

# **Lockheed Martin Aeronautics Company – Marietta**

**LAST, BEST AND FINAL PROPOSAL**

**TO CONCLUDE**

**2014 NEGOTIATIONS**

**SUBMITTED February 21, 2014**

**NON ECONOMIC PROPOSALS**

## **SECTION 1**

**Section 1 of The Company Non-Economic Proposals provides a summary description of Non-Economic Proposals for Conclusion.**

**Section 2 of The Company Non-Economic Proposals provides language as the Proposal would be incorporated into the respective Article, Section, Paragraph, Supplements and Letters of Agreement, and/or line(s) in the Agreement.**

**The provisions of both the Economic and Non-Economic Proposal as contained herein is contingent upon written confirmation of acceptance of the package in its entirety by 10:00 pm (EST) on Sunday, March 2, 2014.**

This is a complete package proposal for settlement of initial proposals by both Union and Company for non-economic modifications and amendments resulting from the 2014 Contract Negotiations. Except as set forth herein, it is proposed that all other non-economic provisions of Part A and B, Supplements and Letters of Agreement, of the Agreement currently in effect remain unchanged.

**PROPOSALS CONCERNING PART “A” ENTITLED, “PROVISIONS APPLICABLE TO THE ENTIRE MULTI-PLANT BARGAINING UNIT.”**

**PART A**

Section 3(A) – Period of Agreement and Procedure for Amending or Replacing Agreement  
Nature of Amendment:

Provide for a 48-month Agreement – March 3, 2014 through March 4, 2018.

**PROPOSALS CONCERNING PART “B” ENTITLED, “PROVISIONS APPLICABLE TO MARIETTA PLANT REPRESENTED EMPLOYEES ONLY” INCLUDING SUPPLEMENTS AND LETTERS OF AGREEMENT RELATED THERETO.**

**PART B**

**ARTICLE III – Grievance Procedure and Arbitration**

**Section 6 – Arbitration**

**Tentative Agreement 01/21/2014**

Nature of Amendment:

The parties are agreeable to modify paragraph 3 (p. 53) to provide for utilization of alternating Company and Union facilities upon mutual agreement when scheduling arbitrations.

**ARTICLE IV – Seniority**

**Section 1 – Basis of Seniority**

**Tentative Agreement 01/23/2014**

Nature of Amendment:

The parties are agreeable to amend the 1<sup>st</sup> and 2<sup>nd</sup> sentence of paragraph 2 (p.58 & 59) to provide for salaried employees returning to the bargaining unit to be placed on an open requisition first and subsequently in the previously held classification, seniority permitting.

**Section 2 – Establishment of Seniority Rights**

**Tentative Agreement 01/16/2014**

Nature of Amendment:

The parties are agreeable to modify section 2 (p. 61) to provide for 120 day probationary period for newly hired employees upon mutual agreement.

**ARTICLE IV – Seniority (cont’d)**

**Section 3 – Layoff**

**Tentative Agreement 02/19/2014**

Nature of Amendment:

The Company proposes to modify paragraph 3 (p. 65) to provide for employees hired or rehired on or after March 3, 2014 to be eligible for retreat to previously held jobs only.

**Section 3 – Layoff**

**Tentative Agreement 01/27/2014**

Nature of Amendment:

The parties are agreeable to modify paragraph 12 (p. 68) to allow for voluntary layoff in a department where a surplus occurs where all open requisitions in the same classification within the plant have been filled.

**Section 4 – Recall**

**Tentative Agreement 01/21/2014**

**Sub-Section A**

Nature of Amendment:

The parties are agreeable to add new paragraph following sub-section 10 (p. 76) to provide clarification regarding recall to labor grades 1 through 4.

**Section 9 – Promotion and Upgrading**

Nature of Amendments:

The parties are agreeable to modify Section 9 to enhance the promotion and upgrading process for ensuring stabilization among the various programs as follows:

- Within fifteen (15) working days from the date of submittal, the Union’s Classification Grievance Committee will, upon request by either party, meet and discuss proposed changes to the promotional criteria (p. 87). **Tentative Agreement 01/23/2014**
- On promotion to Lead consideration shall be given to qualified employees under the first full-time supervision where the opening exists and when employee qualifications are equal, the most senior will be promoted to Lead. **Tentative Agreement 01/16/2014**
- Provide that where an employee is bypassed for promotion due to employee notification oversight, the bypassed employee will be offered the promotion opportunity if the Company is notified within 10 days; the wrongfully promoted employee to be returned to his/her former classification and resume his/her place on the respective qualified list. If the Company is not notified within 10 days and it is determined that there was an oversight in notifying employee, the bypassed employee to be returned to the respective qualified list. **Tentative Agreement 01/21/2014**
- Provide that employee may file up to four (4) upgrade requests for higher rated classifications. Where employees are promoted during the probationary period, the probationary period will be extended an additional sixty (60) days from the time employee accepts promotion (p. 83) not to exceed a total probationary period of 180 days. **Tentative Agreement 01/23/2014**

## ARTICLE VI – Employee Privileges

### Section 1, paragraph A – Vacations

Tentative Agreement 01/21/2014

Nature of Amendment:

In response to union proposal, the Company is agreeable to modify Section 1, paragraph A as follows:

- Add a new paragraph 8 to provide for employees placed on Leave of Absence to fulfill active military duty requirements will continue to accrue their appropriate allotment of vacation as defined in the agreement during the leave period.

### Section 1, paragraph B (2) – Scheduling of Vacations

Tentative Agreement 02/12/2014

Nature of Amendment:

The parties are agreeable to modify paragraph 2 to provide for employees who experience an emergency during the weekend to request vacation no later than 14 hours in advance, which is subject to verification.

### Section 4 – Leaves Without Pay

Nature of Amendments:

The parties are agreeable to modify paragraph 3 (p. 107) and paragraph 6 (p. 108) to provide for the following:

- Leaves of absence to be granted employees in accord with provisions established under the Family Medical Leave Act, at minimum, in effect at time of ratification.  
Tentative Agreement 01/23/2014
- Union release in accord with negotiated provision provided the service(s) are in direct support of LL709 union operations. Two (2) members of the Legislative Committee shall be released without pay for not more than 3 days per week for a period not to exceed 10 weeks during the months of January thru March for the purpose of attending the Georgia Legislative Session.  
Tentative Agreement 02/12/2014
- The parties are agreeable to revise this section (p.107) to provide for a Leave of absence without pay, which may be granted to employees for a period not to exceed ten (10) working days during the year.  
Tentative Agreement 02/19/2014

### Section 8 – Educational Facilities

Tentative Agreement 01/21/2014

Nature of Amendment:

The parties are agreeable to revise this section (p. 113) to provide for tuition reimbursement alignment with Corporate Policy (currently CRX 0551) in effect at the time of current contract ratification.

## ARTICLE VII – Pay Provisions

### Section 9 – Pay Period

Tentative Agreement 01/16/2014

Nature of Amendment:

The parties are agreeable to modify this section (p.126) to provide for an additional option for employees to receive pay.

### Section 11 – Pay For Lead

Nature of Amendment:

The Company proposes to modify Section 11 to provide for Lead pay to be based upon the respective Lead's own classification without regard to Guaranteed Personal Rate (GPR) employee(s) in the respective group being led. For Non-GPR employees holding a Lead position as of March 2, 2014 and continuing to hold the Lead position shall continue to receive thirty-five (.35¢) cents above the maximum of the GPR rate provided a GPR employee is in the group being led for not less than a major portion of a given pay period.

### Section 12 – Field Duty

Tentative Agreement 01/16/2014

Nature of Amendment:

The parties are agreeable to modify paragraph 2(a) to align pay provisions to a 9/80 schedule when traveling Monday thru Thursday. Pay provisions regarding 9/80 Fridays and normal off days to remain as currently provided.

## SUPPLEMENT "F"

### LETTERS OF PROCEDURE AND UNDERSTANDING

#### Letter 9 – Rates of Pay for Employees promoted to a job previously held (p. 204).

Tentative Agreement 01/23/2014

The parties are agreeable to apply ingrade rate provisions to only those employees who have continuous seniority or recall rights since previously holding a higher classification. If rehired in a comparable classification at a Lockheed Martin Aeronautics Company (Clarksburg, Fort Worth, Johnstown, Meridian, Palmdale, Helendale and Rye Canyon) with a collective bargaining agreement in effect, their respective rehire rate to be established at an ingrade rate at least as high as the rate position held in the previous tenure.

#### Letter 10 – Applicability of Recognition Awards

Tentative Agreement 01/21/2014

The parties are agreeable to replace the existing Letter (p.206) with an enhanced recognition Letter to include monetary or non-monetary awards, as well as interval based award tied to the achievement of performance metrics.

**Letter 14 – Shift Transfer (p. 212)**

**Tentative Agreement 01/21/2014**

The parties are agreeable to establish a shift preference list for employees desiring to move to another shift to express their preference in advance thereby eliminating the requirement to poll employees when shift vacancies occur.

**Letter 56 – Fire Department Operations (p.275 – p.283)**

**Tentative Agreement 01/31/2014**

Nature of Amendments:

The parties are agreeable to modify Letter 56 to provide essentially the following operational changes:

- Modify shift reference to reflect “A”, “B”, and “C”
- Modify operations to provide for “duty time” and “stand-by time”
- Discontinue practice of providing additional compensation for activities/assignments performed during their respective assigned shift
- Adjust method of holiday pay to provide double time for the first 12 hours of the shift for hours worked. Discontinue practice of paying holiday pay for the first 12 hours employee works on a holiday shift.
- Holiday premium pay calculations to occur immediately following the holiday period and paid normally on Friday, but not later than the first full pay period subsequent to the holiday period.
- Modify letter to provide for Firefighters who are called to Jury service or satisfying weekend military obligations to be excused for hours as required. However, upon completion, Firefighters are expected to complete the remaining portion of their shift. In all cases, appropriate documentation of required attendance to be provided prior to being released.
- Modify letter to provide for Firefighters who take eight (8) or more hours of vacation or sick pay on a shift must work a minimum of four (4) hours duty time to be eligible for pay during standby time.
- With five (5) days advance notice, Firefighters will be allowed to take off negotiated holidays without an attendance infraction subject to manning requirements.
- Firefighters to report their absence to the on-duty assistant chief.
- Firefighters hired on or after March 1, 2005, to be placed in the non-GPR Labor Grade 13 rate structure.
- Provide for balancing of seniority among shifts for ensuring proper alignment of skills (i.e. – EMT, Confined Space, Haz. Mat., etc.).

The parties have established a MOU relative to Firefighter assignments during stand-by time.

**Letter 58 – Memorandum of Understanding regarding Maintenance Subcontracting**

Nature of Amendment:

**Tentative Agreement 02/12/2014**

The parties are agreeable to modify Letter 58 (p.285) to provide for a minimum staffing level of eighty-five (85) critical skill employees through the life of the agreement.

**New Letter – Field Duty**

**Tentative Agreement 01/21/2014**

The parties are agreeable to insert a new letter into Supplement “F” that reflects subjects of employee interest when considering field duty assignments such as trip conditions.

**New Letter – Acquisition of New Business**

The Company proposes a new letter to provide opportunity for the Union and Company to initiate discussions on collective bargaining implications that may result from the Company pursuing new work at the site.

**SUPPLEMENT “H”  
ATTENDANCE STANDARDS – HOURLY EMPLOYEES**

**I. Procedures - Section (B) – Attendance (p.291)      Tentative Agreement 01/21/2014**

Nature of Amendments:

The parties are agreeable to modify Supplement H as follows:

- Paragraph 5 to be modified to define consecutive days of absence to be only those absences in the same pay period.
- Paragraph 7 to add the phrase, “unless extenuating circumstances prevent such notice”, to the 1<sup>st</sup> sentence.
- Employees who do not have active disciplinary action on their record for attendance to be allowed to take 1 tardy per month, which must be one hour or less in duration.

**I. Section (C) – Attendance Related Discipline (p.295)      Tentative Agreement 01/21/2014**

Nature of Amendment:

The parties are agreeable to modify paragraphs 3 and 5 to provide further clarity around mitigation of discipline and definition of consecutive days of absence to be only those absences in the same pay period.

**Supplement I – Plant Wide Overtime Agreement**

**Distribution – Paragraph 2 (p. 303)**

**Tentative Agreement 01/31/2014**

Nature of Amendment:

The parties are in agreement that where employees are working overtime and additional unplanned overtime opportunities become available, affected employees who refuse the overtime opportunity shall not be charged. Issues arising as a result of this application are not subject to Article III.

## General Items

### **Memorandum of Understanding – Tobacco Free Workplace Tentative Agreement 01/21/2014**

Nature of Amendment:

The parties are agreeable to amend the 2008 memorandum of understanding to include a three (3) step discipline process, which will be implemented ninety (90) days subsequent to contract ratification.

The 1<sup>st</sup> offense will result in an Employee Performance Notice (EPN) plus 3-day suspension, as well as the requirement for the employee to enroll in the Quit For Life program within 10 days subsequent to returning from suspension. The 2<sup>nd</sup> offense will result in an EPN plus thirty (30) day suspension. The 3<sup>rd</sup> offense will result in termination of employment.

### **Agreement For Conclusion Insert – Employee Release on Overtime to attend monthly Union Meeting Tentative Agreement 01/21/2014**

Nature of Amendment:

The parties are agreeable that where employees are released from duty in response to a union request for attending a monthly union meeting held on Saturday, the union to provide validation of employee attendance during the following week.

### **Agreement For Conclusion Insert – Employee Certifications**

Nature of Amendment:

The Company provided clarity of expectations relative to employee certifications, which is that employees occupying a classification requiring a certification(s) are responsible for obtaining and maintaining the required certification(s) in order to remain in the classification.

### **Agreement For Conclusion Insert – Prior settlement and Letter of Understanding not binding**

Nature of Amendment:

The Company provided notice to union that the Company intends to defer to established contract language and current practice relative to the August 22, 1966 L.E. Price settlement (JAK 153) and July 7, 1992 Ken Nemecek letter of understanding.

