

AGREEMENT

between

TRANSDIGM INC.
ADELWIGGINS GROUP

AND

INTERNATIONAL UNION OF
UNITED AUTOMOBILE, AEROSPACE
AGRICULTURAL IMPLEMENT WORKERS
OF AMERICA

(UAW)

AND ITS LOCAL 509

Effective: November 14, 2020

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THIS AGREEMENT is made and entered into this 14th day of November 2020 by and between TransDigm Group Inc. AdelWiggins Group, located at 5000 Triggs Street, Los Angeles, California 90022, hereinafter referred to as the "Company" and the INTERNATIONAL UNION OF UNITED AUTOMOBILE, AEROSPACE, AGRICULTURAL IMPLEMENT WORKERS OF AMERICA (UAW) and its' LOCAL 509, hereinafter referred to as the "Union" and constitutes the sole agreement between the parties.

ARTICLE I – SCOPE

THIS AGREEMENT shall apply to all TransDigm Inc., AdelWiggins Group production and maintenance employees at the Company's plant, located at 5000 Triggs Street, Los Angeles, CA including shipping, receiving and inspection employees and truck drivers, but excluding office and clerical employees, guards, technical, professional and confidential employees and managers, as defined in the Labor-Management Relations Act of 1947, as amended.

Managers and/or non-bargaining unit employees shall not perform work normally performed by employees in the bargaining unit, except under the following circumstances:

- a. In the instruction or training of employees;
- b. After the Company has notified the Union in writing that reasonable attempts have been made by management and sufficient qualified bargaining unit employees are not available to perform the work within the time required;
- c. In the performance of experimental or developmental work or similar non-production work not traditionally performed by bargaining unit employees;
- d. When the manager acts for the safety of property, equipment or personnel, or in case of an Act of God such as fire, flood, power failure, earthquake, or other conditions beyond the control of the Company; or
- e. When the performance of such work, as a combined total across all departments during a shift, is minimal (i.e., typically less than one (1) hour/day as a combined total).

To the extent that bargaining unit work is tracked when performed by bargaining unit employees, it will be tracked in the same manner when performed by managers and/or non-bargaining unit employees.

If the Union believes that this provision is being abused, the Union may request a meeting with the Company, and the parties shall meet, confer and attempt to agree on resolution of the issue in question.

Wherever the male gender is referenced in the text of this agreement it is understood that it refers to both the male and female gender.

ARTICLE II – RECOGNITION

The Company agrees to recognize the Union as the sole and exclusive bargaining representative of its employees, as defined in Article I of the Agreement.

ARTICLE III – UNION MEMBERSHIP

SECTION 1. All present employees within the bargaining unit shall, immediately following sixty (60) days from the effective day of this Agreement, be required to become members in good standing of the Union through the payment of uniformly required initiation fees and dues, and shall continue in good standing for the duration of this Agreement. All new employees, as a condition of employment, shall become members of the Union in good standing through the payment of uniformly required initiation fees and dues immediately following sixty (60) days from the date of employment, and shall continue in good standing for the duration of this Agreement.

SECTION 2. The Union agrees to give the Company at least two weeks advance written notice before requesting the discharge of any employee as a result of non-compliance with this Article.

SECTION 3. The Company agrees to deduct monthly from the wages of each employee covered by this Agreement, upon receipt of a voluntary signed authorization, therefore by such employee, such employees' Union dues and/or initiation fees regularly assessed and as authorized by the employee involved.

Deductions, as provided by above, shall be deducted from the employees third (3rd) paycheck of each month. Such dues shall be forwarded to Local 509 in computer form, i.e. 1/2" tape, 5 1/4" or 3 1/2" floppy or other compatible form, if any, (not including fines, assessments, or contribution), for such month of each member of the Union who is actively employed by the Company at the end of such pay period and who has given the Company a voluntary written assignment and all sums of money so deducted by the Company for the Union shall be remitted to the Local Union No. 509 not later than the tenth (10th) day of the month following the month in which the deductions were made. It is understood that any employee who has worked or been paid for forty (40) or more hours in any calendar month, and who does not receive a paycheck from which regular Union membership dues, initiation fees, and reinstatement fees could be deducted, shall have any such deduction in addition to his regular deductions made from the employees next paycheck.

SECTION 4. V-CAP Check-off. The Company agrees that during the life of this Agreement to deduct from the pay of each employee voluntary contributions to UAW V-CAP providing each employee who executes, or has executed, in writing to the Company an authorization for such (V-CAP check-off) on forms provided by the Union.

Deductions shall be made pursuant to the forms received by the Company from the employee's 1st paycheck in the first month following receipt of the check-off authorization card and shall continue until revoked by the Local Union.

The Company further agrees to furnish the Local Union with the name, address, Social Security number, and date of last authorization of those employees for whom deductions have been made. The Company further agrees to furnish the Local Union with a monthly and year-to-date report of each such employee's deductions.

The Company agrees to remit said deductions promptly to UAW V-CAP with UAW Region 5 on the memo line to an address in Detroit given to the Company by the International Union.

SECTION 5. The Union agrees to indemnify the Company and hold it harmless against any and all suits, claims, demands and any other liabilities arising out of, or resulting from the applications of the provisions of this Article.

SECTION 6. The Company will provide a seniority list of all Union members to the Union Shop committee after new hires, promotions or terminations, or when requested by the Union. The list will include names, clock numbers, wages, dates of hire, seniority tiebreakers, departments, classifications/leads, home address and home telephone number.

SECTION 7. In the event of a new acquisition, the probationary period for the new production line employees can be modified to be longer if mutually agreed to by both the union committee and management.

ARTICLE IV – REPRESENTATION

SECTION 1. The Company recognizes and will deal with all of the Shop Committeemen. The total number of Shop Committeemen shall in no case exceed four (4) for the entire plant. The Shop Committeemen shall be selected by the Union from full-time employees who have been in employ of the Company for a period of at least one (1) year prior to their selection. The Union may select alternate Shop Committeemen to act only in the event of absence or incapacity of the Shop committeemen. There shall be no more than three (3) Shop Committeemen on the day shift, one of which will be the Chairperson, and no more than one (1) on the night shift.

SECTION 2. A written list of the committeemen and their alternates shall be furnished to the Company immediately after their appointment. The Union shall notify the Company promptly of any changes in membership of the Committeemen's list.

SECTION 3. No union business or activity shall be conducted during working hours, except as provided in this Agreement.

SECTION 4. The Company will provide the Union with one desk with locking drawers and a chair, two four-drawer filing cabinets with locks and key, telephone with outside line, one computer, two chairs, internet access, and access to a printer/scanner and office supplies.

ARTICLE V – MANAGEMENT

SECTION 1. The rights of Management in the operation of its business are limited solely by the provisions of this Agreement and, except as specifically abridged, delegated, granted and modified by this Agreement, all of the rights, powers and authority of the Company shall remain exclusively and without limits within the rights of Management.

SECTION 2. It is recognized and agreed that the Company retains the sole right and prerogative to manage its business and direct the working force, including the right to establish new jobs and operations, to determine the composition of parts and materials and the extent to which they are pre-manufactured; to subcontract work or operations; to determine the types of products to be

manufactured, sold and distributed, as well as schedules of production, and process, means and location of manufacturing; to establish, abolish, modify and enforce (subject only to the express provisions of this Agreement) reasonable policies, forms, work rules, processes, and other types of requirements regarding any matters associated with employment terms and conditions, operations and/or Company property and equipment protection.

ARTICLE VI – GRIEVANCE PROCEDURE

SECTION 1. All disputes which arise as to the meaning, application or interpretation of the Agreement shall be adjusted in the following manner:

INFORMAL DISCUSSION: The employee, with their committeeman if they choose to do so, has the right to raise a disputed issue with their supervisor to informally settle the matter without filing a formal grievance. If the parties are unable to reach agreement, the grievant may file a Step 1 Grievance, within 10 days from the event giving rise to the dispute. If so desired by either party, the Informal Discussion may be skipped or terminated, and a grievance may be filed directly at Step 1.

STEP 1: In writing between the employee and/or no more than two committee persons and the Manager or any other representative of management who may be designated, with a brief meeting for presentation of the grievance.

STEP 2: In writing and discussed orally between the Union committee and or International Representative of the Union and Management of the Company.

Any grievance not presented and/or carried forward within the above time limits shall be deemed null and void. In the event either party does not give its answer within the prescribed time limits set forth herein, the grievance shall be resolved in favor of the other party in accordance with terms and conditions of the contract. All requests for extension to the prescribed time limits must be made and agreed to in writing.

A Step 1 grievance shall be submitted to Human Resources and the appropriate manager within ten (10) working days from the date of the occurrence or true discovery. Formal grievances shall clearly set forth all relevant facts, the section(s) of the Contract allegedly violated, date of violation, the specific violation and the specific remedy or action desired from the Company. Within five (5) working days after the filing of the grievance, the Company shall answer the grievance in writing to the Union bargaining committee and local/ international representative. The Union shall have 5 working days after the date of the Company's Step 1 response to appeal the grievance to Step 2.

Within three (3) working days after the Union appeals a grievance to Step 2, the parties shall schedule a meeting to discuss the grievance on a mutually acceptable date and at a mutually acceptable time. The grievance shall be answered in writing to the Union bargaining committee and local/ international representative, setting forth the Company's position in full, within five (5) working days after the Step 2 meeting held by the parties concerning the grievance.

If a grievance is not settled at the Step 2 meeting or based on the Company's Step 2 response, the parties may mutually agree to request mediation services from the Federal Mediation and Conciliation Service. If no such agreement is reached, the grievance may be moved to arbitration, provided the Union appeals the grievance to arbitration as set forth in Section 2, hereof, within ten (10) working days after the Company's Step 2 response is given.

SECTION 2. A grievance not settled at Step 2 may be appealed to arbitration by requesting a list of seven (7) local arbitrators from the Federal Mediation and Conciliation Service within ten (10) days after the later of the Company's Step 2 response or the mediation of the grievance (if the parties mutually agree to mediation). Within fifteen (15) working days from receipt of the list of arbitrators the Company and the Union shall alternately strike a name from the panel until only one name remains. The privilege of striking first shall be by lot.

In the event either party elects not to participate in the striking of names within the time limits set forth herein, the other party shall have the right to select the arbitrator from the panel. Each party shall have the right to reject one arbitrator panel in full and to request a substitute panel. In the event that either party questions the arbitrability of the grievance, the arbitrator shall have the right and must decide the arbitrability question first.

The arbitrator shall hear said grievance or dispute and render his decision in writing not later than thirty (30) days after the hearing is closed. The decision of the Arbitrator shall be final and binding upon both the Company and the Union, subject to the provisions of Section 3, immediately following.

SECTION 3. Before submission of a grievance or dispute to arbitration, the Company and the Union must promptly attempt to agree and set forth in writing specifically the issue or issues to be submitted to arbitration. In the event no agreement regarding the issue or issues to be submitted to arbitration is reached, each party shall have the right to unilaterally submit the issue or issues to the arbitrator and the arbitrator shall have the right to decide the issue as well as render an award upon hearing the case. The arbitrator shall not have the right to add to nor subtract from nor modify any of the terms of this Agreement, and all decisions must be within the scope and terms of this collective bargaining agreement.

SECTION 4. Expenses of the impartial arbitrator shall be borne equally between the Union and the Company, except that the losing party shall bear such costs if it loses three or more arbitrations in a twelve-month period.

SECTION 5. During the term of this Agreement, all disputes, grievances, complaints and adjustments pursuant to this Agreement shall be settled in accordance with the grievance and arbitration procedure outlined herein. During the term of this Agreement, the Local Union and the International Union, or either of them, shall not authorize, cause, engage in, sanction or assist in any slowdown, work stoppage or strike of any kind against the Company. In the event that any member or members of the Local Union or International Union shall call, engage in, sanction or assist in any slowdown or work stoppage or strike of any kind, the Company may forthwith take whatever disciplinary action it deems appropriate, including discharge. Any such disciplinary action shall be subject to the grievance procedure.

The Union officers and representatives shall immediately take, or cause to be taken, all affirmative action to demand, cause, and require each and every member to perform the terms and conditions of this Agreement.

During the term of this Agreement, there shall be no lockouts of employees.

SECTION 6. It is understood and agreed that the committeemen acting as Union representatives in any capacity have full-time production work to perform and that they shall not leave their work during working hours except when necessary to perform their duties as herein defined, in which event they shall obtain permission from their foreman or supervisor, and shall notify their foreman or supervisor of the department which they wish to visit and the amount of time that will be needed. Permission to leave their workstation shall not be unreasonably denied. In cases where permission is granted, the Union representative shall clock in on Union business for the full duration of time during which the representative is absent from his/her work area. The Union representative shall return to his/her work area within the time estimate provided to the supervisor.

Union representatives shall in all instances accurately record the time spent on Union business. Time spent on Union business shall only be compensable if it is during the Union committeeman's scheduled work hours. The parties hereto agree that each will cooperate with the other in reducing to a minimum the actual time spent by the committeemen in investigating, presenting and adjusting grievances and disputes.

