

**COLLECTIVE BARGAINING
AGREEMENT**

BETWEEN

L-3 VERTEX AEROSPACE LLC

And

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

And its

LOCAL LODGE 2340

NAS Kingsville, TX

Effective: 16 March, 2009 – 30 January, 2012

TABLE OF CONTENTS

AGREEMENT3
ARTICLE 1	RECOGNITION4
ARTICLE 2	RIGHTS OF MANAGEMENT5
ARTICLE 3	UNION AND COMPANY RELATIONS.....6
ARTICLE 4	GRIEVANCE PROCEDURE AND ARBITRATION9
ARTICLE 5	SENIORITY.....13
ARTICLE 6	WORKWEEK, HOURS OF WORK, SHIFTS16
ARTICLE 7	OVERTIME18
ARTICLE 8	LEAVE OF ABSENCE19
ARTICLE 9	SAFETY21
ARTICLE 10	SEPARABILITY23
ARTICLE 11	MISCELLANEOUS24
ARTICLE 12	WORK FORCE ADMINISTRATION27
ARTICLE 13	JURY AND WITNESS DUTY29
ARTICLE 14	SHORT-TERM MILITARY DUTY30
ARTICLE 15	RATES OF PAY31
ARTICLE 16	VACATIONS33
ARTICLE 17	PAID PERSONAL TIME35
ARTICLE 18	HOLIDAYS36
ARTICLE 19	GROUP BENEFITS37
ARTICLE 20	SAVINGS PLAN40
ARTICLE 21	DETACHMENTS43
ARTICLE 22	ROTATIONAL LISTS45
ARTICLE 23	DURATION46
APPENDIX A47

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

L-3 VERTEX AEROSPACE LLC

AND

THE INTERNATIONAL ASSOCIATION OF MACHINISTS

AND AEROSPACE WORKERS,

AFL-CIO

AND ITS

LOCAL LODGE 2340

THIS AGREEMENT, dated as of 11 March, 2009 by and between L-3 Vertex Aerospace LLC (hereinafter referred to as The Company) and The International Association of Machinists and Aerospace Workers, AFL-CIO, and its Local Lodge 2340 (hereinafter referred to as "the Union").

WITNESSETH that

WHEREAS, the Union is the exclusive bargaining agent of certain employees of the Company, and

WHEREAS, the Union and the Company have negotiated a Collective Bargaining Agreement covering wages, hours and other conditions of employment, and

WHEREAS, the parties desire to reduce the Agreement to writing,

NOW, THEREFORE, in consideration of the mutual promises hereinafter set forth, the parties hereto agree as follows:

ARTICLE 1 RECOGNITION

Section 1.1 Recognition.

The Company recognizes The International Association of Machinists and Aerospace workers, AFL-CIO, Local Lodge 2340 as the sole and exclusive bargaining agent with respect to rates of pay, wages, hours of work and all other conditions of employment for all employees covered by this Agreement.

Section 1.2 Bargaining Unit.

The Employer and the Union agree that the employees covered by this agreement shall consist of the following: designated employees of L-3Vertex Aerospace LLC, at Naval Air Station, Kingsville, Texas, 78363 under United States Navy Contract N00019-08-D-0014 and its successor contracts, who are classified in jobs set out in this Agreement. Excluded from the unit are all supervisors and managers, office clerical employees, professional employees and guards as defined by the National Labor Relations Act, and all other employees of L-3 Vertex Aerospace LLC including those employees on contracts other than those identified above. **Any additional classifications will be reflected in Appendix A.**

ARTICLE 2 RIGHTS OF MANAGEMENT

The management of the Company and the direction of the work force are vested exclusively in the Company subject to the terms of this Agreement. All matters not specifically and expressly covered or treated by the language of this Agreement may be administered for its duration by the Company in accordance with such policy or procedure as the Company from time to time may determine.

The Company has the exclusive right to subcontract work and designate the work to be performed by the company and the places where it is to be performed, which right shall not be subject to the grievance procedure. However, the company recognizes the Union's desire to perform as much work as possible by the employees covered under this agreement. The company and the Union further recognize that certain subcontracting decisions are beyond the control of the Company. Therefore, when the Company decides to use outside contractors it will provide notification to the Union of such decision. The Union will be given the opportunity, before the Company implements its decision to subcontract, to propose alternatives whereby primary consideration will be given to utilizing bargaining unit employees, but this shall not delay or prevent the Company from implementing its decision to subcontract. The Company may, in its sole discretion, accept the Union's alternative or implement its decision to subcontract.

ARTICLE 3 UNION AND COMPANY RELATIONS

Section 3.1 Union Activity During Working Time.

Upon indoctrination, all new employees will meet with a Union Steward during check in. Solicitation of Union membership, collection or checking of dues will not be permitted during working hours. **For purposes of this Article**, breaks and lunch are not considered work hours. The Company agrees not to discriminate in any way against any employee for filing of grievances or for Union activity.

Section 3.2 Strikes and Lockouts.

The Union agrees that during the term of this Agreement and regardless of whether an unfair labor practice is alleged (a) there will be no strike, slow-down, sit-down, **sympathy strike**, or walk-out and (b) the Union will not directly or indirectly authorize, encourage or approve any refusal on the part of employees to proceed to the location or normal work assignment. Any employee who violates this clause shall be subject to discipline. The Company agrees that during the term of this Agreement there will be no lock-out of employees covered by this Agreement. Any claim by the Company that the Union has violated this Section 3.2 shall not be subject to the grievance procedure or arbitration provisions of this Agreement and the Company shall have the right to submit such claim to the courts.

Section 3.3 Union Security.

Membership in the Union is not compulsory. Employees have the right to join, not join, maintain, or drop their membership in the Union as they see fit. Neither party shall exert any pressure on or discriminate against an employee as regards such matters.

3.3(a)

Each employee in the bargaining unit shall, beginning on the 31st day following the execution of this Agreement or the 31st day following his/her employment, rehire, reinstatement, reemployment, recall, transfer, or regression into the bargaining unit, as a condition of continued employment in the bargaining unit, execute and deliver to the Company a payroll deduction authorization as provided for in this Article, or pay directly to the Union an amount of money equal to the Union's regular and usual initiation fee and its regular, uniform and usual monthly dues.

3.3(b)

Any employee within the bargaining unit who is required to contribute to the Union as provided for in Section 3.3(a) of this Article and who is subsequently transferred or promoted out of the bargaining unit or laid off shall not be subject to any of the provisions of this Article during the period of time such employee remains outside the bargaining unit or on layoff.

3.3(c)

No employee within the bargaining unit shall be required to pay fees or dues covering any period during which the employee was not in the bargaining unit or was not on the Company's active payroll including layoff.

3.3(d)

An employee within the bargaining unit shall be considered in good standing for the purpose of this Article when such employee tenders the amount of money equal to the Union's regular and usual initiation fee (due and payable only once per employee without regard to any interruption in service) and its regular uniform and usual monthly dues to an authorized agent of the Union or through payroll initiation fees/dues deduction. Upon written demand from the Union, the Company shall terminate an employee within the bargaining unit who fails to tender the sum due the Union under Section 3.3(a) of this Article within thirty (30) days from the date such sum is due provided the Union informs the Company and the employee in writing and allows him/her an additional fifteen (15) days after the 30th day of delinquency. If the employee fails to resolve his/her dues delinquency with the Union during this fifteen (15) day period and after notification to the Company by the Union, the Company will terminate the employee effective the end of that pay period.

3.3(e)

Employees may handle the matter of payment of Union initiation fees/dues directly with the Union. In cases where deductions are made from those who have already paid Union initiation fees/dues, the Union will make refunds directly to such employees.

3.3(f)

Deductions shall be made **for** the accrued regular monthly union dues **in 26 equal payments** of each employee in the bargaining unit for whom the above authorization has been received, beginning with the pay for the first full pay period in the month following receipt of such authorization, provided that sufficient earnings remain to cover Union dues after all deductions required by law are made, and such dues deductions shall continue, in like manner monthly thereafter, except as qualified in this Article.

Section 3.4 Business Representatives / Access to Plant.

The Business Representative of the Union shall have access to the Company facilities where bargaining unit employees are normally assigned during working hours for the purpose of conducting legitimate Union Business pertaining to this Agreement including, but not limited to, the investigation and advising in the handling of grievances, and will not interfere with the normal conduct of the Company's operation. The Company will not impose regulations which will render the intent of this provision ineffective. The Union shall keep the Company Manager of Human Resources currently informed in writing of the name of the accredited Business Representative. The Business Representative shall attempt to notify the Human Resources manager or his designee prior to any visit to the plant. The necessary Company badges and credentials will be given to the Business Representative.

Section 3.5 Shop Stewards.

The Union may select not to exceed, except by mutual agreement, two employees per 100 employees (or fraction thereof) per shift as Shop Stewards. However, the Company agrees to recognize a minimum of two stewards on first shift. The Union may designate one additional steward to act as Chief Steward. An employee while serving as a Steward or a member of the Joint Safety Committee shall not be surplus. The Company agrees that notwithstanding operational requirements and if requested by the Union, the Chief Steward will be assigned to the first shift.

Section 3.6 Departure from Work Assignment by Stewards to Investigate Complaints or Claims of Grievance.

Each steward shall notify and obtain permission from his supervisor before leaving his work assignment for the purpose of investigating complaints or claims of grievance on the part of employees or the Union or contacting the business representative in regard to such claim or grievance. Such permission shall be granted except where there is a substantial reason for delaying the contact or the investigation due to safety conditions or the fact that a critical operation is in process. The supervisor may be present during any discussion relating to any complaint or grievance. **Upon** the request of an employee or steward, the supervisor shall authorize a steward to participate in a private discussion with an employee, business representative, or his designee, relating to a complaint or grievance. Reasonable time for discussions of the type described in this **section** shall be conducted without requiring the employee or steward to clock out.

