

Tentative Agreement Highlights

- 5 Year Agreement
- Wages
 - Year 1 - \$0.75 increase + 3%
 - Year 2 – 4% lump sum
 - Year 3 – 3%
 - Year 4 – 3%
 - Year 5 – 3%
 - \$3500 signing bonus
- Personal Days
 - Increased to five (5) days.
 - Can be used in one (1) hour increments.
- Vacation
 - Can be used in two (2) hour increments.
- Holidays
 - Add Juneteenth to voluntary unpaid holiday list.
- Night Shift Premium
 - Increase to \$1.50/hr
- Safety Shoe Allowance
 - Effective 10/1/26 – increase safety shoe allowance to \$175
- Pension
 - Basic Benefit (Multiplier)
 - Effective 6/1/23 – increase from \$69 to \$76
 - Effective 6/1/26 – increase from \$76 to \$81
 - Supplement
 - Effective 6/1/23 – Increase from \$4200 to \$4400
 - Effective 6/1/26 – Increase from \$4400 to \$4600
- Insurance
 - Effective 1/1/24 – move to the company plan.
 - Reduced premiums
 - Reduced deductibles
 - Reduced out-of-pocket maximums
 - HSA seed money
 - Currently:
 - Single - \$750 annually
 - Employee +1 - \$1150 annually
 - Family - \$1500 annually
- Seniority

Seniority (at the time of absence or layoff)

Period of Retention

91 days up to 2 years
2 years up to 5 years
5 years (or over)

4 years
6 years
10 years

- Delete non job related education points for postings. (6.3)
- Postings will be awarded within 10 days of the posting coming down. (6.3)
- Can not post on openings if issued a conduct level discipline or higher within 12 months of the posting. (6.3)
- No posting rights for 12 months if posting is turned down within 45 days. (6.7)

Improved recall rights

LAST, BEST, AND FINAL COMPANY OFFER

Rockford, IL

5/19/2023

The following Company offer represents an integrated proposal, including Tentative Agreements previously made. Under the provisions of this Integrated Company Offer, all terms and conditions of the Collective Bargaining Agreement (Agreement) between, Hamilton Sundstrand Corporation and UAW Local 592, shall continue unchanged unless otherwise provided below. Any other Union Proposal not accepted herewith is hereby rejected.

Contract Language:

All existing contractual provisions (including Memorandums of Understanding/ Letters of Understanding) will continue unchanged unless the parties have expressly agreed to amend or delete such provisions and Memorandums of Understanding or as is otherwise provided in this offer. Those contractual provisions (including Memorandums of Understanding) that the parties have expressly agreed to amend, delete, or add to the contract are set forth in tentative agreements previously made during the present contract negotiations.

Preface

- Updated dates of the contract.
- Updated d/b/a to Collins Aerospace.

ARTICLE 1 – Scope of Agreement Rockford Plants

- No change

ARTICLE 2 – Recognition

- No change

ARTICLE 3 – Grievance Procedure

- 3.2: Updated names of District Plant(s), Plant 1 – Engine Control Systems, Plant 6 Campus – After Market & Electric Power Systems, Plant 6 Campus – Actuation Systems, Mission Systems & Facilities
- 3.5, 3.6: Updated procedure to include email as method for Union to communicate grievances with the Company

ARTICLE 4 – Discharge

- 4.1: Updated language to require a discipline letter and meeting between HR and the Union in cases of discharge for cause of a Union employee who has completed their probationary period

ARTICLE 5 – Seniority

- 5.1: For employees hired on or after May 22, 2023, added Employee ID as the determining factor for higher seniority when two (2) or more employees have the same seniority date
- 5.6: Updated retention period of seniority in the case of absence or layoff
- 5.6: Changed notification requirement for an address change to be done in writing, with a confirmation from the Company upon receipt

