



Highlights of the Company's Final Offer

Outlined below are the highlights of the company's final offer – reached during contract talks between your elected Negotiating Committee and management in the 2025 contract negotiations. Only the changes are highlighted. Contract provisions from our previous agreement remain unchanged if they are not noted here.

Your elected IAM Negotiating Committee from each location along with Local Presidents, District 26 Staff and International Staff worked long hours and deserve thanks.

The vote: do you vote to accept the company's last, best and final offer? This vote is decided by a simple majority of 50% plus one, of the bargaining unit members present and voting.

If you have any questions about anything or about the company's offer, please see anyone on the negotiating committee on this stage after the presentation and before you vote.

New 4-year contract, effective May 28, 2025 – May 4, 2029.

General Wage Increase

Effective May 28, 2025 (upon ratification): A \$0.57 Cost of Living Adjustment (COLA) will be implemented, followed by a one-time 2% special wage adjustment, and then a 4% General Wage Increase (GWI)—bringing the total first-year increase to 6%.

May 4, 2026: 3.5% GWI

May 3, 2027: 3% GWI

May 1, 2028: 3% GWI

Wage Schedules

Schedule A, B, C, D

SCHEDULE A

Effective May 28, 2025

LABOR GRADE	NORMAL STARTING RATE	STANDARD RATE	MAXIMUM RATE
11	\$31.97	\$32.85	\$36.39
10	\$33.06	\$34.04	\$37.53
9	\$34.36	\$35.36	\$39.08
8	\$35.79	\$37.00	\$40.72
7	\$37.52	\$38.80	\$42.56
6	\$39.31	\$40.75	\$44.54
5	\$41.24	\$42.76	\$46.66
4	\$43.45	\$45.10	\$48.99
3	\$45.76	\$47.51	\$51.48
2	\$48.46	\$50.33	\$54.31
1	\$51.27	\$53.21	\$57.28
0	\$54.14	\$56.21	\$60.32

SCHEDULE B

Effective May 4, 2026

LABOR GRADE	NORMAL STARTING RATE	STANDARD RATE	MAXIMUM RATE
11	\$33.09	\$34.00	\$37.66
10	\$34.22	\$35.23	\$38.84
9	\$35.56	\$36.60	\$40.45
8	\$37.04	\$38.30	\$42.15
7	\$38.83	\$40.16	\$44.05
6	\$40.69	\$42.18	\$46.10
5	\$42.68	\$44.26	\$48.29
4	\$44.97	\$46.68	\$50.70
3	\$47.36	\$49.17	\$53.28
2	\$50.16	\$52.09	\$56.21
1	\$53.06	\$55.07	\$59.28
0	\$56.03	\$58.18	\$62.43

SCHEDULE C

Effective May 3, 2027

LABOR GRADE	NORMAL STARTING RATE	STANDARD RATE	MAXIMUM RATE
11	\$34.08	\$35.02	\$38.79
10	\$35.25	\$36.29	\$40.01
9	\$36.63	\$37.70	\$41.66
8	\$38.15	\$39.45	\$43.41
7	\$39.99	\$41.36	\$45.37
6	\$41.91	\$43.45	\$47.48
5	\$43.96	\$45.59	\$49.74
4	\$46.32	\$48.08	\$52.22
3	\$48.78	\$50.65	\$54.88
2	\$51.66	\$53.65	\$57.90
1	\$54.65	\$56.72	\$61.06
0	\$57.71	\$59.93	\$64.30

SCHEDULE D

Effective May 1, 2028

LABOR GRADE	NORMAL STARTING RATE	STANDARD RATE	MAXIMUM RATE
11	\$35.10	\$36.07	\$39.95
10	\$36.31	\$37.38	\$41.21
9	\$37.73	\$38.83	\$42.91
8	\$39.29	\$40.63	\$44.71
7	\$41.19	\$42.60	\$46.73
6	\$43.17	\$44.75	\$48.90
5	\$45.28	\$46.96	\$51.23
4	\$47.71	\$49.52	\$53.79
3	\$50.24	\$52.17	\$56.53
2	\$53.21	\$55.26	\$59.64
1	\$56.29	\$58.42	\$62.89
0	\$59.44	\$61.73	\$66.23

Cost of Living Allowance (COLA)

\$0.57 COLA roll-in to base hourly rate before one-time 2% special wage adjustment and 4%, 2025 GWI is applied. Maintain COLA with previous contract calculation and schedules.

