COLLECTIVE BARGAINING AGREEMENT

BETWEEN

Lockheed Martin Information Systems and Global Services on the Test Operations Contract at Stennis Space Center (SSC)

AND

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, AFL-CIO

AND ITS

LOCAL LODGE 2249

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ARTICLE 1
RECOGNITION

Lockheed Martin, GHG Corporation and Diversitech Incorporated, during the life of this Agreement, recognize the Union as the exclusive representative of all full time and regular part time TOC employees whose classifications are listed in Appendix A, for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment and other conditions of employment (reference National Labor Relations Board Case Number 15-RC-8664 dated 01 June 2006).

ARTICLE 2
RIGHTS OF MANAGEMENT

Section 2.1 Company Policies and Procedures. The management of the Companies and the direction of the work force are vested exclusively in the Companies subject to the terms of this Agreement. All matters not specifically and expressly covered or treated by the language of this Agreement may be administered for its duration by the Companies in accordance with such policy or procedure as the Companies from time to time may determine.

Section 2.2 Retention of Rights. Unless this Agreement specifically and expressly provides the Union and/or employees in the bargaining unit rights which limit Management decision making, the Companies retain all rights of management they had before this Agreement, the management of the facilities and the direction of the work force are exclusively vested in the Companies.

This includes, but is not limited to, the right:

(a) to make, change and enforce rules as well as promulgate new rules and change existing rules for the maintenance of discipline;
(b) to promote and demote;
(c) to transfer;
(d) to hire;
(e) to rehire;
(f) to suspend;
(g) to layoff under circumstances it determines appropriate;
(h) discipline or discharge for just cause;
(i) to assign employees to participate in ad hoc groups in support of customer requirements, tiger teams, improvement teams, and investigations;
(j) to determine how best to comply with the requirements of our customers, and the implementation of changes necessary for customer satisfaction.

Section 2.3 Operations Changes. The Companies shall be the judge of all matters pertaining to the location of operations, the size of the workforce, hours of work, whether to shut down permanently or temporarily any operation in whole or in part, production schedules, and the

methods, processes and means of manufacture or servicing and materials to be used, including the right to introduce new and improved methods or facilities and to change existing methods or facilities. Companies' policies, procedures, organization, assignments of Managers, may be revised by the Companies as deemed necessary by management.

Section 2.4 Performance & Recognition. The Companies shall be the judge of employee performance and reserve the right to formalize a performance assessment system. The Company may grant a cash, honorary, or informal recognition award to an employee individually or as a member of a group, in accordance with the company policy. Such program will not be subject to the grievance procedure.

Section 2.5 Interference. Nothing in this agreement shall interfere with the Companies' ability to meet TOC commitments, including proposal objectives, customer expectations, and Company practices already in-place.

ARTICLE 3
UNION AND COMPANY RELATIONS

Section 3.1 Union Activity During Working Time. There shall be no discrimination, coercion, interference, harassment or restraint by the Companies against any employee because of Union activity or membership in the Union. The Union will not harass, coerce, or intimidate employees into becoming members of the Union. There shall be no interference with Company operations. There shall be no solicitation or promotional Union activity on Company time, except as otherwise provided in this Agreement.

Section 3.2 Strikes and Lockouts. The Union agrees that during the terms of this Agreement and regardless of whether an unfair labor practice is alleged:

(a) There will be no strike, stoppage or slow-down, sit-down, primary or secondary boycotts, refusal to handle or deliver any merchandise, raw materials, goods, services and processed or finished products, picketing or walk-out of any kind, sympathy or general strikes, or any other interference with any of the operations of the Companies,

(b) The Union will not directly or indirectly authorize, encourage or approve any refusal on the part of employees to proceed to the location or normal work assignment where no rare or unusual physical hazard is involved in proceeding to such location. Any employee who violates this clause shall be subject to discipline,

(c) The Companies agree that during the term of this Agreement there will be no lock-out of employees covered by this Agreement,

(d) Any claim by the Companies that the Union has violated this Section 3.2 shall

not be subject to the grievance procedure or arbitration provisions of this Agreement and the Companies shall have the right to submit such claim to the courts,

(e) The Companies have the right to discipline, up to and including discharge, any employee who either instigates, encourages, participates in, or gives leadership and/or support to any of the activities encompassed in sub-section (a) of this Article. The Companies' discipline in this regard is within the discretion of the Companies and is not subject to the Grievance Procedure. However, an issue of fact as to whether or not any particular employee has engaged in, participated in or encouraged any such activities may be subject to the Grievance Procedure, and

(f) In the event the employees should engage in any activity in violation of the provisions of Section 1 hereof, the International and Local No. 2249 shall immediately take all affirmative action legally available to prevent and stop any such illegal activity that occurs, including, but not limited to, immediately instructing the involved employees in writing that their conduct is in violation of this Agreement; that they may be disciplined up to and including discharge.

Section 3.3 Business Representatives - Access to Work Areas. The Business Representative of the Union shall have access to Stennis Space Center (SSC) 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 Companies will not impose regulations which will render the intent of this provision ineffective. The necessary SSC badges and credentials will be available to the Business Representative during working hours. The Companies maintain the right to restrict access to Test Areas. Access will be given to non- restricted areas and a meeting place will be provided. The Union shall keep the TOC Human Resources Business Partner currently informed in writing of the name of the accredited Business Representative.

Section 3.4 Shop Stewards. The Union may not exceed, except by mutual agreement, five (5) employees as shop stewards, one of whom shall be the Chief Steward. The Union shall keep the TOC Human Resources Business Partner currently informed in writing of the names of the accredited shop stewards. The Union may also select one (1) alternate for the Chief Steward, and one for the Representative, but the alternate shall not function as the Chief Steward or Representative except in the absence from the plant or location (clocked out) of the regular Representatives. For the purposes of this paragraph, a Representative who is specifically assigned out of the geographic area for at least one (1) full shift shall be deemed clocked out and during such period the alternate may function.

Upon approval of the Manager, the Companies will authorize up to thirty seven and one half (37.5) hours (in total for all stewards) per week to perform steward duties without loss of pay. Authorization shall not be unduly withheld. This time may be extended by management at the request of the Steward if special circumstances arise.

Section 3.5 Manager and Employee Discussions. Nothing in this Agreement is intended to abridge the right of a Manager to privately discuss with any employee under his Supervision topics pertinent to the work place, including but not limited to, the employee's job performance.

Section 3.6 New Employee Introduction. A Union official will be given an opportunity to meet with newly hired Collective Bargaining Unit (CBU) employees during new employee orientation to answer questions about the Union. Such meetings will be limited to fifteen (15) minutes and such time will not be included in the thirty seven and one half (37.5) hours per week allotted to the Stewards to conduct Union business.

Section 3.7 Union Security. For the convenience of the Union and employees who are members of the Union, the Companies agree to deduct regular weekly Union dues and or initiation, reinstatement fees from the wages of each employee who authorizes such deduction as provided for herein.

An employee who desires the Union dues to be deducted from his wages shall submit a fully executed authorization form to the Companies, as approved by the parties, signed by said employee from whose wages deductions are to be made as provided for therein.

Deductions shall be made for the regular weekly Union dues of each employee in the bargaining unit for whom the above authorization has been received effective the first full pay period after an employee's authorization is received. Deductions shall continue weekly in like manner thereafter.

Deductions shall be remitted monthly to the designated Financial Officer of the Union not later than twenty (20) days after the last weekly deductions have been made each calendar month. The Companies shall furnish the designated Financial Officer of the Union with a monthly record of those for whom deductions have been made.

An employee's authorization for dues deduction shall automatically be voided upon his transfer outside the bargaining unit.

Temporary employees are exempt from this section. On call employees shall have minimum dues deducted and remitted to the Union in accordance with this article.

Section 3.8 Discharge and Discipline.

3.8 (a) Just Cause. No employee shall be discharged, suspended, demoted, or otherwise disciplined without just cause. Any employee who has been discharged shall be granted an interview with his Union Steward or Committeeperson, before he is required to leave the premises, unless circumstances necessitate the employee’s immediate removal from the premises.

3.8 (b) Disputes. Should there be any dispute between the Companies and the Union concerning the existence of cause for discharge, demotion or discipline, such dispute shall be adjusted in accordance with the Grievance and Arbitration provisions of this Agreement.

Section 3.9 Labor Management Meetings. Both parties agree that holding labor management meetings to facilitate open communication between the Companies and Union is important. Either party can request a meeting in writing with the other. Every attempt should be made to meet at the earliest opportunity.

ARTICLE 4
GRIEVANCE AND ARBITRATION PROCEDURE

Section 4.1. Grievance Procedure.

It is mutually agreed that the prompt adjustment of grievances is desirable in the interest of sound relations between the Union, the employee, and the Company.

For the purpose of this Agreement the term grievance means any differences arising between the Company and the Union, or an employee, involving the interpretation or application of the terms of this Agreement.

Whenever an employee covered by this Agreement has instituted a grievance as described below or wishes to institute a grievance, the Union Steward and/or the Union Committeeperson responsible for that employee's work area shall be permitted to leave his/her work area to adjust the matter. An employee may inform the Union that he does not desire Union representation which request shall be honored; however, such a request shall not deprive the Union of the right to be present and participate at all stages of the grievance procedures.