### **Agreement For Conclusion Insert – Current and Future changes to Leaves of Absence Processes and notification to Union**

Nature of Amendment:

The Company and Union confirmed their joint understanding regarding changes to the Leave of Absence Processes for Represented Employees effective June 2, 2014. Additionally, future changes to Corporate Policies CRX-534, 535, 537 will henceforth apply to represented employees and the Company will notify the Union of future changes prior to implementation.



**Agreement For Conclusion Insert – Memorandum of Understanding (MOU) regarding open grievances at the conclusion of the 2014 Negotiations**

**Tentative Agreement 01/31/2014**

The parties are agreeable to establishing a process for addressing all open grievances with a file date prior to January 1, 2013. Where the parties are unable to identify a contractual violation based upon available facts, the parties agree to close the grievance(s) without further consideration. Where the parties are unable to resolve, the union may proceed directly to arbitration in accord with Article III. Grievances certified to arbitration as a result of this review that do not have an arbitration date scheduled by August 1, 2014 shall, upon mutual agreement, be considered closed.

**As agreed to between the parties on 01/14/2014, Articles, Sections and Paragraphs to be renumbered to reflect added or deleted provisions.**

# **Lockheed Martin Aeronautics Company – Marietta**

**LAST, BEST AND FINAL**

**TO CONCLUDE**

**2014 NEGOTIATIONS**

**SUBMITTED February 21, 2014**

## **NON ECONOMIC PROPOSALS**

### **SECTION 2**

**Section 1 of The Company Non-Economic Proposals provides a summary description of Non-Economic Proposals for Conclusion.**

**Section 2 of The Company Non-Economic Proposals provides language as the Proposal would be incorporated into the respective Article, Section, Paragraph, Supplements and Letters of Agreement, and/or line(s) in the Agreement.**

**The provisions of both the Economic and Non-Economic Proposal as contained herein is contingent upon written confirmation of acceptance of the package in its entirety by 10:00 pm (EST) on Sunday, March 2, 2014.**

This is a complete package proposal for settlement of initial proposals by both Union and Company for non-economic modifications and amendments resulting from the 2014 Contract Negotiations. Except as set forth herein, it is proposed that all other non-economic provisions of Part A and B, Supplements and Letters of Agreement, of the Agreement currently in effect remain unchanged.

**PROPOSALS CONCERNING PART “A” ENTITLED, “PROVISIONS APPLICABLE TO THE ENTIRE MULTI-PLANT BARGAINING UNIT.”**

**PART A**

**Section 3(A) – Period of Agreement and Procedure for Amending or Replacing Agreement**

(A) This Agreement shall remain in full force and effect from **March 3, 2014**, until and through **March 4, 2018** and thereafter from year to year unless either the IAM&AW or LM AERO - MARIETTA gives notice in writing to the other party to this Agreement during the period from December 31, **2017**, or during a like period in any subsequent year proposing modifications or amendments to this Agreement. Such notice shall specify the modifications or amendments desired. All of the parties to this Agreement agree to commence negotiations within fifteen (15) days after the giving of such notice and it is the intent of the parties to confine negotiations to such modifications or amendments as are specified in such notice. **However, the 15 day time period for commencing negotiations may be extended by mutual agreement.** In the event of a failure of the parties to reach an Agreement upon such modifications or amendments by **March 4, 2018**, or by the first Sunday in March of any subsequent yearly period for which this Agreement remains in full force and effect, either the IAM&AW or LM AERO - MARIETTA, at any time thereafter, may terminate this Agreement. **Observers or specialists (excluding IAM Grand Lodge representatives) may participate in the above referenced negotiations if mutually agreed upon by the parties.**

**PROPOSALS CONCERNING PART “B” ENTITLED, “PROVISIONS APPLICABLE TO MARIETTA PLANT REPRESENTED EMPLOYEES ONLY.” INCLUDING SUPPLEMENTS AND LETTERS OF AGREEMENT RELATED THERETO.**

**PART B**

**Article III – GRIEVANCE PROCEDURE AND ARBITRATION**

**Section 6 – Arbitration (p. 53)**

Upon receipt of acknowledgement by the arbitrator of his willingness to act, the parties shall, within five (5) working days, schedule the arbitration to be heard within the next thirty (30) calendar days **at the alternating facilities unless the parties waive by mutual agreement.** If the arbitrator cannot hear the case within such thirty (30) days, it shall be scheduled at the earliest date thereafter agreeable to the arbitrator, or, by the mutual agreement, the parties may agree to select a new arbitrator or request a new panel in accordance with the procedure and within the time limits specified above. Failure by the party seeking arbitration to proceed within any of the time limits herein set forth shall result in a waiver of the grievance.

## ARTICLE IV – Seniority

### Section 1-Basis of Seniority, paragraph 2 (p. 58/59)

A salaried employee possessing seniority in accordance with the above **will first be placed in their previously held hourly classification if and where an open requisition exists. Where no openings exists the** A salaried employee possessing seniority in accordance with the above may be placed in any previously held classification covered by this Agreement provided such salaried employee possesses greater seniority than the most senior, qualified employee on the recall list for such classification.

### Section 2 – Establishment of Seniority Rights (p. 61)

Ninety (90) calendar days after an employee starts to work, he shall acquire seniority rights, and his seniority shall be retroactive to his starting date. During the first ninety (90) calendar days of his employment, he shall be considered probationary, and his retention as an employee shall be entirely within the discretion of the Company. **This period may be extended by mutual agreement between the Company and Business Representative for a total period not to exceed one hundred twenty (120) calendar days after an employee starts to work.** On matters other than discharge or layoff, such employee shall be entitled to the same representation as other employees as set forth in Article I, Section 1.

If an employee is laid off during his probationary period and subsequently rehired any seniority accumulated during the twelve (12) months immediately preceding his rehire date shall be counted toward his probationary period. If such service is not continuous, the employee's seniority date shall be established as of a date ninety (90) calendar days **or one hundred twenty (120) calendar days** respectively prior to the completion of the probationary period.

### Section 3 - Layoffs, paragraph 3(b) pg. 65

(3) Such employee with six (6) years' or more seniority shall have functional line placement rights in accordance with Paragraph (5) (b).

(b) An employee with a seniority date after January 1, 1978 with one (1) year or more seniority scheduled for layoff shall be considered as qualified for functional line placement and shall be placed in a lateral or lower-rated classification in the same functional line of the job family as his current classification or in a lateral or lower-rated classification in the same functional line of the job family of a previously held classification provided he possesses greater seniority than the least senior employee in such lateral or lower-rated classification. Functional line placement consideration under this Sub-paragraph (5) (b) shall be limited to the agreed upon Functional Line Charts.

**Employees hired or rehired on or after March 2, 2014 shall be placed in a previously held lateral or lower-rated classification, seniority permitting.**

**Section 3 - Layoffs, paragraph (12), 2<sup>nd</sup> paragraph (p. 68)**

Provided, however, an employee in an occupation within a department having a surplus may request to receive a layoff provided such employee is more senior than a lower senior employee within the department scheduled for surplus from the occupation, and **all open requisitions in the same classification within the plant have been filled. Employee and** ~~provided~~ a written request for such layoff is **must be** received by the department manager at least five (5) full work days prior to the effective date of the surplus or the date the affected employee is notified of the surplus declaration, whichever is later.

**Section 4 – Recall, Sub-Section A, new additional paragraph following section 10**

**Employees recalled to a Labor Grade 1 through 4 classification under this provision are not eligible for subsequent recall within other Labor Grade 1 through 4 jobs.**

**Section 9 – Promotion and Upgrading, paragraph 1 addition (pg. 82)**

(1) On promotion to Lead consideration shall be given to qualified employees under the first full-time supervision where the opening exists **and when employee qualifications are equal, the most senior will be promoted to Lead.** Leads will be selected or removed within a department based on need and job-related criteria. Non-job-related considerations will not be used in lead selection or removal.

**Section 9 - Promotion and Upgrading, paragraph 3 addition (p. 83)**

(3) Each employee may file upgrade requests for promotion to as many as ~~five (5)~~ **four (4)** higher rated classifications, excluding trainee classifications. **Employees that accept a promotion during their initial probation period will have their probation extended an additional 60 days from the time employee accepts promotion. In no case should this probation period total more than 180 calendar days.**

**Section 9 – Promotion and Upgrading, paragraph (b) addition (pg. 85)**

(b) Thereafter, when an opening occurs, employees from the qualified list will be offered the promotional opportunity in seniority order, with employees from the department where the opening occurs being given an additional twelve (12) months credit in calculation of their seniority. Employee failure to respond to upgrade requests within three (3) working days following offer extension is considered a refusal. Employees who refuse a promotion opportunity will not be eligible to re-apply for the refused classification for a period of twelve (12) months from the date of refusal.

**In cases where it is determined that an employee was bypassed for promotion due to employee notification over site, the employee will be offered the promotion opportunity on a current basis provided the Company is made aware of the bypass within ten (10)**

**working days from the date of bypass. In the event the bypassed employee accepts the promotion opportunity, he/she shall displace the wrongfully promoted employee who will return to their former classification and resume their placement on the respective qualified list. Where the Company is not notified within ten (10) days of the bypass, the affected employee will be returned to the respective qualified list.**

All employees who have applied and been deemed qualified will be candidates for placement. If there are no qualified applicants or if the Committee(s) have failed to review candidates for concurrence, the Company will utilize available resources to fill the vacancy.

**Section 9 - Promotion and Upgrading, Paragraph d (p.87)**

- (d) **Within fifteen (15) working days from the date of submittal by the Company, the Union's Classification Grievance Committee and the Company upon request by either party, will meet to review, discuss and provide input into criteria for placement into existing jobs that are currently in place.**

**ARTICLE VI – Employee Privileges**

**Section 1, paragraph A – Vacations (New paragraph 8; page 98)**

**(8) Employees who are placed on a leave of absence to fulfill active military duty requirements will continue to accrue their appropriate allotment of vacation as defined herein on a monthly basis during the leave period provided the employee submits to the Company the associated Military paperwork prior to leave commencement.**

**Vacation accrued under this provision is not subject to payout during the leave period, but will be available for employee use upon return to the active payroll. Employees who terminate their employment while on leave of absence or who fail to return from leave within five working days of leave expiration in accord with Article IV, Section 8 will be paid their accrued vacation balance at the time of leave commencement. If the military leave is greater than thirty (30) days, Military Discharge paperwork is required before the employee is allowed to return to work.**

**This provision will become effective as soon as administratively practical as deemed by the Company following the effective date of the contract.**

**Section 1, paragraph B, sub-section 2 – Scheduling of vacations (page 99)**

**(2) An employee may request up to ten (10) vacation days each year which may be taken in half-day increments (excluding lunch). The request must be made for either the first or the last half of the shift. Vacation may also be taken in one (1) hour increments. Employee request for a full single day, half day or one (1) hour increment vacation must be made no later than the end of the requesting employee's regularly assigned shift on the work day preceding the vacation requested. Advance employee re-requests for vacations will not be**

unreasonably denied. (Excluding full single days, Fire Department personnel will be authorized a mini-mum of one (1) hour or a maximum of two (2) hours vacation at the beginning or end of their normal shift assignment provided the request is made no later than the end of the requesting em-ployee's regularly assigned shift on the work day preceding the request).

**In case of emergency and subject to validation to be provided by the respective employee, he/she may take a full single day, half-day or one (1) hour increment vacation provided the request is made no later than fourteen (14) hours prior to the start of the employee's next scheduled workday (this provision does not apply to scheduled overtime days).**

#### **Section 4 – Leaves Without Pay, paragraph 1 strikethrough and paragraph 3 modification (p. 107)**

Leaves of absence without pay may be granted employees for a period not to exceed ~~twenty (20)~~ **ten (10)** working days during the year. Such request shall not unreasonably be denied, however, if the request is not granted, the Department Manager shall give the employee written notice why the request is denied. In the event an employee protests the Department Head's refusal to grant such a leave of absence, the matter will be referred to supervision at the office manager level for final determination. For good and sufficient reason the Company may extend the period of the leave. The leave of absence shall not in any way jeopardize the employee's standing with the Company.

Upon employee request, leaves of absence will be granted ~~female employees because of pregnancy through the third month following delivery~~ **in accord with provisions established under the Family Medical Leave Act, at minimum, in effect at time of ratification.** ~~Such employee, who has acquired seniority as provided in Article IV, Section 2, may commence the leave of absence at the end of the third month of pregnancy.~~

#### **Section 4 – Leaves Without Pay, paragraph 6 modification (p. 108)**

The Union may request, and ~~subject to operational requirements~~ the Company will grant, leaves of absence of three (3) days or more without pay, and excused absences of less than three (3) days ~~of up to three (3) days annually~~ without pay to Union members ~~(excluding members of the Senior Negotiating and Classification Grievance Committees)~~ for Union business of Aeronautical Machinists Local Lodge 709 **provided the service(s) being rendered is in direct support of Union operations (Subject to Operational requirements, two members of the Union's Legislative Committee shall be released without pay for a period not to exceed ten (10) more than three (3) days annually per week for a period not to exceed ten (10) weeks during the months of January thru March for the purpose of attending the Georgia Legislative Session).** ~~On days where Legislative Members are not in a full session, the employee shall return to work. During this period of release, employee will be bypassed for overtime and charged with available hours). is not placed on an unpaid personal leave of absence during their respective period of appointment).~~ All such leaves and excused absences will be requested only in reasonable numbers and at reasonable times upon twenty-four (24) hours' written notice to the Company except when such notice is waived by mutual agreement. Upon request, the Union will provide verification for the reason for the Leave of Absence for Union Business.