Wage Progression/Promotions

Promotions increased from \$0.50 to \$1.00 or an increase to labor grade maximum, whichever is lower. Employees promoted to jobs for which they are over max rate will receive no increase and will remain in automatic regression.

Pension Plan

Effective June 1, 2025, pension multiplier increases from \$94 to **\$113**.

Current participants will cease to accrue benefits in the pension plan after December 31, 2028. The pension you have earned through December 31, 2028 is preserved and paid out at retirement.

Effective January 1, 2029, current participants will begin accruing additional benefits under the savings plan.

Effective January 1, 2026, employees eligible for a pension will have a lump sum distribution option after retirement, available for the one-year period ending on the anniversary of the employee's termination date.

Effective January 1, 2029, active employees age 59.5 or older may elect to take a full in-service distribution from the pension plan as a lump sum or an annuity, in a manner that complies with ERISA and the Internal Revenue Code (and applicable regulations). The amount of the in-service distribution will be reduced so that it is the actuarial equivalent of a benefit commenced at age 65 (meaning the benefit payable is the present value calculated back to the employee's current age). The actuarial reduction will apply to both lump sum and annuity distributions commenced before age 65. This in-service distribution, if made in lump sum payment form, can be rolled-over into the RTX Savings Plan or an existing Individual Retirement Account, or it can be taken as taxable income in either payment form. Importantly, only lump sum distributions can be rolled into the Savings Plan.

Savings Plan

Increases to the maximum weekly employee matched contributions, matched at 50%:

June 30, 2025: \$94

January 1, 2026: \$96

January 1, 2027: \$98

Effective January 1, 2028, the maximum weekly employee matched contributions increase to \$115, matched at 100%.

Effective June 30, 2025 the current weekly company automatic contribution (\$92.89) will be adjusted to \$118.

The company automatic contribution in 2026, 2027, and 2028 will in the month following the GWI increase by the same percentage as the GWI:

May 2026: \$122.13

May 2027: \$125.79

May 2028: \$129.56

Effective January 1, 2029, all employees will receive the company automatic contribution.

Employees may take up to two savings plan loans at one time.

Job Security

Letter 20

The Company will continue to perform special technology coating operations in its East Hartford (L building) facility and diffusion bonding in its East Hartford (Hollow Fan Blade) facility, and inertia bonding and linear friction welding operations in Middletown for the duration of this agreement.

The Company will continue to maintain two lines at its Middletown facility for the final assembly and testing of Geared Turbofan (GTF) engines. The Company commits to perform testing of PW800 engines at its Middletown facility for the duration of this agreement.

Letter 22

In the case that a part or parts are subcontracted for more than ninety (90) days and the Company is unable to forecast a date when the part or parts will return to the Product Center, the Union may request that the part or parts be replaced with a like amount of “new work” under the provisions of Letter 22A, and the Company will identify the like amount of “new work” to be deemed “presently and normally manufactured” within the meaning of Section 2(A) instead of the subcontracted part or parts.

If the Company has subcontracted a part for more than ninety (90) days and the Company is unable to forecast a date when the part will return to the Product Center, the Company will not involuntarily layoff employees in that seniority area.

NEW LETTER - Turbine Airfoil Capacity

In order to meet customer demand, the Company has established, and intends to maintain, multiple turbine airfoil production sources, including the Company’s East Hartford facility. It is not the Company’s intent to utilize other sources of turbine airfoil production capacity for the purpose of reducing bargaining unit jobs in Connecticut.

Should future circumstances require the Company to transfer turbine airfoil production work from its East Hartford facility to another production source, and that transfer of work results in a surplus of employees in the bargaining unit, the Company will offer a Special Separation Program for volunteers who are eligible, to include:

- 1 week of severance pay for each completed year of service
- \$10,000 lump sum payment
- Medical and dental insurance continuation for 12 months

Any involuntary reductions required as a result of the Company’s transfer of turbine airfoils production work will be limited to employees in the affected Occupational Groups within the affected Seniority Areas and will be conducted in accordance with Article 8 of the collective bargaining agreement.

Efforts to train and place affected employees

The Company agrees to provide the Union a memorandum of understanding to both CT. facilities. The letter will include the operations and part numbers associated with work covered under Letter 22 and identify new work to be covered.

Alternative Workweek Schedules

20% cap may be increased to 60% with mutual agreement from local lodge president.