SECTION 7. It is recognized and understood that management's right to discipline shall include the right to warn an employee. Such warning must be given within ten (10) working days from the date of occurrence or true discovery. The receipt of a warning notice, in accordance with the terms and conditions of the contract, shall not be subject to arbitration. The employee is required to sign the warning notice to acknowledge receipt of it. The Chairperson of the Shop Committee shall be notified of the intended action five (5) hours in advance, and he or his designee shall have the opportunity to attend the meeting, unless waived by the employee in writing. Warnings for violation of rules that have been on an employee's records for 1 year or more will be disregarded for the purpose of compounding disciplinary actions. A copy of all warning notices will be given to the Chairman of the Shop Committee, or, in his absence, to an alternate. To the extent required by the National Labor Relations Act, the Employer will provide the Union with information requested in connection with a disciplinary action. The Union agrees that such requests will be reasonable in terms of both volume and scope. The Employer shall advise the Union of the expected time necessary to compile the requested information, and shall update the Union if additional time is needed.

ARTICLE VII – DISCHARGES

SECTION 1. The Company shall have the right to discharge or discipline any employee for just cause.

SECTION 2. Just cause for discharge or discipline shall include, but not be limited to, incompetency, inefficiency, dishonesty, advocacy of the overthrow of the United States

Government, refusal to fulfill reasonable instructions of a superior, negligence, willful damage of equipment, violation of this Agreement or failure to comply with established Company rules.

SECTION 3. An employee shall not be peremptorily discharged. In all instances in which a supervisor or other representative of the Company may conclude that an employee's conduct justifies discharge, he shall first be suspended. In all cases of suspension, the Chairperson of the Shop Committee shall be notified of the intended action, and he or his designee shall have the opportunity to attend the meeting, unless waived by the employee in writing.

A grievance may be filed into the second step of the grievance procedure and a hearing must be held within the first eight days following the filing of the grievance. After such meeting, the Company may conclude whether the suspension shall be extended, revoked, or converted into discharge. Final decision on each suspension or discharge case shall be made by the Company not later than the second regular working day following completion of the meeting referred to above.

If the suspension shall be revoked, the employee shall be returned to employment and receive full compensation at his regular rate for the time lost from work. In the event a decision shall result in either the affirmation of extension of the suspension or discharge of the employee, the Union may request arbitration within fifteen (15) working days dating from the receipt of the Company's decision as provided in Article VI, Section 2. Otherwise the Company's decision shall be considered final.

ARTICLE VIII – SENIORITY

SECTION 1. PROBATIONARY EMPLOYEES

All new employees shall be considered as on probation during their first sixty (60) calendar days of employment (unless mutually agreed upon by the union committee and management in the event of a new acquisition), and may be discharged for any reason during this period of time. The discharge of a probationary employee shall not be subject to the grievance and arbitration procedure as set forth in Article VI. Upon reasonable notice to the Union, the probationary period may be extended by an additional 30 days.

SECTION 2. SENIORITY DEFINED

Seniority is defined as the length of continuous and unbroken service in the Bargaining Unit. Employees hired after November 19, 2004 seniority will also be based on date and clock-in time, and if equal, the seniority tie breaker will be based on the first letter of last name (“A” would be senior to “B”, etc.). Employees hired after November 22, 2008, seniority shall be based on the time of the employees’ pre-employment medical exams, when two or more employees are hired on the same date.

SECTION 3. ACCRUAL OF SENIORITY

Seniority shall accrue during active employment, and during layoff, medical leave of absence and personal leave of absence. Accrued seniority shall be retained unless lost under Section 6.

SECTION 4. APPLICATION OF SENIORITY

In laying off and recalling employees, seniority shall control among employees in the affected classifications who are qualified to perform the available work without training but with a reasonable opportunity for familiarization.

A. LAYOFF

Employees hired prior to November 19, 2004 who downgrade bump will be paid in accordance with Appendix A-1 thru A-4.

Employees hired after November 19, 2004 who downgrade bump will be paid in accordance with Appendix B-1 thru B-4.

1. When the Company lays off, the employee with the least seniority in the job classification will be laid off. However, senior employees in the job classification involved may request a voluntary layoff which would not exceed three (3) months. Such requests will be granted subject to the need as determined solely by the Company, to maintain an adequate level of skills in the job classification and department involved. Denial of such requests will not be subject to arbitration. The laid off employee will be allowed one downgrade bump of the least senior employee in the job classification in the job family involved or a lateral or downgrade bump of the least senior employee in any job classification, provided he has more seniority than the employee he displaces. Any employee displaced through this bumping procedure shall be allowed the same bumping procedure as outlined herein. The employee displacing another through this bumping procedure will be allowed up to an eight (8) day familiarization period to demonstrate his ability to perform the work required. If he fails, he will be laid off. An employee may elect not to displace another employee, but to accept a layoff. An employee, not able through seniority (and ability to perform the work required) to displace another, will be laid off. The Company shall pay for all insurance coverage for the month in which an employee is laid off and the month in which the employee is recalled, should they be recalled.

2. The Company shall make every reasonable effort to notify the Chairperson of the Shop Committee or designee, one week in advance when a layoff is planned, but in no case will it be less than five (5) working days and the last day worked will be on a Friday. The job classifications and the number of employees involved will be made known to the chairman or his designee. Following such advance notice to the Union, the layoff notice shall be posted on the Company bulletin boards as soon as practical. Before laying off employees, the Company will make a reasonable effort to determine whether there is any non-bargaining unit work available which such employees are qualified to perform.

During the life of this Agreement, if a non-probationary employee covered by this Agreement is placed on layoff status, such employee shall be entitled to receive severance pay at the time of such separation based on the following years of service:

<u>Years of Service</u>		<u>Severance</u>
1 year	-	2 weeks

2 years	-	2 weeks
3 years	-	3 weeks
4 years	-	4 weeks
5 years	-	5 weeks
6 years	-	6 weeks
7 years	-	7 weeks
8 years	-	8 weeks
9 years	-	9 weeks
10 years	-	10 weeks
11 years	-	11 weeks
12 years	-	12 weeks
13 years	-	13 weeks
14 years	-	14 weeks
15 years	-	15 weeks
16 years	-	16 weeks
17 years	-	17 weeks
18 years	-	18 weeks
19 years	-	19 weeks
20 years or more	-	20 weeks capped

Severance is capped at 20 weeks for any employee with greater than 20 years of service.

Employees accepting such severance pay shall relinquish all job rights with the Company and shall be considered as new employees only if they are subsequently rehired by the Company. Such employees shall also be required to enter into an agreement releasing all claims against the Company as a condition to receiving such severance. Employees eligible for severance payment under this provision shall have up to 45 days to decide whether to enter into the release agreement.

3. In the event of a layoff only, the Union Shop committeemen shall be placed at the top of the seniority list for their job classification and shall be retained at work in the same or lower job classification within the Company, regardless of the product line, provided there is work available which they have the ability to perform.

It is further agreed that in the event that more than one employee in any job classification is a shop committeeman at the same time, such top seniority rights shall be restricted to the most senior employee in said classification. If a job classification which a shop committeeman holds is eliminated, they will follow regular bumping procedures outlined in this Article.

B. RECALL

Employees hired prior to November 19, 2004 who are recalled from layoff will be paid in accordance with Appendix A-1 thru A-4.

Employees hired after November 19, 2004 who are recalled from layoff will be paid in accordance with Appendix B-1 thru B-4.

Recalls from layoff (which includes employees displaced from their "home" job) will be made in seniority order to their "home" job only. Their "home" job is that job for which they were hired, or, to the most recent job that was successfully bid and worked, if they are no longer in the job for which they were hired. Recall rights to "home" job will be limited to thirty-six (36) months. This will commence on November 20, 2004, for those employees currently having recall rights. Further, if a position is available and an employee does not accept recall, they lose their rights to a recall. The past practice of notifying employees of an available job, which is not their "home" job (and for which there are no employees having recall rights to such alternate job) will be continued. The employee's acceptance or rejection of such a position will not affect their recall rights to their "home" job. Employees who are recalled to a non-home job will be allowed up to an eight (8) day familiarization period to demonstrate his ability to perform the work required. If he fails, he will be laid off or returned to his previous position if he or she was not on layoff when the non-home job recall was accepted. If not currently employed, the employee will be returned to the layoff list without any disciplinary action. The employee will maintain their seniority date for their home job if they are returned to the recall list. When brought off recall for familiarization, Health Benefits will be covered for the entire month, per Article VIII, Sec 4.A.1.

C. TRANSFERS

1. The Company will give consideration to the seniority of employees when and if transfers from one shift to another become necessary.

Employees who are in the same job classification desiring to transfer to that same job classification on another shift, if any, shall be awarded such job, on such shift, in accordance with seniority, subject to the maintenance of a reasonable balance of skills and experience on each shift.

Where vacancies are not so filled, the Company may transfer employees in classification involuntarily, proceeding in the inverse order of seniority unless more senior employees are required to maintain a reasonable balance of skills and experience on each shift. An employee may request a shift transfer once within any six (6) month period. However, granting any such shift transfer request shall be at the sole discretion of the Company.

2. If the Company transfers an employee, from a position within the Bargaining Unit to a position outside the Bargaining Unit, such employee shall maintain all of his accumulated seniority in the Bargaining Unit before the date of transfer to the position outside of the Bargaining Unit provided that such employee is returned by the Company to the Bargaining Unit within six (6) months from the date of the original transfer, or the employee requests a return to the Bargaining Unit within six (6) months from the date of the original transfer. In either case, there must be an open position and the employee will not displace any other Bargaining Unit employee.

If the Company does not return the employee, or the employee does not request to be returned to the Bargaining Unit within six (6) months from the original date of transfer, the employee loses all accumulated seniority in the Bargaining Unit.

If an employee makes a request to return to the Bargaining Unit within the six (6) month period, but the transfer does not take place until after the six (6) months period based on no position being

open, such employee shall maintain all of his accumulated seniority in the Bargaining Unit before the date of transfer, provided the transfer takes place within a maximum of 9 months.

D. TEMPORARY WORK ASSIGNMENT

Employees hired prior to November 19, 2004 who are temporarily assigned to another job will continue to receive his current rate of pay or the minimum rate of the job transferred to, whichever is higher under Appendix A-1 thru A-4.

Employees hired after November 19, 2004 who are temporarily assigned to another job will continue to receive his current rate of pay or the minimum rate of the job transferred to, whichever is higher under Appendix B-1 thru B-4.

1. An employee temporarily assigned to another job will continue to receive his current rate of pay or the minimum rate of the job transferred to, whichever is higher. For TWA's of one full working day or more in duration, documentation will be required and retained for twelve (12) months. In cases where a TWA is required, an employee temporarily assigned to another job will not be required to move until a TWA is created. The Union will receive a daily activity report regarding the TWAs from the prior workday. The most senior qualified available employee will be assigned to a job in a labor grade whose maximum rate is greater than the maximum rate of the job he holds. The least senior, qualified, available employee will be assigned to a job in a labor grade with a maximum rate equal to or less than the maximum rate of the job he holds.

2. Giving effect to the Company's need to maintain efficiency and orderliness of operations, the use of temporary work assignments shall not be used by the Company as a prolonged course of action to avoid the establishment of new job openings.

3. A temporary work assignment will not exceed sixty (60) calendar days (exclusive of vacation, holidays, illness, or injury).. An extension of this time may be mutually agreed by the parties to this agreement. If agreement to extend the temporary assignment for an additional period of time cannot be reached, then the Company may post the job for bid either as temporary or a permanent job, whichever better fits the circumstances involved. An employee who has been assigned to a temporary job shall return to his former job when the temporary job is terminated.

SECTION 5. PROMOTIONAL OPPORTUNITY PROGRAM

Employees hired prior to November 19, 2004 awarded a job for which he has bid will be paid in accordance with Appendix A-1 thru A-4.

Employees hired after November 19, 2004 awarded a job for which he has bid will be paid in accordance with Appendix B-1 thru B-4.

A. In furthering the Company's intent to provide promotional opportunity and to enhance job security to its present work force, the Company shall establish a system of promotional opportunity job posting and bidding for employees to a job having a greater base hourly rate of pay at the top of the highest job classification within the job family than the job from which the employee is bidding. There shall be no downgrade bidding.

However, the Company reserves the right to hire a qualified job applicant from outside the present work force directly into a permanent or temporary job vacancy, which the new employee can do with a reasonable familiarization period.

B. Permanent job openings will be filled in accordance with the following procedure: The Human Resources Department shall post a notice of all permanent job openings on the Company bulletin boards for a period of three (3) working days and all bids shall be placed within this period. Employees out of the plant on medical, jury duty, or vacation when a job bid is posted will have up to five (5) additional work days from the date of the posting to submit a job bid. Bids placed after the expiration of this period will not be accepted. Such notice shall contain the following information: Date notice was posted, the Deadline for accepting job bids, Job Title, Current Hourly Rate of Pay (without shift differential), Shift Assignment, Department and Minimum Qualifications required of the bidder. The Company will respond to the applicant within 30 days from the date of posting.

An employee who has completed his probationary period may submit a bid slip in triplicate, one (1) copy for the Company, one (1) copy for the Union, and one (1) copy for the employee, submitted to the designated persons to receive same for each party.

C. From the bids received, the Company will consider the following factors: length of seniority, required training and education, including successful completion of Company and or Union sponsored training programs, education, work experience, attendance, job performance, and ability to perform essential functions of the job, with or without a reasonable accommodation.

