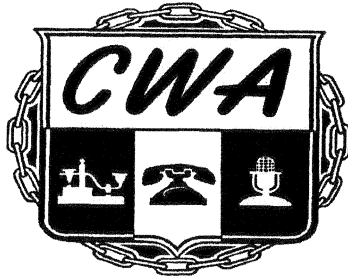


COLLECTIVE BARGAINING AGREEMENT
BETWEEN
PAE AVIATION AND TECHNICAL SERVICES LLC
AND THE
COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO, CLC



Effective: October 1, 2022 through September 30, 2026

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**COLLECTIVE BARGAINING AGREEMENT
BETWEEN PAE AVIATION AND TECHNICAL SERVICES LLC
AND THE
COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO, CLC**

THIS AGREEMENT, dated as of the **10th day of August 2022**, by and between **PAE Aviation and Technical Services LLC** (hereinafter referred to as "the Company") and the Communications Workers of America, AFL-CIO, CLC (hereinafter referred to as "the Union").

WITNESSETH that:

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

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

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

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

ARTICLE 1 RECOGNITION

Recognition

Section 1.1 In accordance with the Certification of Representative issued by the National Labor Relations Board (NLRB), RC No. 28-RC-6096 on August 28, 2002, pursuant to an election by the Board, the Company recognizes the Communications Workers of America (CWA), AFL-CIO, CLC, as the sole and exclusive bargaining agent with respect to rates of pay, wages, hours of work and all other conditions of employment for all employees covered by this Agreement.

Bargaining Unit

Section 1.2 The Company and the Union agree that the employees covered by this Agreement consist of the following: All full-time maintenance employees including but not limited to, Aircraft Mechanics, Lead Aircraft Mechanics, Aircraft Workers, Sr. Tool & Parts Attendants, Tool & Parts Attendants, Quality Assurance Inspectors/Analysts, Production Control Clerks, Test Pilots, **Avionics Technician, Supply Technicians** and Flight Engineers employed by the Company at Kirtland Air Force Base (KAFB) facility, 'Albuquerque, New Mexico under the United States Air Force Contract **FA 6800-21-F-0001** (hereinafter referred to as "Contract") and its successor Contracts.

Masculine - Feminine References

Section 1.3 In construing and interpreting the language of this Agreement, reference to the masculine shall include reference to the feminine.

ARTICLE 2 RIGHTS OF MANAGEMENT

Section 2.1 The Union recognizes that it is the function and right of the management to exercise its own judgement and discretion in developing processes which meet the standards of Government requirements and customer acceptance and to meet competition, in order that its business and jobs and wages be protected. To attain these, the Union recognizes as included in, but not limited to, the following management rights.

Section 2.2 Except as specifically abridged, delegated or modified by a specific provision of this Agreement, or any supplementary agreements that may hereafter be made, all the rights, powers and authority the Company possesses prior to signing of this Agreement are retained by the exercising of such rights does not require any prior discussion or negotiation with the Union, any bargaining obligation with respect to the exercising of such rights being hereby expressly waived by the Union.

Rights of management include, among other things, but are not necessarily limited to, the right to establish or continue policies, practices and procedures for the conduct of business and from time to time change or abolish any of such policies, practices or procedures, determine the number, location and relocation, of its

operations and other facilities; from time to time determine the type of operations, the methods, processes and materials to be employed and the services to be performed; establish, combine or split up departments or transfer work from one department to another; transfer work from one operation or facility to another; discontinue processes or operations; determine the numbers of hours per day or per week operations shall be carried on, including the starting and stopping times and rotation of shift and jobs; select and determine the number and type of employees required; assign work to its employees in accordance with requirements determined by management; establish and change work schedules and assignments; determines methods of work measurement and establish standards of work performance; transfer, promote, or demote employees, or layoff, terminate, or otherwise relieve employees from duty for lack of work or other reasons; make and enforce rules of operations conduct and the maintenance of discipline and from time to time amend, modify or revoke any such rules; suspend, discharge or otherwise discipline employees for just cause.

Section 2.3 The Company's failure to exercise any right, prerogative, or function hereby reserved to it, or the Company's exercise of any such right, prerogative, or function in a particular way, shall not be considered a waiver of the Company's right to exercise such right, prerogative or function or preclude it from exercising the same in some other way not in conflict with the express provisions of this Agreement.

Section 2.4 This Agreement cancels and supersedes all prior written and oral agreements between the parties.

ARTICLE 3 UNION AND COMPANY RELATIONS

Section 3.1 Union Activity During Working Time. Solicitation of Union membership, collection or checking of dues will not be permitted during working hours. The Company agrees not to discriminate in any way against any employee for the filing of complaints or grievances or for Union activity. Any employee engaged in unsanctioned Union activity during working time, except as specifically allowed by the provisions of this Agreement, or by other agreement between the Company and the Union, is subject to disciplinary action.

Section 3.2 Strikes and Lockouts. The Union, its officers, agents, representatives and members agree that for the duration of this Agreement there shall be no strikes, sit downs, slowdowns, stoppages of work or any acts of any nature which would slow down or interfere with production and no picketing of any kind on or near Kirtland AFB, whether predicted upon economic issues, grievances, contract violations whether real or alleged, unfair labor practices whether real or alleged, sympathy for other employees of the Company or of any other employee, or otherwise; nor shall any such acts be promoted, condoned or encouraged by the Union, its officers, agents or representatives. Failure or refusal on the part of any employee of the Company to comply with any or all provisions of the Section shall be sufficient grounds for discipline or discharge. The Company agrees that for the duration of this Agreement, there shall be no lockouts.

A lockout as mentioned herein shall not be construed as the closing down of the operation or any part thereof or curtailing any operations for business reasons. If the Union escalates a grievance to arbitration regarding an alleged violation of this Section, it is understood and agreed that the arbitrator will have the authority to determine the severity of the violation and mitigate the discipline.

3.2(a) In the event of any violation of this Section, it shall be the duty and obligation of the Union, its officers, agents, or representatives (employee or non-employee) to immediately take all reasonable steps required to bring about an end to such misconduct.

3.2(b) Neither the violation of any provision of this Agreement nor the commission of any act constituting an unfair labor practice or otherwise made unlawful, nor the fact that a particular grievance or dispute is not subject to arbitration under the provisions of this Agreement, shall excuse the Union, its officers, agents and representatives or the employees of the Company, its officers, agents and representatives from their obligations under this Article.

3.2(c) The above prohibition on strikes shall not be binding on the Union sixty (60) days after notice has been served on the Company pursuant to Section 8 (d) of the National Labor Relations Act, as amended, when no agreement for a new contract has been reached.

3.2(d) In the event of any violation of this Section, it shall be the duty and obligation of the Employer, its officers, agents, or representatives (employee or non-employee) to immediately take all reasonable steps required to bring about an end to such misconduct.

3.2(e) Any claim by either party of a violation of this Section 3.2 shall not be subject to the grievance procedure or arbitration provisions of this Agreement and the party shall have the right to submit such claim to the courts.

Section 3.3 Union Security

3.3(a) Membership in the Union is not compulsory. Employees in the bargaining unit must, as a condition of continued employment, be either a member of the Union and pay Union dues or pay an Agency fee to the Union, but not both.

If such condition of employment is not met, the employees' employment shall be terminated and such discharge shall be deemed to be for just cause as in compliance with standards permitted by the N.L.R.B. and court decisions relating to Agency shop requirements.

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

3.3(b) Each employee in the bargaining unit shall, beginning on the thirty-first (31st) day following execution of this Agreement or the thirty-first (31st) day following his/her employment, rehire, reinstatement, reemployment, recall, transfer, or regression into the bargaining unit shall elect to either, as a condition of continued employment in the bargaining unit, execute and deliver to the Company (with a copy to the Union) a Dues/Agency Fee Deduction Authorization as provided for in this Article that shall authorize the Company to deduct from the employee's pay an amount of money equal to the Union's regular, uniform, and usual monthly Union dues/Agency fees to be remitted to the Secretary-Treasurer of the Communications Workers of America as set forth in this Article, or pay directly to the Union the amount of money equal to the Union's regular, uniform and usual monthly dues as certified by the Secretary-Treasurer of the Communications Workers of America.

It is understood that Union Dues/Agency fees are due and payable on the first payday of each month. Employees electing to use the Union Dues/Agency Fees Deduction Authorization shall be deemed to have met their obligation under this Article when the Company properly deducts dues from their paycheck on the first pay period of each month. Employees electing to pay their dues direction to the Union shall make Union Dues/Agency Fees to the Union by the end of the calendar day on which the employee is paid.

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

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

3.3(e) An employee within the bargaining unit shall be considered in good standing for the purpose of this Article when such employee tenders the amount of money equal to the Union's regular uniform and usual monthly Union Dues/Agency Fees to an authorized agent of the Union or pay through authorized payroll deductions the Union's regular uniform and usual monthly Union Dues or Agency Fees as are authorized by the employee to be withheld in accordance with this Article. Once the Union becomes aware of the employee's delinquency and the Union notifies the employee of the delinquency the employee will have fifteen (15) calendar days to resolve the delinquency. If the delinquency is not resolved the Union shall notify the Company and the employee and the Company shall discharge the employee on the fifteenth (15th) calendar day after notification, if the delinquency is not resolved.

