

AGREEMENT

BETWEEN

GHG Corporation

Stennis Space Center/Test Operations Contract

**John C. Stennis Space Center
Stennis Space Center, MS 39529-6000**

AND

**INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE WORKERS**

Local No. 2249

AFL-CIO

9 JUNE 2014 THROUGH 8 JUNE 2017

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PREAMBLE

This agreement entered into by and between GHG Corporation, Stennis Space Center, TOC Contract, their successors and assigns (hereinafter called "Company") and the International Association of Machinists and Aerospace Workers, AFL-CIO, and its Local Lodge 2249, (hereinafter called "Union") evidences the desires of the parties hereto to promote and maintain harmonious relations between the Company, and the Union and Employees represented by the Union, by setting forth herein the terms of agreement relating to rates of pay, hours of work and conditions of employment.

ARTICLE 1 INTRODUCTION

Section 1. Application.

This Agreement applies to the employees of the Company assigned to Stennis Space on the Contract (TOC) at Stennis Space Center, Mississippi.

Section 2. Purpose.

The purpose of this contract is to set forth the agreement reached 09 June 2014, between the Company and the Union, who are signatory hereto, as to the rates of pay, hours of work, and other conditions of employment to be observed by the parties, except as it may be amended hereafter by written agreement of the parties.

Section 3. Duration.

This contract shall become effective 9 June 2014 except for those provisions herein which specify a different effective date and shall continue through 8 June 2017 and yearly thereafter unless notice is given in writing of a desire to change, modify or terminate this contract by either party to the other party sixty (60) days or more prior to the expiration of this contract, or any anniversary date thereof.

In the event notice is given, negotiations shall commence within thirty (30) days after said notice and shall continue until an agreement is reached, or until ten (10) days advance notice is given by either party to the other to terminate the contract. Until then the terms and provisions of this contract shall remain in full force and effect. In the event no such notice is given, this contract shall be automatically renewed and extended for additional periods of time of one year thereafter, unless one party gives to the other party sixty (60) days prior written notice before the end of any yearly period of a desire to change, modify or terminate this Agreement.

Section 4. Savings Clause.

In the event that any Federal or State Legislation, governmental regulation or court decisions cause invalidation of any Article or Section of this Agreement, all other Articles and Sections not so invalidated shall remain in full force and effect.

Section 5. No Strikes or Lockouts.

During the life of this Agreement, no work stoppages, strikes, or slowdown shall be called or sanctioned by the Union, and no lockouts shall be made by the Company. Any employee actively involved in a work stoppage, strike, or slowdown in violation of this provision shall be subject to disciplinary action, up to and including discharge. The Union shall take prompt and reasonable steps to stop such violation.

Section 6. Gender Neutral.

It is understood that wherever in the Agreement employees or jobs are referred to in the male gender it shall be recognized as referring to both male and female employees.

Section 7. Waiver.

The Company and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject not specifically referred to or covered in this Agreement.

This agreement and the applicable benefit agreements are the sole and controlling source of employees' rights and benefits. The entitlement of employees to rights, benefits, and privileges shall be governed solely by those agreements without regard or reference to any past practices of the parties as they may have existed before June 09, 2014.

Section 8. Mutual.

Exceptions, local or side agreements or modifications of this Agreement may not be made except by mutual agreement in writing between the Company President and, the Union International Representative.

**ARTICLE 2
MANAGEMENT RIGHTS & GOVERNMENT RESPONSIBILITY**

Section 1. Management Rights.

Except to the extent expressly abridged by a specific provision of this Agreement, the Company reserves and retains, solely and exclusively, all of its rights to manage the business, as such rights existed prior to the execution 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 Company in accordance with such policy or procedure as the Company may determine from time to time.

Section 2. Government Responsibility.

The Union recognizes that the Company is a contractor to the Federal Government at NASA, Stennis Space Center, Mississippi and that the Company is required at all times to fully meet its obligations as a Contractor. The Union further recognizes that from time to time the Government may impose legal and/or lawful demands or obligations upon the Company and that the Company and its employees must meet such demands, obligations or comply with such rules or regulations as may be promulgated or imposed by the Government.

It is further understood that if a security clearance is required in order to perform work in job classifications covered by the Collective Bargaining Unit, that such security clearance shall be a condition of continued employment with the Company. Such employees shall be subject to investigation for security clearance under regulations prescribed by NASA or any other authorized and appropriate agency of the United States Government. A denial or withdrawal of such clearance by such government agency shall be just cause for discharge. However, if the affected employee is qualified and cleared to work in a different position under this collective bargaining agreement, he shall be offered that position provided he has the necessary seniority.

ARTICLE 3 RECOGNITION, REPRESENTATION, ACCESS & SECURITY

Section 1. Recognition and Exclusive Representation.

The Company recognizes the Union as the sole and exclusive Collective Bargaining agency for the purpose of Collective Bargaining with respect to rates of pay, hours of work, and other conditions of employment pursuant to Sections 9(a) of the National Labor Relations Act and the certifications of representation in:

- (a) Case No. 15-RC-4714 of the 16th day of September, 1971, and, Case No. 15-RC-4713 of the 23rd day of September, 1971 for cafeteria, fire department, operations, transportation, maintenance, warehouse, inventory and purchasing employees of the Company at the Stennis Space Center, excluding watchmen, guards, professional employees and supervisors as defined in the Act; and,
- (b) Case No. 15-RC-6461 of the 23rd day of July, 1979 for all office clerical employees, including property administrators, planner/schedulers and estimators employed by the Company at the Stennis Space Center; excluding all other employees, including industrial relations employees, administrative secretaries, confidential employees, technical writers, licensed and/or professional engineers, field engineers, associate engineers, architects, physicians, head nurses, nurses, guards, watchmen, foremen and supervisors as defined in the Act.
- (c) Case No. 15-RC-7805 dated 20 December 1993 for all composers, reproduction operators, photographers, video technicians, photo technicians, illustrators and technical information specialists employed by the employer at the Stennis Space Center; excluding all other employees; guards, watchmen and supervisors.