When the aforementioned factors are relatively equal, from among the bidders who meet the necessary qualifications of the job, then the employee with the greatest seniority shall be awarded the job on a trial basis for a maximum period of thirty (30) working days (sixty (60) working days for Multi-Spindle Machine S/U Operator, Sr., CNC S/U Operator, Sr., and CNC S/U Operator, CNC Multi-Axis S/U Operator, Sr., EDM Cell Operator, Sr. and Punch Press S/U Operator). Upon satisfactory completion of this maximum trial period, he shall be awarded the job on a permanent basis at a rate not less than the minimum base hourly rate for the job.

In the event a job vacancy is not filled under the foregoing procedure or during the time the vacancy is being filled by this procedure, the Company shall have the right to fill such positions by assigning a present employee or hiring a new employee to the job providing there are no employees who are on layoff awaiting recall who have the seniority and are qualified for the job.

Seniority for the purpose of this paragraph shall be defined as the length of continuous service with the Company from the most recent date of hire.

D. The trial period on the job, referred to above, shall be used for the purpose of determining the employee's adaptability to the job. If the Company determines that an employee is unadaptable within 30 days (but not less than 10), or 60 days (but not less than 20) for Multi-Spindle Machine S/U Operator, Sr., CNC S/U Operator, Sr., and CNC S/U Operator, CNC Multi-Axis S/U Operator, Sr., EDM Cell Operator, Sr. and Punch Press S/U Operator), such employee will be removed from the job. All time served during the trial period shall be considered as time served in the progression

training period if the employee qualifies for a permanent assignment to the job.

An employee who fails to qualify for the job during his trial period shall be transferred back to the job from which he came, displacing the employee who replaced him. An employee whose bid is unsuccessful and who is otherwise qualified, must submit a new bid to be considered for the next available job vacancy, except in cases where the same job is vacated by reason of the successful bidder failing to qualify during the trial period. This job shall not be reposted for bid and shall be awarded to the next qualified bidder.

E. When an employee is awarded a job for which he has filed a bid, such employee is not eligible to file another job bid for a period of one year (12 months) from the date of such award, provided the posted job falls in Labor Grades 1 through 9. However, should the Company wish to transfer an employee to another job, prior to the completion of one year, and the employee agrees to such transfer, the transfer may be consummated.

F. Vacancies left by the award of a posted job will be filled by posting the newly vacated job and following the established bid procedure.

G. Any employee who believes that his qualifications were not properly evaluated in the Promotional Opportunity Program may request the Chairman of the Union Committee to conduct a hearing before the Human Resources Manager to determine the reasons why he was not selected.

H. To maintain the efficiency of its working force and to insure an adequate supply of competent employees, the Company will institute and administer training programs to meet its needs, providing such programs do not conflict with any other provision of this Agreement.

The training program is intended to provide employees with such courses which could include but not limited to the basic techniques of shop math, blueprint reading, machine operation and use of various measuring instruments, etc.

Training classes will be made available to employees during working hours and will be paid for such training time. When the following conditions exist, training time shall not be compensated unless otherwise agreed to by both parties:

1. Attendance at the training is outside regular working hours.
2. Attendance is voluntary.
3. The course, lecture or meeting is not directly related to the employee's job.
4. Employees do not perform any productive work during their attendance.

Employees who satisfactorily complete their training course will receive a certificate. This certificate will be used in evaluating an employee's abilities when bidding on a job.

It is understood by both parties that "On The Job Training" will be conducted without a change in compensation to the trainees and the section of the contract regarding "Temporary Work Assignments" will not apply. Upon successful completion of such training and attainment of

Certification, should the employee be requested to work in the area he/she is certified for rules governing "Temporary Work Assignments" Article VIII, Section 4D will apply.

SECTION 6. LOSS OF SENIORITY

Included in the reasons for which an employee shall lose his seniority are the following:

- A. Resignation.
- B. Discharge for just cause.
- C. Absence of three (3) consecutive working days without notice, unless the employee is unable to notify the Human Resources Department for reasons beyond his control.
- D. Failure to notify the Company of the intention to return to work after a layoff within two (2) working days of such notice, and/or failure to return to work within five (5) days after notifying the Company of intention to report to work. A certified letter delivered to the employee's last known address, filed by him with the Company shall be deemed receipt of notice.
- E. Exceeding a leave of absence unless circumstances make it impossible for the employee to return to work on the expiration date of said leave of absence.
- F. Giving a false reason for obtaining a leave of absence.
- G. Accepting employment with a competitor unless agreed to in writing by the Company.
- H. Failure to be recalled after layoff within three (3) years from the date of layoff.

SECTION 7. PROMOTION, DEMOTION AND TRANSFER, RATE OF PAY

An employee permanently transferred or promoted to a higher rated job classification shall continue to receive his current rate of pay or the minimum rate of the higher rated job classification, whichever is greater (pay rate based on applicable appendices).

An employee permanently transferred to a lower rated job classification shall receive his current rate of pay or the top of the lower rated job classification, whichever is lesser (pay rate based on applicable appendices).

SECTION 8. TEMPORARY EMPLOYEES

When unforeseen circumstances beyond the Company's control require a position to be filled before the time necessary under the normal bidding procedure, the Company may assign the position to a temporary employee provided voluntary overtime, recall and TWA options have been exhausted. No such temporary assignment shall be done for the purpose of depriving any employee of bargaining unit work. Temporary employees shall only be eligible for overtime after such overtime hours have been offered to qualified bargaining unit employees. Temporary

assignments typically shall not exceed sixty (60) calendar days. If a temporary worker exceeds 60 calendar days, the job that the temporary employee holds will be posted for bid. If there are no successful bidders from the bargaining unit, the temporary employee will be made a non-probationary bargaining unit employee and remain in the job subject to the Company's right to determine staffing needs.

The Union will be notified as soon as possible but no later than three (3) business days prior to the temporary employee being retained. The notice will include the unforeseen circumstances resulting in the need for temporary employees, and documentation demonstrating that the Company exhausted voluntary overtime, recall and TWA options. The Company will also include a non-binding estimate of the length of time that the Company expects to retain the temporary employees.

For purposes of this Section the term "unforeseen circumstances" mean those situations that are the result of a customer's immediate need, including Aircraft on Ground, line shutdown, interruptions in the production due to causes beyond the control of the Company or unexpected injury or illness of more than a week's duration.

ARTICLE IX – HOURS

SECTION 1. The normal work day shall consist of not more than eight (8) hours.

SECTION 2. The normal work week shall consist of not more than forty (40) hours worked on five (5) consecutive days, Monday through Friday.

SECTION 3. Any employee who reports to work at the start of his assigned shift during the normal work week without previous notification not to so report will receive not less than four (4) hours work, at such work as may be available, or four (4) hours of pay at his regular straight time hourly rate of pay. If the cause for a lack of work is beyond the control of the Company, the employee will be paid for the actual hours worked but not less than two (2) hours. In the event the employee reports late or with permission leaves his job, he shall be paid only for the actual hours worked.

SECTION 4. Nothing in SECTION 1 or SECTION 2 of this Article is to be construed as a guaranteed work day or work week.

SECTION 5. The general starting and stopping times for bargaining unit employees are as follows:

- A. Eight Hour Shift
 - 6:00 a.m. to 2:30 p.m. - 1st Shift (day)
 - 2:30 p.m. to 11:00 p.m. - 2nd Shift (night)
 - 10:00 p.m. to 6:30 a.m. – 3rd Shift

- B. Nine Hour Shift
 - 6:00 a.m. to 3:30 p.m. - 1st Shift (day)
 - 3:30 p.m. to 1:00 a.m. - 2nd Shift (night)

10:00 p.m. to 7:30 a.m. – 3rd Shift

C. Ten Hour Shift

6:00 a.m. to 4:30 p.m. - 1st Shift (day)
4:30 p.m. to 3:00 a.m. - 2nd Shift (night)
10:00 p.m to 8:30 a.m. – 3rd Shift

D. Eleven Hour Shift

6:00 a.m. to 5:30 p.m. - 1st Shift (day)
5:30 p.m. to 5:00 a.m. - 2nd Shift (night)

E. Twelve Hour Shift

6:00 a.m. to 6:30 p.m. - 1st Shift (day)
4:30 p.m. to 5:00 a.m. - 2nd Shift (night)

F. Saturday/Sunday Six Hour Shift

6:00 a.m. to 12:00 p.m. – 1st Shift (day)
12:00 p.m. to 6:00 p.m. – 2nd Shift (night)

G. Saturday/Sunday Eight Hour Shift

6:00 a.m. to 2:30 p.m. - 1st Shift (day)
2:30 p.m. to 10:30 p.m. - 2nd Shift (night)

BREAK AND LUNCH SCHEDULE FIRST (1st) SHIFT

For shifts starting at 6:00 am, the break schedule will be as follows:

8 Hr. Shift 6:00 a.m. to 2:30 p.m.

1st Break..... 8:45 a.m. to 9:00 a.m.
Lunch. 11:00 a.m. to 11:30 a.m.
2nd Break..... 1:30 p.m. to 1:40 p.m.
End of shift..... 2:30 p.m.

9 Hr. Shift 6:00 a.m. to 3:30 p.m.

1st Break..... 8:45 a.m. to 9:00 a.m.
Lunch. 11:00 a.m. to 11:30 a.m.
2nd Break..... 1:30 p.m. to 1:40 p.m.
End of shift..... 3:30 p.m.

10 Hr. Shift 6:00 a.m. to 4:30 p.m.

1st Break..... 8:45 a.m. to 9:00 a.m.
Lunch. 11:00 a.m. to 11:30 a.m.
2nd Break..... 1:30 p.m. to 1:40 p.m.
End of shift..... 4:30 p.m.

When on mixed hours, use 10 hour shift.

BREAK AND LUNCH SCHEDULE SECOND (2nd) SHIFT

8 Hr. Shift 2:30 p.m. to 11:00 p.m.

1st Break.....	5:00 p.m. to 5:15 p.m.
Lunch.....	7:30 p.m. to 8:00 p.m.
2nd Break.....	9:30 p.m. to 9:40 p.m.

9 Hr. Shift 3:30 p.m. to 1:00 a.m.

1st Break.....	6:00 p.m. to 6:15 p.m.
Lunch.....	8:30 p.m. to 9:00 p.m.
2nd Break.....	11:00 p.m. to 11:10 p.m.

10 Hr. Shift 4:30 p.m. to 3:00 a.m.

1st Break.....	7:00 p.m. to 7:15 p.m.
Lunch.....	9:30 p.m. to 10:00 p.m.
2nd Break.....	12:30 a.m. to 12:40 a.m.

When on mixed hours, use 10 hour shift.

Changes outside of the times established under the foregoing provisions of the section may be made by mutual agreement between the Company and the Union, or as provided below. There will be no unreasonable withholding of consent by the parties if the necessity of the situation requires a change of time.

The first break period of each shift shall occur not later than 4 hours after the start of the shift provided, however, that Management may alter the break times for the following classifications and departments (CNC Filament Winding S/U Operator Sr, CNC Filament Winding Operator, and Winding Technician, Shipping/Receiving Department, Maintenance Department, Machine Shop) by no more than 60 minutes before or after the scheduled break times when necessary to achieve production efficiencies or due to the continuous nature of operations. In the event there are any issues brought to the Company with abuse of this section, the Company will correct it immediately. Prior to altering breaks and lunches for the above classifications or departments on a continuous basis, the Company shall provide a minimum of one week's notice.

The Parties agree that meal periods will begin by the end of the sixth hour of work. The Parties recognize that Section 512 of the California Labor Code ("Section 512") provides that the first meal period must begin by the end of the fifth hour of work. However, on behalf of itself and the bargaining unit employees, the Union waives this requirement. This provision is intended to operate as a clear and unmistakable waiver of Section 512's requirement that the first meal period must begin by the end of the 5th hour of work.

The 2nd break shall occur not later than 4 hours after the end of the lunch period. Additionally, a second lunch period of thirty minutes is required if an employee works more than ten hours per day, except that if the total hours worked is no more than 12 hours, the second meal period may

be waived by mutual consent of the employer and employee only if the first meal period was not waived.

ARTICLE X – REST PERIODS

SECTION 1. All employees shall receive a fifteen (15) minute rest period in the first half of each shift and a ten (10) minute rest period in the second half of each shift. After ten (10) hours worked, in any one-work day, employees shall receive a ten (10) minute rest period for each additional two hours worked thereafter.

ARTICLE XI – OVERTIME

SECTION 1. One and one-half times the employee's basic straight time hourly rate of pay shall be paid for all hours worked in excess of eight (8) in one day or forty (40) per week, whichever is greater.

SECTION 2. One and one-half times the employee's basic straight time hourly rate of pay shall be paid for all hours worked on Saturday.

SECTION 3. Two (2) times the employee's basic straight-time hourly rate of pay shall be paid for all hours worked on Sunday.

SECTION 4. Two (2) times the employee's basic straight-time hourly rate of pay shall be paid for all hours worked in excess of twelve (12) consecutive hours in one day.

SECTION 5. There shall be no pyramiding of overtime payments.

SECTION 6. The Company will post for voluntary overtime by 2:20 p.m. Wednesday for the period starting on the upcoming Saturday through the following Friday. Employees are required to accept / decline overtime by Thursday 12:00 p.m. Company will then post mandatory overtime by Thursday 1:30 p.m. Scheduled overtime hours may be cancelled no later than twenty-seven (27) hours prior to the scheduled starting time. For daily overtime not scheduled prior to the day of overtime and except for emergencies, employees shall be notified at least two (2) hours before the overtime commences. Failure of the Company to give notification of overtime as required heretofore shall make such overtime voluntary.