3.3(f) Employees may handle the matter of payment of Union dues or Agency fees directly with the Union. In cases where deductions are made from those who have already paid Union Dues or Agency fees, the Union will make any necessary refunds directly to such employees.

3.3(g) Deduction shall be made for the accrued regular monthly Union dues or Agency fees of each employee in the bargaining unit for whom the Union dues or Agency fees Deduction Authorization has been received, beginning with the pay for the first full pay period in the month following receive of such authorization, provided that sufficient earnings remain to cover the Union dues or Agency fees after all deductions required by law are made and such Union dues or Agency fees deduction shall continue in like manner monthly thereafter, except as qualified in this Article.

3.3(g)(1) Deductions shall be remitted to the Secretary-Treasurer of the Communications Workers of America within 10 days following the first payday of each month. The Company will furnish the Secretary-Treasurer, at the same time, a list compiled in alphabetical order of those employees for whom the deductions have been made and the amount of each deduction.

3.3(g)(2) When ceasing to deduct Union dues or Agency fees for any reason, the Company will submit the name(s) of such employee(s) in alphabetical order, and the reason for no deduction to the Secretary-Treasurer of the Communications Workers of America at the same time the monthly dues deduction list is remitted.

3.3(g)(3) When ceasing to deduct Union dues or Agency fees for any reason; the Chief Steward will be notified of the stoppage within one (1) business day of the stoppage.

3.3(g)(4) Collection of any back dues owed at the time of starting deduction for any employee and collection of dues missed because of the employee's earnings were not sufficient to cover the payment of dues for a particular pay period will be the responsibility of the Union and will not be the subject of payroll deductions.

3.3(h) At the time this Agreement becomes effective, the parties agree to begin to use the Dues Deduction Authorization Card (Attachment A) for all new dues deductions. In addition, each individual authorization card signed and dated prior to the date of the contract ratification shall, upon ratification, have its effective date changed to reflect the ratification date and the initial irrevocable period shall run (1) year from the date of the ratification of the Collective Bargaining Agreement. Thereafter, dues authorization shall conform to the terms of the Dues Authorization Card.

3.3(i) The Union shall indemnify and hold the Company harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken or not taken by the Company for the purpose of complying with any provisions of this Article provided the Company has met its obligations under the terms of this Article.

Section 3.4 Payroll Deductions (COPE) The employee may authorize the Company to deduct from the wages due the employee an additional sum to be designated by the employee, each pay period, and to remit such amount to the Communications Workers of America Committee On Political Education, Political Contributions Committee ("CWA-COPE, PCC"). The signing of this authorization card and the making of contribution to CWA-COPE, PCC are not conditions of employment with the Company. (See Attachment B)

Section 3.5 International Representative-Access to Work Site The International Representative, or his/her designee, of the Union shall have access to the Company work sites during working hours for the purpose of conducting legitimate Union business pertaining to this Agreement including, but not limited to, the investigation and advising in the handling of grievances, and the Company will not impose regulations which will render the intent of this provision ineffective.

The necessary arrangements, subject to Air Force regulations, and Company badges and credentials will be available to the International Representative, or his designee, during first shift working hours. The Union shall keep the Program Manager currently informed in the writing of the name of the accredited International Representative, or his designee.

Section 3.6 Shop Stewards A Shop Steward will represent all employees in his/her designated area on his/her shift and may process a grievance concerning matters affecting employees within his/her designated area and shift. The Union may select not to exceed, except by mutual agreement one (1) Shop Steward and one alternate for each shift and one (1) Chief Steward. The union shall keep the Program Manager or designee currently informed in writing of the names of the certified Shop Stewards. An employee, while serving as Shop Steward, shall not be surplused from his job classification, so long as other employees remain in his job classification, area and on the shift he is designated Shop Steward.

Section 3.7 Departures from Work Assignment by Stewards to Investigate Complaints or Claims of Grievance Each steward shall notify and obtain permission from his/her supervisor before leaving his/her work assignment for the purpose of investigating complaints or claims of grievance on the part of employees or the Union or contacting the International Representative in regard to such claim or grievance. Such permission shall be granted except where there is substantial reason for delaying the contact or the investigation due to safety conditions or the fact that a critical operation is in process.

3.7(a) The scope of the Steward's activities shall include the following:

3.7(a)(1) To confer with an employee before presentation to appropriate management.

3.7(a)(2) To investigate a complaint or grievance before presentation to appropriate management.

3.7(a)(3) To present a complaint or grievance concerning this Agreement to an employee's immediate supervisor in an attempt to settle the matter for an employee.

3.7(a)(4) To meet with appropriate supervision or other designated representatives of the Company when necessary to adjust grievances in accordance with the grievance procedure of this Agreement.

3.7(b) Shop Stewards and the Chief Shop Steward will be allowed a reasonable amount of time to conduct Union business, with pay.

3.7(c) The Union may appoint a replacement Shop Steward for Stewards who are on detachment, leave of absence, and vacation or out. The regular certified Steward will assume his/her Shop Steward position upon his/her return to work at KAFB, Albuquerque, and the replacement Steward will no longer be recognized as a Steward.

3.7(d) The Shop Steward and/or Chief Steward will be notified of any new employees and will then be provided a twenty (20) minute orientation period during the "in processing" of new employees.

Section 3.8 Bulletin Boards The Union agrees to provide two (2) bulletin boards to be placed in a mutually agreed upon common area for the exclusive use of the Union. The purpose of the bulletin board is for the posting of information as follows: (a) notices of Union meetings, (b) notices of official Union Elections and results, (c) notices of Union appointments, and (d) any other official Union notices which are not derogatory, inflammatory or impede good relations between the parties.

Section 3.9 Nothing in this Agreement is intended to abridge the right of a Supervisor to privately discuss with any employee under his or her supervision topics pertinent to the work place, including but not limited to, the employee's job performance.

An employee, if he/she believes that disciplinary action may result, may request the presence of a Union Steward.

Section 3.10 Joint Meetings Should either party desire to discuss with the other any matter affecting generally the relationship of the parties, a meeting of Union and

Company representatives shall be arranged upon request of either party. Such meeting shall take place at a time mutually convenient to both parties. Any use of Company time for attendance at such meetings shall be arranged in advance by mutual agreement.

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

Section 3.11 Just Cause.

3.11(a) It is understood that no employee shall be disciplined without just and sufficient cause. During any period wherein the Employer will announce discipline the employee has the right to request the presence of a Shop Steward.

3.11(b) An employee will not be denied the right to have a Shop Steward present during an investigative interview involving matters, issues or events which he/she feels may possibly lead to disciplinary action. A Shop Steward will not be provided unless the employee requests that a Shop Steward be present at such interviews.

3.11(c) A discharged or suspended employee shall, at the time of such action, be furnished a discharge or suspension notice, in writing, setting forth the precise charge which caused the action.

3.11(d) All disciplinary forms will have a section available for the employee to enter their response in writing.

3.11(e) Verbal and written discipline will be returned to the employee after twelve (12) months, and letters of suspension will be returned to the employee after twelve (12) months. Discipline and suspensions returned to the employee shall not be used for any future disciplinary action.

3.11(f) When disciplinary action is being issued, the employee and steward will be provided a private location on site, if requested.

ARTICLE 4

GRIEVANCE PROCEDURE AND ARBITRATION

Section 4.1 Establishment of grievance and Arbitration Procedure

Grievance arising between the Company and its employees subject to this Agreement, or the Company and the Union, with respect to the interpretation or application of any of the terms of this Agreement, shall be settled according to the following procedure. To be valid, a grievance must be filed within (10) working days following the occurrence or initial knowledge of the event giving rise to the grievance. However, any complaints or

grievances should be resolved whenever possible with the immediate supervisor and employee involved.

Section 4.2 Employee Grievances/Grievances under this Agreement will be handled as follows:

STEP 1. Grievance Reduced to Writing.

The Steward, if he considers the grievance to be valid, may within ten (10) work days **following the occurrence or initial knowledge of the event giving rise to the grievance**, reduce to writing a statement of the grievance or complaint (electronic if feasible) which the Shop Steward must sign and which shall contain the following:

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

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

STEP 2. Written Grievance Handling at International Representative Level.

If no settlement is reached in Step 1 within the specified or agreed time limits, then the International Representative or his designee may, within the next twenty (20) workdays of the no settlement submit the grievance to the Program Manager or his designee. After such submission, the designated representative of the Company and the International Representative or his designee may, within the next ten (10) workdays, unless mutually extended, settle the grievance and, over their signatures, indicate the disposition made thereof. Otherwise, promptly after the expiration of such ten (10) day period, or agreed extension thereof, the designated representative of the Company and the International Representative, or his designee, shall sign the grievance and their signatures will indicate that the grievance has been discussed and reconsidered by them and that no settlement has been reached.