ARTICLE 6 – Upgrading and Job Posting

- 6.3: Added “max” amount of points for further clarity on point system for job criteria
- 6.3: Removed non-job-related education from point accrual system
- 6.3: Removed five (5) day notification to all bidders of a posted job
- 6.3: Added language indicating the Company will identify a successful bidder for a posting within ten (10) days, unless business conditions warrant otherwise, and said bidder must respond in two (2) days, at which point the Company will post the awarded bid within five (5) working days
- 6.3: Added language disqualifying employees with active progressive discipline (conduct report level and above) within the last twelve (12) months from bidding to new postings
- 6.7: Extended the time an employee is disqualified from bidding to another position after returning from a previously successful bid, increasing the time from one hundred eighty (180) days to twelve (12) months

ARTICLE 7 – Leave of Absences

- 7.3: Changed the number of Union employees eligible to accumulate seniority while on leave from five (5) to three (3) employees
- 7.4: Updated language to require the Labor Manager be informed of miscellaneous time off for Union business
- 7.5: Changed language directing employees to submit Family Medical Leave request form directly to the Company Leave Administrator
- 7.6: Added language to indicate leave of absences are unpaid unless otherwise stated
- 7.7: Shortened length of time it takes for an employee to be eligible for leave with pay from six (6) months to ninety (90) days
- 7.7: Increased number of days from two (2) to five (5)
- 7.7: Updated language to allow employees to take leave in one (1) hour increments

ARTICLE 8 – Vacations

- 8.1: Updated effective date to May 22, 2023
- 8.6: Removed Company’s requirement to annually advise employees of their vacation pay accumulated
- 8.9: Updated to allow employees to take vacation time off in two (2) hour increments

ARTICLE 9 – Holidays

- 9.1: Updated 2023 to 2028 vacation dates, maintained sixty-four (64) vacation days
- 9.4: Added Juneteenth as an unpaid holiday

ARTICLE 10 – Hours and Overtime

- 10.1: Updated language to include compliance for all applicable federal and state wage and hour laws
- 10.10: Increased shift differential by \$0.50, to \$1.50

ARTICLE 11 – Bulletin Boards

- No change

ARTICLE 12 – Military Service

- No change

ARTICLE 13 – Safety and Health

- 13.4: Effective October 1, 2023, maintained safety shoe allowance of \$150 annually.
- 13.4: Effective October 1, 2026, the safety shoe allowance shall be \$175 dollars paid in October of each year thereafter

ARTICLE 14 – Wages

- 14.2: Increase the current regular hourly wage by 3% over the term of the contract in Years 1, 3, 4 and 5.
- 14.2: Provide 4% lump sum payment in 2024 (Year 2)
- 14.5: For employees temporarily transferred to work outside of their regular occupation classification, changed language to have Chief Steward and Labor Relations Representative notified

Memorandum of Understanding: Wage Adjustment

- A one-time, \$0.75 adjustment to employees' base rate effective May 22, 2023

ARTICLE 15 – Prohibition of Strikes and Lockouts

- No change

ARTICLE 16 – Management

- No change

ARTICLE 17 – General Provisions

- 17.2: The President of the Union will now be provided with new hire information, updated to include new employee's department
- 17.6: Updated Jury Duty language to accurately reflect eight (8) hours of pay
- 17.8: The Company and the Union agree to work cooperatively in addressing bereavement leave abuse

ARTICLE 18 – Appendices

Appendix B – Insurance

- Noted previously selected medical and dental plans in effect for the remainder of 2023
- Updated weekly employee contributions for HDHP, RX and dental contributions January 1, 2023 through December 31, 2023
- Beginning January 1, 2024, added language declaring employees covered by the agreement are eligible for standard Company Medical, Rx, dental, vision programs, and any other Health & Welfare programs remains in effect for the duration of the agreement
- Added language requiring that if the Company changes its benefits for salaried employees, the Company will provide the Union with notice of such change prior to implementation
- Added language directing employees on where to find Summary Plan Descriptions
- For 2024, 2025 and 2026, updated language that prohibits premiums from exceeding 5% of previous year's rate
- Updated language for new hires hired between May 22, 2023 and December 31, 2023 will receive medical and dental coverage 31 days after hire, where as employees hired after January 1, 2024 will receive benefits on date of hire
- Added salary Optional Supplemental Life Insurance and Accidental Death & Dismemberment programs eligibility for bargaining unit employees, effective 1/1/2024
- Increased spending account to \$2,850, effective 5/22/23