Non-discrimination

Follow the law

Vacation

Improved vacation schedule, effective January 1, 2026;

Twenty (20) days after ten (10) years instead of eighteen (18) years.

Twenty-five (25) days after twenty (20) years instead of twenty-five (25) years.

Effective January 1, 2026, employees with service award dates later than December 31, 2001 will no longer be eligible for pro-rata vacation pay upon termination.

Employees involuntarily laid off will not be forced to repay any vacation used but not accrued.

Personal Leave

Sick and Personal Leave renamed Personal Leave.

No verification required for absence due to sickness or injury.

Holiday Schedule (Including the Alternate Work Weeks)

Forty-seven (47) holidays over life of CBA.

HOLIDAY SCHEDULE FOR ALTERNATIVE WORKWEEK SCHEDULE

Year	Contractual Holidays	Fri, Sat, Sun Observed by 3x12 Shift	Sat, Sun, Mon Observed by 3x12 Shift
2025	Fri, July 4, 2025 Mon, September 1, 2025 Thurs, November 27, 2025 Fri, November 28, 2025 Thurs, December 25, 2025 Fri, December 26, 2025 Mon, December 29, 2025 Tues, December 30, 2025 Wed, December 31, 2025	Fri, July 4, 2025 Sun, 6August 31, 2025 Thurs, November 27, 2025 Fri, November 28, 2025 Thurs, December 25, 2025 Fri, December 26, 2025 Sat, December 27, 2025 Sun, December 28, 2025 Mon, December 29, 2025	Sat, July 5, 2025 Mon, September 1, 2025 Thurs, November 27, 2025 Sat, November 29, 2025 Thurs, December 25, 2025 Fri, December 26, 2025 Sat, December 27, 2025 Sun, December 28, 2025 Mon, December 29, 2025
2026	Thurs, January 1, 2026 Fri, April 3, 2026 Mon, May 25, 2026 Fri, July 3, 2026 Mon, September 7, 2026 Thurs, November 26, 2026 Fri, November 27,2026 Fri, December 25, 2026 Mon, December 28, 2026 Tue, December 29, 2026 Wed, December 30, 2026 Thurs, December 31, 2026	Thurs, January 1, 2026 Sun, April 5, 2026 Sun, May 24, 2026 Fri, July 3, 2026 Sun, September 6, 2026 Thurs, November 26, 2026 Fri, November 27,2026 Fri, December 25, 2026 Sat, December 26, 2026 Sun, December 27, 2026 Wed, December 30, 2026 Thurs, December 31, 2026	Thurs, January 1, 2026 Sun, April 5, 2026 Mon, May 25, 2026 Sat, July 4, 2026 Mon, September 7, 2026 Thurs, November 26, 2026 Sat, November 28, 2026 Fri, December 25, 2026 Sat, December 26, 2026 Sun, December 27, 2026 Mon, December 28, 2026 Thurs, December 31, 2026
2027	Fri, January 1, 2027 Fri, March 26, 2027 Mon, May 31, 2027 Mon, July 5, 2027 Mon, September 6, 2027 Thurs, November 25, 2027	Fri, January 1, 2027 Sun, March 28, 2027 Sun, May 30, 2027 Sun, July 4, 2027 Sun, September 5, 2027 Thurs, November 25, 2027	Sat, January 2, 2027 Sun, March 28, 2027 Mon, May 31, 2027 Mon, July 5, 2027 Mon, September 6, 2027 Thurs, November 25, 2027

	Fri, November 26, 2027 Fri, December 24, 2027 Mon, December 27, 2027 Tues, December 28, 2027 Wed, December 29, 2027 Thurs, December 30, 2027 Fri, December 31, 2027	Fri, November 26, 2027 Fri, December 24, 2027 Sat, December 25, 2027 Sun, December 26, 2027 Fri, December 31, 2027	Sat, November 27, 2027 Sat, December 25, 2027 Sun, December 26, 2027 Mon, December 27, 2027 Fri, December 31, 2027
2028	Fri, April 14, 2028 Mon, May 29, 2028 Tues, July 4, 2028 Mon, September 4, 2028 Thurs, November 23, 2028 Fri, November 24, 2028 Mon, December 25, 2028 Tues, December 26, 2028 Wed, December 27, 2028 Thurs, December 28, 2028 Fri, December 29, 2028	Sat, January 1, 2028 Sun, January 2, 2028 Sun, April 16, 2028 Sun, May 28, 2028 Tues, July 4, 2028 Sun, September 3, 2028 Thurs, November 23, 2028 Fri, November 24, 2028 Sun, December 24, 2028 Mon, December 25, 2028 Fri, December 29, 2028 Sat, December 30, 2028 Sun, December 31, 2028	Sat, January 1, 2028 Sun, January 2, 2028 Sun, April 16, 2028 Mon, May 29, 2028 Mon, July 3, 2028 Mon, September 4, 2028 Thurs, November 23, 2028 Sat, November 25, 2028 Sun, December 24, 2028 Mon, December 25, 2028 Fri, December 29, 2028 Sat, December 30, 2028 Sun, December 31, 2028
2029	Mon, January 1, 2029 Fri, March 30, 2029	Mon, January 1, 2029 Sun, April 1, 2029	Mon, January 1, 2029 Sun, April 1, 2029