The Union Representative must secure permission from his Manager prior to his departure during working hours. It is understood that stewards should be released to perform union duties in as expeditious manner as possible and will not be unduly delayed. Further, the stewards will be released no later than two (2) hours prior to the end of the shift to investigate grievances, as needs dictate, unless an extremely critical operation situation is identified. If the Union representative must enter a work area other than his own in fulfillment of his duties, he shall notify the Manager in that area of his presence and purpose. The Manager shall allow the Union Representative to discuss the matters with the affected employee and such discussion shall not be unduly delayed.

Upon the request of an employee or the Union Representative, the Manager shall permit the Union Representative and the affected employee to discuss matters relating to a complaint or grievance in private. Time spent in investigating and adjusting grievances by Union Representatives and employees during working hours shall be limited to a reasonable period of

time which the parties hereto would not normally expect to exceed 30 minutes to an hour per investigation.

Step 1. (Oral) A grievance shall be raised by the aggrieved employee with Union Representation which would normally be the employee's area Steward/ Committeeperson, presenting the facts and issues in connection with the grievance to the aggrieved employee's Manager. The initial raising of a grievance must be done within five (5) working days of the occurrence of the facts that give rise to the grievance, or else it shall be considered waived. Employees raising a grievance shall cite the Article of the Collective Bargaining Agreement that has been violated. The Manager shall have five (5) working days in which to advise the employee, and the Union Representative of his decision in connection with the grievance. Should this fail to settle the grievance, then:

Step 2. The grievance shall be reduced to writing by the Union Representative and the aggrieved employee and be presented to the Manager or his designated representative

within five (5) working days by the Union Representative and the aggrieved employee, or else it shall be considered waived. Grievances or disputes affecting the employees in a Unit as a whole may be initiated by the Union by presenting it in writing to the Manager, or his authorized representative within seven (7) working days of the occurrence of the facts giving rise to the grievance or else it shall be considered waived. The Manager or his designated representative shall answer in writing within five (5) working days. Should this fail to settle the grievance then:

Step 3. The grievance shall be presented to Human Resources or his designated representative within five (5) working days of the answer of the Manager or his designated representative or else the grievance shall be considered waived. A conference shall then be expeditiously arranged and held within fifteen (15) working days, which period may be extended by mutual agreement, between Human Resources and a designated Union representative. Human Resources shall have ten (10) working days in which to answer the grievance in writing. In the event that this conference fails to settle the grievance amicably, the Union may refer the matter to arbitration.

Section 4.2. Company Grievances.

The Company shall have the right to file grievances alleging violations by the Union of the Collective Bargaining Agreement.

Section 4.3. Arbitration Procedure.

Any grievance not adjusted in the normal manner or any dispute between the Company and the Union involving the interpretation or application of this agreement shall be referred to arbitration as herein provided.

The Company and Union will make every attempt to mutually agree upon an arbitrator to hear any case before submitting to the Federal Mediation and Conciliation Service.

In the event the parties are unable to agree on an arbitrator, the Union may request the Federal Mediation and Conciliation Service to submit a panel of five (5) names to the parties. If the parties agree and select an arbitrator, the arbitrator's name will be sent to the Federal Mediation and Conciliation Service. In the event the parties cannot agree on an arbitrator, the choice shall be made by the alternate strike method. The person whose name is not struck shall be named as arbitrator. The determination of who goes first shall be made by tossing a coin. After a case on which the arbitrator is empowered to rule hereunder has been referred to said arbitrator, it may not be withdrawn by either party except by mutual consent.

The function of the arbitrator shall be to determine controversies arising out of or within this Agreement and the Arbitrator shall have no power to arbitrate away in whole or in part, or to add to or subtract from, or to change any of the terms or provisions of this Agreement. Arbitration hearings shall be heard at a location and date mutually agreed upon by the parties.

The arbitrator shall render a decision, signed by the arbitrator, and copies of the award shall be delivered or mailed to each of the parties.

There shall be no appeal from the arbitrator's decision, which shall be final and binding on the Union and its members, the employee or employees involved covered by this Agreement, and the Company.

Regardless of the outcome of any matter submitted to arbitration, the costs thereof shall be borne by the Company and the Union, share and share alike. Such costs shall be limited to the arbitrator's fee and expenses.

The costs of any additional services required by either party shall be borne by the party requesting these additional services. The cost of requests for arbitration panels shall be shared equally between the parties. If employees or other witnesses are called by the Company the Company will reimburse them for time lost. If employees are called in as witnesses for the Union, the Union will reimburse them for time lost.

Any grievance not presented, processed to adjustment or scheduled for arbitration as provided in this article within six (6) months of the date of the alleged contract violation shall be waived. The time limitations set forth in this article may be extended by mutual agreement of the parties.

ARTICLE 5
SENIORITY

Section 5.1 Definitions. The term seniority is defined as including the whole span of continuous service with the Company and predecessor employers in the performance of work covered under the Collective Bargaining Agreement. Seniority shall be applied prospectively. An employee who is transferred into the bargaining unit from another Company site shall establish a new seniority date, which is the date the transfer is effective. Employees transferring in from another Company site shall retain their original benefit date.

The seniority list will be posted on the Union bulletin board for a period of thirty (30) days upon publication of this Agreement during which period any employee covered by this Agreement shall advise his Union Representative of any alleged inaccuracy and it shall be the duty of the Union to advise the Companies if any change is required in the seniority list. Once an employee agrees that his seniority is correct by affixing his initials by his seniority date, it shall not be changed in any subsequent review.

Individuals becoming employees covered by this Agreement after finalization of the attached seniority list shall be added to the list according to the time that each became an employee covered by the Agreement. Effective upon ratification the relative seniority of new employees hired on the same date shall be determined by the last four (4) digits of the employee's Social Security Number. The employee with the lowest last four (4) digits shall be deemed the senior.

The seniority date for a temporary employee will always be the date they become a regular employee.

Section 5.2 Determination of Seniority.

5.2(a) Probationary Employees.

5.2(a)(1) For the first ninety (90) 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 his probationary period. Upon the completion of his probationary period, his seniority date will then be established as of ninety (90) days prior to the completion date of his probationary period. This period may be extended by mutual agreement between both parties.

5.2(a)(2) During such ninety (90) day period, probationary employees may be laid off or terminated at the discretion of the Companies. Such layoffs or terminations during the probationary period shall not be subject to the grievance and arbitration procedure.

5.2(b) Seniority During Periods of Layoff. Subject to the provisions of Section 5.4 of this Article, employees who are laid off shall accumulate seniority during such periods of layoff.

Section 5.3 Temporary Transfers/Reclassifications.

5.3(a) Transfers Out of the Bargaining Unit. Temporary transfers outside the bargaining unit for ninety (90) days shall be permitted, without loss of seniority. All other transfers associated with non-bargaining unit employees shall result in the loss of bargaining unit seniority. If an employee is temporarily transferred/ reclassified from the Bargaining Unit for a period not to exceed ninety (90) working days or such longer period as may be mutually agreed upon by the Companies and the Union, in writing, the employee shall retain and accumulate seniority in the classification in the same Bargaining Unit from which transferred/ reclassified during the period of such temporary transfer.

5.3(b) Transfers Within the Bargaining Unit. If an employee is temporarily transferred from an occupation in the Bargaining Unit to another, and such transfer exceeds thirty (30) days, the parties will agree to meet to discuss a plan to address the temporary transfer. Such assignments shall take precedence over all recalls, promotions or shift transfer requests in the affected classification.

Section 5.4 Loss of Seniority. Seniority shall be lost by the occurrence of any of the following:

Seniority will be lost whenever the employee covered by this Agreement:

a. Voluntarily terminates his employment, is discharged, or fails to apply to return to work at the termination of an authorized leave of absence.
b. Is absent from work because of personal illness or accident and fails to keep his manager notified monthly stating the probable date of his return to work.
c. Is laid off for a period of more than twenty four (24) months.
d. Is notified within twenty four (24) months from date of layoff that he may return but fails to respond within five (5) working days and arrange a mutually satisfactory date for re-employment.
e. Retirement.
f. Failure to keep the TOC Human Resources Business Partner informed, by certified or registered mail, of proper mailing address and name changes after layoff.
g. Quit, including absent without leave.
h. Discharge for just cause.
i. Laid off employees shall be called back to work in accordance with their

work area, classification and then seniority, provided that they are immediately qualified to perform the available work. The Companies shall notify them in writing, by registered mail forwarded to the employee's last known address on the Companies' records. Failure to comply with provisions of Section 12.8(a) will result in automatic loss of seniority and the Companies will be relieved of any obligation to reinstate the employee. It is the sole responsibility of the employee to keep the TOC Human Resources Business Partner properly informed as to their current address.

j. Employees who refuse placement in their last Bargaining Unit classification at time of layoff or reclassification from their non-bargaining unit occupation, which refusal must be in writing, shall lose all seniority in the Bargaining Unit.

ARTICLE 6
WORKWEEK, HOURS OF WORK,

SHIFTS Section 6.1 Definition of Workday and Workweek.

6.1(a) Each employee shall be assigned to a definite shift with designated times of beginning and ending. The shifts each shall be eight-hour and thirty-minute (8 ½ hours) periods which shall include a thirty-minute unpaid lunch period. The thirty-minute unpaid lunch period shall be within a time frame of three (3) hours after the regular start time and three (3) hours before the end of the regular shift. If an employee does not get the lunch period within this timeframe, they may at their option choose to either forego lunch and get paid for it or take the half hour when operations permit.

