

## COORDINATED ECONOMIC PROPOSALS

PARTICULAR DEMAND	ADDITION OR IMPROVEMENT																																																																								
<b><u>(1) Pension Plan</u></b>	<ul style="list-style-type: none"> <li>• Increase to <b>\$105.00</b> per month <i>1st year</i>, <b>\$106.00</b> <i>2<sup>nd</sup> year</i>, <b>\$107.00</b> <i>3<sup>rd</sup> year</i>, <b>\$108.00</b> <i>4<sup>th</sup> year</i>, per year of Corporate service (past and future) and retroactive to January 1, 2014 with no reduction for early retirement.</li> <li>• Increase H-CAP contributions to <b>\$500.00</b> per quarter.</li> <li>• Increase bridged retirement amount to <b>\$33.00</b> retroactive to January 1, 2014.</li> <li>• Add Pop-Up language as in the current CBA in Fort Worth retroactive to January 1, 2014.</li> <li>• <b><i>Modify continuous service to credited service for 85 points.</i></b></li> </ul>																																																																								
HSP 401(K)	<ul style="list-style-type: none"> <li>• 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 <b>50%</b>.</li> </ul>																																																																								
Basic Benefit Plan	<ul style="list-style-type: none"> <li>• Basic Benefit Plan – Increase <b>\$75.00</b> a quarter. For employees hired after 3/1/05 the basic benefit increased to <b>\$125.00</b> per quarter.</li> </ul>																																																																								
Article V Section 4	<ul style="list-style-type: none"> <li>• The Company recognizes the following holiday schedule during the period of this Agreement</li> </ul> <p style="margin-left: 20px;">:</p> <p style="margin-left: 20px;"><b>2014</b></p> <table border="1" style="margin-left: 20px; width: 100%;"> <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> <tr><td></td><td>Friday</td><td>Nov</td><td>28</td></tr> <tr><td>Christmas Holiday</td><td>Wednesday</td><td>Dec</td><td>24</td></tr> <tr><td></td><td>Thursday</td><td>Dec</td><td>25</td></tr> <tr><td></td><td>Friday</td><td>Dec</td><td>26</td></tr> <tr><td></td><td>Monday</td><td>Dec</td><td>29</td></tr> <tr><td></td><td>Tuesday</td><td>Dec</td><td>30</td></tr> <tr><td></td><td>Wednesday</td><td>Dec</td><td>31</td></tr> </tbody> </table> <p style="margin-left: 20px;"><b>Total Holiday Hours                    88</b></p> <p style="margin-left: 20px;"><b>2015</b></p> <table border="1" style="margin-left: 20px; width: 100%;"> <tbody> <tr><td>New Year's</td><td>Thursday</td><td>Jan</td><td>01</td></tr> <tr><td>Memorial Day</td><td>Monday</td><td>May</td><td>25</td></tr> <tr><td>Independence Day</td><td><b>Friday</b></td><td>July</td><td><b>03</b></td></tr> <tr><td>Labor Day</td><td>Monday</td><td>Sept</td><td>07</td></tr> <tr><td>Thanksgiving</td><td>Thursday</td><td>Nov</td><td>26</td></tr> <tr><td></td><td>Friday</td><td>Nov</td><td>27</td></tr> <tr><td>Christmas Holiday</td><td>Thursday</td><td>Dec</td><td>24</td></tr> </tbody> </table>	Memorial Day	Monday	May	26	Independence Day	Friday	July	04	Labor Day	Monday	Sept	01	Thanksgiving	Thursday	Nov	27		Friday	Nov	28	Christmas Holiday	Wednesday	Dec	24		Thursday	Dec	25		Friday	Dec	26		Monday	Dec	29		Tuesday	Dec	30		Wednesday	Dec	31	New Year's	Thursday	Jan	01	Memorial Day	Monday	May	25	Independence Day	<b>Friday</b>	July	<b>03</b>	Labor Day	Monday	Sept	07	Thanksgiving	Thursday	Nov	26		Friday	Nov	27	Christmas Holiday	Thursday	Dec	24
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		Friday	Dec	25
		Monday	Dec	28
		Tuesday	Dec	29
		Wednesday	Dec	30
		Thursday	Dec	31
	<b>Total Holiday Hours</b>	<b>96</b>		
	<b>2016</b>			
	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
	<b>Total Holiday Hours</b>	<b>96</b>		
	<b>2017</b>			
	New Year	Monday	Jan	02
	Memorial Day	Monday	May	29
	Independence Day	Monday	July	03
	Independence Day	Tuesday	July	04
	Labor Day	Monday	Sept	04
	Thanksgiving Day	Thursday	Nov	23
	Day after Thanksgiving	Friday	Nov	24
	Christmas Holiday	Friday	Dec	22
	Christmas Holiday	Monday	Dec	25
	Christmas Holiday	Tuesday	Dec	26
	Christmas Holiday	Wednesday	Dec	27
	Christmas Holiday	Thursday	Dec	28
	Christmas Holiday	Friday	Dec	29
	<b>Total Holiday Hours</b>	<b>104</b>		
	<b>2018</b>			
	<i>New Years</i>	<i>Monday</i>	<i>Jan</i>	<i>01</i>
Article V (New Section)	<ul style="list-style-type: none"> <li>Bereavement Leave – 3 days <i>unpaid</i> for immediate family. Same definition for immediate family (Parent/Spouse/SameSexPartner/Lockheed Registered Dependents).</li> </ul>			
<b>(4) Medical &amp; Healthcare</b>	<ul style="list-style-type: none"> <li>Maintain current medical providers. Add Site specific</li> </ul>			