HOLIDAY SCHEDULE FOR ALTERNATIVE WORKWEEK SCHEDULE

Year	Contractual Holidays	Mon, Tues, Wed Observed by 3x12 Shift	Wed, Thurs, Fri Observed by 3x12 Shift
2025	Fri, July 4, 2025 Mon, September 1, 2025 Thurs, November 27, 2025 Fri, November 28, 2025 Thurs, December 25, 2025 Fri, December 26, 2025 Mon, December 29, 2025 Tues, December 30, 2025 Wed, December 31, 2025	Fri, July 4, 2025 Mon, September 1, 2025 Thurs, November 27, 2025 Fri, November 28, 2025 Thurs, December 25, 2025 Fri, December 26, 2025 Mon, December 29, 2025 Tues, December 30, 2025 Wed, December 31, 2025	Fri, July 4, 2025 Mon, September 1, 2025 Thurs, November 27, 2025 Fri, November 28, 2025 Thurs, December 25, 2025 Fri, December 26, 2025 Mon, December 29, 2025 Tues, December 30, 2025 Wed, December 31, 2025
2026	Thurs, January 1, 2026 Fri, April 3, 2026 Mon, May 25, 2026 Fri, July 3, 2026 Mon, September 7, 2026 Thurs, November 26, 2026 Fri, November 27, 2026 Fri, December 25, 2026 Mon, December 28, 2026 Tue, December 29, 2026 Wed, December 30, 2026 Thurs, December 31, 2026	Thurs, January 1, 2026 Fri, April 3, 2026 Mon, May 25, 2026 Fri, July 3, 2026 Mon, September 7, 2026 Thurs, November 26, 2026 Fri, November 27, 2026 Fri, December 25, 2026 Mon, December 28, 2026 Tue, December 29, 2026 Wed, December 30, 2026 Thurs, December 31, 2026	Thurs, January 1, 2026 Fri, April 3, 2026 Mon, May 25, 2026 Fri, July 3, 2026 Mon, September 7, 2026 Thurs, November 26, 2026 Fri, November 27, 2026 Fri, December 25, 2026 Mon, December 28, 2026 Tue, December 29, 2026 Wed, December 30, 2026 Thurs, December 31, 2026
2027	Fri, January 1, 2027 Fri, March 26, 2027 Mon, May 31, 2027 Mon, July 5, 2027 Mon, September 6, 2027 Thurs, November 25, 2027 Fri, November 26, 2027	Fri, January 1, 2027 Fri, March 26, 2027 Mon, May 31, 2027 Mon, July 5, 2027 Mon, September 6, 2027 Thurs, November 25, 2027 Fri, November 26, 2027	Fri, January 1, 2027 Fri, March 26, 2027 Mon, May 31, 2027 Mon, July 5, 2027 Mon, September 6, 2027 Thurs, November 25, 2027 Fri, November 26, 2027

