Collective Bargaining Agreement

between

International Association of Machinists and Aerospace Workers, AFL-CIO Lodge 743 Affiliated with District Lodge 26

and

Collins Aerospace

Effective May 6, 2024 until May 2, 2027

Local 743

Collins Aerospace

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AGREEMENT

This Agreement made and entered into this 6th day of May, 2024, by and between HAMILTON SUNDSTRAND CORPORATION d/b/a Collins Aerospace, hereinafter called the "Company" and HARTFORD AIRCRAFT LODGE NO. 743 OF THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, AFL-CIO, hereinafter called the "Union."

PURPOSE

It is the intent and purpose of the parties hereto that this Agreement promote and improve the industrial and economic status of the parties, provide orderly collective bargaining relations between the Company and the Union, and secure a prompt and fair disposition of grievances so as to eliminate interruptions of work and interference with the efficient operation of the Company’s business.

ARTICLE 1

Management Functions

It is recognized that in addition to other functions and responsibilities, the Company has and will retain the sole right and responsibility to direct the operations of the Company and in this connection to determine the number and location of its plants; the product to be manufactured; the types of work to be performed; the assignment of all work to employees or other persons; the schedules of production; shift schedules and hours of work; the methods, processes, and means of manufacturing; and to select, hire, and demote employees, including the right to make and apply rules and regulations for discipline, efficiency, production and safety unless otherwise hereinafter provided.

It shall also have the right and responsibility to discharge or otherwise discipline any employee for just cause, to promote and transfer, and to lay off because of lack of work or other cause, unless otherwise hereinafter provided.

ARTICLE 2

Coverage

For the purpose of this Agreement, the term "employee" as used herein shall apply to and include all production and maintenance employees of Hamilton Sundstrand Corporation d/b/a Collins Aerospace at its 1 Hamilton Road, Windsor Locks, Connecticut plants**,** including trainees, working leaders and all hourly-rated technicians in the chemical, rubber, metallurgical, vibration, and electronics laboratories but shall exclude apprentices, executives, professional employees, salaried technicians in the

Engineering Department, foremen's clerks who have access to confidential information, draftsmen, plant protection employees, Medical Department employees, salaried timekeepers, salaried office and salaried factory clerical employees, outside servicemen, truck drivers, watch engineers, group supervisors and all other supervisors as defined in the National Labor Relations Act, as amended, at the above Connecticut plants.

ARTICLE 3

Recognition

The Company recognizes Hartford Aircraft Lodge No. 743 of the International Association of Machinists and Aerospace Workers as the sole and exclusive collective bargaining agency for the employees defined above for the purposes set forth in the National Labor Relations Act, as amended.

ARTICLE 4

Non-Discrimination

The Company and the Union agree to abide by state and federal law regarding discrimination.

ARTICLE 5

Union Security

Section 1. Any employee who is a member of the Union on the day of the signing of this Agreement shall, as a condition of employment, maintain their membership in the Union thereafter for the duration of this Agreement or tender to the Union a monthly agency or service fee for the duration of this agreement.

Section 2. Any employee who is not a member of the Union on the day of signing this Agreement shall as a condition of employment commencing no later than the thirtieth calendar day following the execution of this Agreement, or the thirtieth calendar day following the beginning of their employment, whichever is later, either (1) become a member of the Union and maintain their membership in the Union thereafter for the duration of this Agreement, or (2) tender to the Union a monthly agency or service fee (hereinafter “service fee”) in an amount permitted by law, not in excess of the monthly membership dues of Union members.

Section 3. Upon written request from the Union, the Company shall terminate the employment of an employee who fails to comply with the requirements of Sections 1 or 2 of this Article; provided a copy of the Union's request has been sent via certified mail, return receipt requested, to both the Company and the delinquent employee at least fifteen (15) days prior to the date on which the employee is to be terminated; and further provided that the delinquent employee has not cured their delinquency prior to the date proposed for their termination.

Section 4. The Company agrees to deduct monthly, in four (4) equal installments, Union dues in whatever sum is established by the local Union as the regular monthly dues uniformly required as a condition of retaining membership therein upon the receipt of an assignment. The Company also agrees to deduct from the earnings of an employee one (1) initiation fee in whatever amount is authorized by such employee on a properly executed assignment card which is delivered to the Company. The Company also agrees to deduct a monthly service fee, also in four (4) equal installments, in whatever sum permitted by law is established by the local Union, not in excess of the monthly membership dues of Union members, upon the receipt of a properly executed assignment card.

The sum which represents such monthly Union dues or service fees shall be certified to the Company as constituting such by the Secretary-Treasurer of Lodge 743. If the sum once certified is changed, the amount deducted from the earnings of an employee who has authorized such deduction shall not be increased or decreased until thirty (30) days' written notice of such change has been received by the Company from the Secretary-Treasurer of Lodge 743.

Section 5. The deduction of the monthly dues and the initiation fee or service fee shall be made from the earnings received by the employee on the first four (4) paydays of the month in which a properly executed assignment is received by the Company. Union dues or a service fee will be deducted thereafter from the earnings received by the employee on the first four (4) paydays of each month.

Section 6. Deductions provided for in Section 4 shall be remitted to the Secretary-Treasurer of District Lodge 26. The remittance shall be made by check drawn by the Company to the order of District Lodge 26, International Association of Machinists and Aerospace Workers, and shall be sent no later than the fifth working day of the month following that month in which the deductions were made. The Company shall simultaneously furnish the Secretary-Treasurer of the local Union a record of the employees from whose earnings deductions have been made and the amounts of the deductions.

Section 7. The Company's obligation to make such deductions shall terminate automatically upon termination of the employee who signed the authorization or upon their transfer to a plant (other than another plant of the Company covered by an effective contract with the I.A.M.A.W. which provides for check-off of dues or a service fee), department, or job not covered by this Agreement, except that deductions shall be resumed if an employee, terminated by layoff, is rehired with seniority rights.

Section 8. The Union agrees that it will indemnify and save the Company harmless from any and all liability, claim, responsibility, damage, or suit which may arise out of any action taken by the Company in accordance with the terms of this Article or in reliance upon the authorization described herein, in an amount not to exceed the sum received by the Union on account of the deductions made from the earnings of such employee or employees.

Section 9. The Company will notify the Union of the date and time when new employee(s) are to be processed. A Union official may meet with the new employee(s) upon completion of the processing to present the new employee with payroll deduction assignment cards for Union dues and the initiation fee, or agency/service fee. If a Union official fails to meet with the new employee, the Company shall have no obligation for the distribution and collection of the cards. There shall be no solicitation of employees for Union membership, dues or service fees conducted upon the premises of the Company during working time by the Union, its representatives or by employees; nor shall there be any distribution or collection of payroll deduction assignment cards for Union dues, the initiation fee, or service fees conducted upon the premises of the Company during working time by the Union, its representatives or by employees, except as provided for above.

Section 10. The check-off assignment cards herein provided for shall be submitted by the Secretary-Treasurer, Lodge 743 to the office of Employee and Labor Relations, not later than the fifteenth day of the month preceding that month in which deduction of Union dues or service fees is first made.

Section 11. Check-off assignments shall be submitted with a letter of transmittal signed by an authorized officer of Lodge 743 listing in duplicate the name, department number, clock number, and the amount of dues and the initiation fee, or service fee, to be deducted from the earnings of the employees who signed such assignments.

Section 12. The Company shall forward to the Secretary-Treasurer, Lodge 743 each month the following information listed in alphabetical order:

(a) The names, departments and clock numbers of employees who authorized deduction of Union dues and the initiation fee, or service fee and from whose wages such a deduction has been made during the current month.

(b) The names of employees who authorized the deduction of Union dues and the initiation fee, or service fee and from whose wages no such deduction was made because of insufficient earnings during the pay period for which the deduction was authorized.

(c) The names of employees who authorized such deduction but whose assignment became ineffective pursuant to Section 7 of this Article by reason of the termination of their employment or transfer to a job not covered by this Agreement.

Section 13. If in any pay week of any month the earnings of any employee who authorized such deductions are insufficient to permit deductions to be made, the Company will make the appropriate deductions from the employee's earnings in the following week's pay; provided, however, if there are still insufficient funds, the Company will make the appropriate deductions in the next succeeding week's pay, up to the first pay week of the next succeeding month. This deduction will not be greater than twenty-five dollars ($25.00) and will be in addition to the normal dues deduction.

Section 14. If, by the last pay period of the succeeding month in which deductions were to be made, the earnings of an employee who authorized

such deductions are insufficient to permit such deductions to be made, the obligation of the Company to deduct Union dues or a service fee will then revert to a current basis, and it is understood that the Company will have no further obligation for the collection of past dues or service fees in such cases.

Section 15. The Company's obligations set forth in this Article of the contract shall terminate automatically in the event of any strike, sympathy strike, sit-down, slowdown, concerted stoppage of work, or picketing of the Company's plant by employees of the Company; provided, however, that said obligations shall not terminate if the Union has complied with the provisions of Article 24 of this Agreement.

Section 16. It is agreed that the Company shall honor check-off assignment cards only when such cards are properly executed on the appropriate form, a sample attached hereto and made a part of this Agreement.

Section 17. All of the provisions of this Article shall be effective to the extent permitted by applicable law.

Section 18. During the life of the contract, the full time District Secretary Treasurer, elected by District 26 delegates, may be selected from the employees covered by Article 2. This employee may be selected from the bargaining unit of any one of the affiliated District 26 Lodges: 700, 743, or 1746. District 26 Lodge 743 will have no more than one District position at any time, unless agreed to by the parties.

The elected employee will be paid their regular hourly base rate plus cost-of-living allowance during the period for which they hold the position.

ARTICLE 6

Union Representation

Section 1.

(a) The total number of Shop Stewards shall be determined by applying a formula of one (1) Shop Steward for every seventy-five (75) employees in the bargaining unit as set forth in Article 2. The number of Shop Stewards assigned to any one (1) Shop Steward area shall not exceed a ratio of one (1) Shop Steward for each fifty (50) bargaining unit employees in that area, subject to the overall limitation of one (1) Shop Steward per seventy-five (75) employees set forth above. The number of Shop Stewards and the areas which they represent shall be subject to review upon the request of either the Company or the Union.

(b) It is mutually agreed the area of the shop which each Shop Steward will represent for the purpose of adjusting grievances or complaints under Article 7 shall be the same as the seniority areas listed in Appendix A. It is agreed Shop Stewards will normally work within their assigned Shop Steward area. Specific Shop Steward coverage within these Shop Steward areas will be mutually agreed upon by the Company and the Union.

(c) Should the number of Shop Stewards exceed the limitations set forth in Section 1(a) above, the Company shall so inform the Union in writing. The Union shall thereupon promptly notify the Company in

writing of the revisions in Shop Steward assignments required by such limitation. Failure of the Union to so notify the Company within four (4) days (excluding Saturdays, Sundays and holidays) shall automatically reduce the number of Shop Stewards to the required level by cancelling Shop Steward appointments on the basis of seniority as defined in Article 8, starting with the least senior Shop Steward.

Section 2. The number of Shop Committeepersons shall be five (5) for the bargaining unit as set forth in Article 2. The Shop Committee shall meet with the Committee of Management as provided in Article 7.

Section 3. Shop Committeepersons, Shop Stewards, Union Safety Representatives, Union Job Evaluation Specialist, and Union EAP Coordinator shall be active employees of the Company. No employee shall act as a Shop Committeeperson, Shop Steward, Union Safety Representative, Union Job Evaluation Specialist, and Union EAP Coordinator unless at the time of their selection they have not less than six (6) months' seniority as defined in Article 8.

Section 4. The Union shall furnish the Company with a list of its officers, Shop Committee members, Shop Stewards, Union Safety Representatives, Union Job Evaluation Specialist, and Union EAP Coordinator and shall as soon as possible notify the Company of any changes therein. No officer, Committeeperson, Shop Steward, Union Safety Representative, Union Job Evaluation Specialist and Union EAP Coordinator shall be recognized by the Company until such written notification of their appointment shall have been received by the Company from a duly authorized officer of the Union. Subject to the limitations of this Article, the

Company shall recognize Shop Steward appointments within five (5) days (excluding Saturdays, Sundays and holidays) after receipt of notification from the Union.

Section 5. In outlying areas or Shop Steward areas where the employee complement would not allow for the recognition of a Shop Steward under the above provisions, exceptions may be made to provide for on-site steward coverage at the mutual agreement of the parties.

ARTICLE 7

Grievance Procedure

Grievance Procedure Review. At the request of either party, but not more frequently than once per quarter, there will be a meeting between the Directing Business Representative or their designee, the President of Local Lodge 743 and other appropriate Union representatives, and the Vice President of Human Resources or their designee, and appropriate Company representatives, to discuss problems of significant magnitude which impede the grievance procedure from functioning in an effective fashion. The purpose of this meeting shall not be to resolve particular grievances.

Section 1. In the event that a difference arises between the Company, the Union or any employee concerning the interpretation, application or compliance with the provisions of this Agreement, an earnest effort will be made to resolve such difference in accordance with the following procedure which must be followed.

Oral Step. An employee having a grievance or complaint may, after notice to their immediate supervisor, take it up either directly with their supervisor or with the Shop Steward who shall take it up with the employee's supervisor. Such grievance shall be presented orally at this step of the grievance procedure. Any such discussion shall be as brief as possible and the employee may be present at this discussion. The supervisor will produce at this step of the procedure, at no cost to the Union, the records the supervisor has available to them which the supervisor relied upon to reach the conclusion or make the decision which resulted in the instant grievance.

No Shop Steward shall be called in the case of a grievance involving any disciplinary action until the administration of such action shall have been completed nor shall a Shop Steward be called for an employee who alleges they are being improperly laid off. In the case of a grievance concerning the discharge or suspension of an employee, once the action has been completed, the Shop Steward will be given the opportunity to meet with the supervisor who issued the discipline.

The Shop Steward shall be given an opportunity to be present at the adjustment of a grievance arising under the terms of this Agreement which is presented to the supervisor directly by an employee; provided, however, a Shop Steward shall not be paid for time so spent.

If the grievance is not satisfactorily settled at the Oral Step, it must be reduced to writing on the form provided within five (5) working days, excluding Saturdays, Sundays, and holidays, of the supervisor’s disposition. All grievances which affect the wages, hours or working conditions of any employee shall, when reduced to writing in Written Step 1,

be signed by that employee. The dispositions given at Written Steps 1 and 2 of this procedure, together with the dates thereof, must be noted on the form and signed by the respective representatives of the Company and the Union.

Grievance forms shall be obtainable from the supervisor.

When the grievance is reduced to writing, there must be set forth in the spaces provided all of the following:

(a) A statement of the grievance and the facts involved;

(b) The remedy requested; and

(c) The violation, if any, of the Agreement which is claimed.

Written Step 1. When reduced to writing, the grievance shall be taken up as soon as possible, but no more than five (5) working days, excluding Saturdays, Sundays, and holidays, by the Shop Steward within whose area the grievance arose together with the employee, (except in cases of discharge or indefinite suspension where a Shop Committeeperson may attend in place of the employee) with the grieving employee's supervisor and an Operations Center Manager or Company designated representative who has equal authority. Any grievance filed concerning the discharge or indefinite suspension of an employee shall be presented initially at this step of the grievance procedure. The answer of the Operations Center Manager or designated representative will be given in writing on the form provided

within five (5) working days, excluding Saturdays, Sundays, and holidays, after its presentation.

The Company will produce at this step of the grievance procedure, at its own cost and without the need of a request by the Union, the records it relied upon to reach the conclusion or make the decision which resulted in the instant grievance, provided the records were not produced at the Oral Step. If the Shop Steward considers other relevant records to be necessary to the resolution of the grievance, the Company will produce such additional records, without cost, if it does not impose an unreasonable burden on the Company to obtain such records. Where the Shop Steward's request for additional records does impose an unreasonable burden on the Company, the Union agrees to reimburse the Company for the actual cost incurred by the Company in locating and procuring such additional records.

Written Step 2.

(a) If the grievance is not satisfactorily settled at Written Step 1, an appeal there from may be taken by the Shop Steward to the Committee of Management. The appeal by the Shop Steward shall be considered to be taken if the Shop Steward so marks the grievance form within the time limit provided in Section 5 of this Article. In addition, such appeal shall be included on an agenda letter (filed as provided in Section 9(b) of this Article) for the first regularly scheduled meeting of the Committee of Management following the date of the Operations Center Manager or Company designated representative's decision; provided, however, that if this is not done, the grievance shall be included on an agenda letter for the second regularly scheduled meeting of the Committee of Management following the date of the Operations Center Manager or Company designated representative's decision. If the grievance is not included in such an agenda

letter, the decision of the Operations Center Manager or designated management representative shall be final and conclusive and binding upon all employees, the Company, and the Union.

(b) A grievance which affects a substantial number of employees (five (5) or more), other than job rating grievances, in which the Operations Center Manager or Company designated representative at Written Step 1 of this procedure lacks authority to settle, and grievances filed by the Company or the Union shall initially be presented at this step.

(c) The Committee of Management shall meet with the Union Shop Committee and Business Representative or Grand Lodge Representative whenever necessary but not more frequently than every two (2) weeks to hear grievances and complaints properly before it as set forth in Written Step 2(a) and (b) of this Article. Business Unit or Operating Center Directors and Human Resources Managers may, by mutual agreement of the parties, participate in the Committee of Management discussions concerning grievances which involve a significant number of employees or significant issues within their business units.

(d) The Committee of Management will render a decision on a grievance so presented to it as soon as possible but not later than five (5) working days excluding Saturdays, Sundays, and holidays (unless extended by mutual agreement) after its meeting with the Shop Committee and Business Representative on such grievances.

It is agreed that in the interest of encouraging the settlement of grievances, no decision or resolution of a grievance at the Oral Step or at Written Steps 1 and 2 shall be cited by either party as a precedent in any subsequent grievance.

Section 2. A claim that under the Hourly Job Rating Plan a job has been improperly assigned or evaluated to a labor grade shall first be taken up by either the Union Job Evaluation Specialist or the Shop Committeeperson for the area with the designated management representative. If such claim involves a new job or a revised job as defined in Article 9, it must be presented to the designated management representative by the Union Job Evaluation Specialist or the Shop Committeeperson within sixty (60) days of the assignment or evaluation of the new or revised job to a labor grade. Either the Union Job Evaluation Specialist or the Shop Committeeperson shall complete their presentation of the facts relating to the claim within sixty (60) days after the original presentation. The designated management representative shall render their decision on such claim within sixty (60) days after either the Union Job Evaluation Specialist or the Shop Committeeperson has notified them in writing that the Union has completed its submission of facts relating to this claim.

If no satisfactory adjustment of the matter is reached by either the Union Job Evaluation Specialist or the Shop Committeeperson and the designated management representative, any aggrieved employee, the Union Job Evaluation Specialist or the Shop Committeeperson may then file a grievance as herein before provided. Such grievance shall be processed beginning with Written Step 2 of the grievance procedure provided that it is

included in an agenda letter as provided for in Article 7, Written Step 2(a) after the decision given by the designated management representative. Such written grievance shall state in detail the specific facts upon which the Union bases its claim that the job has been improperly evaluated and shall set forth the specific factors of the evaluation which it claims are incorrect, giving specific and detailed reasons for such claim. Within thirty (30) calendar days following the Written Step 2 disposition, the Union may, by mutual agreement with the Company, add to, as an addendum to the original grievance, the specific factors stated to be incorrect on the written grievance submitted at Written Step 2.

Section 3.

(a) Any contractual grievance not settled at Written Step 2 of Section 1 of this Article, shall be submitted to arbitration upon the request of either party hereto filed in accordance with the provisions of this Article with the exception of Article 1 and Article 28.

(b) Other grievances arising under this contract which are not settled at Written Step 2 of Section 1 of this Article may be referred to arbitration if the Company and the Union mutually agree in writing.

(c) Except for the grievances which can be arbitrated under Sections 3(a) and 3(b) of this Article, no disputes, misunderstandings, differences or grievances arising between the parties as to the meaning, interpretation or application of the provisions of this Agreement shall be submitted to any Arbitrator for decision. It is further understood and agreed that no grievance, dispute, misunderstanding or difference between the parties arising out of events which occurred prior to the execution of this

Agreement shall be submitted to arbitration under the provisions of this Agreement.

(d) The decision of the Arbitrator shall be supported by substantial evidence on the record as a whole and shall be final and conclusive and binding upon all employees, the Company and the Union.

(e) The Arbitrator shall have no power to add to or subtract from or modify in any way any of the terms of this Agreement; nor shall the Arbitrator have jurisdiction in any case submitted to arbitration to affect in any way, directly or indirectly, by any decision or in any other manner, the right and responsibility of the Company to direct its operations; to determine the number and location of its plants; the product to be manufactured; the types of work to be performed; the schedules of production; shift schedules and hours of work; the methods, processes and means of manufacturing; or the rules and regulations to be made or applied for production, discipline, efficiency, and safety.

(f) The party referring a grievance to arbitration shall have the obligation of going forward with its case before the other party shall be required to present its case or adduce any testimony; provided, however, that in cases involving final written warnings, discharge, suspensions or promotions based upon the “most senior qualified” the Company shall first present to the Arbitrator its case in support of such action.

(g) The fee and expenses of the Arbitrator shall be divided equally between the Company and the Union.

(h) The party desiring to move the grievance to arbitration must, within ten (10) calendar days of notifying the other party of its desire for arbitration, request the Federal Mediation and Conciliation Service to submit a regional panel of seven (7) Arbitrators who are members of the National Academy of Arbitrators. When notification of the names of the panel is received, the parties, in turn, shall have the right to strike a name from the panel until only one name remains. The right to strike the first name from the panel shall be determined by lot. An arbitrator must be selected within thirty (30) calendar days after the notification is received.

(i) Arbitrations involving discharge grievances, suspension grievances, final written warning grievances, and grievances alleging unfair labor practices shall be expedited ahead of all other arbitrations not as yet scheduled for hearing at the written request of either the Company or the Union.

(j) The Company and the Union agree that in grievance arbitrations pertaining to attendance, sleeping, theft and fighting terminations, as well as any suspension or final written warning grievance, that the Arbitrator will render their oral decision within five (5) days of the close of the hearing followed by a written award. This shall not apply if the parties mutually agree to have transcripts and submit briefs to the Arbitrator. The Company and Union further agree in all other cases, the Arbitrator shall render their decision within sixty (60) days of the filing of briefs.

Section 4. An employee may file a grievance alleging that they are not properly classified in their assigned job code because they have performed the essential duties of a different job code within the bargaining unit (at least one labor grade higher than their assigned job code) for a practicable majority of the time during a period of sixty (60) continuous working days. If such a grievance is found to have merit, the award of the Arbitrator is limited to an adjustment in pay equal to the difference between the employee's actual earnings and the earnings they would have received had they been properly classified during the sixty (60) continuous working days immediately preceding the filing of the grievance.

Section 5. Should any appeal from the disposition of a grievance given at the Oral Step or Written Steps 1 and 2 of Section 1 not be taken within five (5) working days, excluding Saturdays, Sundays, and holidays from the date of such decision then the decision on such grievance shall be final and conclusive and shall not be reopened for discussion. Any disposition of a grievance accepted by the Union or by the Company in the case of a grievance filed by the Company, or from which no appeal has been taken, shall be final and conclusive and binding upon all employees, the Company, and the Union.

Section 6. Any grievance not presented for disposition through the grievance procedure described herein within five (5) working days, excluding Saturdays, Sundays, and holidays from the date it was found to exist by the employee shall not thereafter be considered a grievance under this Agreement unless a reason satisfactory to the Company in explanation of the failure to present the grievance within such time is given.