6.1(b) Workday and Workweek. For the purpose of computing overtime pay of each employee on a standard workweek, the workweek shall consist of seven (7) consecutive twenty-four (24) hour periods beginning at the regular starting time of an employee's assigned shift. The workday shall begin each calendar day at the regular starting time of the employee's assigned shift and end twenty-four consecutive hours later, with the exception that a workweek will not extend into the assigned start time of the next workweek.

Workweek: A workweek shall consist of seven (7) consecutive twenty-four hour periods, beginning on Monday and extending through Sunday.

The workweek for Lockheed Martin, GHG Corporation and Diversitech, Inc. begins Monday for the standard workweek and overtime.

Payweek: A payweek is seven consecutive days beginning with Monday, extending through Sunday.

Pay Period: A pay period is a pay week beginning on Monday of the first (1st) pay week and ending on Sunday of the pay week.

6.1(c) Normal Workweek Schedule. A normal work schedule shall consist of five (5) workdays, Monday through Friday with two days of rest (Saturday [1st day of rest] and Sunday [2nd day of rest]), except for those employees designated who regularly work on Saturday and/or Sunday, whose normal work schedule shall consist of five consecutive workdays followed by two (2) days of rest, which shall be treated as their Saturday [1st day of rest] and Sunday [2nd day of rest], in that order.

6.1(d) Non-standard Workweek. A non-standard workweek shall consist of five (5) workdays, with two (2) days of rest on other than Saturday and Sunday.

6.1(d)(1) The Companies shall have the right to assign personnel a non-standard workweek when necessary.**6.1(d)(2)** It is further understood and agreed that employees will remain on the non-standard workweek schedules for at least fourteen (14) calendar days. If an employee on a non-standard workweek wishes to return to a regular Monday through Friday workweek they may file a written request to do so. If an employee does change per the above, they must wait at least six (6) months to put in another request.

Section 6.2 Shift Hours. Shift hours of employees in the Bargaining Unit Shall Be:

First (1st Shift)	Shift beginning normally 7:00 a.m.
Second (2nd Shift)	Shift beginning normally 3:30 p.m.
Third (3rd Shift)	Shift beginning normally 11:00 p.m.

The Customer requires flexibility with work shifts. The Companies reserve the right to adjust shift start/stop times with as much advance notice as possible.

In the event the employee is given notice of a change in shift time for the next week before 12:00 pm (noon) on Thursday of the prior week of the requested change, the Companies have the right to send the employee home after completing eight (8) hours of work. If less notice is given, the employee can exercise his right to work to the end of his normally scheduled shift or leave after completing eight (8) hours if the workload allows.

Section 6.3 Paid Time Off. Paid time off (PTO) shall be established for all employees,. The paid time off will be based upon the current accrual of vacation time plus 80 hours of sick time.

6.3(a) Paid Time Off Accrual. There is no accrual of paid time off credit while on a unpaid leave of absence. Credit will be given for the employee's total length of service

which is continuous with the Company, and other predecessor Contractors who performed similar work at Stennis Space Center.

6.3(b) Eligibility Conditions. The paid time off service date will be the date of last hire by the Company or predecessor Contractor at Stennis Space Center, when service was continuous, or the most recent rehire date following a termination. When an employee moves to the next higher level of accruals it is understood that the new accrual rate will begin on the first day of the next full pay period.

6.3(c) Paid Time Off Accrual Rate*: PTO will be pro-rated on a monthly basis. PTO accrual rates will be as follows for all regular-full time employees:

0 Year – 4 Years: 160 hours per year (20 days per year; 13.34 hours per month)
5 Years – 10 Years: 200 hours per year (25 days per year; 16.67 hours per month)
10 Years – 15 Years: 220 hours per year (27.5 days per year; 18.34 hours per month)
15 Years or More: 240 hours per year (30 days per year; 20 hours per month)

*Includes hours paid for the following: Paid time off, holiday, military duty, jury duty/court appearance pay.
Employees will be eligible to carryover up to 400 hours per year. Employees cannot accrue more than 400 hours at any given time.

6.3(d) Paid Time Off Award. Paid time off will be paid at the employee's working base rate, not to exceed forty (40) hours per week. Accrued paid time off may be taken at a time mutually agreeable between the employee and the Company. Paid time off may be taken as it is accrued, immediately commencing from the employee's date of hire, in increments as small as tenth (0.1) of an hour.

6.3(e) Use of Paid Time Off Credits. Paid time off credits are to be used in units equal to the scheduled hours in the employee's normal workday; however, paid time off credits may be used in lesser amounts to permit a partial day absence.

6.3(f) Scheduling. Scheduling PTO will be management's responsibility and shall take into consideration the workload commitments of the organization. PTO must have been accrued prior to using such time. All PTO requests should be made in advance. Employees will be required to take legacy sick and or 80 hours of PTO in advance of short term disability, long term disability and leaves of absence.

Unscheduled PTO may be granted by management for all or part of a day for reasons of illness, emergency or other unanticipated reasons deemed valid by management.

6.3(g) PTO Options. Employees will have the option to donate PTO, in lieu (if accrued) in the event of a severe financial hardship as noted by Company policy (subject to amend,

modify, terminate). PTO cannot be paid out while on a LOA, STD or LTD. Employees will have the option to donate PTO, consistent with the Company policies associated with vacation donation. (subject to amend, modify, terminate).

6.3(h) Termination. An employee who is removed from the active payroll shall be provided pay-in-lieu of paid time off for all accrued PTO credits in his account, regardless of reason for termination subject to all reimbursements the employee owes the Company.

If an employee dies while on the payroll of the Company, payout of PTO shall follow the normal payroll procedures.
Legacy Sick leave will not be paid out upon termination. Legacy Sick leave will be administered separately from PTO.

6.3(i) Legacy Sick Leave. The Company will honor the Legacy Sick Leave balances. Employees will not accrue additional Legacy Sick Leave.

An employee removed from the active payroll, regardless of reason, shall not be paid for unused Legacy Sick Leave.

6.3(j) Flex Time. At the employee's option, with Manager approval, he may voluntarily flex his schedule on a daily basis to meet personal needs such as Doctor's appointments and childcare arrangements. An employee may choose this option to avoid using paid time off to meet the required 40-hour workweek. To exercise this option, an employee will request this option in writing, in advance, and the Manager may approve as meets scheduling needs and customer requirements.

The Company and Union agree this is a voluntary program, not subject to the grievance procedure, and will not result in additional compensation including shift differential pay, overtime, special operations pay, and emergency non-scheduled duty pay.

ARTICLE 7
OVERTIME PAY

Overtime Work
The Companies shall make a reasonable effort to fill overtime requirements on a voluntary basis within the work area and classification before making overtime mandatory.

Section 7.1 Double Time Pay. Double time [i.e., two (2) times working rate] shall be paid for all hours worked in excess of twelve (12) hours in any given workday.

7.1(a) Holiday. Each employee shall be paid double time [i.e., two (2) times working rate] for all hours worked on any Holiday granted under the provisions of Article 15

in addition to receiving Holiday pay. Where employees work into the Holiday as an extension of their regular assigned shift on the workday preceding the holiday, work performed within the Holiday period defined in Article 15 as an extension of such regular shift, will be paid at time and one-half (1 ½) and such payment will not be deducted from the employee's holiday pay granted under Article 15.

Section 7.2 Time and One-Half Pay. When the Companies determine that an employee must perform work on an overtime basis, the following shall apply: overtime at time and one-half [i.e., one and one-half (1½) times working rate] shall be paid for time in excess of 8 hours worked in a workday. Overtime will be assigned to employees that are performing the work on straight time. In the event the overtime requirements cannot be filled with volunteers, the qualified employee with the least seniority will be assigned.

7.2(a) Sixth and Seventh Workday (1st and 2nd day of Rest). Time and one-half (1½) shall be paid for all hours worked on the sixth (6th) and seventh (7th)[1st and 2nd day of rest] workday, as such, in the employee's workweek.

Section 7.3 Daily Overtime. Employees shall be paid time and one-half (1½) for all hours worked in excess of eight (8) in any one (1) workday except as defined in Section 6.1(e).

Section 7.4 Temporary/ TDY Employees. Temporary employees or employees on TDY to this site will not be scheduled for overtime work until regular employees in that job classification have been offered the overtime.

Section 7.5 General Rules Pertaining to Computation of Overtime Pay.
NOTE: All hours worked and Holidays will count toward computation of overtime pay.

7.5(a) Pyramiding of Rates. Overtime or premium rates shall not be pyramided on any workday. All parties agree that overtime and paid time off cannot be charged on the same workday.

7.5(b) Holidays. Whenever one of the holidays specified in Article 15 falls on a regularly scheduled workday and the Holiday is granted, such day shall be considered as a day worked for the purpose of computing overtime pay.

Section 7.6 Rotation of Overtime. Overtime work shall normally first be offered within a work area and classification to employees who are performing the work on straight time (job continuity). In the event additional employees are required to perform such overtime work, the Companies will select qualified employees from other work areas to perform such overtime work based on credited overtime hours. Weekend overtime will be offered to the most senior, qualified employee except when job continuity would be required. The parties agree to utilize a weekly equalization policy in the distribution of overtime work.