	Fri, December 24, 2027 Mon, December 27, 2027 Tues, December 28, 2027 Wed, December 29, 2027 Thurs, December 30, 2027 Fri, December 31, 2027	Fri, December 24, 2027 Mon, December 27, 2027 Tues, December 28, 2027 Wed, December 29, 2027 Thurs, December 30, 2027 Fri, December 31, 2027	Fri, December 24, 2027 Mon, December 27, 2027 Tues, December 28, 2027 Wed, December 29, 2027 Thurs, December 30, 2027 Fri, December 31, 2027
2028	Fri, April 14, 2028 Mon, May 29, 2028 Tues, July 4, 2028 Mon, September 4, 2028 Thurs, November 23, 2028 Fri, November 24, 2028 Mon, December 25, 2028 Tues, December 26, 2028 Wed, December 27, 2028 Thurs, December 28, 2028 Fri, December 29, 2028	Fri, April 14, 2028 Mon, May 29, 2028 Tues, July 4, 2028 Mon, September 4, 2028 Thurs, November 23, 2028 Fri, November 24, 2028 Mon, December 25, 2028 Tues, December 26, 2028 Wed, December 27, 2028 Thurs, December 28, 2028 Fri, December 29, 2028	Fri, April 14, 2028 Mon, May 29, 2028 Tues, July 4, 2028 Mon, September 4, 2028 Thurs, November 23, 2028 Fri, November 24, 2028 Mon, December 25, 2028 Tues, December 26, 2028 Wed, December 27, 2028 Thurs, December 28, 2028 Fri, December 29, 2028
2029	Mon, January 1, 2029 Fri, March 30, 2029	Mon, January 1, 2029 Fri, March 30, 2029	Mon, January 1, 2029 Fri, March 30, 2029

Year	Contractual Holidays	Mon, Tues, Wed, Thurs Observed by 4x10 Shift
2025	Fri, July 4, 2025 Mon, September 1, 2025 Thurs, November 27, 2025 Fri, November 28, 2025 Thurs, December 25, 2025 Fri, December 26, 2025 Mon, December 29, 2025 Tues, December 30, 2025 Wed, December 31, 2025	Fri, July 4, 2025 Mon, September 1, 2025 Thurs, November 27, 2025 Fri, November 28, 2025 Thurs, December 25, 2025 Fri, December 26, 2025 Mon, December 29, 2025 Tues, December 30, 2025 Wed, December 31, 2025
2026	Thurs, January 1, 2026 Fri, April 3, 2026 Mon, May 25, 2026 Fri, July 3, 2026 Mon, September 7, 2026 Thurs, November 26, 2026 Fri, November 27, 2026 Fri, December 25, 2026 Mon, December 28, 2026 Tue, December 29, 2026 Wed, December 30, 2026 Thurs, December 31, 2026	Thurs, January 1, 2026 Fri, April 3, 2026 Mon, May 25, 2026 Fri, July 3, 2026 Mon, September 7, 2026 Thurs, November 26, 2026 Fri, November 27, 2026 Fri, December 25, 2026 Mon, December 28, 2026 Tue, December 29, 2026 Wed, December 30, 2026 Thurs, December 31, 2026
2027	Fri, January 1, 2027 Fri, March 26, 2027 Mon, May 31, 2027 Mon, July 5, 2027 Mon, September 6, 2027 Thurs, November 25, 2027 Fri, November 26, 2027 Fri, December 24, 2027 Mon, December 27, 2027 Tues, December 28, 2027 Wed, December 29, 2027 Thurs, December 30, 2027	Fri, January 1, 2027 Fri, March 26, 2027 Mon, May 31, 2027 Mon, July 5, 2027 Mon, September 6, 2027 Thurs, November 25, 2027 Fri, November 26, 2027 Fri, December 24, 2027 Mon, December 27, 2027 Tues, December 28, 2027 Wed, December 29, 2027 Thurs, December 30, 2027

	Fri, December 31, 2027	Fri, December 31, 2027
2028	Fri, April 14, 2028 Mon, May 29, 2028 Tues, July 4, 2028 Mon, September 4, 2028 Thurs, November 23, 2028 Fri, November 24, 2028 Mon, December 25, 2028 Tues, December 26, 2028 Wed, December 27, 2028 Thurs, December 28, 2028 Fri, December 29, 2028	Fri, April 14, 2028 Mon, May 29, 2028 Tues, July 4, 2028 Mon, September 4, 2028 Thurs, November 23, 2028 Fri, November 24, 2028 Mon, December 25, 2028 Tues, December 26, 2028 Wed, December 27, 2028 Thurs, December 28, 2028 Fri, December 29, 2028
2029	Mon, January 1, 2029 Fri, March 30, 2029	Mon, January 1, 2029 Fri, March 30, 2029

MLK Day, Juneteenth, and Veterans Day

Identified observed dates for 5x8 and AWW shifts.