- (d) Case No. 15-RC-7897 dated 2 March 1995 for Utility Service Control technicians employed by the Company at the Stennis Space Center, excluding all professional employees, guards and supervisors as defined by the Act.
- (e) Case No. 15-RC-3217 dated 7 March 1966 for janitors, matrons and refuse employees employed by the Company at the Stennis Space Center, excluding professional, technical, office clerical employees, guards and supervisors.
- (f) Case No. 15-RC-4714 and Case No. 15-RC-4713 dated 5 September 2001 for Visitors Relations Specialist I and Visitors Relations Specialist II employees employed by the Company at the Stennis Space Center, for cafeteria, fire department, operations, transportation, maintenance, warehouse, inventory and purchasing employees of the Company at the Stennis Space Center, excluding watchmen, guards, professional employees and supervisors as defined in the Act.
- (g) Case No. 15-RC-4714 and Case No. 15-RC-4713 dated 4 January 2003 for Tugboat Pilot employees employed by the Company at the Stennis Space Center, for cafeteria, fire department, operations, transportation, maintenance, warehouse, inventory and purchasing employees of the Company at the Stennis Space Center, excluding watchmen, guards, professional employees and supervisors as defined in the Act.
- (h) Case No. 15-RC-4714 and Case No. 15-RC-4713 dated 21 May 2002 for Remediation Waste System Operator employees employed by the Company at the Stennis Space Center, for cafeteria, fire department, operations, transportation, maintenance, warehouse, inventory and purchasing employees of the Company at the Stennis Space Center, excluding watchmen, guards, professional employees and supervisors as defined in the Act.

The Company and Union agree and understand that classification names have changed and recognition has been extended to other classifications since the issuance of the above-described certifications. The Company recognizes the Union as employees' sole and exclusive representative for the purposes of collective bargaining of the classifications listed in Exhibit A.

Section 2. Union Representation.

The Company will recognize and confer, where appropriate, with all accredited members of the Union, Stewards, and other Union Representatives in all matters relating to grievance, interpretations of the agreement, or in any other matters which affect, or may affect, the relationship between the Company and the Union.

The Company agrees to hold a quarterly labor management meeting to facilitate open communication between the Company and Union. These meetings will be scheduled annually during the months of March, June, September and December.

A written list of the Union Stewards will be furnished to the Company after their designation and the Union will notify the Company of any changes.

The Union Stewards will consist of a maximum of two (2).

The Company shall pay employees covered by this Agreement and representing the Union at their straight time rate for the time spent during the employee's normally scheduled work period in negotiating a Collective Bargaining Agreement, processing grievances, arbitration hearings and attending Company Union meetings.

Hours spent in preparing and for negotiating a Collective Bargaining Agreement will be agreed upon by the Union and the Company, limited to forty (40) hours per week.

Union Committeepersons, Stewards and Officers of the Union will be granted unpaid leave(s) to attend official union meetings and/or training. However, the Company reserves the right to withhold approval where it is determined that such leave(s) would unreasonably impact operations.

Section 3. Union Access to Company Premises.

Accredited representatives of the Union shall be permitted to enter on the premises of the Company at all reasonable times to the extent that government regulations permit. Upon being admitted, the Union representatives shall inform the Manager, Human Resources, or his designated representative, of the area or areas they wish to visit and then proceed to the area they wish to visit and contact the supervisor present in the area. It is understood that if it becomes necessary for the Union representatives to engage in any substantial discussion with an employee during his working time, then the Union representatives will secure permission for such discussion from the employee's supervisor.

The collection of dues and assessments and campaigning for Union office will be restricted to non-working hours, but in no event shall any Union representative engage in organizing or campaigning for political office on Company premises.

Section 4. Union Security.

For the convenience of the Union and employees who are members of the Union, the Company agrees to deduct regular weekly Union dues 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 Company, 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 fifteen (15) days after the last weekly deductions have been made each calendar month. The Company 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.

An employee changing the company for whom he is working shall submit a new authorization card.

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.

ARTICLE 4 EQUAL OPPORTUNITY

Section 1. Equal Opportunity.

The Company and the Union mutually agree to cooperate in establishing and/or maintaining, at the project covered by this Agreement, Equal Employment Opportunity, Affirmative Action Programs, the Americans with Disabilities Act (ADA) and Family and Medical Leave Act (FMLA) consistent with all Government statutory obligations applicable to employees and applicants for employment and thereby to provide, consistent with corporate policy, equal treatment with respect to rates of pay, benefits and other terms and conditions of employment and employment opportunity regardless of race, color, religion, sex, national origin, age, disability, or membership or non-membership in any labor organization. The Company shall also give due consideration to qualified Veterans.

When the Company needs additional employees, the Union will be given equal opportunity with all other sources to provide suitable applicants. The Company, however, shall not be required to hire those referred by the Union or any other sources.

ARTICLE 5 GRIEVANCE & ARBITRATION PROCEDURE

Section 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 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 Supervisor prior to his departure during working hours which permission shall be granted unless the Union Representative's departure at that time would create an extremely critical situation. If the Union representative must enter a work area other than his own in fulfillment of his duties, he shall notify the Supervisor in that area of his presence and purpose. The Supervisor shall allow the Union Representative to discuss the matters with the affected employee unless discussion at that time would create an extremely critical situation.

Upon the request of an employee or the Union Representative, the Supervisor 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 Supervisor. 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 Supervisor shall have three (3) working days in which to advise the employee, and the Union Representative of his

decision in connection with the grievance raised. 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 Company Department Manager or his designated representative within three (3) 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 Company Department 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 Company Department Manager or his designated representative shall answer in writing within three (3) working days. Should this fail to settle the grievance then:
- Step 3. The grievance shall be presented to the Company Manager, Human Resources or his designated representative within five (5) working days of the answer of the Company Department Manager or his designated representative or else the grievance shall be considered waived. A conference shall then be expeditiously arranged and held within ten (10) working days, which period may be extended by mutual agreement, between the Company Manager, Human Resources and a maximum of three (3) on-site representatives, not including the Business Representative(s), of the Union and the aggrieved employee. The Company Manager, Human Resources shall have five (5) 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.
- Step 4. Non-Binding Mediation. Any grievance that has not been settled pursuant to Step 3 above of this Agreement may, with the consent of both Parties, be referred to non-binding Mediation before the grievance is moved to Arbitration. The Mediator will be requested from the Federal Mediation and Conciliation Service (FMCS).

Section 2. 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, then either or both parties 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 arbitrator shall have no power to alter, change, or modify the terms of the Agreement.

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 alternated by the Union and the Company.

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 6 EMPLOYEE BENEFITS

Section 1. Types of Employees

All full time and part time and temporary employees.

Section 2. 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
Memorial Day
Columbus Day
Christmas Day

Martin Luther King Birthday
Independence Day
Veteran's Day

Presidents Day
Labor Day
Thanksgiving Day

Any additional holiday or special days authorized by the Congress or the President of the United States will only be granted to employees when approved in writing by the Contracting Officer.

To be eligible for holiday pay, an employee must be in pay status on the scheduled working day preceding and following the holiday.