Section 7. In no event shall any disposition or award upon any grievance be made retroactive for any period prior to the date the grievance was first filed in writing; provided that in cases involving discharge and suspension, retroactivity will begin with the date the discipline was taken.

Section 8. It is agreed that each Shop Steward has assigned work to perform in the plant and the interests of production and efficiency require that interruptions of the Shop Stewards' work assignments be as infrequent and of as short duration as the grievance or complaint reasonably requires. Shop Stewards shall first request permission from their supervisor before leaving their jobs. Such request shall not unreasonably be denied.

Upon entering a department other than their own, such Shop Steward shall first report to the supervisor or the supervisor in charge of the new department and make known the purpose of them being there.

Section 9. A member of the Shop Committee or a Shop Steward shall, after notice to their supervisor, be allowed to leave their job for attendance at the following meetings, when necessary and as indicated. Time spent in attendance at such meetings during their scheduled working hours shall be recorded in the appropriate timekeeping system and paid as provided in the subsections below.

(a) Shop Stewards will receive pay for grievance or complaint handling as described in Article 7, Section 1, Oral Step and Written Step 1 herein at their regular base rate plus cost-of-living allowance exclusive of overtime allowances, but including shift premium, if any, not exceeding two (2) hours in any work week.

(b) Members of the Shop Committee will be paid, not exceeding three (3) hours, to attend a regular Written Step 2 meeting to be held whenever necessary, but not more frequently than once every two (2) weeks. Before the holding of such meeting, the Chairman of the Shop Committee must have presented to the Employee and Labor Relations, an agenda in writing at least seventy-two (72) hours, excluding Saturdays, Sundays and holidays, previous to the time of the meeting. Such agenda shall state fully the specific grievances or complaints which the Union wishes to discuss at such meeting. There shall be no obligation on the part of management representatives to discuss any matter which does not appear on such agenda.

(c) Shop Committeepersons will receive pay for the following activities:

1. Attendance at regular meetings as described in Article 7, Section 1, Written Step 2, not exceeding three (3) hours in any workweek.

2. Two (2) Committeepersons will be paid up to eight (8) hours, if such time is required, to audit the Company layoff list. Time to be paid is on the date the Company provides the Union with the layoff list.

3. Attendance at special meetings with any management representatives relating to discharge or other matters which cannot

reasonably be delayed until the next regular meeting of the Shop Committee and Committee of Management.

4. Such pay is based on their regular base rate, plus cost-of-living allowance, exclusive of overtime allowances but including shift premium, if any.

Section 10. Any employee shall have the right to appeal their discharge or suspension through the grievance procedure within five (5) working days from the date thereof. Failure to file such an appeal within five (5) working days shall prohibit any further consideration of such discharge or suspension. If as a result of such appeal the employee is found to have been discharged or suspended without just cause, they shall receive pay at their regular rate for the time they would have otherwise normally worked less any income they may have received from any other source. An employee who has been discharged or given a disciplinary suspension shall, before leaving the plant, be permitted to see the Shop Steward for the area in which they worked, at a location designated by the Company, if they request this privilege of their supervisor.

ARTICLE 8

Seniority

Section 1.

(a) In case of indefinite layoff for lack of work, an employee shall be laid off and recalled by non-interchangeable job ladders within specified seniority areas in accordance with their seniority (length of continuous service with the Company since the most recent date of hire). An employee may exercise their seniority rights to a lower job code within their job ladder within their seniority area (Appendix B denotes the applicable job codes and job ladders).

No later than December 31, 2016, employee seniority dates for the purposes of shift assignment, promotion and layoff/recall will be adjusted to include all prior periods of employment in positions covered in Article 2 of this Agreement from which employees were involuntarily terminated without cause. Until that occurs, seniority shall be determined based on company seniority date with the company since the most recent hire date.

In the event that two or more employees share a common seniority date, continuous service date shall serve as the tiebreaker, for purposes of layoff, recall, promotion and shift preference. Clock number shall serve as the final tiebreaker in situations where two or more employees also share a common continuous service date.

(b) Pursuant to Letter 3 nothing herein shall preclude the Company from transferring an employee scheduled to be laid off from a job code in one job ladder and seniority area to a job code in a different job

ladder or seniority area in which no laid off employee retains seniority, nor from recalling, without loss of seniority, an employee laid off from one job ladder to a job code in a different job ladder or seniority area in which no laid off employee retains seniority. If the employee is transferred or recalled, their seniority thereafter shall be in the job ladder and seniority area to which they were recalled and/or transferred and they shall have no seniority in their former job ladder or seniority area.

(c) Due to a great amount of work involved in a layoff, it is agreed that in any layoff of three hundred (300) or more employees, the Company shall have a maximum period of ten (10) days from the date of the layoff during which the Union agrees that grievances arising out of the layoff will not be filed. The Company, however, agrees to investigate and correct where necessary any claimed violations of this Article which are brought to its attention during this period. The Company shall not be liable for back wages claimed for any part of this period and arising out of an alleged violation of this seniority article. In such a layoff of three hundred (300) or more employees, the five (5)-day limitation (as provided in Section 6 of Article 7, Grievance Procedure) on the presentation of grievances alleging improper layoff will not begin until the ten (10)-day period mentioned above has expired.

Section 2. The non-interchangeable job codes, job ladders, and the seniority areas mentioned in Section 1 have been mutually agreed upon and are incorporated and made part of this Agreement as Appendices "A" and "B" attached hereto.

Section 3.

(a) Before new employees are hired in a given job ladder in a particular seniority area, the employees with seniority who are still laid off from that job code or job ladder in the area shall first be offered employment in that job code or job ladder from which they were laid off at the then existing rate of pay for the job code to which they were recalled in accordance with their seniority. Employees who remain in the same seniority area and job code or job ladder and were demoted as a result of a reallocation of employees in the presence or absence of a layoff and employees who were recalled to a lower grade job code in the same job ladder and seniority area shall be considered to be on the recall list for their former job code as though they had been laid off at the time of their demotion for the period of seniority retention provided in Section 13 of this Article. Employees who retain such seniority rights will be given the opportunity to return to their former position before any other employee is given that opportunity regardless of the seniority of the other employee.

(b) When it is necessary to readjust personnel in conjunction with a layoff, employees shall be demoted as required in accordance with their seniority within each non-interchangeable job code and job ladder within their seniority area.

(c) Any employee who suffers a demotion and who is currently paid at a rate above the maximum for the labor grade to which they are demoted shall have their wages frozen for a period of six (6)-months from the effective date of the demotion before suffering any actual loss in wages. Any subsequent reduction in wages shall be at the rate of ten cents ($.10) per hour every sixteen (16) weeks until such time as the employee reaches the maximum rate of the lower labor grade. Any employee who is demoted,

but at the time of the demotion is paid at a rate less than the maximum rate of the lower labor grade, shall continue with their automatic progression until such time as they attain maximum rate.

Section 4. Except in an emergency or for reasons or conditions over which the Company has no control, where there are general layoffs for an indefinite period; as much notice as is practicable, but not less than ten (10) working days, shall be given in writing to the Chairman of the Shop Committee before the layoff. A list will be supplied indicating the names of the employees scheduled to be laid off and their seniority status in relation to the remaining employees in the seniority area. The Company will make available to the Chairman of the Shop Committee a list of the names of laid off employees who exercised their right of recall.

Section 5.

(a) An employee shall be considered a probationary employee for the first ninety (90) days of their employment, and thereafter their seniority shall be from their most recent date of hire. In the case of probationary employees, there shall be no seniority rating nor responsibility upon the part of the Company for continuous employment nor for reemployment if laid off before the completion of their continuous probationary period. It is understood and agreed that during such probationary period, layoff or discharge shall be left to the discretion of the Company.

(b) In the case of an indefinite layoff for lack of work, probationary employees in the affected job ladder shall first be terminated.

Section 6.

(a) No employee shall be eligible by reason of their seniority to be recalled to a higher-rated job as a result of layoff except where:

1. The job held by the employee at the time of layoff has been upgraded; or where

2. The essential elements of that job have been combined with another and the resulting job is of a higher labor grade. In all such cases, the employee shall have recall rights to the higher-rated job. Laid-off employees who were previously demoted under conditions defined in Section 3(b) of this Article as a result of layoffs and who would have been considered to be on the recall list for their former job as defined in Section 3 of this Article may be offered recall to their former job in accordance with their seniority retention as provided in Section 13(c) of this Article.

3. Employees laid off from a job in one job ladder may be indirectly recalled to a job in another job ladder where no employee retains seniority for direct recall. Such recall may be to a higher labor grade than held at the time of the layoff provided that it is the entry level job in the new ladder to which the employee was recalled. Whenever indirect recall decisions are made they shall be made on the basis of three (3) co-equal factors of seniority, fitness and ability. Any dispute regarding the Company's decision relative to indirect recall may be submitted by the Union as a grievance at Written Step 2 as defined in Article 7, but is not subject to Arbitration.

(b) No employee shall be eligible by reason of their seniority to be transferred to a higher-rated job as a result of layoff.

Section 7.

(a) Whenever promotions are made, resulting from HPAS, or whenever promotions are made to the highest labor grade in a job ladder they shall be made on the basis of three (3) co-equal factors: seniority, fitness and ability of the employee.

(b) All other promotions shall be made on the basis of the most senior qualified employee within the job ladder.

(c) It is understood that the employees who may file a grievance concerning such a promotion are those assigned to the job ladder in which the promotion occurs or which the promotee came from and in the case of HPAS, employees who bid on the job.

(d) It is agreed that should the seniority of the promoted employee be sufficient to hold them on their shift, the promotion will be made on that shift. This provision shall not apply to promotions resulting from HPAS.

(e) Nothing herein shall prevent the Company from filling any vacancies by hire, by transfer, or by any other means.

Section 8.

(a) Temporary layoffs due to temporary lack of work, breakdown, shortage of materials, or causes of a like nature not to exceed

thirty (30) days may be made by the Company irrespective of any provisions of this Agreement. In such cases the Company will, in lieu of layoff whenever possible, reassign employees to other jobs during the period of such layoff.

(b) All employees selected for temporary layoff, under this Section, voluntary or involuntary, will be selected consistent with the production requirements of the business unit. Selection of employees for such temporary layoffs will be made by taking volunteers in seniority order, beginning with the most senior employee in the affected job code by department, by shift. In the event that an insufficient number of employees volunteer, then in reverse order of seniority in the affected job code by department, by shift, the Company will notify the least senior employees they will be temporarily laid off. An employee shall not be temporarily laid off under this Section more than once in any contract year until all other employees in the same job code in the department affected shall have been temporarily laid off once under this Section.

(c) If there is a series of such temporary layoffs, the Company will so far as it is practicable make an equal distribution of such lost time computed upon a contract yearly basis.

(d) While on such temporary layoff, employees shall continue to accrue their seniority, pension credits, and the Company shall continue to provide coverage for their health and dental insurance.

In addition, it is agreed that such layoffs will not affect pay and benefits provisions to which the employee was entitled at the commencement of such temporary layoff. Upon return to work, the

employees shall be returned to the job they held at the appropriate rate of pay and on the shift where they worked at the start of such temporary layoff.

Section 9.

(a) The Company will survey employees for transfer to a preferred shift by department and job code. Such transfers will be made on a seniority basis.

(b) In the event the Company reduces or eliminates a shift, employees, in accordance with their seniority, job code and department, will be given the opportunity to be assigned to the shift of their preference.

Section 10.

(a) An employee transferred from one job ladder to another, shall, for the purpose of layoff, retain their seniority in the job ladder from which they were transferred for a period of ninety (90) calendar days. At the end of ninety (90) calendar days their seniority will be transferred to the job ladder in which they were then classified.

(b) If any bargaining unit employee is transferred from any plant or facility operated by Pratt & Whitney, Connecticut or West Palm Beach, Florida Operations which are represented by the I.A.M.A.W. into the bargaining unit covered by this Agreement, their seniority in the bargaining unit shall include their total length of continuous service with Pratt & Whitney except as provided in (a) of this Section. Such transfers into the bargaining unit shall not occur during periods of downsizing (notification period) when employees retain recall rights to that job code or job codes lower in the job ladder.

(c) If any bargaining unit employee is hired from any plant or facility operated by Pratt & Whitney, Connecticut or West Palm Beach, Florida Operations or Collins Aerospace, Cheshire, Connecticut which are represented by the I.A.M.A.W. and retains recall rights, their seniority in the bargaining unit shall be established at the date of hire for purposes of layoff, promotion and shift transfer. Their adjusted Pratt & Whitney or Collins Aerospace, Cheshire, Connecticut seniority date will be used for health and welfare benefits and those relating to sick and personal time and vacation eligibility.

Section 11.

(a) Upon written application by the Union, the Company will grant a leave of absence to any employee who enters the employ of either the local Union or the International Association of Machinists and Aerospace Workers. Such leave of absence shall terminate automatically if the employee's assignment by the local Union or the International Association of Machinists and Aerospace Workers is to any organization other than to a local Union which represents the employees of a plant of the Company. This provision shall not prevent a necessary and temporary short-term assignment to a Local Union which does not represent employees of the Company where advance notice of such assignment is given to the Company. The resultant reassignment shall not, absent mutual agreement, exceed twelve (12) calendar weeks in any contract year.

An extension of such leave for an additional period shall be granted upon written application made prior to the expiration of such leave of absence.

During such leave of absence, for the purpose of layoff consideration, such employee shall be considered to head the seniority list within their job ladder.

For an employee currently on union business leave of absence at the time of ratification of this Agreement, such an employee shall accumulate Continuous Service Credits from December 5, 2016 through completion of the leave of absence for the purpose of computing Pension benefits under the Company's applicable Plan during such a leave of absence or any extension.

For an employee who begins a union business leave of absence during the life of this Agreement, such an employee shall accumulate Continuous Service Credits through completion of the leave of absence for the purpose of computing Pension benefits under the Company's applicable Plan during such a leave of absence or any extension.

(b) If an employee who has been granted such leave of absence reports for work at the beginning of the first regular work day after the termination of such leave, they shall be re-employed on the same general type of work which they did last prior to their leave at the wage rate existing in the plant at the time of their return for the job on which they are re-employed.

(c) During such leave of absence such employee shall accumulate their seniority. Their reemployment shall be subject to the condition that they were able to perform the duties required of them and that

they would have retained their seniority under this Article had they been in the employ of the Company during the period of their leave of absence.

Section 12. A salaried employee who once held a bargaining unit position may be returned to the bargaining unit to a job that has been posted and not filled from within the bargaining unit; provided, however that such employee will return to the bargaining unit without seniority for all purposes other than benefits.

Section 13. An employee shall lose their seniority rights under any one of the following circumstances:

(a) If they resign.

(b) If they are discharged for just cause.

(c) If the employee is laid off from work, they shall retain seniority rights as follows:

Seniority at the time of layoff	Period of Retention
91 days up to 2 years	24 months
2 years up to 3 years	36 months
3 years up to 5 years	48 months
5 years (or over)	60 months

Employees who are continuously absent from work for any other reason shall retain seniority rights up to a maximum of forty-eight (48) months.

(d) If they fail to report to work within fifteen (15) working days after due notice by the Company (Certified Mail – Return Receipt Requested) to the employee's last known address to return to work after layoff, or fails to give reasons satisfactory to the Company within such fifteen (15) days for not reporting to work.

Section 14. For all purposes, other than layoff, the seniority rights of members of the Union Shop Committee, the President, Vice-President, Union EAP Coordinator, Union Coordinator of Cooperative Programs, Chief Union Safety Representative, Union Safety Representatives and Union Job Evaluation Specialist, Senior Union Environmental Health & Safety Coordinator if employees, Union FMLA Coordinator, and Shop Stewards shall be exactly the same as the seniority rights of all other employees except as provided below:

(a) In the case of layoff, and for the sole purpose of maintaining Union representation at the time of layoff, members of the Union Shop Committee, the President, Vice-President, Union Coordinator of Cooperative Programs, Chief Union Safety Representative, Union E.A.P. Coordinator and Union Job Evaluation Specialist, Senior Union Environmental Health & Safety Coordinator if employees, and Union FMLA Coordinator, shall, during their term of office, head the seniority list.

(b) In the case of layoff, and for the sole purpose of maintaining Union representation at the time of layoff, Shop Stewards shall, during their term of office, head the seniority list within their job code and job ladder within their Shop Steward area. Union Safety Representatives shall

first head the seniority list within their job code and job ladder within the area for which they are responsible or department when not within the area for which they are responsible or to the same or lower labor grade they can perform within their seniority area.

(c) A Shop Committeeperson, Shop Steward or Union Safety Representative will not be transferred or promoted to a job outside of their Shop Committeeperson, Shop Steward or Union Safety Representative area or respective shift unless they notify the Company in writing that they wish to be considered for such a job during which time they shall maintain their position as a Shop Committeeperson, Shop Steward, or Union Safety Representative; or unless there is no job of the same or lower labor grade in such area which they have demonstrated they are qualified to perform; or except in the case of an emergency; or unless their job is being transferred to another location outside such area.

Section 15.

(a) The Company has established an annual Performance Appraisal Program to appraise the performance of each employee for such purposes as selection for promotion, but not for the purpose of determining rate of pay. The Company and the Union jointly recognize the importance of the performance appraisal process including accurate and valid assessments and full performance appraisal discussions between each employee and their supervisor.

(b) The performance of each employee whose base rate is at or above Standard Rate will be appraised at least once a year under the Performance Appraisal Program. In any case in which the supervisor of

record does not have sufficient experience with the person to be appraised, the supervisor will determine the appraisal only after consultation with the employee's previous supervisor(s).

(c) Each employee who is appraised under the provisions of (b) above shall be provided with both a discussion of and a copy of such performance appraisal between January 1st through February 28th during each year of this Agreement.

(d) An employee's claim that the appraisal is not proper under the Employee Performance Appraisal Program may be processed as a grievance under Article 7 of this Agreement.

Section 16.

(a) Severance pay allowances shall be paid to employees who are laid off for an indefinite period. To be eligible for any severance pay allowance, an employee must have at least ninety (90) days seniority as of the day preceding the layoff.

(b) Severance pay allowance shall be calculated on a weekly basis (the employee's normal work week at the time of layoff) and each weeks pay allowance shall consist of forty (40) times the employee's base hourly wage plus cost-of-living allowance (excluding any shift or other premium pay) which the employee was paid for the last day of work preceding layoff.

(c) Severance pay allowance shall be paid weekly or as a lump sum to an eligible, laid off employee beginning on the second payday following the date the employee is laid off.

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

Seniority (Complete Years)	Severance Weeks
Ninety (90) days - Two (2) years	Two (2) weeks
Three (3) years	Three (3) weeks
Four (4) years	Four (4) weeks
Five (5) years	Five (5) weeks
Six (6) years	Six (6) weeks
Seven (7) - Eight (8) years	Seven (7) weeks
Nine (9) years	Nine (9) weeks
Ten (10) - Eleven (11) years	Ten (10) weeks
Twelve (12) - Fourteen (14) years	Eleven (11) weeks
Fifteen (15) - Sixteen (16) years	Twelve (12) weeks
Seventeen (17) - Eighteen (18) years	Fourteen (14) weeks
Nineteen (19) - Twenty (20) years	Sixteen (16) weeks
Twenty-one (21) - Twenty-two (22) years	Eighteen (18) weeks
Twenty-three (23) years	Twenty-one (21) weeks
Twenty-four (24) years	Twenty-two (22) weeks
Twenty-five (25) & over years	Twenty-five (25) weeks

(e) Medical, dental, and life insurance coverage will be provided at no cost to eligible, laid off employees for the same number of weeks they are eligible to receive severance pay, but in no case will this coverage be less than eight (8) weeks.

(f) No employee, however, shall be paid a severance pay allowance for any week following the date the employee is recalled to work from layoff.

(g) No employee shall be paid the severance pay allowance more than once during this contract period; provided, however, if the total severance pay allowance to which the employee was entitled under (d) above was not paid to them during this contract period because of their recall from layoff, such employee who is again laid off during this contract shall again be eligible for severance pay allowance but only for the number of weeks for which their total severance pay allowance was not paid because of their recall from layoff.

(h) No severance pay allowance will be paid to any employee who is laid off because of an act of God or a natural emergency or because of a strike at a facility of a major supplier of necessary parts.

(i) The Company, together with the Union, will provide services designed to assist employees who are scheduled to be laid off such as: outplacement counseling, unemployment counseling, etc.

(j) The Company agrees to make available retraining assistance to employees who are laid off pursuant to Section 1 of this Article. To be eligible, laid off employees must have at least one year of continuous and active service at the time of layoff. Retraining may not extend beyond two (2) years following the date of layoff. Participants shall be compensated

100% of all tuition and academic fees, not to exceed a maximum of $5,000. This program shall cease immediately upon full-time employment with another employer. However, the Company agrees to pay for any course in progress at the time of such re-employment, subject to the conditions outlined above.

Section 17.

(a) In the event of a relocation of work presently done by bargaining unit employees to another facility in the State of Connecticut, at which employees of the Company will continue to do the work and where IAM-represented employees of other Raytheon Technologies business units also perform work, the employees affected will be given the opportunity to move with that work if other like work is not available at the Windsor Locks facility.

(b) In the event that any such affected employees decline to exercise an offer to move with the transferred work, any resulting imbalance in the workforce shall be adjusted as provided in this Article.

ARTICLE 9

Hourly Job Rating Plan

Section 1. The Hourly Job Rating Plan currently in effect has been mutually agreed to and has been made a part of this Agreement as Appendix "F". Changes may be made to this Plan during the life of this Agreement, but such changes require mutual agreement between the parties.

Section 2. The Company has furnished the Union with copies of the job descriptions for all jobs currently within the bargaining unit and will provide the Union with detailed job descriptions covering new or revised jobs included in the bargaining unit as set forth in Article 2 hereof within thirty (30) days following final approval of such jobs.

Section 3. The Company and the Union agree to mutually support activities which increase productivity. It is not intended to create assignments which employees are not qualified to perform.

Section 4.

(a) The parties agree to work cooperatively in the development of new jobs and the re-evaluation of existing jobs dictated by changes in the business and/or production processes. Proposals for any new job design activities will first be reviewed by the Manager, Labor Relations, and the Directing Business Representative or their designee of District 26.

(b) The Union may designate one Union Job Evaluation Specialist or a Shop Committeeperson to act as an alternate for the purpose of reviewing new jobs and handling the job rating complaint procedure as specified in Article 7 and this Article. It is understood the Union Job Evaluation Specialist, along with the Human Resource Representative, may participate in a Written Step 2 of the grievance procedure concerning job rating complaints. However, such complaints presented at this step of the grievance procedure must be properly signed and dated by an employee classified on the job being challenged or the Union Job Evaluation Specialist or Shop

Committeeperson. The Union Job Evaluation Specialist shall, after notice to their supervisor, be allowed to leave their job for presentation of job rating complaints. All time so spent shall be paid in full by the Company.

(c) During the term of this Agreement, the company agrees the definition of a new job will be one in which the Company makes any changes to either the description or scoring portions of a job classification or job description.

Section 5. The Union Job Evaluation Specialist will be advised of new or revised job description sheets and be given the opportunity to receive information concerning the job classification and job description sheet prior to or at the time of implementation. Such review will include information used to form the basis for decision regarding the scoring of all job rating factors. The Company shall retain the exclusive right to implement any new or revised job classification or job description sheet.

