.76	Power Equipment Operator Lead	\$30.21	\$32.10	\$33.98	\$35.87	\$37.76
	FY24	A21	\$34.05	Power Equipment Operator	\$29.64	\$31.49	\$33.35	\$35.20	\$37.05
		A24	\$35.89	Power Equipment Operator Lead	\$31.11	\$33.06	\$35.00	\$36.95	\$38.89

NOT SENSITIVE

National Aerospace Solutions Wage Schedule

Aerospace Technician (AT) Classification

Seniority Group	Year	Rate	Temp. Employee Rate	Skill Set	1st 6 Months Rate 80%	2nd 6 Months Rate 85%	2nd Year Rate 90%	3rd Year Rate 95%	4th Year Rate 100%
AT – OPERATING ENGINEER	FY22	A21	\$31 92	Operating Engineer	\$27.94	\$29.68	\$31.43	\$33.17	\$34 92
		A24	\$33.66	Operating Engineer Lead	\$29.33	\$31.16	\$33.00	\$34.83	\$36.66
	FY23	A21	\$32 97	Operating Engineer	\$28.78	\$30.57	\$32.37	\$34.17	\$35 97
		A24	\$34.76	Operating Engineer Lead	\$30.21	\$32.10	\$33.98	\$35.87	\$37.76
	FY24	A21	\$34 05	Operating Engineer	\$29.64	\$31.49	\$33.35	\$35.20	\$37 05
		A24	\$35 89	Operating Engineer Lead	\$31.11	\$33.06	\$35.00	\$36.95	\$38 89
	FY22	A24	\$33.66	OE Test Controller I	\$29.33	\$31.16	\$33.00	\$34.83	\$36.66
	FY23	A24	\$34.76	OE Test Controller I	\$30.21	\$32.10	\$33.98	\$35.87	\$37.76
	FY24	A24	\$35 89	OE Test Controller I	\$31.11	\$33.06	\$35.00	\$36.95	\$38 89

NOT SENSITIVE

National Aerospace Solutions Wage Schedule

Aerospace Technician (AT) Classification

Seniority Group	Year	Rate	Temp. Employee Rate	Skill Set	1st 6 Months Rate 80%	2nd 6 Months Rate 85%	2nd Year Rate 90%	3rd Year Rate 95%	4th Year Rate 100%
AT – HEAVY EQUIPMENT MECHANIC	FY22	A21	\$31.92	Heavy Equipment Mechanic	\$27.94	\$29.68	\$31.43	\$33.17	\$34.92
		A24	\$33.66	Heavy Equipment Mechanic Lead	\$29.33	\$31.16	\$33.00	\$34.83	\$36.66
	FY23	A21	\$32.97	Heavy Equipment Mechanic	\$28.78	\$30.57	\$32.37	\$34.17	\$35.97
		A24	\$34.76	Heavy Equipment Mechanic Lead	\$30.21	\$32.10	\$33.98	\$35.87	\$37.76
	FY24	A21	\$34.05	Heavy Equipment Mechanic	\$29.64	\$31.49	\$33.35	\$35.20	\$37.05
		A24	\$35.89	Heavy Equipment Mechanic Lead	\$31.11	\$33.06	\$35.00	\$36.95	\$38.89

NOT SENSITIVE

National Aerospace Solutions Wage Schedule

Aerospace Technician (AT) Classification

Seniority Group	Year	Rate	Temp. Employee Rate	Skill Set	1st 6 Months Rate 80%	2nd 6 Months Rate 85%	2nd Year Rate 90%	3rd Year Rate 95%	4th Year Rate 100%
AC – CARPENTER	FY22	A21	\$31 92	Carpenter/Mason	\$27.94	\$29.68	\$31.43	\$33.17	\$34 92
		A24	\$33.66	Carpenter/Mason Lead	\$29.33	\$31.16	\$33.00	\$34.83	\$36.66
	FY23	A21	\$32 97	Carpenter/Mason	\$28.78	\$30.57	\$32.37	\$34.17	\$35 97
		A24	\$34.76	Carpenter/Mason Lead	\$30.21	\$32.10	\$33.98	\$35.87	\$37.76
	FY24	A21	\$34 05	Carpenter/Mason	\$29.64	\$31.49	\$33.35	\$35.20	\$37 05
		A24	\$35 89	Carpenter/Mason Lead	\$31.11	\$33.06	\$35.00	\$36.95	\$38 89