## Section 8: Educational Facilities, (p.113)

An employee satisfactorily completing an outside training course which has been approved in writing by the Company prior to the employee's beginning such course **will be reimbursed in accord with Corporate Policy (CRX 0551) in effect at the time of current contract ratification.** ~~by the Company in an amount equal to one hundred percent (100%) of the approved tuition fee paid by the employee.~~

~~The Company will be responsive to employee requests for educational facilities and instructors in order to receive training to enhance the employee's opportunity for advancement. Such training to be on the employees own time and for jobs and in numbers of employees where it is reasonable to assume that there is or will be a foreseeable need for such job and for such number of employees.~~

~~Upon successful completion of training, employees will be given a Certificate of Completion and such training shall be a factor in selecting employees for promotion or upgrading to available openings in accordance with the provisions of Article IV, Section 9 of this Agreement~~

## Article VII – Pay Provisions

### Section 9 – Pay Period (p.126)

The pay period shall be from Saturday to and including the following Friday. ~~Paychecks~~ **Monies owed** to employees shall be issued either by direct deposit, ~~or~~ mail or **pay card** normally on Friday, but no later than seven (7) days after the end of the pay period and shall represent the earnings of the employees during that pay period.

### Section 11 – Pay for Lead (p.127)

The rate of pay for Lead shall be thirty-five cents (\$.35) above the maximum rate of the Lead's own classification **without regard to GPR rated employee(s) in the respective group being led. For Non-GPR employees holding a Lead position as of March 2, 2014 and continuing to hold the Lead position shall continue to receive thirty-five (\$.35) above the maximum of the GPR rate provided a GPR employee is in the group being led for not less than a major portion of a given pay period.**

### Section 12 – Field Duty (p. 128)

(2) While an employee assigned to such Field Duty is traveling to that Field Duty assignment or returning to his regular work station from such assignment, or is traveling between Field Duty stations, he shall be paid as follows:

(a) With respect to the day of departure and the day of arrival, if no work is performed on such day ~~he~~ **they** shall be paid ~~eight (8) hours~~ **nine (9) hours** pay at ~~his~~ **their** straight time rate for such day when such travel occurs on **Monday through Thursday for employees assigned to a 9/80 work schedule.** ~~any of the first five (5) days of his work week and,~~



~~w~~**When** such day of departure and/or arrival is on a **9/80 Friday or a normal off day**, ~~the sixth (6th) or seventh (7th) day of his work week, he~~ **they** shall be paid for the actual hours of travel time at **his their** overtime premium rate for such day but, in no event, shall this amount be less than four (4) hours or more than eight (8) hours at such overtime rate; or

## Supplement "F"

### Letters of Procedure And Understanding

#### Letter 9 – Letter regarding rehired employees (p.204)

A. The policy of the Company relative to establishment of rates of pay for employees promoted to a job previously held will be to have their rates of pay established on the following basis:

Upon promotion to a classification previously held wherein the employee has ~~either~~ continuous seniority or ~~broken seniority~~ **recall rights** since previously holding the higher classification, such employee will receive his current rate, **or** an ingrade rate consistent with the rate such employee held at the time he previously held such classification, whichever is greater.

D. Any former employee who at any time since 1950 accumulated two years' seniority and left employment with any plant of the Corporation since that date, whether through layoff or quitting, shall upon rehire without seniority:

1. Serve no waiting period for group insurance coverage.
2. Be eligible for savings plan participation immediately upon rehire.
3. If rehired in a comparable classification held in their previous tenure with the LM Aeronautics ~~Company~~ **Companies (Clarksburg, Fort Worth, Johnstown, Meridian, Palmdale, Helendale and Rye Canyon) with a collective bargaining agreement in effect**, have their rehire rate established at an ingrade rate at least as high as the rate position held in such classification during the previous tenure.

**Letter 10 – Rewards and Recognition (p.206)**

**10**

**January 14, 2014**

Mr Perry Gullledge, President  
International Association of Machinists and Aerospace Workers,  
A.F. of L.-C.I.O.  
Local Lodge 709  
1032 S. Marietta Parkway  
Marietta, GA. 30060

Dear Mr. Gullledge:

We acknowledge the value of giving special recognition awards for exceptional and/or significant improved performance to teams as well as individual employees where the Company, in its sole discretion, identifies an individual employee or group of employees who have made significant contribution(s) to the Company, a special recognition or spot award may be utilized for recognizing the employee(s) **in the form of a monetary or non-monetary award**. This contribution may be demonstrated in a single one-time event or over a period of sustained high performance and **may include an interval based award tied to the achievement of performance metrics as defined by management. The Company will inform the Union when team-based awards are granted.**

The issuance of Special Recognition or Spot Awards will be in accord with Aero Code policy AC-3697.

Sincerely,

Lockheed Martin Aeronautics Company

s/Ronny E. Sibley  
Senior Manager, Labor Relations

TW:res

**Letter 14 – Shift Transfers**  
**Paragraph B - 1 (p. 212)**

~~1. The Company shall first offer the available opening to those qualified employees within the same classification in the department in which the opening exists, in order of seniority.~~

**1. Each department will post a shift preference list for day, swing and graveyard shifts. When openings become available, employees will be offered in seniority order. If an employee refuses, the next senior employee on the list will be offered the open shift. Employee's names that are not on the list at the time of offering will not be considered for the open shift.**

**Letter 56 - Fire Department Operations (p. 275 - 283)**

56

March 1, 2008 (Revised 2014 Negotiations)

Mr. Jeff Goen, President  
Aeronautical Machinists Local Lodge 709  
International Association of Machinists and Aerospace Workers  
1032 South Marietta Parkway  
Marietta, Georgia 30060-2899

3) Schedule

A) There will be three shifts - ~~1, 2 and 3~~ **A, B and C** consisting of Twenty-four on/Forty-eight off work schedules. This work schedule will be a series of twenty-four hours on, followed by forty-eight hours off shifts. Firefighters will be given an unpaid —Kelly day on Saturday for all shifts.

B) Shifts will be for a continuous Twenty-four (24) hour period beginning at 6:00 am. ~~An odd shift differential of \$.20 per hour will be paid for all hours worked.~~

C) The Twenty-four hour shift will be composed of twelve hours of —Duty time and twelve hours of —~~Down time~~ **Standby time**. Firefighters will not be called to duty during ~~down~~ **Standby time** except for emergency response. During ~~down~~ **standby time**, Firefighters will have at least five continuous hours for sleep. Facilities will be made available for sleep area. Sleep periods will be arranged to insure that **appropriate manning levels on the flight line and other areas of the facility are maintained at all times.** ~~two Firefighters are available for Flight Line Patrol twenty-four hours a day, seven days a week. Flight Line Patrol will be assigned on a rotational basis.~~ **In the event of a Firefighter responding to an emergency during the 5 hour rest period, he/she will not receive additional compensation.**

4) Holidays

The holiday schedule included in Article VI, Section 3 of the Collective Bargaining Agreement will be used for Fire Department employees. Firefighters who work on scheduled Holidays will be paid an additional eight hours pay if they work. Firefighters who are scheduled off on Scheduled Holidays will be paid Holiday pay if they work the scheduled day preceding or following the Holiday.

5) Overtime Premiums and Distribution

B) Firefighters will ~~be paid~~ **receive** double time for the first twelve hours **of their shift for hours worked** they work on a shift that begins on a Holiday **provided he/she is physically at work for the entire shift.** Premium pay earning calculations to be determined immediately following the holiday period and paid normally on Friday, but no later than the 1<sup>st</sup> full payroll period subsequent to the holiday period.

C) Overtime requirements identified less than one (1) full shift in advance or due to re-placement of an absent Firefighter, will be offered in the following manner in order of lowest amount of charged hours on the overtime list first: available hours on shift ~~±~~ **A** and available hours on shift ~~±~~ **B** will be

offered to shift ~~1~~ **A** Firefighters. If there are not available employees that volunteer, Firefighters from the alternate shift will be offered overtime before Firefighters are drafted.

#### 6) Jury Duty and Short Term Military Leave

Firefighters called to Jury service **or satisfying weekend military obligations** will be excused for such hours as are required for that service including reasonable travel time ~~to and from the court~~. Firefighters will be expected to complete the remaining portions of their shifts. **In all cases, employees are required to provide the appropriate documentation of required attendance prior to being released.**

Full weeks of short term military service will be compensated at forty hours per week up to the annual limits specified in the Agreement. ~~In cases where the Fire fighter has weekend military obligations, he/she will not be required to complete the remainder of their shift~~

#### 7) Vacation, Sick & Injury Leave & Time Off

The vacation pay and time off provisions of the Agreement shall be applicable. A Firefighter who takes eight (8) or more hours of vacation pay or sick pay for any day off will be excused for the entire day and the unpaid hours will not be an attendance discrepancy. **However, employees who choose to work on days where this provision is exercised must work a minimum of four (4) hours duty time to be eligible for pay during standby time.**

**With five days advance notice**, Firefighters will be allowed to take off negotiated holidays without receiving an attendance irregularity subject to manning requirements and/or replacement availability.

Firefighters will receive an additional twelve (12) hours of sick and injury leave each year.

**Firefighters are not eligible to receive additional compensation for activities performed during their assigned shift.**

For purposes of administering Supplement —H, ATTENDANCE STANDARDS - HOURLY EMPLOYEES will be applied.

Absences must be reported in accordance with provisions established in Supplement H. However, Firefighters will report their absence **to the on-duty assistant chief** two (2) hours prior to the start of the first shift of absence unless extenuating circumstances prevent such notice.

When reporting absence, if an employee anticipates that the absence will be for three shifts or less, the day of contemplated return should be specified. Thereafter, it will not be necessary to report the absence unless the employee cannot return to work on the day specified. If the expected absence is for more than three (3) days, the employee must call to report the continuing absence each three (3) days. Any unreported absence without a reasonable explanation for failure to notify the Company will be an infraction of Supplement H and treated as a failure to follow instructions.

8) Staffing, Implementation and Term

A) Firefighters hired on or after March 1, 2005 will be placed in the non-GPR Labor Grade ~~11~~ **13** rate structure.

B) To staff the shifts and balance seniority **for ensuring proper alignment of skills (EMT, Confined Space, Haz Mat, etc.)**, the most senior Firefighter will be placed on shift **1 A**, the second most senior on shift **2 B**, the third most senior on shift **3 C**, the fourth most senior on shift **1 A** and so on until the shifts are filled.

**Letter 58 – Maintenance Subcontracting (p.285)**

58 March 1, 2008 (Revised 2014 Negotiations)

Mr. Jeff Goen, President  
Aeronautical Machinists Local Lodge 709  
International Association of Machinists and Aerospace Workers  
1032 South Marietta Parkway  
Marietta, Georgia 30060-2899

Dear Mr. Goen:

During the course of the negotiations you expressed a strong desire and interest to maintain the Maintenance personnel levels at the September 2003 level, as agreed in the Memorandum of Understanding regarding Maintenance Subcontracting.

We discussed the uncertainty of our major programs as they are currently going through the government budget process. You understand that a reduction in our current population because of lesser needs and program requirements would cause that agreed upon number to reduce in a near proportionate manner.

It is our intention to maintain ~~that agreed upon number of employees referred to in the Maintenance subcontracting Memorandum of Understanding,~~ **a minimum level of eighty-five (85) employees within those critical classifications (Carpenter/Painter, Mason and Plasterer/Concrete Finisher, Plumber Maintenance, Sheet Metal Worker –Maintenance, Maintenance Pipe Welder, Automated Machines Maintenance Mechanic, Welder-Maintenance, Industrial Electronics / Electrical Technician, Air Conditioning Mechanic and Lineman) to an adequate number of personnel for ensure adequate Program and Facility support** through the life of this collective bargaining agreement, ~~if the total Bargaining Unit is not reduced.~~ **In the event it becomes necessary to alter the minimum level of personnel assigned to critical classifications within the facilities organization due to Program closure and/or site footprint reduction, the parties will meet for the purpose of reaching mutual agreement relative to the appropriate level of staffing.**

Shan Cooper  
Vice President, Human Resources

**New Letter**

Mr Perry Gullledge, President  
International Association of Machinists and Aerospace Workers,  
A.F. of L.-C.I.O.  
Local Lodge 709  
1032 S. Marietta Parkway  
Marietta, GA. 30060

January 21, 2014

Dear Mr. Gullledge:

As part of the 2014 negotiations, the Company and Union discussed provisions associated with assigning employees to field duty activities as referenced in Article VIII of the current collective bargaining agreement. During these discussions the Company expressed its intent to inform employees of the respective trip conditions (i.e. – location and duration of assignment, work schedules, method of transportation, lodging, etc.) prior to departure. However, the parties also acknowledged that the circumstances associated with trip conditions are subject to change without notice. When changes occur, the Customer must remain the first priority of both the Company and Union. The Company representative will coordinate changes to the affected employee(s) as soon as the trip conditions become known. The Company also expressed its intent to continue the current practice of providing employee subsistence to include hotel accommodations in accord with established policies and/or negotiated provisions.

Nothing contained in this communication should be interpreted in a manner that would conflict with or diminish the responsibility of both the Company and Union to fully meet Customer requirements and expectations during the field duty assignment.

Sincerely,

Lockheed Martin Aeronautics Company

Ronny E. Sibley  
Senior Manager, Labor Relations

TW:res



**New Letter**

Mr. Perry Gulledge, President  
Aeronautical Machinists Local Lodge 709  
International Association of Machinists and Aerospace  
Workers  
1032 South Marietta Parkway  
Marietta, Georgia 30060-2899

January 13, 2014  
**Amended 02/14/2014**  
**Amended 02/18/2014**  
**Amended 02/19/2014**

Dear Mr. Gulledge:

The Company and Union recognize that in order for Lockheed Martin to compete as a world class aircraft manufacturer, the Site must strategically leverage existing resources while eliminating inefficiencies which may exist in the current ~~hourly~~ 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. **Provided the membership votes and ratifies any modified operational agreements previously discussed**, the parties 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, **and** any modified operational agreements previously agreed to ~~and in order~~ to enact the ~~agreed upon~~ wage and benefit agreements achieved in the position to win discussions.