Section 6. The Union Job Evaluation Specialist or Shop Committee person will be granted an on-site inspection of a new or revised job, accompanied by a Human Resource Representative prior to or after submission of a job evaluation complaint at a mutually agreed time. During such reviews, questions may be directed to any employee performing the work covered by the classification being challenged.

Section 7. Arbitration of jobs which exist in more than one department and are identical in occupational group and scoring of all factors may be heard simultaneously provided, however, any decision of the Arbitrator which

is in variance to the existing scoring shall apply only to departments or plants where such variance is found to exist. In such cases, a separate job description sheet and job classification would be provided.

ARTICLE 10

Wage Rate Progression

Section 1. An employee classified on a job for which the minimum experience requirement is less than twelve (12) months shall receive the Standard Rate of their job classification as soon as qualified and not later than six (6) months from the date they start on such classification provided they have worked continuously on such classification. An employee classified on a job for which the minimum experience requirement is twelve (12) or more months shall receive the Standard Rate of their job classification as soon as qualified and not later than twelve (12) months from the date they start on such classification, provided they have worked continuously on such classification. Nothing herein shall prevent an employee from receiving at any time more than Standard Rate, provided they are qualified.

Section 2.

(a) Wage rate progression from Standard Rate up to but not in excess of Maximum Rate within an employee's labor grade will be automatic at the rate of ten cents (10¢) per hour after completion of sixteen (16) full weeks of satisfactory job performance, subject to (b) through (k) below.

(b) Automatic increases for any employee who is being paid Standard Rate or above but less than Maximum Rate will continue to be

scheduled at sixteen (16) week intervals from the date the employee attained Standard Rate or the date the employee last received an automatic increase in the present labor grade, whichever is later.

(c) Automatic increases for an employee attaining Standard Rate after May 5, 2024, under Section 1 above will be scheduled at sixteen (16) week intervals from the date of attainment of Standard Rate.

(d) In-grade transfers will not affect the scheduling of an employee's next automatic increase.

(e) Effective the same date as a promotion or job upgrade, the employee will receive an increase of at least fifty cents (50¢) per hour.

(f) Any employee who is demoted as a result of the conditions of Article 8, Section 3(a) and (b) or any employee who is demoted for reasons other than at the employee's request shall be placed in such lower rated job at the maximum base hourly rate of the lower rated job or at the base hourly rate the employee is being paid immediately prior to the demotion, whichever is the lower; provided, however, that any resultant reduction in the employee's base hourly rate shall not occur until six (6) months after the effective date of the demotion and any subsequent reduction in wages shall not be more than ten cents (10¢) per hour at each subsequent sixteen (16) week interval. Any employee who requests demotion to a lower rated job will be paid at the maximum rate of the lower grade or retain the rate then being paid, whichever is the lower.

(g) Automatic increases for an employee hired or transferred

into the bargaining unit at a rate at or above Standard Rate after May 5, 2024, will be scheduled at sixteen (16) week intervals from the beginning of the next pay period after date of hire or transfer.

(h) Automatic increases for an employee promoted after May 5, 2024, will be scheduled at sixteen (16) week intervals from the effective date of such change in grade if the employee's rate is at or above Standard Rate but below the Maximum Rate of the new grade.

(i) Automatic increases for an employee demoted who is at or above Standard Rate, but below the Maximum Rate of the lower labor grade, will be scheduled at sixteen (16) weeks from their last increase in the higher grade before demotion and at sixteen (16) week intervals thereafter until at the Maximum Rate of the lower labor grade.

(j) An employee paid eleven cents (11¢) to nineteen cents (19¢) below the Maximum Rate shall be given an increase to Maximum Rate on their next automatic increase date.

(k) Nothing in this Agreement shall be construed to prevent the Company at its discretion from advancing an employee within the rate range more rapidly than the specified intervals shown above or giving increases larger than those provided in this Section.

ARTICLE 11

Wages

Section 1. Effective May 6, 2024, the base hourly wage rate of each employee covered by this Agreement will be increased by four (4) percent. Schedule A shows the hourly rate schedule which will be effective May 6, 2024. The base hourly rate schedule will be inclusive of a $0.78 cost of living allowance in effect on May 6, 2024.

Section 2. On May 5, 2025, the base hourly wage rate of each employee covered by this Agreement will be increased by three and one half (3.5) percent. Schedule B shows the hourly rate schedule which will be effective May 5, 2025**.**

Section 3. On May 4, 2026**,** the base hourly wage rate of each employee covered by this Agreement will be increased by three (3) percent. Schedule C shows the hourly rate schedule which will be effective May 4, 2026**.**

Section 4.

(a) An hourly cost-of-living allowance, which starts at $.00 on May 6, 2024, shall be determined quarterly based upon the conditions and provisions set forth in this Section and shall be paid to each employee covered by this Agreement in addition to their base hourly wage rate.

(b) The cost-of-living allowance, if any, shall be determined on the basis of changes in the Consumer Price Index (CPI) for Urban Wage Earners and Clerical Workers (CPI-W), United States City Average, All Items

(1982-84 = 100) published by the United States Bureau of Labor Statistics, hereafter referred to as the "Index".

(c) Adjustments in the cost-of-living allowance shall be effective on the following dates in the amount of one cent (1¢) per hour for each full sixteen hundredths of one percent (0.16%) change in the Index for the months indicated below.

Each quarterly adjustment (increase or decrease) in the cost-of-living allowance shall not exceed a maximum of twelve cents (12¢) per hour.

	Based on the Percent Change in the Index	
Effective Date of Adjustment	**From**	**To**
July 29, 2024	**February 2024**	**May 2024**
October 28, 2024	**May 2024**	**August 2024**
January 27, 2025	**August 2024**	**November 2024**
April 28, 2025	**November 2024**	**February 2025**
July 28, 2025	**February 2025**	**May 2025**
October 27, 2025	**May 2025**	**August 2025**
January 26, 2026	**August 2025**	**November 2025**
April 27, 2026	**November 2025**	**February 2026**
July 27, 2026	**February 2026**	**May 2026**
October 26, 2026	**May 2026**	**August 2026**
January 25, 2027	**August 2026**	**November 2026**

In calculating the percentage change in the Index, the result shall be rounded to the nearest one hundredth of one percent (i.e., .005 and higher rounded upward, and less than .005 rounded downward). For example, if the February 2004 Index is 147.5 and the May 2004 Index is 149.2, the calculation is:

Step 1 149.2 - 147.5 = 1.7

Step 2 Divide 1.7 by 147.5 x 100 = 1.152%

Step 3 Round to 1.15% and divide by .16% = 7¢ per hour.

Section 5. No change will be made in a cost-of-living adjustment as a result of any revision made in the published figures for the Index after the effective date of the cost-of-living adjustment.

Section 6. The continuance of cost-of-living adjustments is dependent upon the continued monthly publication of the Index in its present form and calculated on the same basis as at the time of the execution of this agreement. For any month in which the Bureau of Labor Statistics publishes the Index on both an official (revised) basis and the present (old series) basis, the official (revised) basis will be used.

Section 7. In the event the Bureau of Labor Statistics does not issue the Consumer Price Index for the appropriate month before one of the effective dates referred to in Section 4 above, any cost-of-living adjustment required by such monthly Index shall be effective at the beginning of the first pay period after receipt of such Index.

Section 8.

(a) All hourly-rated employees on the second shift will be paid, in addition to their base hourly rate plus cost-of-living allowance a shift premium equal to ten percent (10%) of such hourly wage rate plus cost-of-living allowances for each hour worked.

(b) The company shall pay to all hourly-rated employees on the third shift seven and one-half cents (7 ½¢) per hour in addition to their base hourly wage rate plus cost-of-living allowance. Hourly-rated employees on the third shift whose regular shift comprises not more than six and one-half (6 ½) working hours and who work a full six and one-half (6 ½) hours on that shift shall receive therefore eight (8) hours pay including cost-of-living allowance and seven and one-half cents (7 ½¢) per hour. All work performed on such third shift over six and one-half (6 ½) hours shall be considered overtime and shall be paid for at time and one-half.

(c) Powerhouse employees on a rotating shift, the regular shift hours of which are not less than eight (8), will be paid, in addition to their base hourly wage rate plus cost-of-living allowance, a shift premium equal to ten percent (10%) of their base hourly wage rate plus cost-of-living allowance when they work a third shift of eight (8) hours.

(d) Lateness of not more than eighteen (18) minutes or permission granted by the supervisor to leave prior to the end of the shift of not more than eighteen (18) minutes, or a combination of lateness and permission to leave early totaling not more than eighteen (18) minutes shall not disqualify the employee for the third shift premium.

ARTICLE 12

Overtime

Section 1. Overtime rates will be paid as follows:

(a) Time and one-half will be paid for:

1. All time worked in excess of eight (8) hours in any one (1) day.
2. All time worked in excess of forty (40) hours in one (1) work week.
3. All work performed on Saturday, except for the first eight (8) hours of any scheduled shift which begins on Friday and continues into Saturday.
4. All work performed outside of regularly scheduled shift hours.

(b) Double time will be paid for:

1. All work performed on Sunday, except for the first eight (8) hours of any scheduled shift beginning the preceding day and continuing into Sunday.
2. All work performed on each of the Holidays listed in Article 14.

Section 2.

(a) For the sole purpose of preventing favoritism or discrimination in the distribution of overtime, the Company will distribute overtime work equally among the qualified employees under the jurisdiction of each supervisor who are regularly employed on such work insofar as it may be practicable to do so, as to equalize, among such employees hours

paid at time and one-half or double time (e.g., four (4) hours at time and one-half shall be the equivalent of three (3) hours at double time). Such overtime distribution shall be made on the respective shifts on which the overtime work occurs. There is no obligation on the part of the Company to distribute overtime equally between shifts nor between employees under the jurisdiction of different supervisors, however, the company will make an effort to address overtime disparities that exist between shifts.

(b) A grievance alleging failure of the Company to comply with subsection (a) above must show a substantial inequality in such overtime distribution during the eight (8)-week period immediately preceding the filing of such grievance.

Section 3. When two (2) or more types of overtime or premium compensation are applicable to the same hours of work, only the higher rate of compensation shall be paid. In no case shall overtime or premium compensation be duplicated or pyramided.

ARTICLE 13

Vacations

Section 1. A vacation will be allowed to an employee who in the anniversary year, which begins on January 1, will have been continuously and actively in the employ of the company for the period shown below:

Effective through December 31, 2024:

Completed Period of Employment	**Vacation Time (Working Days)**	**Hours Paid**
One (1) year	Five (5)	40
Two (2) years	Ten (10)	80
Eight (8) years	Fifteen (15)	120
Eighteen (18) years	Twenty (20)	160
Twenty-five (25) years	Twenty-five (25)	200

Effective January 1, 2025:

Completed Period of Employment	**Vacation Time (Working Days)**	**Hours Paid**
One (1) year	Ten (10)	80
Five (5) years	Fifteen (15)	120
Eighteen (18) years	Twenty (20)	160
Twenty-five (25) years	Twenty-five (25)	200

A vacation of three (3) working days will be allowed to an employee who was hired between January 1st and June 30th of any year. No employee will be eligible for any vacation until the completion of their probationary period.

(a) Employees recalled from layoff during the first or second quarter of the year shall be treated as though they were continuously and actively in the employ of the Company on January 1 for the purpose of determining vacation eligibility; however, any employee rehired with seniority after the first quarter shall be entitled to vacation time off without pay.

Section 2. An hourly-rated employee who does not meet the requirements of Section 1 of this Article shall receive no vacation, and every employee who does meet the requirements of one or more of these Sections shall receive only the vacation specified in that Section which gives them the longest vacation.

Section 3.

(a) Any employee who is eligible for a vacation under this Article shall receive a vacation or vacation pay even if they are not actively in the employ of the Company on the day preceding the start of their scheduled vacation. Should an employee die, or should the employment of an employee be terminated because of resignation, retirement, or layoff during the vacation year, prior to taking the vacation they were eligible for in the anniversary year, or at the completion of the ninety (90) day probationary period as noted in Section 1 of this Article, the vacation pay allowance computed on the basis of the employee's hourly base rate plus cost-of-living allowance and shift premium at time of termination will be paid; provided, however, that this section shall not apply in the case of any employee who is discharged.

(b) Any employee whose employment is terminated by reason of death, retirement, entry into the military service, or layoff, and who at the time of such termination is eligible to receive, or had received during the calendar year of termination, vacation pay pursuant to Section 1 and 3(a) of this Article shall upon such termination also receive pro-rata vacation pay for each month, or part thereof, in which such employee worked during the calendar year in which such termination occurred; provided that any employee who is eligible for, or had received, vacation pay pursuant to Section 1 of this Article shall not receive pro-rata vacation pay for the first six

(6) months of their employment with the Company. Any such pro-rata payment will be deducted from any vacation pay to which the employee may subsequently become entitled for the calendar year in which the termination occurs. The pro-rata vacation pay shall be computed by multiplying the vacation pay received by the terminated employee pursuant to Section 3 (a) of this Article by one-twelfth (1/12) for each month in which such employee worked in the calendar year in which such termination occurs, but not including the first six months of the employee's employment with the Company.

Section 4. An employee will receive vacation pay as it is taken during the year. The vacation pay will be based on their then effective base hourly rate plus cost-of-living allowance and shift premium. Each eligible employee shall be entitled to pay for the balance of the days of vacation for which they were eligible that remain unused or unpaid days at the end of the eligibility year. Pay for unused or unpaid days of such vacation shall be at their then effective base hourly rate plus cost-of-living allowance and shift premium.

Section 5. Employees of the Power House who regularly work an eight (8)-hour shift one-third (1/3) of the time on first shift, one-third (1/3) of the time on second shift, and one-third (1/3) of the time on third shift will, for the purpose of vacation pay computation, be credited with 6.67% shift premium.

Section 6. The determination of whether there shall be a vacation or vacation pay in lieu of a vacation shall be solely at the discretion of the Company. The determination and the scheduling of vacation periods, if there

is to be a vacation, will be made by management during the period May 1 through October 1.

Section 7. Employees who are entitled to more than three (3) weeks of vacation under the terms of this Article may with the consent of their supervisor elect to receive pay in lieu of vacation days for such excess over three (3) weeks.

Section 8.

(a) An employee shall be credited with four (4) hours incentive vacation time for each period of three (3) consecutive months (non-pyramided) in which such employee demonstrates a perfect attendance record.

(b) Perfect attendance is defined as having worked a full eight (8) hours or a full six and one-half (6-1/2) hours on the third shift, during each of an employee's regularly scheduled work days during any period of three consecutive months. Absence caused by jury duty, military service, paid bereavement leave, Martin Luther King, Jr. Day, Juneteenth, Veteran's Day, authorized Family Medical Leave, Workers' Compensation doctors visits or attendance at Workers' Compensation hearings during part, but not all, of any such three (3) month period shall not be considered an absence for the purpose of this section. In accordance with LETTER 11 (Family and Medical Leave of Absence), absences due to family leave will not be counted as absences for the purpose of determining incentive vacation or vacation pay.

(c) Regularly scheduled work days shall include all days of an employee's normal work week which excludes vacation days and, except in

the case of employees assigned to rotating shifts, Saturdays, Sundays, and holidays.

(d) Employees credited with four (4) hours' incentive vacation time will be allowed to request such incentive vacation time (or pay in lieu thereof) immediately following the period during which it was earned or at any time thereafter. Employees credited with four (4) hours' incentive vacation time will be paid for such time as it is taken. The employee will be allowed to request such incentive vacation time immediately following the period during which it was earned or at any time thereafter, but the time must be taken within the next twelve (12) months. Employees requesting incentive vacation time will be required to receive the approval of their supervisor. The company will in January of each year process a payment to any employee who currently has in their bank greater than sixteen (16) hours to be paid at their regular base hourly rate plus cost-of-living allowance.

Section 9. Employees who are entitled to vacation will be allowed to take vacation in half-day increments consisting of four (4) consecutive hours, and two (2) vacation days in one (1) hour increments, provided they make the request of their supervisor prior to the time off and such approval is granted.

ARTICLE 14

Holidays

Section 1. Hourly-rated employees who meet all of the following eligibility rules and conditions shall be paid for the following holidays except as otherwise herein provided:

2024 Holidays

Monday, May 27, 2024
Thursday, July 4, 2024
Monday, September 2, 2024
Thursday, November 28, 2024
Friday, November 29, 2024
Wednesday, December 25, 2024
Thursday, December 26, 2024
Friday, December 27, 2024
Monday, December 30, 2024
Tuesday, December 31, 2024

2025 Holidays

Wednesday, January 1, 2025
Friday, April 18, 2025
Monday, May 26, 2025
Friday, July 4, 2025
Monday, September 1, 2025
Thursday, November 27, 2025
Friday, November 28, 2025
Thursday, December 25, 2025
Friday, December 26, 2025
Monday, December 29, 2025
Tuesday, December 30, 2025
Wednesday, December 31, 2025

2026 Holidays

Thursday, January 1, 2026
Friday, April 3, 2026
Monday, May 25, 2026
Friday, July 3, 2026
Monday, September 7, 2026
Thursday, November 26, 2026
Friday, November 27, 2026
Friday, December 25, 2026
Monday, December 28, 2026
Tuesday, December 29, 2026
Wednesday, December 30, 2026
Thursday, December 31, 2026

2027 Holidays

Friday, January 1, 2027
Friday, March 26, 2027

Section 2. An employee shall receive eight (8) hours' pay at their regular base hourly rate plus cost-of-living allowance exclusive of all premiums, bonuses or overtime allowances for each such holiday not worked provided they meet all of the following provisions:

(a) The employee has at least thirty (30) days of continuous service as of the day preceding the holiday, except in the case of recall from layoff.

(b) The employee would otherwise have been scheduled to work on such day if it had not been observed as a holiday, and

(c) The employee was not absent on both the day before and the day after the holiday, nor was the employee absent for more than five (5) days on either the day before or the day after the holiday unless the employee's absence is excused for an emergent reason satisfactory to the Company.

(d) If the employee is entitled to holiday pay it will be included in their paycheck for the effective pay period.

Section 3. An employee who would have been eligible for holiday pay under these provisions except that they failed to meet the rules and conditions set forth in Section 2 solely because they were required, as a member of the National Guard or as a reserve member of one of the United States Armed Forces, to be absent from work for the purposes of actual annual training duty or encampment for a period of not more than fifteen (15)

days in a military fiscal year nevertheless shall be entitled to the holiday pay which they would have received had they been working on their regularly scheduled job during such absence. The provisions of this section shall also be applicable with respect to an employee who is required, as a member of the National Guard or as a reserve member of one of the United States Armed Forces, to be absent from work for temporary emergency duty for a period of not more than fifteen (15) days in a calendar year.

Section 4. When a holiday falls on Saturday, the preceding Friday shall be observed as the holiday and shall be paid as such holiday.

When a holiday falls on Sunday, the following Monday shall be observed as the holiday and shall be paid as such holiday.

Section 5. When any one of the above holidays falls within an eligible employee's scheduled vacation period and the employee is absent from work on such holiday because of such vacation, such employee may at their option extend their vacation an additional day for such holiday or they may elect to receive an additional day of vacation pay.

Section 6. The Company may, at its option, observe the holidays listed in this Article by not operating its plants, departments, or sections thereof or it may schedule such holidays as regular work days. An employee who is scheduled for work or who agreed to work on any holiday and who fails to report for and perform such work shall not receive pay for the holiday.

An employee who is scheduled to work on a holiday will receive forty-eight (48) hours' advance notice thereof if possible; but if such notice is not possible, they shall receive as much notice as is possible.

Section 7. Employees eligible for holiday pay under these provisions who are scheduled to work and who perform work on any of the above-named holidays shall be paid in accordance with Section 2 above; and in addition, twice their regular base hourly wage rates plus cost-of-living allowance for all hours worked on such holiday.

ARTICLE 15

Sick and Personal Leave

In the event of an eligible employee's absence from work because of non-occupational sickness or injury, they shall be entitled to leave with pay during each year of continuous and active service as provided below. Such leave with pay may also be used for personal reasons, once the employee has received their supervisor’s prior approval.

Section 1. The period during which an employee shall be eligible for such leave shall begin on January 1 of each year and end on December 31 of that year.

Section 2. Effective January 1, 2024, an employee who has been continuously and actively in the employ of the Company, and was hired between January 1st and June 30th of any year during the term of this Agreement, shall be eligible for a leave with pay of three (3) working days. An employee who has been continuously and actively in the employ of the

Company, and was hired between July 1st and September 30th of any year during the term of this Agreement, shall be eligible for a leave with pay of one (1) working day. No employee will be eligible for any leave with pay until the completion of their probationary period.

Section 3. Effective January 1, 2025, an employee who in the anniversary year which begins on January 1, has been continuously and actively in the employ of the Company, shall be eligible for five (5) days leave with pay during the anniversary year. No employee will be eligible for any leave until the completion of their probationary period.

Section 4. Employees recalled from layoff during the first or second quarter of the year shall be treated as though they were continuously and actively in the employ of the Company on January 1 for the purpose of determining Sick and Personal Leave eligibility.

Section 5. Pay for such leave may be taken in full days consisting of eight (8) hours or half-days consisting of four (4) consecutive hours. Employee may take three (3) days in one (1) hour increments, provided they make the request of their Supervisor and such approval is granted. Such leave means pay for one (1), four (4) or eight (8) hours at the employee's regular base rate of pay plus cost-of-living allowance exclusive of all premiums, bonuses, or overtime payments.

Section 6. Each eligible employee shall be entitled to pay for the balance of the days of sick or personal leave for which they were eligible that remain unused at the end of the eligibility year. Pay for the unused days of

such leave shall be at the employee's regular base rate of pay plus cost-of-living allowance exclusive of all premiums, bonuses, or overtime payments.

Section 7. To be eligible for pay for unused leave, an employee must be employed on December 31 of the sick or personal leave year. There shall be no prorated payment to terminating or laid-off employees for unused leave; except employees who are laid off will be eligible for any unused leave.

Section 8. Time spent by an employee after having been terminated from active employment for any reason, including discharge, resignation, leave of absence, or for the purpose of entering the Armed Services, shall not be considered as service time for the purpose of acquiring sick and injury or personal leave benefits.

Section 9. Payment shall not be made for an absence due to illness or injury unless the employee claiming such payment shall have notified the Company within two (2) hours of the start of their shift on the first day of their absence.

ARTICLE 16

Reporting Pay - Call Back Pay

Section 1. Any employee reporting for work who has been working on the previous work day and has not been notified that there will be no work, shall receive four (4) hours' pay at the rate of pay applicable for such hours. The posting of a notice on the bulletin boards two (2) hours before the completion of the shift of the affected employee shall be sufficient and proper

notice. This provision shall not apply in case of any stoppage of work, strike, or slowdown or in any other case or condition beyond the control of the Company.

Section 2. An employee, who is not scheduled to work, and who, after completing their regularly scheduled shift or extension thereof, is called back for emergency work after they have left the premises, or an employee who is called in for emergency work on Saturday or Sunday, and who reports for work after such call-back or call-in at a time which is more than four (4) hours prior to the beginning of their regularly scheduled shift, shall receive not less than four (4) hours' work at the rate of pay applicable for such hours of work. This provision shall not apply if four (4) hours of work is not available because of any stoppage of work, strike, or slowdown or in any other case beyond the control of the Company.