Except as provided in the following provision, overtime is voluntary after: 10 hours (Monday through Thursday), after eight (8) hours on Friday, and six (6) hours on Saturday. Notwithstanding this provision, however, the Company shall have the right to require 2 hours of mandatory overtime on two Fridays per fiscal quarter, and to schedule 8 hours of mandatory overtime on one Saturday per fiscal quarter.

Saturday overtime will be voluntary for 7 of 13 Saturdays in a calendar quarter (Oct-Dec, Jan – Mar, Apr-Jun, Jul-Sep). No rolling quarters for this purpose will be used. In determining a need for a mandatory overtime shift, Management will post the mandatory determination no later than Noon on Thursday of each week prior to the Saturday in question.

For the purpose of this section the term emergency shall mean those situations that are the result of a customer's immediate need, including but not limited to Aircraft on Ground, line shutdown, interruptions in the production due to causes beyond the control of the Company.

The Company will not schedule more than eight (8) hours of work prior to a holiday, and will not schedule any mandatory Saturday work prior to or after a holiday when the Saturday is the following day, except emergencies.

Any exceptions to this will be discussed and agreed to by the parties at least one week in advance.

SECTION 7. The Company agrees to distribute overtime work as equally as possible among the employees in the same classification of work who normally perform said work within a twenty-four (24) hour overtime spread. Overtime spread is the number of hours between the employee in a given classification having the highest number of accumulated overtime hours and the employee having the lowest.

If the twenty-four (24) hours overtime spread among the employees in the same classification who normally perform said work is exceeded, the Company will attempt to correct the situation within two (2) weeks from the date the employee brings it to the attention of the manager or as soon as practical thereafter.

The Company will track all overtime hours offered at the applicable number of overtime hours (1.5x or 2x) and will be posted weekly. Overtime will be tracked and reported on a weekly basis.

ARTICLE XII – SHIFT DIFFERENTIAL

SECTION 1. Employees regularly employed on the second (night) shift shall be paid a regular night shift premium of seven percent (7%) per hour in addition to their regular straight-time hourly rate of pay.

Employees regularly employed on the third shift shall be paid a regular third shift premium of ten percent (10%) per hour in addition to their regular straight-time hourly rate of pay.

SECTION 2. Where there is an overlapping of shifts, the rate of pay for the employee's regular and normal shift shall govern. However, where first and second shift hours overlap within a department other than as provided in the general starting and stopping times set forth in Article IX, Section 5, the first-shift employees in that department will receive a premium of five percent (5%) per hour for the period of the overlap in addition to their regular straight-time hourly rate of pay. However, this provision shall not apply where second shift employees are brought to first shift:

- (1) For training;
- (2) To cover a first-shift absence (i.e., call off, vacation, leave of absence, etc.), or

- (3) To fill a first-shift need, provided the assignment is on a voluntary basis for no more than one (1) week (although the parties may mutually agree to an extension of the one-week period).

ARTICLE XIII – WAGES

Without in any way limiting the rights of either party under this agreement, the parties have adopted a two-tier wage structure with the intent of increasing the opportunities for the Company to perform additional work at the plant. The Company will continue to explore methods by which its employees and facilities may be utilized in the manufacturing process.

All employees in the bargaining unit hired prior to November 19, 2004 will be paid according to the Schedule of Job Classifications by Labor Grade, Appendix A-1 thru A-4.

All employees hired after November 19, 2004 will be paid according to the Schedule of Job Classifications by Labor Grade, Appendix B-1 thru B-4; provided, however, that management reserves the right to pay new employees wages higher than the minimum amounts specified based on qualification or experience.

SECTION 1. All employees in the bargaining unit on the Company's active, current payroll as of November 14, 2020, shall receive a one time lump sum payment of 1.0% of their base hourly rate based on 2080 hours. Concurrently, there is no change in minimum or maximum wage rates of the Schedule of Job Classifications and Rate Ranges by Labor Grade, as reflected in Appendix A-1 or B-1.

SECTION 2. All employees in the bargaining unit on the Company's active, current payroll as of November 14, 2021, shall receive a wage increase equal to 1.5% of their base hourly rate effective November 15, 2021. These increases are reflected in the maximums of the current Schedule of Job Classifications and Rate Ranges by Labor Grade, as reflected in Appendix A-2 or B-2.

SECTION 3. All employees in the bargaining unit on the Company's active, current payroll as of November 13, 2022, shall receive a wage increase equal to 2.0% of their base hourly rate effective November 14, 2022. These increases are reflected in the maximums of the current Schedule of Job Classifications and Rate Ranges by Labor Grade, as reflected in Appendix A-3 and B-3.

SECTION 4. All employees in the bargaining unit on the Company's active current payroll as of November 12, 2023 shall receive a wage increase equal to 2.5% of their base hourly rate effective November 13, 2023. These increases are reflected in the maximums of the current Schedule of Job Classifications and Rate Ranges by Labor Grade, as reflected in Appendix A-4 and B-4.

SECTION 5. Automatic progression shall apply from the minimum to the maximum of the rate range in each Labor Grade on the basis of \$.50 per hour each six (6) months worked until the employee reaches the maximum of the rate range wherein classified. Employees awarded a promotion will receive a \$.50 increase, not to exceed the maximum of the rate range wherein classified. All increases granted under this Section shall be effective on the Monday following the completion of the 6-month period or the promotion.

SECTION 6. Lead shall receive \$1.35 per hour above the classification he leads or his personal hourly rate, whichever is higher.

SECTION 7. In the event the Company establishes a new classification or substantially revises an existing classification, the Company shall promptly notify the Union thereof. After work has been performed therein for thirty (30) working days and if the Union then claims that the rate range then in effect therefore does not bear a reasonable relationship to the Rate Schedules set forth in Appendices A-1, A-2, A-3, A-4, or B-1, B-2, B-3, B-4, as applicable, such claim may be made the subject of a grievance by the Union under Article VI.

Any revision of such rate range as a result of such grievance shall be retroactive to date on which normal production was first achieved within the new classification, or thirty (30) working days after the establishment of revision thereof, whichever is earlier.

ARTICLE XIV – HOLIDAYS

SECTION 1. The following holidays will be paid for at the employee's basic straight-time hourly rate of pay for eight (8) hours when not worked regardless of the day on which they occur, subject to all of the provisions of this Agreement.

Employees regularly employed on the second (night) shift shall be paid a regular night shift premium of seven percent (7%) and third shift at ten percent (10%) per hour in addition to their regular straight-time hourly rate of pay. Shift premiums will be applicable for Holiday, vacation, and sick hours.

HOLIDAY SCHEDULE FIRST CONTRACT YEAR 2020-2021

Thanksgiving Day	11/26/2020	Thurs.
Day After Thanksgiving Day	11/27/2020	Fri.
Christmas Holiday	12/24/2020	Thurs.
Christmas Holiday	12/25/2020	Fri.
Christmas Holiday	12/28/2020	Mon.
Christmas Holiday	12/29/2020	Tue.
Christmas Holiday	12/30/2020	Wed.
Christmas Holiday	12/31/2020	Thurs.
New Year's Day	01/01/2021	Fri.
Memorial Day	05/31/2021	Mon.
Independence Day	07/05/2021	Mon.
Labor Day	09/06/2021	Mon.

**HOLIDAY SCHEDULE
SECOND CONTRACT YEAR 2021-2022**

Thanksgiving Day	11/25/2021	Thurs.
Day After Thanksgiving Day	11/26/2021	Fri.
Christmas Holiday	12/24/2021	Fri.
Christmas Holiday	12/27/2021	Mon.
Christmas Holiday	12/28/2021	Tue.
Christmas Holiday	12/29/2021	Wed.
Christmas Holiday	12/30/2021	Thur.
Christmas Holiday	12/31/2021	Fri.
New Year's Day	01/03/2022	Mon.
Memorial Day	05/30/2022	Mon.
Independence Day	07/04/2022	Mon.
Labor Day	09/05/2022	Mon.

**HOLIDAY SCHEDULE
THIRD CONTRACT YEAR 2022-2023**

Thanksgiving Day	11/24/2022	Thurs.
Day After Thanksgiving Day	11/25/2022	Fri.
Christmas Holiday	12/26/2022	Mon.
Christmas Holiday	12/27/2022	Tue.
Christmas Holiday	12/28/2022	Wed.
Christmas Holiday	12/29/2022	Thur.
Christmas Holiday	12/30/2022	Fri.
New Years Day	01/02/2023	Mon.
Memorial Day	05/29/2023	Mon.
Day before Independence Day	07/03/2023	Mon.
Independence Day	07/04/2023	Tue.
Labor Day	09/04/2023	Mon.

**HOLIDAY SCHEDULE
FOURTH CONTRACT YEAR 2023-2024**

Thanksgiving Day	11/23/2023	Thurs.
Day After Thanksgiving Day	11/24/2023	Fri.
Christmas Holiday	12/25/2023	Mon.
Christmas Holiday	12/26/2023	Tue.
Christmas Holiday	12/27/2023	Wed.
Christmas Holiday	12/28/2023	Thur.
Christmas Holiday	12/29/2023	Fri.
New Years Day	1/1/2024	Mon.
Memorial Day	05/27/2024	Mon.
Independence Day	07/04/2024	Thurs.
Day After Independence Day	07/05/2024	Fri.

SECTION 2. To be eligible for such holiday pay, an employee must have worked the scheduled work day of the plant before and after such holiday, unless absent for reasons acceptable to Management.

During the Christmas to New Year's holidays, an employee can only lose two (2) paid holidays for failure to work the scheduled day before or the scheduled day after such holidays, unless absent for reasons acceptable to Management.

SECTION 3. Any employee on verified medical leave of absence of two (2) weeks or less, or a layoff of one (1) week or less on either side of the holiday, will receive holiday pay.

SECTION 4. Any employee who works on one of the above holidays shall be paid at twice (2) his regular straight-time hourly rate for the hours actually worked plus the holiday pay. Work performed on a Saturday during the Thanksgiving and Christmas Holidays will be paid at double time.

SECTION 5. A probationary employee will receive no pay for a holiday not worked unless they have been employed for more than sixty (60) days.

SECTION 6. When one of the above-mentioned holidays occurs during an employee's regularly scheduled vacation period, said employee shall receive an extra day's pay, or at the employee's request, an extra day off as scheduled by the Company.

SECTION 7. If a holiday falls on a Sunday, it shall be observed on the following Monday. If the holiday falls on a Saturday, it shall be observed on the preceding Friday.

ARTICLE XV – VACATIONS

SECTION 1. Each employee shall be entitled to two (2) weeks vacation with pay each year upon completion of one (1) year of continuous employment, but less than eight (8) years of continuous employment with the Company. Each employee shall be entitled to three (3) weeks of vacation with pay each year upon the completion of eight (8) years of continuous employment, but less than twenty (20) years of continuous employment with the Company. Each employee shall be entitled to four (4) weeks of vacation with pay each year upon the completion of twenty (20) or more years of continuous employment with the Company. Each employee shall be entitled to five (5) weeks of vacation with pay each year upon the completion of twenty-five (25) or more years of continuous employment with the Company.

SECTION 2. It is understood and agreed that continuous employment is construed to mean that eligibility for full vacation pay is based on the following two factors, neither of which is severable:

- a. Twelve (12) months' continuous employment since the employee's last anniversary date, and (b) fifteen hundred (1500) hours worked (including overtime hours actually worked, excluding premium pay) during such twelve (12) months' continuous employment.

SECTION 3. A two (2) week vacation shall consist of ten (10) work days with eighty (80) hours pay at the basic straight-time rate of pay including any premium. A three (3) week vacation shall consist of fifteen (15) work days with one hundred and twenty (120) hours pay at the basic straight-time rate of pay including any premium. A four (4) week vacation shall consist of twenty (20) work days with one hundred and sixty (160) hours pay at the basic straight-time rate of pay including any premium. A five (5) week vacation shall consist of twenty five (25) work days with two hundred (200) hours pay at the basic straight-time rate of pay including any premium.

SECTION 4. An employee's period of service shall be determined by the employee's first employment in the Company and shall be presumed to have been continuous unless interrupted by resignation or discharge for just cause as defined herein. In case of re-employment after an interruption of service continuity, such employee's period of service shall begin as of the date of last re-employment.

SECTION 5. Vacation pay will be computed by multiplying each employee's basic straight-time hourly rate of pay (to be prorated based on the employee's actual wage rates for the 12 months preceding his anniversary date,) as of the time qualified for his vacation, by eighty (80), by one hundred and twenty (120) or by one hundred and sixty (160), or by two hundred (200), whichever is applicable. Applicable shift premiums (7% - 2nd shift or 10% - 3rd shift) will be included on vacation pay.

SECTION 6. Vacations will, so far as possible, be granted at times most desired by employees, but the final right to allotment of vacation periods is exclusively reserved to the Company in order to assure the orderly operation of the plant. Vacation time can be requested as far as six (6) months in advance and will be considered and answered within two (2) weeks.

Vacation requests are on a first come basis except when two or more employees put in a request on the same day for the same vacation days then seniority rules. All vacations are subject to management approval.