Sincerely,

Lockheed Martin Aeronautics Company

s/Ronny E. Sibley  
Senior Manager, Labor Relations

**SUPPLEMENT "H"**  
**ATTENDANCE STANDARDS – HOURLY EMPLOYEES**

**Procedure, Section "B" – Attendance, Paragraph 5 (p.292)**

5. For so long as an employee does not currently have a disciplinary action on their record for unsatisfactory attendance, consecutive days of absence caused by the same illness **within the same pay period** will be considered as a single occurrence. Grouping of consecutive days of absence will not be allowed for employees who have current disciplinary action on their record for unsatisfactory attendance.

7. All absences must be reported, preferably in advance, but in any event within two hours of the start of the first shift of absence, to the designated absence report number, **unless extenuating circumstances prevent such notice**. When reporting absence, if an employee anticipates that the absence will be for three days or less, the day of contemplated return should be specified. Thereafter, it will not be necessary to report the absence unless the employee cannot return to work on the day specified. If the expected absence is for more than three (3) days, the employee must call to report the continuing absence each three (3) days. Any unreported absence without a reasonable explanation for failure to notify the Company will be an infraction of this Attendance policy and treated as a failure to follow instructions.

**Section "C" – Attendance Related Discipline, Paragraphs 3 & 5 (p.295 - 297)**

3. Disciplinary action for unsatisfactory attendance should be taken on a progression basis. It starts with a verbal warning and progresses to stronger measures if the problem continues to exist (based on the irregularities since the date of any prior discipline **was issued** for attendance). ~~Should the time span on the active payroll between the prior discipline and the current discipline exceed 12 months, the previous discipline will be repeated, and should the time span on the active payroll exceed 18 months, the discipline to be currently issued will revert to the step taken prior to the last previously administered discipline. However, in no instance shall the discipline currently being administered revert to less than the discipline normally administered for a first offense.~~ The attendance record should be reviewed with your ~~Human Resources~~ **Labor Relations** representative prior to issuing discipline for unsatisfactory attendance.

5. Attendance Related Discipline may be mitigated based on a serious demonstration of attendance improvement as follows:

a. If, after assessment of a disciplinary penalty, an employee maintains perfect attendance **and/or does not receive subsequent attendance related discipline** ~~for a period of six (6) months as defined below~~, while on the active payroll (do not count absences where the employee utilizes accrued vacation or sick leave, approved Family Medical Leave, Military Duty, Union Business, or Jury Duty), the penalty will be ~~cancelled insofar as issuance of subsequent disciplinary actions~~ **cancelled** (i.e., the disciplinary action remains on the record but is not considered in the event of subsequent unsatisfactory attendance). **as follows:**

- **6 months of perfect attendance = satisfactory attendance**
- **12 months without subsequent discipline = Penalty is repeated**
- **18 months without subsequent discipline = Penalty is reduced one step**
- **24 months without subsequent discipline = Attendance is considered satisfactory and attendance related discipline will be removed upon employee request.**

If the discipline that is cancelled is a Verbal Warning, the employee's attendance will then be considered satisfactory and therefore, consecutive days of absence caused by the same illness **within the same pay period** will be considered as a single occurrence. Additionally, if the discipline that is cancelled is a Verbal Warning, the employee's attendance will then be considered satisfactory and therefore, the employee will be allowed one (1) tardy per month which must be one hour or less in duration. This tardy will not be counted as a chargeable attendance irregularity for the purpose of disciplinary action. ~~No more than three (3) tardies shall be allowed in any six (6) month period.~~ Additional tardies will be considered attendance irregularities. However, in no instance shall the discipline currently being administered revert to less than the discipline normally administered for a first offense.

~~b. If, after assessment of a disciplinary penalty, an employee does not receive subsequent attendance related discipline for a period of twelve (12) months while on the active payroll the penalty will be reduced one step for purposes of assessing future attendance related discipline.~~

~~c. If, after assessment of a disciplinary penalty, an employee does not receive subsequent attendance related discipline for a period of twenty four (24) months while on the active payroll his/her attendance will be considered acceptable and all attendance related discipline will be removed upon employee request.~~

## Supplement I – Plant Wide Overtime Agreement

### Distribution – Paragraph 2

Page 303

Nature of Amendment:

2. If, during a Friday or Saturday shift, it is determined that overtime will have to be worked on the following day where none had been scheduled, the employees working overtime will be considered first before calling in other employees from the department.

**While working ~~scheduled~~ weekend overtime, any hours offered in excess of originally scheduled overtime hours will not be charged unless accepted. However, any issues arising as a result of this application are not subject to Article III of the current collective bargaining agreement.**

## GENERAL ITEMS

### Memorandum of Understanding Regarding Open grievances at the conclusion of 2014 Negotiations

The parties' acknowledge the importance of resolving employee grievances as early as possible in the grievance procedure for ensuring continued harmonious relations and to identify and address areas of employee concern. Additionally, the parties' recognize that the current number of open grievances make it virtually impossible to resolve all past and current issues in a timely fashion.

Therefore, in an effort to compliment the agreed upon dispute resolution process and resolve grievances that have remained dormant in the procedure for an extended period, the parties agree to the following:

- Within thirty (30) days following the 2014 contract ratification, the President of Local Lodge 709 **and/or designee**, ~~a representative of the IAM Grand Lodge~~, and the Senior Manager of Labor Relations agree to establish a sub-committee, which will consist of four (4) representatives of the Union, ~~two of which will be IAM Grand Lodge Representatives~~, and four (4) representatives of the Company.
- This sub-committee shall be responsible for establishing a meeting schedule conducive for reviewing and dispositioning all open grievances with a file date prior to ~~October~~ **January 1, 2013**.
- The goal of this sub-committee is to use their best effort to address and resolve all open grievances in order to obtain and maintain a dispute resolution process capable of addressing employee concerns on a current basis;
- Where the parties' are unable to identify a contractual violation based upon available facts, the parties agree to close the grievance(s) without further consideration. In cases where the parties are unable to reach mutual agreement, the Union may certify the case(s) directly to arbitration in accord with Article III of the current collective bargaining agreement;
- Grievances certified to arbitration as a result of this review that do not have an arbitration date scheduled by August 1, 2014 shall, **upon mutual agreement**, be considered closed;
- ~~The Union, within one hundred twenty (120) days following contract ratification to provide Shop Steward training with emphasis upon proper grievance handling (i.e. — contract administration / interpretation, contractual foundation for filing a grievance, minimum data required when filing, grievance timeliness, etc.);~~
- Should the grievance backlog exceed 300 at any time after September 1, 2014, the method provided herein shall be repeated until such time as the parties mutually agree that outstanding grievances are within a manageable state.

MEMORANDUM OF UNDERSTANDING  
REGARDING  
TOBACCO FREE WORKPLACE  
**(REVISED 2014 NEGOTIATIONS)**

1. This memorandum is entered into agreement between Lockheed Martin Aero – Marietta and IAM Local Lodge 709 as a result of the 2008 contract negotiations.
2. This memorandum is designed to improve the health and quality of life for employees, help contain medical cost escalation, and reduce absenteeism.
3. Employees will not be permitted at any time to smoke, chew, sell or otherwise use tobacco while on company owned or leased property.
4. Tobacco products include, but are not limited to, cigarettes, cigars, cigarillos, pipes, chewing tobacco, snuff, or any similar product.
5. Violations of this memorandum will be addressed in **the following manner**: ~~the same manner as other policy violations. A four step ~~a two step~~ progressive discipline process, up to and including termination, will be utilized.~~
  - **1<sup>st</sup> offense - Employee Performance Notice (EPN) plus 3-day suspension. Upon return to work the employee is required to enroll in the Company sponsored Quit For Life Program or subsequent Company sponsored Program and provide Labor Relations validation of enrollment within ten (10) working days.**
  - **2<sup>nd</sup> offense - EPN plus 30 day suspension**
  - **3<sup>rd</sup> offense - Termination**
6. Implementation of this memorandum will take effect ~~six (6) months~~ **ninety (90) days** subsequent to ratification of the ~~2008~~ **2014** collective bargaining agreement.
7. All tobacco cessation programs currently in place by Company shall be maintained for two (2) years from ratification of contract.

**Agreement For Conclusion Insert**

Mr. Perry Gulledge, President  
Aeronautical Machinists Local Lodge 709  
International Association of Machinists  
And Aerospace Workers  
1032 S. Marietta Parkway  
Marietta, Georgia 30060-2899

January 9, 2014

Dear Mr. Gulledge:

As part of the 2014 contract negotiations, the parties discussed the current Leave of Absence process changes to include employee leave reporting and associated requirements, leave administration that currently includes a third party known as Sedgwick. As part of these discussions, the Company reiterated its commitment to provide the union advance notice of changes to this process as they may occur.

Sincerely,

Lockheed Martin Aeronautics Company

s/Ronny E. Sibley  
Senior Manager, Labor Relations

**Employee attendance at Monthly Union Meetings**

As part of the 2014 contract negotiations, the Company and Union agreed that membership attendance at monthly union meetings contributes to maintaining an informed workforce especially in cases where the communications of common interests are concerned. In support of this activity, the Company has maintained a long practice of honoring union requests for employee release on Saturday's to attend monthly union meetings without regard to being an overtime day for the majority of those desiring to attend.

In an effort to maintain the integrity of this practice without significant disruption to Company Operations during weekend shifts, the Union agrees to provide the Company with a roster validating the attendance of those released on Saturday 's in response to a union request. This validation to be provided during the week ~~each Monday~~ immediately following a scheduled union meeting.



### **Employee Certifications**

As part of the 2014 contract negotiations, the Company and Union discussed the requirement for employees in certain job classifications to obtain and maintain various types of certifications to properly perform the requirements of their respective classification. While there are many jobs within the bargaining unit requiring certifications to perform tasks associated with their job assignment, one example of this requirement is Engine Run Certification, which is necessary to properly perform the job requirements of the Flight Line/Test Mechanic (415-3) and Flight Line/Test Electrician (417-3) respectively.

It is the Company's position that all employees occupying a classification requiring a certification(s) are responsible for obtaining and maintaining the required certification(s). Failure and/or refusal to obtain and maintain the respective certification(s) as directed by management will deem the affected employee ineligible to remain in the classification.

**Agreement For Conclusion Insert**

Mr. Perry Gullledge, President  
Aeronautical Machinists Local Lodge 709  
International Association of Machinists  
And Aerospace Workers  
1032 S. Marietta Parkway  
Marietta, Georgia 30060-2899

January 21, 2014

Dear Mr. Gullledge:

As part of the 2014 contract negotiations, the parties discussed the August 22, 1966 L. E. Price settlement (JAK 153), which established call in pay, and the July 7, 1992 Ken Nemecek letter of understanding to Ron Fortenberry , which addressed Fire Fighter assignments.

Because call in or “report time” pay has since been codified in the collective bargaining agreement, at the conclusion of these negotiations it is the Company’s intent to defer to the established contract language regarding call in pay as the controlling authority on this subject. Future claims will be addressed in accord with contractual provisions and not as prescribed in JAK 153.

With regards to the referenced Nemecek letter of understanding, the current collective bargaining agreement and long-term practice establishes the Company’s right to make assignments. As such, at the conclusion of these negotiations it is the Company’s intent to defer to the established contract language and current practice regarding Firefighter assignments.

Sincerely,

Lockheed Martin Aeronautics Company

s/Ronny E. Sibley  
Senior Manager, Labor Relations

KM:res

**LETTER OF UNDERSTANDING**  
**Changes to Leave of Absence Processes for Represented Employees**

This letter shall serve to confirm the understanding between the Company and the Union regarding changes to the Leave of Absence Processes for Represented Employees.

Effective June 2, 2014, consistent with Company policy:

1. Employees will report initial leave claims no later than the 8<sup>th</sup> calendar day of absence. The Family Medical Leave (FML) effective date will match STDL effective date, but be no earlier than 8 days prior to reporting.
2. Employees must report intermittent time, via IVR or live representative on the same day the absence occurs, in addition to reporting time off to their manager. Late reported absences will be denied as FML time unless there are extenuating circumstances.
3. If any new leaves are received with certification indicating 5 days or more per month, the LMLDC will contact the employee to advise that the provider will need to submit clarification.
4. If a Military leave is greater than 30 days, Military Discharge paperwork will be required before the employee is allowed to return to work.
5. Future changes to Corporate Policies CRX-534, 535, 537 will henceforth apply to represented employees and the Company will notify the Union of changes prior to implementation.

**Memorandum of Understanding**  
**Regarding**  
**Use of Fire Fighter Personnel during stand-by time**

This memorandum of understanding shall serve to confirm the understanding reached between the Company and Union regarding the use of Fire Fighter personnel during stand-by time.

The Company and Union agree that non-emergency assignments are not intended during stand-by time. However, there are essential functions that are unplanned yet must occur in order to maintain Operational schedules such as Engine and/or APU runs. It is understood that this activity is considered incidental and any occurrence(s) should be no more than necessary to satisfy Customer requirements and schedules. Where the union believes there are abuses to this understanding, the Company and Union Senior Negotiating Committees shall meet to discuss the matter.

**Tentative Agreement on all Classification Grievance Committee Items reached  
February 12, 2014**

**SUMMARY OF JOB CLASSIFICATION AND LABOR GRADE PROPOSALS**

**Supplements A and B**

1. The following note “\*Entry requires experience equivalent to the 430-3 . . .  
HYDRAULIC AND PLUMBING DEVELOPMENT MECHANIC and 429-3 . . .  
HYDRAULIC-PLUMBING-CONTROLS CHECKOUT MECHANIC to be added to  
Factory chart 1 for retreat or lateral rights to the classifications.
2. Add any job changes or new jobs that have occurred since the 2011 BUA to the 2014  
BUA, i.e.:  
    591-3 Tool Repairer LG 15  
    557-3 Facilities Safety Technician LG 5
3. That the 827-3, Tool Planner, L/G 18 (Office & Technical) gain retreat rights to 812-  
3 Manufacturing Resources Planner, L/G 17 (Office & Technical).
4. Change dates in Supplement F - Letters 44 and 45 to reflect the passage of time  
Attached is a draft of the revision to Supplement “F” - Letters 44 and 45 to reflect the  
passage of time.