Section 3.7 Bulletin Boards.

The Company will **supply the Union with five (5)** lockable bulletin boards for the use of the Union at locations mutually agreed to. Their use will be restricted to the following:

- (a) Notices of Union meetings;
- (b) Notices of Union elections and results thereof;
- (c) Notices of Union recreational and social affairs;

Notices other than those in a-c above, approved by the Business Representative, or his designee, authorized in writing by the Union and approved by the Company, may be placed on the bulletin boards.

Section 3.8 Joint Meetings.

Should either party desire to discuss **any matter affecting** the relationship of the parties, a meeting of Union and Management representatives shall be arranged upon request of either party. Such meeting shall take place at a time mutually convenient to both parties. Any use of Company time for attendance at such meetings shall be arranged in advance by mutual agreement.

This Section is intended to provide a free avenue of communication between the Union and the Company, and suggestions, complaints, or other matters may be presented by either party, provided that neither party shall be required to discuss any item brought up by the other party nor be bound to act upon any item presented. However, both parties agree to discuss informal grievances and complaints.

Section 3.9 Indemnity.

The Union will indemnify and hold the Company harmless from and against any and all claims, demands, charges, complaints, or suits instituted against the Company which are based on or arise out of any action taken by the Company in accordance with or arising out of the foregoing provisions of this Article 3.3.

ARTICLE 4
GRIEVANCE PROCEDURE AND ARBITRATION

Section 4.1 Establishment of Grievance and Arbitration Procedure.

Grievances or complaints arising between the Company and its employees subject to this Agreement, or the Company and the Union, with respect to the interpretation or application of any of the terms of this Agreement, shall be settled according to the following procedure:

STEP 1. Oral Discussion.

The employee first shall discuss his grievance with the Steward and if the Steward considers the grievance to be valid then the employee and the Steward will contact the employee's supervisor and will attempt to effect a settlement of the complaint. This procedure, however, will not prevent an employee from contacting his supervisor if he so chooses. If the purpose of the employee's contacting his supervisor is to adjust the grievance, the Steward shall be given an opportunity to be present and such adjustment shall be in conformity with this Agreement.

STEP 2.

Grievance Reduced to Writing.

If no settlement is reached in Step 1, the Steward, if he considers the grievance to be valid, may at any time reduce to writing a statement of the grievance, **on a form agreed to by both parties**, or complaint which the grievant must sign and it shall contain the following:

- (a) The facts upon which the grievance is based.
- (b) Reference to the section or sections of the Agreement alleged to have been violated (this will not be applicable in cases of dismissal or suspension for cause or of involuntary resignation).
- (c) The remedy sought.

The Steward shall sign and submit the written statement of grievance to the **designated site representative** for consideration, with a copy to Human Resources. After such submission, the manager and the Steward may, within the next five (5) workdays, unless mutually extended, settle the written grievance and, over their signatures indicate the disposition made thereof. Otherwise, promptly after the expiration of such five (5) day period, or agreed extension thereof, the manager and the Steward shall sign the grievance and their signatures will indicate that the grievance has been discussed and reconsidered by them and that no settlement has been reached.

STEP 3. Written Grievance Handling at Business Representative/Company Representative Level.

If no settlement is reached in Step 2 within the specified or agreed time limits, the Business Representative or his designee may at anytime thereafter submit the grievance to the Site Manager or the designated representative of the Company. After such submission, the designated representative of the Company and the Business Representative or his designee may, within the next ten (10) workdays, unless mutually extended, settle the grievance and, over their signatures, indicate the disposition made thereof. Otherwise, promptly after the expiration of such ten (10) day period, or agreed extension thereof, the designated representative of the Company and the Business Representative, or his designee, shall sign the grievance and their signatures will

indicate that the grievance has been discussed and reconsidered by them and that no settlement has been reached.

STEP 4. Arbitration.

If no settlement is reached in Step 3 within the specified or agreed time limits, then either party may in writing, within ten (10) workdays thereafter, request that the matter be submitted to an arbiter for a prompt hearing as hereinafter provided in Sections 4.5 to 4.6, inclusive.

Section 4.2 Dismissals, Suspensions, Layoff, etc.

In cases of layoff or suspension for cause, or of involuntary resignation, the employee shall be given a copy of the layoff, suspension or termination of service slip, as the case may be, if he is available to be presented with such copy. If he is not available, copies of the slip will be sent to the employee and **provided** to the **Chief Steward**. The employee shall have the right to appeal the action shown on the slip providing the Union files a written grievance with the designated representative of the Company within ten (10) workdays after the date of layoff dismissal, or suspension for cause, or involuntary resignation, or within ten (10) workdays after the date of the mailing of the copy of the slip. The written grievance then may be processed through subsequent steps.

Section 4.3 Policy Grievances

Processing of grievances which the Union may have against the Company **regarding a group of employees** shall begin with **Step 2** and shall be limited to matters dealing with the interpretation or application of terms of this Agreement. Such grievance shall be submitted in writing to the designated representative of the Company, and shall contain the following:

- (a) Statement of the grievance setting forth the facts upon which the grievance is based.
- (b) Reference to the section or sections of the Agreement alleged to have been violated
- (c) The correction sought.

The grievance shall be signed by the designated representative of the Union. If no settlement is reached within ten (10) workdays (unless mutually extended) from submission of the grievance to the designated representative of the Company, both shall sign the grievance and indicate that it has been discussed and reconsidered by them and that no settlement has been reached. Within ten (10) workdays thereafter the Union may in writing request that the matter be submitted to an arbiter for a prompt hearing as hereinafter provided in 4.5 to 4.6, inclusive.

Section 4.4 Retroactive Compensation.

Grievance claims involving retroactive compensation shall be limited to one hundred and twenty (120) calendar days; prior to the written submission of the grievance to Company representatives, provided, however, that this one hundred and twenty (120) limitation may be waived by mutual consent of the parties.

Section 4.5 Selection of Arbiter - From Federal Mediation and Conciliation Service.

The parties shall jointly request the Federal Mediation and Conciliation Service to submit a panel of seven (7) arbiters. Such requests shall state the general nature of the case and ask that the nominees, be qualified to handle the type of case involved. When notification of the names of the panel of seven (7) arbiters 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 shall be determined by lot. The remaining person shall be the arbiter.

Section 4.6 Arbitration - Rules of Procedure.

Arbitration pursuant to Step 4 shall be conducted in accordance with the following:

4.6(a)

The arbiter shall hear and accept pertinent evidence submitted by both parties and be empowered to request such data as he deems pertinent to the grievance and shall render a decision in writing to both parties within thirty (30) days, unless mutually extended, after the completion of the hearing.

4.6(b)

The arbiter shall be authorized to rule and issue a decision in writing on the issue presented for arbitration which decision shall be final and binding on both parties.

4.6(c)

The arbiter shall rule only on the basis of information presented in the hearing before him and shall refuse to receive any information after the hearing except when there is a mutual agreement, in the presence of both parties.

4.6(d)

Each party to the proceedings may call such witnesses, as may be necessary, in the order in which their testimony is to be heard. Such testimony shall be limited to the matters set forth in the written statement of grievance. The arguments of the parties may be supported by oral comment and rebuttal. Either or both parties may submit written briefs with a time period mutually agreed upon. Such arguments of the parties, whether oral or written, shall be confined to and directed at the matters set forth in the grievance.

4.6(e)

Each party shall pay any compensation and expenses relating to its own witnesses or representatives.

4.6(f)

The Union and the Company will equally share the costs of the Arbitrator.

4.6(g)

The total cost of the stenographic record (if requested) will be paid by the party requesting it. If the other party also requests a copy, that party will pay one half of the stenographic costs.

Section 4.7 Extension of Time Limits by Agreement.

Time limits designated in this Article for processing grievances and for bringing a matter to arbitration may only be extended by mutual written consent.

Section 4.8 Agreement Not to be Altered.

In arriving at any settlement or decision under the provisions of this Article, neither the parties nor the arbiter shall have the authority to alter this Agreement in whole or in part.

Section 4.9 Conference During Working Hours.

All conferences resulting from the application of provisions contained in this Article shall be held during working hours.

Section 4.10 Business Representative, When Not Available May Authorize Designee.

For any period that the Business Representative is unavailable to serve in that capacity under this Article 4, he may designate an accredited Steward or another accredited Business Representative to act for him, as his designee. As to each such period of unavailability, authorization of the designee will be accomplished by the Business Representative informing the appropriate Company representative of the expected period of the Business Representative's unavailability to perform his duties under this Article 4. He shall promptly notify the Company representative of the fact and such notice will terminate at the end of the period during which the designee is authorized to act.

Section 4.11 Signing Grievance Does Not Concede Arbitrable Issue.

The signing of any grievance by any employee or representative either of the Company or of the Union shall not be construed by either party as a concession or agreement that the grievance constitutes an arbitrable issue or is properly subject to the grievance procedure under the terms of this Article.

Section 4.12 Discipline

Section 1 – Disciplinary action shall only be initiated by the Company for just and sufficient cause. Any penalty imposed will be consistent with proven offenses, and the principles of progressive discipline shall normally be adhered to.

Section 2 – Written and verbal warning notices not involving a suspension will be removed from the employee's file nine (9) months from date of issue.

Written warning notices involving a suspension will be removed from the employee's file twelve **(12) months** from date of issue.

Section 3 – The Union shall receive written notification of all discipline administered to any represented employee.

Section 4 - Employees shall have the right to Union representation during any interview that may be disciplinary in nature or lead to any discipline. Employees shall be notified of these rights **prior** to any such interview taking place.

ARTICLE 5 SENIORITY

Section 5.1 Purpose and Definition.