NOT SENSITIVE

National Aerospace Solutions Wage Schedule

Aerospace Technician (AT) Classification

Seniority Group	Year	Rate	Temp. Employee Rate	Skill Set	1st 6 Months Rate 80%	2nd 6 Months Rate 85%	2nd Year Rate 90%	3rd Year Rate 95%	4th Year Rate 100%
AC – CARPENTER	FY22	A24	\$33.66	Carpenter/Locksmith	\$29.33	\$31.16	\$33.00	\$34.83	\$36.66
	FY23	A24	\$34.76	Carpenter/Locksmith	\$30.21	\$32.10	\$33.98	\$35.87	\$37.76
	FY24	A24	\$35.89	Carpenter/Locksmith	\$31.11	\$33.06	\$35.00	\$36.95	\$38.89

NOT SENSITIVE

National Aerospace Solutions Wage Schedule

Aerospace Technician (AT) Classification

Seniority Group	Year	Rate	Temp. Employee Rate	Skill Set	1st 6 Months Rate 80%	2nd 6 Months Rate 85%	2nd Year Rate 90%	3rd Year Rate 95%	4th Year Rate 100%
AC – PAINTER Painters receive \$0.25 per hour for sandblasting	FY22	A21	\$31 92	Painter/Sign Painter	\$27.94	\$29.68	\$31.43	\$33.17	\$34 92
		A24	\$33.66	Painter/Sign Painter Lead	\$29.33	\$31.16	\$33.00	\$34.83	\$36.66
	FY23	A21	\$32 97	Painter/Sign Painter	\$28.78	\$30.57	\$32.37	\$34.17	\$35 97
		A24	\$34.76	Painter/Sign Painter Lead	\$30.21	\$32.10	\$33.98	\$35.87	\$37.76
	FY24	A21	\$34 05	Painter/Sign Painter	\$29.64	\$31.49	\$33.35	\$35.20	\$37 05
		A24	\$35 89	Painter/Sign Painter Lead	\$31.11	\$33.06	\$35.00	\$36.95	\$38 89

NOT SENSITIVE

National Aerospace Solutions Wage Schedule

Aerospace Technician (AT) Classification

Seniority Group	Year	Rate	Temp. Employee Rate	Skill Set	1st 6 Months Rate 80%	2nd 6 Months Rate 85%	2nd Year Rate 90%	3rd Year Rate 95%	4th Year Rate 100%
AL – TEAMSTERS Storekeepers receive \$0.75 per hour when working with hazardous materials and munitions.	FY22	A5A	\$25 28	Storekeeper	\$22.62	\$24.04	\$25.45	\$26.87	\$28 28
		A7A	\$26.62	Storekeeper Lead	\$23.70	\$25.18	\$26.66	28.14	\$29.62
	FY23	A5A	\$26.13	Storekeeper	\$23.30	\$24.76	\$26.22	\$27.67	\$29.13
		A7A	\$27 51	Storekeeper Lead	\$24.41	\$25.93	\$27.46	\$28.98	\$30 51
	FY24	A5A	\$27 00	Storekeeper	\$24.00	\$25.50	\$27.00	\$28.50	\$30 00
		A7A	\$28.43	Storekeeper Lead	\$25.14	\$26.72	\$28.29	\$29.86	\$31.43

NOT SENSITIVE

National Aerospace Solutions Wage Schedule

Aerospace Technician (AT) Classification

Seniority Group	Year	Rate	Temp. Employee Rate	Skill Set	1st 6 Months Rate 80%	2nd 6 Months Rate 85%	2nd Year Rate 90%	3rd Year Rate 95%	4th Year Rate 100%
AL – TEAMSTERS Storekeepers receive \$0.75 per hour when working with hazardous materials and munitions.	FY22	A5A	\$25.28	Truck Driver	\$22.62	\$24.04	\$25.45	\$26.87	\$28.28
		A7A	\$26.62	Truck Driver Lead	\$23.70	\$25.18	\$26.66	28.14	\$29.62
	FY23	A5A	\$26.13	Truck Driver	\$23.30	\$24.76	\$26.22	\$27.67	\$29.13
		A7A	\$27.51	Truck Driver Lead	\$24.41	\$25.93	\$27.46	\$28.98	\$30.51
	FY24	A5A	\$27.00	Truck Driver	\$24.00	\$25.50	\$27.00	\$28.50	\$30.00
		A7A	\$28.43	Truck Driver Lead	\$25.14	\$26.72	\$28.29	\$29.86	\$31.43
	FY22	A5A	\$25.28	Chauffeur	\$22.62	\$24.04	\$25.45	\$26.87	\$28.28
	FY23	A5A	\$26.13	Chauffeur	\$23.30	\$24.76	\$26.22	\$27.67	\$29.13
	FY24	A5A	\$27.00	Chauffeur	\$24.00	\$25.50	\$27.00	\$28.50	\$30.00