Any holiday which falls on a Sunday shall be celebrated on the following scheduled day of work. Any holiday which falls on a Saturday shall be celebrated on the preceding scheduled day of work.

If a holiday falls within an employee's Paid Time Off or bereavement such holiday shall not be considered as part of the leave period and the Company shall give an additional day off.

Any employee called in and reporting to work on any of the above holidays, or days on which they are observed, shall perform the work for which he was called in, work related thereto, and any other emergency work which arises and shall be paid one and one-half (1.5) his regular straight time rate of pay for actual hours worked in addition to eight (8) hours holiday pay and will be guaranteed four hours' work or pay in lieu thereof.

Full-time, Modified Full-time, Temporary and Part-time employees will receive Holiday pay for the hours which they would normally be scheduled to work. (For example; if a Modified Full-time employee is normally scheduled to work four (4) hours on a Monday, then he would receive four hours of Holiday pay for a Holiday that is recognized on that Monday)

Section 3. Paid Time Off

All current Vacation, Sick Leave and Personal Time in an employee's account at the signing of this agreement will be added together and converted into one account called Personal Time Off (PTO).

Continuous service accumulated with prior SSC/TOC contractors will be counted in determining the amount of PTO for which an employee is eligible. In all other cases, service for PTO purposes will date from the employee's date of hire by the Company.

PTO Accrual rates will be as follows for all Regular Full-time employees:

Employees with less than five (5) years of service will accrue 3.08 hours per week

Employees with five (5) to ten (10) years of service will accrue 3.85 hours per week

Employees with Ten (10) or more years of service will accrue 4.62 hours per week

Accruals will begin from first week of service and employees can use immediately.

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.

Scheduling of 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. All PTO requests should be made in advance.

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.

Employees on an approved medical leave through Human Resources will be allowed to immediately use their banked legacy sick time in lieu of PTO. Employees will have the option to use PTO and/or Legacy Sick Leave in part or whole to supplement any disability income.

Any employee having accrued unused leave at the end of the government fiscal year shall have the privilege of carrying such unused leave forward into the following fiscal year. If unused leave is carried forward, a maximum of 800 hours will be permitted. Any hours above will be paid in the first full pay period in October.

All accrued PTO will be paid out upon termination/retirement.

All Regular Full-time and Modified Full-time employees are entitled to PTO. Modified Full-time employees will accrue pro-rated hours of PTO based on actual hours worked.

Pay for PTO shall be based on the hours scheduled for a normal work week of 40 hours at the straight hourly rate of the employee.

If an employee dies while on the payroll of the Company, payout of PTO shall follow the normal payroll procedures.

Employees shall be provided each pay period an accounting of their PTO accrual on their pay stub or other appropriate document.

PTO Sellback - Employees, who have a minimum of 120 hours of PTO accrued, may request to sell back to the Company PTO in the calendar year in increments of forty (40) hours. The request(s) may be submitted at any time during the calendar year as long as the employee maintains a minimum of 120 hours of PTO accrued. Amounts paid for PTO redemptions are subject to all applicable taxes and deductions, i.e., 401(k).

A bargaining unit employee (donor) may transfer PTO hours to another employee (donee) where the medical condition of the donee, or the medical condition of an immediate family member of the donee, requires the donee to be absent from work and will result in substantial loss of income to the donee because of unavailability of paid leave. In order to become entitled to transfer under this section, the donor and donee employees must qualify under company policy and follow applicable procedures.

The Company may discharge any employee who misuses this provision for leave.

Legacy sick leave is paid out only for qualifying absences and is paid out upon termination based on the following criteria:

- A. Employees who are employed by the Company on a Regular Full-time or Regular Part-time basis as of the signing of this Agreement who retire at the age of 62 years of age or older and provided they have at least one year of service with the Company, regardless of their eligibility for IAM National Pension Plan retirement benefits, or who retire at 55 years of age with 20 years of service or at any age with 30 years of service will be paid for unused legacy sick leave time when the employee leaves the Company.
- B. Should any employees who are employed by the Company on a Regular Full-time or Regular Part-time basis as of the signing of this Agreement who passed the age of 62 die while in the employment of the Company, their unused legacy sick leave time will be paid following normal payroll procedures.
- C. Employees who either are laid off and not offered an opportunity to return to work within one year or apply for, but do not receive, employment with a successor contractor to the Company at SSC, will be paid at their straight time rate for the Legacy sick leave time accrued, but unused, up to a maximum of sixty (60) days when the employee was laid off by the Company or when the successor contractor took over from the Company.

Section 4. On-the-Job Injury.

Employees injured on the job shall not be at a loss of pay on the day of an injury.

Employees injured on the job must be examined at the SSC Medical Clinic unless medical personnel determine transportation to a local hospital is required.

Employees injured on the job shall be subject to drug screening either after release from the SSC medical Center or as part of examination and treatment in the hospital.

Employees will be given reasonable time off to attend future scheduled medical appointments related to the injury.

Section 5. Leave of Absence.

Any employee, upon application in writing, may be granted a leave of absence without pay at the discretion of the Company. 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. Documentation substantiating the need for leave of absence may be required by the Company. Seniority 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 if for personal illness, disability or undue hardship the employee will upon application be returned to his former position providing that the position is available and the employee is able to perform the job. In the event the former position has since been abolished or the employee is unable to perform the job, the employee will be assigned to an equivalent position for which he is qualified in accordance with the seniority provisions of this Agreement. In all cases, the employee will receive the prevailing rate of pay for the job to which he is assigned.

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.

Employees taking a medical leave of absence will not be required to first use accrued PTO.

Section 6. Jury, Witness and Military Pay.

Jury and subpoenaed witness duty shall be considered a paid absence outside of that which is provided elsewhere in this agreement. The employee who serves on a jury or as a witness shall be paid their normal straight time wage rate to a maximum of forty (40) hours. Any difference in pay due to military leave will be paid for up to eighty (80) hours per calendar year. This payment is not applicable to weekend or monthly inactive drill dates. Full-time employees will be compensated for jury and subpoenaed witness duty and military duty based on their normal hours scheduled to work.

Employees on military leave shall continue to accrue seniority in the classification of which they held prior to military leave.

Section 7. Pension Plan.

For the duration of this Agreement, the Company agrees to make hourly contributions in the amounts listed below to the IAM National Pension Fund of the International Association of Machinists and Aerospace Workers for each employee covered by this collective bargaining agreement on the basis of eight (8) hours a day up to a maximum of forty (40) hours per week for each hour the employee is receiving his regular rate of pay.