Both parties hereto agree that continued service over a period of time should, and in most cases does, increase the worth of an employee to his employer, and that length of service should receive recognition in case of promotion, and therefore agree:

That the principle of seniority, where qualifications, are **met** when used for promotion, or Special Assignment Differential as defined in Section 15.8, shall be the determining factor and shall apply upon a **site**-wide basis in accordance with the specific application provisions of this agreement.

Section 5.2 Probationary Employees.

5.2(a)

For the first ninety (90) days of employment, employees shall be considered as on probation and without seniority. However, if a probationary employee is laid off and rehired within a period of time not in excess of the time he had previously spent as a probationary employee, he will be credited with the time previously worked toward the completion of his probationary period. Upon the completion of his probationary period, his seniority date will then be established as of ninety (90) days prior to the completion date of his probationary period. **Any job posted but not filled by a non-probationary employee may be offered to a qualified probationary employee prior to hiring from the street.**

5.2(b)

During such ninety (90) day period, probationary employees may be laid off or terminated at the discretion of the Company. Such layoffs or terminations during the probationary period shall not be subject to the grievance and arbitration procedure.

Section 5.3 Establishment of Seniority.

The T-45 TS CLS seniority date of each employee, who, as of the effective date of this agreement, is in the unit defined in Article 1, on authorized leave of absence from the unit or acting in a supervisory capacity over employees in the unit, shall be in conformance with the date carried on the Company's records. The seniority date of each employee, who, subsequent to the effective date of this agreement is hired, rehired, or transferred into the unit shall be the effective date of such hire, rehire, or transfer.

Section 5.4 Employees With Identical Seniority Dates.

When two or more employees have the same seniority date as herein provided, the employee having the lowest number (the last four (4) digits of one's social security number) shall be considered as having the least seniority for tie breaking purposes.

Section 5.5 Accumulation Seniority.

Seniority shall accumulate to:

5.5(a)

Employees who are on the active payroll of the Company and in the bargaining unit defined in Article 1 of this Agreement:

5.5(b)

Employees while on active military service and reinstated in compliance with applicable law;

5.5(c)

Time spent on authorized leave of absence for Union business in accordance with Article 8;

5.5(d)

Time lost by reason of injury, or illness not to exceed the time limits on layoff **status** provided in 5.5(g);

5.5(e)

Time spent on authorized leave of absence granted because of pregnancy or to cover periods of non-industrial injury or illness, not to exceed 12 months during any such period;

5.5(f)

The first 30 days of any other authorized leave of absence;

5.5(g)

Employees who are laid-off will continue to accumulate seniority during time on layoff, not to exceed in each instance: (a) a period of five years for employees with three years or more of seniority at the time of layoff, (b) a period of three years for employees with less than three but more than one year of seniority at the time of layoff, and (c) a period of one year for employees with less than one year of seniority at the time of layoff.

Section 5.6 Loss of Seniority.

An individual shall lose seniority rights for the following reasons:

5.6(a)

Resignation. In addition to normal resignations, an individual who, while on leave of absence, **engages in work inconsistent with the stated purpose of the LOA**, or fails to report for work or to obtain renewal of his leave on or before its expiration, will be considered as having resigned;

5.6(b)

Discharge for cause;

5.6(c)

Failure to respond with an acceptance within five (5) working days after dispatch of a recall from layoff notice by certified mail (unless such period is extended by the Company);

5.6(d)

Failure to report for work within ten (10) working days after acceptance **of recall** or on such later date as may be designated by the Company;

5.6(e)

It is the sole responsibility of the employee to keep the Company properly informed as to his address and telephone number. The Company will fulfill its obligation for notice of recall by mailing a notice to the employee's last address of record;

5.6(f)

Layoff for a period of which exceeds:(a) five years for employees with three years or more of seniority at the time of layoff, (b) a period of three years for employees with less than three but more than one year of seniority at the time of layoff, and (c) a period of one year for employees with less than one year of seniority at the time of layoff;

5.6(g)

Retirement;

5.6(h)

Absence in excess of three (3) consecutive working days without notification shall constitute RESIGNATION as in 5.6(a) above, unless satisfactory evidence of inability to report for work is shown.

5.6(i) Continuous employment in a non-bargaining unit position in excess of 3 years.

Section 5.7 Transfers To and From the Bargaining Unit.

5.7(a)

The Company may transfer or promote employees covered by this Agreement to supervisory positions.

5.7(b)

Employees transferring to salaried positions, or employees that have previously transferred, to supervisory positions, shall retain their bargaining unit seniority but shall not accumulate additional seniority while they remain in such salaried positions.

5.7(c)

The Company at any time may transfer or demote to positions within this unit those employees who have accumulated seniority under Section 5.3 of this Article 5. Such transfers or demotions may be made subject only to the job return rights of others to the extent provided in Article 12.

ARTICLE 6 WORKWEEK, HOURS OF WORK, SHIFTS

Section 6.1 Payweek/Workweek.

The purpose of this Article is to define the normal hours of work, but nothing in this Agreement shall be construed as a guarantee of specified numbers of hours of work either per day or per week. The pay period shall consist of a period of seven (7) consecutive twenty-four (24) hour periods **beginning at 12:00 a.m. Monday and ending at 11:59 p.m. Sunday.**

The normal workweek shall be forty (40) hours consisting of five (5) consecutive days of eight (8) hours, **Monday thru Friday, with two (2) consecutive days off (Saturday and Sunday)** or four (4) consecutive days of ten (10) hours, **Monday thru Thursday, three (3) consecutive days off (Friday, Saturday and Sunday).** Each shift shall include a thirty minute unpaid lunch, which shall normally be uninterrupted. Each employee will be assigned to a shift with designated times for beginning and ending.

Normal shifts are:

- First Shift Beginning at or after Monday 4:00 a.m. but before 12:00 p.m.
- Second Shift Beginning at or after Monday 12:00 p.m. but before 8:00 p.m.
- Third Shift Beginning at or after Sunday 8:00 p.m. but before 4:00 a.m.

6.1(a) Workweek Seven.

Beginning two hours prior to the beginning of the flight schedule/field opening as submitted by the customer. **Workweek seven shall be (5) consecutive days of eight (8) hours, Sunday thru Thursday, with two (2) consecutive days off (Friday and Saturday).**

Section 6.2 Shifts; Lunch Periods.

Employees will be allowed one scheduled fifteen (15) minute rest period before and one fifteen (15) minute rest period after lunch in each complete scheduled work day. The time will be established by the Company. Determination of starting time and hours of work shall be made by the Company and such schedules may be changed from time to time to suit varying conditions of business. An additional (15) minute rest period will be allotted for each additional (2) hours of work.

6.2(a) Employees may be allowed to adjust schedule for purposes of furthering education.

Section 6.3

Employees shall work up to the start of the rest and lunch periods and be at their place of work at the end of their rest and lunch periods. Depending on operations and schedules, employees may be required to work through their rest and/or lunch periods and take them at a mutually agreed later or earlier time during the shift.

Section 6.4

An employee will not be sent home **nor shift time altered** for the sole purpose of avoiding overtime.

Section 6.5 Non-Standard Work Week.

6.5(a) Base Rates.

The number of non-standard work schedule hours (10) will be substituted for eight (8) hours of jury duty, witness Service and Bereavement Leave.

6.5(b) Un-Worked Holidays.

When a holiday falls on a scheduled off day, it will be observed on the closest scheduled workday. An employee working a non-standard schedule will receive the equal amount of holiday hours per year as an employee on a standard work schedule.

6.5(c) Vacation /PPT.

An employee working a non-standard work schedule will receive the number of hours pay for a day of vacation or PPT equal to the number of regular hours on the employees shift for the day.

6.6 Autotime

Employees are responsible for documenting all hours worked (including off site assignments) in the automated time system when available. Supervisors must verify and authenticate all work hours recorded by the employee prior to signing the employee's Autotime card. The supervisor will resolve any questions concerning the employee's recorded time, and notify the employee of any necessary changes. Supervisors will add comments to support any change to the employee's recorded hours. Changes that the employee does not agree with will be subject to grievance and arbitration.

ARTICLE 7 OVERTIME

Section 7.1 Overtime.

In order for the Company to meet its support obligations, certain employees from time to time will be required to work overtime, as well as shift work during the week, on holidays and weekends. When it becomes necessary to schedule overtime, it will first be offered on a rotating basis to the senior qualified employee on a voluntary basis within the work group/work area where the overtime requirement exists. If management fails to obtain a sufficient number of volunteers to meet the overtime requirement(s), then qualified employees on a rotating basis in reverse seniority order may be directed to work the necessary overtime within the work group/work area where the overtime requirement exists. The Company will provide a minimum of **twenty-four** hours advance notice whenever possible.

The Company shall not require an employee to work overtime who has worked, three (3) consecutive weekends (either Saturday or Sunday), or **140** overtime hours in the calendar quarter, except in extraordinary circumstances mandated by the customer. Hours worked on any off-site assignment shall be included in this provision.

Section 7.2

Overtime shall be paid at one and one-half (1.5) times an employee's base rate, plus shift differential and lead pay if applicable, for all hours worked in excess of forty (40) compensated hours in the workweek as hours worked for the purpose of overtime calculation., including Saturday and Sunday. All compensated hours shall be credited as hours worked for the purpose of overtime calculation.

Section 7.3 Wage Payment Basis.

Employees shall be paid for time worked computed to the nearest one-tenth hour.

Section 7.4

There shall be no pyramiding of overtime and/or other premium payments. No overtime shall be worked except by direction of the Company's appropriate management.

Section 7.5

An employee returning from a remote assignment of a fourteen (14) day duration or longer, will not be required to work mandatory overtime on their next **consecutive** scheduled two (2) days of rest.