Appendix C – Pension

- Effective 6/1/2023, increased pension benefit from \$69 dollars to \$76 dollars
- Effective 6/1/2026, increased pension benefit from \$76 dollars to \$81 dollars
- Updated the supplemental benefit schedule for 2023 and 2026 by \$1 dollar, increasing monthly amounts per year of credited service for retirements on or after June 1, 2023 and June 1, 2026, respectively
- Increased the supplemental benefit for an employee who has 30 years or more of service and retires on or after 6/1/2023 by \$200, so that the benefit will equal \$4,400 when added to the employee's Early Retirement Benefit
- Increased the supplemental benefit for an employee who has 30 years or more of service and retires on or after 6/1/2026 by \$200, so that the benefit will equal \$4,600 when added to the employee's Early Retirement Benefit

Appendix D – Supplemental Unemployment Benefit

- MOU agreement for Company and Union to meet ninety (90) days following the commencement of a new CBA to discuss the overall parameters of the sub fund and fund levels

Appendix F – Hamilton Sundstrand/UAW Rockford Factory Job Evaluation Plan

- Certified Test Operator: Updated language to include operator collaboration with engineering
- Line and Surface Plate Inspection: Updated language to include operator collaboration with engineering

- **Lubricator/Waste Handler:** Updated job description to require state and federal regulations applicable to the handling of hazardous waste and requires participation as an authorized spill response team member
- **Overhaul & Repair Mechanic:** Removed language that requires previous Class A Mechanical Assembly and Class I Assembly Inspection classification

ARTICLE 19 – World Class Commitments

- **19.9:** Increased cap limit for reimbursement for education and retraining assistance to \$5000

ARTICLE 20 – Termination

- 20.1: Updated language to strike midnight termination of contract and change to 11:59 pm on May 21, 2028
- 20.1: Removed language stipulating 15-day meeting requirement post notice to terminate contract
- 20.2: Updated address of union hall

Ratification Bonus

- **\$2,500 in Year 1 with 50% match if deposited into HSA or Savings Plan***
*up to max allowed by IRS

Special Bonus

- **\$1,000 Special bonus in Year 1**

2023 COMPANY DESIGN RATES

Weekly Premium

	Gold	Silver	Gold	Silver	Gold	Silver
	<\$75K		\$75-\$99K		\$100-\$150K	
Single	\$19.38	\$7.85	\$26.54	\$15.00	\$31.38	\$19.85
Employee & Spouse	\$40.62	\$16.38	\$55.62	\$31.38	\$65.77	\$41.54
Employee & Child(ren)	\$36.92	\$15.00	\$50.54	\$28.62	\$59.77	\$37.85
Family	\$58.15	\$23.54	\$79.62	\$45.00	\$94.15	\$59.54

Medical Plans

HSA (Health Savings Account)*

Eligible employees must be enrolled in an HDHP to receive a company HSA contribution*
Contributions are based on your coverage tier:

Coverage Tier	2023 Company Contribution**
You Only	\$750
You + Spouse or You + Child(ren)	\$1,125
You + Family	\$1,500

*Employees must meet IRS and company requirements to be eligible for company contribution.

**Design examples shown are for 2023. Plan design and premiums will follow the Company Salaried offerings throughout the life of the contract.