NOT SENSITIVE

National Aerospace Solutions Wage Schedule

Aerospace Technician (AT) Classification

Seniority Group	Year	Rate	Temp. Employee Rate	Skill Set	1st 6 Months Rate 80%	2nd 6 Months Rate 85%	2nd Year Rate 90%	3rd Year Rate 95%	4th Year Rate 100%
AL – TEAMSTERS Storekeepers receive \$0.75 per hour when working with hazardous materials and munitions.	FY22	A17	\$28.14	Equipment Dispatcher	\$24.91	\$26.47	\$28.03	\$29.58	\$31.14
		A19	\$30 02	Equipment Dispatcher Lead	\$26.42	\$28.07	\$29.72	\$31.37	\$33 02
	FY23	A17	\$29 07	Equipment Dispatcher	\$25.66	\$27.26	\$28.86	\$30.47	\$32 07
		A19	\$31 01	Equipment Dispatcher Lead	\$27.21	\$28.91	\$30.61	\$32.31	\$34 01
	FY24	A17	\$30 03	Equipment Dispatcher	\$26.42	\$28.08	\$29.73	\$31.38	\$33 03
		A19	\$32 03	Equipment Dispatcher Lead	\$28.02	\$29.78	\$31.53	\$33.28	\$35 03

NOT SENSITIVE

National Aerospace Solutions Wage Schedule

Aerospace Technician (AT) Classification

Seniority Group	Year	Rate	Temp. Employee Rate	Skill Set	1st 6 Months Rate 80%	2nd 6 Months Rate 85%	2nd Year Rate 90%	3rd Year Rate 95%	4th Year Rate 100%
AL – LABORER Employees of the Laborers skill set will receive A05 pay rate when they are jackhammer operators; power saw operators, chain saw operators, tunnel cleaners, mortar mixers, concrete laborers, track laborers, and when cleaning Triclor spills.	FY22	A01	\$22.02	Laborer	\$20.02	\$21.27	\$22.52	\$23.77	\$25 02
		A05	\$23.99	Laborer Lead	\$21.59	\$22.94	\$24.29	\$25.64	\$26 99
	FY23	A01	\$22.77	Laborer	\$20.62	\$21.90	\$23.19	\$24.48	\$25.77
		A05	\$24.80	Laborer Lead	\$22.24	\$23.63	\$25.02	\$26.41	\$27 80
	FY24	A01	\$23.54	Laborer	\$21.23	\$22.56	\$23.87	\$25.21	\$26 54
		A05	\$25.63	Laborer Lead	\$22.90	\$24.34	\$25.77	\$27.20	\$28.63

NOT SENSITIVE

Work Assignment Pay (WAP) is not included in the above wage rates.

Interns in any skill set will be paid per Article XVIII, General, Section 4, Interns, page 69.

General Wage Increase effective 2300 hours

September 30, 2021 – 3.25%

September 30, 2022 – 3.0%

September 30, 2023 – 3.0%

CDL Renewals: Company will pay for CDL renewals only when CDL is required for the job currently held. If employee accepts another position within the Company and CDL is required, employee will be responsible for initial cost of CDL.

Asbestos Abatement Assignments – Employee training for or performing asbestos work as defined by OSHA will receive \$6.00 per hour above base pay.

Employee(s) training for or applying herbicides will receive \$2.00 per hour above their base pay for the time they are training or performing the herbicide related work.

Acid clean employees receive \$0.75 per hour for working with hazardous materials and munitions.

NOTE: Those permanently assigned as Utility Operator II (Cooling/Steam/Potable) as of July 1, 2017, will be moved to Utility Operator and pay frozen at current rate until the rate of pay (A21) skill set is equal to or greater than their frozen rate of pay.

Those permanently assigned as Utility Operator II Leads as of July 1, 2017, will be moved to Utility Operator Lead (A24) but will maintain their current A29 pay rate.

Additional one-time fixed hourly wage schedule increase of \$1.00 per hour for Chauffeur, Truck Driver, Truck Driver Lead, Storekeeper, and Storekeeper Lead skill sets to be effective October 1, 2021. Any additional new hires (Chauffeur/Storekeeper/Truck Drivers) will receive the applicable wage schedule rate.

