

COORDINATED ECONOMIC PROPOSALS

PARTICULAR DEMAND	ADDITION OR IMPROVEMENT																
<u>(1) Pension Plan</u>	<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 																
HSP 401(K)	<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 company match remains 50%. 																
Basic Benefit Plan	<ul style="list-style-type: none"> • Basic Benefit Plan – Increase \$75.00 a quarter. For employees hired after 3/1/05 the basic benefit increased to \$125.00 per quarter. 																
<u>(2) Job Security</u> Article I, Section 14	<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. 																
<u>(3) Employee Benefits</u> Article V Section 3	<ul style="list-style-type: none"> • Sick Leave – increased to 5 hours per month (60) hours per year. 																
Article V Section 4	<ul style="list-style-type: none"> • Martin Luther King, Jr. Day a voluntary unpaid holiday at employee’s discretion with no discrepancy/infraction. • The Company recognizes the following holiday schedule during the period of this Agreement <p style="margin-left: 20px;">:</p> <p style="margin-left: 20px;">2014</p> <table border="1" style="margin-left: 20px; border-collapse: collapse;"> <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
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Independence Day	Friday	July	04														
Labor Day	Monday	Sept	01														
Thanksgiving	Thursday	Nov	27														

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		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
	Memorial Day	Monday	May	25
	Independence Day	Friday	July	03
	Labor Day	Monday	Sept	07
	Thanksgiving	Thursday	Nov	26
		Friday	Nov	27
	Christmas Holiday	Thursday	Dec	24
		Friday	Dec	25
		Monday	Dec	28
		Tuesday	Dec	29
		Wednesday	Dec	30
		Thursday	Dec	31
	Total Holiday Hours	96		
	2016			
	New Year	Friday	Jan	01
	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 Year	Monday	Jan	02
	Total Holiday Hours	8		
Article V (New Section)	<ul style="list-style-type: none"> Bereavement Leave – 3 days paid for immediate family. Same definition for immediate family (Parent/Spouse/SameSexPartner/Lockheed Registered Dependents). 			

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<p><u>(4) Medical & Healthcare Coverage</u></p>	<ul style="list-style-type: none"> • Maintain current medical providers. Add Site specific HMO choices. • 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 supplements 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
<p>Retirement Benefits</p>	<ul style="list-style-type: none"> • 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 re-enroll during an annual enrollment period. You may be able to 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.
<p>Article VI Section 1</p>	<ul style="list-style-type: none"> • ARP's schedule to increase to \$0.50 every three (3) months to max rate in 60 months.
<p>Article VI Section 4</p>	<ul style="list-style-type: none"> • Shift Differential – Second shift \$1.00 per hour. Third shift \$.50 per hour.
<p><u>(5) General Wage Increases</u> Article VIII, Section 8</p>	<ul style="list-style-type: none"> • Effective 3/8/14, 5% GWI; Effective 3/7/15, 4% GWI; Effective 3/5/16, 4% GWI.

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Article VI Section 11	<ul style="list-style-type: none">• 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
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- Contract Termination 3/5/2017

PROPOSALS TO AMEND SUMMARY PLAN DESCRIPTIONS

Modify paragraph on page 16

After declining or cancelling coverage, you will be able to enroll during an annual enrollment period. You may be able to 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.

Local Economic Issues

- Part B, Section 3 Coded Letter B-10
- Uncoded letter #23
(Safety Shoe Cost Reimbursement - **\$200.00**)
- Article II Section 4. Health and Safety
(Safety glasses **\$225.00**)
- Article VI Section 10B- Field Duty Pay
Section 10D Personal Automobile