Section 7.6

In any dispute regarding any claim that an employee was not given an opportunity to work overtime, the only award, if any, will be that the employee shall be provided an opportunity to work such overtime at the next overtime opportunity.

Section 7.7

The Company agrees that without twelve (12) hours advance notice, management cannot require more than 50% of a job classification within a skill center to work directed (mandatory) overtime. The 50% required to work must be given a minimum of two (2) hours notice unless customer requires last minute notice.

ARTICLE 8 LEAVE OF ABSENCE

Section 8.1 Authorized Leaves of Absence.

Requests for leaves of absence must be made in writing to the Company and specify the reason for the absence. For the time period indicated in each instance, leaves of absence (without pay except to the extent vacation credit or paid personal time can be used and is used under and in accordance with Articles 16 and 17) **may, at the discretion of management**, be granted to an employee on the active payroll **and such request will not be unreasonably denied.**

8.1(a)

In case of accident or illness, for the period of time the injury or illness requires that the employee be absent from work the Company may require satisfactory proof of such injury or illness.

8.1(b)

In pregnancy cases, upon request of the employee or at such time as leave shall be mandatory under any applicable law.

8.1(c)

For the period of time necessary to serve in the Armed Forces of the United States.

8.1(d)

When appointed by the President or Directing Representative of the Union representing the particular unit, or selected to a full-time Union, position, for the period of time necessary to fill such position.

8.1(e)

The Company may grant leaves of absence without pay for other reasons that the Company considers valid.

Section 8.2 Return from Leave of Absence.

An employee who applies for return from leave of absence on or before the expiration date of his leave will be returned in accordance with the following:

8.2(a)

When an employee returns from a leave of absence granted due to injury / illness and is medically able to perform the job, which was last held, the employee will be returned to that job. If not able to perform the job last held, he will be considered for any job for which he is qualified and able to perform, or if a surplus occurred that would have affected him during such leave, be subjected to surplus procedures in accordance with Article 12.

8.2(a) (1)

When the employee is not able to perform the job last held the Company, after consulting with the Union, will determine placement based on seniority, qualification and ability. **The employee must have a release from a licensed physician describing the specific work restrictions, if any. If the employee is not able to perform the duties of the job last held, the company will consider placement in an equal or lower rated classification that the employee is qualified to perform. If so placed, the employee will receive the appropriate wage rate of the classification assigned. Accommodation of a restricted work assignment is temporary, not to exceed thirty (30) days, unless additional time is approved by management based on verifiable medical substantiation.**

8.2(b)

If leave was granted for military service, the provisions of applicable laws shall apply.

8.2(c)

If leave, irrespective of length, was granted for any reason other than those stated in paragraphs 8.1 (a) to 8.1(e) inclusive, the employee will return to the job title last held providing there is an opening. Otherwise the employee may be placed on layoff.

ARTICLE 9 SAFETY

Section 9.1 Health and Safety.

The Company will continue to make reasonable provisions for the safety and health of employees. The Union shall have the right to confer with the Company on matters pertaining to safety of the employees. The Union may designate a safety representative to serve on the Joint Labor Management Safety Committee. The Union may appoint a Safety Committee of not more than four (4). Employees.

The Union Safety Committee shall be appointed by the designated IAM&AW District Business Representative. Both the Company and Union recognize their respective obligations to assist in the prevention, correction, and elimination of all hazardous and unhealthy working conditions and practices.

The designated Union Safety Representative(s) shall not suffer any loss in pay from time spent during his or her normal working hours in joint Union-Management discussions of Safety and Health problems or in joint Union-Management investigation of Safety and Health problems, on independent investigations, or in OSHA walk-around inspections. The Safety Committee person shall be allowed to make independent investigations for the Safety and Sanitation Committee's operation.

This Committee may meet upon request not more than once each month, with representatives of the Company Safety Department or Human Resources to discuss Safety or Sanitation matters as they apply to bargaining unit employees. The parties agree these matters will not be subject to the grievance process.

The parties mutually agree that a Union Safety Committeeperson and Company Safety Engineer may jointly investigate specific major safety items. Such a joint investigation may be initiated by the Union Safety Committeeperson calling the Company Chairperson of the Safety Committee requesting that such an investigation be scheduled. The Company will notify the Chairperson of the Union Safety Committee of accidents which result in time lost as well as industrial health problems which might develop into time lost. There shall be a Union Safety Committee Chairman and he shall be assigned to first shift.

Section 9.2 Requirement of Medical Examination.

In the interest of continued safety of individuals and their fellow employees, any applicant for employment or any employee may be required through Government regulations or by the Company to undergo a medical examination by a doctor of the Government's or the Company's selection. **The company will provide a copy of the medical report to the employee.** If the diagnosis or examination results furnished by the Company doctor are not satisfactory to the employee, he may obtain an opinion from his own doctor. If a disagreement still exists, an additional doctor, mutually agreed upon by the Company and the Union, will be acquired for his analysis. If the mutually agreed upon doctor's diagnosis agrees with the employee's doctor, the Company shall only pay for the services of the mutually agreed upon doctor. The cost incurred for services of all other non-Company physicians shall be the sole responsibility of the employee who gave rise to the dispute. **In reference to workers compensation medical requirements, the company will abide by the laws of the state.**

Section 9.3 Safety Shoes.

The Company will maintain a process that will provide employees up to **\$100** per year toward the purchase of approved safety shoes where such shoes are mandatory due to regulatory compliance or Company directive. An additional allowance of up to **\$100** will be provided **anytime** safety shoes are determined to be unserviceable **by the supervisor. If there is a dispute regarding serviceability, it will be resolved by the Union/Company Safety Committee.**

Section 9.4 Safety Glasses.

The Company will provide safety glasses. The Company will reimburse employees, who require prescription safety glasses, the difference between what the vision plan pays and actual cost up to \$200.00. This reimbursement will include one (1) pair of lenses once every twelve (12) months, one (1) set of frames once every twenty four (24) months for prescription safety glasses. Prescription safety glasses will not affect normal employee benefits.

Section 9.5 Foul Weather Gear.

The Company will provide raingear for employees required to use in the performance of their job **and replace as needed.**

Section 9.6 Drug and Alcohol Policy

The Company and the Union are committed to providing employees with a drug-free and alcohol-free workplace. The Company shall maintain a policy that complies with the Drug-Free Workplace Act of 1988 and the requirements of the Department of Defense.

Employees who have substance abuse problems are encouraged to utilize the resources of a qualified Employee Assistance Plan (EAP). Employees will not be disciplined for self identifying.

The company will conduct a random/for cause drug-testing program of all employees in providing a drug free workplace for such employees. Any employee who refuses to take a drug or alcohol test will be subject to termination.

Any employee who tests positive will be terminated. The Union has the right to grieve any action taken for improper or unjust cause.

ARTICLE 10
SEPARABILITY

Should any part hereof or any provision herein contained be rendered or declared invalid by reason of any existing or subsequently enacted legislation or by any decree by a court of competent jurisdiction, such invalidation of such part or portion of this Agreement shall not invalidate the remaining portions hereof and they shall remain in full force and effect.

The Company and the Union shall meet as soon as possible after the enactment of such legislation or decree to reestablish compliance.

ARTICLE 11 MISCELLANEOUS

Section 11.1 Sabotage.

The Union agrees to report to the Company when it has knowledge of any acts of sabotage or damage to or the unauthorized or unlawful taking of Company, Government, customer or any other person's or employee's property. The Union further agrees, if any such acts occur, to use its best efforts in assisting to identify the guilty person or persons and notify the Company of its investigation.

Section 11.2 Security Clearance.

Nothing in this Agreement shall require the Company to employ or continue to employ or give access to any of its facilities or work locations, any person or persons to whom the cognizant Security Agency, in the interest of security against espionage or subversive activity, refuses to give access to classified information and/or work. However, the Company will give consideration to assigning an employee in his job title to an area for which he is qualified and a clearance is not required.

Section 11.3 Non-Discrimination.

All terms and conditions of employment included in this Agreement shall be administered and applied without regard to race, color, religion, national origin, status as a disabled or Vietnam era veteran, age, sex, or the presence of a handicap except in those instances where age, sex or the absence of a handicap may constitute a bona fide occupational qualification. If administration and application of the contract is not in contravention of Federal laws, such administration shall not be considered discrimination under this Section 11.3.

Section 11.4 Successor and Assigns.

This Agreement shall be binding upon and shall insure to the benefit of the parties hereto, their successors and assigns; but in the event the Company ceases to perform on the contract as identified in Article 1, the Company shall be released from all obligations on the project(s) so affected under this Agreement.

Section 11.5 Performance of Work.

Supervisors shall not perform the duties of employees in the bargaining unit, except in emergency situations. **An emergency situation is defined as work performed by a non bargaining unit employee in cases to prevent damage to government or company property, or to prevent injury to personnel i.e.; closing of canopies during severe weather, or assisting employee in the use of equipment if there are no other bargaining unit employees available to assist.**

Section 11.6 Travel Reimbursement.

The Company will comply with the current JTR for travel and reimbursement of travel.

11.6(a)

Reimbursement of travel shall normally be paid by the company within (10) working days of receipt of a correct travel expense report.

11.6(b)

Expense reports shall be completed and submitted within 5 working days of completion of the trip. An employee who has been advanced travel pay shall have 10 working days in which to repay any unused advance from the date the expense report is filed.

Section 11.7 Bargaining Unit Status Report.

A quarterly seniority list, updated monthly, will be provided to the Union. The report will include the following information:

- (a) Employee name
- (b) Last four digits of the employee's Social Security Number
- (c) Job number and title
- (d) Seniority date
- (e) Employee's on active layoff

Section 11.8 Masculine - Feminine References.