SECTION 7. In the event it is mutually agreeable to both the employee and the Company, the employee may work his vacation time provided he received his vacation pay in addition to regular compensation for time worked. Employees may carry over up to five (5) unused vacation days on a non-cumulative basis from the prior anniversary year to be used in the current anniversary year.

SECTION 8. Employees will receive vacation pay upon termination of employment. Any employee who voluntarily terminates or is discharged who has been employed for one (1) continuous year or more during his current vacation anniversary year, shall receive all unused vacation pay for earned year and prorated vacation pay for the current year (including overtime hours actually worked, including premium pay).

Prorated pay shall be computed on the basis of one-twelfth (1/12th) of eighty (80) hours, of one hundred and twenty (120) hours, or of one hundred and sixty (160) hours, or of two hundred (200) hours, whichever is applicable, (including overtime hours actually worked, including premium pay).

SECTION 9. Hours not worked up to five hundred-sixty (560) straight-time hours as a result of a compensable occupational injury or FMLA shall be considered as time worked in the calendar month they occurred for the purpose of computing vacation eligibility as set forth in this Article.

SECTION 10. Holidays, Jury Duty, and/or vacation time, not worked but paid for, shall be considered as time worked for the purpose of computing the fifteen hundred (1500) hours eligibility factor, as referred to in Section 2 of this Article.

ARTICLE XVI – SICK LEAVE

SECTION 1. All employees in the bargaining unit, who have been in the employ of the Company for at least one (1) year of continuous service shall be granted eight (8) hours of sick leave per month, up to a maximum of six (6) days per year, provided the employee has worked one hundred and twenty five (125) straight-time hours during that month. Pay for sick leave is based on eight (8) hours times the base straight-time hourly rate of pay for each day of sick leave.

SECTION 2. Sick leave payments shall begin on the first (1st) working day lost due to an illness or accident if requested by the employee or will otherwise be paid on the employee's anniversary date.

SECTION 3. The Company may require medical verification from a duly licensed medical doctor as proof of illness for absences of three (3) consecutive days or more due to illness.

SECTION 4. Sick leave pay will not be cumulative; however, unused sick leave will be computed by multiplying each employee's basic straight-time hourly rate of pay (to be prorated based on the employee's actual wage rates for the 12 months preceding his anniversary date) providing said employee is on the payroll on his anniversary date.

SECTION 5. It is understood and agreed that an employee who voluntarily terminates (including retirement) or is discharged will receive pay for any earned but unused sick leave.

SECTION 6. Employee regularly employed on the second (night) shift shall be paid a regular night shift bonus of seven percent (7%) or third shift premium of ten percent (10%) per hour in addition to their regular straight-time hourly rate of pay.

ARTICLE XVII – LEAVE OF ABSENCE

SECTION 1. Any leave of absence shall be requested in writing; and all such leaves of absence granted by management must be in writing.

SECTION 2. All leaves of absence for personal reasons will be limited to thirty (30) days except in unusual circumstances.

SECTION 3. An employee shall be granted a medical leave for illness or injury for periods up to thirty (30) calendar days when supported by a physician's statement. Such leave may be extended

for additional thirty (30) calendar day periods when supported by a physician's statement of continuing incapacity. No medical leave may exceed one (1) year for a verified injury or illness. The Company and the Union agree to comply with all of the requirements outlined in the FMLA policy.

SECTION 4. Any employee elected or selected to attend a Union conference or convention shall be granted a leave of absence not to exceed two (2) weeks, providing the Company is given at least one (1) week's advance written notice and providing not more than three (3) employees may be on such leave at any one time.

Requests for time off by Committeemen without pay to attend regular and special scheduled Union meetings shall not be unreasonably denied. Such requests for time off shall be made at least one (1) week in advance of the desired time off.

SECTION 5. Any employee elected or selected to a full-time Union office shall be granted a leave of absence not to exceed three (3) years, providing the Company is given at least two (2) weeks advance written notice, and providing no one else is on such leave at any one time.

ARTICLE XVIII – JURY DUTY

SECTION 1. After thirty (30) days of continuous employment with the Company, any employee who is required to be in any court or court house for jury service, and such service deprives such employee of pay that he otherwise would have earned Monday through Friday, shall receive pay during such work week for each day on such jury service at the rate of eight (8) hours times his basic straight-time hourly rate, less any remuneration received by him for jury service.

SECTION 2. If an employee is excused temporarily or permanently from jury service on any scheduled day, Monday through Friday, he shall immediately report for work to complete the remaining hours of his scheduled work shift, provided transportation time will permit him to return to work prior to two (2) hours before the end of his shift.

SECTION 3. The employee must present proof of attendance for jury service and statement of compensation received. Any employee making a false claim for jury duty pay shall be subject to discharge.

SECTION 4. An employee shall be eligible for jury duty pay for regularly scheduled work days, Monday through Friday, not to exceed twenty-two (22) work days in any twenty-four (24) month period. In the event an employee is called for a second tour of duty in any twenty-four (24) month period, the Company shall join the employee in seeking excuse from service, if such service would cause a financial hardship to the employee.

SECTION 5. Nothing in this Article shall preclude the Company and the employee from seeking excuse from service at any time, if such service would cause a hardship to the employee or the Company.

SECTION 6. In order to be eligible for jury duty pay, an employee must have notified Human Resources within two (2) days of receipt of a Prospective Juror Questionnaire, notice to report for jury examination, or a notice to report for jury service.

SECTION 7. Any employee regularly working on the second (swing) shift, who is required to serve on a jury and is released any day - Monday through Friday - on or before 1:00 p.m., shall be required to work the first half of his regular shift.

ARTICLE XIX – FUNERAL LEAVE

SECTION 1. After forty-five (45) days of continuous employment with the Company, an employee who is absent to attend the funeral service of his mother or step-mother, father or step-father, mother-in-law or father-in-law, brother or step-brother, sister, or step-sister, spouse, child, step-child, grandmother, grandfather, grandchildren, domestic partner, foster parent, or foster child shall be paid eight (8) hours at his basic straight-time hourly rate of pay for each day lost from his regularly scheduled work by reason of such absence, not to exceed five (5) days for each such absence. An additional two (2) days will be granted to an employee for bereavement due to the loss of a parent, child, or any covered family member that requires travel outside the U.S.

SECTION 2. To be eligible for funeral pay, the Company shall require that the employee furnish to Human Resources within seven (7) calendar days after the employee returns to work reasonable proof of the death and relationship to the employee.

ARTICLE XX – GROUP INSURANCE AND RETIREMENT PLAN

SECTION 1. Designation of Trust: The Employee hereby agrees to pay contributions to the Western Alliance Trust Fund (Trust), for the purpose of providing group health coverage for all eligible full-time employees, covered under the terms of this Collective Bargaining Agreement (CBA), and for their eligible dependents.

Acceptance of Trust: The parties agree to accept, and to be bound by, the terms of the existing Declaration of Trust of the Western Alliance Trust Fund, together with any amendments to the Trust required to accomplish the provisions of this Collective Bargaining Agreement and to become parties to the Trust. The parties hereby designate the existing Trustees as Trustees of the Trust. In addition, the parties agree to sign the appropriate Trust Acceptance Agreement in order to implement this article.

Contributions: All Contributions shall be due on the twentieth (20th) day of the month following the month in which the eligible employee worked. Such contributions shall make such employee eligible for coverage on the first (1st) day of the month following said Contributions.

SECTION 2. The Company agrees to pay seventy-five (75%) percent of the monthly cost of the individual tiers, (splits), that the employee is enrolled in. The employee will pay 25% of the cost. The employee will have a choice of any one of two medical plans. Open enrollments will be held on a regular (annual) basis which will allow the employee to change medical providers from one carrier to the other carrier.

Newly hired employees and their dependents, as defined in the appropriate medical insurance certificate, will be eligible for medical insurance on the first day of the month following completion of the employee's probationary period. The Company will pay the monthly insurance premiums for any employee absent due to disability of any kind for a period not to exceed twelve (12) months.

Dental and vision coverage shall be provided at the same cost share of 75% paid for by the company and 25% paid for by the employee. Newly hired employees and their dependents, will be eligible for dental and vision coverage on the first day of the month following completion of the employee's probation period.

SECTION 3. The Company agrees to provide the employee Group Life and Accidental Death and Dismemberment Insurance coverage at no cost to the employee, for the duration of this Agreement.

The Company will provide Life and AD&D Insurance in the amount of \$58,000. Coverage begins the first of the month after completion of the employee's probationary period.

SECTION 4. The Parties agree that, effective January 1, 2021, the current Retirement Plan shall be frozen in regard to participation. No bargaining unit employees hired after December 31, 2020 shall be eligible to become participants under the Retirement Plan. The Union accepts the present Retirement Plan, and the Company agrees to maintain the present Retirement Plan for the employees in the bargaining unit hired on or before December 31, 2020 without cost to those participating employees, in conformance with the Internal Revenue Code and ERISA, for the duration of this Agreement, except as noted below.

A Pre-Retirement Spousal Death Benefit of 60% of an employee's accumulated pension benefit as determined by the Retirement Plan on the day before he or she dies, will be provided to all employee spouses, provided the employee is vested under the provisions of the Retirement Plan.

Following ratification of this Agreement, the monthly retirement pension multiplier shall be \$44.00 for employees hired prior to November 19, 2004, and \$34.00 for employees hired after November 19, 2004, for each year of pension credit.

Effective January 1, 2022, the monthly retirement pension multiplier shall be increased from \$44.00 to \$45.00 for employees hired prior to November 19, 2004, and shall be increased from \$34.00 to \$35.00 for employees hired after November 19, 2004, for each year of pension credit.

Effective January 1, 2023, the monthly retirement pension multiplier shall be increased from \$45.00 to \$46.00 for employees hired prior to November 19, 2004, and shall be increased from \$35.00 to \$36.00 for employees hired after November 19, 2004, for each year of pension credit.

Effective January 1, 2024, the monthly retirement pension multiplier shall be increased from \$46.00 to \$47.00 for employees hired prior to November 19, 2004, and shall be increased from \$36.00 to \$37.00 for employees hired after November 19, 2004, for each year of pension credit.

There will be a 100% vesting after five (5) years of service.

The Company will apply the multiplier in existence at the time an employee reaches his Normal Retirement Date (age 65). This multiplier will be applied to an employee who goes on retirement at age 65, or at a later date. However, this monthly payment at such later date shall be the Actuarial Equivalent of the monthly benefit that would have been payable had he retired on his Normal Retirement date.

SECTION 5. 401(k) Plan

A. Bargaining unit employees hired after December 31, 2020 will be permitted to participate in the TransDigm 401(k) Plan (the “Company 401(k) Plan”) on the same terms, and subject to the same conditions, requirements and eligibility criteria, as hourly, non-bargaining unit employees employed at the Company's plant, located at 5000 Triggs Street, Los Angeles. If, now or at any time in the future, TransDigm modifies, amends or terminates the Company 401(k) Plan, or merges the Company Plan into a different plan or plans, such changes will generally apply to employees covered by this Agreement to the same extent and on the same basis that such changes generally apply to the Company’s non-bargaining unit employees.

B. Bargaining unit employees hired before December 31, 2020 will be permitted to participate in the Company 401(k) Plan, but will not, under any circumstances, be eligible for Company contributions of any nature. Aside from ineligibility for Company contributions, however, such individuals will participate in the Company 401(k) Plan on the same terms, and subject to the same conditions, requirements and eligibility criteria, as hourly, non-bargaining unit employees employed at the Company's plant, located at 5000 Triggs Street, Los Angeles. If, now or at any time in the future, TransDigm modifies, amends or terminates the Company 401(k) Plan, or merges the Company 401(k) Plan into a different plan or plans, such changes will generally apply to employees covered by this Agreement to the same extent and on the same basis that such changes generally apply to the Company’s non-bargaining unit employees, except that such employees shall not be eligible for Company contributions for the entire duration of this Agreement.

ARTICLE XXI – GENERAL CONDITIONS

SECTION 1. The Local and/or International Representative of the Union shall have access to the plant during regular working hours, when necessary for discussion of any matter regarding the provisions of this Agreement, provided such representative shall have first secured approval from the Human Resources Manager or his designated representative, and provided that this access shall not be used so as to interfere with the orderly process of production. Such access shall not be arbitrarily denied.

SECTION 2. Should any part of this Agreement or any provisions herein contained be rendered or declared invalid by reason of any existing or subsequently enacted legislation, or by decree of any court of competent jurisdiction, such invalidation of such part or portion of this Agreement shall not invalidate the remaining portions hereof. Remaining parts or provisions shall remain in full force and effect.

SECTION 3. The parties hereto acknowledge that during the negotiations which resulted in this Agreement each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

This Agreement is agreed upon in final settlement of all demands and proposals made by either party during negotiations culminating in this Agreement, and the parties intend to finally conclude bargaining on the subjects set forth in this Agreement throughout its duration.

It is understood that nothing in this section shall be construed as limiting or prohibiting a normal discussion of grievances in accordance with and as provided for in this Agreement.

SECTION 4. One of the basic purposes of this Agreement is to obtain through cooperation between the parties the greatest possible individual and collective yearly production, and the Union agrees that it will not, directly or indirectly, oppose or interfere with the legitimate and reasonable efforts of the Company to maintain and improve the attendance, skill, efficiency, ability and production of the worker, the quality of its products, or the installation of improved methods or facilities of production. None of the above shall be considered a waiver of either party's rights under the agreement.