Part time and On-call employees working 601 or more hours in a calendar year will receive pension contributions for hours worked in that calendar year where he received his regular rate of pay. However, when an On-call or Regular Part-time employee receives a bid award to a Regular Full-time or Modified Full-time position, the date of the bid award is the eligibility date for the commencement of benefits and leave accruals.

The Company agrees to continue to pay the normal salary (up to forty (40) hours per week) and benefit contributions when an employee is on excused short-term Union Business. It is understood that the Company will invoice the Union for these costs. Reimbursement will be made within thirty (30) days of invoice receipt.

Pension contributions will be as follows:

Effective June 9, 2014 - \$3.05

Payments to the program are due by the twentieth (20th) day of the month following the month in which they were accrued.

Section 8. Health and Welfare Benefits.

The Company will provide Medical, Dental and Vision coverage to the Bargaining Unit employees. The cost to the employee will be twenty (20%) percent of the prime Contractor's (GHG Corporation's) monthly premium cost for medical coverage elected by the employee.

The parties recognize that the current plan terms and benefits may change in the future and agree that such will be applied under this agreement and will be made apart thereof. The parties agree to meet to review annual renewal rates and possible changes.

If the cost share increases more than 10% at the time of renewal the Company agrees to meet with the Union to discuss options.

The Company will pay 50% of the total premium cost for dental coverage elected by the employee. All employees portion of the premium shall be figured on the prime Contractor premium cost.

The employee will pay 100% of the total premium cost for vision insurance elected by the employee. The cost to the employee shall not exceed the prime Contractor cost.

For an employee on a leave of absence without pay for personal illness, disability or undue hardship, the Company will continue to pay the Company portion of the medical insurance premium for a period up to twelve (12) months. Employees who do not participate in the plan will not receive monetary payments.

The Company agrees to maintain life/accidental death insurance in the amount of thirty thousand dollars (\$30,000), with an additional thirty thousand dollars (\$30,000) for accidental death, for the duration of this Agreement.

Section 9. Funeral Leave.

In the event of a death in the current immediate family – parents (including step-parents), grandchild, sister, brother (including half-sister and half-brother), spouse, child (including stepchild), mother or father-in-law, brother or sister-in-law, son or daughter-in-law and grandparents, and grandparents-in-law – any employee covered by this Agreement will be granted three (3) days of leave (twenty-four (24) hours). The Company will grant covered employees an additional day (8 hours) of funeral leave, for travel in excess of two hundred (200) miles one-way from the employee's home. It is further understood that employees may use their PTO to extend their absence in conjunction with funeral leave. Full-time employees will be compensated for funeral leave based on their normal hours scheduled to work.

Section 10. 401(k) Plan.

The Company agrees to make payroll deductions for the IAMAW 401(k) plan in accordance with the plan document provided to the Company by the IAMAW Pension Office.

Section 11. Critical Illness/Injury of Children.

An employee absence, regardless of pay status, necessitated by the critical illness or injury of the employee's child of any age shall not be held against the employee.

ARTICLE 7 DISCHARGE & DISCIPLINE

Section 1. 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. The employee may inform his Union Steward that he does not desire union representation, which request shall be honored.

Section 2. Representation.

In all cases of discharge, demotion or written discipline, the employee involved and the Union representative shall be notified in writing of the action taken and the reason at a

meeting among all involved. In addition, the Company shall provide a copy of the written notification to the Union's Recording Secretary.

Section 3. Disputes.

Should there be any dispute between the Company and the Union concerning the existence of just cause for discharge, demotion or discipline, such dispute shall be adjusted in accordance with the Grievance and Arbitration provisions of this Agreement. When an employee is suspended from work without pay, that absence will not negatively impact the employee.

Section 4. Letters of Discipline.

Letters of discipline (warning or suspension) will not be used in arbitration or any formal disciplinary action, nor will they prevent promotions, after a period of one (1) year from the date of issuance. No oral warnings that are six (6) months or older will be used in any formal disciplinary procedures. Suspensions will stay on file for two (2) years.

Section 5. Removal from Work.

Employees involved in violent or hostile circumstances may be removed from Stennis Space Center and sent home pending result of investigation.

ARTICLE 8 SAFETY & SANITATION

Section 1. Regulation.

The Company will comply with all applicable Federal and State safety and health laws to the extent it is permitted to do so by the provisions of its contract with the National Aeronautics and Space Administration.

Section 2. Equipment.

The Company will furnish uniforms and safety glasses for employees when such are required for the efficient and safe performance of the employees' duties.

Section 3. Inoculations.

Employees working in areas having unsanitary conditions will be furnished inoculations as good medical practices dictate.

Section 4. Buddy System.

The Buddy System will be required when employees are working in environments as follows:

- a. Inside vessels, lift stations, areas of leaking gas, high voltage (50 volts when energized, or above), high pressure gas (3500 lbs. or higher), chemical cleaning or cryogenic testing, or to work with hoist equipment, necessitating the presence or assistance of another individual under the existing safety regulations, there shall always be two or more employees assigned thereto; however, the "buddy system" will be utilized to comply with any regulatory or safety provisions as required.

- b. When work involves extensive troubleshooting and/or work on top of elevators there will always be two (2) qualified technicians assigned. Elevator work will require the "buddy system" for all work under or over the elevator or for proof testing. (See latest revision of SSC Project Article 11-20-008 "Buddy System".)

Section 5. Safety & Training.

Employees shall be reimbursed the renewal cost for Commercial Driver's License needed to perform his duties. It is understood that the employee is responsible for the initial payment for the renewal license and that the Company requires a receipt for payment.

A Union Steward, may participate in monthly safety meetings and training sessions. The Steward may report any condition he believes to be unsafe to the Safety Department for investigation and response. It is also understood that all employees should participate to the maximum extent possible in safety programs and report any unsafe condition which they believe exists for investigation.

The Company and the Union are deeply committed to support safety in the workplace for all workers and will, therefore, partner to achieve and maintain the OSHA Voluntary Protection Program.

A joint Management Labor Safety Committee will be formed consisting of three (3) management representatives and three (3) labor representatives. The labor representatives will be appointed by the Union President. Either party to the VPP partnership may elect to opt out of the partnership for good cause by providing a ninety (90) day written notice to the other party stating the basis for its withdrawal. During the 90-day notice period, the parties will endeavor in good faith to provide for the continuation of the VPP.

Section 6. Safety Shoes.

The Company will issue safety shoes to employees who are required to wear them in accordance with OSHA, ANSI.

The Company will pay for quality safety shoes when required in accordance with the above. The Company will pay up to \$150 for a quality safety shoe.