In construing and interpreting the language of this Agreement, reference to the masculine such as "he", "him", or "his" shall include reference to the feminine.

Section 11.9 Contributions to Machinists Nonpartisan Political League.

Upon receipt by the Company of a signed voluntary authorization by an employee, on a form approved by the Company, requesting that there be deductions made from his wages, in a monthly amount designated by the employee, such deductions to be forwarded to the Union for use by the Machinists Nonpartisan Political League, the Company will thereafter make such deductions and forward them to the Machinists Nonpartisan Political League, in care of the Union. Such authorization will remain in effect for the duration of this Agreement, unless earlier canceled in writing by the employee.

Section 11.10 Contributions to Guide Dogs of America.

Upon receipt by the Company of a signed voluntary authorization by an employee, on a form approved by the Company, requesting that there be deductions made from his wages, in a monthly amount designated by the employee, such deductions to be forwarded to the Union. Such authorization will remain in effect for the duration of this Agreement, unless earlier canceled in writing by the employee.

Section 11.11 Tools.

The Company will provide all required tools. Personal tools are not allowed unless authorized by a Supervisor.

Section 11.12 Uniforms.

The Company will continue the present practice of providing and maintaining eleven (11) sets of uniforms and one (1) light jacket to employees. In addition, effective Oct, 1, **2009**, the Company will provide one (1) winter coat or one (1) pair of insulated coveralls to employees. The Company will permit employees to wear light blue **or navy blue** t-shirts **and sweatshirts** with the Program logo (**logo to be provided by the Company**) and Union patch, and Union hats at their discretion.

Section 11.13 Field Closure/no Base Access.

In the event of base closure, natural disaster, no fly day or any reason beyond the employees control and provided the employer is reimbursed by the government for such event, the employee shall be paid up to five (5) days or forty (40) hours per year. Not to be carried over to next year.

Section 11.14 Lockers.

Lockers which are assigned for personal use can only be opened/inspected in the presence of the individual employee or steward.

Section 11.15

Employees will be provided paid time to renew/obtain credentials necessary to gain base access. Such paid time is subject to management approval on a case by case basis and is restricted to CAC Cards, Base ID cards, and vehicle registration of one primary means of transportation to work.

Enrollment in group health and welfare plans will be accomplished on paid time when such enrollment is required by the Company. Site administration personnel will assist employees with enrollment in health and welfare plans.

ARTICLE 12
WORK FORCE ADMINISTRATION

Section 12.1 Surplus Action.

12.1(a)

In effecting a reduction in force within a Skill Center by job classification, the following procedure shall be followed. The first selection would be probationary employees, followed by voluntary layoff in the Skill Center and classification, followed by full time employees in the Skill Center, by classification in reverse seniority order.

12.1(b)

Affected full time employees referenced in 12.1(a), will be offered a lateral or lower job classification providing they have the required qualifications on the date of the surplus notification for that job if their seniority permits. **Affected employees will be given two (2) working days from notification to exercise their bumping rights.**

Section 12.2 Recall from Layoff.

Employees who are on active layoff status from Skill Centers and job classifications having job openings will be recalled in order of seniority providing they have the required qualifications and are eligible for recertification for that job.

12.2(a)

Employees will be notified of recall by certified mail to their last known address on the Company's records, with a copy to the Union, and the employee will be required to report to work within fourteen (14) calendar days following receipt of the written notice. Failure to do so will result in automatic loss of seniority and the employee will be terminated. It is the sole responsibility of the employee to keep the Company properly informed of his/her address and telephone number.

Section 12.3 Temporary Layoffs.

When the Company determines it is necessary to reduce the number of employees working within a Skill Center and job classification, employees may be temporarily laid-off for not more than fourteen (14) calendar days, with or without application of the procedures stated in this agreement during such period of temporary layoff. The Company agrees that the Union will be notified when possible in advance.

Section 12.4 Temporary Assignment.

The Company may temporarily assign employees to perform work assignments described for other job classifications. This assignment shall not exceed **sixty (60)** calendar days, unless mutual agreement by the parties.

Section 12.5

It is understood that an employee will perform some of the work of jobs in a higher job classification, and some of the work in jobs of a lower job classification. Employees assigned by Management on a temporary basis for two (2) hour or more will be paid the higher rate for all time worked.

Section 12.6

The Company maintains the right to determine what qualifications and/or certifications are required for any job classification covered within this bargaining agreement. **Any changes will require notification to Union Representative. Any newly created job descriptions or revised job descriptions shall be subject to the grievance and arbitration procedure with regards to appropriate rates of pay.**

Section 12.7 Employee Requested Transfer / Job Vacancies.

The Company will maintain an environment in which employees can make known their interest in transferring to other positions which they are qualified to perform. An Employee Requested Transfer system, including the posting of openings on Company bulletin boards **and** Intranet, will be established which will allow each employee to make application for transfer and receive consideration as a candidate for open positions for which qualified. Both parties agree that continued service over a period of time normally does increase the worth of an employee to his/her employer. Therefore, when qualifications are **met** the Company agrees to recognize seniority in case of promotions within the Skill Centers included in this bargaining unit. The most senior employee requesting transfer **shall be selected. In cases of nepotism, employees currently assigned to a classification covered by this agreement, may request a waiver of the Company policy.**

ARTICLE 13
JURY AND WITNESS DUTY

Section 13.1

An employee absent from work due to required jury duty will be paid for such lost hours at his current straight time base rate, including differentials where applicable, up to a maximum of eight hours per day, for each regular workday the governmental body that summoned the employee for jury duty pays the employee. Employees will be paid eight (8) hours jury duty pay and will be excused from their scheduled shift. Second and third shift employees summoned to jury duty will be temporarily assigned to first shift on a weekly basis during the time required to serve. Fees received for jury duty will not be deducted from such pay. The employee will furnish to the Company evidence satisfactory to the Company showing the performance of jury duty that meets the requirements of this Section 13.1.

Section 13.2

An employee absent from work in order to comply with a subpoena as a witness in a federal or state court of law, will be paid for such lost hours at his current straight time base rate, including differentials where applicable, up to a maximum of eight (8) hours per day, for each regular workday for which he is paid a daily witness fee. Employees will be paid eight (8) hours witness duty and will be excused from their scheduled shift. Witness fees will not be deducted from such pay. An employee is not entitled to such pay under this Section 13.2 in circumstances where the employee (1) is called as a witness against the Company or its interests; or (2) is called as a witness on his own behalf in an action in which he is a party; or (3) voluntarily seeks to testify as a witness; or (4) is a witness in a case arising from or related to his outside employment or outside business activities. The employee will furnish to the Company a **summons** showing his attendance as a witness that meets the requirements of this Section 13.2.

ARTICLE 14
SHORT-TERM MILITARY DUTY

An employee who is a member of a reserve component of the Armed Forces, who is required to enter active annual training duty, temporary special services, **or to make up a scheduled drill**, shall be paid his normal straight time earnings, including differentials where applicable, up to a maximum of **sixteen (16)** workdays each United States Government fiscal year. The amount due the employee under this Article shall be reduced by the amount received from the government body identified with such training duty or services, for the period of such duty (up to the maximum period mentioned above). Such items as subsistence (does not include allowance for quarters), uniform and travel allowance shall not be included in determining pay received from state or federal government.

ARTICLE 15 RATES OF PAY

Section 15.1 Rates of Pay.

Section 15.1(a)

Effective October **2009** all employees on the active payroll on October 1, **2009** including those on approved leave of absence for ninety (90) days or less, will have their base rate increased by a **3.50** percent general wage increase.

Section 15.1(b)

Effective October **2010** all employees on the active payroll on October 1, **2010** including those on approved leave of absence for ninety (90) days or less, will have their base rate increased by a **3.50** percent general wage increase.

Section 15.1(c)

Effective October **2011** all employees on the active payroll on October 1, **2011** including those on approved leave of absence for ninety (90) days or less, will have their base rate increased by a **3.50** percent general wage increase.

Section 15.2 Reassignments.

When an employee's classification is changed on a permanent basis their hourly rate will be the hourly rate of the new classification as identified in Appendix A.

Section 15.3 Shift Differential.

Effective October 1, **2009**, when an employee is assigned to the second shift, he shall receive a shift differential of **Seventy (70)** cents per hour. When an employee is assigned to the third shift he shall receive a shift differential of **seventy (70)** cents per hour.

Section 15.4 Paydays.

Pay days for employees under this Agreement on all shifts shall be Friday of every second week at which time they will be paid through Friday of the preceding week, except when circumstances beyond the Company's control make such practice impossible.

Section 15.5 Report Time/Call-In Time.

If an employee reports for work in accordance with instructions he shall receive a minimum of four (4) hours pay at his base rate. Report time will not apply in case of emergency shut down arising out of any condition beyond the Company's control. An employee who leaves work of his/her own volition, or because of incapacity (other than industrial injury), or is discharged or suspended after beginning work, will be paid only for the number of hours actually worked during that day. An employee that leaves work because of incapacity due to industrial injury will be paid eight hours pay at this base rate, on the date of the industrial injury.

Section 15.6 Bereavement Leave.

Up to four(4) days bereavement leave with pay will be granted to an employee on the active payroll who, because of death in his immediate family, takes time off from work during his normal work schedule as such term is defined in Article 6 of this Agreement. Such pay shall be for eight hours at his straight time base rate, including differentials, for each such day off; however, such pay will not be applicable if the employee received pay for such days off under any other provision of this Agreement. Bereavement leave must be taken within the seven days following the death, funeral or service. For the purpose of this Section, the "immediate family" is

defined as follows: spouse, mother, father, mother-in-law, father-in-law, sister-in-law, brother-in-law, children, brother, sister, son-in-law, daughter-in-law, grandparents, spouse's grandparents, grandchildren, stepmother, stepfather, stepchildren, stepbrother, stepsister, half brother, and half sister. The Company will require proof of death. In addition, an employee will be granted bereavement leave for a stillborn child if the employee provides a certificate of fetal death which has been certified by the state. An unborn fetus past the first trimester shall be included in this article for the employee and spouse only.