STEP 3. Written Grievance Handling at Company Labor Relations Level

If no settlement is reached in Step 2 within the specified or agreed time limits, then the International Representative or his designee may, within the next ten (10)

workdays of the no settlement submit the grievance to the Company's Labor Relations Manager. After such submission, the Company's Labor Relations Manager and the International Representative or his designee may, within the next ten (10) workdays, unless mutually extended, settle the grievance and, over their signatures, indicate the disposition made thereof. Otherwise, promptly after the expiration of such ten (10) day period, or agreed extension thereof, the Company's Labor Relations Manager and the International Representative, or his designee, shall sign the grievance and their signatures will indicate that the grievance has been discussed and reconsidered by them and that no settlement has been reached.

STEP 4. Arbitration.

If no settlement is reached in Step **3** within the specified or agreed time limits, then either party may in writing, within ten (10) workdays thereafter, request the matter be submitted to the arbiter for a prompt hearing as hereinafter provided in Section 4.6 to 4.7, inclusive.

Section 4.3 Dismissals, Suspensions, Layoff, etc.....

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

Section 4.4 Union Versus Company

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

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

The designated representative of the Union shall sign the grievance. If no settlement is reached within ten (10) workdays (unless mutually extended) from submission of the grievance to the designated representative of the Company, both shall sign the grievance and indicate that it has been discussed and reconsidered by them and that no settlement has been reached. Within ten (10) workdays thereafter the Union may

in writing request that the matter be submitted to an arbiter for a prompt hearing as hereinafter provided to 4.6 to 4.7, inclusive.

Section 4.5 Retroactive Compensation Grievance claims involving retroactive compensation shall be limited to thirty (30) calendar days prior to the written submission of the grievance to Company representatives. This thirty (30) day limitation may be waived by mutual consent of the parties.

Section 4.6 Selection of Arbiter - From Federal Mediation and Conciliation Service

The parties shall jointly request the federal Mediation and Conciliation Service to submit a panel of seven (7) arbiters. Such requests shall state the general nature of the case and ask that the nominees be qualified to handle the type of case involved. When notification of the names of the panel of seven (7) arbiters is received, the parties in turn shall have the right to strike a name from the panel until only one name remains. The right to strike the first name shall be determined by lot. The remaining person shall be the arbiter.

Section 4.7 Arbitration - Rules of Procedure Arbitration pursuant to Step 1 shall be conducted in accordance with the following:

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

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

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

4.7(d) Either or both parties may submit written briefs with a time period mutually agreed upon. Such agreements of the parties, whether oral or written, shall be confined to and directed at the matters set forth in the grievance.

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

4.7(f) The compensation and necessary expenses of the arbitrator, mutually approved in advance, shall be borne equally by both parties.

4.7(g) The total cost of the stenographic record (if requested) will be paid by the

party requesting it. If the other party also requests a copy, the party will pay one-half of the stenographic costs.

Section 4.8 Extension of Time Limits by Agreement Time limits designated in this Article for processing grievances and for bringing a matter to arbitration may only be extended by mutual written consent.

Section 4.9 Agreement Not to be Altered In arriving at any settlement or decision under the provisions of this Article, neither the parties nor the arbiter shall have the authority to alter this Agreement in whole or in part.

Section 4.10 Conference During Working Hours All conferences resulting from the application of provisions contained in this Article shall be held during working hours.

Section 4.11 International Representative, When Not Available May Authorize Designee For any period that the International Representative, or his designee, is unavailable to serve in that capacity under this Article 4, he/she may designate an authorized Union representative to act for him, as his/her designee. As to each such period of unavailability, authorization of the Designee representative of the expected period of International Representative's unavailability to perform his duties under this Article 4. He/she shall promptly notify the Company representative of the fact and such notice will terminate the period during which the designee is authorized to act.

Section 4.12 A Union representative, upon written request, shall have access to and receive copies of all information that is reasonable, necessary and relevant which the Employer relied upon in arriving at employment decisions impacting employees or effecting the administration of this Agreement. The requested information shall be provided within a reasonable time, but not more than three (3) working days following the date of the request, and prior to any subsequent meeting or hearing.

ARTICLE 5

SENIORITY, PROMOTIONS, ASSIGNMENTS AND TRANSFERS

Both parties hereto agree that continued service over a period of time should, increase the worth of an employee to the employer, and that length of service should receive recognition in case of promotion. Both parties further agree that the principle of seniority, where qualifications, productivity, and dependability are reasonable equal, shall be used for promotion or for retention in case of a reduction in force.

Section 5.1 Probationary Employees

5.1(a) For the first **one-hundred and sixty (160)** days of employment, employees shall be considered as on probation and without seniority. However, if a probationary employee is laid off and rehired within a period of time not in excess of the time he had previously spent as a probationary employee, he will be credited with the time previously worked toward the completion of the probationary period. Upon the completion of his/her

probationary period the seniority date will then be established as of **one-hundred and sixty (160)** days prior to the completion date of his/her probationary period.

5.1(b) During such **one-hundred and sixty (160)** day period, probationary employees may be laid off or terminated at the discretion of the Company. Such layoffs or terminations during the probationary period shall not be subject to the grievance and arbitration procedure.

Section 5.2 Establishment of Union Seniority Employee's **Union** seniority date will be the employee's date of hire **into** this **bargaining unit**.

5.2(a) Service Date **The date on which an employee started his continuous employment at the KAFB facility, performing similar work, is the employees "service date", and will determine the employee's fringe benefits and vacation accrual rate. An employee who leaves the Company and later returns, will be reinstated with an adjustment made to their leave accrual date that reflects the most recent period of non-employment with the Company provided they are rehired within two years of their termination date.**

Section 5.3 Employees with Identical Seniority Dates When two (2) or more employees have the same seniority date as herein provided, the employee having the lowest last four (4) digits of one's social security number shall be considered as having the highest seniority for tie breaking purposes.

Section 5.4 Accumulation of Seniority Seniority shall accumulate to:

5.4(a) Employees who are on the active payroll of the Company and in the bargaining unit defined in Article 1, Recognition, of this Agreement;

5.4(b) Employees who are promoted to positions supervising bargaining unit employees, shall retain and continue to accumulate seniority for a period of one hundred and eighty (180) calendar days while they remain in a supervisory position;

5.4(c) Employees while on active military service and reinstated in compliance with applicable law;

5.4(d) Time spent on authorized leave of absence for Union business in accordance with Article 8, Leave of Absence;

5.4(e) The first thirty (30) days of any other authorized leave of absence;

5.4(f) Time spent on layoff for a period not to exceed three (3) years, or for employees with less than one (1) year seniority, time spent on a layoff for a

period not to exceed one (1) year;

5.4(g) Any leave of absence granted in compliance with the Family Medical Leave Act of 1993;

Section 5.5 Loss of Seniority An individual shall lose seniority right for the following reasons:

5.5(a) Resignation In addition to normal resignations, an individual who, while on leave of absence, engages in other employment without prior written approval by the Company, or fails to report for work or to obtain renewal of his leave on or before its expiration, will be considered as having resigned;

5.5(b) Discharge for cause;

5.5(c) Failure to respond with an acceptance within three (3) work days after receipt of a recall from layoff notice by certified mail (unless such period is extended by the Company);

5.5(d) Failure to report for work within fourteen (14) calendar days after acceptance or on such later date as may be designated by the Company;

5.5(e) Failure to keep the Company advised while on active layoff, of any changes in current mailing address. The Company will fulfill its obligation for notice of recall by mailing a certified notice to the employee's last address of record;

5.5(f) Layoff for a period in excess of three (3) years or for employees with less than one (1) year seniority, layoff in excess of one (1) year;

5.5(g) Retirement;

5.5(h) Absence in excess of three (3) consecutive working days without notice, either by telephone or written message by messenger to his/her immediate Supervisor shall constitute resignation as in 5.5(a) above, unless satisfactory evidence of inability to report for work is shown.

Section 5.6 Transfers To and From the Bargaining Unit The Company may transfer or promote employees covered by this Agreement to supervisory positions.

Section 5.7 Promotions, Assignments, and Transfers

5.7(a) As opposed to normal posting job vacancies, the Company will establish a job preference system. The Company will post all Kirtland vacancies on site at Kirtland for five (5) days and the Chief Steward will be notified. The posting will be located in a central location outside the Company Human Resources

office. All employees eligible to submit a job preference form for positions they have a serious interest in obtaining. At the time of submission, the employee will be notified if they have the necessary qualification to be awarded the job if and when it becomes vacant. Only those employees with a job preference form on file will be considered for any vacancies (including Phase Dock).

5.7(b) In the event of a layoff, job preference forms will be used. Employees with more than one qualification, as determined at the time of submission, will be allowed to bump junior seniority employees in classifications they are qualified to perform. Qualification will be reviewed and approved if qualified, at the time of submission. If an employee obtains qualifications in another classification they must submit another job preference form.

5.7(c) Employees will not be awarded a job when such award would create a conflict of interest, that is, when the position would report to, either directly or indirectly, a family member as defined by Company policy.

5.7(d) When an employee covered hereby is selected for a new position, the successful candidate will complete the online process. When an employee covered hereby is awarded the new position, and such employee fails to satisfactorily perform the duties thereof within a **one-hundred and twenty (120)** calendar days probationary period after assuming the position, the employee will be returned to the job last held (which may be filled on a temporary basis) prior to award of such posted job provided the classification has not been abolished. Employees so returned shall not be eligible to bid again for the job from which they returned for a period of six (6) months **from the date in which they returned to the position**. An employee awarded a job vacancy shall be reclassified to the promoted job classification and rate of pay as of the effective date of transfer.