ARTICLE 17

Bereavement Leave

Section 1. An employee who is absent from work on a scheduled work day (excluding Saturdays, Sundays, holidays, vacations, and authorized leaves of absence) for the purpose of attending the funeral of a member of their immediate family will be compensated for time necessarily lost by reason of such absence up to a maximum of three (3) days. For the purpose of this Article, immediate family is defined as spouse, father, mother, grandparents, grandchildren, sister, brother, child, parent of current spouse, civil union partner, domestic partner, brother-in-law, sister-in-law, son-in-law, daughter-in-law, step-parents, and stepchild. Compensation for such

absence will be made for not more than eight (8) hours on any one (1) day of absence at the employee's regular base hourly wage rate plus cost-of-living allowance exclusive of all premiums, bonuses, or overtime allowances.

Section 2. Payment shall not be made for such absences unless the employee claiming such payment shall have notified their supervisor promptly upon learning of the death of their relative. Verification acceptable to the Company of the death of and relationship of the relative of the employee shall be given the Company upon request. If the employee is entitled to bereavement leave pay it will be included in their paycheck for the effective pay period.

ARTICLE 18

Jury Duty

Section 1. A first shift employee who is required to be absent from work in order to report for jury examination on a regularly scheduled work day will receive a jury-duty allowance in an amount not to exceed four (4) hours' pay at their regular base hourly wage rate plus cost-of-living allowance.

Section 2.

(a) When any employee is required to be absent from work on a regularly scheduled work day in order to serve as a juror, they shall be granted pay for those hours for which they are absent from work for this reason at their regular base hourly rate plus cost-of-living allowance. Such payment shall not exceed eight (8) hours for any full day of absence.

(b) Pay for such work time lost shall in no event exceed a total of thirty (30) regular eight (8)-hour work days or part days in any calendar year.

Section 3. The provisions of Section 1 and Section 2 shall not apply in case of jury examination or jury duty on any day during which an employee is not scheduled to work nor on holidays, vacation periods, or authorized leaves of absence, nor shall such provision apply to employees who have volunteered for jury duty.

Section 4. To be eligible to receive pay for time lost from work because of jury examination or jury duty, an employee must notify their supervisor not later than forty-eight (48) hours after they receive notice to report for such examination or duty and must provide the Company within one (1) week of the completion of jury service with a statement filed by an official of the court showing the time of reporting and the time of dismissal from jury service.

ARTICLE 19

Rest Period

Employees who are required to work more than two (2) hours overtime in a day shall be given an eighteen (18)-minute lunch and rest period prior to the commencement of the overtime, on Company time.

ARTICLE 20

Military Service

Section 1. An employee who is required, as a member of the National Guard or as a reserve member of one of the United States Armed Forces, to be absent from work for the purpose of actual annual training duty or encampment duty for a period of not more than fifteen (15) days in a military fiscal year shall be granted pay for those hours for which they are absent from work for this reason at their regular base hourly rate plus cost-of-living allowance less the compensation paid them with respect to such military service; provided the employee would otherwise be scheduled to work on each such day; and provided further the employee is eligible for employee health benefits at the date they are called for such service. Such payment by the Company shall not exceed eight (8) hours for any full day of absence. The provisions of this section shall also be applicable with respect to an employee who is required, as a member of the National Guard or as a reserve member of one of the United States Armed Forces, to be absent from work for temporary emergency duty for a period of not more than fifteen (15) days in a calendar year.

Section 2. An employee (other than a temporary employee) who leaves the employment of the Company for the purpose of entering the Armed Forces of the United States shall be re-employed by the Company in accordance with the provisions of the Uniformed Services Employment and Reemployment Rights Act of 1994. The seniority of such employee shall accumulate during the time spent in the Armed Forces of the United States.

ARTICLE 21

Retirement and Savings Plans

Section 1. Attached and made part of this Agreement as Appendix C, as it applies to the employees described in Article 2 is the following:

"RTX Represented Employee Retirement Plan"

(a) That solely for the purpose of calculating an employee's pension benefits, the employee's earnings shall not be reduced because of fees or other compensation paid; such employee by the civil authorities for the jury duty referred to in Article 18 nor by the military for the employee's military services referred to in Section 1 of Article 20.

(b) That for the sole purpose of calculating an employee's pension benefits, an employee's earnings shall not be reduced because of excused Union time.

(c) Employees hired after June 30, 2016 are not eligible to participate in the RTX Represented Employee Retirement Plan. Employees who transfer to the facility covered by this agreement from another RTX location are eligible to participate in the RTX Retirement Plan if their most recent date of hire was on or before June 30, 2016, and if any such employee was actively accruing a benefit in the RTX Retirement Plan at the RTX location from which the employee was transferring.

Section 2. Attached and made part of this Agreement as Appendix D as it applies to employees described in Article 2 is the following:

"RTX Represented Employee Savings Plan"

Section 3. The changes and amendments in the Retirement and Savings Plans agreed upon by the parties to this Agreement will, after approval by the Benefit Design and Administration Committee of the Company and the U.S. Internal Revenue Service, also be attached to and made a part of this Agreement.

ARTICLE 22

Group Insurance

Attached and made part of this Agreement as Appendix E as it applies to employees described in Article 2 are the following:

"Health and Welfare Summary Plan Description for Hamilton Sundstrand Windsor Locks IAM Hourly Paid Represented Employees"

This would include:

- Medical/ Rx
- Dental
- Vision
- Life Insurance
- Disability
- Critical Illness Insurance
- Accident Insurance
- Spending Accounts

ARTICLE 23

General Provisions

Section 1. The Company shall furnish bulletin boards in conspicuous places to be used solely for the posting of the following Union notices:

(a) Union Meeting notices.

(b) Union election notices and notices of the results of Union elections.

(c) Notices of appointments to Union offices.

(d) Notices of Union social and recreational affairs.

No such notice shall be posted unless it has been approved for posting by the signature of Employee and Labor Relations.

Section 2. There shall be no distribution or posting by employees or by the Union of any notices, pamphlets, or literature of any kind containing advertisements, solicitations for funds or votes for political candidates or parties on Company property except as otherwise provided in Section 1 above.

Section 3. The Company shall, after discussion with the Union, designate the locations on its property where the Union may station employees to distribute Union flyers, leaflets or other Union literature to employees and others. It is understood and agreed that locations so

designated shall provide the Union with full opportunity to place its literature into the hands of employees coming to or leaving work; provided, however, that such locations shall be those which will not result in any impediment to employees entering or leaving the plant buildings.

Section 4.

(a) A leave of absence not exceeding ninety (90) days may be granted by the Company to an employee for good cause upon the written request of such employee. An extension of such leave may be granted by the Company upon application of the employee made not less than ten (10) days prior to the expiration of the original leave of absence. If a leave of absence is granted, the seniority of such employee shall accumulate during the period of the leave of absence.

(b) An employee who has been granted such leave of absence shall be considered as having quit without notice and shall be terminated from employment by the Company, if while on such leave of absence they engage in or applies for other employment without the consent of the Company. If an employee on such leave fails to report for work at the beginning of their first regular shift after the termination of such leave, they shall be subject to discharge.

Section 5. Nothing contained in this Agreement shall in any way limit the right of the Company to discharge any employee in order to comply with its obligations to the Government under any security agreement, under any security provisions of its Government contracts, or under any law, regulation, or direction of the Government. The Company will notify the Union prior to

or immediately following such a discharge, and if permitted, will disclose to the Union the reasons for its action.

Section 6. Union representatives and delegates will be excused from work for no less than a full shift (unless otherwise agreed to), upon written application by a designated representative of the Union for attendance at the following:

(a) Monthly meetings of District 26 not to exceed a total of six (6) employee-delegates.

(b) Meetings of shop committee in preparation for committee of management meetings.

(c) National, state or regional I.A.M.A.W. conferences or conventions not to exceed seven (7) employee-delegates.

(d) AFL-CIO state or regional meetings or conferences not to exceed seven (7) employee-delegates.

(e) Annual I.A.M.A.W. school or courses (ten (10) working days maximum) not to exceed five (5) employees per course with maximum of fifteen (15) employees per year.

(f) Local Union executive board meetings (limited to executive board members) limited to one (1) meeting per month.

(g) It is agreed that a reasonable number of employees will be excused for the express purpose of serving as tellers when elections or referendums at the International, District or Local levels are held. It is understood that the Union will request excusal for as few employees as possible in consideration of the need to carry on the Company's business.

(h) It is agreed that a reasonable number of employees may be excused for up to a total of five (5) days a year to attend political meetings.

(i) Meetings of members of the Local Lodge Negotiating Committee.

Section 7. The Company will inform the Union of any revisions in travel and relocation expense allowances throughout the life of this Agreement and will provide the Union with a copy of the plan and any revisions thereto.

Section 8. The Company agrees employees will continue to have the option to direct deposit their weekly paycheck to a bank or an institution of the employee’s choice. It is understood funds will be available on Thursday of each week.

Section 9. The Company agrees to meet with the Union to discuss any change in shift hours prior to implementation.

ARTICLE 24

Strike or Lockout

The Union will not call or sanction any strike, sympathy strike, slowdown, or other concerted stoppage of work during the period of this Agreement. The Company agrees that there will not be a lockout of employees.

Should a strike, sympathy strike, slowdown, or other concerted stoppage of work occur not called or sanctioned directly or indirectly by the Union, the Union acting through all of its officials identified in Section 14 of Article 8, upon request of the Company shall:

(a) Publicly disavow such action by the employees within forty-eight (48) hours of the Company's request;

(b) Advise the Company in writing that such action by employees has not been called or sanctioned by the Union; and

(c) Post notices on Union bulletin boards advising employees that it disapproves such action, and instructing employees to return to work immediately.

The obligation of the Union and its officials identified above to the Company is limited to the performance of the foregoing without further responsibility or liability for loss from such action by employees.

Employees participating in any strike, sympathy strike, slowdown, or other concerted stoppage of work shall be subject to discharge by the Company without recourse to the grievance procedure or arbitration; provided, however, that an employee who alleges that they did not

participate in a strike, sympathy strike, slowdown, or other concerted stoppage of work may have recourse to the grievance procedure and arbitration for the sole purpose of ascertaining whether they did so participate.

ARTICLE 25

Employee Assistance Program

Section 1. The Company and the Union agree to cooperate in encouraging employees suffering from the illness of alcoholism or from drug dependency and/or personal and emotional problems to undergo a coordinated program directed towards their rehabilitation.

Section 2. It is agreed the Company and the Union will recognize the District 26 Senior Union Employee Assistance Program (E.A.P.) Coordinator and one (1) Lodge 743 E.A.P. Coordinator for the purpose of discussion and consultation with the Employee Assistance Program Supervisor or delegate regarding items of mutual concern.

Section 3. The Lodge 743 E.A.P. Coordinator shall, after notification and permission from their supervisor, be allowed to leave work to attend meetings with the Company Representative or the District 26 Senior Union E.A.P. Coordinator at a mutually agreed upon time. These meetings may include the Lodge 743 E.A.P. Coordinator's participation in the counsel of employees they have referred to the Employee Assistance Program, providing the employee requests and gives permission to have the Lodge 743 E.A.P. Coordinator present at such counseling sessions. Time spent in

attendance at such meetings during scheduled work hours shall be recorded and paid for not exceeding six (6) hours in any calendar month.

Section 4. The Company and the Union recognize the sensitivity and confidentiality of the information concerning employees seeking assistance and agree to protect those rights afforded all employees for privacy and confidentiality of all information regarding their treatment.

Section 5. In the event that the District 26 Senior Union E.A.P. Coordinator and/or the Lodge 743 E.A.P. Coordinator holds a valid Certified Employee Assistance Professional (C.E.A.P.) Certificate and/or Labor Assistance Professional Certified (L.A.P.C.), such coordinator will be authorized to make specific recommendations for the treatment of the Company's employees who seek assistance. Both the Company and Union recognize an E.A.P. Coordinator who holds a valid C.E.A.P or L.A.P.C. Certificate is qualified to make those recommendations and urge those employees who seek assistance to follow them. In the event that the Senior Union E.A.P. Coordinator and/or the Lodge 743 E.A.P. Coordinator has the proper credentials and they are recognized by the FAA as a Substance Abuse Professional, the Company will provide the name of that individual as a resource to individuals that require the services of a Substance Abuse Professional.

Section 6. As an employee of Hamilton Sundstrand or Pratt & Whitney, the Senior Union E.A.P. Coordinator, and as an employee of Hamilton Sundstrand, the Lodge 743 E.A.P. Coordinator will be indemnified when acting lawfully in the scope of their employment; in good faith; and in

a manner they reasonably believe to be in, or not opposed to, the best interests of the Corporation.

Section 7. The Company will pay the Lodge 743 E.A.P. Coordinator who must absent themselves from work for attendance at training, for up to a total of two (2) weeks per year, which would lead to the employee's C.E.A.P. or L.A.P.C. certification and maintenance thereof. Further, the Company agrees that the Lodge 743 E.A.P. Coordinator will annually be afforded the opportunity to attend a one (1) week training program at the Company's expense. The parties will mutually agree on the content and location of this training.

ARTICLE 26

Environmental, Health & Safety

Section 1. The Company and Union are committed to achieving world class safety performance through cooperation and support of processes/activities that reduce injuries. The parties agree to utilize the existing joint committee to manage the Safety Culture Change process. This joint committee consists of, and will continue to consist of, Company business leaders, EH&S managers/coordinators, and Union Representatives. This joint committee will be co-chaired by the Local Lodge 743 President and the Company Site Safety Executive or designee with equal authority. This joint committee will meet at a minimum on a monthly basis. In addition, the parties agree to continue working together to maintain certification through OSHA's Voluntary Protection Program (VPP).

Section 2. The Company will recognize a total of fifteen (15) Union Safety Representatives for the purpose of discussion and consultation with a designated management representative regarding any environmental, health and safety problems. Activities for Union Safety Representatives shall include RIDII Program, recordable accident investigations, cross-department audits, first aid non-recordable accident investigations and inspections. Activities for Union Safety Representatives may include training, observing safety behaviors, ergonomic assessments and job safety hazard analysis. Additional activities may be assigned by mutual agreement. One (1) of the fifteen (15) representatives shall be recognized as Chief Union Safety Representative for all areas and shifts. Union Safety Representatives will be responsible for a specific operating center or centers or business unit or units and shall be actively employed within one (1) of the business units/operating

centers they service. It is the intent of the parties to have at least one (1) Union Safety Representative on each first and second shift actively employed in the operating centers and business units referenced above which are: Worldwide Customer Support, Electronic Operations, Space Systems, Mechanical Engine Systems, Manufacturing Support, and Air Management Systems. One (1) additional Union Safety Representative will be recognized to represent the third shift when the population of the third shift exceeds one hundred and twenty five (125) employees and that population is sustained for greater than ninety (90) days. Two (2) additional Union Safety Representatives will be assigned at large by the Local Lodge President and Chief Union Safety Representative with assignments to be mutually agreed upon between the Company and the Union. If the employee complement will not allow for the recognition of a Union Safety Representative on the third shift, under the provisions of this Article, exceptions may be made if it is mutually agreed by the parties.

In the event that a reportable spill/release or serious injury occurs on Company property, the Chief Union Safety Representative and Union Safety Representative will be directly notified in accordance with the emergency notification procedures. In the event that the incident occurs during the weekend or on holidays, the Company will make every effort to contact the appropriate Union Safety Representatives.

A copy of all accident and/or spill/release reports will be submitted to the Chief Union Safety Representative and Union Safety Representative in accordance with current reporting processes. When an investigation is required, the Chief Union Safety Representative and Union

Safety Representative will be notified and invited to participate as a member of a team to conduct a coordinated investigation.

Section 3. (EH&S Issue Resolution Process)

(a) Employees are expected to routinely take up with their supervisor any environmental, health and safety issues which may arise in the immediate work area.

(b) Any employee recognizing an environmental, health, or safety hazard or situation which they reasonably believe has the potential of causing physical harm or injury in the area may request the services of a Union Safety Representative from their supervisor. The employee's request will be given to the appropriate Union Safety Representative within (4) four hours; if the appropriate Union Safety Representative is not available another Union Safety Representative will be utilized. Prior to such request, however, the employee must bring the hazard to the attention of their supervisor so prompt resolution can be obtained. The supervisor will give their answer to the Union Safety Representative within three (3) working days. Any unresolved issues will be reduced to writing within three (3) working days of the supervisor's answer on the form (which has been mutually agreed to) provided by the Company.

(c) In the event that the employee or the Union Safety Representative reasonably believes that there exists imminent danger of injury or death from a hazardous condition in the workplace, the employee or Union Safety Representative shall remove the employee from harm's way, notify the supervisor, and have the rights afforded to them under federal and state law. Further, subject to a review by the Union Safety Representative

and a Company EH&S professional or supervisor, appropriate steps will be taken to eliminate the hazard including, if necessary, shutting down the job.

(d) Resolution Steps**:** After being reduced to writing, the following process shall be followed:

Step 1**:** Within three (3) working days of the issue being reduced to writing, a meeting will be convened to resolve the issue. In attendance will be the Union Safety Representative, the employee, the responsible Business Unit/Operating Center Manager or designee with equal authority and the supervisor. An EH&S representative may be present at the request of either party. The answer of the Business Unit/Operating Center Manager or designee will be given to the Union Safety Representative within three (3) working days. The Union Safety Representative has three (3) working days to accept or move the issue to the next process. Such notification will be given to the Business Unit/Operating Center Manager.

Step 2**:** Within three (3) working days from notification that the issue remains unresolved, a meeting will be convened to resolve the issue. In attendance will be the Chief Union Safety Representative, the Union Safety Representative, the Business Unit/Operating Center Director and the Site EH&S Lead or their delegate. The answer of the Director will be given to the Chief Union Safety Representative within three (3) working days. The Chief Union Safety Representative has three (3) working days to accept or move the issue to the next step. Such notification will be given to the Director.

(e) The Union may process unresolved issues to the next step in accordance with Article 7, Written Step 2(a).

(f) Any disposition of an EH&S complaint accepted by the Union or from which no appeal has been taken is final, conclusive and binding upon all the employees, the Company and the Union.

Section 4. When the Company and a Union Safety Representative mutually agree, a Union Safety Representative will be allowed to observe the conditions giving rise to a problem in the presence of management representatives where such observations are essential to the evaluation of a problem.

Section 5. As necessary and by mutual agreement, the Chief Union Safety Representative will meet with the Manager, Health and Safety or equivalent, or their designated representative, to discuss general environmental, health and safety issues.

Section 6. The Safety Culture Change process inherently provides frequent opportunities for both Company and Union representatives to conduct walk-around tours within the shop areas. The Chief Union Safety Representative may request additional tours if they believe it is necessary to do so. The requests should be directed to the Company Site Safety Executive or designee with equal authority.

Section 7. Semiannually, meetings will take place between the Union Safety Representatives and the Company Environmental, Health and Safety Company Representative to discuss items of mutual concern. Union Safety Representatives will be paid at their base hourly rate plus cost-of-living allowance and shift premium, if any, for their attendance. It is also agreed the Union Safety Representatives will be paid up to four (4) hours at their base hourly rate plus cost-of-living allowance and shift premium, if any, to attend a meeting among themselves prior to the semiannual meetings.

Section 8. The Company will permit the Chief Union Safety Representative time off to a maximum eight (8) hours each day (maximum forty (40) hours per week) during normal working hours for the purpose of conducting business in accordance with this Agreement. Time spent in such activity during their scheduled working hours shall be paid at their regular base rate plus cost-of-living allowance, exclusive of overtime allowances, but including shift premium, if any. The daily eight (8) and/or weekly forty (40) maximum hours permitted pursuant to this Section may be exceeded with the express prior approval of the Company when required for specific Company-Union meetings and the like. Such excess hours will be paid at the appropriate overtime rate.

Section 9. Time spent by Union Safety Representatives for meetings covered by this Article will be paid for at their regular base rate plus cost-of-living allowance, exclusive of overtime allowances, but including shift premium, if any, as follows:

(a) Time spent by Union Safety Representatives for meetings covered by Sections 3 and 4 not exceeding three (3) hours in any workweek.

(b) All time spent in any workweek by the Union Safety Representative for tours covered by Section 6.

(c) All time spent by the Union Safety Representatives for meetings covered by Section 7, except not exceeding four (4) hours for the pre-meeting as defined in Section 7.

Section 10. The Union may present to the Company for its review and approval, appropriate safety training courses sponsored by the IAM or other organizations for employees serving as Union Safety Representatives and EH&S Volunteers. The Company, upon its approval, will pay for the affected employees' lost time for attendance at such courses.

Section 11. As employees of Hamilton Sundstrand Corporation d/b/a Collins Aerospace, the Chief Union Safety Representative and Union Safety Representatives will be indemnified when acting lawfully in the scope of their employment as Union Safety Representatives; in good faith; and in a manner they reasonably believe to be in, not opposed to, the best interests of the Corporation.

Section 12. The full-time position of Senior Union Environmental Health & Safety Coordinator, appointed by the Directing Business Representative of District 26, or their designee, subject to the approval of the Company, will be continued during the life of this Agreement. This person may be selected from the bargaining unit of any one of the affiliated Local Lodges 700, 743, or 1746. The selected employee will be paid their regular hourly base rate plus cost-of-living allowance during the period of their

appointment. In addition, overtime authorized by the Directing Business Representative, or their designee, and approved by Employee and Labor Relations, will be paid at the applicable rate.

ARTICLE 27

M.N.P.L. Check-Off

Section 1. The Company agrees to deduct on a monthly basis voluntary donations to the Machinists Nonpartisan Political League upon receipt of a signed voluntary authorization card by an employee requesting that deductions be made from their wages in a monthly amount designated by the employee provided that the minimum deduction is not less than $1.00. The Company will thereafter make such deductions on a monthly basis and forward them on a monthly basis to the Treasurer of the Machinists Nonpartisan Political League at 9000 Machinists Place, Upper Marlboro, MD 20772-2678 together with the names, department, clock number, and amount deducted from all employees who authorized such deductions. Such authorization for deductions will remain in effect for the duration of this Agreement unless canceled in writing by the employee.

Section 2. The monthly deductions authorized by an employee who has properly executed the authorization card will be deducted from the employee's pay during the first pay period of each month. Authorizations for deduction received prior to the fifteenth (15th) of each month will be effective the first pay period the following month.

Section 3. The Union agrees that it will indemnify and save the Company harmless from any and all liability, claim, responsibility, damage, or suit which may arise out of any action taken by the Company in accordance with the terms of this Article or in reliance upon the authorization described herein, in an amount not to exceed the sum received by the Union on account of the deductions made from the earnings of such employee or employees.

Section 4. A sample of the Machinists Nonpartisan Political League Check-off card shall be attached hereto and made part of this Agreement.

ARTICLE 28

Transfer of Ongoing Production/Non-Production Work

Section 1. The Company will give notice of its intent to close a plant or transfer a business unit, department, cell or any part of an operation a minimum of six (6) months in advance of any movement of employees resulting from such intent. Such notice will include identification of the work to be transferred, the expected decrease in the number of represented employees as a direct consequence of the transfer of work and the anticipated date of transfer of work. With mutual consent of the Union (only for extreme business conditions) in the event the Company cannot meet its obligation of six (6) month notice, the Company will provide the affected employees with either alternate work or pay and benefits for part or all of the six (6) month notice period. However the Company will still be required to comply with Sections 2 and 3 of this Article.

Section 2. If the Union requests to meet and confer within ten (10) working days following the notice set forth above, the Company will be available to meet and confer with the Union within five (5) working days of such requests. While these discussions are ongoing, the parties agree the discussions will remain confidential. The period for meeting and conferring shall not exceed forty-five (45) days except by mutual agreement. The final decision regarding closing a plant or transferring a business unit, department, cell or any part of an operation rests solely with the Company. When business or economic conditions do not allow the above times, the parties will meet as time permits.