Employees who are designated to wear safety shoes must wear them each day of work. If for any reason they do not have them in their possession on a workday, they will be required to wear safety protective shoe caps consistent with OSHA standards.

Shoes will normally be replaced by the Company every twelve (12) months from the date of issue to the employee. Employees who damage shoes through neglect or lose possession of them will be required to purchase new ones at their expense through payroll deduction within a period of ten (10) days after loss.

Employees must contact the Safety Department to initiate the replacement. Prior to obtaining the new shoes, safety protective shoe caps consistent with OSHA standards must be worn as a temporary measure.

ARTICLE 9 ASSIGNMENT OF WORK

Section 1. Work Assignments.

Company supervision will make all work assignments.

When an employee is assigned to perform work in a higher paying job classification and performs such work during any one working day, he shall receive the higher rate of pay for all hours worked in the higher paying classification, provided that the employee is assigned and is actually performing the primary duties of the higher paying position. When an employee is temporarily assigned to a lower classification, he shall receive his regular rate of pay. Where practical, assignments to lower classifications will be rotated.

The primary duties and responsibilities of a Lead shall be the leading and directing of employees as assigned. However, Leads will not make job assignments.

Exempt/non-represented employees will not be called to work to perform those functions presently certified under the Collective Bargaining Agreement. Notwithstanding the above, an exempt/non-represented employee may be required to inspect and determine the nature of a problem.

If it is determined to be other than incidental and a non-emergency situation, an attempt will be made to contact and call in to work appropriate employees covered by the Collective Bargaining Agreement.

In two shift operations, personnel will be allowed to select the shift of their choice by seniority. However, the Company reserves the right to assign individuals to a given shift in order to assure proper balance of experienced personnel.

Whenever practicable, but excluding subcontracting decisions made by the Company when placing subcontracts with minority, small or disadvantaged businesses, the Company will, when work covered by the Collective Bargaining Agreement is identified for subcontracting, discuss subcontracting plans with the Union. When requested by the Company, the Union may submit a proposal and the Company will review the Union proposal, without commitment on the Company's part, prior to the selection of a subcontractor.

ARTICLE 10 WAGES & CLASSIFICATIONS

Section 1. Wage Rates.

The applicable wage rates and effective dates for the respective classifications are shown in the attached Exhibit A.

Section 2. Pay Practices.

Payment of wages shall be bi-weekly and, at the option of each employee's payroll employer, shall be made by electronic funds transfer with electronic advice (notification) of deposit, or direct distribution of paycheck to the employee.

Section 3. Shopleader/Leads.

1. A Shopleader will be a working employee who will, at the direction of his supervisor, assist the supervisor in the performance of his duties and/or act as a working Shopleader. He must be able to provide initiative and competent leadership. He will be responsible for the continuity of work and quality and quantity of work produced by his assigned group. He must be able to properly prepare and process all forms required in conjunction with the group and work assigned.
2. Seniority shall not be controlling in regard to promotion to Shopleader. Selection of individual employees for promotion to Shopleader shall be based upon qualifications, merit and capability; however, seniority will be a factor to be considered by the Company.
3. A Shopleader who is selected from a lower classification will continue to accrue his seniority, in that lower classification. In the event of a layoff, the most junior employee in the job classification affected will be laid off. For example, a certified welder selected to be a Shopleader of the weld shop would continue to accrue his seniority in the certified welder classification. However, if a layoff for certified welders occurs, the most junior employee in that classification would be selected for layoff, and not the Shopleader.
4. Shopleaders can bump back to any job that they have previously worked, in accordance with seniority provisions of this Agreement, provided they give the Company a two (2) week notice in writing.
5. Additional pay for Lead, Lead I and Shopleader will be as follows:
 - A Lead will receive 5% over their current classification straight time rate.
 - A Lead I will receive 7% over their current classification straight time rate.
 - A Shopleader will receive 10% over their current classification straight time rate.

Leads, Lead 1's and Shopleaders who are above the Maximum of their lead pay listed above at the signing of this agreement will be Grandfathered at their current

rate of pay until the Maximum is greater than their hourly wage. These employees will receive a onetime payment in lieu of the percentage wage increase in accordance with the wage increases in Exhibit A. Said payment will be equal to the percentage increase of that contract year based on the following formula (current hourly wage X pay status hours for contract year x wage percentage increase).

6. The Company may establish a Lead or Lead I position in certain shops to assist Shopleaders as operations dictate. In such instances, the Lead or Lead I will not perform all the duties of Shopleader in any one work-day schedule. It is understood that every shop will not require these position(s), and the intent is to provide Shopleaders in large shops with qualified assistants.

ARTICLE 11 HOURS OF WORK & OVERTIME

Section 1. Applicability.

All Regular Full-time and Part-time and Temporary Employees.

- a. A work day is defined as a 24-hour consecutive period commencing at 0001 and ending at midnight.
- b. A pay week is defined as a 7-day consecutive period commencing at 0001 Saturday and ending at 2400 (midnight) Friday.
- c. The normal work week schedule will be Monday through Friday 40 hours per week with a regular workweek defined as 40 hours per week Saturday through Friday. The normal work week and shift schedules for departments, shops or other organizational units shall be decided as required by operational requirements determined by management. But nothing herein shall prohibit management from establishing the normal work week as required by operational requirements. Where operating requirements permit, the Company will provide affected employees two (2) working days' notice of a change. Normal routine shifts cannot be staggered within a work group for the purpose of preventing overtime.
- d. Employees whose normal work shift begins between the hours of 12:00 Noon and 3:30 a.m. will be considered on a night shift. Such employees will receive a shift pay differential of \$1.00 per hour, in addition to their regular earnings for all work performed on such shifts (included in straight time rate for overtime computation).
- e. One and one-half (1.5) the regular straight time rate will be paid for hours worked in excess of eight (8) hours in a day, except for employees who are subject to reduced daily schedules due to inclement weather and make up time within the same work week, Regular Part-time employees and On-call employees. One and one-half (1.5) the regular straight time rate will be paid for hours worked on a holiday.

One and one-half (1.5) times the straight-time rate of pay, plus applicable differentials, shall be paid for all time worked on an employee's first day of rest.

Two (2) times the straight-time rate of pay, plus applicable differentials, shall be paid for all time worked on an employee's second day of rest.