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<p><u>Coverage</u></p>	<p>HMO choices.</p> <ul style="list-style-type: none"> <li>• <i>Maintain current percentages for employees share of the medical premiums.</i></li> <li>• Maintain current calendar year deductibles &amp; out of pocket maximums. <b>In addition to Lockheed Martin healthy actions contributions the company will contribute to the employee's Health Fund \$500.00 for employee; \$1,000.00 for employee+1; \$1,500.00 for employee+2 or more upon ratification and each year on January 1 for the duration of the agreement.</b></li> <li>• MERMP lifetime max increase to <b>\$35,000</b>; single <b>\$360</b>, family <b>\$720</b> for all retirees, current and future. Maintain existing minimum retiree contribution.</li> <li>• Medicare supplements company contribution to be raised to <b>\$360</b> and <b>\$720</b> for all retirees current and future. Maintain existing minimum retiree contribution.</li> <li>• Short Term Disability - <b>\$375.00</b> per week benefit up to 27 weeks unless provided by State SDI.</li> <li>• Life and AD&amp;D – Increase to <b>\$40,000.00</b></li> </ul>
<p>Retirement Benefits</p>	<ul style="list-style-type: none"> <li>• Early Retiree Medical Coverage – Increase company contribution to <b>\$6100.00</b> annually for single coverage and <b>\$12,200.00</b> for family coverage.</li> <li>• 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.</li> </ul>
<p>Article VI Section 1</p>	<ul style="list-style-type: none"> <li>• ARP's schedule to increase to <b>\$0.50</b> every three (3) months to max rate.</li> </ul>
<p><b><u>(5) General Wage Increases</u></b> Article VIII, Section 8</p> <p>Article VI Section 11</p>	<ul style="list-style-type: none"> <li>• <i>Effective 3/8/14, 4% GWI; Effective 3/7/15, 4% GWI; Effective 3/5/16, 4% GWI; Effective 3/4/17. 5% GWI for all sites.</i></li> <li>• All GWI's are to be applied to the minimums and maximums of labor grades and in grade positions of all employees.</li> <li>• <i>Maintain current COLA formula for all current and future employees for duration of the contract at all sites.</i></li> <li>• Increase the annual COLA supplements to <b>\$1,000.00 for all current and future employees.</b></li> </ul>

## COORDINATED ECONOMIC PROPOSALS

- Contract Termination *3/4/2018*

### 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