**Eliminate all unpopulated jobs with no recalls. List of jobs and draft of Deletion of Job  
Classification Agreement provided.**

**Proposed Labor Grade Change**

875-3 Transportation Equipment Dispatcher, L/G 13, raised to L/G 14.

439-H Firefighter/Inspector (Non-GPR), L/G 11, raised to L/G 13.

536-3 Plant Stationary Engineer, L/G 17, raised to L/G 18.

559-3 Tube Bend Data Processor & Setup Mechanic, LG 17 raised to LG18

430-3 Hydraulic and Plumbing Development Mechanic LG 17 raised to LG18

**Proposed Job Description Revisions**

**827-3 Tool Planner LG 18**

Revise the job description of 827-3 Tool Planner LG 18 to more accurately reflect  
current duties.

### **549-3 Truck Crane Operator LG 14**

Revise the job description to include possible OSHA certifications that may become required in the future.

### **883-3 Communications Center Classified Document Assistant LG 9**

Revise the job description of 883-3 Communications Center Classified Document Assistant to more accurately reflect current duties.

### **415-4 Flight Line/Test Mechanic B LG 14**

Revise the job description of 415-4 Flight Line/Test Mechanic B to more accurately reflect current duties.

### **417-4 Flight Line/Test Electrician B LG 14**

Revise the job description of 417-4 Flight Line/Test Electrician B to more accurately reflect current duties.

### **506-4 Flight Line/Test Systems Tech & Electrician B LG 14**

Revise the job description of 506-4 Flight Line/Test Systems Tech & Electrician B to more accurately reflect current duties.

### **Proposed New Job**

#### **390-3 Special Technology Finisher/Coater-TDY LG 18**

In order to provide a more timely response to customer demand, establish a Special Technology Finisher/Coater classification for immediate response when travel is needed (domestic or international).

### **Proposed Job Combinations**

#### **450-3 Machinist General/Set Up LG 18**

#### **525-3 Machinist/Programmer LG 18**

Combine in order to create a classification capable of performing all necessary machinist activities through cross-training at Labor Grade 18.

**430-3 Hydraulic and Plumbing Development Mechanic LG 17**  
**559-3 Tube Bend Data Processor & Setup Mechanic LG 17**

Combine in order to create a classification capable of performing all necessary mechanic activities required within the same shop. **The combination will be increased to L/G 18.**

**606-3 Assembly Worker-Structures Senior LG 11**  
**432-3 Hydraulic Bench Assembler LG 11**

Combine in order to create a classification capable of performing all necessary assembly activities required.

**440-3 Jig and Fixture Builder A LG 18**  
**471-3 Plaster, Plastic and Template Toolmaker LG 18**  
**545-3 Tool and Die Maker A LG 18**

Combine in order to create a Tool Builder classification capable of performing the duties encompassed in these job descriptions in order to improve the utilization of personnel performing these duties at Labor Grade 18.

**Update all Promotional Criteria to reflect changes negotiated in the 2014 Agreement.**

Proposal Conditions:

The Company reserves the right to delete and/or modify any of its proposals, to make counter-proposals in any area in the Agreement opened by the Union and to make additions as counter-proposals to proposals of the Union.

The Company reserves the right to add to, delete, and or modify any of its job classification proposals including, but not limited to, the right to propose new (including combined) and/or revised job classifications, changes in existing job descriptions, deletion of job classifications, changes to existing functional lines and to functional lines related to new and/or combined jobs and to make counter-proposals (including additions) to proposals of the Union.

**LOCKHEED MARTIN AERONAUTICS COMPANY - MARIETTA**  
Marietta, Georgia

**FACTORY JOB DESCRIPTION**

**SPECIAL TECHNOLOGY FINISHER/COATER - TDY**

**Code: 390-3, LG: 18**

**Occupational Summary**

This occupation requires robotic and manual application of special technology coatings to produce aircraft, parts and assemblies with low-observable characteristics. **This occupation has a mandatory field service component, as required.**

**Work Performed**

Reads and interprets laboratory, engineering and manufacturing process specifications and plans sequence of operations for finish applications on low-observable aircraft, parts, assemblies and test articles. Determines methods, tools, operations and sequences necessary to apply, rework, or repair aircraft structural coatings and finishes requiring ingenuity in developing new procedures or in deviating from standard practices to meet special requirements. Sets up robotic coating application equipment by loading programs, initializing robots and positioning parts/assemblies to be finished. Operates robotic coating application systems, recognizing problems and initiating corrective action as required. Sets up and operates the Laser Projection System, utilizing existing programs, for the purpose of creating sub-assembly material kits and projecting mask lines on parts. Sets up and operates manual application equipment to apply both special technology and traditional coatings when so assigned. Performs preliminary process preparations such as removing/reinstalling panels and assemblies, cleaning, and hand or machine surface finishing when so assigned. Mixes coatings to specified proportions, verifying physical properties of mix such as viscosity and temperature as required. Working to exacting tolerances, applies coatings to specified thicknesses and surface texture. When so assigned, may fill gaps, blend steps and mask layouts in accordance with sketches, blueprints or verbal instructions.

Tests and measures coating thicknesses both in process and when fully cured. Hand or machine finishes coated surfaces and details artifacts such as tapered edges. Develops overlays and performs first run bonding operations. Uses geometry to cut raw-stock materials prior to bonding operations. Applies films and decals. Sets up and operates micro-processor controlled coating chambers monitoring humidity, temperature and pressure to ensure proper application of special technology coatings. Works closely with authorized liaison personnel, to suggest or develop repair and/or maintenance procedures to be performed during routine maintenance operations or in the field, to assure maintainability of design requirements when coatings or finishes become damaged or worn during the life of the aircraft. When so assigned, assists other personnel during radar cross section testing to identify and resolve low-observable problems. May perform rework where coatings must be moved/reapplied. Cleans equipment as required.

**Typical Materials, Tools and Equipment Used**

Materials Worked On - Composites, metals, etc.

Materials Worked With - Special technology coatings, tack films, decals, lacquers, enamels, urethanes, epoxies, putties, fillers, primers, surfacers, waxes, solvents, acids, sandscreen, rubbing compound, tape, tack cloth, etc.

Tools Used - Precision measuring instruments, laser projection system, templates, markers, scrapers, hand and power tools, brushes, stripping wheels, precision scales, digital thermometers, viscometers, and electronic thickness gauges, etc.

Equipment Used - Robotic coating application equipment, mixing equipment, spray equipment, power sanders, buffing wheels, microprocessor controlled coatings chambers, and a full array of safety equipment.

**Knowledge and Ability Required**

Ability to set up and operate robotic coating application equipment; to work with exceptional detail and to exacting tolerances as typically required on special technology vehicle exteriors. Requires a thorough knowledge of surface finishing, coating and applique techniques associated with low-observable technology. Ability to use all necessary equipment to obtain the desired results. Ability to work interactively with a wide variety of other personnel to produce products with low-observable characteristics. Knowledge of shop mathematics including decimals, fractions and geometry.



**Required to support for immediate field duty assignments (domestic and international), upon request. Must be certified in required coatings applications and associated platforms prior to departure.**

**Ability to obtain and maintain appropriate security clearances and certifications required to perform duties. TDY duration shall be compliant with Aerocode and as long as program requirements dictate while the individual is under this job classification.**

**Coordinated by: Labor Relations  
Effective: March 3, 2014**

**LOCKHEED MARTIN AERONAUTICS COMPANY - MARIETTA**

Marietta, Georgia

**FACTORY JOB DESCRIPTION**

**TRUCK CRANE OPERATOR**

**Code: 549-3, LG: 14**

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**Occupational Summary**

This occupation requires the operation of truck cranes to lift and move a wide variety of heavy cargoes, materials and articles, including aircraft.

**Work Performed**

Determines and selects proper rigging and boom and clutch adjustments according to weight and size of load, clearances, speeds, distances, and operations involved.

Performs such typical operations as operating truck crane to lift, move, and position all types of cargo, including such items as expensive machinery, major aircraft assemblies, tooling, airplanes, and crash airplanes. Checks and adjusts boom rigging. Adjusts clutch for proper friction according to load and adjusts governor if required. Checks and adjusts brake settings. Changes booms, hog rods and hoist line when necessary. Rigs loads to be moved. Signals truck crane driver to position equipment. Interchanges as crane operator or truck crane driver. Sets up and operates truck cranes having computerized controls.

Operates crane equipped with clam shell bucket.

Greases and oils crane, makes operating adjustments and is responsible that equipment is in good working condition at all times.

Performs satisfactorily, any function of the Tractor Crane Operator when so assigned.

**Typical Materials, Tools And Equipment Used:**

Materials worked with: A wide variety of heavy cargo such as raw materials, machinery, machine tools, tooling, aircraft assemblies and completed aircraft.

Tools used: Mechanics' hand tools, crowbars.

Equipment used: Standard and computer-assisted truck cranes, booms, out-riggers, clam shell bucket, standard and special slings, rigging, block and tackle.

**Knowledge And Ability Required**

To operate, make operating adjustments and rig truck crane and change booms. To manually push, pull or lift over 25 lbs. To use hand tools. To operate crane and/or drive truck crane within areas which restricts the maneuverability of the equipment.

To apply a complete knowledge of truck crane theory practices and procedure such as knowledge of levers, pulleys and cables. To be a good judge of weight, distance and speed. To select proper slings and cables and to properly rig loads to be moved. To follow instructions. To use arithmetic involving addition and subtraction. To know crane operating safety measures required to prevent injury to self and others.

**Ability to secure and maintain certifications required by OSHA to perform the above job duties.**

Wage Administration

March 2, 1999

Reviewed and reissued by Company with no change in job description

April 29, 2002

Reviewed and reissued by Company with change in Labor Grade

March 7, 2011; **March 3, 2014**

## Supplement F - Letters of Procedure and Understanding

### (44)

The Company shall provide training as required for employees who are placed in classifications combined between the 1989 and ~~2014~~ **2014** Company-Union Negotiations.

Each affected employee during their working hours shall be provided on the job and/or classroom training by seniority, by classification, by department, and by shift for required skills not possessed. No disciplinary action for inability to perform will be taken against an employee who has made a positive effort to be trained.

Each department shall publish the skills required for each combined classification used in the department and shall maintain a record noting the skills possessed by each employee in the department office based on the employee's record. Such records will be made available to the employee and/or the employee's Union representative upon request.

An employee will not be assigned to perform a duty in a combined classification unless the employee 1) should be able to perform the duty in question based on the employee's work history both at Lockheed and employment outside of Lockheed, 2) has been provided training for that duty, or 3) is currently being trained on the job duty not previously performed.

### (45)

This will confirm the agreement reached in the 1989, and reconfirmed in subsequent Negotiations that an employee who has contractually established recall rights or retreat rights to any previously-held classifications(s) which become part of a job combination during either of those Contract Negotiations shall retain such contractual rights to the newly combined job(s).

Additionally, rehired Lockheed-Martin Marietta Plant employees who earn recall and/or retreat rights to previously-held jobs in accordance with the provisions as set forth in part B, Article IV, Section 3 (A), Subparagraph (5)(c) may exercise such rights to previously-held jobs which become part of a job combination between the 1989 and ~~2014~~ **2014** Contract Negotiations.

Functional line placement rights into a job combination established between the 1989 and ~~2014~~ **2014** Contract Negotiations shall be in accordance with the most recent functional line charts as negotiated by the Company and the Union.

**LOCKHEED MARTIN AERONAUTICS COMPANY - MARIETTA**

Marietta, Georgia

**FACTORY JOB DESCRIPTION**

ELECTRONIC SYSTEMS TECHNICIAN-FLIGHT B

**Code: 506-4, LG: 14**

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**Occupational Summary**

This occupation provides a potential transition to the electronic systems Technician-Flight, code 506-3, for persons with a skill set including the necessary capabilities to perform the flight line duties after orientation and familiarization with the Marietta flight line. This occupation test, modifies, and makes the final operations checkout both before and after installation in aircraft, or entire prototype or new electronic or avionics systems, prior and subsequent to acceptance or test flight.

**Work Performed**

**Works with 506-3 Electronic Systems Technician-Flight.** Determines methods, operations and sequences, conducts the initial testing, and makes adjustments and calibrations under laboratory conditions, or entire prototype or new aircraft electronic and avionics systems and components, where test procedures and standards have not been completely established, and special test equipment must be developed; troubleshoots malfunctioning systems, diagnoses trouble, reworks, replaces or relocates integral components, as required to accomplish proper integration, functioning and acceptance of entire system, working to company, customer or vendor specifications.

Makes the final operational checkout for conformance to specifications, of entire prototype or new entire prototype or new electronic and avionics systems after initial installation in aircraft, prior and subsequent to flight; makes adjustments, calibrates, troubleshoots, reworks or replaces defective units, and makes successive operations checkouts of system as required; verifies the proper functioning and acceptability of entire prototype or new electronic and avionics systems and signs off such system for initial and subsequent flights, and ultimately for delivery to the customer.

Modifies or develops aircraft electronic and avionics systems and components to company or customer requirements, working from incomplete preliminary design data, oral or written instructions, etc; provides missing design details and/or makes change in design of systems components, such as circuits for approval by others, when system does not meet functional demands or where such changes will facilitate assembly, installation or performance of the system.

Collaborates with vendor and customer representatives and responsible company personnel in the correction of problems regarding the design or malfunctioning of aircraft prototype or new electronic and avionics systems and components.

Must possess second class Radio-Telephone operator's license or better. Must possess second class Telegraph Operator's license when required.

~~Develops or adapts available test equipment as required to complete a test setup.~~

Disassembles, diagnoses trouble and repairs malfunctioning units of radar, radio and other electronic and avionic systems as revealed by laboratory or shop tests; initiates or prepares rework orders as required.

**Knowledge and Ability Required**

Must possess an Airframe & Powerplant (A&P) License and flight line experience with live aircraft, or an A&P License and time in the Electrical and Electronics Mechanic, Aircraft Electrical Checkout Mechanic or Electrical Development Mechanic classifications.