At the employee's request, the Company shall grant up to three (3) additional workdays off, without pay, in the event of the death of members of the employee's immediate family as defined above. The employee may use vacation or PPT for which they are eligible.

Section 15.7 Lead.

The decision to create a lead position and the appointment of an employee to a lead shall be at the sole discretion of the Company, and such rights shall not be subject to the grievance procedure. Management has the right to assign additional responsibilities to these employees selected over and above their current job responsibilities with the exception of the following: recommendations concerning employment, release, transfer, upgrading or disciplinary action relative to other employees.

An employee so assigned by the Company, shall be paid a premium of \$1.00 per hour above his/her base rate.

Section 15.8 Special Assignment Differential.

When the company certifies an employee in writing they shall be paid a premium as follows:

- Modification Certification Differential \$1.00 per hour
- Collateral Duty Quality Control Insp. Certification Differential \$0.60 per hour
- Collateral Duty Inspection
(Differential paid up to a **\$0.35** per hour up to a maximum of four ratings or **\$1.40** per hour)
- Plane Captain (non-Aircraft Servicer) \$0.50 per hour
- Certified Engine Operator \$1.00 per hour
- Safe for Flight \$0.55 per hour
- Micro Miniature Qualification \$0.35 per hour
- Explosives Handler \$0.25 per hour
- **Hazardous Material Control and Management Rep \$0.25 per hour**
- **Hazardous Waste Controller \$0.25 per hour**

(Effective October 1, 2009)

The Company will maintain at a minimum ten percent (10%) of the full time active workforce as having special assignment differentials or "quals".

**ARTICLE 16
VACATIONS**

Section 16.1 General.

It is the policy of the Company to grant vacation to employees after each year of service. It is believed that a reasonable period of time away from the job is conducive to good health and well-being and can have a refreshing effect that is to the advantage of the Company as well as the employee. Accordingly, it is management's responsibility to give each eligible employee the opportunity to take a vacation each year. Every effort will be made to ensure that each employee uses all his vacation credits for time off within the period of time available to him.

Section 16.2 Accumulation of Credits.

16.2(a)

Vacation credits will be awarded at the rate of 1/12 of their annual vacation each month on their vacation eligibility date in accordance with the schedule as listed in paragraph 16.4 of this Article. Credit will be given for the employee's total length of service which is continuous with the Company, and other predecessor contractors who performed similar work, and was determined to be a predecessor to the Company under the Service Contract Act.

16.2(b)

Vacation credits will not be accumulated during period on layoff, strike, or after the first thirty (30) calendar days of a leave of absence. Such absence during a service year will reduce the vacation credit granted at the beginning of an employee's next vacation eligibility date. The reduction will be in proportion of 1/365th for each day of absence, rounded to the nearest one-tenth hour, of the hours applicable to the employee per the vacation schedule in paragraph 16.4 of this Article.

Section 16.3 Eligibility Conditions.

The vacation eligibility date will be the date of last hire by the Company or predecessor contractor when service was continuous, or the most recent rehire date following a termination.

Section 16.4 Allowance for Use of Credits.

An employee who meets the requirements as set forth in paragraphs 16.3 in this Article shall be eligible for vacation credits in accordance with the following:

VACATION SCHEDULE

Years of Service	Annual Vacation
1-5 years	10 days
5+-10 years	15 days
10+ years	20 days

Section 16.5 Accumulative Credits.

Vacation credits will accumulate in an employee's vacation account up to a maximum of two times their current accrual rate. No additional vacation credits will be accrued or awarded until the number of credits in the account drops below this maximum.

Section 16.6 Use of Vacation Credits.

Between eligibility dates, an employee shall use his unused vacation credit, in increments of **one hour (and 1/10 hour after first hour)**, accumulated in the twelve-month period preceding his last eligibility date as vacation with pay at the rate in effect at the time his vacation begins, including differentials, where applicable, subject to the following conditions:

16.6(a)

He shall request vacation dates on forms provided by the Company and **will be approved or denied within 24 hours, and such request will not be unreasonably denied.**

16.6(b)

In instances where Company management believes the awarding of vacations as requested would interfere seriously with production requirements, the scheduling of vacations shall be as near to the dates requested as possible.

16.6(c)

In scheduling vacations, the Company will attempt to meet its production requirements by use of employees on a voluntary basis, and, failing in this, the seniors will be given their preference of available vacation dates, when submission dates are the same, to the extent vacation schedules will permit.

16.6(d)

Employees may request pay in lieu of time off for any portion of current vacation balance during the first two (2) weeks of January and July of each year.

Section 16.7 Effect of Termination.

Upon termination of an employee's employment for any reason on or after any eligibility date, such employee shall receive pay in lieu of his hours of Vacation Credit earned and unused up to and including the effective date of his termination of employment.

ARTICLE 17
PAID PERSONAL TIME / PPT

Section 17.1

All employees on the active payroll will on their next Paid Personal Time (PPT) anniversary date, and each PPT anniversary date thereafter be awarded **64** hours PPT. On each eligibility date (first anniversary and each anniversary thereafter) of a full-time employee on the active payroll, up to **64** hours of unused PPT credits awarded during his or her preceding eligibility year may be, at the employee's option:

- (a) Paid off at the employee's rate of pay in effect on the eligibility date; or
- (b) Transferred into a PPT account, up to a maximum of two (2) years and paid to the employee at the time of termination, at the then rate of pay.

The employee must exercise his or her option by written request to the Company thirty days prior to his or her eligibility date. The initial request shall remain in effect for subsequent eligibility dates unless canceled, in writing thirty days prior to the eligibility date, by the employee. The parties agree in instances where neither option has been requested by the employee in writing, the option stated 17.1(a) will be followed.

Effective 10/1/2009, All employees on the active payroll will be awarded 8 hours PPT, which shall be used for the sole purpose of base closure events only. This additional 8 hours of PPT will not be allowed to roll over or be sold back.

Section 17.2 Use of PPT.

- (a) An employee shall be eligible to use PPT, in minimum increments of ½ hour increments. Payment for PPT shall be at the employee's straight time base rate, including differentials, where applicable, not to exceed a maximum of eight (8) hours pay for any one day of absence.
- (b) PPT shall be granted under the following conditions:
 - 1. This time may be used by the employee for his/her needs, whether for paid time off for sickness or simply a paid day off work.
 - 2. If an employee has advance notice of an upcoming absence (i.e. doctor's appointment, school event, etc.) the Company asks that he/she notify their supervisor as soon as possible. At least a one day advanced request is required whenever possible. This will enable the company to make any needed changes in personnel or practices to enable the most efficient operation.
 - 3. This time may also be utilized in the event of a personal emergency, illness, etc.
- (c) **All requests for PPT are subject to the approval of management, and such request will not be unreasonably denied.**

Section 17.3

When PPT cannot be charged because the employee has exhausted all PPT credits and is not yet eligible for an award of his next PPT, the employee may use available vacation credits in **one hour (and 1/10 hour after first hour) increments, up to eight (8) hours (10 in case of 10 hour shifts) increments.**

**ARTICLE 18
HOLIDAYS**

Section 18.1

The following holidays shall be observed by the bargaining unit personnel:

New Years Day
Martin Luther King Day
Presidents' Day
Memorial Day
Independence Day
Labor Day
Columbus Day
Veterans' Day
Thanksgiving Day
Christmas Day

*The actual date of observance will be determined by the customer.

Section 18.2 Personal Floating Holiday.

Upon completion of one year of continuous Company service, employees will be entitled to one personal floating holiday per year. Employees may elect, pending management approval, any day during the calendar year to take such personal floating holiday. This floating holiday cannot be carried forward to another calendar year.

Section 18.3 Unworked Holidays.

Eligible employees shall receive eight (8) hours pay for unworked holidays (those holidays designated above), at their base rate in effect at the time the holiday occurs, plus differentials, if applicable.

Section 18.4 Worked Holidays.

Employees who are required to work on the above named holidays shall receive the pay due them for the holiday, plus time and one half for all hours worked on such holiday.

Section 18.5 Holidays During Vacation.

Should a holiday occur while an employee is on vacation, the employee shall be allowed to take one (1) extra day of vacation with pay in lieu of the holiday as such.

Section 18.6 Holiday Observance When Occurring on a Scheduled Day of Rest.

When a holiday falls on an employee's scheduled day of rest, the holiday will be moved in accordance with the following:

18.6(a)

If the holiday falls on the first day of rest, the last workday immediately preceding the holiday will be observed as the holiday.

18.6(b)

If the holiday falls on the second day of rest, the first workday immediately following the holiday will be observed as the holiday.

**ARTICLE 19
GROUP BENEFITS**

Section 19.1 Type of Group Benefits Program for Employees on the Active Payroll.

The Company will continue to make available to eligible employees on the active payroll the existing group benefits program for employees in effect on the date of this Company - Union Collective Bargaining Agreement dated **March 11 2009**. In lieu of the existing group benefits program, the Company will provide the Life benefits, Accidental Death and Dismemberment benefits, **Short Term** Disability benefits, Medical benefits, Dental benefits, **and Vision benefits** for eligible employees and Medical benefits, Dental benefits, **and Vision benefits** for covered dependents of eligible employees as summarized in the Attachment A.

Section 19.2 Cost of the Group Benefits Program for Employees on the Active Payroll.

For employees actively at work on their assigned shift on October 1, **2009**, the Company will provide a Company-paid Health and Welfare package consisting of Life, Accidental Death and Dismemberment, **Short Term** Disability, Medical, Dental benefits, **and Vision benefits**, less employee contributions for Medical benefits.