SECTION 5. The Company shall provide two (2) bulletin boards enclosed with glass and lock for the exclusive use of the Union for the posting of notices, and the Union will possess the only keys for the locks. The following are some examples for use of the bulletin boards but not inclusive:

- a. Notices of Union recreational and social affairs.
- b. Notices of Union elections.
- c. Notices of Union appointments and results of Union elections.
- d. Notices of Union meetings.
- e. Any other matter pertaining to Union Activities (but not to political activities).

In the event of other distribution or posting by employees or the Union of notices, pamphlets, advertising or political matter, or any other kind of literature on Company property, the Company will be given prior notice.

SECTION 6. The Company in its sole discretion may assign whatever employees it deems necessary to perform inventory work. When the Company assigns bargaining unit employees, employees who normally work in the stores and warehouse will be assigned first (1st), by seniority, so long as they have the qualifications to perform the work required. If additional bargaining unit employees are required, they will be assigned on the basis of seniority so long as they have the qualifications to perform the work required.

SECTION 7. Any employee who is injured on the job and cannot return to work following medical attention during his working hours on the date such injury occurs shall receive his regular straight-time hourly rate of pay for time actually worked and shall receive his regular straight-time hourly

rate of pay for the balance of the scheduled hours not worked, as a result of the injury. An employee who is required to be at a doctor's appointment or therapy for a work related injury shall receive his regular straight time hourly rate for a maximum of two (2) hours. Such employee must make every effort to schedule these appointments in off-work hours to minimize impact on the Company.

SECTION 8. The Company agrees to abide by County, State and Federal laws regarding health and safety and agrees to provide safety glasses and gloves, as necessary.

The Company agrees to pay \$145.00 to each employee toward the purchase of steel toed safety shoes that meet ANSI standards twice per contract year, but not more frequently than once in each six (6) month period.

A Joint Labor-Management Safety Committee has been established. It is composed of three (3) bargaining unit members from different product lines appointed by the Union Chairperson, of whom one is on the Shop Committee, and three (3) management representatives, including one from the Human Resources Department.

Meetings are held once each month or on an otherwise mutually agreed schedule. A safety check of the plant may be made by the Joint Safety Committee the day of the meeting. It will be the responsibility of the Joint Safety Committee to encourage safe practices and observance of health and safety rules by all employees.

Any employee shall have the right to call any unsafe condition to the attention of his supervisor.

In the event the supervisor does not make an immediate investigation of the alleged unsafe condition, the employee shall have the right to discontinue working on the alleged unsafe job in question and shall call his Shop Committeeman who in turn shall meet immediately with the Department Manager who shall resolve the issue.

The Company shall continue to take reasonable provisions for the health and safety of its employees during the hours of their employment. However, it is acknowledged that each employee has a primary responsibility for his own safety and thus his obligation to know and observe safety rules and practices as a measure of protection for himself and others. Violations of safety and/or health rules, misuse, and disregard of safety devices or equipment, will be cause for appropriate disciplinary action.

SECTION 9. Unless otherwise specified by the Parties, any modifications (i.e., side letters, memoranda of agreement and/or memoranda of understanding) to the Collective Bargaining Agreement agreed to during the term of this Agreement that have universal application to the bargaining unit and are made by mutual agreement, will be deemed to have been readopted for the next Agreement.

SECTION 10. The Company and the Union agree that there shall be no discrimination in employment, tenure and conditions of employment because of age, sex, race, religion, creed, color, national origin, marital status, veteran or disabled status, or Union membership.

SECTION 11. Local Agreement booklets. The Company will print sufficient copies of the Local Agreement at a Union print shop, so long as the cost is not 50% more than the usual cost. If additional copies are required, the Company will have the Union print shop print them. The Bargaining Committee will provide input as to the content format and layout of the agreement book. The number of sufficient and additional copies will be agreed to between the parties.

SECTION 12. The Company and Union recognize the importance of providing an orientation program for new employees. In this regard, the Chairperson of the Union and his designated representatives will be introduced to the new employees and provided time to address the new employees in a private setting. In either case the Union will be given a minimum of one (1) hour or more, when needed. The meetings will address the new employee's obligations as a Union member. The orientation program will take place prior to the new employee reporting to the plant floor.

SECTION 13. Severability. If any provision of this Agreement is determined invalid due to existing of future Federal or State legislation, the remainder of this Agreement shall not be affected thereby. In the event of such determination, the parties will meet upon five (5) days written notice given one to the other for the purpose of negotiating with regard to any such invalid provision. In no event will any renegotiated language conflict with any law.

SECTION 14. In the event that the Company is sold, transferred, or consolidated with the operations of another entity, it will take necessary measures to ensure that this contract is binding upon any new or resulting business.

ARTICLE XXII – FRIDAY TERMINATION

The terms of this Agreement shall commence on Saturday, November 14, 2020, and continue until 11:59 p.m. on Friday, November 15, 2024. Thereafter, the term of this Agreement shall continue from year to year unless notice of intent to terminate or modify is given by either party, in writing, to the other by registered or certified mail, return receipt requested, at least sixty (60) days prior to the termination date.

IN WITNESS WHEREOF, the duly chosen representatives of the orderly process affirm that they have the authority to enter into this Agreement on behalf of themselves and their principals and hereto affix their hands and seals.

**International Union of
United Automobile, Aerospace,
Agricultural Implement Workers
of America (UAW),
and its Local 509**

**TransDigm Inc.
AdelWiggins Group**

By _____
International Representative

By _____
President

By _____
President – UAW Local 509

By _____
Director of Operations

By _____
Chairperson

By _____
Human Resources Manager

By _____
Recording Secretary

By _____
Controller

By _____
Committee Person

MEMORANDUM OF AGREEMENT

REGARDING:

New Employee Transition To 401(k)

This Memorandum of Agreement is entered into between TransDigm Inc. Adel Wiggins Group (the “Company”) and the International Union of United Automobile, Aerospace, Agricultural Implement Workers Of America (UAW) and its Local 509 (the “Union”), on this 20th day of November, 2020.

During their 2020 contract negotiations, the Parties agreed that employees hired after December 31, 2020 will not be eligible to become participants under the defined benefit Retirement Plan provided in Article XXI, Section 4 of the collective bargaining agreement. In lieu of participation in the defined benefit Retirement Plan, such employees instead will be permitted to participate in the TransDigm 401(k) Plan (the “401(k) Plan”) on the same terms, and subject to the same conditions, requirements and eligibility criteria, as hourly, non-bargaining unit employees employed at the Company's plant, located at 5000 Triggs Street, Los Angeles, California.

The Parties recognize that, on an annual basis (typically in January for the preceding calendar year), TransDigm may contribute a discretionary (i.e., non-guaranteed) profit-sharing payment to participant accounts in the 401(k) Plan. As part of the transition to the 401(k) Plan for new employees, the Company agrees that, for any calendar year for which the discretionary profit-sharing contribution is not offered, eligible employees hired after December 31, 2020 but before November 15, 2024 will receive a non-elective Company contribution of 2% of the employee/participant's annual gross earnings for that calendar year, with a minimum of \$1,000, to the employee/participant's 401(k) account. The eligibility criteria for such non-elective Company contribution will be the same as the eligibility criteria for the discretionary profit-sharing contribution. Such non-elective Company contributions furthermore will be subject to the same vesting schedule as other Company contributions to the 401(k) Plan.

This Memorandum of Agreement will expire on November 15, 2024, but may be renewed by the Parties by mutual agreement.

MEMORANDUM OF AGREEMENT

REGARDING:

Discussion of Potential For Individual Arbitration Agreements
For Bargaining Unit Employees

This Memorandum of Agreement is entered into between Transdigm Inc. Adel Wiggins Group (the “Company”) and the International Union of United Automobile, Aerospace, Agricultural Implement Workers Of America (UAW) and its Local 509 (the “Union”), on this 20th day of November, 2020.

The Parties agree that, within thirty (30) days after ratification of a new collective bargaining agreement to take effect following expiration of the 2016-2020 agreement, they will schedule a meeting to discuss the possibility of adopting a requirement for bargaining unit members to execute arbitration agreements requiring statutory claims to be submitted and resolved through individual arbitration.

MEMORANDUM OF AGREEMENT

REGARDING:

Discussion of Lead Duties

This Memorandum of Agreement is entered into between Transdigm Inc. Adel Wiggins Group (the “Company”) and the International Union of United Automobile, Aerospace, Agricultural Implement Workers Of America (UAW) and its Local 509 (the “Union”), on this 5th day of November, 2020.

The Parties agree that, within thirty (30) days after ratification of a new collective bargaining agreement to take effect following expiration of the 2016-2020 agreement, they will schedule a meeting to discuss the duties of employees designated as leads.



Memorandum

Date: November 13, 2020

To: James Banks, Gene Hurd, AWG Union Committee

From: Roman Ogawa – HR Manager

Subject: Memorandum of Agreement – Preece Inc. acquisition employees

This Memorandum of Understanding was originally executed by the Parties on April 3, 2018. The Parties are re-executing the Memorandum as part of their agreement during the 2020 contract negotiations that the Memorandum will become part of the new collective bargaining agreement. The re-execution of this Memorandum is only to preserve the status quo. No substantive changes are intended, and the re-execution of this Agreement shall not be construed otherwise.

This Memorandum of Understanding is to formally acknowledge the Preece Inc. acquisition employees coming on board as AdelWiggins Union employees not sooner than April 9, 2018. We will use their Preece Inc. date of hire only for:

- Service credit for Vacation accrual (i.e. Preece employee with 0-7 years of service would have 2 weeks vacation, 8-19 years of service would have 3 weeks vacation, 20-24 years of service would have 4 weeks vacation, 25+ would have 5 weeks vacation). We will follow vacation schedule per Article XVI.
- Service credit for pension vesting (i.e. Preece employee with four years of service would have four years counted towards five year vesting schedule). For example, If they work an additional 3 years at AWG, they would be fully vested after the first year and have 3 years of pension service credit if they were to end employment at that time. Their service credit would start the day they begin working at AWG. Pension paid will only amount to time worked at AWG. We will notify Milliman (pension actuary) to include this in the formal documentation.
- Seniority Tiebreaker clause for layoff and promotion will apply amongst Preece employees compared to other Preece employees only. Preece employee date of

seniority will apply to all Preece as the first day any Preece employee starts at AWG in Commerce.

- The seniority agreed to per this MOU only apply to Preece employees who have agreed prior to March 16, 2018 to work at AWG. It will not apply to any former Preece employee who seeks employment at AWG at a later date.
- Promotion for current CNC S/U Operators (LG 3) to CNC S/U Operator Sr. (LG 2) to become effective when first Preece employee starts work in Commerce. Additionally, current CNC S/U Operators (J. Franco, A. Medina, E. Sanchez) to receive hourly rate \$24.68, effective first day any Preece employee starts at AWG in Commerce.
- Promotion for Special Parts Tech B (LG 4) to Special Parts Tech A (LG 3) to become effective when first day any Preece employee starts at AWG in Commerce.
- Increase Cryogenic Technician to LG 5 (up from LG 6). Currently in effect.
- Addition of new job classifications; Welder (LG 1), Electronic Technician (LG 2)
- All other CBA and Company related matters will recognize the AWG date of hire as the date the first day any Preece employee starts at AWG in Commerce.

Your efforts to bargain in good faith are appreciated.

Joe Llanes
Vice President of Operations

Grant Walter
Recording Secretary

Roman Ogawa
Human Resources Manager

Juan Plascencia
Committee Member

James Banks
International Representative - UAW

Gene Hurd
President – UAW Local 509



Memorandum

Date: November 13, 2020

To: James Banks – UAW Local 509 International Representative

From: Roman Ogawa – HR Manager

Subject: Memorandum of Agreement – “wash up” period

This Memorandum of Understanding was originally executed by the Parties on November 18, 2016. The Parties are re-executing the Memorandum as part of their agreement during the 2020 contract negotiations that the Memorandum will become part of the new collective bargaining agreement. The re-execution of this Memorandum is only to preserve the status quo. No substantive changes are intended, and the re-execution of this Agreement shall not be construed otherwise.

This Memorandum of Agreement is to formally acknowledge both parties’ attempt to bargain in good faith during 2016 CBA Negotiations.

A wash up period of up to five (5) minutes before lunch and break periods will be made available to those employees who need it.