7.6(a) If it is alleged that there has been an improper distribution of overtime, a grievance may be filed in Step 1. If it is found in the investigation that the overtime was not distributed in accordance with this Agreement, the employee will be given the opportunity by management to perform the next available overtime for which he is qualified. Management will not, however, reschedule other employees who have already been scheduled for overtime.

7.6(b) In any case, overtime shall be reset annually on the first Monday of the new calendar year.

Section 7.7 Equalization of Overtime.

7.7(a) An employee will only be offered overtime work once for each 24-hour period until all other employees in the same work area are offered overtime, in the order that it occurs. If two or more employees are equal, then the most senior employee will have first preference. However, an employee who does not have a low number of credited overtime hours may be assigned overtime (1) in order to maintain job continuity, or (2) to meet qualification requirements, (3) to maintain compliance with the constraints imposed by NASA overtime policies, or (4) when an employee is on a temporary duty assignment.

7.7(b) When someone is disqualified, per Section 7.7(a) they will not be credited as having worked the overtime.

7.7(c) During normal working hours employees who are present will be offered the overtime first. If an eligible employee refuses an offer of overtime, cannot accept overtime due to absence for any reason other than pre-approved paid time off of five (5) days or more, has authorized military training of five (5) days or more but not to exceed ten (10) work days**,** refuses overtime when contacted, or cannot be contacted by one telephone number outside of his regular working hours, he will be charged with, but not paid for, the scheduled overtime hours (to the nearest whole hour) he would have worked, up to a maximum of 24 hours per day.

7.7(d) When overtime has been offered to all available employees within the work area, classification and shift, and the required number of employees have not accepted the overtime offered, the Companies may make overtime mandatory. The person with the lowest number of hours shall be forced. Should two or more qualified employees be equally low, the employee with the least seniority shall be forced. An employee forced to work overtime will be charged once for refusing and again for the force. Notice for mandatory overtime will be given with as much notice as possible.

7.7(e) An employee hired or transferred will be averaged in.

7.7(f) Employees when returning from a temporary shift transfer will be averaged in the area rotation upon their return.

7.7(g) When a qualified employee is temporarily transferred to another work area, based upon total overtime hours, he will continue to participate in overtime opportunities in his work area overtime list, and carry the overtime hours worked on the temporary assignment back to his total overtime hours . If an employee is working second or third shift and does not have work available, he may be assigned to do work in another work area if qualified.

7.7(h) Overtime lists shall be developed and maintained by the Managers by work area, classification and shift. These lists may be verified on a regular basis by the Union Representative responsible for the geographic area. An employee upon request to his Manager may view the list for his overtime distribution unit.

7.7(i) An employee working or chargeable in accordance with Section 7.3 will be credited with the number of overtime hours paid, computed to the nearest whole hour.

7.7(j) Probationary employees will become eligible for sharing in overtime upon receipt of qualifying certifications.

Section 7.8 Overtime Restriction. Employees placed on modified duty are ineligible for overtime until such time as they are released to full duty.

ARTICLE 8
LEAVE OF ABSENCE

Any employee, upon application in writing, shall be granted a leave of absence without pay at the discretion of the Companies and not subject to grievance. A leave of absence without pay shall be granted for a period not to exceed ***one (1) year*** because of personal illness, disability or undue hardship, etc. Seniority, or any accrued benefits shall not accrue for a leave of absence in excess of one calendar month except for leave of absence for personal illness, disability or undue hardship.

At the termination of the leave of absence the employee will be returned to his former work area, by classification and seniority. In the event the former work area need and classification has since been abolished or the employee is unable to perform the job, the employee will be assigned to an equivalent work area and classification, if available, for which he is immediately qualified. In all cases, the employee will receive the prevailing rate of pay for the job to which he is assigned.

Section 8.1 Authorized Leaves of Absence. For the time period indicated in each instance, leaves of absence without pay (except to the extent paid time off credit can be used and is

used under and in accordance with Article 6) shall be granted to an employee on the active payroll:

8.1(a) In the case of injury or illness, for the period of time the injury or illness requires that the employee be absent from work, the Companies may require satisfactory proof of such injury or illness.

8.1(b) For the period of time necessary to serve in the Armed Forces of the United States.

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

8.1(d) Leave of absence management will be handled in accordance with the companies administration procedures

Section 8.2 Return from Leave of Absence. An employee who applies for return from leave of absence on or before the expiration date of his leave will be returned in accordance with the following:

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:

8.2(a)(1) The employee will be returned to that job if this does not conflict with Article 12.

8.2(a)(2) If this does conflict with Article 12, the employee will be considered for any job that he is qualified and able to perform, or (if a surplus occurred that would have affected him during such leave) be subjected to surplus procedures with Article 12.

8.2(b) When an employee returns from a leave of absence described in paragraph 8.2(a) and is not able to perform the job last held due to medical limitation, he will be considered for any job that he is qualified and able to perform, or (if a surplus occurred that would have affected him during such leave) be subjected to surplus procedures, all in accordance with Article 12.

8.2(c) When an employee returns from a leave of absence that was granted due to non-industrial injury or illness, and the period of the leave has not exceeded 30 days, and the employee is able to perform the job last held, the steps and procedures of subparagraphs 8.2(a)(1) and 8.2(a)(2), limitation will apply.

8.2(d) When an employee returns from a leave of absence described in paragraph 8.2(c) and is medically not able to perform the job which he last held due to medical limitation, he may, at the Companies' discretion, be considered for any job which he is qualified and able to perform; otherwise, he may be on layoff, in accordance with Article 12.

8.2(e) If leave was granted due to non industrial injury or illness and the period of leave is in excess of 30 days, the employee may be returned to the job title last held providing there is an opening in such work area, and classification and placement in such opening is not inconsistent with Article 12; otherwise, he may be placed on layoff.

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

8.2(g) Employees accepting full time positions as Union Representatives shall be given an automatic leave of absence without pay for their term of office, or any renewal thereof, without loss of seniority rights and with the privilege of returning to their former position. In the event their former position has since been abolished, and there is no equivalent position vacant, they shall be allowed, if necessary, to bump into an equivalent position at the prevailing rate of pay for that job.

ARTICLE 9
ENVIRONMENTAL, SAFETY & HEALTH

Section 9.1 Health and Safety. It is the desire of the parties to this Agreement to maintain high standards of safety in order to eliminate, as far as possible, occupational injuries and illnesses. The Companies agree to abide by and maintain in its work locations, standards of sanitation, safety, and health in accordance with NASA environmental and safety provisions applicable to the TOC at SSC, Federal and State laws and regulations issued in pursuance thereof.

9.1(a) OSHA Hazard Communication. The Companies have the responsibility to inform all employees of any toxic substances to which they may be exposed in the working areas. The Companies shall provide training in safe handling practices and emergency procedures. Attendance at this training is mandatory.

Section 9.2 Safety Devices and Personal Protective Equipment. The Companies will continue to furnish personal protective equipment and/or devices in particular situations where it is now the practice to do so unless circumstances in such situations change, making

the use of such personal protective equipment and/or devices unnecessary. Whenever personal protective equipment is required by the Companies, it shall be mandatory for employees to wear such equipment.

Section 9.3 Safety Report Forms. The Companies shall have available a reporting system or form for use by employees in reporting alleged unsafe conditions or needed safety corrections in their department. Access to information will be made available to a designated Union Representative upon request.

Section 9.4 Alleged Unsafe Condition. No employee shall be discharged or disciplined for refusing to work on a job or a machine if the refusal is based upon employee's claim that said job or machine is not safe or will endanger the employee's health until it has been determined that the job or machine is or has been made safe or will not unduly endanger the employee's health. Pending the determination, as set forth in this section, the employee shall be transferred to other available work, which the employee is qualified to perform. When it has been determined that the job or machine is or has been made safe, the employee shall be returned to such job. If the employee continues to refuse to work after the job or machine is determined to be safe by the Companies, the employee may appeal to NASA Safety for a final review. Unless NASA Safety makes the determination the job or machine is unsafe, the employee must perform the work on the job or machine in question, or be subject to discharge or other disciplinary action.

Nothing in this article shall prohibit an employee from filing a safety concern or complaint with a state or federal agency.

ARTICLE 10
SEPARABILITY

Effect of Law: The Agreement between the parties shall be compliant with existing or future State or Federal law or any State or Federal directive, order, rule or regulations.

ARTICLE 11
MISCELLANEOUS

Section 11.1 Sabotage. The Union agrees to report to the Companies when it has knowledge of any acts of sabotage or damage to or the unauthorized or unlawful taking of Company, Government, customer or any other person's or employee's property. The Union further agrees, if any such acts occur, to use its best efforts in assisting to identify the guilty person or persons and notify the Companies of its investigation.

Section 11.2 Security Clearance. Nothing in this Agreement shall require the Companies 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.

Section 11.3 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, consistent with the applicable Lockheed Martin Corporate Policy Statements.

Notwithstanding any other provision of Section 11.3 of this Agreement, a grievance alleging a violation of this Section 11.3 shall be subject to the grievance procedure and arbitration of Article 4 only if it is filed on behalf of and pertains to a single employee. Class grievances based on alleged violation of this Section 11.3 shall not be subject to the grievance procedure and arbitration under this Agreement.