The **bi-weekly** employee contributions for Medical benefits will be:

CURRENT	PPO	EPO
Employee	\$43.35	\$39.63
Employee and Spouse	\$80.43	\$73.07
Employee and Child(ren)	\$80.43	\$73.07
Family	\$111.88	\$100.80

The company will maintain the existing level of medical benefits IAW attachment A for the three years of the labor agreement. Any increases in medical premiums will be shared by the company/employee on an 80/20 basis on Jan 1, 2010; 2011; and 2012. The employee share of premium increases for plan years 2010, 2011, and 2012 will be 20% of increase or \$7.00 per paycheck whichever is less.

The Company will provide during the life of the bargaining agreement and maintain and contribute to the cost of Group Health Insurance less employee's premium contribution. Coverage will be provided the first day of the month following 31 days of employment.

Employees shall be able to have dental only coverage. Commencing in the first pay period following January 1, 2010, employees will pay the following amounts on a bi-weekly basis:

- EE \$2.58**
- EE+Spouse \$5.25**
- EE+Child \$5.25**
- EE+Family \$8.05**

The Company fringe benefit rate is defined as the minimum employer contributions towards providing Group Health Insurance, Life Insurance, Personal Paid Time, Military Duty Pay, Jury Duty Pay, Bereavement Leave Pay, Retirement Plans, and Short Term Disability Insurance under this agreement. The costing of such fringe benefits is an average rate per hour computed on the basis of total hours paid less overtime by CBA employees employed on the Contract. The rates are as follows:

\$8.44 per hour effective October 1, **2009**.

\$9.64 per hour effective October 1, **2010**.

\$10.76 per hour effective October 1, **2011**.

Any excess above the benefit cost will be deposited to the employees 401K account each year by April 1.

Section 19.3 Benefits Program – Details and Methods of Coverage.

The benefits summarized in the Group Benefits Program shall be procured by the Company under contracts with insurance companies or health care contractors and/or administrative agents, which will be in the form customarily written by such companies or contractor or administrative agents and the Group Benefits Program shall be subject to the terms and conditions of such contracts and/or administrative agents to develop various programs designed to contain costs, based on those portions of the Group Benefits Program and which contain the requirement that charges are covered only on the basis of medical necessity. Such cost containment programs or procedures may be utilized to determine the medical necessity of the treatment itself, the appropriateness of the services provided, the place of treatment, or the duration of treatment.

These programs may include incentives for employees and dependents to use services of an approved Preferred Provider Organization. The carriers or administrative agents and Company will announce each such program or procedure before it is required or available to the affected employees. Any such cost containment program will not operate to reduce the benefits of such Group Benefits Program or any covered person or to shift the costs covered under such Group Benefits Program to the covered person. The failure of an insurance company or health care contractor or administrative agent to provide for any of the services or benefits for which it has contracted shall result in no liability to the Company, nor shall such failure be considered a breach by the Company of the obligations which it has undertaken by this Agreement. However, in the event of any such failure, the Company shall immediately attempt to provide substitute coverage.

Section 19.4 Administration.

The Group Benefits Program shall be administered by the insurance companies or health care contractors or administrative agents with whom the Company enters into contractual relationships for the purpose of administering the coverage contemplated by the Group Benefits Program and no question or issue arising under the administration of such Group Benefits Program the contracts identified therewith shall be subject to the grievance procedure or arbitration provision of Article 4.

Section 19.5 Copies of Policies to be Furnished to Union.

Copies of the policies, contracts, and administrative agreements executed pursuant to this Article shall be furnished to the Union and the coverage's and benefits indicated in the Group Benefits Program, the rights of eligible employees in respect of such coverage's, and the settlement of all claims arising out of such coverage's shall be in accordance with the provisions, terms, and rules set forth in such contracts.

Section 19.6 Federal or State Programs.

If during the term of this Agreement, there is established by federal or state government a program that affords to employees covered by this Agreement similar benefits (such as but not limited to medical benefits and dental benefits) to those that are afforded by this Agreement, benefits afforded by this Agreement shall be replaced by such federal or state program. The Company will comply with the provisions for the furnishing of such program to the extent required by law. No question or issue regarding the level of benefits under the state or federal program will be subject to the grievance and arbitration procedures of Article 4 of this Agreement.

Section 19.7 Short Term Disability Insurance (STD).

The Company will provide short term disability insurance for all full time employees covered by this agreement. A benefit level of **75%** of weekly compensation to a maximum of 26 weeks.

Section 19.7 a. Long Term Disability Insurance (LTD).

The Company will provide LTD Insurance for full time employees after a six month qualifying period, 100% employee paid. The LTD Insurance provides a combined benefit of 60% of the employee's monthly compensation (up to a maximum of \$3,000 per month), after six months of disability.

Employees on short term and long term disability shall pay the active rate for the medical, dental, vision and life insurance programs for a period not to exceed nine (9) months.

Section 19.7 b Life Insurance.

Group Life Insurance in the amount of \$ 30,000.00 for each full time employee.

Accidental Death and Dismemberment Insurance in the amount of \$30,000.00 for each full time employee.

Section 19.8 ETARP

Employees will be able to participate in the Company sponsored Educational Tuition Assistance Reimbursement Program (ETARP). Such participation will be subject to qualifications and budgetary limits.

ARTICLE 20 SAVINGS PLAN

Section 20.1 Establishment of Eligibility.

Subject to the continuing approval of the Commissioner of Internal Revenue and of other cognizant governmental authorities, as more particularly hereinafter specified, and to the provisions of Section 20.4, the L-3 Vertex Aerospace LLC Master Savings Plan (hereinafter called the Plan) shall become effective October 1, 2003 for all the employees within the unit to which this Agreement relates. The Plan shall continue to be effective while this Agreement is in effect as to such employees in accordance with and subject to the terms, conditions, and limitations of the Plan.

Section 20.2 Approval of Plan.

Approval of the Plan by the Commissioner of Internal Revenue as referred to in Section 20.1 means a continuing approval sufficient to establish that the Plan and related trust or trusts are at all times qualified and exempt from income tax under Section 401(a), Section 401(k), and other applicable provisions of the Internal Revenue Code of 1986, and that contributions made by the Company under the Plan are deductible for income tax purposes in accordance with the law. The cognizant governmental authorities referred to in Section 20.1 include, without limitation, the Department of Labor and the Securities and Exchange Commission, and their approval means their confirmation with respect to any matter within their regulatory authority that the Plan does not conflict with applicable law.

Section 20.3 Continuation beyond Agreement.

The Company shall not be precluded from continuing the Plan in effect as to employees within the unit to which this Agreement relates after expiration or termination of this Agreement, subject to the terms, conditions, and limitation of the Plan.

Section 20.4 Principal Provisions of the Plan.

Subject to action by the Employee Benefit Plans Committee and to the approvals specified in Section 20.2, the Company will establish a Savings Plan with the following provisions:

20.4(a) Eligible Employee.

All employees in the collective bargaining unit to which this agreement relates will become eligible for participation.

20.4(b) Participation Requirements.

Participation in the Plan is automatic, but employee contributions are voluntary. Eligible employees will become members of the Plan on their hire date.

20.4(c) Deferral Percentage.

Members may elect to defer from 1 to 50 percent of their base compensation to the Plan into an Elective Account on a pretax basis, after tax basis, or a combination of both, not to exceed 50 percent.

20.4(d) Company Matching Contributions.

The Company shall contribute to a Company Matching Account on behalf of each Member. Such contribution shall be equal to 50 percent of the first 8 percent of the Member's contribution.

20.4(e) Investment of Contributions.

Contributions to a Member's Pretax and after tax Accounts, Retirement Account, and Company Matching Account shall be invested as directed by the Member.

20.4(f) Vesting.

Members shall be fully vested in their Pretax Account, After tax Account, Retirement Account, and Company Match Account at all times.

20.4(g) Member's Withdrawal Rights.

A Member may make application to the Plan Administrator for Withdrawal of all or a portion of his or her Pretax, after tax, Company match, and rollover Accounts for a hardship (Retirement Contributions are not eligible to be withdrawn for a hardship). The Member must document and certify that the financial need cannot be met through other sources, including loans and reasonable liquidation of assets and the Member must also provide supporting documentation substantiating the need for a hardship withdrawal.

A Member may apply for a Facts and Circumstances hardship withdrawal for the following:

- Expenses for medical care (described in Internal Revenue Code Section 213) previously incurred by an employee, an employee's spouse or any dependents of the employee.
- Costs directly related to the purchase or repair of a principal residence for the employee (excluding ongoing mortgage payments).
- Payment of tuition, related educational fees, and room and board expenses, for the next 12 months of post-secondary education for the employee, or the employee's spouse, children, or dependents.
- Payments necessary to prevent the eviction of the employee from the employee's principal residence or foreclosure on the mortgage on the employee's principal residence.
- Employee on leave without pay or otherwise absent without pay for 15 days or more.
- Employee's lump sum child support order (court order only).
- Past due federal or state taxes (federal or state notice only).
- Funeral expenses of the employee's immediate family.

To be eligible for a hardship withdrawal, a Member must first obtain all available loans from all plans and from commercial lenders, unless the loan itself would cause a heavy financial need; stop all contributions to the Plan, if discontinuing contributions could satisfy the financial hardship; and provide the Plan Administrator with a substantial amount of information about the financial resources available to the Member, the Member's spouse and minor children. Company Matching Contributions are suspended for six months following a hardship withdrawal. A member may also apply for an after tax withdrawal, Company Matching Contribution withdrawal (after five years of service), a withdrawal of Rollover contributions or an age 59 1/2 withdrawal. Company Matching Contributions are suspended for six months following a Company Matching Contribution withdrawal.