Wage Administration  
July 27, 2005; **March 3, 2014**

LOCKHEED MARTIN AERONAUTICS COMPANY - MARIETTA  
Marietta, Georgia

FACTORY JOB DESCRIPTION

FLIGHT LINE/TEST ELECTRICIAN B

Code: 417-4, LG: 14

**Occupational Summary**

This occupation provides a potential transition to the Flight Line/Test Electrician, code 417-3, for persons with a skill set including the necessary capabilities to perform the flight line duties after orientation and familiarization with the Marietta flight line. This occupation requires the reworking, checking out, troubleshooting, incorporating design changes and servicing complete electrical systems and related accessories of flight line/test aircraft requiring expertness in all types and phases of aircraft electrical systems and related equipment, excluding radio and radar systems.

**Work Performed**

Determines methods, tools, operations, and sequences necessary to rework, check out, and service complex aircraft electrical systems equipment ~~requiring ingenuity in deviating from standard practices, and in adapting and altering systems and equipment configurations to meet special requirements~~, and to avoid interference with other systems and structures.

Mocks up, fabricates, and installs experimental systems and equipment and performs final flight-servicing, troubleshooting, and operational checkout before and after flight to ensure airworthiness and conformance to applicable design specifications with external or ship's power. ~~Conducts power plant runs or~~ Works with mechanics in conducting ~~such engine~~ runs, makes adjustments and replacements of electrical components and accessories.

Works from flight design information, wiring diagrams, test procedures, sketches, and verbal instructions where design details are frequently incomplete, necessitating independent development of supplemental information and electrical system rework, check-out, and flight-servicing techniques. Works with engineering personnel as required. Connects external power supply to place aircraft electrical systems under power. Operates all electrical systems, checking to see that operation is proper. Adjusts or sets solenoids, limit switches, thermocouples and selsyns.

Investigates any malfunctioning of electrical equipment before and after flight test. Analyzes systems and diagnoses trouble. Performs necessary operations to correct trouble, including replacing or repairing defective components such as solenoids, selsyns, lights bulbs, thermocouples, electric motors, fuses and circuit breakers and instruments and gauges.

Checks output of ship's generator and functioning of aircraft electrical accessories to company and/or customer inspection when required.

**Works with 417-3, Flight Line/Test Electrician to ensure safety/quality.**

When so assigned, performs satisfactorily any function of the aircraft Electrical Checkout Mechanic, Electrical and Electronics Mechanic and any other lower rated classifications.

Incorporates design changes into complex aircraft electrical systems, generators and functional assemblies as called out in blueprints or other authorized documents, by removing obsolete parts or assemblies, making structural changes as necessary, rerouting wire harnesses and installing new design parts or assemblies. Informs liaison or other interested personnel of difficulties encountered in incorporation of design changes.

**Typical Materials, Tools and Equipment Used**

Materials worked on: Components of and complete aircraft electrical systems.

Materials worked with: Electrical wiring, plastic insulation materials, solder, lugs, nuts, bolts.

Tools used: Soldering irons, pliers, screwdrivers, wire cutters and other general use tools.

Equipment used: Portable drills, complex, state of the art computerized electrical test equipment including data bas analyzers.

**Knowledge and Ability Required**

Must possess an Airframe & Powerplant (A&P) License and flight line experience with live aircraft, or an A&P License and time in the Electrical and Electronics Mechanic, Aircraft Electrical Checkout Mechanic or Electrical Development Mechanic classifications.

Wage Administration

July 27, 2005; **March 3, 2014**

LOCKHEED MARTIN AERONAUTICS COMPANY - MARIETTA  
Marietta, Georgia

TECHNICAL AND OFFICE JOB DESCRIPTION

TOOL PLANNER

Code: 827-3, LG: 18

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**Occupational Summary**

Devise, plan, order, and follow up tools for assemblies, subassemblies, and component parts for any production or development project. Formulate, plan, and prepare the necessary planning documents to activate the manufacture of parts and assemblies. Perform liaison with related or affected departments.

**Work Performed**

**Initiate creation and revision of material masters in SAP.**

**Initiate creation and revision of Part master/Plant records in PIOS and/or PDM.**

Analyze engineering blueprints, lofting information, and sketches to determine and devise the most practical tools, tooling sequences, and operation sequences necessary to produce assigned structural or functional assemblies, subassemblies and/or component parts in conformance with project plans and policies.

Plan, order, and maintain to latest change, all tooling masters required for assigned assemblies, using **GenTool the Tool Requirements Form (TRF)** system.

Plan to establish interchangeability requirements for assigned parts and/or assemblies in conjunction and cooperation with designers and/or other personnel.

Specify and order all tool designs and changes thereto as required by tooling policy and job instructions.

Assume responsibility for ordering type and quantity of tooling to be used on assigned assemblies in accordance with tooling policy and management directives, normally subject to the approval of assigned personnel. **Populate MBOMs using PDM.**

Originate and maintain continuous and periodic operation sheets, using the **GenPlan CAPP** system.

Prepare breakdowns of assigned assemblies into assemblies, subassemblies or component parts suitable for economical manufacture and establish time spans in detail in accordance with the general planning chart, using **GenAsm CAPP and/or PDM** system.

Advise **affected organizations of MBOM** parts listing personnel of any changes to assure proper disbursement of **materials** in accordance with the manufacturing plan **and/or PDM**.

May establish or recommend the establishment of manufacturing production assemblies or subassemblies for economical manufacture, or for practical spares.

Investigate, and take corrective action on tool and/or part rejections. Collaborate with designers and production engineers by interpreting and advising engineering on tooling, and manufacturing requirements to produce most economical designs for assigned assemblies and subassemblies, etc.

Assist tooling and production shops with any manufacturing problems concerning assigned assemblies.

Originate and maintain **planning** documents **with that support Supply Chain Management** the **Purchasing Department** for in the procurement of detail parts and/or assemblies.

Perform liaison between Tool Planning, Tool Design and Tooling Shops to insure conformance between shop fabrication sequences and original or revised tool planning instructions and tool engineering designs.

Perform and may check the functions described above in one of the following phases of planning, and have a basic knowledge of the others:

- a. Machine parts and metal fittings.
- b. Sheet metal fabrication and assembly.
- c. Welded or riveted assemblies.
- d. Bolted or precision assemblies.
- e. Plumbing and hydraulics.
- f. Electrical and controls.
- g. Trim and furnishings.
- h. Radio, interphone, and radar.
- i. Liaison; (such as investigating and analyzing tooling difficulties related to the tool fabrication, parts fabrication, assembly and/or installation phases of production to take action required to eliminate delays in tool making and tool using departments. **Ability to maintain released orders in SFM utilizing shop order maintenance. Generate planning as required based on assigned queues in the QADS system (QAR, TDA, CRO, TGPR, PDM, etc.)**

#### **Knowledge and Ability Required**

Knowledge of and ability to apply the development of assembly, subassembly, and detail tools in view of current trends and methods, including use of ~~GenPlan, GenTool, GenAsm~~, **CAPP, AUTOPLANS, QADS, SAP, DIMS, PDM, EDW** and ~~Guide~~ **LAWS** systems, manpower requirements, and product design; heat treat and finish specifications; characteristics of materials used in aircraft manufacture. Knowledge of the functions and operations of departments related to, or affected by, planning activities.

Ability to diagnose and eliminate tooling delays in tool making or using departments. Ability to transmit technical information between planning and production departments to insure shop conformance with manufacturing plans. Ability to use judgment and discretion in contacts with other departments.

Wage Compensation

October 2, 1989

Reviewed and reissued by Company with no change in job description

April 22, 1996; April 29, 2002; **March 3, 2014**



# LOCKHEED MARTIN AERONAUTICS COMPANY - MARIETTA

Marietta, Georgia

## TECHNICAL AND OFFICE JOB DESCRIPTION

COMMUNICATIONS CENTER CLASSIFIED DOCUMENT ASSISTANT

Code: 883-3, LG: 9

### Occupational Summary

Receive and transmit a variety of **classified** messages and documents through the use of electronic communications equipment **a variety of means and methods**. Maintain required logs and records of transactions, process security classified transmittals in accordance with all required security procedures. ~~Explain~~ **Be able to demonstrate** procedures to government inspection teams. ~~Maintain records on communications requiring the use of teleprinter, TWX, perforator, transmitter and other teletype equipment.~~

### Work Performed

Receive messages in typed copy or from teleprinted messages via intra-company TWX, Western Union tie lines, written messages and facsimile communications on several types of electronic printing or reproducing machines connected into various systems **classified documents and parts via a variety of methods and means**. Log, file copy, locate addressee, distribute and/or route as appropriate through messenger, mail service and/or phone. **Upon receipt, follow established procedures for the receipt, accountability and distribution of the material, in accordance with all required security policies**. Use established procedures to determine if personal or collect messages should be accepted and if addressees should be contacted at home when night messages are received. **Prior to distribution of classified material, ensure the identified recipient has the appropriate clearances and accesses.**

Transmit messages and documents determining type of equipment for transmittal based on compatibility of receiver's equipment, speed, cost, appropriate routing priority and location of recipient. Code for proper routing. Phone recipient and read message when requested. Log outgoing messages, file hard copy and mail copy to sender as required by standard operating procedures. Check bills and verify accuracy of billing charges.

**Transmit classified material (documents and hardware) in accordance with established procedures contained in various government and company security regulations. This will include preparation (inner/outer wrap, as required), using correct classified mailing address (as identified in Industrial Security Facilities Database), attaching a receipt card, and generating any required shipping documents (i.e. bill of lading), establish if the item being transmitted requires it be shipped via Protected Security Service (PSS) or Constant Surveillance Service (CSS), use appropriate method of transmission (i.e. United States Post Office, commercial carrier, couriers, escorts or via some type of electronic means), and the use of a suspense system to track transmitted classified material until a signed copy of the receipt card is returned.**

Operate a variety of electronic word processing and transmission equipment, modems, printers and facsimile machines. Make shift end checks to insure all communications have been sent or distributed and properly recorded and that all equipment is set up and operating properly or that supervision has been notified of any problem areas.

Receive, control and transmit security classified or sensitive messages and data by electronic transmission, courier or U.S. Mail. Determine control and routing requirements, prepare documents and assign appropriate identification numbers. Operate computer assisted tracking system for classified documents. Investigate and reconcile discrepancies in control information. Receive, record and file classified data with control records at contract completion or termination. Maintain central library files for reference, historical and contractual data. Assist in accountability audits.

### Knowledge and Ability Required

Knowledge of selection criteria, operating **established procedures contained in various government and company security regulations for the receipt, storage, transmission, and destruction of classified material**, command codes, distribution codes and procedures to process message and facsimile transmission to and from a variety of domestic and foreign locations with electronic telecommunications equipment. Knowledge of security regulations and procedures and the engineering release system. Knowledge of types of service, telegraph and cable rates, limitations of each type and number of words.

Ability to type accurately 50 wpm on a variety of CRT terminals and other **personal computer** keyboard. ~~read and operate perforator and operate an updated series of electronic telecommunications equipment. Ability to operate calculator, duplicating machine, microfiche viewer, teleprinter, TWX, perforator, transmitter and other equipment as required.~~ **Must be able to use a personal computer (including peripheral equipment), use Microsoft Office, use various databases to track the transmission and receipt of classified material, operate a facsimile machine, operate a copier machine; receive, record and file classified data with control records at contract completion or termination, maintain central library files for reference, historical and contractual data, and assist with security audits (for the accountability of classified material).**

Job description re-written in 1996 negotiations to reflect jobs previously combined in 1989 or 1993 negotiations.

Wage Administration

April 22, 1996

Reviewed and reissued by Company with no change in job description

April 29, 2002; **March 3, 2014**

January 8, 2014

## **2014 Contract Negotiations**

SUBJECT: DELETION OF JOB CLASSIFICATIONS

This will confirm the understanding reached by the joint Company/Union Classification Committee concerning classification(s) deletion/reactivation guidelines subject to concurrence of 2014 contract negotiations with the Company and the Union.

These classifications have been selected on the basis they are not populated, do not have a recall list, or are not part of a combination job (new classification), and are not expected to be used in the future.

It is agreed that any and all work/equipment/machinery/process called-out or referenced in any of these jobs is and will continue to be exclusively bargaining unit work which, when if performed, will be performed only by an **“employee”** (as defined in Part B, Article I, Section 1 (B) of the Company-Union Agreement). This also applies to future performance of any work not called-out or referenced which is the same, accomplishes the same or is similar to that which any **“employee”** (as defined above) performed in the past while holding one or more of the above referenced classifications.

Furthermore, it is agreed that in the future any deleted classification(s), if needed, shall be returned with concurrence of the Union President, the Negotiating Committee, and the Classification Committee to the original Labor Grade structure, using its original language, Labor Grade, Job Code, Classification Title and Date. The aforementioned shall apply to the functional line charts.

Employees who have valid upgrade requests on file with the Company will be informed when their request is removed as a result of the deletion.

Employees who were on recall or would have developed recall to such deleted classification will be recalled or placed on recall at the time of reactivation if the employee would have retained contractual recall to the classification had it not been deleted.

LOCKHEED MARTIN AERONAUTICS COMPANY - MARIETTA  
Marietta, Georgia

FACTORY JOB DESCRIPTION

FLIGHT LINE/TEST MECHANIC B

Code: 415-4, LG: 14

**Occupational Summary**

This occupation provides a potential transition to the Flight Line/Test Mechanic, code 415-3, for persons with a skill set including the necessary capabilities to perform the flight line duties after orientation and familiarization with the Marietta flight line. This occupation requires the servicing, checking out, trouble-shooting, rework and incorporation of design changes to power plants, rigging, plumbing and hydraulic functional systems, and structures of flight line aircraft, and aircraft undergoing engineering flight tests.