5.7(e) Positions shall be awarded on the basis of the employee's experience, skill, ability to perform the duties of the position. When it is determined that the experience, skill, and ability of two or more bidders are relatively equal, seniority shall govern. The intent of this paragraph is to permit employees with the associated skills, experience, training, and ability to fill the vacancy or new position, but will not apply for the selection of **all Leads and QC Inspectors**.

5.7(f) Temporary or part-time employees may be utilized by the Company to replace regular employees absent due to vacation, special leave, unpaid leave of absence, absence for personal illness or injury, Worker's Compensation injury or to staff special projects. Such temporary employees shall be limited to assignments of not more than thirty (30) calendar days unless extended by mutual agreement between parties.

5.7(g) Temporary or part-time employees shall be eligible for pro-rated benefits.

5.7(h) Any new hire will be given a ninety (90) calendar day probationary period to qualify for that position. The Company will review the employee's progress and performance during the probationary period. If the employee is deemed as qualified, then they will remain in the classification. If the employee does not meet the criteria for qualification, and if no other positions exist that they are qualified for, including transfer to a lower-rated classification if an opening exists, then the employee will be laid off.

5.7(i) When new classification or positions are required within the bargaining unit, the Company will establish the duties. The rate of pay will be negotiated with the Union. The Company may implement the new classification/position when required. In the event there is a disagreement over the rate of pay, the issues may be settled by the Grievance and Arbitration procedure.

ARTICLE 6

WORKWEEK, HOURS OF WORK, SHIFTS

Section 6.1 Workweek, Hours of Work Each workweek for payroll purposes shall begin at 12:00am on Monday and end at 11:59pm on Sunday. Effective September 3, 2022, the workweek for payroll purposes shall begin at 12:00am on Saturday and end at Midnight 11:59pm on Friday. The payroll period shall not be changed for the duration of the Agreement unless mutually agreed upon by the parties. The regular workweek for all bargaining unit employees will be forty (40) hours, consisting of five (5) consecutive days of eight (8) hours per day. For most bargaining unit employees, the regular workweek will be Monday through Friday. However, to meet customer requirements, especially for seven (7) day/week coverage, some employees' regular workweek will include time worked on Saturday and/or Sunday. Employees will receive two (2) consecutive days off during the seven (7) day workweek period.

6.1(a) The Company will attempt to meet its non-regular workweek assignments on a voluntary basis among the employees. In the event there are insufficient volunteers to meet the requirement, the Company may designate and require the necessary number of employees to work the non-regular workweek in accordance with Article 7. There will be no guarantee of overtime or a certain number of hours worked per week.

Section 6.2 Shifts Each employee will be assigned to a shift with designated start times for beginning and ending.

Phase Dock employees will consider the start date of an aircraft induction into inspection as their notification that shift schedules will match the FCF requirements for that aircraft at the end of the inspection and they will be required to work a schedule that matches those FCF requirements.

First Shift: Beginning at or after 4:00 a.m., but before Noon.

Second Shift: Beginning at or after Noon, but before 8:00 p.m.

Third Shift: Beginning at or after 8:00 p.m., but before 4:00 a.m.

A shift means the hours scheduled for an employee for a particular day. A shift will be considered as falling on the calendar day on which the shift begins, regardless of the ending time of the shift worked.

Prior to any change in the starting times for various shifts, the Company will discuss the issue with the Union. In the event that it is necessary to change the starting time for a shift, at least forty-eight (48) hours' notice will be provided to employees. This Section shall not apply when starting time for an individual employee is changed at the employee's request.

6.2(a) Shift Preference Selection Except for the Phase Inspection Section, effective October 1, 2022, Employees shall exercise shift preference selection provided the requesting employee is qualified to perform the requested job. The requesting employee must be within the same job classification and hold seniority over the employee whose position is being requested. Shift preference selection will occur every six (6) months on the first business day of that month, posted for signing two (2) weeks prior to that first business day. If an employee uses this shift preference selection to change shifts, they are unable to do so again the immediately following selection period but will be eligible for the selection period after that.

Employees in the Phase Inspection Section can participate in the shift preference process. If a Phase Inspection Section employee wishes to use their shift preference option, it will not be effective until the following 6-month bidding cycle takes effect. An employee may not use the shift preference process to bump an employee in the Phase Inspection Section.

Section 6.3 Days of Rest Employees will have two (2) consecutive days off during the seven (7) day payroll workweek.

6.3(a) A premium payment of one and one half (1 ½) times an employee's base hourly rate will be paid to any employee assigned to work anytime on either or both of their two (2) consecutive days of rest. Premium time will not apply to any time an employee is in travel status per Section 23.6 or idle status per Section 23.7.

Section 6.4 Rest Periods Employees will be allowed one (1) scheduled ten (10) minute rest period before and one (1) ten (10) minutes rest period after mean period in each complete workday, the time to be established by the company. In the event that an employee is not completely relieved from duty for a break the employee shall be paid for the time worked.

Section 6.5 Meal Periods A meal period will be established and designated by the Company for a period of sixty (60) consecutive minutes at approximately the mid-

points of the shift in keeping with sound work practices and efficiency. Based on operational need and with concurrence of the employee, a thirty (30) minute meal period can be taken.

Section 6.6 Employees shall work up to the start of the rest and meal periods and be at their place of work at the end of their rest and meal periods. Depending on operations and schedules, employees may be required to work through their rest and/or meal periods and take them at a later or earlier time during the shift.

Section 6.7 Shift Preference All employees are eligible and encouraged to submit shift preference forms at any time for shifts they have an interest in obtaining. The Company, with a copy to the Union (Chief Steward), will file and maintain all employee shift preference forms until the employee chooses to remove the form(s).

The Company shall have the exclusive right to assign employees to any shift with two (2) weeks advance notice, except when emergency situations arise as defined by the Company. Subject to the foregoing, senior employees who have a shift preference on file shall be given preference over other employees and new hires for placement in an available job in their classification in their work center.

Assignment of employees to other shifts shall be first on a voluntary basis, and if there are not volunteers, then the assignment of employees shall be in reverse seniority order of qualified employees to the designated classifications to meet mission requirements.

Section 6.8 Flexible Work Arrangements The Company and Union agree to continue the practice of allowing an employee(s) flex time in order to accommodate schools, appointments, etc. The Company shall have the sole discretion to approve the employee's request.

ARTICLE 7 OVERTIME

Section 7.1 Overtime The Company will attempt to meet its overtime requirements on a voluntary basis, among the employees by seniority who normally perform the work on a straight time basis. However, in cases of selective overtime, new hires or rehires may be excluded for the first ninety (90) calendar days of their employment.

A written request for overtime or "stand-by weekend" roster will be posted for review by employees in each shift prior to offering the overtime assignment. The posting shall rotate among the three (3) shifts each week. The roster will list the times and dates of the available overtime. **Selection** of employees for the roster will be administered equitably.

In the event there are insufficient volunteers to meet the requirement, the supervisor will assign the available overtime to the least senior qualified employee(s) need to work the overtime. A list will be maintained of those employees who were assigned to work overtime and they will not be assigned

again until the list is exhausted. This list will be provided to the Union upon request. A reasonable effort will be made to equalize overtime among employees within a work group, such work groups to be determined by the Company.

Section 7.2 Time worked within an assigned shift period shall be compensated at straight time rates.

Section 7.3 Overtime shall be paid at one and one-half {1 ½) times an employee's base rate, plus differential, if applicable, for all hours worked in excess for forty {40) hours in the workweek. Holiday, vacation pay and PPT shall be considered as time worked for the purpose of computing overtime; however, idle time pay is not. Employees shall not pyramid overtime or premium payments.

Section 7.4 Wage Payment Basis Employees shall be paid for time worked computed to the nearest one-tenth hour.

ARTICLE 8 LEAVE OF ABSENCE

Section 8.1 Authorized Leaves of Absence For the time period indicated in each instance, leaves of absence (without pay except to the extent vacation credit or personal leave credit can be used and is used under and in accordance with Articles 16, Vacations and Article 17, Personal Leave) shall be granted to an employee on the active payroll.

8.1(a) In case of accident or illness, for the period of time the injury or illness requires that the employee be absent from work. The Company may require satisfactory proof of such illness. Alcoholism may be the basis for granting medical leave to individuals while under treatment at a recognized and accepted treatment center or hospital if such treatment is requested prior to the employee being terminated for unsatisfactory attendance or violation of other Company rules.

8.1(b) In pregnancy cases, upon request of the employee or at such time as leave shall be mandatory under any applicable law. The Company must be notified upon medical confirmation that a pregnancy exists.

8.1(c) For the period of time necessary to serve in the Armed forces of the United States. Any employee of the Company who is inducted into and recalled to military service of the United States and who by reason of such service is entitled under the law to be regarded as a Veteran. shall upon his discharge and his receipt of certificate of satisfactory completion of his military obligation, be afforded all rights of The Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA).