20.4(h) Member's Loan Rights.

Members who have made application and are on the active payroll or are on a Company approved leave of absence may borrow 50 percent of their account balance, subject to a minimum loan amount of \$1,000 and a maximum loan amount of \$50,000 less the highest outstanding loan balance of any L-3 Vertex master savings plan loan in the preceding 12-month period. Loans shall be for a term not to exceed five years, or 20 years if the loan proceeds are used for purchasing the principal residence of the Member, and at a fixed rate of interest determined in accordance with the Plan. Scheduled repayments of the loan shall be withheld from pay and Members may payoff outstanding loan balances at any time in a single payment. Two loans may be outstanding at any one time across all Vertex savings plans. During the term of any such loan, the Member may not withdraw funds from his or her Account pursuant to Section 20.4(h) above such that the total of the withdrawal and the outstanding loan balance would exceed the amount in the Member's Account.

An employee on an authorized leave of absence or otherwise absent from work without pay will be allowed to skip up to 12 consecutive monthly payments. If the skipped payments cause the term of the loan to be extended beyond five years, or the original term of the loan if the term was for more than five years, the loan balance and accrued interest will be owed in full at the end of the term of the loan. If payment is not made in full, the loan balance will default. The employee will not be eligible to request a new loan, until the defaulted loan is paid in full.

Section 20.5 Required Plan Amendments.

The Company reserves the right to amend the Plan to satisfy all requirements of Section 401(a), Section 401(k), or any other applicable provisions of the Internal Revenue Code of 1986.

Section 20.6 Participant Elective Contributions Not Applicable for Other Purposes.

It is acknowledged that the election of a Member to convert a portion of his or her base pay under the terms of the Plan will be effective for purposes of this Plan and will reduce the Member's compensation insofar as certain payroll, taxes may be applicable. However, for all other employment related purposes, including all of the Member's rights and privileges under this labor agreement, his or her base pay or compensation will be considered as though no election has been made.

Section 20.7 IAM Pension Plan

The Company (Employer) shall contribute to the IAM National Pension Fund, National Pension Plan for each hour or portion thereof, for which employees in job classifications covered by this agreement are entitled to receive pay up to forty (40) hours per week, under this agreement:

\$0.85 per hour effective January 1, 2009

\$1.00 per hour effective January 1, 2010

\$1.30 per hour effective January 1, 2011

\$1.50 per hour effective January 1, 2012

The Company and IAM & AW Local Lodge 2340 agree to be bound by the Trust Agreement, dated May 1, 1960, as amended creating the IAM National Pension fund and the Plan rules adjusted by the fund Trustees and as may be amended from time to time.

ARTICLE 21 DETACHMENTS

Section 1.

Under the terms of the contract with the US Navy, the Company is required to send personnel off site to outlying fields, or other locations as determined by contractual requirements. The Company will determine how many employees, skills required, and the scope of the work during any remote assignment.

Section 2.

Detachment requirements will be filled on a rotating qualified basis. The Detachment positions will be first offered to the most senior qualified employee per classification. Should the most senior qualified employee decline he will be rotated to the bottom of the rotation list and the position offered the next senior qualified employee on the list. This process will continue until all billets are filled. Should there be an insufficient number of volunteer employees, the Union will select employees from the most junior qualified employees on the list.

Each new detachment selection will begin at the point left off on the list from the previous detachment selection.

Section 3.

Should there be an extension to a detachment or a follow-on detachment to a different location from the original detachment location, with a requirement for fewer employees, the requirements will be filled by asking for volunteers of the most senior qualified of all of the employees on the original detachment. Should there be an insufficient number of employee volunteers, the Union will select employees from the most junior qualified employees on the detachment until all requirements are filled with Company agreement.

Section 4.

Personnel assigned to off site assignments may be eligible to receive per diem in accordance with current Joint Travel Regulations. Employees authorized to use their personal cars will be paid the current mileage listed in the Joint Travel Regulations. In all cases employees must comply with the Joint Travel Regulations. In no instance will employees be entitled to compensation, travel, reimbursement of travel time in excess of that which is provided to employees who take government directed transportation.

Section 5.

During detachment periods away from NAS, an employee shall be paid for the period required as "show time" for airlifts or any other transportation method to the arrival time and including any time worked after the time of arrival.

During detachment periods away from NAS, an employee will be guaranteed a minimum of eight (8) hours pay at straight time for all scheduled work days on detachment, or applicable overtime rate over 40 hours.

Assigned drivers will be on company paid time while transporting employees to and from the lodging location and the detachment work area.

For travel days to and from NAS Kingsville and the detachment location, an employees travel time in combination with hours worked will not be less than 8 hours.

Section 6.

Personnel assigned to shipboard assignments will be paid a minimum of twelve (12) hours per day while employees are aboard ship. Any hours worked in excess of twelve (12) hours will be paid for time worked. Personnel assigned to shipboard duty will receive an additional \$40 per day while the ship is underway. An additional \$10 per day in hazardous duty pay will be paid while on board the ship.

Section 7.

Selection of personnel for rescue assignments shall be the same as the selection process for detachments, utilizing a separate rotation list.

Section 8.

Employees on rescue or off site assignments will be given sufficient travel advance money for all approved business expenses. Any additional travel advance monies required will be wired as soon as possible upon notification of the need to management.

ARTICLE 22
ROTATIONAL LISTS

Section 22.1 Purpose and Responsibility.

This Article applies to all rotational lists within a skill center that is used to fulfill the different situational requirements that the Company may be obligated to supply employees for. These lists shall include but not be limited to the following: 1) Rescue List, 2) Forced Rescue List, 3) Detachment List, 4) Forced Detachment List, 5) Overtime List, 6) Forced Overtime List. These lists will be maintained by the Union.

**ARTICLE 23
DURATION**

This Agreement shall become effective as of **March 16, 2009** (which date is the date when this Agreement was executed, sometimes referred to as the "effective date of this Agreement"), and shall remain in full force and effect until midnight, **January 30, 2012**, and shall automatically be renewed for consecutive periods of one year thereafter, unless either party shall notify the other in writing, at least sixty days, but not more than seventy-five days prior to **January 30** of any calendar year, beginning with **2012**, of its desire to terminate the Agreement, in which event this Agreement shall terminate at midnight **January 30** unless renewed or extended by mutual written agreement. In the case of such notice, the parties agree to meet immediately thereafter for the purpose of negotiating a new agreement or a written renewal of this Agreement.

SIGNATURES OF THE PARTIES

IN WITNESS WHEREOF, the Company and the Union have caused this Agreement to be signed by their authorized representatives on this the ____ day of _____, 2009.
Day month

**International Association of Machinists
And Aerospace Workers, AFL-CIO**

L-3Vertex Aerospace LLC

Tim D. Smith
President of District 776 and
Directing Business Representative

Ken Demarko
Senior Director, Labor Relations

Jody Bennett
Assistant Directing Business Representative
District 776

Chuck Adams
Manager, Labor Relations

Anthony W. Deel
Negotiator, District 776
Local Lodge 2340

Mike Kelly
Manager, Labor Relations T-45

Ray Woodrum
Negotiator, District 776
Local Lodge 2340

Mickey Thrash
Manager, Contracts T-45

Joseph Quillian
Negotiator, District 776
Local Lodge 2340

Jeffrey Noyes
Manager, Q.A. AIMD

APPENDIX A

JOB TITLE	BASE RATE AS OF			
		3.5%	3.5%	3.5%
	Current 10/1/2008	10/1/2009	10/1/2010	10/1/2011
Janitor (Kingsville ONLY)	\$9.38	\$9.71	\$10.05	\$10.40
Supply Technician	\$17.91	\$21.65	\$22.41	\$23.19
Maintenance Records Clerk	\$17.91	\$18.54	\$19.19	\$19.86
Tool & Parts Attendant	\$17.91	\$21.65	\$22.41	\$23.19
Warehouse Specialist	\$17.91	\$21.65	\$22.41	\$23.19
Aircraft Servicer	\$21.82	\$22.58	\$23.37	\$24.19
Automotive Servicer	\$21.82	\$22.58	\$23.37	\$24.19
Aircraft Log & Records Specialist	\$22.10	\$22.87	\$23.67	\$24.50
Library Technician	\$22.64	\$23.43	\$24.25	\$25.10
QA Administrative Asst	\$22.64	\$23.43	\$24.25	\$25.10
Woodworker	\$22.79	\$23.59	\$24.41	\$25.27
Gold Database Analyst	\$23.57	\$24.39	\$25.25	\$26.13
Aircraft Painter	\$23.81	\$24.64	\$25.51	\$26.40
Avionics Corrosion Control Technician	\$23.81	\$24.64	\$25.51	\$26.40
Mechanic Facilities Maintenance	\$24.80	\$25.67	\$26.57	\$27.50
Aircraft Mechanic	\$24.80	\$25.67	\$26.57	\$27.50
Flight Line Coordinator	\$24.80	\$25.67	\$26.57	\$27.50
Electronics Mechanic	\$25.10	\$25.98	\$26.89	\$27.83
Quality Control Data Analyst	\$25.91	\$26.82	\$27.76	\$28.73
Non Destructive Inspector	\$25.91	\$26.82	\$27.76	\$28.73
QAR	\$25.91	\$29.16	\$30.18	\$31.23
QA Training Coordinator	\$25.91	\$26.82	\$27.76	\$28.73
Production Control Coordinator	\$26.78	\$27.72	\$28.69	\$29.69
Maintenance Control Coordinator	\$26.78	\$27.72	\$28.69	\$29.69
Electronics Technician Maintenance III	\$27.99	\$28.97	\$29.98	\$31.03
Maintenance Machinist	\$29.99	\$31.04	\$32.13	\$33.25