**Work Performed**

Performs the servicing the troubleshooting of complex aircraft systems described herein while such systems are operating under simulated pressure, or power furnished by the ship's power plants. Determines methods, tools, operations and sequences necessary to rework, check out, ad service aircraft structures, hydraulic and plumbing, rigging and mechanical systems, and power plants. ~~requiring ingenuity in deviating from standard practices and in adapting and altering structures and systems configurations to meet special requirements.~~

~~Makes changes and replacements to~~ **Makes changes and replacements to** hydraulic, plumbing and rigging systems, fuel and oil units, power plants, etc. Makes any permissible adjustments to ship's systems in order that they meet flight line requirements. ~~Mocks-up, fabricates, and installs~~ new parts, structures and systems and performs final flight servicing, troubleshooting, and operational checkout of complex aircraft for airworthiness and conformance to applicable design specifications with external or ship's power. Sells-off aircraft systems, structure and power plant(s) to company and/or customer inspection when required. Corrects all malfunctions and defects revealed on the ground and/or in flight. Makes replacements of major items such as power plants and accessories, propellers, control surfaces, wings, etc., as required.

Prepares and/or maintains aircraft for flight, inactive or storage status in accordance with applicable specifications. Fuels and oils ship's systems. Connects external power supply to aircraft to place aircraft systems under power and to provide power to start engines.

Disconnects external power supply after engines are running. ~~Conducts power plant run-up from flushing run through power runs, as authorized run-up mechanic.~~

~~Improvises~~ **Works with** test tools and equipment, works without tooling, makes precision layouts, works to exacting tolerances, ad applies a full scope of ship mathematics in carrying assignments through to completion.

Utilizes computerized state of the art equipment to troubleshoot complex systems; uses advanced skills and ingenuity to analyze and correct malfunctions.

Works from engineering flight test design information, blueprints, sketches, and verbal instructions where design details are frequently incomplete necessitating independent development of supplemental information. Works with engineering personnel as required.

~~Assists in calibration of compasses and directional equipment and in firing range operations, when so assigned.~~

Works closely with authorized Company, customer and/or vendor liaison personnel in correcting malfunctioning systems. **Works with 415-3, Flight Line/Test Mechanic to ensure safety/quality.**

When so assigned, performs satisfactorily and function of the Assembly Worker-Structures Senior, Hydraulic-Plumbing Controls checkout Mechanic, and any other lower rated classification. May perform any other duties related to those described herein.

**Typical Materials, Tools and Equipment Used**

Materials worked on: Ferrous and non-ferrous metals, non-metallic materials.

Materials worked with: Aircraft materials, parts and accessories; oils, greases, fuels, solvents; hydraulic fluids, alcohol, nitrogen, oxygen, etc.

Tools used: Aircraft mechanic's hand tools; protractors, engine timing gauges, feeler gauges, plug gauges, micrometers, torque wrenches, tensiometers, manometers, etc.

Equipment used: Pre-oiling equipment, engine processing equipment, hydraulic and rigging power test equipment; jacks and hoists, fuel calibration units; computerized system test equipment, portable drills, riveting equipment, vacuum, nitrogen and oxygen loading and test equipment, scaffolding, etc.

**Knowledge and Ability Required**

Must possess and Airframe & Powerplant (A&P) License and flight line experience with live aircraft, OR an A&P License and time in the Assembly Worker-Structures Sr., Hydraulic-Plumbing-Controls Checkout Mechanic or the Hydraulic and Plumbing Development Mechanic classifications.

Wage Administration  
July 27, 2005; **March 3, 2014**

**Unpopulated Jobs with No Recalls  
Technical and Office**

<b>Code</b>	<b>Job Classification Title</b>	<b>Labor Grade</b>	<b>Recalls</b>
658-3	Aircraft Delivery	12	0
745-3	Typographic Technician	11	0
839-3	Manufacturing Records Planner	16	0
832-3	Travel Reservation Clerk	7	0
779-3	Orderwriter	11	0
756-3	Package Messenger	5	0
788-3	Safety and Industrial Hygiene Technician	11	0
780-3	Industrial Radiographer	15	0
781-3	Purchase Order Processing Clerk	7	0
824-3	Tool Procurement Analyst	16	0

**Unpopulated Jobs with No Recalls  
Factory**

<b>Code</b>	<b>Job Classification Title</b>	<b>Labor Grade</b>	<b>Recalls</b>
576-3	Apprentice - Aircraft Systems Mechanic	*	0
376-3	Chauffeur	9	0
644-3	Electrician Helper - Maintenance	5	0
617-3	Inspector - Welded Parts	15	0
601-3	Maintenance Pipe Welder	15	0
519-3	Saw Mechanic	14	0
351-3	Assembler/Reworker/Checkout/Welder-Product Support	16	0
400-3	Electronics Maintenance Mechanic Trainee	*	0
580-3	Functional Test Equipment Builder - Trainee	8	0
627-3	Inspector - Magnetic and Fluorescent Pentrant	12	0
643-3	Inspector – Trainee	*	0
508-3	Model Builder - Wind Tunnel Trainee	7	0
477-3	Office Machines Mechanic	17	0
480-3	Overhead Stacker Crane Operator	11	0
495-3	Precision and Fabrication Aids Mechanic	16	0
527-3	Speedy Drill Operator - Automated	12	0
535-3	Spot Welder	10	0
547-3	Tool Design Technician	16	0

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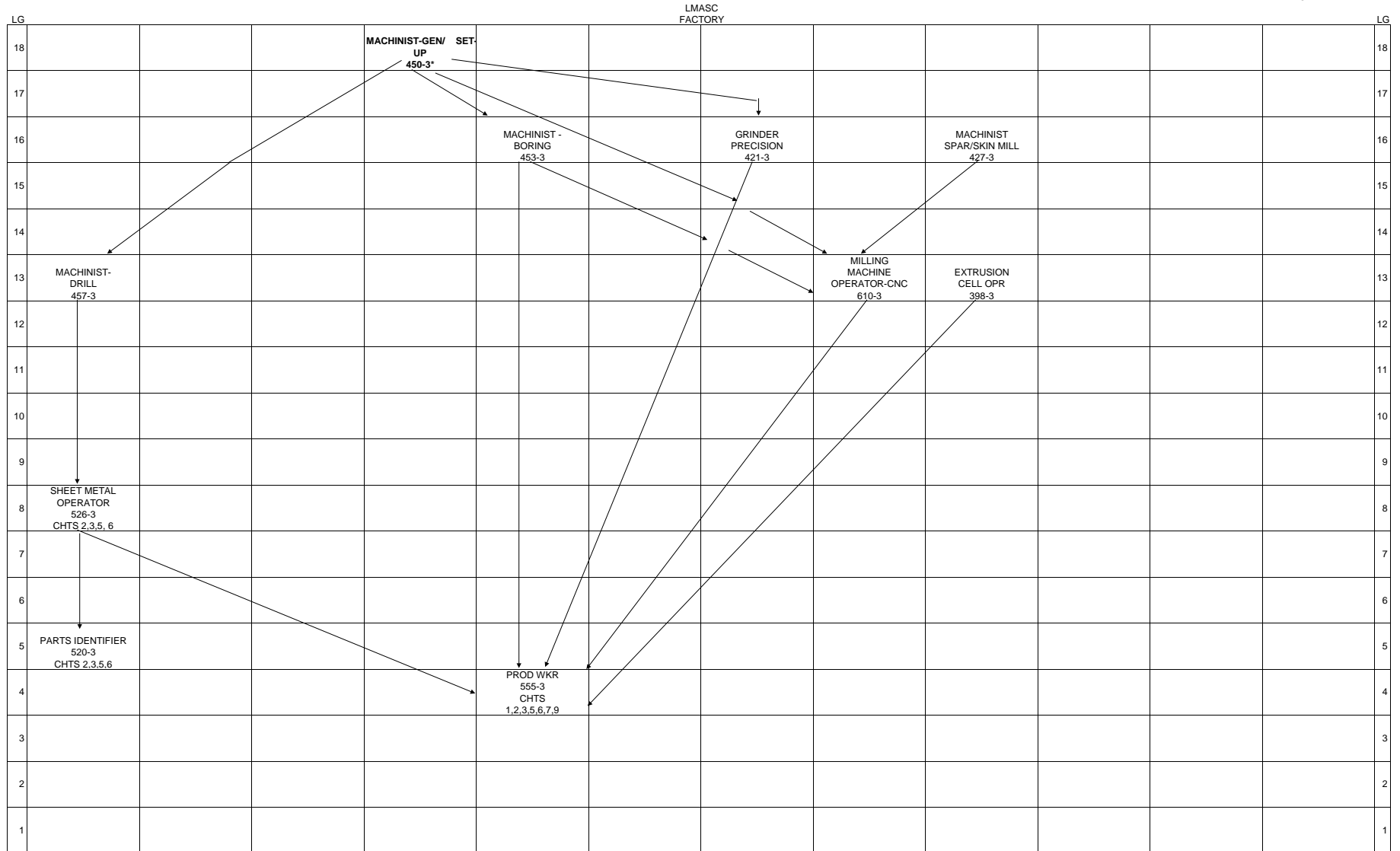
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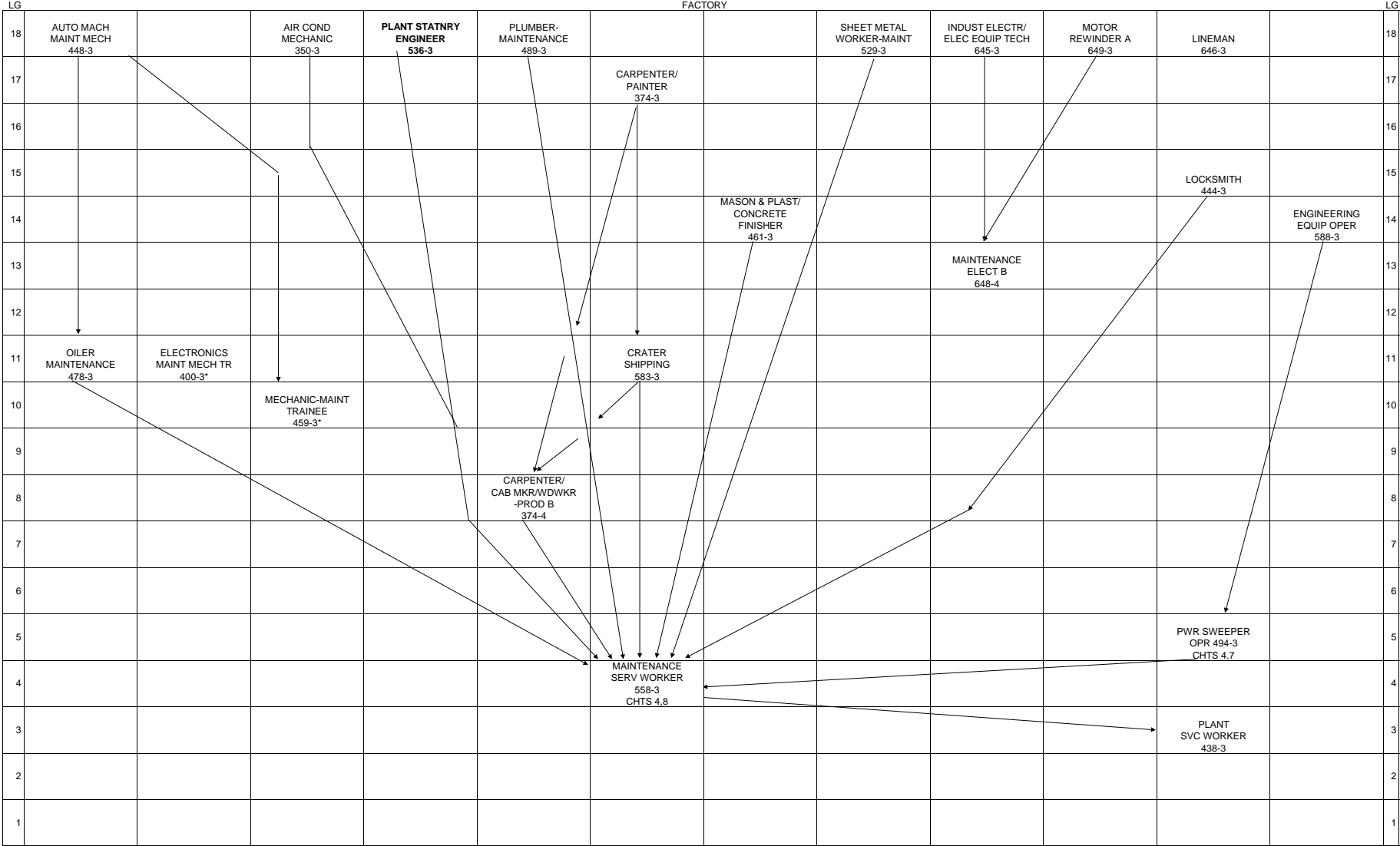