Roman Ogawa
Human Resources Manager

James Banks
UAW Region 5 International Representative

APPENDIX A-1
SCHEDULE OF JOB CLASSIFICATIONS BY LABOR GRADE
(Effective November 14, 2020)

Labor Grade	Job Classification	Min	Max
1	CNC Filament Winding S/U Oper, Sr.	30.80	33.46
1	CNC Multi-Axis S/U Oper, Sr.		
1	Tool & Die Maker, Sr.		
1	Welder		
1	*Electrician - Maintenance		
1A	EDM Cell Operator, Sr.	29.58	32.26
1A	Multi Spindle Machine S/U Oper, Sr.		
1A	Senior CNC SU Machinist		
2	Calibration Technician	28.83	31.50
2	CNC S/U Operator, Sr.		
2	CNC Mill S/U Machinist		
2	CNC Lathe S/U Machinist		
2	Electronic Technician		
2	M.S. Automatic Screw		
2	Mach S/U Operator		
2	Precision Tool Grinder, Sr.		
2	Quality Control Inspector, Sr.		
2	*Tool & Die Maker		
2	*Tool Room Machinist		
3	CNC Filament Winding Operator	26.31	29.11
3	CNC S/U Operator		
3	Electronic Technician II		
3	Hose Assembly Technician		
3	Machine Repairhand		
3	Punch Press S/U Operator, Sr.		
3	Special Parts Tech "A"		
3	Sr. Cryogenic Technician		
3	Tool Pre-Setter		
3	*General Machinist		
3	*Precision Tool Grinder		
3	*Single Spindle Auto Lathe		
4	Cri-Dan S/U Operator	24.61	27.28
4	Four-Slide Operator		
4	General Maintenance Hand		

4	Parts Finishing Technician		
4	Quality Control Inspector		
4	Special Parts Tech "B"		
4	Sr. Composite Metal Tube Tech		
4	Turning Center Operator		
4	*Turret Lathe S/U Operator		
5	Cryogenic Tech	22.56	25.24
5	Machine Parts - Inspector		
5	Punch Press S/U Operator		
6	Adel Shop Technician	20.91	23.60
6	CNC Operator		
6	Composite Metal Tube Tech		
6	Maintenance Hand		
6	Shipping/Receiving Clerk, Sr.		
6	Winding Technician		
6	*Tool & Cutter Grinder		
6	*Turret Lathe Operator		
7	Adel Shop Worker "A"	19.58	22.26
7	Composite/Heater Tech		
7	Machine Shop Worker A		
7	Mill & Drill S/U Operator		
7	Preece Shop Worker A		
7	Process Inspector		
7	Shipping/Receiving Clerk		
7	Shop Worker A		
7	Shop Worker A1		
7	*Assembly & Test Inspector		
8	Composite Raw Stock Clerk	18.49	21.17
8	Raw Stock Clerk		
8	Shop Worker B		
8	Stock Clerk, Sr.		
8	Tool Crib Attendant		
8	Truck Driver		
8	*Assembler, Sr.		
9	Assembler	17.48	20.15
9	Maintenance Helper		
9	Shop Worker C		
9	Stock Clerk		

9	*Material Handler		
9	*Mill & Drill Operator		
9	*Punch Press Operator		
10	*Tumbler Operator	16.59	19.26
11	Utility Worker	15.88	18.55
11	*Deburrer		

NOTE 1: Automatic progression shall apply from the minimum of the rate range to the maximum of the rate range on the basis of \$0.50 per hour each six (6) months worked until the employee reaches the maximum of the rate range wherein classified. All increases granted under the above provision shall be effective on the Monday following the effective date of the progression increase.

NOTE 2: Leads shall receive \$1.35 per hour above the classification he leads or his personal hourly rate, whichever is higher.

NOTE 3: Job Classifications indicated by an asterisk (*) indicate that there are no employees contained within said job classification and it is the intent of the Company that these job classifications remain unmanned.

APPENDIX A-2
SCHEDULE OF JOB CLASSIFICATIONS BY LABOR GRADE
(Effective November 15, 2021)

Labor Grade	Job Classification	Min	Max
1	CNC Filament Winding S/U Oper, Sr.	31.26	33.96
1	CNC Multi-Axis S/U Oper, Sr.		
1	Tool & Die Maker, Sr.		
1	Welder		
1	*Electrician - Maintenance		
1A	EDM Cell Operator, Sr.	30.02	32.74
1A	Multi Spindle Machine S/U Oper, Sr.		
1A	Senior CNC SU Machinist		
2	Calibration Technician	29.26	31.97
2	CNC S/U Operator, Sr.		
2	CNC Mill S/U Machinist		
2	CNC Lathe S/U Machinist		
2	Electronic Technician		
2	M.S. Automatic Screw		
2	Mach S/U Operator		
2	Precision Tool Grinder, Sr.		
2	Quality Control Inspector, Sr.		
2	*Tool & Die Maker		
2	*Tool Room Machinist		
3	CNC Filament Winding Operator	26.70	29.55
3	CNC S/U Operator		
3	Electronic Technician II		
3	Hose Assembly Technician		
3	Machine Repairhand		
3	Punch Press S/U Operator, Sr.		
3	Special Parts Tech "A"		
3	Sr. Cryogenic Technician		
3	Tool Pre-Setter		
3	*General Machinist		
3	*Precision Tool Grinder		
3	*Single Spindle Auto Lathe		
4	Cri-Dan S/U Operator	24.98	27.69
4	Four-Slide Operator		
4	General Maintenance Hand		

4	Parts Finishing Technician		
4	Quality Control Inspector		
4	Special Parts Tech "B"		
4	Sr. Composite Metal Tube Tech		
4	Turning Center Operator		
4	*Turret Lathe S/U Operator		
5	Cryogenic Tech	22.90	25.62
5	Machine Parts - Inspector		
5	Punch Press S/U Operator		
6	Adel Shop Technician	21.22	23.95
6	CNC Operator		
6	Composite Metal Tube Tech		
6	Maintenance Hand		
6	Shipping/Receiving Clerk, Sr.		
6	Winding Technician		
6	*Tool & Cutter Grinder		
6	*Turret Lathe Operator		
7	Adel Shop Worker "A"	19.87	22.59
7	Composite/Heater Tech		
7	Machine Shop Worker A		
7	Mill & Drill S/U Operator		
7	Preece Shop Worker A		
7	Process Inspector		
7	Shipping/Receiving Clerk		
7	Shop Worker A		
7	Shop Worker A1		
7	*Assembly & Test Inspector		
8	Composite Raw Stock Clerk	18.77	21.49
8	Raw Stock Clerk		
8	Shop Worker B		
8	Stock Clerk, Sr.		
8	Tool Crib Attendant		
8	Truck Driver		
8	*Assembler, Sr.		
9	Assembler	17.74	20.45
9	Maintenance Helper		
9	Shop Worker C		
9	Stock Clerk		

9	*Material Handler		
9	*Mill & Drill Operator		
9	*Punch Press Operator		
10	*Tumbler Operator	16.84	19.55
11	Utility Worker	16.12	18.83
11	*Deburrer		

NOTE 1: Automatic progression shall apply from the minimum of the rate range to the maximum of the rate range on the basis of \$0.50 per hour each six (6) months worked until the employee reaches the maximum of the rate range wherein classified. All increases granted under the above provision shall be effective on the Monday following the effective date of the progression increase.

NOTE 2: Leads shall receive \$1.35 per hour above the classification he leads or his personal hourly rate, whichever is higher.

NOTE 3: Job Classifications indicated by an asterisk (*) indicate that there are no employees contained within said job classification and it is the intent of the Company that these job classifications remain unmanned.

APPENDIX A-3
SCHEDULE OF JOB CLASSIFICATIONS BY LABOR GRADE
(Effective November 14, 2022)

Labor Grade	Job Classification	Min	Max
1	CNC Filament Winding S/U Oper, Sr.	31.89	34.64
1	CNC Multi-Axis S/U Oper, Sr.		
1	Tool & Die Maker, Sr.		
1	Welder		
1	*Electrician - Maintenance		
1A	EDM Cell Operator, Sr.	30.62	33.39
1A	Multi Spindle Machine S/U Oper, Sr.		
1A	Senior CNC SU Machinist		
2	Calibration Technician	29.85	32.61
2	CNC S/U Operator, Sr.		
2	CNC Mill S/U Machinist		
2	CNC Lathe S/U Machinist		
2	Electronic Technician		
2	M.S. Automatic Screw		
2	Mach S/U Operator		
2	Precision Tool Grinder, Sr.		
2	Quality Control Inspector, Sr.		
2	*Tool & Die Maker		
2	*Tool Room Machinist		
3	CNC Filament Winding Operator	27.23	30.14
3	CNC S/U Operator		
3	Electronic Technician II		
3	Hose Assembly Technician		
3	Machine Repairhand		
3	Punch Press S/U Operator, Sr.		
3	Special Parts Tech "A"		
3	Sr. Cryogenic Technician		
3	Tool Pre-Setter		
3	*General Machinist		
3	*Precision Tool Grinder		
3	*Single Spindle Auto Lathe		
4	Cri-Dan S/U Operator	25.48	28.24
4	Four-Slide Operator		
4	General Maintenance Hand		

4	Parts Finishing Technician		
4	Quality Control Inspector		
4	Special Parts Tech "B"		
4	Sr. Composite Metal Tube Tech		
4	Turning Center Operator		
4	*Turret Lathe S/U Operator		
5	Cryogenic Tech	23.36	26.13
5	Machine Parts - Inspector		
5	Punch Press S/U Operator		
6	Adel Shop Technician	21.64	24.43
6	CNC Operator		
6	Composite Metal Tube Tech		
6	Maintenance Hand		
6	Shipping/Receiving Clerk, Sr.		
6	Winding Technician		
6	*Tool & Cutter Grinder		
6	*Turret Lathe Operator		
7	Adel Shop Worker "A"	20.27	23.04
7	Composite/Heater Tech		
7	Machine Shop Worker A		
7	Mill & Drill S/U Operator		
7	Preece Shop Worker A		
7	Process Inspector		
7	Shipping/Receiving Clerk		
7	Shop Worker A		
7	Shop Worker A1		
7	*Assembly & Test Inspector		
8	Composite Raw Stock Clerk	19.15	21.92
8	Raw Stock Clerk		
8	Shop Worker B		
8	Stock Clerk, Sr.		
8	Tool Crib Attendant		
8	Truck Driver		
8	*Assembler, Sr.		
9	Assembler	18.09	20.86
9	Maintenance Helper		
9	Shop Worker C		
9	Stock Clerk		

9	*Material Handler		
9	*Mill & Drill Operator		
9	*Punch Press Operator		
10	*Tumbler Operator	17.18	19.94
11	Utility Worker	16.44	19.21
11	*Deburrer		

NOTE 1: Automatic progression shall apply from the minimum of the rate range to the maximum of the rate range on the basis of \$0.50 per hour each six (6) months worked until the employee reaches the maximum of the rate range wherein classified. All increases granted under the above provision shall be effective on the Monday following the effective date of the progression increase.

NOTE 2: Leads shall receive \$1.35 per hour above the classification he leads or his personal hourly rate, whichever is higher.

NOTE 3: Job Classifications indicated by an asterisk (*) indicate that there are no employees contained within said job classification and it is the intent of the Company that these job classifications remain unmanned.

APPENDIX A-4
SCHEDULE OF JOB CLASSIFICATIONS BY LABOR GRADE
(Effective November 13, 2023)

Labor Grade	Job Classification	Min	Max
1	CNC Filament Winding S/U Oper, Sr.	32.69	35.51
1	CNC Multi-Axis S/U Oper, Sr.		
1	Tool & Die Maker, Sr.		
1	Welder		
1	*Electrician - Maintenance		
1A	EDM Cell Operator, Sr.	31.39	34.22
1A	Multi Spindle Machine S/U Oper, Sr.		
1A	Senior CNC SU Machinist		
2	Calibration Technician	30.60	33.43
2	CNC S/U Operator, Sr.		
2	CNC Mill S/U Machinist		
2	CNC Lathe S/U Machinist		
2	Electronic Technician		
2	M.S. Automatic Screw		
2	Mach S/U Operator		
2	Precision Tool Grinder, Sr.		
2	Quality Control Inspector, Sr.		
2	*Tool & Die Maker		
2	*Tool Room Machinist		
3	CNC Filament Winding Operator	27.91	30.89
3	CNC S/U Operator		
3	Electronic Technician II		
3	Hose Assembly Technician		
3	Machine Repairhand		
3	Punch Press S/U Operator, Sr.		
3	Special Parts Tech "A"		
3	Sr. Cryogenic Technician		
3	Tool Pre-Setter		
3	*General Machinist		
3	*Precision Tool Grinder		
3	*Single Spindle Auto Lathe		
4	Cri-Dan S/U Operator	26.12	28.95
4	Four-Slide Operator		

4	General Maintenance Hand		
4	Parts Finishing Technician		
4	Quality Control Inspector		
4	Special Parts Tech "B"		
4	Sr. Composite Metal Tube Tech		
4	Turning Center Operator		
4	*Turret Lathe S/U Operator		
5	Cryogenic Tech	23.94	26.78
5	Machine Parts - Inspector		
5	Punch Press S/U Operator		
6	Adel Shop Technician	22.18	25.04
6	CNC Operator		
6	Composite Metal Tube Tech		
6	Maintenance Hand		
6	Shipping/Receiving Clerk, Sr.		
6	Winding Technician		
6	*Tool & Cutter Grinder		
6	*Turret Lathe Operator		
7	Adel Shop Worker "A"	20.78	23.62
7	Composite/Heater Tech		
7	Machine Shop Worker A		
7	Mill & Drill S/U Operator		
7	Preece Shop Worker A		
7	Process Inspector		
7	Shipping/Receiving Clerk		
7	Shop Worker A		
7	Shop Worker A1		
7	*Assembly & Test Inspector		
8	Composite Raw Stock Clerk	19.63	22.47
8	Raw Stock Clerk		
8	Shop Worker B		
8	Stock Clerk, Sr.		
8	Tool Crib Attendant		
8	Truck Driver		
8	*Assembler, Sr.		
9	Assembler	18.54	21.38
9	Maintenance Helper		
9	Shop Worker C		

9	Stock Clerk		
9	*Material Handler		
9	*Mill & Drill Operator		
9	*Punch Press Operator		
10	*Tumbler Operator	17.61	20.44
11	Utility Worker	16.85	19.69
11	*Deburrer		

NOTE 1: Automatic progression shall apply from the minimum of the rate range to the maximum of the rate range on the basis of \$0.50 per hour each six (6) months worked until the employee reaches the maximum of the rate range wherein classified. All increases granted under the above provision shall be effective on the Monday following the effective date of the progression increase.

