

COORDINATED ECONOMIC PROPOSALS

PARTICULAR DEMAND	ADDITION OR IMPROVEMENT																
<p><u>(1) Pension Plan</u> Part B, Article I, Section 3 Pg. 15-16</p>	<ul style="list-style-type: none"> • Increase to \$110.00 per month per year of Corporate service (past and future) and retroactive to January 1, 2014 with no reduction for early retirement. • Increase H-CAP contributions to \$600.00 per quarter. • After 55 years of age & 10 years of service or 30 years of service you will be eligible to draw early retiree pension without the deferred pension penalty but will be subject to the 85pt rule. • Remove forty (40) year cap. • Increase bridged retirement amount to \$35.00 retroactive to January 1, 2014 • Add Pop-Up language as in the current CBA in Fort Worth retroactive to January 1, 2014. • Same COLA Formula for current and future retirees as in the current Agreement for active employees retroactive to January 1, 2014. • Modify continuous service to credited service for 85 points. 																
<p>Part B, Article I, Section 3 Pg. 15-16</p>	<ul style="list-style-type: none"> • Modify the 401K to be allowed to follow the current maximum federal government allowances and increase employees matched contribution up to \$80.00 and increase company match to 50%. 																
<p>Part B, Article I, Section 3 Pg. 15-16</p>	<ul style="list-style-type: none"> • Basic Benefit Plan – Increase to \$75.00 a quarter. For employees hired after 3/1/05 the basic benefit increased to \$125.00 per quarter. 																
<p><u>(2) Job Security</u> Part B, Article I, Section 14 Pg. 24-25</p>	<ul style="list-style-type: none"> • No bargaining unit employee will be laid off, surplus, reassigned or reclassified as a result of subcontracting, out-sourcing or in-sourcing. 																
<p><u>(2) Employee Privileges</u> Part B, Article VI, Section 2 Pg. 99- 103</p>	<ul style="list-style-type: none"> • Sick leave – increased to 5 hours per month (60) hours per year. 																
<p>Part B, Article VI, Section 3 Pg. 104-106</p>	<ul style="list-style-type: none"> • Martin Luther King, Jr. Day a voluntary unpaid holiday at employee’s discretion with no discrepancy/infraction. • (1) The Company recognizes the following holiday schedule during the period of this Agreement <p style="text-align: center;">:</p> <p style="text-align: center;">2014</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tbody> <tr> <td>Memorial Day</td> <td>Monday</td> <td>May</td> <td>26</td> </tr> <tr> <td>Independence Day</td> <td>Friday</td> <td>July</td> <td>04</td> </tr> <tr> <td>Labor Day</td> <td>Monday</td> <td>Sept</td> <td>01</td> </tr> <tr> <td>Thanksgiving</td> <td>Thursday</td> <td>Nov</td> <td>27</td> </tr> </tbody> </table>	Memorial Day	Monday	May	26	Independence Day	Friday	July	04	Labor Day	Monday	Sept	01	Thanksgiving	Thursday	Nov	27
Memorial Day	Monday	May	26														
Independence Day	Friday	July	04														
Labor Day	Monday	Sept	01														
Thanksgiving	Thursday	Nov	27														

COORDINATED ECONOMIC PROPOSALS

		Friday	Nov	28
	Christmas Holiday	Wednesday	Dec	24
		Thursday	Dec	25
		Friday	Dec	26
		Monday	Dec	29
		Tuesday	Dec	30
		Wednesday	Dec	31
	Total Holiday Hours	88		
	2015			
	New Year's	Thursday	Jan	01
	MLK Day			
	Memorial Day	Monday	May	25
	Independence Day	Friday	July	03
	Labor Day	Monday	Sept	07
	Thanksgiving	Thursday	Nov	26
		Friday	Nov	27
	Christmas Holiday	Wednesday	Dec	23
		Thursday	Dec	24
		Friday	Dec	25
		Monday	Dec	28
		Tuesday	Dec	29
		Wednesday	Dec	30
		Thursday	Dec	31
	Total Holiday Hours	104		
	2016			
	New Year	Friday	Jan	01
	MLK Day			
	Memorial Day	Monday	May	30
	Independence Day	Monday	July	04
	Labor Day	Monday	Sept	05
	Thanksgiving	Thursday	Nov	24
		Friday	Nov	25
	Christmas Holiday	Friday	Dec	23
		Monday	Dec	26
		Tuesday	Dec	27
		Wednesday	Dec	28
		Thursday	Dec	29
		Friday	Dec	30
	Total Holiday Hours	96		
	2017			
	New Years	Monday	Jan	02
	Total Holiday Hours	8		
Part B, Article VI, Section 4 Pg. 106-108	<ul style="list-style-type: none"> • Bereavement Leave – 3 days paid for immediate family. Same definition for immediate family 			