- f. For the purpose of determining whether or not an employee is entitled to overtime pay for having worked more than eight (8) hours in a day all hours in a pay status will be counted.
- g. Two (2) times the straight time rate will be paid for hours worked in excess of twelve (12) hours in a day or in a continuous required work period. If an employee is called back to work during the day of his normal work period, the hours worked thereafter shall be added to the hours worked during his normal work period for the basis of determining overtime payment. When under this computation, an employee goes into a double the straight time rate pay status, he shall remain in a double the straight time rate pay status until released by the company. For the purpose of computing overtime pay, a shift cutting across two calendar days shall be treated as worked on the day on which the shift begins. If, on the second calendar day, the employee is released by the Company and reports to work for his regular shift, the first eight (8) hours will be paid at straight time. When it becomes necessary for employees covered by this Agreement to work overtime, they shall not be laid off during regular working hours to equalize the time except where the employee has worked for twenty-four (24) hours or more in a two (2) day period. He may be sent home for rest without pay at the Company's discretion to report back at his next regularly scheduled work period provided the employee has had a minimum of eight (8) hours off for rest. When an employee has worked twenty-four (24) or more hours in a two (2) day period and has not had a minimum of eight (8) hours off for rest between the second and third day, all hours worked on the third day will be paid at two (2) times the straight time rate.
- h. Employees are required to work overtime when assigned. The Company will inventory and attempt to equalize the opportunity for overtime within each classification by crew, by department, by bargaining unit. Records of overtime worked by employees shall be made available each week to Union representatives. Employees from one job classification will not be called upon to work overtime in another classification unless all employees within such other classification request relief from overtime work. Employees who request relief from overtime will be charged the equivalent pay hours of overtime worked. Temporary employees will not be scheduled for any overtime work until the regular employees in that job classification have been offered the overtime.
- j. Overtime or premium rates shall not be pyramided on any workday.

- k. For the purpose of computing the overtime pay for holidays, a shift cutting across two calendar days shall be treated as worked on the day on which the shift begins.
- l. In the event the employee reports for work at the start of his scheduled shift, he shall receive at least four (4) hours of work or pay in lieu thereof unless he was previously notified not to report.
- m. In the event the employee is called back to work after he has completed his scheduled hours and after leaving the site for the day, he shall be guaranteed at least four (4) hours of work at the designated overtime rate. For the purpose of computing overtime pay, a shift cutting across two calendar days shall be treated as worked on the day on which the shift begins. If, on the second calendar day, the employee is released by the Company and reports to work for his regular shift, the first eight (8) hours will be paid at straight time. In the event the employee is called in to report to work less than four (4) hours before his scheduled hours, he shall be guaranteed at least four (4) hours pay at the designated overtime rate. These four (4) hours are guaranteed to be paid in addition to and not inclusive of the regularly scheduled work hours.
- n. In the event the employee is called to work on an unscheduled workday (Saturday or Sunday) he shall be guaranteed at least four (4) hours of pay at an overtime rate of one and one-half (1.5) times for Saturday and two (2) times for Sunday.
- o. Employees who began work on an overtime assignment on their first day of rest will be paid at the overtime rate (i.e., one and one-half (1.5) times the regular straight time rate) for all continuous hours worked up to twelve (12), even though the period of continuous service continues into second day of rest.
- p. Employees who began work on an overtime assignment on their second day of rest will be paid at the overtime rate (i.e., two (2) times the straight time rate) for all continuous hours worked even though the period of continuous service continues into another day.
- q. Further to the above, if an employee normally works the day shift he will not be paid shift differential for overtime hours; however, if any employee normally works the evening shift he will be paid the appropriate shift differential compounded for overtime purposes.
- r. Any employee who is called in to work shall receive a minimum of four (4) hours call-in pay.

Section 2. Off-site Assignments.

Employees shall receive straight time rates for all hours spent traveling, but not working.

Employees who are assigned work while away from the Stennis Space Center will be paid in accordance with the provisions of this Agreement for such hours worked.

Prior to any off-site assignment, the Company and the Union shall meet and confer regarding any special payment provisions for the assignment.

ARTICLE 12 GENERAL

Section 1. 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 2. Emergency Work Stoppages.

Emergency work stoppages not under the Company's control such as weather disasters, riots, and other national disasters, wherein employees are directed not to report to work are considered a normal work day, and personnel shall be allowed their regular salary (not to exceed eight (8) hours in a day) will only be granted when approved in writing by the Contracting Officer. However, each employee who is called in by the Company to perform emergency duties during their regular hours of work shall be paid one and one-half times (1.5) his regular straight time rate of pay for actual hours worked in addition to their regular rate of pay. Emergency Rideout Team members (including EMCS Operators) who are designated to work when SSC is closed and required to remain on site until release by the NASA/SSC Incident Command shall be paid two and one-half (2.5) hours pay for all hours worked and all daily administrative hours paid to non-essential personnel during base closure.

No charges to PTO or other leave will be made by the Company for such emergency work stoppages.

It is understood that under such conditions some confusion may exist in the selection of employees who agree to perform emergency work. The selection of employees will be on a rotating voluntary basis according to classification seniority.

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).

Section 3. Maintenance of Privileges.

Any and all privileges enjoyed by the employees will not be denied to them because of the signing of this Agreement, unless the parties, through collective bargaining mutually agree to change or specifically waive any of these privileges.

Privileges as used herein means advantages or special benefits (i.e., lunches, parties, banking privileges) heretofore granted to employees and subject to reasonable rules and regulations promulgated by the Company or the customer. Privileges do not refer to wages, hours and working conditions negotiated by the parties and made a part of this Agreement.

Section 4. Tool and Work Area Clean Up Period.

Adequate time will be allowed before the end of the shift to clean up work areas, put away tools used during the shift as directed by the Company, and for time-keeping recording.

Section 5. Flexible Work Schedule.

A Flexible Work Schedule will be administered in accordance with a mutually agreed upon policy. Both parties agree to review this policy semi-annually. Changes will be made only by mutual agreement of the parties.

Section 6. 4 Day/10 Hour Workweek.

1. One and one-half (1.5) the regular straight time rate will be paid for hours on Saturday, and scheduled day off also hours in pay status over 10 and below 12. Two (2) times the straight-time rate of pay shall be paid for hours worked on Sunday, also all hours in pay status over 12.
2. Employees who are laid off for lack of work will receive 80 working hours' notice or 80 working hours pay, at straight time rate, in lieu of notice.
3. Employees who resign their employment with the Company must provide 80 working hours' notice.
4. PTO accrual rates will not change. However, absences for PTO, or military, jury duty and funeral leave would be charged at the 10 hour per day rate when taken on work days.