NOTE 2: Leads shall receive \$1.35 per hour above the classification he leads or his personal hourly rate, whichever is higher.

NOTE 3: Job Classifications indicated by an asterisk (*) indicate that there are no employees contained within said job classification and it is the intent of the Company that these job classifications remain unmanned.

APPENDIX B-1
2nd Tier Wage Structure
SCHEDULE OF JOB CLASSIFICATIONS BY LABOR GRADE
(Effective November 14, 2020)

Labor Grade	Job Classification	Min	Max
1	CNC Filament Winding S/U Oper, Sr.	21.69	30.22
1	CNC Multi-Axis S/U Oper, Sr.		
1	Tool & Die Maker, Sr.		
1	Welder		
1A	EDM Cell Operator, Sr.	21.02	29.58
1A	Multi Spindle Machine S/U Oper, Sr.		
1A	Senior CNC SU Machinist		
2	Calibration Technician	20.37	26.31
2	CNC S/U Operator, Sr.		
2	CNC Mill S/U Machinist		
2	CNC Lathe S/U Machinist		
2	Electronic Technician		
2	M.S. Automatic Screw		
2	Mach S/U Operator		
2	Precision Tool Grinder, Sr.		
2	Quality Control Inspector, Sr.		
3	CNC Filament Winding Operator	19.71	24.97
3	CNC S/U Operator		
3	Electronic Technician II		
3	Hose Assembly Technician		
3	Machine Repairhand		
3	Punch Press S/U Operator, Sr.		
3	Special Parts Tech "A"		
3	Sr. Cryogenic Technician		
3	Tool Pre-Setter		
4	Cri-Dan S/U Operator	18.40	23.00
4	Four-Slide Operator		
4	General Maintenance Hand		
4	Parts Finishing Technician		
4	Quality Control Inspector		
4	Special Parts Tech "B"		
4	Sr. Composite Metal Tube Tech		
4	Turning Center Operator		

5	Cryogenic Tech	17.41	21.69
5	Machine Parts - Inspector		
5	Punch Press S/U Operator		
6	Adel Shop Technician	16.45	19.71
6	CNC Operator		
6	Composite Metal Tube Tech		
6	Maintenance Hand		
6	Shipping/Receiving Clerk, Sr.		
6	Winding Technician		
7	Adel Shop Worker "A"	15.14	18.40
7	Composite/Heater Tech		
7	Machine Shop Worker A		
7	Mill & Drill S/U Operator		
7	Preece Shop Worker A		
7	Process Inspector		
7	Shipping/Receiving Clerk		
7	Shop Worker A		
7	Shop Worker A1		
8	Composite Raw Stock Clerk	15.00	16.45
8	Raw Stock Clerk		
8	Shop Worker B		
8	Stock Clerk, Sr.		
8	Tool Crib Attendant		
8	Truck Driver		
9	Assembler	15.00	15.50
9	Maintenance Helper		
9	Shop Worker C		
9	Stock Clerk		
9	Utility Worker		

NOTE 1: Automatic progression shall apply from the minimum of the rate range to the maximum of the rate range on the basis of \$0.50 per hour each six (6) months worked until the employee reaches the maximum of the rate range wherein classified. All increases granted under the above provision shall be effective on the Monday following the effective date of the progression increase.

NOTE 2: Leads shall receive \$1.35 per hour above the classification he leads or his personal hourly rate, whichever is higher.

NOTE 3: Eliminate Pay Grades 10 & 11. Pay Grade 9 will be lowest.

APPENDIX B-2
2nd Tier Wage Structure
SCHEDULE OF JOB CLASSIFICATIONS BY LABOR GRADE
(Effective November 15, 2021)

Labor Grade	Job Classification	Min	Max
1	CNC Filament Winding S/U Oper, Sr.	22.02	30.67
1	CNC Multi-Axis S/U Oper, Sr.		
1	Tool & Die Maker, Sr.		
1	Welder		
1A	EDM Cell Operator, Sr.	21.34	30.02
1A	Multi Spindle Machine S/U Oper, Sr.		
1A	Senior CNC SU Machinist		
2	Calibration Technician	20.68	26.70
2	CNC S/U Operator, Sr.		
2	CNC Mill S/U Machinist		
2	CNC Lathe S/U Machinist		
2	Electronic Technician		
2	M.S. Automatic Screw		
2	Mach S/U Operator		
2	Precision Tool Grinder, Sr.		
2	Quality Control Inspector, Sr.		
3	CNC Filament Winding Operator	20.01	25.34
3	CNC S/U Operator		
3	Electronic Technician II		
3	Hose Assembly Technician		
3	Machine Repairhand		
3	Punch Press S/U Operator, Sr.		
3	Special Parts Tech "A"		
3	Sr. Cryogenic Technician		
3	Tool Pre-Setter		
4	Cri-Dan S/U Operator	18.68	23.35
4	Four-Slide Operator		
4	General Maintenance Hand		
4	Parts Finishing Technician		
4	Quality Control Inspector		
4	Special Parts Tech "B"		
4	Sr. Composite Metal Tube Tech		
4	Turning Center Operator		

5	Cryogenic Tech	17.67	22.02
5	Machine Parts - Inspector		
5	Punch Press S/U Operator		
6	Adel Shop Technician	16.70	20.01
6	CNC Operator		
6	Composite Metal Tube Tech		
6	Maintenance Hand		
6	Shipping/Receiving Clerk, Sr.		
6	Winding Technician		
7	Adel Shop Worker "A"	15.37	18.68
7	Composite/Heater Tech		
7	Machine Shop Worker A		
7	Mill & Drill S/U Operator		
7	Preece Shop Worker A		
7	Process Inspector		
7	Shipping/Receiving Clerk		
7	Shop Worker A		
7	Shop Worker A1		
8	Composite Raw Stock Clerk	15.23	16.70
8	Raw Stock Clerk		
8	Shop Worker B		
8	Stock Clerk, Sr.		
8	Tool Crib Attendant		
8	Truck Driver		
9	Assembler	15.23	15.73
9	Maintenance Helper		
9	Shop Worker C		
9	Stock Clerk		
9	Utility Worker		

NOTE 1: Automatic progression shall apply from the minimum of the rate range to the maximum of the rate range on the basis of \$0.50 per hour each six (6) months worked until the employee reaches the maximum of the rate range wherein classified. All increases granted under the above provision shall be effective on the Monday following the effective date of the progression increase.

NOTE 2: Leads shall receive \$1.35 per hour above the classification he leads or his personal hourly rate, whichever is higher.

NOTE 3: Eliminate Pay Grades 10 & 11. Pay Grade 9 will be lowest.

APPENDIX B-3
2nd Tier Wage Structure
SCHEDULE OF JOB CLASSIFICATIONS BY LABOR GRADE
(Effective November 14, 2022)

Labor Grade	Job Classification	Min	Max
1	CNC Filament Winding S/U Oper, Sr.	22.46	31.28
1	CNC Multi-Axis S/U Oper, Sr.		
1	Tool & Die Maker, Sr.		
1	Welder		
1A	EDM Cell Operator, Sr.	21.77	30.62
1A	Multi Spindle Machine S/U Oper, Sr.		
1A	Senior CNC SU Machinist		
2	Calibration Technician	21.09	27.23
2	CNC S/U Operator, Sr.		
2	CNC Mill S/U Machinist		
2	CNC Lathe S/U Machinist		
2	Electronic Technician		
2	M.S. Automatic Screw		
2	Mach S/U Operator		
2	Precision Tool Grinder, Sr.		
2	Quality Control Inspector, Sr.		
3	CNC Filament Winding Operator	20.41	25.85
3	CNC S/U Operator		
3	Electronic Technician II		
3	Hose Assembly Technician		
3	Machine Repairhand		
3	Punch Press S/U Operator, Sr.		
3	Special Parts Tech "A"		
3	Sr. Cryogenic Technician		
3	Tool Pre-Setter		
4	Cri-Dan S/U Operator	19.05	23.82
4	Four-Slide Operator		
4	General Maintenance Hand		
4	Parts Finishing Technician		
4	Quality Control Inspector		
4	Special Parts Tech "B"		
4	Sr. Composite Metal Tube Tech		
4	Turning Center Operator		

5	Cryogenic Tech	18.02	22.46
5	Machine Parts - Inspector		
5	Punch Press S/U Operator		
6	Adel Shop Technician	17.03	20.41
6	CNC Operator		
6	Composite Metal Tube Tech		
6	Maintenance Hand		
6	Shipping/Receiving Clerk, Sr.		
6	Winding Technician		
7	Adel Shop Worker "A"	15.68	19.05
7	Composite/Heater Tech		
7	Machine Shop Worker A		
7	Mill & Drill S/U Operator		
7	Preece Shop Worker A		
7	Process Inspector		
7	Shipping/Receiving Clerk		
7	Shop Worker A		
7	Shop Worker A1		
8	Composite Raw Stock Clerk	15.53	17.03
8	Raw Stock Clerk		
8	Shop Worker B		
8	Stock Clerk, Sr.		
8	Tool Crib Attendant		
8	Truck Driver		
9	Assembler	15.53	16.04
9	Maintenance Helper		
9	Shop Worker C		
9	Stock Clerk		
9	Utility Worker		

NOTE 1: Automatic progression shall apply from the minimum of the rate range to the maximum of the rate range on the basis of \$0.50 per hour each six (6) months worked until the employee reaches the maximum of the rate range wherein classified. All increases granted under the above provision shall be effective on the Monday following the effective date of the progression increase.

NOTE 2: Leads shall receive \$1.35 per hour above the classification he leads or his personal hourly rate, whichever is higher.

NOTE 3: Eliminate Pay Grades 10 & 11. Pay Grade 9 will be lowest.

APPENDIX B-4
2nd Tier Wage Structure
SCHEDULE OF JOB CLASSIFICATIONS BY LABOR GRADE
(Effective November 13, 2023)

Labor Grade	Job Classification	Min	Max
1	CNC Filament Winding S/U Oper, Sr.	23.02	32.06
1	CNC Multi-Axis S/U Oper, Sr.		
1	Tool & Die Maker, Sr.		
1	Welder		
1A	EDM Cell Operator, Sr.	22.31	31.39
1A	Multi Spindle Machine S/U Oper, Sr.		
1A	Senior CNC SU Machinist		
2	Calibration Technician	21.62	27.91
2	CNC S/U Operator, Sr.		
2	CNC Mill S/U Machinist		
2	CNC Lathe S/U Machinist		
2	Electronic Technician		
2	M.S. Automatic Screw		
2	Mach S/U Operator		
2	Precision Tool Grinder, Sr.		
2	Quality Control Inspector, Sr.		
3	CNC Filament Winding Operator	20.92	26.50
3	CNC S/U Operator		
3	Electronic Technician II		
3	Hose Assembly Technician		
3	Machine Repairhand		
3	Punch Press S/U Operator, Sr.		
3	Special Parts Tech "A"		
3	Sr. Cryogenic Technician		
3	Tool Pre-Setter		
4	Cri-Dan S/U Operator	19.53	24.42
4	Four-Slide Operator		
4	General Maintenance Hand		
4	Parts Finishing Technician		
4	Quality Control Inspector		
4	Special Parts Tech "B"		
4	Sr. Composite Metal Tube Tech		
4	Turning Center Operator		

5	Cryogenic Tech	18.47	23.02
5	Machine Parts - Inspector		
5	Punch Press S/U Operator		
6	Adel Shop Technician	17.46	20.92
6	CNC Operator		
6	Composite Metal Tube Tech		
6	Maintenance Hand		
6	Shipping/Receiving Clerk, Sr.		
6	Winding Technician		
7	Adel Shop Worker "A"	16.07	19.53
7	Composite/Heater Tech		
7	Machine Shop Worker A		
7	Mill & Drill S/U Operator		
7	Preece Shop Worker A		
7	Process Inspector		
7	Shipping/Receiving Clerk		
7	Shop Worker A		
7	Shop Worker A1		
8	Composite Raw Stock Clerk	15.92	17.46
8	Raw Stock Clerk		
8	Shop Worker B		
8	Stock Clerk, Sr.		
8	Tool Crib Attendant		
8	Truck Driver		
9	Assembler	15.92	16.44
9	Maintenance Helper		
9	Shop Worker C		
9	Stock Clerk		
9	Utility Worker		

NOTE 1: Automatic progression shall apply from the minimum of the rate range to the maximum of the rate range on the basis of \$0.50 per hour each six (6) months worked until the employee reaches the maximum of the rate range wherein classified. All increases granted under the above provision shall be effective on the Monday following the effective date of the progression increase.

NOTE 2: Leads shall receive \$1.35 per hour above the classification he leads or his personal hourly rate, whichever is higher.

NOTE 3: Eliminate Pay Grades 10 & 11. Pay Grade 9 will be lowest.