8.1(d) Leaves of absence without pay for Union business will be granted to

employees of the Company who have been selected by the Union to attend such functions as conferences, conventions, and union educational courses, not to exceed ten (10) days provided the Union notifies the Company in writing twenty (20) days in advance, if possible, and receives concurrence from the Program Manager or his designee. No more than four (4) employees may be on such leave at any one (1) time. Deviations to the advance notice and numbers of employees on Union leave will be handled on a case by case exception basis. Due to operational requirements such requests may be denied. The Company will respond in writing, to all requests for Union leave within five (5) days of said request.

8.1(e) When the employee is appointed to a full time/part-time representative of the Union representing the particular unit or selected to such a position, for the period of time necessary to fill such position, with the consent of the Company. Such consent will not be unduly withheld. Not more than two (2) employees shall be on such leave at any one time except by mutual agreement of the parties.

8.1(f) The Company may grant leaves of absence without pay for other reasons that the Company considers valid, such as Family Leave or for personal reasons.

8.1(g) Requests for leaves of absence must be made in writing to the Company and specify the reason for the absence.

Section 8.2 Return from Leave of Absence Except as described in Section 8.1, an employee shall be returned from leave of absence under the procedure below unless that employee's job has been surplusd pursuant to Article 12.

8.2(a) When an employee returns from a leave of absence that was granted due to industrial injury or industrial illness and is medically able to perform the job which was last held, the employee will return to the job last held. Employee will be considered for any job that he is qualified and able to perform.

8.2(b) If employee is not able to perform the job last held due to medical limitation, he will be considered for any job he is qualified for and able to perform.

8.2(c) For return from leave, or leave of absence due to non-industrial illness, or due to pregnancy provided leave has not exceeded one (1) year and the employee will return to the job last held, and the employee will be considered for any job that he/she is qualified and able to perform.

8.2(d) Procedure for return to work with medical limitations: Employee will be considered for any job he is qualified to perform.

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

8.2(f) For any other return from leave for whatever length of time than those specified above, the employee will be returned to job title last held providing there is an opening in such job title.

8.2(g) If leave was granted to accept a full-time position with the Union, the employee will be returned to the job last held. If the last held job no longer exists, the employee will be returned to one of equal grade. The surplus procedure will not apply to such employees during the term of union leave.

8.2(h) If leave was granted to accept a full-time position with the Union, the employee will be returned to the job last held if such job is not populated. If such job is then populated, the employee will be returned to one of equal grade.

ARTICLE 9 SAFETY

Section 9.1 The Company shall comply with applicable Federal, State and Local laws and regulations regarding safety and health, relative to its operations at KAFB, Albuquerque, NM. The Company will minimize and/or eliminate known hazards by reasonable safeguards. However, nothing in this Article is intended to conflict with the Company's contractual requirements to the Air Force. All meetings will be held during working hours.

Section 9.2 There shall be a joint Company-Union Safety Committee composed of two (20 representatives from the Union and Company representatives under the direction of the Program Manager. The Union will select their representatives. The Committee shall meet regularly on a monthly basis. Emergency meetings of the Committee may be called at the request of either the Company or Union provided a bona fide emergency exists.

Section 9.3 Committee duties shall include recommendations for improvements in safety and health; provide safety training as needed; as well as other duties as may be agreed upon.

Section 9.4 The Company shall provide employees with required safety apparel and equipment, to include sunscreen as provided by the customer and clean serviceable Nomex flight suits for MEGP personnel. Additionally, the Company will provide employees the quality tools when possible that are made in the USA necessary for the performance of their duties. The Company will also provide the appropriate first aid and medical services to treat victims of accidents/health hazards on its premises.

Section 9.5 If an employee believes that a condition on the job presents a clear and present hazard endangering life, limb or health, the employee may refuse to perform that portion of the work exposing him/her to such hazard until the condition is corrected and/or the hazard minimized or eliminated. The employee's first obligation in such cases is to immediately inform his/her Supervisor or the Company Safety Coordinator

of the condition.

Section 9.6 Requirement of Medical Examination In the interest of continued safety of individuals and their fellow employees, any employee returning to work following a Medical Leave of Absence or extended medical leave or documented substantial inability to perform the majority of the employee's assigned duties and responsibilities, may be required through Government regulations or by the Company to undergo a medical examination by a doctor of the Government's or the Company's selection. If the diagnosis or examination results furnished by the Company doctor are not satisfactory to the employee, he may obtain an opinion from his own doctor. If a disagreement still exists, an additional doctor, mutually agreed upon by the Company and the Union, will be acquired for his analysis. If the mutually agreed upon doctor's diagnosis agrees with the employee's doctor, the Company shall only pay for the services of the mutually agreed upon doctor. The cost incurred for services of all other non-Company physicians shall be the sole responsibility of the employee who gave rise to the dispute.

ARTICLE 10 SEPARABILITY

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

ARTICLE 11 MISCELLANEOUS

Section 11.1 Security Clearance Nothing in this Agreement shall require the Company to employ or continue to employ or give access to any of its facilities or work locations, any person or persons to whom the cognizant Security Agency, in the interest of security against espionage or subversive activity, refuses to give access to classified information and/or work. However the Company will give consideration to assigning an employee in his job title to an area for which he is qualified and a clearance is not required.

Section 11.2 Non-Discrimination All terms and conditions of employment included in this Agreement shall be administered and applied without regard to race, color, religion, national origin, status as a disabled or Vietnam era veteran, age, sex, or the presence of a handicap except in those instances where age, sex or the absence of a handicap may constitute a bona fide occupational qualification. If administration and application of the contract is not in contravention of Federal laws, such administration shall not be considered discrimination under this Section 11.2. Notwithstanding any other provision of Section 11.2 of this Agreement, a grievance alleging a violation of this Section 11.2 shall be subject to the grievance procedure and arbitration of Article 4, Grievance Procedure and Arbitration, only if it is filed on behalf of and pertains to a single employee. Class grievances based on alleged violation of this Section 11.2 shall not be subject to the grievance procedure and arbitration under this Agreement.

Section 11.3 Successor and Assigns This Agreement shall be binding upon and shall insure to the benefit of the parties hereto, their successors and assigns; but in the event the Company ceases to perform on the contract as identified in Article 1, Recognition; the Company shall be released from all obligations on the project(s) so affected under this Agreement. In the event that any other unit of the Company takes over any part of the business, as defined in the recognition Article of the Agreement, this Agreement shall remain in full force and effect.

Section 11.4 Employees who are injured at work and sent for medical treatment will be paid for the treatment time, and if directed, will be paid up to the end of their shift for time lost during that work day. Employees who have returned to work after a workplace injury or work related illness are required to receive treatment or therapy for the workplace injury or illness, which is scheduled during their regular work, will be paid for the lost time.

Section 11.5 The waiver of any breach or condition of this Agreement by either party shall not constitute a precedent for any future enforcement or waiver of such breach or condition.

Section 11.6 Bargaining Unit Status Report A quarterly seniority list will be provided to the Union. The report will include the following information:

- Employee name
- Mailing address
- Employee ID number
- Job title
- Seniority date

A complaint concerning a seniority date must be filed within ten (10) workdays of the seniority list being provided.

Section 11.7 This Agreement represents complete collective bargaining and total agreement by the parties regarding wages, rates of pay, working conditions, hours and conditions of employment for the duration of this Agreement. Any aspect of hours, rates of pay, wages, condition of employment, and any other matters not covered in this Agreement are declared to have been eliminated or waived for the term of this Agreement. This Agreement shall not be modified, altered, changed, or amended in any respect, except by mutual agreement set forth in writing and signed by both parties.

ARTICLE 12 WORK FORCE ADMINISTRATION

Section 12.1 Layoff For the purpose of an indefinite layoff, i.e., reducing the number of positions in a job classification and/or decreasing the workforce, the Company shall give advance notice to the Union and at least five (5) working days' notice, or pay in lieu

of notice to the affected employees and layoff as follows:

12.1(a) In effecting a reduction in force within a job classification, the following procedure shall be followed. The first selection would be probationary employees, followed by full time employees in reverse seniority order. It is further recognized that the principle of seniority, where qualifications, productivity, and dependability are reasonably equal, shall be considered in case of reduction in force.

12.1(b) Prior to implementing layoffs, affected employees in job classifications within functional work areas will be given the opportunity to see voluntary layoff. Management will then review the certifications, qualifications and ability to perform available work to determine which of those who have volunteered may be granted voluntary layoff and which ones will be denied. If after considering the acceptable voluntary layoffs additional layoffs are still necessary, then probationary employees in affected job classifications within functional work areas will be the next to be laid off.

12.1(c) An affected full time employee referenced in 12.1(a) will be offered the job classification held immediately prior to his or her present job classification, or any job classification for which the employee has the required qualifications and is eligible for recertification for that job, if his seniority permits.

Section 12.2 Employment Stability Leave Employees may be placed on Employment Stability Leave for a full week(s) not to exceed twelve (12) consecutive weeks.

Section 12.3 Recall from Layoff Employees who are on active layoff status from job classifications having job openings will be recalled in order of seniority, providing they have the required qualifications and are eligible for recertification for that job.

Section 12.4 Temporary Assignment The Company may temporarily assign employees to perform work assignments described for other job classifications.