Year	Contractual Holidays	Fri, Sat, Sun Observed by 3x12 Shift	Sat, Sun, Mon Observed by 3x12 Shift
2025	Thurs, June 19, 2025 Tues, November 11, 2025	Fri, June 20, 2025 Sun, November 9, 2025	Sat, June 21, 2025 Mon, November 10, 2025
2026	Mon, January 19, 2026 Fri, June 19, 2026 Wed, November 11, 2026	Sun, January 18, 2026 Fri, June 19, 2026 Fri, November 13, 2026	Mon, January 19, 2026 Sat, June 20, 2026 Sat, November 14, 2026
2027	Mon, January 18, 2027 Fri, June 18, 2027 Thurs, November 11, 2027	Sun, January 17, 2027 Fri, June 18, 2027 Fri, November 12, 2027	Mon, January 18, 2027 Sat, June 19, 2027 Sat, November 13, 2027
2028	Mon, January 17, 2028 Mon, June 19, 2028 Fri, November 10, 2028	Sun, January 16, 2028 Sun, June 18, 2028 Fri, November 10, 2028	Mon, January 17, 2028 Mon, June 19, 2028 Sat, November 11, 2028
2029	Mon, January 15, 2029	Sun, January 14, 2029	Mon, January 15, 2029

Year	Contractual Holidays	Mon, Tues, Wed, Thurs Observed by 4x10 Shift
2025	Thurs, June 19, 2025 Tues, November 11, 2025	Thurs, June 19, 2025 Tues, November 11, 2025
2026	Mon, January 19, 2026 Fri, June 19, 2026 Wed, November 11, 2026	Mon, January 19, 2026 Thurs, June 18, 2026 Wed, November 11, 2026
2027	Mon, January 18, 2027 Fri, June 18, 2027 Thurs, November 11, 2027	Mon, January 18, 2027 Thurs, June 17, 2027 Thurs, November 11, 2027
2028	Mon, January 17, 2028 Mon, June 19, 2028 Fri, November 10, 2028	Mon, January 17, 2028 Mon, June 19, 2028 Thurs, November 9, 2028
2029	Mon, January 15, 2029	Mon, January 15, 2029

Bereavement Leave

In addition to 3 paid days off, employees are eligible for 5 additional unpaid days off or 40 hours to attend the funeral of their immediate family. These additional unpaid days will not impact incentive vacation eligibility or attendance record.

New Parent Leave

Birth/Adoption is now Birth Recovery Leave for birthing mother. Eight weeks must be taken continuously from first date of event.

Add foster parents and employees who obtain legal custody of a child to Parental Leave (4 weeks taken continuously or intermittently).

Added up to four weeks of Pre-Placement Leave for adopting, surrogacy, guardianship, or custody of child.

Added provisions for stillbirths.

For Parental Leave and Pre-Placement Leave, both parents are eligible.

Military Leave

Employees on military leave will be eligible for promotions while on leave. Upon return to work, employees will be offered shift preference or training which occurred during leave.

Medical & Dental Plan Overview

Maintain current high-deductible health plan (HDHP) with health savings account (HSA) and dental insurance plan. 2025 premiums are listed below. 2026 will be available prior to annual enrollment in Fall 2025.

2025 Employee Weekly Contributions by Base Pay Rate

Base Pay Rate < \$75,000 (\$36.06/hour)	HDHP Gold	HDHP Silver	Dental Plus	Dental Basic
EE Only	\$21.06	\$8.52	\$3.76	\$1.02
EE + Spouse	\$44.14	\$17.80	\$7.90	\$2.13
EE + Child(ren)	\$40.13	\$16.30	\$8.26	\$2.23
EE + Family	\$63.20	\$25.57	\$12.43	\$3.37

Base Pay Rate ≥\$75,000 (\$36.06/hour) <\$100,000 (\$48.08/hour)	HDHP Gold	HDHP Silver	Dental Plus	Dental Basic
EE Only	\$28.84	\$16.30	\$3.76	\$1.02
EE + Spouse	\$60.44	\$34.10	\$7.90	\$2.13
EE + Child(ren)	\$54.92	\$31.09	\$8.26	\$2.23
EE +Family				

	\$86.52	\$48.90	\$12.43	\$3.37
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Base Pay Rate ≥\$100,000 (\$48.08/hour)	HDHP Gold	HDHP Silver	Dental Plus	Dental Basic
EE Only	\$34.60	\$21.88	\$3.76	\$1.02
EE + Spouse	\$72.51	\$45.79	\$7.90	\$2.13
EE + Child(ren)	\$65.89	\$41.72	\$8.26	\$2.23
EE + Family	\$103.80	\$65.64	\$12.43	\$3.37