Section 11.4 Performance of Work. Managerial, salaried and other non-represented employees shall not be permitted to perform production work normally performed by employees in the Bargaining Unit except in cases of exigent circumstances, or the customer's request, or instructional purposes. Furthermore, all Parties agree the Companies will not use outside employees to the extent to cause a reduction in force of employees assigned to the TOC contract at SSC.

Section 11.5 Travel Reimbursement. The Companies will furnish, to the Union, copies of the present published Company policies relating to reimbursement of travel.

Section 11.6 Masculine - Feminine References. In construing and interpreting the language of this Agreement, reference to the masculine such as "he", "him", or "his" shall include reference to the feminine.

Section 11.7 NASA Hands-On Requirement. It is understood and agreed that the National Aeronautics and Space Administration, hereafter referred to as NASA has retained the right as specified in the Test Operations Contract to accomplish any task with Government personnel or others, as required by NASA, to acquire hands-on experience, training, and enhanced customer support. The Companies and the Union agree that such work does not violate the intent and agreement between the parties.

Section 11.8 Bulletin Boards. Space on existing bulletin boards will be made available for the sole use of the Union as follows:

Notices of Union recreational and social affairs.
Notices of Union elections.
Notices of Union appointments and results of Union elections.
Notices of Union meetings.
Other notices concerning bona fide Union activity such as Cooperatives, Credit Unions, and unemployment compensation information.

Section 11.9 Entire Agreement. This Agreement expresses the complete understanding of the parties on the subject of wages, hours of labor, and conditions of employment. This Agreement may only be amended during its term in writing by mutual agreement of the parties.

ARTICLE 12
WORKFORCE ADMINISTRATION

Section 12.1 Surplus Action. For the purpose of administering the layoffs in Section 12.2 through Section 12.5, employees shall be selected for displacement and layoff in accordance with the following:

12.1(a) In the event of a customer or authorized contracting agent's direction indicating a program change (i.e., contract modification or stop work order); and where there is a circumstance where retention of skills is requested by the customer for short periods of time, coupled with customer indications that there is a high probability of a continuance or an imminent award within 90 days the company may furlough employees. A furloughed employee's pay status will be unpaid, unless otherwise directed by the respective contracting officer. Benefits will continue at the employee's normal contribution rate for up to 90 days. After 90 days, if allowable by law, certain benefits may be continued under the Consolidated Omnibus Budget Reconciliation Act (COBRA). Continuation information for other types of insurance or benefit coverage provided by or purchased through Lockheed Martin are included in the Summary Plan Descriptions for those programs and will be provided to the employee by the Lockheed Martin Employee Service Center (LMESC) or directly by the provider.

Section 12.2 General Layoff Procedure. Layoffs will occur by seniority, within classification, within the work area identified for reduction in force. Employees will be permitted to bump to a lower rated classification within a work area if they are immediately qualified per the training and certification plan to perform the work of the displaced employees. Once an employee exhausts seniority as applicable, they will be placed on the layoff list.

Section 12.3 Voluntary Layoffs.

12.3(a) Consideration may be given to accept voluntary requests for layoff out of seniority order. If more than one request is received within a classification, the more senior employee will receive first consideration.

12.3(b) Denial of requests to volunteer for layoff will not be subject to the grievance procedure.

12.3(c) All normal layoff benefits will apply. Volunteers will be subject to recall in accordance with Article 12, Section 12.8 of the Agreement.

Section 12.4 Displacement Rules.

12.4(a) Bargaining Unit employees who are reclassified to a lower-rated job as a result of this displacement procedure or for any other reason shall receive the top rate of pay for such lower-rated job. However, downgrades will not result in a pay increase.

Section 12.5 Notice of Layoff. The Companies will give fourteen (14) calendar days notice prior to layoff to the employee to be laid off when possible, exceptions include but are not limited to the termination or amendment of a government or other production contract subject to cancellation, and except in cases where the employee is absent or it is otherwise impractical to give such notice, and except in cases of temporary layoff not exceeding two (2) weeks probable duration. As to temporary layoffs, the Companies shall, whenever possible, give at least two (2) working days notice to the employees to be laid off.

Section 12.6 Employees on Leave. Employees who become subject to layoff while on leave of absence by reason of disability shall be processed for layoff as of the date of return from such leave of absence. Prior notice of layoff to such employees is not required.

Section 12.7 TDY Assignments. Employees who become subject to layoff while on TDY, i.e., receiving per diem, will be returned from such assignment within ninety (90) working days to be processed for layoff.

Section 12.8 Recall. Employees who have been on layoff for twenty four (24) months or less shall be recalled from the recall list in order of seniority by classification, assuming that the person being recalled to a position is immediately qualified and able to perform the job.

12.8(a) Refusal of Recall - Former Employee. Failure to report on the designated day will result in automatic loss of seniority and the Companies will be relieved of any obligation to reinstate the employee. It is the sole responsibility of the employee

to keep the Human Resources Department of the Company properly informed as to his address.

12.8(b) Failure to Accept Recall - Active Employee. In the event of failure to accept any recall offered within twenty-four (24) hours after notification, the employee shall lose recall rights to that classification and to all other lower-rated classifications to which the employee possesses recall.

12.8(c) Recall - Temporary Medical Rejection. Former employees, who at time of reporting to Employment for recall processing, who temporarily fail to meet the medical requirements of the Companies, shall be placed on suspended recall. The employee's recall time will not be extended, but will be eligible for future recall as defined in Section
5.4 time limits.

12.8(d) Recall While on TDY Assignments. Employees who become subject to recall and accept such recall while on TDY assignment, i.e., receiving per diem, will be returned from such assignment within ninety (90) working days to be processed for recall to the appropriate classification.

12.8(e) Temporary Recall. When adding openings within a classification to the workforce, and it is anticipated by the Companies that the work requirement will exist for less than six (6) weeks, the Companies may either recall in accordance with Section 12, or offer former employees with recall rights a temporary recall to their former classification. In the event the former employee does not elect to accept a temporary recall, the former employee shall not lose the right of recall for that classification. Employees shall be contacted in seniority order. The Companies will notify the appropriate Union Representative and inform him of its intent to contact the affected former employee. If the Companies are unable to reach the employee, the next employee shall be called and offered the temporary recall. Employees shall report to the Company's Employment Office on the next regularly scheduled workday after the offer is extended. If such recall should extend beyond the six (6) weeks, employees who possess recall rights shall be recalled in accordance with this Section and temporary recalls shall be laid off. Temporary recall shall not extend the original period of eligibility for recall as specified in Section 5.4(c) and a temporarily recalled employee shall not be granted any of the promotional privileges allowed in Section 12.10 of this article. At the completion of a Temporary Recall assignment the employee will be laid off with no displacement rights.

Section 12.9 Shift Transfers. The Companies shall have the right to assign employees to any shift in accordance with operational requirements. Senior employees, when qualified, shall be given preference in the same department over other employees for placement in

available jobs in their same classification, and work schedule for either temporary or permanent shift changes. Temporary shift changes will be used as necessary to meet operational requirements. When they extend beyond 30 days, the parties will agree to meet to discuss a plan to address the temporary transfer.

12.9(a) Employees who are transferred at the direction of the Companies from one shift to another will be given as much advance notice as possible.

12.9(b) An employee may request of their immediate manager, in writing, a transfer to another shift which shall be limited to their present assigned work area.

12.9(c) Any employee may cancel their request for shift transfer at any time prior to their notification of shift transfer by the Companies. Such cancellation must be made in writing to their manager and signed by the requesting employee. Cancellation of a request for shift transfer will prohibit that employee from submitting any further requests for shift transfer for six (6) months. In addition, an employee whose application for shift transfer has been granted may not file a new shift transfer request for six (6) months. High Pressure Gas Facility operations may, at management's discretion, retain the current shift practice already in-place.

Section 12.10 Promotions/Job Posting/Lateral Transfers

12.10(a) Definition of Promotion. For the purpose of this Article, a promotion shall be defined as any change from one classification to another classification with a higher wage rate.

12.10(b) Promotional Procedures. When effecting promotions, an employee shall be selected for promotion based on skills and ability. Seniority will be used as a tie-breaker when skills and ability are equal. In the event of a promotional increase, an employee will receive a 2.5% increase to the present wage, but in no case will the increase result in an employee's salary being administered below the minimum for that classification. If the 2.5% increase would take an employee's wage above the maximum, the increase will be no greater than the maximum or the difference to reach the maximum.

Skills and Ability are defined as:

- Ability to perform the required skills certifications, compliance training, including computer proficiency
- Communicate, plan, organize, prioritize and manage time
- Demonstrate an understanding of the overall work scope and critical path to complete mission requirements
- Understand and demonstrate safety and quality requirements and NASA SSC standards and requirements

- Ability to interpret Piping and Instrument Designs (P&IDs) and construction drawings
- Ability to train and confirm skill level (train the trainer), for higher level classifications (III and IV)
- Comprehend technical/work authorization documents (WAD's)
- Ability to determine underlying issues, root cause analysis, and recommend/implement corrective actions

12.10(c) Request for Promotion. Employees shall be offered promotion under this subsection as follows:

12.10(c)(1) Notice of available Bargaining Unit classification openings with a brief description of the required qualifications shall be placed on Company designated bulletin boards. The notice normally will be posted on a Monday for five (5) consecutive working days. The closing date of the posting will be included on the notice.