Section 12.5 Performance of Work Supervisors and other non-bargaining unit employees will not normally perform the duties of employees in the bargaining unit, except in emergency situations or for the purpose of instructing employees. The exception to this section will be the Chief Pilot.

Section 12.6 Quality Control and Production Control

12.6(a) The Quality Control Inspector classification includes analysts who perform inspector duties as required.

12.6(b) The Company and Union recognize the unique position and obligation a QC Inspector and/or QC Inspector Lead is placed in, in that it requires frank, objective, unbiased reporting of activities of other full-time employees within

the bargaining unit. The Company, Union and members of the Bargaining Unit agree QC inspectors and the Lead shall not be harassed, accused of disloyalty or placed in an uncomfortable position while performing their duties.

12.6(c) The Company and Union recognize these new classification are not subject to seniority/bumping events such as layoffs and semi-annual shift bidding unless within their respective classification of QC Inspector or Production Control Clerk.

12.6(d) The Company and Union agree the QC Inspector and Lead shall not administer discipline.

ARTICLE 13 JURY AND WITNESS DUTY

Section 13.1 An employee absent from work due to required jury duty will be paid for such lost hours at his current straight time base rate, including shift differential where applicable, up to a maximum of eight (8) hours per day, for each regularly workday the government body summoned the employee. Employees will be paid eight (8) hours jury duty pay and will be excused from their scheduled shift if they serve more than four (4) hours on the day so assigned as a juror. All other employees must report for work provided there are more than four (4) hours available on their shift either prior to their scheduled report time for jury duty or after their release from jury duty (two (2) hours of the time will be considered as travel preparation time). Second and third shift employees summoned to jury duty will be temporarily assigned to first shift on a weekly basis during the time required to serve. Fees received for jury duty will not be deducted from such pay. Such payments shall be limited to thirty (30) days in one calendar year. The employee will furnish to the company evidence of satisfactory to the Company showing the performance of jury duty that meets the requirements of this Section 13.1.

Section 13.2 An employee absent from work in order to comply with a subpoena as a witness in a federal or state court of law, will be paid for such lost hours at his current straight time base rate, including shift differential where applicable, up to a maximum of eight (8) hours per day for each regularly workday for which he is a witness. Employees will be paid eight (8) hours witness duty and will be excused from their scheduled shift if they serve more than four (4) hours on the day so serving as a witness. All other employees must report to work provided there are more than four (4) hours available on their shift either prior to their scheduled report time for witness duty or after their release from witness duty (two (2) hours of this time may be considered as travel preparation time). Such payments shall be limited to thirty (30) days in one calendar year. Witness fees will not be deducted from such pay. An employee is not entitled to such pay under this Section 13.2 in circumstances where the employee (1) is called as a witness against the Company or its interests; or (2) is called as a witness on his own behalf in an action in which he is a party; or (3) voluntarily seeks to testify as a witness; or (4) is a witness in a case arising from or related to his outside employment or outside business activities. The employee will furnish to the

Company evidence satisfactory to the Company showing his attendance as a witness that meets the requirements of this Section 13.2.

ARTICLE 14 SHORT-TERM MILITARY DUTY

An employee who is a member of a reserve component of the Armed Forces, who is required to enter active annual training duty or temporary special services duty, shall be paid his normal straight time earning, including shift differential where applicable, up to a maximum of fifteen (15) workdays each calendar year. The amount due to that employee under this Article shall be computed and paid upon receipt of the employees Earnings and Leave statement, reduced by the amount received from the government body identified with such training duty or services for the period of such duty (up to the maximum period mentioned above). Such items as subsistence (does not include allowance for quarters), uniform and travel allowance shall not be included in determining pay received from state or federal government. A copy of the orders will be provided to the Company.

ARTICLE 15 RATES OF PAY

Section 15.1 Basic Rate Structure and Uniform Allowance A listing of job classifications and base rate ranges are set forth in Appendix A.

Section 15.2 Reassignments When an employee is downgraded for any reason their hourly rate will be reduced to the hourly rate of the employee's classification. Employees temporarily working in a higher classification will receive the higher rate for time worked in the higher classification.

Section 15.3 Paydays Paydays for employees under this agreement on all shifts shall be on or before Friday of every second week, except when circumstances intervening beyond the Company's control make such practice impossible.

Section 15.4 Shift Differential An employee assigned to the second shift shall receive a shift differential of eighty five cents (\$0.85) per hour which shall be added to his base rate and made a part thereof. An employee assigned to third shift shall receive a shift differential of one dollar and fifty cents (\$1.50) per hour which shall be added to his base rate and made a part thereof. **Effective October 1, 2022, second shift shall receive a shift differential one dollar (\$1.00) and third shift shall receive a differential of one dollar and seventy-five cents (\$1.75).**

Section 15.5 Report Time/Call-In Time A 24/7 on-call requirement may be applied at the Company's discretion. If exercised by the Company, this selection of employees for Weekend Standby Roster duty will be administered in accordance with Article 7, Section 7.1. If selection of additional employees is needed, based on operational need as determined by the Company, it will be administered in reverse order in accordance with Article 7, Section 7.1. Weekend Standby Roster compensation will be \$20.00 for a 24 hour period if the selected employee is not

recalled for duty. If an employee is recalled and reports for work in accordance with this **document**, he shall receive a minimum of four (4) hours of pay at his base rate. **If the requirement causing the recall lasts less than (4) hours the employee may elect to leave and only be paid for the time worked. Otherwise, it should be expected that other duties may be assigned to account for the four (4) paid hours.** All employees on the Weekend Standby Roster must remain fit for duty (e.g., physically/mentally capable) during the entire period and must remain located close enough to report to the hangar to meet the response requirement of sixty (60) minutes once being notified.

Report time will not apply in case of emergency shut down arising out of any condition beyond the Company's control. An employee who leaves work of his/her own volition, or because of incapacity (other than industrial injury), or is discharged or suspended after beginning work, will be paid only for the number of hours actually worked during that day. An employee that who leaves work because of incapacity due to industrial injury will be paid eight (8) hours of pay at this base rate.

15.5(a) The Company is required, on a weekly basis, to provide the customer a "Weekend Standby Roster" of employees in most classifications. Selection of employees for this roster will be administered equitably in accordance with Article 7, Section 7.1.

If an employee on the Weekend Standby Roster reports to work, Section 15.5 will prevail.

Section 15.6 The decision to appoint **all Leads and QC Inspectors** shall be at the sole discretion of the Company and such rights shall not be subject to the grievance procedure.

Section 15.7 There shall be a Shop/work Center Lead per every shop/work center per every shift, except aircrew. Under no circumstances will any employee perform Shop/Work Center Lead duties and responsibilities without Lead pay. Employees may be assigned as a Temporary at the discretion of the Company and shall be paid the current Lead premium.

Section 15.8 Uniforms The Company will provide uniforms as follows:

15.8(a) Non Flight Crew:

1. Upon hire: The Company will provide 5 shirts, 5 pants, lightweight jacket, winter jacket or parka, coveralls/bibs, cold weather head gear and mechanics gloves.

2. Employment: The Company will provide an allotment of **up to two hundred and twenty-five (\$225.00)** dollars per year available to the employee for safety shoes. **Effective September 1, 2022, employees may file for reimbursement one (1) time per each program fiscal year**

for their annual boot allowance by submitting a receipt to Human Resources within 30 days of purchase. Replacement of worn uniform items will be made at the discretion of Company Management.

The Company will purchase each employee designated by the Company to perform vibration analysis duties one (1) new Nomex flight suit.

15.8(b) Flight Crew:

1. Upon hire: The Company will provide three (3) Nomex flight suits and one cold weather flight jacket.

2. Employment Anniversary Date: Pilots will be provided an allotment of six hundred (\$600.00) dollars per year, available to the employee on his anniversary date for uniforms and Flight Engineers will be provided an allotment of seven hundred and fifty (\$750.00) dollars per year, available to the employee on his anniversary date for uniforms.

Uniform items purchased by employees will conform to Company and Statement of Work uniform guidelines.

Office-based employee may wear office casual and will not receive an annual uniform allowance.

If the Company finds it is in its' best interest to initiate a leased uniform program, the Union will be given advanced notice. This will not diminish the current uniform allotment.

**ARTICLE 16
VACATIONS**

Section 16.1 Employees will accrue vacation based on their "Service Date" as defined in Article 5.

Section 16.2 Upon a successor contract being awarded. the current Company agrees to pay out all accrued vacation leave prior to contract termination.

Section 16.3 Pay for each week of vacation for a full-time employee means pay for forty (40) hours at the employee's base rate of pay plus any premiums the employee would receive if the employee actually worked. A "full-time" employee means an employee who is regularly scheduled to work thirty (30) hours per week.

Section 16.4 Bi-weekly Vacation leave accrual rates are as follows:

Years of Service	Annual Entitlement	Bi-Weekly Accrual
Less than 5 years	2 weeks	3.08 hours
5 but less than 10 years	3 weeks	4.62 hours

10 but less than 15 years	4 weeks	6.16 hours
15 or more years	5 weeks	7.70 hours

Section 16.5 Employees may carryover up to one-hundred and eighty (180) hours of accrued vacation for an additional twelve (12) months. Any accrued vacation in excess of the one-hundred eighty (180) hours cannot be carried over beyond an employee's next anniversary date unless emergency business conditions prevent an employee from using all his/her accrued vacation time. In such circumstance, written approval is required from the Program Manger.

