



LAST, BEST & FINAL OFFER

UPDATES IN RED

- \$3,000 lump sum bonus to employees on the active payroll or on an approved leave of absence as of the contract ratification date, contingent on the negotiation committee's recommendation of the contract
- Four (4) year agreement
- General wage increases (GWI) every year (Year 1 = 1.75%, Year 2 = 2.0%, Year 3 = 2.5%, Year 4 = 3.0%)
- Company will incorporate a one-time fold-in of the current COLA (\$0.45) prior to the calculation of the GWI in year one. The \$0.45 will also be added into the maximum rate range in year one of the contract.
- Guarantee that no employees will be displaced due to subcontracting and that Company will only subcontract work that has been subcontracted in the past
- Maintain existing medical plans; no plan design changes
- Increase annual cost of living adjustment (COLA) from \$850 to \$1,200 per year with discontinuation of the quarterly COLA adjustments. Added option to defer part/all of the \$1,200 supplement into the 401(k) plan.
- Increase Employer Retirement Savings Contribution (ERSC) from \$800 to \$900 per quarter
- Modify third (3rd) shift from 6½ to 8 hours and increase shift premium from \$0.14 to \$1.50 per hour
- New travel bonus options (including new monthly \$1,200 stipend) for employees who travel more than 30 consecutive days
- Lump sum (\$500) to volunteers bypassed for travel (excluding for critical skills), **effective upon ratification**
- **Any employee who is directed to travel will be exempt from additional directed travel for a minimum of fourteen (14) days following the completion of directed travel**
- Increase SCI additive from \$1.00 to \$2.00 per hour
- Increase value of basic life insurance and accidental death & dismemberment from \$36,000 to \$40,000

PLAN	EMPLOYEE CONTRIBUTION	EE CAP PER PAYCHECK EMPLOYEE ONLY	EE CAP PER PAYCHECK EMPLOYEE + SPOUSE OR CHILD(REN)	EE CAP PER PAYCHECK EMPLOYEE + FAMILY
EPO	20%	No EE Cap	No EE Cap	No EE Cap
PPO	18%	\$65	\$130	\$195
HRA	8%	\$40	\$80	\$120

Additionally, for the EPO plan only, the Company contribution to the total premium cost will be capped at \$800 EE, \$1,600 EE + SP, \$1,600 EE + Child, \$2,400 Family per month. Employees will be responsible for any additional premium cost that exceeds the cap, even if it exceeds 20% of the total premium.

- Add new voluntary benefits options (accident coverage, critical illness, auto/home, group legal, life) effective January 1, 2019
- Add 401(k) plan enhancements (Roth option, auto-enrollment for new hires, voluntary auto-escalation) effective January 1, 2019
- Add two additional plan levels (Employee + Spouse/Employee +Child(ren)) to the Space Systems and San Diego retiree medical plans, effective January 1, 2019
- Transition ULA Pension Plan to a third party, effective December 31, 2018. Other than adding additional employee options, this pension transition in no way changes the current benefits as set forth in the ULA Pension Plan. Once the transition is complete, employees will have an option to start receiving their pension benefits immediately, providing supplemental income while continuing to work.
- 38 paid holidays during the term of the Agreement
- Maintain Automatic Wage Increases (AWI) of \$0.25 every twelve (12) weeks
- Maintain current hourly travel bonus of \$4.00 per hour; **Decatur-based travelers who are performing Aerospace Technician work at Launch Operations will receive an additional \$4.00 hourly additive**
- Maintain other pay additives at current rates
- Create new job classification of "Warehouse Worker." Current employees in the classifications of Aerospace Support at the launch sites and the Aerospace Production Technician in Decatur will have three (3) options: (1) transition to another job at their current rate of pay, (2) move into the new classification of Warehouse Worker at the rate of \$22.21 per hour, or (3) elect to receive severance of one (1) week of severance pay per completed year of service (maximum of twenty (20) weeks)