Pay Steps

The first six months rate for new employees is 80% of journeyman rate.

The second six months rate is 85% of journeyman rate.

The second year rate is 90% of journeyman rate.

The third year rate is 95% of journeyman rate.

The fourth year rate is 100% of journeyman rate.

Management, at its discretion, may hire a candidate at a higher pay step if recruitment dictates (external/internal). An employee has the option to bring a dispute to the Labor Management Committee one time. Placement at any given pay rate shall not be subject to the grievance process.

Effective January 1, 2022, all new hires and current employees at less than 90% of the current applicable pay rate with a Department of Labor apprenticeship certificate (card) in the skill set for which they are being/were hired will be placed at 90% of the current applicable pay rate. The normal progression rate still applies, i.e., 90% to 95% one year, 95% to 100% one year.

AGREEMENT

In Witness hereof, this instrument is executed by the authorized representatives of the Parties and reflects the Parties' agreements as delineated in the description of this Agreement on the cover page hereof, to be effective as of June 30, **2021**, at **2300**.


Richard Tighe, Ph.D.
General Manager
National Aerospace Solutions, LLC.
Date 8/30/21


Michael Bolzi
Deputy General Manager
National Aerospace Solutions, LLC.
Date 8/27/2021


Jonathan Ragan
Mission Support Director
National Aerospace Solutions, LLC.
Date 8/27/21


Walter Bishop
Mission Execution Deputy Director
National Aerospace Solutions, LLC.
Date 8/27/21


Mike Hollowell
Operations and Maintenance Functional
Manager
National Aerospace Solutions, LLC.
Date 8/27/2021


Randy Long
Labor Relations Manager
National Aerospace Solutions, LLC.
Date 8/26/2021


Ronnie Skipworth
Project Manager
Chugach Federal Solutions, Inc.
Date 8/27/2021


Mike Cunningham
Human Resources/Labor Relations Manager,
Chugach Federal Solutions, Inc.
Date 8/27/21

In Witness hereof, this instrument is executed by the authorized representatives of the Parties and reflects the Parties' agreements as delineated in the description of this Agreement on the cover page hereof, to be effective as of June 30, 2021, at 2300.

Alvin Clock 8/26/2021
Alvin Clock
President
Air Engineering Metal Trades Council

Jason Kelley 8/26/21
Jason Kelley
Recording Secretary
Air Engineering Metal Trades Council

Allen Gendine 8/26/21
Allen Gendine
International Brotherhood of Boilermakers,
Iron Workers, Ship Builders, Blacksmiths,
Forgers, and Helpers, Local No. 464

Tory Cawley 8/26/21
Tory Cawley
International Brotherhood of Teamsters,
Chauffeurs, Warehousemen, and Helpers of
America, Local No. 327

Paul Mosley 8/26/21
Paul Mosley
United Association of Journeymen and
Apprentices of the Plumbing and Piping
Industry, Local No. 572

David Drough 8/26/21
David Drough
International Association of Machinists and
Aerospace Workers,
Queen City Lodge No. 1501

Carl P. Hill 8/26/21
Carl P. Hill
International Union of Lacemakers,
Local No. 646

Charles E. Hill 8/27/21
Charles E. Hill
International Brotherhood of Electrical
Workers, Local No. 2113

Chris Clock 8-26-21
Chris Clock
International Association of Sheetmetal
Workers of America, Local No. 9

Adrian Schaefer 8/26/21
Adrian Schaefer
International Brotherhood of Electrical
Workers, Local No. 2113

Kevin Glaser
Kevin Glaser
International Association of Bridge,
Structural, Ornamental and Reinforcing Iron
Workers, Local No. 701

Jim Clough 8/26/21
Jim Clough
International Union of Painters and Allied
Trades, Local No. 459, District Council 91

Bobby Walker 8/26/21
Bobby Walker
International Union of Operating Engineers,
Local No. 914

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Military Time

0100	1 a.m.
0200	2 a.m.
0300	3 a.m.
0400	4 a.m.
0500	5 a.m.
0600	6 a.m.
0700	7 a.m.
0800	8 a.m.
0900	9 a.m.
1000	10 a.m.
1100	11 a.m.
1200	Noon
1300	1 p.m.
1400	2 p.m.
1500	3 p.m.
1600	4 p.m.
1700	5 p.m.
1800	6 p.m.
1900	7 p.m.
2000	8 p.m.
2100	9 p.m.
2200	10 p.m.
2300	11 p.m.
2400	Midnight

NOT SENSITIVE



NOT SENSITIVE