Section 3. If information is requested by the Union for the meet and confer session(s), the Company will promptly make the following information available to the Union: the express reason(s) for intending to transfer the work and where employment cost is a significant factor, comparative related wages, payroll allowances and employee benefit expenses of represented employees for the work intended to be transferred and of their counterparts who would be assigned the work. This information will be treated as confidential by the Union.

Section 4. The Company will give notice of its intent to transfer or subcontract non-production work a minimum of six (6) months in advance of any movement of employees resulting from such intent. Such notice will include identification of the work to be transferred or subcontracted, the expected decrease in the number of represented employees as a direct consequence of the transfer or subcontracting of work and the anticipated date of transfer or subcontracting of work. In the event the Company cannot meet its obligation of six (6) month notice, the Company will provide the

affected employees with either alternate work or pay and benefits for part or all of the six (6) month notice period. However the Company will still be required to comply with Sections 5 and 6 of this Article.

Section 5. If the union requests to meet and confer within ten (10) working days following the notice set forth above, the Company will be available to meet and confer with the union within five (5) working days of such requests. While these discussions are ongoing, the parties agree the discussions will remain confidential. The period for meeting and conferring shall not exceed forty-five (45) days except by mutual agreement. The final decision regarding the transfer or subcontract of non-production work rests solely with the Company. When business or economic conditions do not allow the above times, the parties will meet as time permits.

Section 6. If information is requested by the union for the meet and confer session(s), the Company will promptly make the following information available to the union: the express reason(s) for intending to transfer the work and where employment costs is a significant factor, comparative related wages, payroll allowances and employee benefits expenses of represented employees for the work intended to be transferred and of their counterparts who would be assigned the work, This information will be treated as confidential by the union.

ARTICLE 29

Hourly Posting Announcement System (HPAS)

Section 1. New and vacant positions, not subject to the provisions of Article 8, Section 7, shall be filled in accordance with the following provisions:

Section 2. Employees on a relevant job ladder will be given primary consideration for any openings except under the conditions outlined below. The Company may transfer or place employees into positions without having first posted the opening.

(a) Surplus to need

(b) Reallocation following layoff

(c) Layoff

(d) Medical Placements

(e) Direct Recall from layoff

(f) Indirect Recall from layoff into an entry level position

Section 3. New and vacant positions remaining will be posted in accordance with the following procedures which must be completed prior to any external post or advertisement:

(a) All openings subject to the HPAS will be posted, along with the job description, for a minimum of ten (10) working days throughout the facilities covered by this Agreement. The Company will notify the Union of HPAS postings electronically.

(b) Eligible employees who wish to be considered for a posted job may apply for such consideration by filing an appropriate form (to be provided by the Company) via email during the period within which the job is posted. A copy of the form will be provided to the union and the employee. Employees may continue to apply for a posted job by filing the appropriate form with their supervisor through December 31, 2024 via paper form. Effective January 1, 2025, all employees who wish to be considered for a posted job must apply via email.

Section 4. An employee must satisfy the following requirements in order to be considered an eligible employee within the meaning of this section:

(a) Twelve (12) months of seniority as defined in this Agreement;

(b) Has not obtained a job through HPAS during the preceding twelve (12) months; and

(c) Has not accepted an offer of indirect recall, in the preceding twelve (12) months.

Section 5. Prior to filling a posted job through new hire, the Company will consider all eligible employees who have applied through the HPAS. The Company will also consider, without need for an HPAS application, all persons then on layoff who retain recall rights. The Company is under no obligation to fill a posted job**.**

Section 6. All eligible employees who have applied through the HPAS and were not selected will be notified by the Company of their non-selection within ten (10) working days following the acceptance date of the selected employee and the Union President will be provided with a log of all applicants and notified of any employee selected. A change of status form will be generated transferring selected employees within ten (10) working days following the notification of their selection. However, in the event the new position requires participation in a DOT/FAA/NASA Drug and Alcohol program, a change of status form will be generated within fifteen (15) working days following notification of their selection.

Section 7. Any employee who bid for a job may file a grievance which would be subject to arbitration provided a current employee was promoted or laterally transferred. Where a current employee is demoted as a result of a HPAS selection, only one grievance filed may be submitted to arbitration. If a filled job is outside of the employee's supervisor's area, the Shop Steward and employee shall meet with the supervisor from the department where the opening exists. Any grievance which may be submitted will be processed through the procedure in the area where the opening existed.

Section 8. Rates of pay for persons selected for jobs under the HPAS will be determined by the Company in accordance with this Agreement.

ARTICLE 30

Duration

Section 1. This Agreement shall be in full force and effect from 12:00 a.m., May 6, 2024, until 11:59 p.m., May 2, 2027 and for additional periods of one (1) year thereafter unless either party hereto shall give written notice of its intent to terminate the Agreement or modify any portion or any of the terms hereof by registered mail to the other party not less than sixty (60) nor more than ninety (90) days prior to May 2, 2027 or prior to the end of any yearly period subsequent thereto.

Section 2. The parties, in consideration of the benefits, privileges, and advantages provided in this Agreement and as a condition to the execution of this Agreement suspend meetings in collective bargaining negotiations during the life of this Agreement with respect to any further demands, including pensions or insurance for employees or with respect to any questions of wages, hours, or working conditions, except as may be dealt with as a grievance under Article 7 hereof or section 5 of this article.

Section 3. Should notice of termination or modification be given by either party as provided in Section 1 of this Article, this contract shall terminate as of its expiration date unless specifically extended by written agreement, and, upon such termination, any and all obligations of either party to continue to maintain the grievance procedure provided by the contract shall immediately terminate and become unenforceable; provided, however, that any grievance which has, prior to the termination of the contract, been appealed to arbitration will be processed under the terms of this contract.

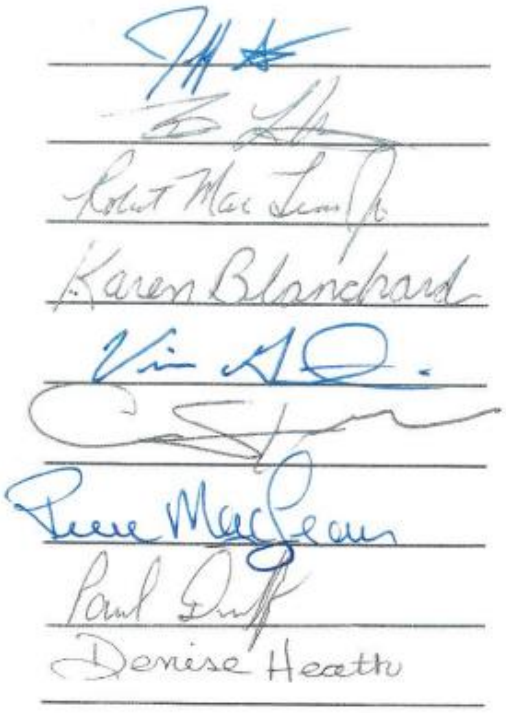
Section 4. Notices shall be in writing and shall be sent by certified mail, return receipt requested, addressed, if to the Union, to the Hartford Aircraft Lodge No. 743, International Association of Machinists and Aerospace Workers, P.O. Box 3218, Windsor Locks, Connecticut; 06096 and if to the Company, to Collins Aerospace, Employee and Labor Relations, One Hamilton Road, Windsor Locks, CT 06096.

Section 5. The Company and the Union agree and commit that for the term of the agreement they will on the third anniversary of the agreement or such other date either party may request, will mutually sign and execute a written amendment to this agreement which expressly reaffirms the terms and conditions of this agreement.

It is understood and agreed that this Agreement has been ratified by the membership of Hartford Aircraft Lodge No. 743.

Dated at Windsor Locks, Connecticut, this first day of May, 2024.

HARTFORD AIRCRAFT LODGE 743 of INTERNATIONAL MACHINISTS AND AEROSPACEWORKERS



HAMILTON SUNDSTRAND CORPORATION D/B/A COLLINS AEROSPACE

SCHEDULE A

EFFECTIVE MAY 6, 2024

LABOR GRADE	NORMAL START RATE	STANDARD RATE*	MAXIMUM RATE
11	$24.16	$27.23	$30.26
10	$24.98	$28.18	$31.23
9	$25.96	$29.34	$32.41
8	$27.13	$30.66	$33.79
7	$32.65	$37.36	$41.04
6	$34.20	$39.18	$42.97
5	$35.94	$41.22	$44.99
4	$37.82	$43.40	$47.22
3	$39.84	$45.72	$49.57
2	$42.13	$48.43	$52.34
1	$44.60	$51.24	$55.09

* An applicant may be hired at a rate below, at, or above any Standard Rate shown in the above Schedule A which is determined by the Company to be in accordance with the applicant's qualifications and experience.

SCHEDULE B

EFFECTIVE MAY 5, 2025

LABOR GRADE	NORMAL START RATE	STANDARD RATE*	MAXIMUM RATE
11	$25.01	$28.18	$31.32
10	$25.85	$29.17	$32.32
9	$26.87	$30.37	$33.54
8	$28.08	$31.73	$34.97
7	$33.79	$38.67	$42.48
6	$35.40	$40.55	$44.47
5	$37.20	$42.66	$46.56
4	$39.14	$44.92	$48.87
3	$41.23	$47.32	$51.30
2	$43.60	$50.13	$54.17
1	$46.16	$53.03	$57.02

* An applicant may be hired at a rate below, at, or above any Standard Rate shown in the above Schedule B which is determined by the Company to be in accordance with the applicant's qualifications and experience.

SCHEDULE C

EFFECTIVE MAY 4, 2026

LABOR GRADE	NORMAL START RATE	STANDARD RATE*	MAXIMUM RATE
11	$25.76	$29.03	$32.26
10	$26.63	$30.05	$33.29
9	$27.68	$31.28	$34.55
8	$28.92	$32.68	$36.02
7	$34.80	$39.83	$43.75
6	$36.46	$41.77	$45.80
5	$38.32	$43.94	$47.96
4	$40.31	$46.27	$50.34
3	$42.47	$48.74	$52.84
2	$44.91	$51.63	$55.80
1	$47.54	$54.62	$58.73

* An applicant may be hired at a rate below, at, or above any Standard Rate shown in the above Schedule C which is determined by the Company to be in accordance with the applicant's qualifications and experience.

APPENDIX A

SENIORITY AREAS

FOR PURPOSE OF LAYOFF AND RECALL ONLY

1. MECHANICAL ENGINE SYSTEMS

Departments	Name
101, 201	Assembly & Test

3. AIR MANAGEMENT SYSTEMS

Departments	Name
131, 231	Assembly & Test
	Machining
	Fabrication
	Production Welding

5. MANUFACTURING SUPPORT

Departments	Name
153, 253	Shipping, Receiving, and Stores
257	Master Crib
159, 259	Tool Grinding
165, 339, 341	Facility and Electrical Maintenance
169	Power House
171, 339, 271	Machine Maintenance
173	Engineering Labs-Mechanical
191	Special Processes
193	NDT

6. SPACE SYSTEMS

Departments	Name
181, 195	Space, Land & Sea
195	Toolroom
199	Fuel Cells

7. WORLDWIDE REPAIR

Departments	Name
202	Engine Systems – Mechanical, Aircraft Accessories, Air Management Systems
213	Central Machining/Process
239	Facility Maintenance
283	Ground Support Equipment
285	Engine Systems – Electronics

8. ELECTRONIC OPERATIONS

Departments	Name
311	Process
315	Engineering Labs- Electronics

APPENDIX B

JOB LADDERS FOR THE PURPOSE

OF LAYOFF, RECALL AFTER LAYOFF AND PROMOTION

MECHANICAL ENGINE SYSTEMS

202. Department 101/201 **Assembly and Test**

GR	JC	Title
7	2010	Assembly/Test Technician - III
5	2011	Assembly/Test Technician - II
3	2013	Assembly/Test Technician - I

AIR MANAGEMENT SYSTEMS

208. Department 131/231 **Assembly & Test**

GR	JC	Title
7	2032	Assembly/Test Technician - III
5	2033	Assembly/Test Technician - II
3	2034	Assembly/Test Technician - I

209. Department 131/231 Tooling and Repair/Machining

GR	JC	Title
6	2035	Machinist - IV
4	2036	Machinist - III
2	2037	Toolmaker - II
1	2038	Toolmaker - I

210. Department 131/231 Core Fabrication

GR	JC	Title
6	2039	Fabrication Technician - III
4	2040	Fabrication Technician - II
3	2041	Fabrication Technician - I

211. Department 131/231 Heat Exchangers/Water Separator

GR	JC	Title
6	2042	Fabrication Technician - III
4	2043	Fabrication Technician - II
3	2044	Fabrication Technician - I

254. Department 131/231 Production Welding

GR	JC	Title
6	2153	Welding Technician - III
4	2152	Welding Technician - II
2	2151	Welding Technician - I

MANUFACTURING SUPPORT

212. Department 191 Special Processes

GR	JC	Title
6	2045	Special Process Technician - IV
5	2046	Special Process Technician - III
4	2047	Special Process Technician - II
3	2048	Special Process Technician - I

230. Department 171/ 271, 339 Machine Maintenance

GR	JC	Title
6	2081	Machine Mechanical Technician - III
4	2082	Machine Mechanical Technician - II
2	2083	Machine Mechanical Technician - I

231. Department 171/271 **Machine Electronics**

GR	JC	Title
6	2084	Trades Technician Assistant
4	2085	Electronic System Technician - III
2	2086	Electronic System Technician - II
1	2087	Electronic System Technician - I

232. Department 165, 339 **Facility Maintenance**

GR	JC	Title
8	2088	Maintenance Attendant
6	2084	Trades Technician Assistant
4	2089	Maintenance Technician - II
2	2090	Maintenance Technician - I

233. Department 165, 341 **Electrical Maintenance**

GR	JC	Title
6	2084	Trades Technician Assistant
4	2091	Electrical Technician - III
2	2092	Electrical Technician - II
1	2093	Electrical Technician - I

234. Department 165 **Rigging**

GR	JC	Title
6	2084	Trades Technician Assistant
4	2094	Rigging Technician
2	2095	Maintenance Technician - I

235. Department 165 **Heating, Ventilation, Air-conditioning (HVAC)**

GR	JC	Title
6	2084	Trades Technician Assistant
3	2096	HVAC Technician
2	2097	Maintenance Technician - I

236. Department 165, 339 **Carpentry**

GR	JC	Title
6	2084	Trades Technician Assistant
5	2098	Carpenter
2	2099	Maintenance Technician - I

237. Department 165, 339 **Pipefitting**

GR	JC	Title
6	2084	Trades Technician Assistant
4	2100	Pipefitter/Plumbing Technician
2	2101	Maintenance Technician - I

238. Department 165, 339 **Waste Handling**

GR	JC	Title
6	2102	Waste Treatment Technician - III
4	2103	Waste Treatment Technician - II
3	2104	Waste Treatment Technician - I

239. Department 169 **Power House**

GR	JC	Title
6	2084	Trades Technician Assistant
4	2105	Power House Technician - II
3	2106	Power House Technician - I

240. Department 165 **Welding/Sheet Metal**

GR	JC	Title
6	2084	Trades Technician Assistant
4	2107	Fabrication Technician
2	2108	Maintenance Technician - I

241. Department 159/259 **Cutter Grind**

GR	JC	Title
6	2084	Trades Technician Assistant
4	2109	Tool Grinding Technician - II
3	2110	Tool Grinding Technician - I

243. Department 153/253,257 **Material Processing**

GR	JC	Title
10	2007	Material Processor - III
8	2113	Material Processor - II
6	2114	Material Processor - I

244. Department 173 **Materials**

GR	JC	Title
6	2115	Materials Technician - IV
4	2116	Materials Technician - III
2	2117	Materials Technician - II
1	2118	Materials Technician - I

245. Department 173 **Instrumentation/Electronics**

GR	JC	Title
5	2119	Instrumentation & Electronics Tech III
3	2120	Instrumentation & Electronics Tech II
1	2121	Instrumentation & Electronics Tech I

246. Department 173 **Electrical**

GR	JC	Title
6	2115	Materials Technician - IV
4	2122	Electrical Technician - III
2	2123	Electrical Technician - II
1	2124	Electrical Technician - I

247. Department 173 **Mechanical Maintenance**

GR	JC	Title
6	2125	Mechanical Technician - III
4	2126	Mechanical Technician - II
2	2127	Mechanical Technician - I

248. Department 173 **Test**

GR	JC	Title
5	2128	Test Technician - III
3	2129	Test Technician - II
1	2130	Test Technician - I

255. Departments 193 **NDT**

GR	JC	Title
7	2157	NDT Process Technician - III
5	2156	NDT Process Technician - II
3	2155	NDT Process Technician - I

SPACE SYSTEMS

219. Department 195 **Toolroom**

GR	JC	Title
4	2146	Machinist - III
2	2060	Toolmaker - II
1	2061	Toolmaker - I

250. Department 181,195 **Electronics**

GR	JC	Title
5	2140	Electronic Technician - III
3	2141	Electronic Technician - II
1	2142	Electronic Technician - I

251. Department 181,195 **Mechanical**

GR	JC	Title
5	2143	Mechanical Systems Technician III
3	2144	Mechanical Systems Technician II
1	2145	Mechanical Systems Technician I

253. Department 181,195 **Materials**

GR	JC	Title
7	2149	Material Processor - II
5	2150	Material Processor – I

256. Department 199 **Fuel Cells**

GR	JC	Title
7	2158	Fuel Cell Technician – IV
5	2159	Fuel Cell Technician – III
3	2160	Fuel Cell Technician – II
1	2161	Fuel Cell Technician – I

WORLDWIDE REPAIR

213. Department 202 **Engine Systems – Mechanical, Aircraft Accessories, Air Management Systems**

GR	JC	Title
7	2050	Repair Technician - III
5	2051	Repair Technician - II
3	2052	Repair Technician - I

216. Department 213 **Central Machining**

GR	JC	Title
7	2053*****	Operating Technician - IV
4	2054*****	Machinist - II
2	2055	Machinist - I

218. Department 202 Welding

GR	JC	Title
7	2053*****	Operating Technician - IV
5	2057	Welding Technician - III
3	2058	Welding Technician - II
2	2059	Welding Technician - I

***** Job Codes 2053 and 2054 are treated as if they are in the same Job Ladder for purposes of layoff and recall.

220. Department 213 Process

GR	JC	Title
7	2062	Process Technician - III
5	2063	Process Technician - II
3	2064	Process Technician - I

221. Department 239 Facility Maintenance

GR	JC	Title
6	2065	Facility Maintenance Technician - IV
4	2066	Facility Maintenance Technician - III
3	2067	Facility Maintenance Technician - II
2	2068	Facility Maintenance Technician - I

222. Department 283 **Ground Support Equipment**

GR	JC	Title
7	2069	Assembly/Fabrication Technician III
5	2070	Assembly/Fabrication Technician II
3	2071	Assembly/Fabrication Technician I

223. Department 285 **Engine Systems – Electronics (Test)**

GR	JC	Title
6	2072	Electronic Technician - III
4	2073	Electronic Technician - II
2	2074	Electronic Technician - I

224. Department 285 **Engine Systems – Electronics (Repair)**

GR	JC	Title
7	2075	Electronic Repair Technician - II
5	2076	Electronic Repair Technician - I
3	2077	Electronic Repair Technician - A

ELECTRONIC OPERATIONS

200. Department 311 **Process**

GR	JC	Title
7	2000	Process Technician - IV
5	2001	Process Technician - III
3	2002	Process Technician - II
2	2003*	Process Technician - I

* For readjustment purposes, employees classified on Job Code 2003 will exercise their seniority rights to Job Codes 2001 and 2000.

201. Department 315 **Electronics Technician**

GR	JC	Title
5	2004	Electronics Technician - III
3	2005	Electronics Technician - II
1	2006	Electronics Technician - I

NAME _____EFFECTIVE DATE _____

CLOCK NO._____DEPARTMENT_____

This assignment is for:
UNION MEMBERSHIP_____SERVICE FEE _____ (SIGNIFY BY INITIALS)

To: HAMILTON SUNDSTRAND, WINDSOR LOCKS
LOCAL LODGE 743, DISTRICT #26, I.A.M.A.W., WINDSOR LOCKS

I hereby assign to Lodge 743 of the International Association of Machinists and Aerospace Workers, AFL-CIO, in four (4) equal installments and from the first four (4) paydays in each month the sum that is hereafter established by the Local Lodge as the monthly dues uniformly required as a condition of retaining membership therein or the monthly service fee established by the Local Lodge, not in excess of the monthly membership dues of union members, and as has been certified as constituting such to the company by the duly authorized Financial Officer of Local Lodge 743, I.A.M.A.W., AFL-CIO.

This assignment shall be effective and irrevocable for periods of one (1) year subsequent to the effective date or subsequent to the anniversary of the effective date of any year thereafter, provided, that there is an agreement in effect between the Company and the Union, and provided further that no written notice of cancellation of this assignment is given by me to the Company and the Union, simultaneously within ten (10) days prior to the effective date, or within ten (10) days prior to the anniversary of the effective date, of any year thereafter.

Signed by me before the undersigned witness on this _____ day of_____20___

Signature _____Witness_____

I further assign from the first payday of the month following the receipt by you of this authorization one (1) initiation fee in whatever sum is established as such by the Local Lodge and has been certified as constituting such initiation fee to the Company by the duly authorized Financial Officer of Local Lodge 743, I.A.M.A.W., AFL-CIO.

Signed by me before the undersigned witness on this _____ day of_____20___

Signature _____Witness _____

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS
MEMBERSHIP APPLICATION AND/OR CHECK-OFF AUTHORIZATION

Name _____ Date _____ Card no. _____

(Mailing) Address _____ M ☐ F ☐ Date of birth _____

City _____ State/Province _____ Zip/Postal code _____

SS no. _____ Email _____ Phone _____ Hire date _____

Employer _____ Hourly wage _____

Class of work _____ Years experience _____ Shift 1 ☐ 2 ☐ 3 ☐

****

Membership Application. Check here: ☐ To the Officers and Members of Lodge No. _____ (the "Lodge" or "Union"), I hereby tender my application for membership in the International Association of Machinists and Aerospace Workers (IAM). I understand that while I may be required to tender monthly fees to the Union, I am not required to apply for membership or be a member as a condition of employment and that this application for membership is voluntary. As a member, I agree to obey the Constitution of the IAM and the by-laws of my Lodge and to support the principles of trade unionism, and I authorize the IAM and/or its designated affiliate to act as my representative for collective bargaining.

If former member of IAM: Card no. _____ Lodge no. _____ Location _____ Last dues paid _____

****

Check-Off Authorization. Check here: ☐ I authorize my Employer to deduct from my wages and forward to the Union: (1) monthly membership dues or an equivalent service fee; and (2) any required initiation or reinstatement fee as set forth in the collective bargaining agreement between the Employer and the Union and the by-laws of the Lodge. This authorization shall be irrevocable for one (1) year or until the termination of the collective bargaining agreement between my Employer and the Union, whichever occurs sooner. I agree that this authorization shall be automatically renewed for successive one (1) year periods or until the termination of the collective bargaining agreement, whichever is the lesser, unless I revoke it by giving written notice to my Employer and Union not more than twenty (20) and not less than five (5) days prior to the expiration of the appropriate yearly period or contract term. I expressly agree that this authorization is independent of, and not a quid pro quo, for union membership, but recognizes the value of the services provided to me by the Union. It shall continue in full force and effect even if I resign my Union membership, except if properly revoked in the manner prescribed above.