12.10(c)(2) If an employee who possesses the required qualifications wishes to be considered for an available opening, the employee may submit a job posting application and/or resume. Such request must be received by the Human Resources Department no later than the end of the employee's regularly scheduled shift on the fifth (5th) working day following the original day of posting.

12.10(c)(3) When an employee is promoted or refuses promotion as a result of the procedure defined in Section 12.10(c)(1) through Section 12.10(c)(7), the employee shall not be eligible to file another request for promotion for six (6) months. Prior to being selected for promotion, an employee may withdraw a promotional request at any time.

12.10(c)(4) New hire employees with less than twelve (12) months seniority in the job classification for which they were originally hired shall not be eligible to participate in the Job Posting Program until they have completed the twelve (12) month seniority requirement unless it is mutually agreed to by the parties.

12.10(c)(5) When selected for promotion in accordance with Section 12.10(b), the other job posting applications, if any, shall be canceled.

12.10(c)(6) Employees selected for promotion under Section 12.10(c)(1) through Section 12.10(c)(7) shall be released to the available higher-rated classification and transferred to the new department within ten (10) working days following selection for promotion.

12.10(c)(7) Employees promoted to a higher-rated classification who, within sixty

(60) days of work after such promotion, disqualify themselves or are found not to possess the qualifications to perform the job, shall be returned to their former classification provided their seniority is greater than that of other employees employed in such former classification.

12.10(c)(8) In the event promotions involve shift changes, employees selected for promotion shall be given preference in seniority order for placement in the available classification. This will apply once the employee has obtained any and all certifications to perform the duties of the new classification.

12.10(d) Lateral Transfer Procedures. In accordance with seniority, employees who possess the proper qualifications and skills may laterally transfer to another job classification with no increase in wages through use of the Job Posting Program. However, release of employee is contingent upon an available qualified replacement having been identified.

ARTICLE 13
RATES OF PAY

Section 13.1 Pay Rates For New or Revised Occupational Classifications. In the event the Companies desire to establish new classifications or revise existing occupational classifications, the wage rates shall be subject to negotiations. Operations shall not be delayed through failure to immediately agree upon wage rates and classifications. In such cases, wage rates will be established and placed into effect. If a negotiated wage rate is established which is higher than the proposed rate, it will be paid retroactive to the start date of the classification. Inability to agree on a negotiated wage rate may be referred to Arbitration.

Section 13.2 Wage Payment Basis. Employees shall be paid for time worked computed to the nearest one-tenth (0.1) hour.

13.2(a) The base wage for employees covered by this agreement shall be as identified in **Appendix A**.

Section 13.3 Shift Differential. Employees assigned to the Second and Third shifts shall receive a shift differential of one dollar ($1.00) per hour for all hours actually worked in that workday. Employees assigned to non-standard work week will receive an additional one dollar ($1.00) per hour for all hours actually worked.

Section 13.4 Shift Differential – Pre-Shift/Post-Shift Work. An employee will receive a shift differential as identified in Section 13.3 when the employee is assigned to either Second or Third Shift. In those situations where an employee is required to work either pre-shift or post-shift overtime, a shift differential will not be paid unless the employee is regularly assigned to the Second or Third Shift.

Section 13.5 Report Time/Call-In Time. If an employee reports for work in accordance with instructions he shall receive a minimum of four (4) hours pay at his base rate. Report time will not apply in case of emergency shutdown arising out of any condition beyond the Companies' control.

13.5(a) An employee who leaves work of his 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.

13.5(b) An employee who leaves work because of incapacity due to occupational injury/illness will be paid eight (8) hours pay at his base rate.

13.5(c) Where work is assigned to an employee on either the employee's sixth (6th) or seventh (7th) workday, or both, and the employee has not been notified of cancellation of such work at least one (1) hour prior to its start, and the employee reports to work, the employee shall receive a minimum of four (4) hours work or four (4) hours pay. Hours not worked shall be considered as straight time hours, and hours worked shall be paid at the applicable overtime rate.

13.5(d) Call-ins – Employees may be recalled to work by a Manager after their regularly scheduled shift, on a scheduled day off or on a holiday. Employees will receive a minimum of four hours pay at the appropriate overtime rate.

Section 13.6 Ride-out Crews - Employees who are assigned and work as a part of a ride out crew will be compensated for one and one-half (1½) hours pay for all hours worked and all daily administrative hours paid to non-essential personnel during base closure. It is understood that the ride out crew is intended for time prior to and immediately following an event and that the Companies will release the ride out crew upon fulfillment of their assignment. The Companies may retain members of the ride out crew in support of returning base to normal operations.

Section 13.7 Automatic Wage Increases. Each employee will, the first pay period of each April, automatically progress through the rate range by advancing .50 cents per hour until the maximum rate for the assigned classification has been achieved. If at the time of an automatic increase an employee's base rate is .49 cents per hour or less from the maximum base rate of the classification, the increase will be the amount necessary to reach the maximum base rate of the classification.

ARTICLE 14
SHORT-TERM MILITARY DUTY

Short-term military duty will be handled in accordance with the applicable Lockheed Martin Corporate Policy Statement, which is not subject to the grievance procedure.

ARTICLE 15
HOLIDAYS

Section 15.1 Holidays. Employees covered by this Agreement shall receive eight (8) hours of pay at their regular hourly rate for the following Holidays:

New Year's Day	Martin Luther King Birthday	President's Day
Memorial Day	Independence Day	Labor Day
Columbus Day	Veteran's Day	Thanksgiving Day
Christmas Day		

Section 15.1(a) In the event a day (not listed above) or partial day is designated by the United States Government as a Holiday, day of mourning, or other day, on which Federal employees are not required to report for work under Presidential proclamation, employees covered by this agreement will be authorized this time off when the Companies are directed by the TOC Contracting Officer.
Section 15.1(b) To be eligible for holiday pay, an employee must be in pay status on the scheduled working day preceding and following the Holiday.

Section 15.1(c) Employees coding time not previously scheduled in advance as paid time off on either the scheduled working day preceding or following the Holiday will not be paid for the Holiday. The employee will be authorized to charge paid time off for that time.

Section 15.2 Unworked Holidays. Eligible employees shall receive eight (8) hours pay for unworked Holidays (those Holidays designated above) at their working base rate in effect at the time the Holiday occurs.

Section 15.3 Worked Holidays. Employees who are required to work on the above named Holidays shall receive double time [(2) times their base rate] and Holiday pay for all hours worked on such Holiday, plus shift differential if applicable.

Section 15.4 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:

15.4(a) As directed (observed) by NASA at SSC.

15.4(b) If the Holiday falls on the first day of rest, the last workday immediately preceding the Holiday will be observed as the Holiday.

15.4(c) If the Holiday falls on the second day of rest, the first workday immediately following the Holiday will be observed as the Holiday.

ARTICLE 16
SAVINGS AND RETIREMENT PLAN
401(k) Retirement Plan

The Company shall provide the Lockheed Martin Corporation Performance Sharing Plan for Bargaining Employees (PSP) to eligible employees, excluding probationary employees. In accordance with the Performance Sharing Plan document, the company will provide a weekly contribution amount of four (4%) percent of the employee's weekly base pay. In addition, for 1 year the Company shall make four (4), quarterly, lump sum contributions of $350, commencing July 2014.

ARTICLE 17
EMPLOYEE BENEFITS

NOTE: THIS IS INTENDED TO BE A BRIEF SUMMARY OF EMPLOYEE BENEFITS. IN THE EVENT OF A DISCREPANCY BETWEEN THIS SUMMARY AND A SUMMARY PLAN DOCUMENT, THE SUMMARY PLAN DOCUMENT WILL TAKE PRECEDENCE.

Employees may participate in the Lockheed Martin Insurance Plans. The Company maintains the right to pass-through improvements, modifications, changes, eliminations, or employee premiums to these plans at any time. Revisions to Lockheed Martin Corporate Policy Statements may occur. Such revision(s) are not subject to negotiation.

Healthcare Reform:
Recognizing the impending implementation of health care legislation in 2018, it is the intent of both the Company and Union that none of the benefits provided in connection with the aforementioned health insurance benefits (e.g. medical, health care spending accounts) will cause the application of an excise or High Cost Coverage Excise Tax (Cadillac Plan Tax) as a result of providing such benefits with respect to The Patient Protection and Affordable Care Act (the "PPACA"). Accordingly, in order to avoid such a tax and in keeping with the intent of the parties, the Company reserves the right, both during the term of this Agreement and after its expiration, to amend, modify and/or discontinue the health insurance benefits provided above

solely for the purpose of avoiding implementation of a High Cost Coverage Excise Tax pursuant to PPACA.

Medical

LM Healthworks South
LM Essentials

	2014	2015	2016	2017
Employer Cost Share	80%	80%	80%	80%
Employee Cost Share	20%	20%	20%	20%

Dental

Dental Comprehensive PPO Dental Plan
Delta Comprehensive Plus PPO Dental Plan*

	2014	2015	2016	2017
Employer Cost Share	80%	80%	80%	80%
Employee Cost Share	20%	20%	20%	20%

**Employees pay 100% of the cost difference between Dental Comprehensive PPO Dental Plan and Delta Comprehensive Plus PPO Dental Plan.*

Vision

Vision 12

	2014	2015	2016	2017
Employer Cost Share	80%	80%	80%	80%
Employee Cost Share	20%	20%	20%	20%

Short Term Disability - 100% Company paid. Policy provides a benefit in the amount of 66 and 2/3% of employee base pay up to $1500 per week. An employee must exhaust 80 hours of PTO prior to taking Short Term Disability. An employee must exhaust their Legacy Sick Leave Balance (if any) prior to taking Short Term Disability.