Medical Plans

HDHP in-network medical plan designs

	2018 HDHP Plan Design			2023 Company Design*	
	HDHP 1	HDHP 2	HDHP 3	Gold	Silver
Office Visits Primary/Specialist/ Other	Deductible/20% coinsurance			Deductible/20% coinsurance	
	Deductible				
You Only	\$1,750	\$2,700	\$3,900	\$1,750	\$3,000
You + Spouse or Child(ren)	N/A	N/A	N/A	\$3,000	\$4,500
You + Family	\$3,500*	\$5,700	\$7,350	\$3,500	\$6,000
	Coinsurance (20%)				
You Only	\$1,850	\$2,700	\$2,750	\$2,250	\$2,000
You + Spouse or Child(ren)	N/A	N/A	N/A	\$3,000	\$3,000
You + Family	\$3,850	\$6,300	\$5,950	\$4,500	\$4,000
	OOP Max (Includes deductible)				
You Only	\$3,600	\$5,400	\$6,650	\$4,000	\$5,000
You + Spouse or Child(ren)	N/A	N/A	N/A	\$6,000	\$7,500
You + Family	\$7,350**	\$12,000**	\$13,300**	\$8,000***	\$10,000***
	Pharmacy				
Rx Coverage	Deductible/20% coinsurance			Deductible/20% coinsurance	

***Individual OOP Max limit, \$7,450

***Individual OOP Max limit, \$7,500

2023 COMPANY DESIGN

Anthem Gold with HSA & Silver with HSA

		Anthem Gold		Anthem Silver	
		In network	Out of network	In network	Out of network
Deductible	You Only	\$1,750	\$3,500	\$3,000	\$6,000
What you pay before the plan shares the cost of care	You + Spouse or	\$2,800	\$5,600	\$4,500	\$9,000
	You + Children	\$3,000	\$6,000		
	You + Family	\$3,500	\$7,000	\$6,000	\$12,000
Covered services	Preventive Care	100%	60%	100%	60%
What the plan pays	Coinsurance	80%	60%	80%	60%
Coinsurance maximum	You Only	\$2,250	\$4,500	\$2,000	\$4,000
Most you'll pay in coinsurance per year after the deductible is met	You + Spouse or	\$3,200	\$6,400	\$3,000	\$6,000
	You + Children	\$3,000	\$6,000		
	You + Family	\$4,500	\$9,000	\$4,000	\$8,000
Out-of-pocket maximum	You Only	\$4,000	\$8,000	\$5,000	\$10,000
Most you pay before the plan pays 100% of eligible costs for the rest of the year (equals your deductible + the coinsurance maximum)	Individual on Family Coverage ¹	\$7,500	\$16,000	\$7,500	\$20,000
	You + Spouse or	\$6,000	\$12,000	\$7,500	\$15,000
	You + Children				
	You + Family	\$8,000	\$16,000	\$10,000	\$20,000
Lifetime maximum		Unlimited		Unlimited	

¹ \$7,500 is the most that one covered family member will have to pay toward the in-network deductible and/or coinsurance combined. If a covered family member reaches that amount, the company will pay 100% of covered in-network services for that individual for the rest of the year.



Dental

In-Network plan details

Dental	Current 2022 Plan Design	2023 Company Design*	
	Comprehensive Dental Plan	Delta Dental Plus	Delta Dental Basic
Deductible	\$50 You Only/\$150 Family	\$50 You Only/\$100 Family	\$50 You Only/\$100 Family
Annual Max per covered person	\$1,750	\$2,500	\$750
	Class I		
Preventive Services	100%	100%	100%
	Class II		
Basic Services	80% after deductible	80% after deductible	80% after deductible
	Class III		
Restorative Services	50% after deductible	60% after deductible	40% after deductible (in-network only)
	Class IV		
Orthodontia Services	100%	100%	Not covered
Orthodontia Lifetime Benefit Max	\$1,750 lifetime	\$2,500 lifetime	N/A

*Design examples shown are for 2023. Plan design and premiums will follow the Company Salaried offerings throughout the life of the contract.