****

Important Notice. I have examined and acknowledge receipt of the attached "Notice to Employees Subject to Union Security Clauses" (on back of pink sheet). I also understand that IAM members have certain rights and privileges as set forth in the IAM Constitution and in various Federal laws, like the Labor Management Reporting and Disclosure Act (LMRDA). Copies of the IAM Constitution and the LMRDA may be obtained by contacting the IAM General Secretary-Treasurer, 9000 Machinists Place, Upper Marlboro, MD 20772. Union membership dues and agency fees are not deductible as charitable contributions for Federal income tax purposes. Dues and agency fees, however, may be deductible in limited circumstances subject to various restrictions imposed by the Internal Revenue Code.

_____
(Your signature) (Date)

FORM NO. MR0001-16 This copy to be retained by Local Union No. _____

MACHINISTS NON-PARTISAN POLITICAL LEAGUE
Political Action Wage Deduction Authorization Card

I,_____,hereby
(NAME OF EMPLOYEE) (CLOCK/SOC.SEC. NO.)

authorize and direct_____to deduct monthly from my wages the
(NAME OF EMPLOYER)

sum of $_____and forward this amount monthly to the Treasurer of the Machinists Non-Partisan Political League at 9000 Machinists Place, Upper Marlboro, Maryland 20772-2687.

I have executed this wage deduction authorization voluntarily without any coercion, duress, or intimidation and none of the monies deducted are a part of my dues of membership fees to the local union. This authorization and the making of payments to MNPL are not conditions of membership in the Union or of employment with the Company and I understand that the money will be used by MNPL to make contributions and expenditures in connection with Federal Elections.

_____ _____
(EMPLOYEE SIGNATURE) (DATE)

OPEIU376AFL-CIO

10781005.psd

Guide Dogs of America
Wage Deduction Authorization Card

I, _____,
_____ hereby
(Name of Employee) (Clock)

authorize and direct _____ to deduct monthly
(Name of Employer)

from my wages the sum of $_____ and forward this amount to the Treasurer of Guide Dogs of America at 13445 Glenoaks Blvd. Sylmar, CA. 91342.

I have executed this wage deduction authorization voluntarily without any coercion, duress, or intimidation and none of the monies deducted are a part of my dues or membership fees to the local union. This authorization and the making of payments to GDA are not conditions of membership in the Union or of employment with the company. This authorization shall remain in full force and effect until revoked in writing by me.

_____ _____
_____
Name
(Signature) Date

_____
_____
Street
Address City State Zip Code

_____ _____
_____
Position Title/Location IAM Lodge Number

Please return this form to:
Treasurer of Guide Dogs of America at 13445 Glenoaks Blvd. Sylmar, CA. 91342

LETTER 1

Material to be provided to the Union

Mr. Travis Williams
President
Hartford Aircraft Lodge No. 743, I.A.M.A.W.
P. O. Box 3218
Windsor Locks, CT 06096

Dear Mr. Williams:

This is to confirm the understanding and agreement between the Company and the Union concerning material to be provided to the Union.

(1) (a) The Company agrees to furnish the Union, during the months of January, April, July and October (to be provided by the fifteenth (15th) of each month) of each year during the life of this Agreement with a list in alphabetical order containing the name, and clock number of each employee covered by this Agreement. Also to be provided is a list of employees showing the seniority, by seniority areas with job code, hourly rate and labor grade.

(b) The Company will furnish to the Union at quarterly intervals the home addresses of current employees and

those who have been transferred from jobs outside the bargaining unit into jobs within the bargaining unit.

(c) The Company agrees to furnish the Union, during the months of January, April, July and October (to be provided by the fifteenth (15th) of each month) of each year during the life of this Agreement a copy of the Technical Training Report for bargaining unit members.

(2) The Company agrees to furnish the Union copies of the following Company records on the second Monday of each month:

(a) A copy of the "hourly personnel data listing" annotated with an employee's checkoff status and a copy of the alphabetical listing of employees by department annotated with an employee's checkoff status, both compiled for the preceding month covering all bargaining unit employees, but having excised there from all information contained therein concerning employees not included in the bargaining unit. The checkoff status codes will be “U” for Union member and “A” for Agency Fee payer. If neither code applies, it will be left blank.

(b) Copies of all Transaction Reports reflecting any changes in the status of employees during the preceding month, but having excised there from information or data,

if any, which discloses the details, but not the fact, of employment in jobs not included within the bargaining unit. This includes new hires, promotions, compensation changes and terminations:

(c) Copies of "performance appraisal" forms issued to employees.

(d) Copies of wage history classifications, furnished on a yearly basis, each January.

(3) The Company agrees to furnish the Union a copy of any HPAS announcement within twenty-four (24) hours of its posting.

(4) The Union will be provided during the months of January, April, July and October (to be provided by the fifteenth (15^{th}) of each month) of each year during the life of this Agreement with a report entitled Hamilton Sundstrand Local 743 Layoff Recall Report. This report, which is listed by job code, will include the following information: job code, job title, labor grade, department, shift, seniority area, clock number, name, seniority date, layoff date, seniority days accrued at time of layoff, expiration date of recall rights, names of employees with expired recall rights,

names of employee and date employees refused or failed to respond to recall and employees with recall rights.

(5) The Union will be provided with a list of recalled employees within five (5) working days from the date the recalled employee reports to work. This list will show the name, clock number, date recalled and the job code, labor grade, department and shift of the recalled position.

(6) Copies of the Workers Compensation provider list after each change occurs on the list and no less than quarterly in January, April, July and October.

(7) In consideration of the above, it is understood and agreed that, except as otherwise provided for in the aforesaid Agreement, the Union shall not request nor receive during the life of that said Agreement any other information, data, or listings related to the wages, hours, or working conditions of employees covered by this Agreement. This waiver, however, shall not affect any right the Union may have with respect to information concerning pensions, wages or insurance necessary to bargaining for Agreements in the future.

(8) The information cited above will be provided to the Union electronically. During the term of this Agreement, the possibility exists for Hamilton Sundstrand d/b/a Collins

Aerospace to modernize its personnel records systems. In the event this occurs, the Union will continue to be provided with information cited in this Letter of Agreement electronically (unless otherwise noted), although the format in which the information is provided may change.

It is further agreed that a grievance alleging a violation of the above shall be submitted at Step 2 of the grievance procedure. Any such grievance, if not settled at Step 2 of the grievance procedure, may be submitted to arbitration in accordance with the provisions of Section 3(a) of Article 7.

Sincerely,

Alpa D. Patel
Director, Employee & Labor Relations

Accepted this 6th day of May 2024

LETTER 2

Universal Health Insurance

Mr. Travis Williams
President
Hartford Aircraft Lodge No. 743, I.A.M.A.W.
P. O. Box 3218
Windsor Locks, CT 06096

Dear Mr. Williams:

This is to confirm the understanding and agreement between the Company and the Union concerning Universal Health Insurance.

It is recognized that without any specific details of legislation on Universal Health Insurance which could be enacted, it is not possible at this time to envision implications of such legislation on the Group Health, Dental and Life Insurance Plans. It is mutually recognized the Plans should not duplicate the benefits of a Universal health insurance program.

It is further agreed that in no case will the Company's total liability for costs for the Plans plus any tax or premium contribution required from the Company by legislation or regulation exceed that in effect immediately prior to the implementation of such legislation or regulation.

Sincerely,

Alpa D. Patel

Director, Employee & Labor Relations

Accepted this 6th day of May 2024

LETTER 3

Reallocation of Employees

Mr. Travis Williams
President
Hartford Aircraft Lodge No. 743, I.A.M.A.W.
P. O. Box 3218
Windsor Locks, CT 06096

Dear Mr. Williams:

This is to confirm the understanding and agreement between the Company and the Union concerning the interpretation and application of Article 8, Section 9 as they pertain to the reallocation of employees in the presence or absence of a layoff.

The parties agree that seniority shall be the governing factor for the purpose of selecting for a preferred shift. For the purpose of surveys, a preferred shift is the first shift or the third shift; there is no obligation on the part of the Company to survey an employee for preference for the second shift, however, any employee desiring placement on the second shift may make this fact known to the Company and such a request will not be unreasonably denied.

In addition, and for surplus to need situations only, it is agreed that whenever an employee is required to change their shift, either in

the department where they reside or in the department to where they will be transferred, they shall be entitled to displace a less senior employee in their code who resides on a shift preferred by the displaced employee. Prior to forcing a less senior employee to move, the Company shall first survey more senior employees in the affected codes for placement preference and such surveys shall be honored.

(a) Whenever the Company determines that in a department a surplus exists on a given shift and it intends to reallocate within the department, then:

(1) The Company shall determine the number of employees surplus and the shift or shifts to which it intends to transfer those positions. Employees who are declared surplus shall be the least senior employees on the shift in the job code. Prior to forcing a less senior employee to move, the Company shall first survey more senior employees in the affected codes for placement preference and such surveys shall be honored.

(2) If any of the openings in (1) above are intended for the first or third shift, the Company will survey by seniority on the off shifts for preference to fill such openings.

(3) Once preferred shift openings are filled, the Company will then move the remaining surplus employees

to the shift where the need remains and such employees may opt to displace other less senior employees under the shift bumping provision outlined above.

(b) In the event that it becomes necessary to adjust employees between departments within the plant, then:

(1) The Company shall determine the departments and job codes where such surplus and need situations exist. Employees declared surplus shall be the least senior in the job code, without regard to shift. Prior to forcing a less senior employee to move, the Company shall first survey more senior employees in the affected codes for placement preference and such surveys shall be honored.

(2) Survey for shift preference in the "need" department as outlined in (a) (2) above.

(3) Transfer surplus employees to where the need now exists, again with shift bumping an option for employees who meet the requirements for this option.

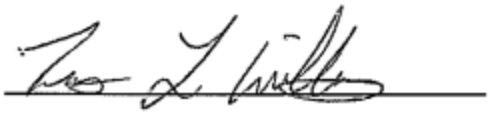
(4) In the event that there is more than one (1) "need" department, the determination of which department an employee is transferred to will be left to the discretion of the Company.

Sincerely,

Alpa D. Patel

Director, Employee & Labor Relations

Accepted this 6th day of May 2024



LETTER 4

Employee Assistance Program

Mr. Travis Williams
President
Hartford Aircraft Lodge No. 743, I.A.M.A.W.
P. O. Box 3218
Windsor Locks, CT 06096

Dear Mr. Williams:

This is to confirm the understanding and agreement between the Company and the Union concerning the Employee Assistance Program.

On an as needed basis, the Directing Business Representative or their designee together with the President of Lodge 743 or their designee, the Senior Union EAP Coordinator, and the Lodge 743 EAP Coordinator will meet with Employee and Labor Relations, and the Manager of the Employee Assistance Program to discuss and establish training programs in support of the Employee Assistance Program. The Lodge 743 EAP Coordinator, who must absent themselves from their work for attendance at any Company provided training session, will be paid at their regular base hourly rate, plus cost-of-living allowance and shift premium, if any, for such attendance.

In the event that the Lodge 743 EAP Coordinator successfully completes accredited substance abuse courses, they will be reimbursed in full for the tuition of such courses. Such reimbursement shall include annual membership fees and/or certification maintenance for organizations such as Employee Assistance Professional Association (E.A.P.A.) and re-certifications such as Certified Employee Assistance Professional (C.E.A.P.). These courses and/or re-certifications must be taken outside of regular working hours.

During the life of the contract, the full-time position of Senior Union EAP Coordinator will be maintained and appointed by the Directing Business Representative of District 26 or their designee, subject to the approval of the Company. This employee may be selected from the bargaining unit of any one of the affiliated Lodges 700, 743, or 1746. The selected employee will be paid their regular hourly base rate plus cost-of-living allowance during the period of their appointment. In addition, overtime authorized by the Directing Business Representative or their designee and approved by the Vice President-Human Resources or their designee will be paid at the applicable rate. It is anticipated the Senior Union EAP Coordinator will support the Lodge 743 EAP Coordinator in the delivery of EAP services and work with the Company on treatment, referral, documentation, and insurance issues.

The Senior Union EAP Coordinator will maintain their office within District 26. In case of any performance deficiencies, the matter will be reviewed between Employee and Labor Relations and the Directing Business Representative, District 26 or their designee, and if necessary, the employee will be returned to their former bargaining unit position if the matter cannot be resolved.

The Company will reimburse travel mileage that may be incurred by any recognized Union EAP Coordinator in the course of providing emergency treatment or admission, subject to the review and approval of Employee and Labor Relations.

Sincerely,

Alpa D. Patel
Director, Employee & Labor Relations

Accepted this 6th day of May 2024

LETTER 5

Employee Separation Package

Mr. Travis Williams
President
Hartford Aircraft Lodge No. 743, I.A.M.A.W.
P. O. Box 3218
Windsor Locks, CT 06096

Dear Mr. Williams:

This is to confirm the understanding and agreement between the Company and the Union concerning an employee separation package prior to any reduction in the work force for bargaining unit employees.

The parties agree that prior to any reduction in the bargaining unit as defined in Article 8, employees may voluntarily terminate their employment with the Company. Employees will have five (5) working days to decide if they want to take the voluntary separation package. The Company will accept volunteers consistent with production requirements. If an insufficient number of employees volunteer to take this option and reductions are necessary, they will be done in accordance with Article 8.

It is with the understanding and agreement that employees who elect this option forfeit their rights to recall as outlined in the Collective Bargaining Agreement.

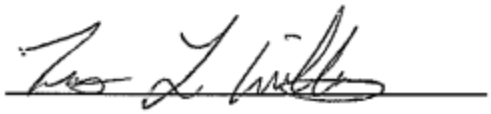
Employees who terminate under the employee separation package are eligible for the severance benefits under Article 8, Section 16.

Sincerely,

Alpa D. Patel

Director, Employee & Labor Relations

Accepted this 6th day of May 2024



LETTER 6

Overtime Records

Mr. Travis Williams
President
Hartford Aircraft Lodge No. 743, I.A.M.A.W.
P. O. Box 3218
Windsor Locks, CT 06096

Dear Mr. Williams:

This is to confirm the understanding and agreement between the Company and the Union concerning overtime records.

It is agreed overtime will be recorded on a standard form provided by the Company. A sample of the form to be used is attached. It is further agreed that the Company will keep posted in each work area a copy of the form showing overtime hours paid to employees who are regularly employed on such work and a copy of Guidelines for Overtime. The company agrees to establish an audit system to help ensure the accuracy of the overtime record keeping process. The company will provide the union with summary results of the audit. The company will meet with the union semi-annually to discuss the summary results of the audited areas. Participants will be the Directing Business Representative or designee, Local Lodge President and the Shop Committee as well as the appropriate Business Managers for such areas.

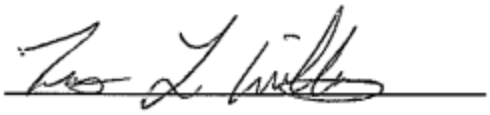
The Company also agrees to conduct training throughout the course of this contract for supervision concerning the Company's intent to distribute and record overtime in accordance with this Agreement. The shop steward and the shop committee member of the area will be offered the opportunity to attend these training sessions. It is further agreed that if new supervisors are hired by the Company, the Company agrees that training sessions for such new supervisors will occur within the first ninety (90) days and the Shop Steward and shop committee member of the area will be offered the opportunity to attend these training sessions.

Sincerely,

Alpa D. Patel

Director, Employee & Labor Relations

Accepted this 6th day of May 2024



EMPLOYEE OVERTIME RECORD

PLEASE GROUP EMPLOYEES BY JOB CODE AND BY SHIFT

Supervisor:			Dept:									Shift:								
Job Code	Employee Name	Total	Week Ending __/__/__							Week Total (+)	Total	Week Ending __/__/__							Week Total (+)	Total
			M	T	W	T	F	S	S			M	T	W	T	F	S	S		

O/T IS CHARGED IN HOURS PAID FOR O/T HOURS WORKED, OR IN HOURS EMPLOYEE WOULD HAVE BEEN PAID IF EMPLOYEE WORKED

I-850L

☐ FIGURES IN FULL SQUARES INDICATE O/T HOURS PAID.

◯ CIRCLED FIGURES INDICATE O/T HOURS REFUSED AND NOT PAID.

⧄ FIGURES IN DIVIDED SQUARES INDICATE O/T HOURS PAID IN TOP SECTION; LOWER SECTION INDICATES PARTIAL HOURS REFUSED AND NOT PAID AND/OR PARTIAL HOURS SCHEDULED BUT NOT PAID DUE TO LATES OR EARLY OUTS.

V: VACATION.
NQ: NOT QUALIFIED.
L: EMPLOYEE WORKED O/T WHILE ON LOAN ELSEWHERE. O/T RECORDED BY PARENT FOREMAN.
E: EMERGENCY OR SPECIAL JOB.
I: ILL OR OTHERWISE UNAVAILABLE ON THE DAY O/T WAS SCHEDULED.
S: SCHEDULED, BUT DID NOT REPORT.
B: BEREAVEMENT

10781004.psd

GUIDELINES FOR OVERTIME

1. Overtime will be recorded on HSF Form 1033-IE, Employee Overtime Record or computer generated equivalent, which shall be of the same composition of HSF 1033-IE, above.

2. A copy of the Hours Paid for Overtime Worked Form will be posted in each work area, updated on a weekly basis showing overtime worked under the supervision of each supervisor or "other supervisory title".

3. All overtime worked will be charged in terms of hours paid for overtime worked.

4. All overtime refused will be charged in terms of hours paid had the overtime been worked.

5. Employees who are scheduled for overtime and fail to report will be charged in terms of hours paid had they worked.

6. At the start of each year, overtime records will be adjusted to reflect the differential in paid overtime hours between the employee with the highest number of paid overtime hours and the employee with the lowest number of paid overtime hours.

7. If practicable, employees with the least amount of overtime will be selected, low person first.

8. Whenever overtime involves priority or emergency work, or requires special knowledge or skill, selection will be made to meet these requirements. Any resulting disparity will be offset as soon as practicable.

9. To be scheduled for overtime work, employees must be fully qualified to perform the work. If not, they will be charged.

10. All overtime worked while on loan will be charged to the employee's record in the parent work area.

11. An employee on protracted absence exceeding one week will be charged after all other employees in their job code have been charged with the same hours overtime and every time thereafter until they are capable of performing the job.

12. For record keeping purposes only, an employee who enters a group will be charged the average overtime for the group.

13. Employees out on Military Leave will not be charged for overtime during such absence.

14. Employees who are asked and refuse overtime because of weekend duty in the Military Reserve or National Guard will be charged with the appropriate number of overtime hours offered which will be reflected on the overtime record together with the letter "I".

The following explanation is given regarding the various keys which are located on the bottom of the form to be used for the recording of overtime.

1. V - Vacation - To be used whenever an employee is on vacation.

2. E - Emergency or Special Job - To be used when a hot or new job needs to be done which only one or two employees under the foreman are qualified to perform. Therefore, the qualified employee would be scheduled for overtime, while others in the same job code were excluded. This particular situation might prevail for two or three weeks, but should not occur over a prolonged period and other employees in the job code should be trained to perform the operation. This should not be used to bring in a working leader-specialist to perform work normally done by other employees.

3. S - Scheduled, Did Not Report - This key should be counted as a day worked and the hours the employee would have been paid should be entered into the total. The reason for absences would also be recorded on the attendance and lateness record.

4. R - Offered, But Refused - This key is used for an employee who is offered overtime work but refused and the employee would be charged in terms of hours paid had they worked the overtime. May use “circle” instead of “R”.

5. I - Ill or Otherwise Unavailable - This key should be used for an employee, who on the day overtime was scheduled, was absent because of illness or was otherwise unavailable. An employee on protracted absences exceeding one week will be charged after all other employees in their job code have been charged with the same overtime and every time thereafter until they are capable of performing the job.

6. NQ - Not Qualified - This key would be applicable for a probationary employee, an individual recently promoted or assigned to a new job code and who has not received sufficient training on the job and therefore, cannot perform the work without close supervision. Such an employee should be offered every opportunity to become qualified and share in the overtime offered to those in their job code. To be scheduled for overtime employees must be fully qualified to perform the work, if not, they will be charged.

7. L – Loaned – This key will be used to record the overtime of an employee who is loaned to the jurisdiction of another supervisor. The "L" will be recorded by their parent supervisor.

8. B – Bereavement – To be used whenever an employee is on bereavement leave as defined in Article 17 of this Agreement. The employee will not be charged for any overtime that may have been offered to others during this absence from work.

9. The Company will attempt to meet overtime requirements on a voluntarily basis.

LETTER 7

Overtime and Amended Shifts

Mr. Travis Williams
President
Hartford Aircraft Lodge No. 743, I.A.M.A.W.
P. O. Box 3218
Windsor Locks, CT 06096

Dear Mr. Williams:

This is to confirm the understanding and agreement between the Company and the Union concerning amended shifts and overtime pay.

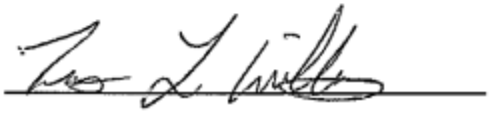
It is understood there are certain assignments which benefit the Company and employees, such as, but not limited to: training which requires the employee to change their regularly scheduled shift; visiting customers, such as Pratt & Whitney, Sikorsky, etc.; and accommodating an employee's request for temporary adjustment of their regular shift hours. In such cases, Article 12, Sections 1 and 2 will apply for purposes of any overtime pay.

Sincerely,

Alpa D. Patel

Director, Employee & Labor Relations

Accepted this 6th day of May 2024



LETTER 8

Paid Birth/Adoption and Paid Parental Leave

Mr. Travis Williams
President
Hartford Aircraft Lodge No. 743, I.A.M.A.W.
P. O. Box 3218
Windsor Locks, CT 06096

Dear Mr. Williams:

This is to confirm the understanding and agreement between the Company and the Union concerning New Parent Leave Policy.

Eight (8) weeks of Birth Recovery Leave will be provided to employees who are: birth mothers. Birth Recovery Leave commences on the first date of the event.

Four (4) weeks of Parental Leave will be provided to birth parents, adoptive parents, employees who become legal guardians of a child under the age of 18 and employees who receive a surrogate child, in accordance with the RTX New Parent Leave policy.

Pre-Placement Leave provides employees with up to 4 weeks (160 hours) to attend required meetings, travel, court hearings and other similar events related to adoption, receipt of surrogate child, guardianship, and receiving custody of a child.

New Parent Leave Policy (Birth Recovery, Parental, and Pre-Placement) will run concurrently with FMLA leave when the employee meets the FMLA eligibility requirements.

The New Parent Leave Policy provisions described above will continue in full force and effect for the duration of this Agreement, unless the Company changes such provisions for its salaried employees, in which case such change(s) will simultaneously be implemented for employees covered by this Agreement. If the provisions for salaried employees are so changed, the Company will not be required to negotiate such changes with the Union because the Union waives any right it might otherwise have to request the Company to engage in collective bargaining concerning any such changes. However, the Company agrees, in such eventuality, to provide the Union with notice of any such changes prior to implementation.

Sincerely,

Alpa D. Patel
Director, Employee & Labor Relations

Accepted this 6th day of May 2024

LETTER 9

Individual Medical Account

Mr. Travis Williams
President
Hartford Aircraft Lodge No. 743, I.A.M.A.W.
P. O. Box 3218
Windsor Locks, CT 06096

Dear Mr. Williams:

This letter is to confirm our understanding and agreement between the Company and the Union concerning the Individual Medical Account referred to in Article 21.