Long Term Disability - 100% employee paid. Two (2) options are available at 50% and 60% coverage. An employee must exhaust 80 hours of PTO prior to taking Long Term Disability. An employee must exhaust their Legacy Sick Leave Balance (if any) prior to taking Long Term Disability.

Employee Term Life Insurance - 100% Company paid. The Company provides coverage of 2 times your annual base pay at no cost to you; or you may elect coverage of $15,000.00,
$50,000.00, 1 times your annual base pay, or 1.5 times your annual base pay. A credit is provided for coverage elections that are less than 2 times your annual base pay.

Group Universal Life Insurance – 100% employee paid. You may elect coverage options ranging from 1 to 8 times your annual base pay. Tobacco/non-tobacco rates will apply.

Employee Special Accident Insurance - 100% employee paid.
Tier 1 Coverage – You may elect coverage of $15,000.00, $50,000.00, $100,000.00, $200,000.00, $300,000.00, $500,000.00, $750,000.00 or $1,000,000.00.

Tier 2 Coverage – Additionally, if you elect $1,000,000.00 under Tier 1 coverage, you may be eligible to increase your election to up to $2,000,000.00 of coverage (certain limitations apply).

Dependent Optional Term Life Insurance - 100% employee paid.

For your eligible spouse – you may elect coverage in amounts ranging from 1 to 3 times your annual base pay.

For your eligible children – you may elect coverage of $5,000.00, $10,000.00 or $25,000.00.

Dependent Special Accident Insurance - 100% employee paid.

For your eligible spouse – you may elect coverage of $10,000.00, $50,000.00, $100,000.00, $200,000.00, $300,000.00, or $500,000.00.

For your eligible children – you may elect coverage of $10,000.00, $25,000.00, or $50,000.00.

Flexible Spending Accounts
100% Employee paid, Eligible to participate in one or both of the tax-favored flexible spending accounts:

Health Care Spending Account – deposit between $100.00 and $2,500.00 annually
Dependent Care Spending Account – deposit between $100.00 and $5,000.00 annually

Business Travel Accident – Lockheed Martin provides Business Travel Accident insurance to you automatically at no cost to you. This coverage pays a benefit if you die or are injured while traveling on Company business:

Domestic Travel - $50,000.00 or 2 times annual base pay, whichever is greater
Overseas Travel - $400,000.00 or 2 times annual base pay, whichever is greater; $100,000.00 for your spouse; $10,000.00 for each child.

Temporary Duty Travel (TDY) will be offered on a rotational basis beginning with the most senior qualified employee in the required work area and classification.

Educational Assistance –
Education Assistance will be provided for approved and accredited Associate's Bachelor's and Master's degree programs and will be administered consistent with Cross Function Procedure CRX-551 (formerly CPS-551) "Education Assistance". Current annual course tuition/fee cap limits are: Up to a maximum of $5,250.00 per calendar year for Associate's degree

Up to a maximum of $5,250.00 per calendar year for Bachelor's degree
Up to a maximum of $7,500.00 per calendar year for non-Engineering Master's degree
Up to a maximum of $10,500.00 per calendar year for Engineering Master's degree
Up to a maximum of $10,500.00 per calendar year for Engineering degree
Up to a maximum of $10,500.00 per calendar year for Doctoral degree

Jury Duty Absence/Court Appearance Absence – Pay will be administered consistent with section 9 of Cross Function Procedure CRX-534 (formerly CPS-534), "Absence From Work."

ARTICLE 18
DURATION

This Agreement shall become effective May 16, 2014, and shall remain in full force and effect until midnight May 15, 2017 and shall automatically be renewed for consecutive periods of one year thereafter unless either party shall notify the other in writing, at least sixty (60) days, but not more than seventy-five (75) days prior to May 15 of any calendar year beginning with 2017 of its desire to terminate the Agreement, in which event this Agreement shall terminate at midnight at the close May 15, 2017 unless renewed or extended by mutual written agreement. In the case of such notice, the parties agree to meet immediately thereafter for the purpose of negotiating a new agreement or a written renewal of this Agreement.

Appendix A- Classification and Wage Schedule

Job Classifications								
		October 2014			October 2015			October 2016	
Classification		**Min**	**Max**		**Min**	**Max**		**Min**	**Max**
Configuration Management Associate		$21.39	$25.67		$21.98	$26.37		$22.53	$27.03
Configuration Management Associate (Senior)		$25.50	$30.60		$26.20	$31.44		$26.86	$32.23
Data Analyst		$26.14	$31.37		$26.86	$32.24		$27.54	$33.04
Data Analyst (Senior)		$35.65	$42.78		$36.63	$43.95		$37.54	$45.05
Document Coordinator		$17.83	$21.39		$18.32	$21.98		$18.78	$22.53
Document Coordinator (Senior)		$21.39	$25.67		$21.98	$26.37		$22.53	$27.03
Drafter		$23.77	$28.52		$24.42	$29.31		$25.03	$30.04
Drafter (Senior)		$30.70	$36.84		$31.55	$37.86		$32.34	$38.80
Engineering Associate		$23.77	$28.52		$24.42	$29.31		$25.03	$30.04
Engineering Associate (Senior)		$30.89	$37.07		$31.74	$38.09		$32.53	$39.04
Engineering Technician I (Electrical)		$16.55	$19.86		$17.00	$20.40		$17.43	$20.91
Engineering Technician II (Electrical)		$19.20	$23.04		$19.73	$23.67		$20.22	$24.27
Engineering Technician III (Electrical)		$22.08	$26.49		$22.68	$27.22		$23.25	$27.90
Engineering Technician IV (Electrical)		$26.88	$32.26		$27.62	$33.15		$28.31	$33.98
Engineering Technician I (Mechanical)		$16.55	$19.86		$17.00	$20.40		$17.43	$20.91
Engineering Technician II (Mechanical)		$19.20	$23.04		$19.73	$23.67		$20.22	$24.27
Engineering Technician III (Mechanical)		$22.08	$26.49		$22.68	$27.22		$23.25	$27.90
Engineering Technician IV (Mechanical)		$26.88	$32.26		$27.62	$33.15		$28.31	$33.98
Engineering Technician Lead (Electrical)		$27.86	$33.43		$28.63	$34.35		$29.34	$35.21
Engineering Technician Lead (Mechanical)		$27.86	$33.43		$28.63	$34.35		$29.34	$35.21
Facilitator		$34.21	$41.06		$35.15	$42.18		$36.03	$43.24
Facilitator-Calibration		$34.21	$41.06		$35.15	$42.18		$36.03	$43.24
Technical Editor		$17.83	$21.39		$18.32	$21.98		$18.78	$22.53
Technical Editor (Senior)		$21.39	$25.67		$21.98	$26.37		$22.53	$27.03
Work Control		$19.01	$22.81		$19.53	$23.44		$20.02	$24.03
Work Control (Senior)		$24.96	$29.95		$25.65	$30.78		$26.29	$31.55

Notes:

1. Any and all employees currently receiving wages above the maximum wage rate ranges as set forth in this Agreement shall not receive any general wage increases during the life of this Agreement. Instead, such employees shall receive lump sum payments in amounts equal to the following: (1) employee's hourly base rate of pay multiplied by (2) 2080 multiplied as follows: (3) 3% effective October 2014, 2.75% effective October 2015 and 2.5% effective October 2016. Accordingly, these employees shall receive a total of three (3) lump sum payments to be effective on the first day of the pay period for the aforementioned months and such payments shall not be cumulative of each other. For example, employee one shall receive a lump sum payment in October 2014($25,00 x 2080 x .03), October 2015 ($25.00 x 2080 x .0275) and October 2016 ($25.00 x 2080 x .025). Employees who reach the maximum wage rate at any point during the term of this agreement will get the wage increase provided in this section on a pro-rated basis.

2. The following are the annual wage increases effective the first day of the pay period: 3.0% October 2014, 2.75% October 2015, and 2.5% October 2016.

3. When new bargaining unit jobs are required that cannot be properly encompassed within an existing job classification or level within a classification, the Company will establish the new classification or level and then shall meet with the Union prior to establishing the rate of pay. The Union shall have 15 days from the date of establishment in which to challenge the pay rate. If necessary, the new pay rate can be subject to the grievance procedure up to and including arbitration.

ADDENDUM
GHG CORPORATION & IAM AGREEMENT

1. **6.1(b) Pay Period: Change to the following:** A pay period is bi-weekly beginning on Saturday of the first (1st) work week, and ending on Friday of the second (2nd) work week.

2. **6.3(c) Paid Time Off Accrual*:** Paid Time Off will be accrued bi-weekly

3. **16- Company's 401(k) Retirement Plan**

   The Company shall provide the GHG corporation 401(k) Retirement Plan for Bargaining Employees (PSP) to eligible employees, excluding probationary employees. In accordance with the plan document, the company will provide a weekly contribution amount of four (4%) percent of the employee's weekly base pay. In addition, for 1 year the Company shall make four (4), quarterly, lump sum contributions of $350, commencing July 2014.