16.5(a) All accrued vacation leave must be used prior to the expiration of the government contract.

16.5(b) Vacation pay, in lieu of time off, will be paid to each regular part-time employee on a prorated basis of the hours worked during the 12 months prior to their vacation accrual.

16.5(c) Vacation benefits for an employee who terminates or is Terminated or Laid Off will be paid out to employee.

16.5(d) Employees terminating employment for any reason are entitled to payment for all accrued. unused vested vacation.

16.5(e) Vacation time cannot be used for the purpose of a call-in or same day request to leave work early.

Section 16.6 Vacations may be taken during weekly periods or as individual days as long as the periods chosen meet with the **Shift Supervisor's** approval. A leave request will be submitted to the **Shift Supervisor** at least two (2) weeks before the scheduled vacation. At the beginning of each calendar year, a master vacation schedule will be posted for employees to schedule proposed vacation times. If an employee does not schedule vacation time within ninety (90) days of their next accrual (i.e. the employee's anniversary date), the Program Manager will in turn schedule the employee's remaining vacation time, by seniority.

Section 16.7 Earned vacation may be taken in consecutive weeks or in one (1) week increments. In addition, with prior approval, vacations may be taken in one-day increments provided the vacation requested is approved at least twenty-four (24) hours in advance.

Section 16.8 The Company will approve scheduled vacations when they least interfere with production. Consideration will be given to the employee's personal plans and preference for a suitable time which is acceptable and in keeping with his seniority, except that no more than one preferred vacation period or date per employee may be scheduled on the basis of seniority in any one calendar year. The Company shall endeavor to honor vacation requests as scheduled. If a conflict

exists, the Program Manager shall use his best efforts to solve them.

ARTICLE 17 PERSONAL LEAVE

Section 17.1 Personal Leave Paid Personal Time (PPT) will be accrued to the individual employee's account at the rate of **2.16** hours (112 hours annually) for each credited workweek. PPT accrual records will be made available to employees upon request. Employees may carry a PPT balance of ninety (90) hours. **Effective October 1, 2022, employees may carry a balance of one-hundred and eighty (180) hours. PPT balances in excess of one-hundred and eighty (180) hours as of August 30th of each year will be paid to the employees by the second paycheck in September.**

PPT accruals will vest on the date the employee obtains six (6) months seniority. Thereafter, such accruals shall vest as accrued. PPT will be considered as time worked for the purpose of computing overtime.

Employees who are unable to report to work, shall notify their supervisor of same prior to **one hour before** his scheduled shift start time giving the reason for the absence. PPT hours will not be paid in cases of unauthorized absence or tardiness or on an employee's regularly scheduled days off. Management approval will not be unreasonably withheld in the case of personal emergencies.

Section 17.2 Eligibility Conditions The personal leave eligibility date will be the date of last hire by the Company or the most recent rehire date following termination.

Section 17.3 Allowance for Use of Time

17.3(a) In order to be entitled to personal leave payments, an employee must notify the Company prior to the absence.

17.3(b) Employees will be allowed to utilize personal leave in one-tenth increments.

Section 17.4 An employee who is removed from the active payroll who has reached his one year of service date shall be provided pay-in-lieu of personal leave for all unused and awarded personal time in his account.

Section 17.5 An employee who is removed from the active payroll as a result of a Voluntary Quit, who has one year of service or less, shall not be compensated for any personal leave time accrued upon termination.

Section 17.6 Bereavement Leave Up to three (3) days bereavement leave with pay will be granted to an employee on the active payroll who, because of death in his immediate family, takes time off from work during his normal work schedule. Such pay shall be for eight (8) hours at this straight time base rate, including shift differential, if

applicable for each such day off; however, such pay will not be applicable if the employee received pay for such days off under any other provision of this agreement. Bereavement leave must be taken within seven (7) days following the death, funeral, or service. For the purpose of this Section 17.7, the "immediate family" is defined as follows; spouse, mother, father, aunt, uncle, mother-in-law, father-in-law, sister-in-law, brother-in-law, children, brother, sister, son-in-law, daughter-in-law, grandparents, spouse's grandparents, grandchildren, stepmother, stepfather, stepchildren, stepbrother, stepsister, half-brother, and half-sister. The Company will require proof of death. In addition, an employee will be granted bereavement leave for a stillborn child if the employee provides a certificate of fetal death which has been certified by this state. An additional two (2) days with pay will be allowed for travel to attend a funeral or memorial service for a member of the immediate family outside of five hundred (500) mile radius of Kirtland AFB.

**ARTICLE 18
HOLIDAYS**

Section 18.1 The following twelve (12) holidays shall be observed by the bargaining unit personnel:

New Year's Day	Martin Luther King Jr. Day
President's Day	Memorial Day
Independence Day	Labor Day
Columbus Day	Veterans Day
Thanksgiving Day	Day After Thanksgiving Day
Christmas Day	Day Before/After Christmas Day to extend the holiday

Section 18.2 Base Closure When the customer designates no-fly days, family days, weather days and Christmas Shutdown, with Company approval, employees will have the option to work their normally scheduled shift for the day or take vacation, personal time, or leave without pay. This language is not applicable to the twelve (12) Holidays listed in Section 18.1 above.

Section 18.3 Unworked Holidays Eligible employees shall receive eight (8) hours pay for unworked holidays (those holidays designated above), at their base rate, plus any premiums the employee would receive if the employee actually worked.

Section 18.4 Worked Holidays Employees required to work on the above-named holidays shall receive the pay due them for the holidays plus time and one-half (1 ½) their base rate, including all premiums, for all hours worked on such holiday. Employees who are on idle or travel status will take the holiday within thirty (30) days of return, with management's approval.

Section 18.5 Holidays During Vacation Should a holiday occur while an employee is on vacation, the employee shall be allowed to take one (1) extra day of vacation with pay in lieu of the holiday as such.

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

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

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

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

In the event the above conflicts with the Customer's observed holiday schedule, the Customer's observed holiday schedule will prevail.

Section 18.7 Employees on Non-Regular Workweek For those employees who regularly work Saturday and/or Sunday, receiving two (2) consecutive days off during the week, the two (2) days off shall be treated as "Saturday" and "Sunday", in that order, for the purpose of this Article 18.

Should any of the holidays observed by the Company occur on such a "Sunday" the following day shall be considered as a holiday for such employees. Should any of the holidays observed by the Company occur on such a "Saturday" the preceding day shall be considered as a holiday for such employees.

ARTICLE 19 INSURANCE

Section 19.1 Group Benefits The Company will, during the life of this Agreement, maintain Group Benefit Plans for Health, Medical, Dental, Vision, Basic Life, AD&D, STD and LTD. Coverage will be provided the first day of employment and end the last day of work.

The Tricare Supplement offered is administered by a 3rd party vendor chosen by the plan sponsor, This fully employee paid supplemental insurance is only for those who have Tricare coverage through the Government. **Employees enroll directly through the TriCare vendor.** Employees pay 100% of the cost and assume the responsibility for all increases in cost.

Except to the extent required by law, nothing herein shall be construed to require the Company to accept any particular plan. Further, to the extent permitted by law, if the Company has accepted, or accepts in the future, any particular plan, nothing herein shall be construed to require the Company to continue, extend, or renew such plans nor to accept in the future any further notice from plan.

If it is determined that an "assessable payment" under Section 4980H of the Internal Revenue Code or any other tax, penalty or liability under the Patient Protection and Affordable Care Act and related agency guidance with respect to any employees covered by the agreement based on the current terms of the health plan offered to such employees, the parties to this agreement will meet to negotiate substitute

provisions, so that no such payment, tax, penalty or other liability would be incurred.

Section 19.2 Health & Welfare Benefit The Company agrees to pay a health and welfare benefit **for all hours paid up to 40 hours per week effective the start of the pay period indicated below** as follows:

Current	10/1/2022	10/1/2023	10/1/2024	10/1/2025
\$8.25	<u>\$8.50</u>	<u>\$8.75</u>	<u>\$9.00</u>	<u>\$9.25</u>

Employees will receive the health and welfare benefit paid out in their paycheck and will be eligible to participate in the Company's group insurance plans. **Hourly fringe benefits will be paid on a one-paycheck lag.**

Section 19.3 COBRA Continuation of health, dental and vision insurance after termination of employment will be administered according to law.

ARTICLE 20 SAVINGS PLAN

Section 20.1 The Company will provide full time employees covered by this Agreement an I.R.S. approved 401(k) savings plan, **to include the ability to make at least one (1) loan.** The contribution rates shall be four percent (4.0%) of the employee base wage. Participants will not be eligible for this contribution while on unpaid leave status (i.e., military leave, personal leave or other forms of unpaid leave).

Section 20.2 The Company will match 100% of the amount the employee contributes to the 401(k) account, up to the first 3.0% of contribution. All Company contributions shall be applied to the employee's account(s) on a bi-weekly (pay period) basis.