(a) Continue the Individual Medical Account for the retirees.

Effective January 6, 2020

(a) Contributions increase from one dollar ($1) to sixteen dollars ($16) per week, in whole dollar amounts, which will be matched by the Company at seventy-five percent (75%).

(b) Employees in the following age categories (employees may grow into these special categories) may contribute additional

amounts each week and be matched at 75%, as indicated below.

Age Category	Additional Matched Contribution Per Week
50 - 54	$1 - $8
55 - 59	$1 - $9
60+	$1 - $10

Sincerely,

Alpa D. Patel
Director, Employee & Labor Relations

Accepted this 6th day of May 2024

LETTER 10

Job-Based Training

Mr. Travis Williams
President
Hartford Aircraft Lodge No. 743, I.A.M.A.W.
P. O. Box 3218
Windsor Locks, CT 06096

Dear Mr. Williams:

This is to confirm the understanding and agreement between the Company and the Union concerning the necessity of providing job-based training to bargaining unit employees.

The Company and Union both recognize that a trained workforce is the most important ingredient to any business and that our future depends on being able to deliver technical skills to our current and future workforce.

The Company will continue its commitment to develop a highly trained workforce. Job-based training will be assigned to bargaining unit employees consistent with business needs and the individual needs of the employees in support of those business needs.

On or before July 1, 2024 the parties agree to form a joint training committee designed to address the technical training needs of employees. This committee will consist of no more than six representatives from Management and no more than six representatives from the Union. The charter for this committee will be to identify and work towards mutually agreed upon goals, such as, but not limited to:

- Determine specific skills needed in accordance with business requirements;
- Assess current baseline skill levels;
- Determine appropriate training programs;

Paid time spent by Union members on this committee will be based on the mutual recommendation of the Company and Union committee leaders.

The Company intends to assign training on the basis of seniority, except where it is not practicable to do so, for example where (1) an employee, with the approval of management, opts out, (2) an employee is out due to illness, (3) physical or other restrictions that prevent an employee from engaging in the training, or (4) production requirements.

The Company will continue its commitment to provide an average of fifteen (15) hours job-based training per employee annually.

No Grievance over any issue arising under this Letter of Agreement shall be subject to mandatory arbitration, except a Union Grievance alleging a consistent pattern of training being assigned out of seniority.

Sincerely,

Alpa D. Patel

Director, Employee & Labor Relations

Accepted this 6th day of May 2024

LETTER 11

Family and Medical Leave of Absence

Mr. Travis Williams
President
Hartford Aircraft Lodge No. 743, I.A.M.A.W.
P. O. Box 3218
Windsor Locks, CT 06096

Dear Mr. Williams:

This letter is to confirm the understanding and agreement between the Company and the Union concerning Family and Medical Leave of Absence.

The Company and Union both recognize that it is sometimes necessary for employees to take leaves of absence because of family reasons. Knowing that these circumstances arise, it has been agreed the Company will allow leave of absences that comply with the Federal Family and Medical Leave Act of 1993, as amended, and the Connecticut Family and Medical Leave Act of 1990, as amended.

Eligible employees will be granted job protected leaves of absence for the following reasons:

a) The birth, adoption, or placement for foster care of a child;

(b) The serious health condition of an employee or an employee's parent, spouse or child;

(c) To care for a parent, spouse, child, or next of kin who is a covered servicemember ("Military Caregiver Leave");

(d) Qualifying exigency arising out of the fact that an employee's parent, spouse, or child is on (or has been notified of an impending call to) covered active duty in the Armed Forces ("Qualifying Exigency Leave"); or

(e) To serve as an organ or bone marrow donor (only included under Connecticut state law).

(f) Other reasons as defined by FMLA or CT FMLA.

This FMLA policy covers eligible employees (with one (1) year of service and one thousand two hundred fifty (1,250) hours of work in the preceding twelve (12) calendar months), and provides for unpaid family leave. CT FMLA covers eligible employees who have been employed for at least three (3) consecutive months and provide unpaid family leave.

1. Definitions:

(a) The company will comply with the definitions of eligible dependents and family members as defined by FMLA and CT FMLA.

Procedures:

(a) Description of Family and Medical Leave of Absence

Employees will be granted job protected family medical leaves of absence for the reasons above. Family and Medical Leaves of Absence up to twelve (12) weeks during any one (1) year period of time (up to twenty-six (26) weeks during any one (1) year period of time for Military Caregiver Leave) will not be denied by the Company upon written request by the employee. The employee will give the company a ten (10) day notice in advance of their return to work date. Upon completion of such leave, the employee will be returned to the same or equivalent job at the same grade, pay and shift.

(b) Seniority

The seniority of an employee shall accumulate during an authorized leave.

No employee shall be disciplined or discriminated against because the employee has utilized the leave provision set forth above.

(c) Attendance

The employee's attendance record shall reflect the full period of absence resulting from a properly authorized leave.

Absences due to family leave will not be counted as absences for the purpose of determining incentive vacation or vacation pay.

(d) Insurance

The medical, dental, life, OSLI insurance and health care reimbursement account may be continued while on Family and Medical Leave. The employee is responsible for the employee contributions, if any, to these plans. Employees may waive the continuation of their insurance benefits. If employees are required to contribute to any part of their insurance, appropriate deductions will be made when the employee returns to work.

The parties agree that if applicable laws change during the life of this Agreement, revision to the Family and Medical Leave of Absence and

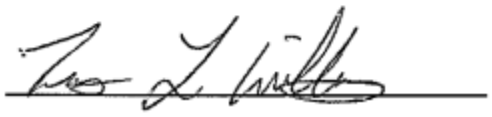
Connecticut Family and Medical Leave provisions will be implemented. The company will notify the Union of the changes.

Sincerely,

Alpa D. Patel

Director, Employee & Labor Relations

Accepted this 6th day of May 2024



LETTER 12

Employee Recognition Program

Mr. Travis Williams
President
Hartford Aircraft Lodge No. 743, I.A.M.A.W.
P. O. Box 3218
Windsor Locks, CT 06096

Dear Mr. Williams:

This is to confirm the understanding and agreement between the Company and the Union concerning the Employee Recognition Program. All employees covered by this Agreement will be eligible to participate in the Company's Employee Recognition Program.

The purpose of this program is to provide supervision with the means to recognize various levels of group and individual accomplishments.

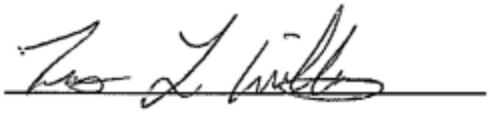
The parties agree such awards will be made wholly at the Company's discretion and will not be subject to the grievance procedure.

Sincerely,

Alpa D. Patel

Director, Employee & Labor Relations

Accepted this 6th day of May 2024



LETTER 13

Savings Plan

Mr. Travis Williams
President
Hartford Aircraft Lodge No. 743, I.A.M.A.W.
P. O. Box 3218
Windsor Locks, CT 06096

Dear Mr. Williams:

This letter is to confirm the understanding and agreement between the Company and the Union concerning amendments to the Savings Plan referred to in Article 21.

Continue Savings Plan provisions as follows:

(a) Employees may elect to put all or part (in whole dollar amounts) of their contributions into the plan on a before-tax basis in accordance with Section 401(k) of the Internal Revenue Code, through December 31, 2026. Effective January 1, 2027, eligible employees will follow the RTX Savings Plan Company Design.

(b) Employees may transfer their savings plan account balances only out of the Represented Employees Savings Plan (and only if they do not participate in the Individual

Medical Account - IMA) into the salary savings plan if they are transferred out of the bargaining unit (because salary match is an ESOP), through December 31, 2026. Effective January 1, 2027, eligible employees will follow the RTX Savings Plan Company Design.

(c) Employees may continue to invest money in the funds available under the RTX Savings Plan.

(d) Employees may transact plan transfers of part or all of their account values, in accordance with the plan provisions.

Contributions into accounts (funds) may be directed in flat dollar amounts, through December 31, 2026. Effective January 1, 2027, eligible employees will follow the RTX Savings Plan Company Design.

(e) Account balances can be paid as a lump-sum or in monthly, quarterly or annual installments over a period of two (2) to twenty (20) years after retirement. Once installments start, the amount of each payment is determined by the size of the account balance divided by the number of annual installments remaining to be paid.

(f) Retirees may leave balances in the savings plan and take partial withdrawals. These partial withdrawals can occur in conjunction with installment payments.

(g) Former employees and retirees may leave account balances over one thousand dollars ($1000) in the plan until April 1 following the calendar year in which they reach age seventy-two (72) at which time payments must start per IRS rules.

(h) Active savings plan members may transfer a distribution from a qualified savings plan of a former employer into the represented savings plan, provided that a lump sum distribution is the normal form of distribution under such other plan.

(i) The represented savings plan loan feature will continue. Employees may borrow up to fifty percent (50%) of their savings plan balance if they have a savings plan balance of at least two thousand dollars ($2,000). (Note: employees must be vested in order to take a loan from the company contributions.) The minimum amount which can be borrowed is one thousand dollars ($1,000) and the maximum loan amount is the lesser of fifty thousand dollars ($50,000) or fifty percent (50%) of the vested balance in the account. Loans involve no tax penalty or suspension of savings, as long as it is paid back. Payment is by payroll deduction or direct payment if payroll deduction is not possible. The loan period is one (1), two (2), three (3), four (4) or five (5) years with monthly increments. Full or partial prepayment can be made at any time. The interest paid on the loan will be the

prime rate plus 1% as of the 15th of the month prior to each quarter, as published in the *Wall Street Journal.* The rate will not change during the term of the loan. All payments, including interest, go into the employee's account. A loan processing fee will be charged. Employees may have only one loan open at a time.

Employees will have the ability to use the touchtone telephone information system. The system requires every employee to select a confidential personal identification number (PIN). The use of this PIN will allow employees to obtain savings plan account balances or speak with a Savings Plan representative.

Effective June 1, 2023:

(a) The maximum employee matched contribution shall be increased to ninety-two dollars ($92) per week.

(b) Employees may contribute one dollar ($1) – the maximum allowable by law per week, unmatched, to the Savings Plan in addition to their matched contribution.

Effective June 1, 2024:

(a) The maximum employee matched contribution shall be increased to ninety-four dollars ($94) per week.

(b) Employees may contribute one dollar ($1) – the maximum allowable by law per week, unmatched, to the Savings Plan in addition to their matched contribution.

Effective June 1, 2025:

(a) The maximum employee matched contribution shall be increased to ninety-six dollars ($96) per week.

(b) Employees may contribute one dollar ($1) – the maximum allowable by law per week, unmatched, to the Savings Plan in addition to their matched contribution.

Effective June 1, 2026:

(a) The maximum employee matched contribution shall be increased to ninety-eight dollars ($98) per week.

(b) Employees may contribute one dollar ($1) – the maximum allowable by law per week, unmatched, to the Savings Plan in addition to their matched contribution.

Effective January 1, 2027:

(a) Employees will follow the RTX Savings Plan Company Design. Please see the RTX Savings Plan SPD for company match and contribution amounts.

Effective July 1, 2016:

(a) All active employees are eligible to participate in the RTX Savings Plan. Employees will become eligible for Company matching contributions after they have attained 12 months of continuous service.

(b) Employees hired after June 30, 2016, including employees hired at another RTX location after June 30, 2016 who transfer to the facility covered by this agreement, will receive a Company automatic contribution to the RTX Savings Plan each pay period equal to 4% of their RTX Savings Plan eligible pay for that pay period. Company automatic contributions will start no later than the first pay period after 45 days from any such employee's date of hire or transfer.

(c) Employees hired at another RTX location before July 1, 2016, but who do not participate in the RTX Represented Pension Plan at that location, who transfer to the facility covered by this agreement, will also receive a Company automatic contribution to the RTX Savings Plan as described in paragraph (b).

(d) No employee accruing a benefit under the RTX Represented Pension Plan in accordance with Article 21 and Letter 14 of this agreement shall be eligible for a Company automatic contribution to the RTX Savings Plan as described in paragraph (b).

Effective January 1, 2022:

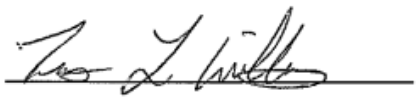
(a) Employees will become fully vested in company matching and automatic contributions upon completion of two years of service with the company or any of its affiliates. Employees are always fully vested in their own contributions.

Effective January 1, 2027, Employees will follow the RTX Savings Plan Company Design. Please see the RTX Savings Plan SPD plan provisions and details. The Savings Plan referenced above, will continue in full force and effect, for the duration of this Agreement, unless the Company changes such benefits for its salaried employees, in which case such change(s) will simultaneously be implemented for employees covered by this Agreement. However, the Company agrees, in such eventuality, to provide the Union with notice of any such changes, prior to implementation.

Sincerely,

Alpa D. Patel
Director, Employee & Labor Relations

Accepted this 6th day of May 2024



LETTER 14

Pension Plan

Mr. Travis Williams
President
Hartford Aircraft Lodge No. 743, I.A.M.A.W.
P. O. Box 3218
Windsor Locks, CT 06096

Dear Mr. Williams:

This letter is to confirm the understanding and agreement between the Company and the Union concerning the Pension Plan referred to in Article 21.

(a) Effective June 1, 2024:
Increase the monthly retirement benefit to $111 per year of credited service.

(b) The eligibility requirements for a disability pension are continued with at least five (5) years of continuous service. In addition, the other two (2) requirements of becoming permanently and totally disabled and receiving social security disability benefits remain. The method of calculation and payment of the benefit remain the same as in the current retirement plan.

(c) If a vested employee retires or otherwise terminates employment after becoming age fifty (50), but before age fifty five (55), and their age and service total sixty five (65), they are eligible to receive a pension as early as age fifty five (55) as though they had retired at age fifty five (55) which entitles them to the two tenths of a percent (.2%) per month reduction in pension benefit for every month of retirement prior to age sixty two (62) rather than the five percent (5%) per year reduction for every year of retirement prior to the normal retirement age of sixty five (65) which applies under the current pension plan.

(d) Employees hired after June 30, 2016 are not eligible to participate in the Pension Plan. Employees who transfer to the facility covered by this agreement from another RTX location are eligible to participate in the Pension Plan if their most recent date of hire was on or before June 30, 2016, and if any such employee was actively accruing a benefit in the RTX Represented Pension Plan at the RTX location from which the employee was transferring.

(e) Current participants will cease to accrue benefits under the RTX Represented Pension Plan after December 31, 2026. Effective January 1, 2027, current participants will begin accruing benefits under the Savings Plan as described in Letter 13.

SPECIAL RETIREMENT OPTION

Effective May 6, 2024:

Renew the SRO which provides retirement benefits for hourly employees who are directly affected by a layoff or who volunteer to retire to save someone who is directly affected by a layoff or who are declared surplus by management.

(a) A special retirement option will be offered during the life of this agreement to any hourly employee age fifty five (55) or over with twenty five (25) or more years of credited pension service who qualified by reason of paragraph (b) herein.

(b) This option applies to qualified employees in a job code within a seniority area who are directly affected by permanent job loss or to a qualified employee in the same job code within a seniority area who volunteers to substitute for another employee affected by permanent job loss in that job code within a seniority area. The total number of employees in each job code within a seniority area who may participate in this option will be limited by the Company. The option will be offered on the basis of seniority, starting with the most senior employee in the job code within the seniority area specified.

The option will continue to be offered to such employees in reverse seniority order until the number of employees

designated by the Company is reached, or until there are no employees in the job code within the seniority area who meet the age and service requirements. The number of retirements permitted under this option cannot exceed the number of jobs being permanently reduced in the job code within the seniority area specified.

(c) The benefits under this option are:

- Benefits accrued under the pension plan to date of retirement (reduced for early retirement); plus

- A Social Security bridge of ten dollars ($10) per month for each year of credited pension service on or before 12/31/26, not reduced for early retirement, payable to age sixty five (65); plus

- A pension supplement of ten dollars ($10) per month for each year of credited pension service on or before 12/31/26, paid for one (1) year from date of retirement and not reduced for early retirement. However, this supplement will be reduced by any amounts received under the Social Security bridge described above; plus

- A onetime three thousand dollars ($3,000) special payment at retirement. Retirees may elect to receive this payment in the year following retirement; plus

- Medical and dental insurance coverage will be provided to retirees and their dependents at no cost for a period of six (6) months following the employee's retirement date.

(d) If a retiree dies before receiving the entire amount of the Social Security bridge or the pension supplement, the balance will be paid to the retiree's spouse in monthly payments until the retiree would have attained age sixty-five (65), or would have received a total of twelve (12) months of payments under the supplement if age at retirement is greater than sixty-four (64). In addition, if the retiree dies before receiving the entire six (6) months of free health care coverage, medical and dental insurance coverage will continue for the retiree's dependents at no cost until six (6) months after the employee's retirement date.

Sincerely,

Alpa D. Patel
Director, Employee & Labor Relations

Accepted this 6th day of May 2024

LETTER 15

Group Insurance Plans

Mr. Travis Williams
President
Hartford Aircraft Lodge No. 743, I.A.M.A.W.
P. O. Box 3218
Windsor Locks, CT 06096

Dear Mr. Williams:

This is to confirm the understanding and agreement between the Company and the Union, concerning Group Insurance Plans as referred to in Article 22. The following represents a summary of benefits.

Flexible Spending Accounts -- Effective May 6, 2024:

Health Care Spending Account*	$120 to $3,050 per year, pre-tax for eligible medical and dental expenses.
Dependent Day Care Spending Account*	$120 to $5,000 per year, pre-tax for eligible child and/or adult/elder day care expenses.

*Follows IRS rules and limits

Life/Accidental Death & Dismemberment/Weekly Disability and Total and Permanent Disability Table -- Effective May 6, 2024:

Base Rate Wage Class	Life & AD&D	Weekly Disability	TPD
$23.00 and Under	$70,500	$470	$1,277.46
$23.01 - $23.50	$72,000	$480	$1,304.64
$23.51 - $24.00	$73,500	$490	$1,331.82
$24.01 - $25.00	$75,000	$500	$1,359.00
$25.01 - $26.00	$78,000	$520	$1,413.36
$26.01 - $27.00	$81,000	$540	$1,467.72
$27.01 - $28.00	$84,000	$560	$1,522.08
$28.01 - $29.00	$87,000	$580	$1,576.44
$29.01 – $30.00	$90,000	$600	$1,630.80
$30.01 - $31.00	$93,000	$620	$1,685.16
$31.01 - $32.00	$96,000	$640	$1,739.52
$32.01 - $33.00	$99,000	$660	$1,793.88
$33.01 – $34.00	$102,000	$680	$1,848.24
$34.01 - $35.00	$105,000	$700	$1,902.60
$35.01 - $36.00	$108,000	$720	$1,956.96
$36.01 - $37.00	$111,000	$740	$2,011.32
$37.01 and Above	$114,000	$760	$2,065.68

Life/Accidental Death & Dismemberment/Weekly Disability and Total and Permanent Disability Table -- Effective September 1, 2024:

Base Rate Wage Class	Life & AD&D	Weekly Disability	TPD
$24.00 and Under	$73,500	$490	$1,331.82
$24.01 - $25.00	$75,000	$500	$1,359.00
$25.01 - $26.00	$78,000	$520	$1,413.36
$26.01 - $27.00	$81,000	$540	$1,467.72
$27.01 - $28.00	$84,000	$560	$1,522.08
$28.01 - $29.00	$87,000	$580	$1,576.44
$29.01 - $30.00	$90,000	$600	$1,630.80
$30.01 - $31.00	$93,000	$620	$1,685.16
$31.01 - $32.00	$96,000	$640	$1,739.52
$32.01 - $33.00	$99,000	$660	$1,793.88
$33.01 - $34.00	$102,000	$680	$1,848.24
$34.01 - $35.00	$105,000	$700	$1,902.60
$35.01 - $36.00	$108,000	$720	$1,956.96
$36.01 - $37.00	$111,000	$740	$2,011.32
$37.01 - $38.00	$114,000	$760	$2,065.68
$38.01 - $39.00	$117,000	$780	$2,120.04
$39.01 - $40.00	$120,000	$800	$2,174.40
$40.01 and Above	$123,000	$820	$2,228.76

Survivor Income -- Effective May 6, 2024:

Part I and Part II	$425 per month

Medical, Dental, and Vision

Employees covered by this Agreement shall be eligible for the standard salary Medical, Rx, dental, and vision programs. All other benefits explicitly set forth in this Agreement will continue as bargained benefits.

Benefit Alterations The benefits programs referenced above, will continue in full force and effect, for the duration of this Agreement, unless the Company changes such benefits for its salaried employees, in which case such change(s) will simultaneously be implemented for employees covered by this Agreement. However, the Company agrees, in such eventuality, to provide the Union with notice of any such changes, prior to implementation.

The Company will determine the respective plan designs for these benefits on an annual basis. Premiums will follow the salaried population. Details regarding these plans will be released in the fall for the following year.

The Company will provide a Summary Plan Description.

This benefit summary is intended to provide an easy-to-understand benefits guide. If any conflict arises between this summary and the official plan documents, the official plan documents will always govern. Employees do not gain any new rights because of a misstatement in or omission from these summaries.

Sincerely,

Alpa D. Patel

Director, Employee & Labor Relations

Accepted this 6th day of May 2024

LETTER 16

Facilities and Machine Tool Services Subcontracting

Mr. Travis Williams
President
Hartford Aircraft Lodge No. 743, I.A.M.A.W.
P. O. Box 3218
Windsor Locks, CT 06096

Dear Mr. Williams:

This is to confirm the understanding and agreement between the Company and the Union concerning subcontracting of Facilities and Machine Tool Services work.

Both the Company and the Union acknowledge a substantial portion of the work has been and will continue to be performed by subcontractors.

The Company intends, insofar as competitive forces permit, that the present number of trades employees in Facilities and Machine Tool Services for the work on the premises not be reduced through subcontracting. Furthermore, insofar as competitive forces permit, the Company does not intend to use subcontractors on an ongoing basis to perform work traditionally performed by trades employees if the Company has layoff liability. This expression of intent is no

promise or guarantee to maintain any number of jobs in the workforce nor a restriction in any sense of the Company's right and need to subcontract. Rather it is intended to convey the Company's good faith desire to prefer its own employees in these trades to those of subcontractors insofar as that desire is compatible with good business judgment.

The parties have agreed to continue with a committee to review the current Facilities and Machine Tool Services contractors and the duties they perform for the Company. The Company will discuss with the Union whether it is compatible with good business judgment to have any of that work performed by current bargaining unit employees and/or those Manufacturing Support employees on layoff with recall rights. Any decision with regard to subcontracting remains within the sole discretion of the Company.

Further, representatives of the Human Resources Department and the Facilities Manager will meet at the request of the Union President, but no more frequently than four times a year with the Union president, vice president, and the shop committee to discuss subcontracting as it pertains to Facilities and Machine Tool Services. Presentations to senior management will be attended by both Company and no more than two (2) Union members of the committee. Additional Union members may attend if it is mutually agreed by the parties. The Union and its representatives will protect the confidentiality of any Company sensitive and proprietary

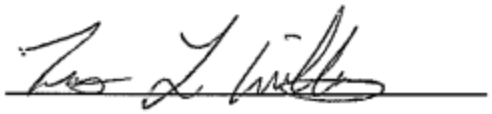
information that might be disclosed in such briefings. The scope of the issues to be discussed will be solely within the discretion of management.