4. **17.0 Employee Benefits:** Employees may participate in the GHG Corporation Insurance Plans. The Company maintains the right to pass-through improvements, modifications, changes, eliminations, or employee premiums to these plans at any time. Revisions to the GHG Corporation Policy Statements may occur. Such revision(s) are not subject to negotiations.

   a. **Medical-** GHG has a 20% employee cost share
   b. **Dental –** GHG only offers a PPO Dental Plan.
   c. **Short Term Disability –** Policy provides 60% of employee's base pay. An employee must exhaust their Legacy Sick Leave Balance and or 80 hours of PTO (if any) prior to taking Short Term Disability.
   d. **Long Term Disability –** Policy provides 60% of employee's base pay; 100% Employee paid. An employee must exhaust their Legacy Sick Leave Balance and or 80 hours of PTO (if any) prior to taking Long Term Disability.
   e. **Employee Term Life Insurance –** The Company will provide $30,000 of coverage.

**Includes hours paid for the following: paid time off, holiday, military duty, jury duty, witness pay.*

ADDENDUM DIVERSITECH & IAM AGREEMENT

Article 6.1(b) Workday and Workweek

Work Week: A workweek shall consist of seven (7) consecutive twenty-four hour periods, beginning on Sunday and extending through Saturday.

Pay Week: A pay week is seven consecutive days beginning with Sunday, extending through Saturday.

Pay Period: A pay period is a pay week beginning on Sunday of the first (1st) pay week and ending on Saturday of the second (2nd) pay week.

Article 6.3 (c) Paid Time Off Accruals*: Paid time off will be accrued bi-weekly. PTO accrual rates will be as follows for all regular-full time employees:

0 Year – 4 Years: 160 hours per year (20 days per year; 6.15 hours bi-weekly)
5 Years – 10 Years: 200 hours per year (25 days per year; 7.69 hours biweekly)
10 Years – 15 Years: 220 hours per year (27.5 days per year; 8.46 hours bi-weekly)
15 Years or More: 240 hours per year (30 days per year; 9.23 hours bi-weekly)

**Includes hours paid for the following: Paid time off, holiday, military duty, jury duty/court appearance pay*

Employees will be eligible to carryover up to 400 hours per year. Employees cannot accrue more than 400 hours at any given time.

Article 16 Company's 401(k) Retirement Plan

The Company shall provide the Diversitech Inc. 401(k) Retirement Plan for Bargaining Employees (PSP) to eligible employees, excluding probationary employees. In accordance with the plan document, the company will provide a weekly contribution amount of four (4%) percent of the employee's weekly base pay. In addition, for 1 year the Company shall make four (4), quarterly, lump sum contributions of $350, commencing July 2014.

Article 17 Employee Benefits

Medical Coverage: The medical plan offered to employees is the United Healthcare Plan at 80% employer paid, 20% employee paid.

Dental Coverage: The dental coverage offered to employees at 80% employer paid, 20% employee paid for the basic dental plan (Guardian**).**

Vision Coverage: Vision coverage will be offered to employees at 80% employer paid, 20% employee paid (EyeMed).

Short Term Disability (STD): Diversitech STD will be offered. Employees must exhaust their legacy sick leave and or 80 hours of PTO in advance of STD. STD coverage will be offered to employees at 100% employer paid.

Long Term Disability (LTD): Diversitech LTD will be offered. Employees must exhaust their legacy sick leave and or 80 hours of PTO in advance of LTD. LTD coverage will be offered to employees at 100% employee paid.

Employee Term Life Insurance: The Company will provide coverage at 1 times annual base pay, up to $50,000, at no cost to the employee.
Employee Supplemental Life Insurance: 100 % employee paid. Election may be made in increments of $10,000, not to exceed lesser of 3 times annual base pay or $300,000.
Employee Accidental Death & Dismemberment (AD&D) Insurance: The Company will provide coverage at 1 times annual base pay, up to $50,000, at no cost to the employee.

Dependent Optional Term Life Insurance: 100 % employee paid.
For eligible spouse – election may be made in increments of $5,000 to a maximum of $100,000, but may not exceed 50% of employee approved election.
For eligible children – coverage in the amount of $10,000 per child.
Educational Assistance: Employees with one year or more of service shall be eligible to participate in approved educational courses. Such courses will be applicable to the work currently being performed or to work that can reasonably be anticipated that an employee may be performing in the future.

(a) Employees with one (1) year or more of service shall be eligible to participate in approved courses provided by college, universities and correspondence schools. The Company will reimburse an eligible employee up to $3,500 per calendar of the cost of registration, tuition, and laboratory fees for job-related courses, which are satisfactorily, completed to a grade C level.

In case where an employee, receives other educational aid for the same course, the Company will reimburse the employee the difference between the amount of the other assistance and the per calendar maximum of the eligible costs.

(b) Prior to registration:
1. All requests for educational assistance will be submitted on an Education Assistance Request to the Corporate Human Resource Manager.
2. The Company will determine whether the proposed course is job related or will allow the employee to obtain qualifications necessary for a position of greater responsibility within the Company for which the employee is being seriously considered.
3. The Company will approve the request on the basis of the employee's performance and the Company' need for such qualified personnel.

Jury Duty Absence: An employee who has completed his probationary period who fails to work his regularly scheduled hours because of a summons for jury duty or a subpoena to appear as a witness, but not as a plaintiff or defendant, in a court of law, shall be paid for such absence not to exceed eight (8) hours per day at his basic straight-time hourly rate less jury duty pay. The employee must give at least forty-eight (48) hours notice to his supervisor, whenever possible, of required jury duty or witness service. Payment is limited to five (5) days in any week.

To be eligible for payment, the employee must submit a written statement from the appropriate public official listing the dates served.
Any employee working any shift other than the 1st shift, and who has been called to appear in court, will be considered to be working the 1st shift for the duration of his appearance.

LETTER OF UNDERSTANDING # 1
DRUG AND ALCOHOL TESTING PROGRAM

The Companies continue to be vitally concerned with the health, safety, and well being of all employees. It is recognized that illegal drug use and alcohol abuse can create serious problems for workers, their families, the workplace, and the community. Our goal is to make every effort to provide education and assistance to employees and their families, to encourage employees to receive treatment as needed, and to foster and encourage an environment that is free of illegal drug use and alcohol abuse.

The Companies have developed a high quality program for Drug and Alcohol Testing. This program will meet the provisions of the Federal Government's Drug-Free Workplace Act of 1988 and NASA and Department of Defense directives for a Drug-Free Workplace.

Management and the Union recognize the need for a partnership to successfully achieve a Drug-Free Workplace. We look forward to the continued support of all teammates in meeting our goal of achieving a workplace that is free of illegal drug use and alcohol use.

The drug and alcohol testing program includes but is not limited to: random testing, as well as testing for reasonable suspicion, testing following an accident and testing upon return to work for a positive drug or alcohol test.

If a challenged test is requested after a positive analysis, the employee agrees to pay fees incurred from a second test of the same sample performed by the contracted lab. If the second test is negative, the Companies will reimburse the incurred fees. The Union shall have the right to inspect the testing lab and verify the chain of custody and, at no time shall the employee or Union be asked to waive constitutional, common law or contractual rights.

The Companies are committed to conducting the highest quality drug-free workforce program that protects the privacy and best interest of our employees. Furthermore, the Companies encourage those who need help or counseling to contact the Employee Assistance Program (EAP).

Human Resources has oversight responsibility for the Testing Program to verify consistency with and adherence to this policy.

LETTER OF UNDERSTANDING # 2
MACHINISTS CUSTOM CHOICE WORKSITE BENEFITS PROGRAM

It is understood and agreed between the parties that the Machinists Custom Choice Worksite Benefits Program of supplemental insurance benefits will be offered to employees in the bargaining unit through their designated agent, Employee Benefit Systems, Inc. (EBS). Members of the bargaining unit can meet with an EBS Counselor during their free time (break or lunch) at the worksite during normal working hours, once per year. The Companies reserve the right to coordinate the schedule with EBS to prevent conflict with mission requirements.

The Companies will honor payroll deduction requests and remit deductions to the underwriting insurance company designated by EBS on a schedule, which is mutually agreed to by the Companies and EBS. The Union will defend, save, and hold harmless and indemnify the Companies from any and all claims, demands, suits or any other forms of liability that shall arise out of the execution of this letter by the Companies.

The Companies agrees to implement the provisions of this letter as soon as possible after the administrative, systems and financial requirements are worked out between the Companies and EBS.

The parties agree that the provisions of this Letter of Understanding will be effective for the term of the current Collective Bargaining Agreement between the parties unless rescinded or amended earlier by mutual agreement between the parties.

SIGNATURE OF THE PARTIES:

IN WITNESS WHEREOF, the Companies and the Union have caused this agreement to be signed by their authorized representatives:

LOCKHEED MARTIN
IS&GS CIVIL
TEST OPERATIONS CONTRACT

Carla Midgley
Director, Labor Relations

Nanette Hardin
PM, Test Operations Contract

James Askew
President, Diversitech Incorporated

John Denny
President, GHG Corporation

Jack Litzinger
Sr Manager, Labor Relations

Mike Gans
Director, Human Resources

Twanda Vaughn
HR/LR, Test Operations Contract

Keith Galloway
Labor Relations

Allie Reiter
Labor Relations

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS AFL-CIO, LOCAL LODGE 2249

William B. Sullivan
Directing Business Representative