ARTICLE 21 DRUG FREE WORKPLACE

Section 21.1 The Union recognizes the Company's Policy to maintain a drug free workplace to comply with laws and regulations addressing that subject. The Company will implement drug testing; (a) to the extent necessary to comply with said laws and regulations and (b) to the extent the Company otherwise believes it necessary to achieve a drug free workplace.

Section 21.2 The Company has random drug testing program to achieve a drug free workplace. Any employee who self-identifies as having a drug problem will be permitted to enter an Employee Assistance Program. Any employee who tests positive under the Company's random drug testing program will be terminated subject to the grievance procedure.

Section 21.3 The Company agrees to offer supervisory drug awareness training to officials of the Union. The Union reserves the right to grieve any actions taken by the Company in regards to results of this program.

ARTICLE 22 TRAINING

Section 22.1 As determined by the Company, bargaining unit employees may be transferred to other assignments within the bargaining unit for the purpose of direct training of employees in the operation and/or maintenance of equipment or procedures involved.

Section 22.2 Senior employees with a classification will be offered training in accordance with the Company needs.

Section 22.3 If the Company transfers the employee for direct training to a job paying a higher rate, the employee will continue to receive the pay rate being paid to the employee prior to the date of assignment, until determined qualified by the Company.

Section 22.4 The Company will determine the need and the number of employees to be trained and will arrange such direct training as appropriate subject to customer funding.

Section 22.5 In the event of a reduced workload in a work center and/or classification, the Company may at its option arrange direct training of effected employees into other work centers. Such direct training will be offered by seniority.

Section 22.6 Nothing in this Agreement shall preclude employees from accessing and being eligible for any subcontractor training/education benefits available by any subcontractors who are signatory to this Agreement under the AF Contract.

Section 22.7 An employee satisfactorily completing an outside training course, which has been approved in writing by the Company prior to the employee beginning such course, will be reimbursed for work related courses one hundred percent (100%) of the tuition and books, including preparation for the A&P and FCC exams that result in obtaining a license provided the employee obtains a grade of "C" or better. The maximum allowable per calendar year reimbursement is \$2,000.00.

ARTICLE 23 TRAVEL AND EXPENSE REIMBURSEMENT

Section 23.1 Any employee required to travel in connection with their job will be paid per diem in accordance with the U.S. Government's Joint Travel Regulations (JTR).

Section 23.2 Employees required to use their personal cards for company business will be paid the current mileage rate listed in the JTR. In all cases, employees must comply with the JTR, unless prior authorization for deviation of the JTR has been given by the Program Manager.

Section 23.3 Personnel assigned to offsite work or asked to travel for company business shall receive adequate quarters in accordance with the JRT Quarters Document for civilian personnel.

Section 23.4 Expense Reports Expense reports must be completed and turned into the HR Administrative Manager or Program Manager no later than five (5) working days after return. Any reimbursement due to an employee must be completed and returned to the employees no later than ten (10) working days after submission.

Section 23.5 Employees who are required to travel for work purposes will be issued a Company credit card.

Section 23.6 Employees not required to work while on commercial travel status be paid eight (8) hours per day at their straight time hourly rate for all hours in travel status regardless of the hours of travel involved. Travel status does not include idle time.

23.6(a) If work is also accomplished on these days, employees will be paid in accordance with Article 15 for all hours worked in addition to the eight (8) hours in travel status.

Section 23.7 Employees who are required to remain idle (i.e., required to wait) over their normal days of rest and are not able to perform work duties due to plant closure or other downtime, will be paid an allowance of eight (8) straight time hours for each day the employee remains idle at the direction of the Company.

23.7(a) If work is also accomplished on these days, employees will be paid at the premium rate. If an employee works less than eight (8) hours, the employee will be paid the remainder of the eight (8) straight time hours in idle pay status.

23.7(b) The allowance for idle time is additive to the Article 6 workweek and not considered part of the employee's regular forty (40) hours per Article 6.

Section 23.8 Employees who are required to work while in travel status, for example Mission Essential Ground Personnel (MEGP) or Air Crews, will be paid in accordance with Article 15 for all hours worked. This time will not be considered travel status per Section 23.6.

Section 23.9 Travel Selection Employees shall be equitably selected by the Company for TDY away from KAFB on a volunteer basis. Should there not be adequate volunteers, qualified employees will be selected using reverse seniority.

PAY STATUS OF AIRCREW EMPLOYEES

The pay status of aircrew employees is salary non-exempt with the following conditions:

1. The aircrew employees will be paid overtime when required to work more than forty (40) hours in the established workweek.

2. The aircrew employees understand that they are to adjust their daily and weekly work scheduled as necessary and as able to avoid working more than forty (40) hours, unless approved for overtime by the Chief Pilot.
3. The aircrew employees understand that nothing in this statement will cause any of the parties to violate state or federal law.

ARTICLE 24

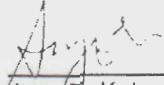
DURATION

This Agreement shall become effective on October 1, 2022 and shall remain in force through September 30, **2026**. This Agreement shall automatically renew itself from year to year thereafter, unless either party shall notify the other in writing by registered mail, not more than ninety (90) calendar days' not less than sixty (60) calendar days prior to August 31 of the year in which contract termination is desired.

SIGNATURES OF THE PARTIES

IN WITNESS WHEREOF the parties hereto have caused this Agreement to be executed by their authorized representative this August 30, 2022.

PAE Aviation and Technical Services, LLC

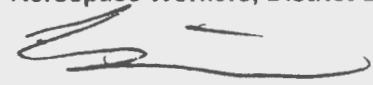


Amy E. Kehoe
Manager, Labor Relations

R.S. Tiewski

Richard Tiewski
Program Manager

International Association of Machinists & Aerospace Workers, District Lodge 725



Eric Benjamin
IUE-CWA Representative

Gage Brown

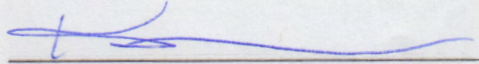
Gage Brown
Committee Member

Jerry Shepard

Jerry Shepard
Committee Member

Peter Silva

Peter Silva
Committee Member



Kathryn Ward
Committee Member

APPENDIX A

Classification	Current	10/1/2022	10/1/2023	10/1/2024	10/1/2025
Aircraft Worker	\$34.19	\$36.24	\$37.51	\$38.64	\$39.79
Aircraft Mechanic	\$38.31	\$40.61	\$42.03	\$43.29	\$44.59
Engine Mechanic	\$38.31	\$40.61	\$42.03	\$43.29	\$44.59
Aircraft Mechanic Lead	\$48.62	\$51.54	\$53.34	\$54.94	\$56.59
Avionics Tech	\$47.32	\$50.16	\$51.91	\$53.47	\$55.08
Avionics Tech Lead	\$49.68	\$52.66	\$54.50	\$56.14	\$57.82
Support Section Lead	\$40.09	\$42.50	\$43.98	\$45.30	\$46.66
Supply Technician	\$30.11	\$31.92	\$33.03	\$34.02	\$35.05
Senior Tool and Parts Attendant	\$30.11	\$31.92	\$33.03	\$34.02	\$35.05
Tool and Parts Attendant	\$28.70	\$30.42	\$31.49	\$32.43	\$33.40
Test Pilot	\$59.77	\$63.36	\$65.57	\$67.54	\$69.57
CV-22 Pilot	\$93.89	\$99.52	\$103.01	\$106.10	\$109.28
Flight Engineer	\$49.68	\$52.66	\$54.50	\$56.14	\$57.82
CV-22 Flight Engineer	\$68.94	\$73.08	\$75.63	\$77.90	\$80.24
Production Control Clerk	\$31.32	\$33.20	\$34.36	\$35.39	\$36.45
Production Control Clerk Lead	\$41.74	\$44.24	\$45.79	\$47.17	\$48.58
Quality Control Inspector	\$40.19	\$42.60	\$44.09	\$45.42	\$46.78
Quality Control Inspector Lead	\$43.38	\$45.98	\$47.59	\$49.02	\$50.49
Dual Qualified Pilot	\$69.32	\$73.48	\$76.05	\$78.33	\$80.68
Dual Qualified Instructor Pilot	\$72.04	\$76.36	\$79.04	\$81.41	\$83.85
CV-22 Instructor Pilot	\$96.62	\$102.42	\$106.00	\$109.18	\$112.46
Dual Qualified Instructor Flight Engineer	\$61.95	\$65.67	\$67.97	\$70.00	\$72.10
Flight Engineer Instructor	\$52.42	\$55.57	\$57.51	\$59.24	\$61.01
Instructor Pilot	\$62.50	\$66.25	\$68.57	\$70.63	\$72.74
Dual Qualified Flight Engineer	\$59.23	\$62.78	\$64.98	\$66.93	\$68.94

Note: A&P and FCC License: \$1.00 per hour (red circle employees who are currently receiving FCC license stipend at \$1.00 per hour: once these employees vacate these positions, future backfills will not receive the FCC license stipend.)

Note: Vibration Analysis Qualified Personal will receive \$1.00 per hour. Vibration Qualified is defined as being qualified to install and operate vibration equipment and make all necessary vibration adjustments. UH-1n and HH-60G Helicopter Flight Engineers will continue to receive the Vibration Analysis \$1.00 per hour pay.