2025 HSA Company Contributions:

	Annual Base Pay <\$100,000 (\$48.08/hour)	Annual Base Pay ≥\$100,000 (\$48.08/hour)
EE Only	\$750	\$600
EE + Spouse	\$1,125	\$900
EE + Child(ren)	\$1,125	\$900
EE + Family	\$1,500	\$1,200

Reimbursement Accounts

Reimbursement Accounts – Effective May 28, 2025

Health Care Spending Account	\$120 to the IRS maximum per year (\$3300 for 2025), pre-tax for eligible medical and dental expenses.
Dependent Day Care Spending Account	\$120 to \$5,000 per year, pre-tax for eligible child and/or adult/elder day care expenses.

Life/Accidental Death & Dismemberment/Weekly Disability and Total and Permanent Disability

Life/Accidental Death & Dismemberment/Weekly Disability and Total and Permanent Disability Table – Effective January 1, 2026

Base Rate Wage Class	Life & AD&D	Weekly Disability	TPD
\$41.01 - \$42.00	\$126,000	\$840	\$2283.21

\$42.01 - \$43.00	\$129,000	\$860	\$2,337.48
\$43.01 and above	\$132,000	\$1000	\$ 2,391.84

Survivor Income

Survivor Income – Effective January 1, 2026

Part I and Part II	\$475 per month
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Group Insurance and Savings Plan

Company and Union will meet semiannually to review changes to summary plan descriptions.

Individual Medical Account (IMA)

Maintain current contributions from \$1 to \$16 per week, matched by the Company at 75%.

Maintain current catch-up contributions of \$8/\$9/\$10 per week based on age category, matched by the Company at 75%.

Job Posting & Bidding

Prior to posting, the Company will consider requests for department transfer that have been submitted in writing by DGVO in seniority order.

Job postings will include the number of available openings by department and shift.

Quality Integrity Review

Committee will include 4 reps from Union plus LL president and 4 reps from Company.

Quarterly meetings will begin Q3 2025.

The purpose is to re-examine core and job-specific skills for inspectors.

The committee will recommend appropriate apprenticeship & certificate programs.

The committee may determine next positions to be evaluated, by mutual agreement.

Hardships

Employees may request shift modifications due to personal hardship for up to 90 days by submitting a DGVO in writing to their supervisor for approval.

EHS

Issues unresolved at Level Two of the safety complaint procedure will be escalated to step three of grievance procedure, which will include EHS regional director, GM, and Union chief safety rep.

Grievance Procedure

Oral step becomes written step 1. Parties empowered to resolve grievances at this step.

Written step 1 becomes written step 2.

Written step 2 becomes written step 3.

Employees subject to op cert variation or decertification will be entitled to representation by a shop steward and have access to the grievance procedure. Unverified variations will be canceled. Variations deemed to be no fault by the operator will be noted as “no fault” on the quality record.

Working Leader Promotions

Before any working leader promotion is made, each candidate may review their score with management. Any candidate scoring lower than 3 in any category of each factor may challenge their score through the grievance procedure.

Seniority

The Company will distribute temporary layoffs among shifts in the affected department, as practicable.

Apprenticeship Program

Guaranteed a minimum of two new apprenticeship programs or school to work programs over the course of this agreement.

EAP

Add: Union EAP coordinator will be paid at his or her base rate plus cost-of-living allowance and applicable shift premium.

Add: National Certification Addiction Counselor (NCAC)

Surveys

The Company will complete surveys within 45 days and will implement the resulting changes within 45 days of completion.

Technological Changes

Company will provide 3 months' notice when implementing technological changes which negatively impact bargaining unit headcount. If no negative impact, 1 month notice. Employees may submit a DGVO in writing to be bypassed for non-required training.

New Hire Orientation

Union coordinator scheduled for up to 2 hours with new employees. Additional time upon request.

Benefit Administration

Add one part-time union benefits coordinator from each local lodge to assist hourly employees with benefits.

The Negotiating Committee deliberated the company's last best and final offer and decided that improvements contained require the recommendation below.

Unanimous Recommendation of the
IAM Negotiating Committee

Vote to

ACCEPT

The final decision is yours. The IAM is prepared to back you 100% in whatever decision you, the members, make.