Sincerely,

Alpa D. Patel

Director, Employee & Labor Relations

Accepted this 6th day of May 2024



LETTER 17

Excess Union Time

Mr. Travis Williams
President
Hartford Aircraft Lodge No. 743, I.A.M.A.W.
P. O. Box 3218
Windsor Locks, CT 06096

Dear Mr. Williams:

This is to confirm the understanding and agreement between the Company and the Union concerning excess union time.

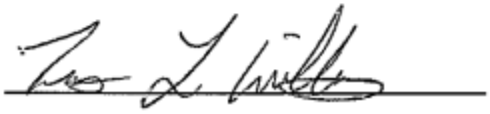
It is agreed that if time spent by Shop Stewards and Committeepersons in the grievance procedure exceeds that amount allowed under Article 7, Section 9, the excess time will be billed to Lodge 743 on a monthly basis. Remittance for such time shall be made payable to the Company not later than thirty (30) days following the submission of said bill.

Sincerely,

Alpa D. Patel

Director, Employee & Labor Relations

Accepted this 6th day of May 2024



LETTER 18

Union Coordinator of Cooperative Programs

Mr. Travis Williams
President
Hartford Aircraft Lodge No. 743, I.A.M.A.W.
P. O. Box 3218
Windsor Locks, CT 06096

Dear Mr. Williams:

This letter is to confirm the understanding and agreement between the parties concerning the appointment and responsibilities of a Union Coordinator of Cooperative Programs.

The parties recognize that in addition to the normal dealings between the Company and Union at various organizational levels (e.g. Stewards, Shop Committee, Union leadership, etc.), a Union Coordinator of Cooperative Programs can be helpful in facilitating the day-to-day activities of the Union as they relate to cooperative programs such as United Way, and other activities as outlined in this Agreement. Therefore, the parties agree the Union may designate one bargaining unit employee as the Union Coordinator of Cooperative Programs. No person may be designated as, or continue as, the Union Coordinator of Cooperative Programs who is not an active employee of the Company, employed in the bargaining

unit. The duties of the Union Coordinator of Cooperative Programs, as such, will be assigned by, and subject to the authority of, the President of Lodge 743, but must relate to the activities of Lodge 743 in its role as the representative of employees in the bargaining unit. Any office and any clerical support for the Union Coordinator of Cooperative Programs will be provided by the Union.

The Company will permit the Union Coordinator of Cooperative Programs time off to a maximum of eight (8) hours each day (maximum forty (40) hours per week) during normal working hours for the purpose of facilitating Union business in accordance with this letter. Time spent in such activity during their scheduled working hours shall be paid at their regular base rate plus cost-of-living allowance, exclusive of overtime allowances, but including shift premium, if any. The daily eight (8) and/or weekly forty (40) maximum hours permitted pursuant to this paragraph may be exceeded with the express prior approval of the Company when required for specific Company – Union meetings and the like, such excess hours will be paid at the appropriate overtime rate.

Sincerely,

Alpa D. Patel

Director, Employee & Labor Relations

Accepted this 6th day of May 2024

LETTER 19

Absence on Martin Luther King, Jr. Day, Juneteenth, and Veteran's Day

Mr. Travis Williams
President
Hartford Aircraft Lodge No. 743, I.A.M.A.W.
P. O. Box 3218
Windsor Locks, CT 06096

Dear Mr. Williams:

This is to confirm the understanding and agreement between the Company and the Union concerning absence on Martin Luther King, Jr. Day, Juneteenth, and Veteran's Day.

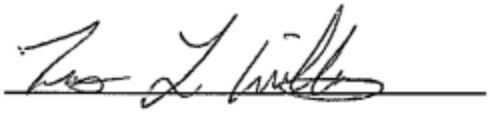
Employees may be absent from work on Martin Luther King, Jr. Day, Juneteenth, and/or Veteran's Day for their full shift or any part thereof in one (1) hour increments. In the event an employee decides not to work on Martin Luther King, Jr. Day, Juneteenth, and/or Veteran's Day as described above, this decision shall not disqualify them from incentive vacation and shall not be considered an absence for the purposes of assessing the employee's overall attendance record, provided the employee has notified the Company prior to the end of the previous shift.

Sincerely,

Alpa D. Patel

Director, Employee & Labor Relations

Accepted this 6th day of May 2024



LETTER 20

Red-Flag Pay Rates

Mr. Travis Williams
President
Hartford Aircraft Lodge No. 743, I.A.M.A.W.
P. O. Box 3218
Windsor Locks, CT 06096

Dear Mr. Williams:

This is to confirm the understanding and agreement between the Company and the Union concerning “Red Flag” pay rates.

Employee pay rates were red flagged when employees were classified on a lower grade job because their job code was placed into a new JET job at a lower grade. (“Red Flag” means their pay is treated as if they remained at their labor grade level before their reclassification.) It is further agreed such employees will be entitled to receive any general wage increases (as though the employee remained in the higher labor grade) and cost-of-living adjustments as defined in this Agreement. Such employees pay will be treated as red flagged for the life of this Agreement or until the employee reaches an equivalent grade and rate of pay. The red flag status will be discontinued if the employee is readjusted to another position in

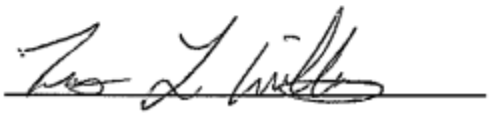
accordance with Article 8 of this Agreement or voluntarily requests another position.

Sincerely,

Alpa D. Patel

Director, Employee & Labor Relations

Accepted this 6th day of May 2024



LETTER 21

Union-Management Committee on Productivity, Competitiveness and Job Security

Mr. Travis Williams
President
Hartford Aircraft Lodge No. 743, I.A.M.A.W.
P. O. Box 3218
Windsor Locks, CT 06096

Dear Mr. Williams:

This is to confirm the understanding and agreement between the Company and the Union concerning job security issues in an environment of business growth and change.

It is understood and agreed by the parties that Hamilton Sundstrand's Aerospace Operations are engaged in an industry that has been marked by business consolidations and increased competition. It is difficult, if not sometimes impossible, to predict business developments that may impact the Company and the bargaining unit during the term of the present Agreement. Nevertheless, the Company agrees during the life of this Agreement that it will continue to employ bargaining unit members at its facilities in Windsor Locks. This guarantee does not apply in the event of economic conditions beyond the control of the company or acts of God (fire, floods, etc.).

It is the mutual interest of both parties for the Company to be more competitive in the global marketplace, thereby providing enhanced job security for bargaining unit employees. During a prior Agreement, the Company and Union attended a training session on the Union's program known as "High Performance Work Organization Partnerships" or HPWO. The parties agree that familiarity with the HPWO concept and principles has the potential for advancing cooperation between the Company and the Union.

The joint Union/Management Committee established under the prior Agreement will be continued.

(a) The Union members of the Committee shall be a representative from the International Union, the District 26 Directing Business Representative, the President, Vice President, Recording Secretary, Shop Committee, the Chief Union Safety Representative and Secretary-Treasurer of Local Lodge 743. The Company members of the Committee shall be the site business leads for Environment Airframe and Controls Systems, Worldwide Repair, Engine & Control Systems Operations, ISR & Space Solutions, Electronics Operations, and Engineering Labs as well as identified Labor Relations representatives.

(b) The Committee will meet every other month, unless otherwise mutually agreed, for the purpose of reviewing the

state of the business and to study any problems affecting productivity, competitiveness, or job security. More frequent meetings may be held on mutual agreement of the parties. Included in such discussions will be consideration of work that is currently being performed by vendors and could potentially be brought in-house. In addition, the parties agree to discuss technological changes that can help the Company be more competitive in the marketplace, which enhances job security. This Committee will cooperate to minimize any adverse effects these changes may have on employees.

(c) In addition to A and B above, the Committee will study, and, where appropriate, recommend various cooperative approaches to enhance the Company's competitiveness and productivity, and thus job security. These approaches could include appropriate principles of HPWO as well as current Company efforts.

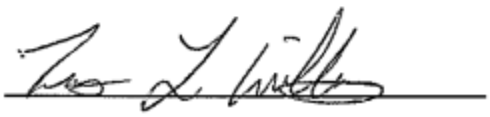
(d) The Committee shall have access to information concerning manufacturing costs, productivity, scheduling, business and staffing plans affecting the bargaining unit and such other information as mutually deemed relevant by the parties. Information will be provided to the Union three (3) working days prior to the meeting. Any such information must be kept confidential by Union members of the Committee. The availability of this information to the Union shall be withdrawn in the event the Company has reasonable cause to determine a breach of confidentiality occurred.

Sincerely,

Alpa D. Patel

Director, Employee & Labor Relations

Accepted this 6th day of May 2024



LETTER 22

Environmental, Health and Safety Teams

Mr. Travis Williams
President
Hartford Aircraft Lodge No. 743, I.A.M.A.W.
P. O. Box 3218
Windsor Locks, CT 06096

Dear Mr. Williams:

This is to confirm the understanding and agreement between the Company and the Union concerning Environmental, Health and Safety Teams.

The Company and Union agree to continue to work cooperatively and proactively to provide a safe workplace for its employees by prevention of accidents and environmental incidents, resolution of environmental, health and safety (EH&S) concerns, and communication to enhance safety awareness.

In keeping with the mutual goal of the parties, which is to provide a healthy and safe work environment for all employees, the Union and Company recognize that employees should be encouraged to follow safe work practices. An important factor in providing workplace

safety is active employee involvement in environmental, health and safety issues.

The Local Lodge President will encourage Union Safety Representatives and EHSVs to actively participate in a wide variety of activities with the Company, focused on identifying and eliminating the potential for accidents and environmental incidents. The Company will provide such opportunities.

The following are guidelines agreed to between the Company and the Union:

1. The Company will pay for and coordinate mutually established EH&S training of Union Safety Representatives & EHSVs on Company time of up to two sessions per year beyond mandated training.

2. The Chief Union Safety Representative may meet with the EHSVs as a group on monthly basis. The Company will pay for this monthly meeting up to one (1) hour.

3. The Company will pay for team meeting attendance and encourages participation by the Union Safety Representatives and EHSVs.

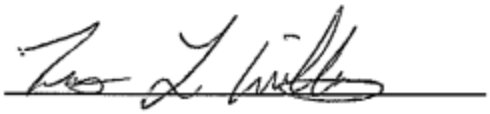
4. The Chief Union Safety Representative of the bargaining unit may attend follow-up meetings on a District-wide basis.

Sincerely,

Alpa D. Patel

Director, Employee & Labor Relations

Accepted this 6th day of May 2024



LETTER 23

Appendix B – Job Ladders

Mr. Travis Williams
President
Hartford Aircraft Lodge No. 743, I.A.M.A.W.
P. O. Box 3218
Windsor Locks, CT 06096

Dear Mr. Williams:

This will confirm the understanding and agreement between the parties relative to the job ladders listed in Appendix B of this agreement.

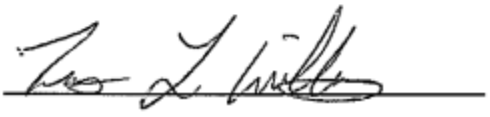
As a result of discussions in negotiations subcommittee, the parties have agreed that employees who are assigned to support functions, including Receiving Inspection, Metrology and the Quality Clinics, will continue to perform work assignments in support of all Mechanical Operations business units.

Sincerely,

Alpa D. Patel

Director, Employee & Labor Relations

Accepted this 6th day of May 2024



LETTER 24

Bonus at Ratification

Mr. Travis Williams

President

Hartford Aircraft Lodge No. 743, I.A.M.A.W.

P.O. Box 3218

Windsor Locks, CT 06096

Dear Mr. Williams:

This letter will confirm the understanding and agreement between the Company and the Union concerning the payment of a bonus at ratification.

(a) Following the ratification of the Agreement, employees who are both on the payroll of the Company and covered by this Agreement as of May 6, 2024, shall receive a two thousand three hundred dollar ($2,300**)** cash bonus. No other employee or former employee shall be eligible for this bonus. The cash bonus will be paid under the following guidelines:

1. Employees will be given the opportunity to receive the bonus at ratification (less all applicable withholdings) in a lump sum, or place some or the entire bonus at ratification in the Savings Plan.

2. Employees who choose to receive the full amount of the bonus at ratification (less all applicable withholdings) must elect to do so in writing by May 17, 2024. Payment (less all applicable withholdings) will be made as soon as practicable after June 20, 2024.

3. Employees not receiving the full bonus at ratification as per number 2 above, have until May 17, 2024, to elect to put some of their bonus in five hundred dollar ($500) increments, or their entire bonus into the Savings Plan.

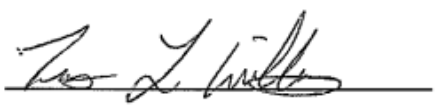
4. Any portion of the bonus at ratification not contributed to the Savings Plan will be paid (less all applicable withholdings) as soon as practicable after June 20, 2024.

5. The Company will match at fifty percent (50%) any of the ratification bonus placed in the Savings Plan.

Sincerely,

Alpa D. Patel
Director, Employee & Labor Relations

Accepted this 6th day of May 2024



LETTER 25

Voluntary Separation Option

Mr. Travis Williams
President
Hartford Aircraft Lodge No. 743, I.A.M.A.W.
P.O. Box 3218
Windsor Locks, CT 06096

Dear Mr. Williams:

This is to confirm the understanding and agreement reached between the Company and the Union concerning a Voluntary Separation Option to be offered during the life of this Agreement.

(a) A separation program will be offered for the duration of this Agreement to any employee covered under this collective bargaining agreement, age fifty-five (55) or over as of the date of separation, who (1) would otherwise be laid off in a reduction in force or (2) who volunteers and is accepted for separation under the circumstances described in paragraph (b). Eligible employees who receive benefits pursuant to this program will forfeit any recall rights as outlined in the Collective Bargaining Agreement.

(b) Employees eligible for this program pursuant to Section (a)(2) must be employed in a job ladder within a seniority area

which is directly affected by a permanent job loss and must volunteer to substitute for another employee who would otherwise be laid off from that job ladder within a seniority area. The Company will not be required to accept any such volunteers and the total number of volunteers to be accepted will be in the sole discretion of the Company. Volunteers, if accepted, will be accepted on the basis of seniority, starting with the most senior employee in the job ladder within the specified seniority area.

(c) The benefits under this option are:

- One (1) week of severance pay for each completed year of UTC service;

- A onetime five-thousand dollar ($5,000) lump sum payment (less applicable withholdings);

- Medical and dental insurance coverage will be provided to employees who participate in this voluntary layoff option and their dependents at no cost for a period of twelve (12) months following the employees' termination date. If the employee receiving benefits under this program dies before receiving the entire twelve (12) months of free health care coverage, medical and dental insurance coverage will continue for the participant’s dependents at no cost until twelve (12) months after the employee’s separation date.

Sincerely,

Alpa D. Patel

Director, Employee & Labor Relations

Accepted this 6th day of May 2024

LETTER 26

Guide Dogs of America Check-Off

Mr. Travis Williams
President
Hartford Aircraft Lodge No. 743, I.A.M.A.W.
P. O. Box 3218
Windsor Locks, CT 06096

Dear Mr. Williams:

The Company agrees to deduct on a monthly basis voluntary donation to the Guide Dogs of America upon receipt of a signed voluntary authorization card by an employee requesting that deductions be made from their wages in a monthly amount designated by the employee provided that the minimum deduction is not less than $1.00. The Company will thereafter make such deductions on a monthly basis and forward them on a monthly basis to the Treasurer of Guide Dogs of America at 13445 Glenoaks Blvd. Sylmar, CA 91342 together with the names, department, clock number, and amount deducted from all employees who authorized such deductions. Such authorization for deductions will remain in effect for the duration of this Agreement unless canceled in writing by the employee.

The monthly deductions authorized by an employee who has properly executed the authorization card will be deducted from the employee's

pay during the first pay period of each month. Authorizations for deduction received prior to the fifteenth (15th) of each month will be effective the first pay period the following month.

The Union agrees that it will indemnify and save the Company harmless from any and all liability, claim, responsibility, damage, or suit which may arise out of any action taken by the Company in accordance with the terms of this Article or in reliance upon the authorization described herein, in an amount not to exceed the sum received by the Guide Dogs of America on account of the deductions made from the earnings of such employee or employees.

The parties agree that two (2) times a year, there will be a joint audit of the monthly deductions authorized by the employees. To facilitate this process a representative from the Guide Dogs of America will provide the parties with a detailed listing of monies received on behalf of employees who have a properly executed authorization card. The intent of the audit is to assure compliance with the list of donors to the amount received by the Guide Dogs of America.

A sample of the Guide Dogs of America Check-off card shall be attached hereto and made part of this Agreement.

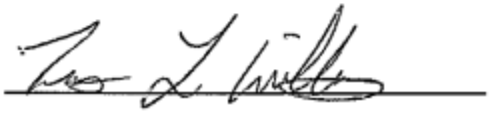
Employee donations of $25 or more may be eligible for Company matching donations under the Company Matching Gifts Program. The Company will instruct employees on the process for requesting Company matching through that Program.

Sincerely,

Alpa D. Patel

Director, Employee & Labor Relations

Accepted this 6th day of May 2024



LETTER 27

Connecticut Shared Work Program

Mr. Travis Williams
President
Hartford Aircraft Lodge No. 743, I.A.M.A.W.
P. O. Box 3218
Windsor Locks, CT 06096

Dear Mr. Williams:

This is to confirm the understanding and agreement between the Company and the Union concerning the Connecticut Shared Work Program.

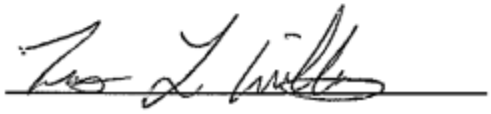
The Company and Union recognize that in some instances the Connecticut Shared Work Program offers an alternative method to resolving surplus situations of a temporary nature. Therefore, the Company agrees to discuss with the Union the possibility of utilizing the Connecticut Shared Work Program in those instances involving temporary surplus situations, which may also be addressed by implementation of the temporary layoff procedure, under Article 8, Section 8 of the Agreement.

Sincerely,

Alpa D. Patel

Director, Employee & Labor Relations

Accepted this 6th day of May 2024



LETTER 28

Administration of Hourly Benefits

Mr. Travis Williams
President
Hartford Aircraft Lodge No. 743, I.A.M.A.W.
P. O. Box 3218
Windsor Locks, CT 06096

Dear Mr. Williams:

This is to confirm the following understanding and agreement between the Company and the Union concerning the assignment of an administrator for hourly benefit issues.

The Company agrees it will designate an administrator who will be assigned responsibility for the investigation and resolution of hourly benefit questions raised by the bargaining unit employees throughout the bargaining unit. This individual will be assigned to the Manager of Benefits and will work with members of the District 26 staff to resolve such employee benefit issues which may occur over the life of the Agreement.

Sincerely,

Alpa D. Patel

Director, Employee & Labor Relations

Accepted this 6th day of May 2024

LETTER 29

Voluntary Purchased Vacation

Mr. Travis Williams
President
Hartford Aircraft Lodge No. 743, I.A.M.A.W.
P.O. Box 3218
Windsor Locks, CT 06096

Dear Mr. Williams**:**

This letter is to confirm the understanding and agreement between the Company and the Union concerning voluntary purchased vacation.

Effective January 1, 2025 employees covered by this agreement will be eligible to participate in the ability to purchase additional vacation days with pre-tax dollars during Annual Enrollment as part of the RTX purchased vacation program. Employees can purchase between one (8 hours) to five (40 hours) additional days of vacation. Purchased vacation cannot be changed or elected outside of annual enrollment. New hires will not be able to elect purchased vacation for the current year they are hired. Employees must use all their available vacation time specified in Article 13 before they can use their purchased vacation. Employees will not be reimbursed for unused purchased vacation at year end.

An employee who takes leave of absence, inclusive of short-term disability will no longer be eligible for the purchase vacation program for that calendar year. The employee will be reimbursed for any paid for, but unused purchased vacation when they cease receiving pay for hours worked by the Company. Vacation cannot be purchased again until the next Annual Enrollment period, regardless of if the employee returns from leave in the calendar year which they previously purchased vacation.

Purchased vacation time is managed through payroll deductions. Employees will see their purchased vacation allowances in their time keeping system and deductions can be tracked in the benefit deductions section of their paycheck.

The purchased vacation provision described above will continue in full force and effect for the duration of this Agreement, unless the Company changes such provisions for its salaried employees, in which case such change(s) will simultaneously be implemented for employees covered by this Agreement. If the provisions for salaried employees are so changed, the Company will not be required to negotiate such changes with the Union because the Union waives any right it might otherwise have to request the Company to engage in collective bargaining concerning any such changes. However, the Company agrees, in such eventuality, to provide the Union with notice of any such changes prior to implementation.

Sincerely,

Alpa D. Patel

Director, Employee & Labor Relations

Accepted this 6th day of May 2024

LETTER 30

Memorandum of Understanding

Mr. Travis Williams
President
Hartford Aircraft Lodge No. 743, I.A.M.A.W.
P.O. Box 3218
Windsor Locks, CT 06096

Dear Mr. Williams:

The purpose of this memorandum is to confirm the understanding and the agreement between the Company, Collins Aerospace and the International Association of Machinists and Aerospace Workers, AFL-CIO Lodge 743 concerning the payment of a one-time, lump-sum bonus to employees that meet the critera as defined below.

Employees that are actively employed at the date of ratification, are covered by the Collective Bargaining Agreement under Article 2, and maintain continuous employment as of January 1, 2027, and remain covered by the Collective Bargaining Agreement, will be eligible to receive a one-time, lump-sum bonus under the following conditions:

- At the time of ratification, be eligible for the UTC Represented Employee Savings Plan automatic employer contribution of 4%.

- As of January 1, 2027, be eligible for the RTX Savings Plan Company Design Retirement Contribution.
- As of January 1, 2027, receive the RTX Savings Plan Company Design Retirement contribution in an age tier that is under the age of 35.
    - At the time of ratification, the applicable RTX Savings Plan Company Design Retirement Contributions age tiers are outlined below:
        - **Under 30:** 3% employer contribution
        - **Ages 30-34:** 3.5% employer contribution
- Provided the Company plan design remains in effect as of January 1, 2027 and the employer contribution for the employees in the aforementioned age tiers is either 3% or 3.5%.

Employees who meet the above criteria will be eligible to receive a one-time, lump-sum bonus of seven hundred and fifty ($750) dollars. No other employee or former employee shall be eligible for this bonus. The cash bonus will be under the following guidelines:

1. Employees will be given the opportunity to receive the bonus (less all applicable withholdings), or place some or the entire bonus in the RTX Savings Plan Company Design.
2. Employees who choose to receive the full amount of the bonus (less all applicable withholdings) must elect to do so in writing by

February 5, 2027. Payment (less all applicable withholdings) will be made as soon as practicable after February 5, 2027.

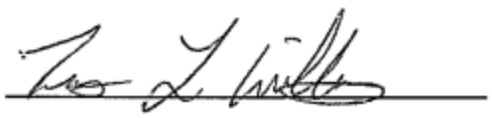
3. Employees not receiving the full bonus as per number 2 above, have until February 5, 2027, to elect to put some or their entire bonus in two hundred and fifty dollar ($250) increments into the RTX Savings Plan Company Design. Any portion of the bonus not contributed to the RTX Savings Plan Company Design will be paid (less all applicable withholdings) as soon as practicable after February 26, 2027.
4. The Company will match at fifty percent (50%) any of the bonus placed in the RTX Savings Plan Company Design.

Sincerely,

Alpa D. Patel

Director, Employee & Labor Relations

Accepted this 6th day of May 2024



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