Vision Plan

Plan details

Vision Plan	2023 Company Design (Current)*
(24) Frequency of Benefit (months)	Exams - Once every 12 mo Lenses - Once every 12 mo Frames - Once every 12 mo
Routine exam - Copay	\$10
Lenses - Copay	\$10
Frames - Copay	\$10
Frames – Allowance	\$225 featured \$175 other brands \$175 Costco/Walmart/Sam's Club
Contact Lenses (Medically necessary) – Copay	\$10
Contact Lenses (Elective) - Allowance	\$175 allowance for lenses + 15% discount for contact lens exam

Voluntary Benefits

Employee paid optional benefits*

	Current	2023 Company Design
Basic Life	1x base pay	1x base pay
Supplemental EE Life	Up to \$20,000	1x-9x base pay
Basic AD&D	1x base pay	1x base pay
Supplemental AD&D	N/A	1x-5x base pay
Spouse Life	N/A	Up to \$250,000
Child Life	N/A	Up to \$25,000

MEDICAL & DENTAL RATES

Current Rockford UAW 2023 Weekly Premiums

Coverage Tier	HDHP 1	HDHP 2	HDHP 3	Dental
You Only	\$31.30	\$15.60	\$0.00	\$5.00
You + Spouse	\$96.10	\$61.00	\$23.85	\$10.15
You + Child(ren)	\$74.10	\$41.65	\$20.75	\$11.66
You + Family	\$143.60	\$103.75	\$44.55	\$17.16

2023 Company Design Weekly Premiums

Coverage Tier <\$75,000	Gold	Silver	Dental Plus	Dental Basic
You only	\$19.38	\$7.84	\$3.58	\$0.97
You + Spouse	\$40.62	\$16.38	\$7.52	\$2.03
You + Child(ren)	\$36.92	\$15.00	\$7.87	\$2.12
You + Family	\$58.15	\$23.54	\$11.84	\$3.21

Coverage Tier \$75-\$99,000	Gold	Silver	Dental Plus	Dental Basic
You only	\$26.54	\$15.00	\$3.58	\$0.97
You + Spouse	\$55.62	\$31.38	\$7.52	\$2.03
You + Child(ren)	\$50.54	\$28.62	\$7.87	\$2.12
You + Family	\$79.62	\$45.00	\$11.84	\$3.21



Medical Only Premium with HSA (annual cost illustration)

Premium (< \$75,000)

Hourly Rate Comparison (Medical)	Current Rockford HDHP 1	Current Rockford HDHP 2	Current Rockford HDHP 3	Gold plan with HSA seed compared to HDHP 1	Silver plan with HSA seed compared to HDHP 2	Silver plan with HSA seed compared to HDHP 3
Single	\$1,628	\$811	\$0	\$1,370	\$1,153	\$342
Employee & Spouse	\$4,997	\$3,172	\$1,240	\$4,010	\$3,445	\$1,513
Employee & Child(ren)	\$3,853	\$2,166	\$1,079	\$3,058	\$2,511	\$1,424
Family	\$7,467	\$5,395	\$2,317	\$5,943	\$5,671	\$2,593

**Assumes HDHP 1 moves to Gold; HDHP 2 & 3 moves to Silver

Premium (\$75,000 to \$99,000)

Comparison (Medical)	Current Rockford HDHP 1	Current Rockford HDHP 2	Current Rockford HDHP 3	Gold plan with HSA seed compared to HDHP 1	Silver plan with HSA seed compared to HDHP 2	Silver plan with HSA seed compared to HDHP 3
Single	\$1,628	\$811	\$0	\$998	\$781	\$30
Employee & Spouse	\$4,997	\$3,172	\$1,240	\$3,230	\$2,665	\$733
Employee & Child(ren)	\$3,853	\$2,166	\$1,079	\$2,350	\$1,803	\$716
Family	\$7,467	\$5,395	\$2,317	\$4,827	\$4,500	\$1,477

**Assumes HDHP 1 moves to Gold; HDHP 2 & 3 moves to Silver

Information is illustrative only and based on 2023 HSA contribution amounts & 2023 Premiums for full time status.