COORDINATED ECONOMIC PROPOSALS

	(Parent/Spouse/SameSexPartner/Lockheed Registered Dependents).
<u>(4) Medical & Healthcare Coverage</u>	<ul style="list-style-type: none"> • Maintain current medical providers. Add Kaiser HMO. • Maintain current percentages for employees share of the medical premiums. • Maintain current calendar year deductibles & out of pocket maximums. In addition to Lockheed Martin healthy actions contributions the company will contribute to the employee's Health Fund \$600.00 for employee; \$1200 for employee+1; \$1800.00 for employee+2 or more, upon ratification and each year on January 1 for the duration of the agreement. • MERMP lifetime max increase to \$40,000; single \$380, family \$760 for all retirees, current and future. Maintain existing minimum retiree contribution. • Medicare supplement company contribution to be raised to \$380 and \$760 for all retirees current and future, Maintain existing minimum retiree contribution. • Short Term Disability- \$400.00 per week benefit up to 27 weeks unless provided by State SDI. • Dental Coverage – Basic Plan increase maximum to \$2,000.00 and Comprehensive Plan increase maximum \$2,500.00. • Hearing – Maximum coverage expenses per hearing aid per ear will be \$2000.00 annually. • Life and AD&D – Increase to \$50,000.00
	<ul style="list-style-type: none"> • Make Kaiser HMO available for all early retirees. • Early Retiree Medical Coverage – Increase company contribution to \$6500.00 annually for single coverage and \$13,000.00 for family coverage. • After declining or cancelling coverage, you will be able to enroll/re-enroll during an annual enrollment period. You will be able to enroll/re-enroll if a qualified status change or special enrollment rule applies – subject to all plan eligibility and enrollment requirements. To do so, you must contact the Lockheed Martin Employee Service Center.
Part B, Article VII, Section 1 Pg. 115	<ul style="list-style-type: none"> • ARP's schedule to increase to \$0.50 every three (3) months to max rate in 60 months. • Increase promotion rate of pay to \$.75 or to the minimum of the classification to which promoted

COORDINATED ECONOMIC PROPOSALS

	whichever is greater.
Part B, Article VII, Section 6 Pg. 124-125	<ul style="list-style-type: none"> • Shift Differential – Second shift \$1.00 per hour. Third shift \$.50 per hour.
Part B, Article VII, Section 12 Pg. 128-133	<p style="text-align: center;">FIELD DUTY</p> <ul style="list-style-type: none"> • Field Duty – Employees traveling on TDY receive an additional \$4.00 added to the hourly rate starting from the first day of travel.
<u>(5) General Wage Increases</u> Part B, Article VIII, Section 4 Pg. 146-149	<ul style="list-style-type: none"> • Effective 3/8/14, 5% GWI; Effective 3/7/15, 4% GWI; Effective 3/5/16, 4% GWI. • All GWI's are to be applied to the minimums and maximums of labor grades and in grade positions of all employees. • Increase the annual COLA supplements to \$1,100.00. • Increase Leads pay to \$1.50 per hour

COORDINATED ECONOMIC PROPOSALS

Article III, Section 3

Pg. 47

- Remove restrictions on union grievances.

PROPOSALS TO AMEND SUMMARY PLAN DESCRIPTIONS

Modify paragraph on page 16

After declining or cancelling coverage, you will be able to enroll/re-enroll during an annual enrollment period. You will be able to enroll/re-enroll if a qualified status change or special enrollment rule applies – subject to all plan eligibility and enrollment requirements. To do so, you must contact the Lockheed Martin Employee Service Center.

Supplement F- Letters of Procedure and Understanding

The Company and Union recognize that in order for Lockheed Martin to complete as a world class aircraft manufacturer, the Site must strategically leverage existing resources while eliminating inefficiencies which may exist in the current Site structure. Additionally, in order to sustain Site competitiveness and attract potential future investment opportunities for ensuring business viability and continuity, the parties are committed to joint collaboration in new business ventures.

In order to facilitate this joint collaboration, upon mutual agreement, the parties **may mutually** agree to enter into “position to win” discussions when a new business venture is identified by the Company. These discussions could include wage and benefit economic targets and operational modifications that would need to be achieved in order to submit a proposal for new business. The parties **may mutually** agree to open the collective bargaining agreement subject to a new program award for the purpose of integrating the new program work into the existing contractual provisions of the CBA, any modified operational agreements previously agreed to and to enact the agreed upon wage and benefit agreements achieved in the position to win discussions.