5. The Company will make the appropriate contributions per hour to the IAM Pension Plan up to a maximum of forty (40) hours per week for each hour the employee is receiving his regular rate of pay.
6. On weeks with a regularly scheduled holiday, management of each unit will provide coverage for the remaining regular workdays in that week. Providing work schedules permit, employees shall be allowed to flex or take PTO leave during holiday weeks to get 40 hours provided management determines it is feasible. Management requires the entire unit to revert to an 8-hour/5-day workweek. On weeks preceding and succeeding a holiday week, the unit will work a 4 day/10 hour workweek period.
7. The normal work week schedule will be Monday through Friday 40 hours per week with a regular workweek defined as 40 hours per week Saturday through Friday. The normal work week and shift schedules for departments, shops or other organizational units shall be decided as required by operational requirements determined by management. But nothing herein shall prohibit management from establishing the normal work week as required by operational requirements. Where operating requirements permit, the Company will provide affected employees two working days' notice of a change.
8. At the employee's request, the employee will be allowed to work a 4 day/10 hour work week schedule. All efforts to allow the employee to work 4 day/10 hour work week will be made. Employees will be notified of any discontinuation of a 4 day/10 hour work week upon mutual agreement between the Company and the Union.
9. Mutually agreed upon pilot programs will be implemented in areas that have not previously worked a 4 day/10 hour work week schedule.

Section 7. Job Descriptions.

Job descriptions, including revised and amended job descriptions, shall be provided to the Union. These job descriptions will be stamped Company proprietary and shall be treated as such by the Union. The Union shall retain custody and control of them in a secure manner.

Company changes to the job descriptions will be given to the Union at least thirty (30) days prior to the job being posted with the new requirements.

The Company and Union will mutually agree to update job descriptions within six (6) months of the signing of this agreement.

Section 8. Use of Forklift Trucks.

Heavy equipment operators will be assigned to lift items weighing up to 8,000 pounds or greater. All other personnel will normally be restricted to movement of 6,000 pounds or less, but in no event more than 8,000 pounds.

If an employee has a need for a forklift truck to perform his regular duties at a location other than inside the 2204/2205 industrial complex, the employee may drive it to that location. However, no materials will be transported on the forklift to the job location except by storekeeper personnel and the property administrator, since heavy equipment operators will normally perform this function in accordance with the weight limitation referred to above.

All employees who are operators of forklifts must be certified in accordance with the TOC Certification Plan.

ARTICLE 13 SENIORITY - JOB VACANCIES & LAYOFFS

Section 1. Seniority/Breaks in Seniority.

1. Seniority for employees covered by this Agreement after its execution shall be determined for purposes of promotion, layoff, and callback, according to the Company SSC Seniority List in effect at the time. A copy of the current Company SSC Seniority List will be provided to each employee covered by the Collective Bargaining Agreement. 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 Company 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 in the appropriate classification according to the time that each became an employee covered by the Agreement. Effective 5 January 1979 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.

2. Seniority for the employees covered by this Agreement for purposes of promotion, layoff, and callback shall accrue for time actually worked with the Company and time on authorized leave under the terms of this Agreement. Seniority will be lost whenever the employee covered by this Agreement: (Ex. If an employee is on military duty they will continue to accrue seniority.)
 - 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 two (2) years.
 - d. Is notified within two years from date of layoff that he may return but fails to respond within five (5) working days after receipt of offer and arrange a mutually satisfactory date for re-employment.
 - e. Accepts a position outside the bargaining agreement and exceeds thirty (30) calendar days.
3. The seniority list will be revised periodically and provided to the Union representative once a year for a period of forty-five (45) days, during which period of time it shall be the obligation of each employee and the Union to notify the Company in writing of any errors on said list. The list shall be available for inspection by any employee or Union Representative at reasonable times. It is the Union's duty to resolve any dispute between employees covered by this Agreement as to their respective seniority and to advise the company of the resolution thereof. Failure to notify the Company Manager, Human Resources, or his designee, of any errors within the above-mentioned 45-day period shall foreclose any changes to the dates shown on the list.
4. For purposes of this Agreement, there will be three (3) seniority dates: Union Seniority, Classification Seniority and Site Service Seniority.

Union Seniority - represents the total amount of time (adjusted if required) employees have been in a job now covered under the Collective Bargaining Agreement. Union seniority will be used for bidding and bumping purposes only.

Classification Seniority - is the time accrued under each classification in which an employee has worked. Classification seniority will be used to determine the most junior employee in an affected classification in a layoff or as defined in exhibit B.

Site Service Seniority - is the length of continuous time an employee has worked at the Government facility performing the kind of work performed by the Company and its predecessors.

Site Service Seniority shall apply for purposes of PTO eligibility. However, for those employees with an adjusted company service date greater than their Site Service, the adjusted Company service date shall apply for purposes of PTO eligibility. The seniority described above is that seniority indicated for each employee in the current SSC seniority list.

5. Layoff date is the date on which an employee was laid off from the Company. The layoff date shall be maintained on the seniority list for the length of callback rights.

Section 2. Job Vacancies.

1. Notices of job openings in the bargaining unit covered herein will be posted on the Union bulletin board for a period of five (5) working days during which time the job shall not be filled. All employees covered by this agreement regardless of employer will be eligible to bid on openings. Employees on leave may bid by phone or by proxy for any openings posted during their leave time.
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. 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. The Human Resources Department will provide a listing of represented employees who bid on the job openings.
3. When an employee is promoted or refuses promotion, the employee shall not be eligible to file another bid request for six (6) months. Prior to being selected for promotion, an employee may withdraw a promotional request at any time.
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 there is no qualified bidder.
5. Employees selected for promotion shall be released to the available higher-rated classification and transferred to the new department within ten (10) working days following selection for promotion.
6.
 - a. Seniority shall be the determining factors in filling job vacancies.
 - b. In the event of a posted job opening the bidding employee with the most classification seniority in the union as defined in Exhibit B shall be awarded the position. In the Warehouse and Clerical job classifications, seniority within those job classifications, not union seniority, shall be the measurement.
 - c. Qualified shall be defined as any person holding the minimum requirements as defined by the job description for the position.
7. If the Company determines within a period of thirty (30) working days that an employee selected to fill a job vacancy is not performing the job satisfactorily, the employee will be returned to his previous job without loss of seniority. If the employee's previous job has been abolished and there is no other job available for which the employee is qualified and eligible, then the employee shall be put on layoff. If employee returns to their previous held job, the job will not have to be re-

- bid. In this event, the second senior qualified bidding employee will be granted the job.
- a. If the employee determines to return to their previously held job position within 30 working days the Company shall grant the request. If employee returns to their previously held job, the job will not have to be re-bid. In this event, the second senior qualified bidding employee will be granted the job.
8. Employees who bid on a position vacated by an incumbent being placed on a Medical Leave of Absence (MLOA) will be placed into the position on a permanent basis unless the incumbent employee returns from the MLOA. Bid Bulletins will indicate positions vacated by employees placed on a MLOA. Employees displaced by another employee returning from a MLOA may exercise their seniority to bump into another job in accordance with other provisions of this Article.
 9. When a lateral vacancy occurs within a job classification senior employees within the classification shall be given the choice to transfer. Employees desiring to make a lateral transfer within their classification shall inform their supervisor and Company Human Resources Manager.
 10. Newly hired employees from sources external to the SSC/TOC contract will be considered as probationary employees for sixty (60) working days and shall be subject to discipline including discharge at the complete discretion of the Company. New employees shall be evaluated bi-weekly with a union representative and shall only be discharged for just cause.
 11. Temporary employees will not accrue seniority. If the temporary employee is required beyond the initial sixty (60) days or the date of the agreed upon extension period, whichever is later, the job will be posted for bid.
 12. The Company will notify the Union of any new hires.
 13. A weekly union/insurance orientation session for newly hired employees will be held on Tuesday after the employees complete their paperwork in the Human Resources Department and prior to their reporting to work. The Human Resources Office will advise the Union on Friday of each week whether there will be any new employees hired on the following Monday.
 14. If on any given date when there are multiple openings in a posted job classification, classification seniority for those awarded such positions will be established as follows:
 - a. A Regular Full-time employee who bids into that classification on that date will be placed first in seniority order.
 - b. A Regular Modified Full-time employee placed in that classification on that date will be placed second in seniority order.

- c. A Regular Part-time employee placed into that classification on that date will be placed third in seniority order.
 - d. A Temporary employee placed into that classification on that date will be placed fourth in seniority order.
 - e. A newly hired employee placed into that classification on that date will be placed fifth in seniority order.
15. When filling vacancies, On-call employees will be considered prior to considering sources external to the SSC/TOC contract

Section 3. Layoffs and Recalls.

- 1. A layoff is a termination of employment of indefinite length. Any Regular Full-time employee who is laid off for lack of work will receive ten (10) working days' notice or ten (10) working days pay in lieu of notice.
- 2. In the event of a layoff, the employee with the least classification seniority in the job classification affected shall be laid off.
- 3. An employee subject to layoff may exercise his union seniority, to bump into any classification provided he has previously held that job classification or performed like work in a now defunct classification, and provided he has the union seniority, and qualifications and capabilities to perform in that classification.
- 4. Employees on layoff from a classification (onsite/offsite) will be recalled within two years if an opening exists in the classification from which they were laid off. This recall will be done without posting the job and will be processed according to the individual's seniority within the job classification. Notification of offsite recalls will be made by certified mail to the employee at his last known address and a failure of said employee to respond within five (5) working days of the time of mailing that he will report to work, will constitute a waiver of his rights in regard to that recall, and to all future recalls unless he explains his failure to respond and report for work to the satisfaction of the Company. If a temporary vacancy occurs, the employee can accept or decline the recall, and it will not interfere with the employee's recall rights.
- 5. If an employee who has been in a bargaining unit position for a period of one year is transferred to another position by the Company so as to be excluded from the coverage of this Agreement, such employee shall retain his seniority in the position from which he was transferred.
- 6. Employees who resign their employment with the Company must provide ten (10) working days' notice.

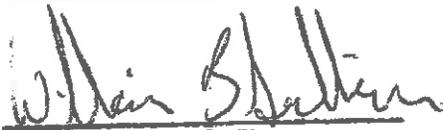
Section 4. Recall of Regular Employees to Temporary Positions.

When Personnel Requisitions are received for temporary positions (positions that do not exceed 60 days), employees who have been laid off from regular positions are contacted prior to filling the requisition with outside candidates. The recall letter sent to the employee should specifically state that it is temporary – not to exceed 60 days – and their recall rights will be maintained if they decline because it is a temporary position. When the temporary assignment ends, the employee is terminated without a ten (10) day layoff letter issued.

The two year recall right for regular employees on layoff who accept recall to temporary positions (positions that do not exceed 60 days) will begin all over again at the end of the temporary assignment. Seniority will not be accrued while on temporary recall.

In WITNESS WHEREOF, this instrument is executed as of this 9th day of June 2014.

FOR THE UNION:



William "Benji" Sullivan
Directing Business Representative IAMAW
Local Lodge 2249



Wayne Hodga
Negotiating Committeeperson
Local Lodge 2249



Kurt James
Negotiating Committeeperson
Local Lodge 2249

FOR THE COMPANY:



John Denny
President
GHG Corporation



Susan Sprouse
Human Resources Administrator
GHG Corporation

EXHIBIT A
Wages

CLASSIFICATION	6/14/2014	6/13/2015	6/11/2016
Component Technician	26.09	26.81	27.48
Component Technician, Certified*	27.09	27.81	28.48
Component Technician, Shop Lead	29.80	30.59	31.33
Machinist	26.45	27.18	27.86
Quality Assurance Technician	26.09	26.81	27.48
Quality Assurance Technician, Certified *	27.09	27.81	28.48

***Positions that include \$1.00 per hour premium for individuals Certified in all four areas of Component Shop.**

Annual Increase: 2014 – 3.0%, 2015 – 2.75%, 2016 – 2.50%

EXHIBIT B

Custom Choices Worksite Benefits Program

AGREEMENT BETWEEN

IAMAW LOCAL 2249

AND

GHG Corporation

Stennis Space Center / Test Operations Center Contract

THEIR SUCCESSORS AND ASSIGNS (HEREINAFTER CALLED "COMPANY")

This agreement acknowledges that the Company has agreed to allow the IAMAW and its Local 2249, to offer the Custom Choices Worksite Benefits program of supplemental insurance benefits to their employees in the bargaining unit through their designated agent, Employee Benefit Systems, Inc. (EBS). Employees will be given an opportunity to spend up to fifteen minutes with an EBS Counselor at the worksite during normal working hours, once per year, not to exceed 15 minutes absence from work per employee. EBS shall schedule the employee meetings in consultation with Company managers to minimize operational disruption. Further, the Company will honor payroll deduction requests and make payments to the underwriting insurance companies for supplemental life, cancer, long-term and short term disability and critical illness insurance.

All policyholder service will be provided by the underwriter and Employee Benefit Systems, Inc. It is recognized that the Company is not endorsing this program and that participants will pay 100% of the cost through payroll deduction.