LMASC  
FACTORY



LMASC  
FACTORY

CHART 5

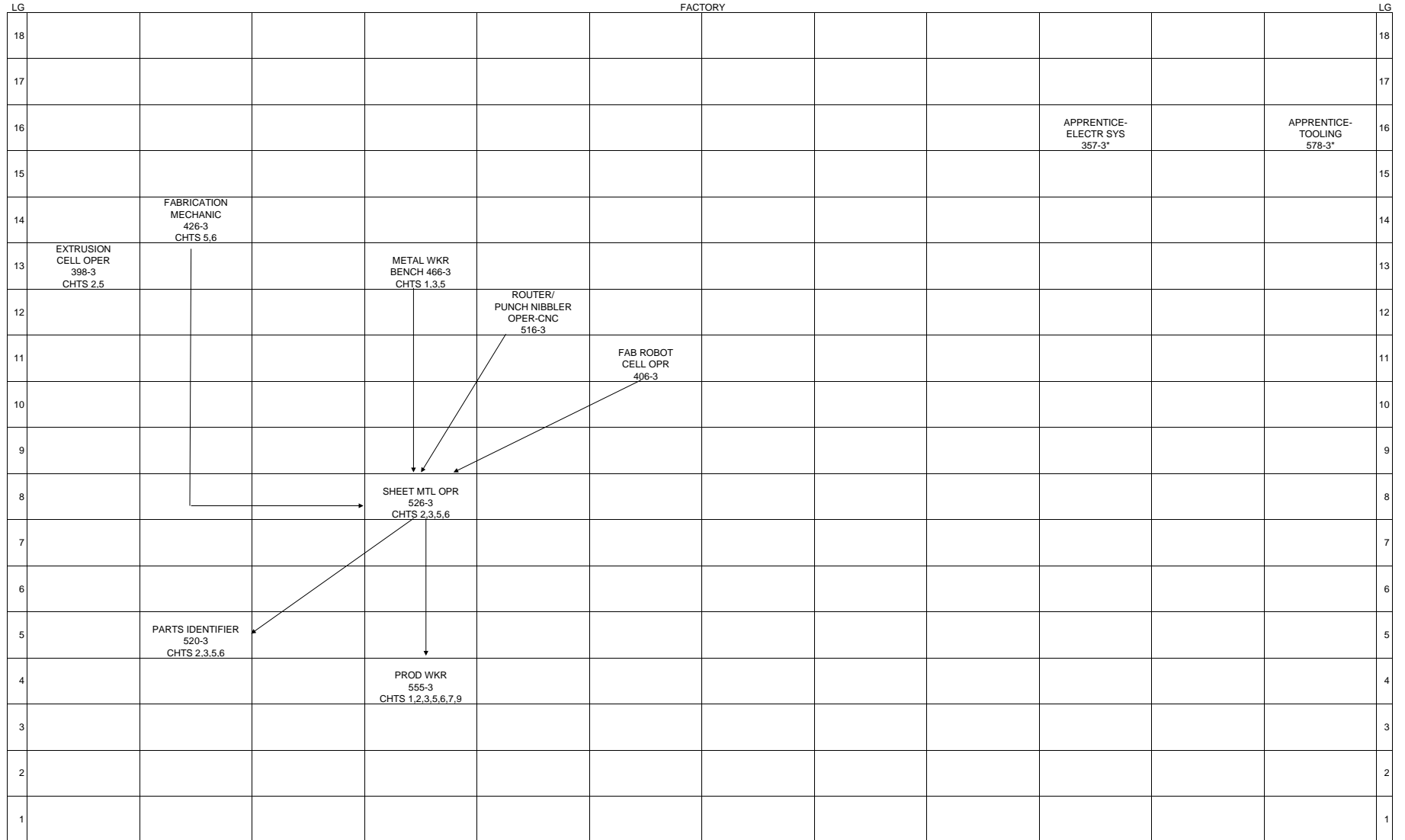
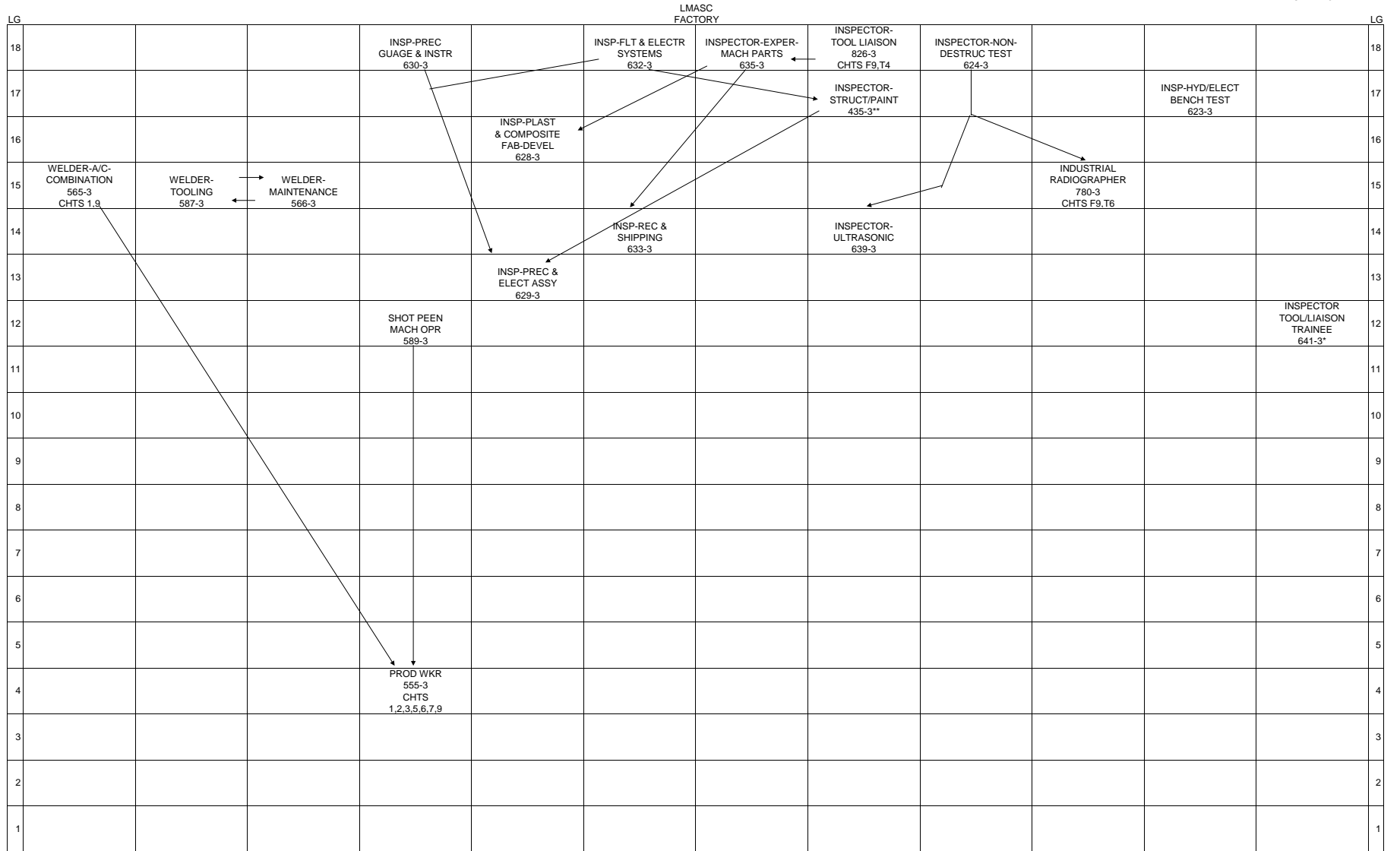








CHART 9

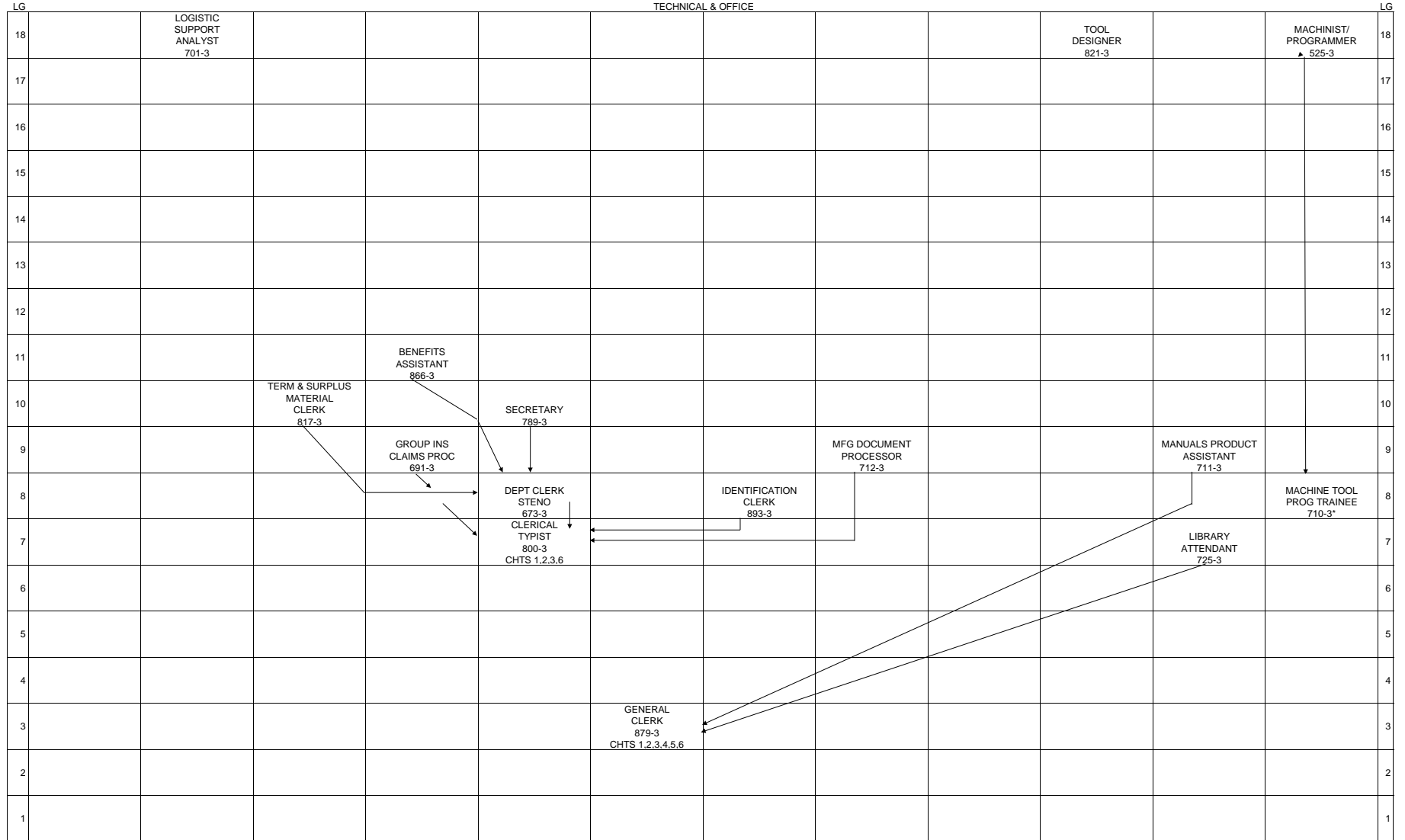


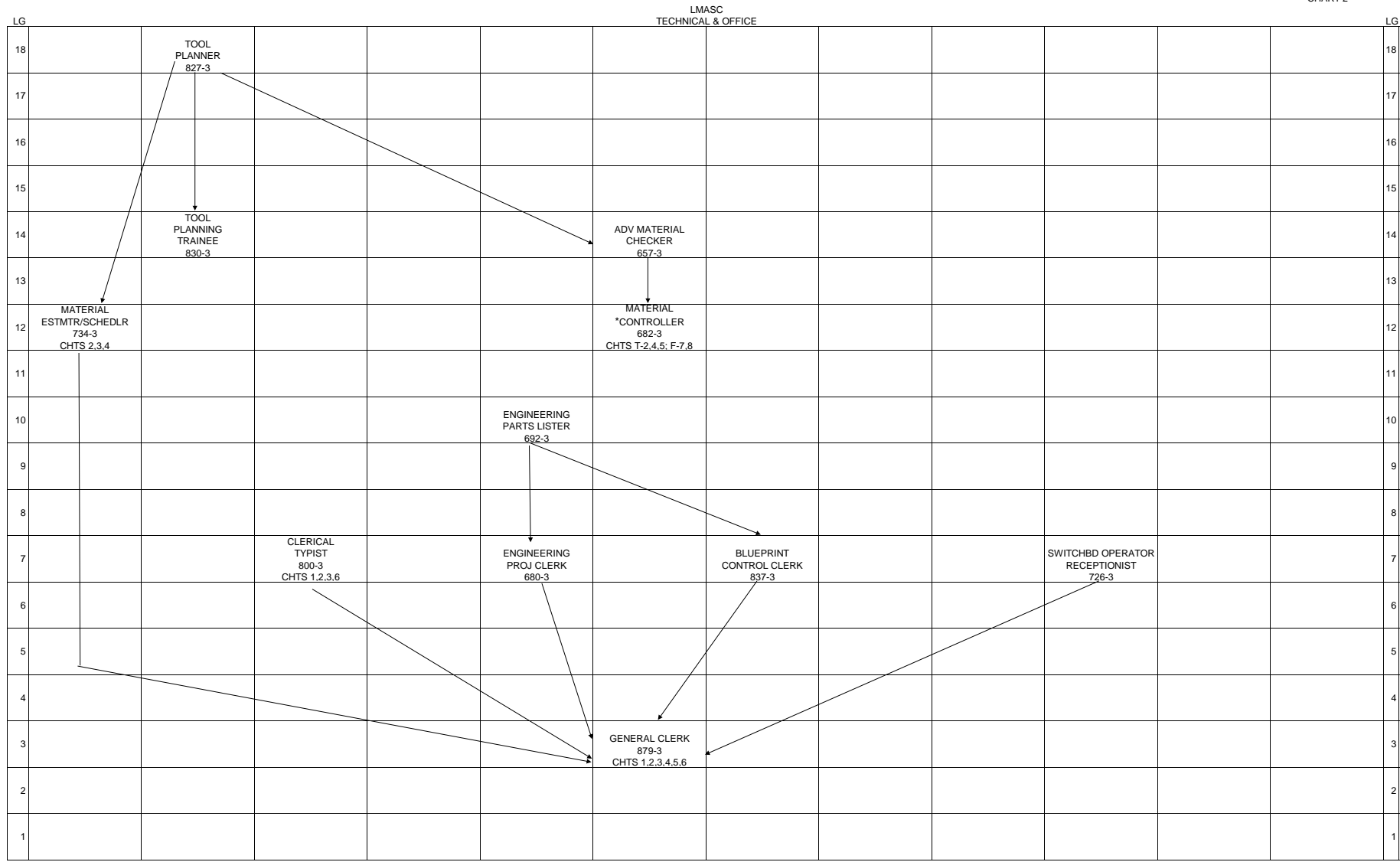




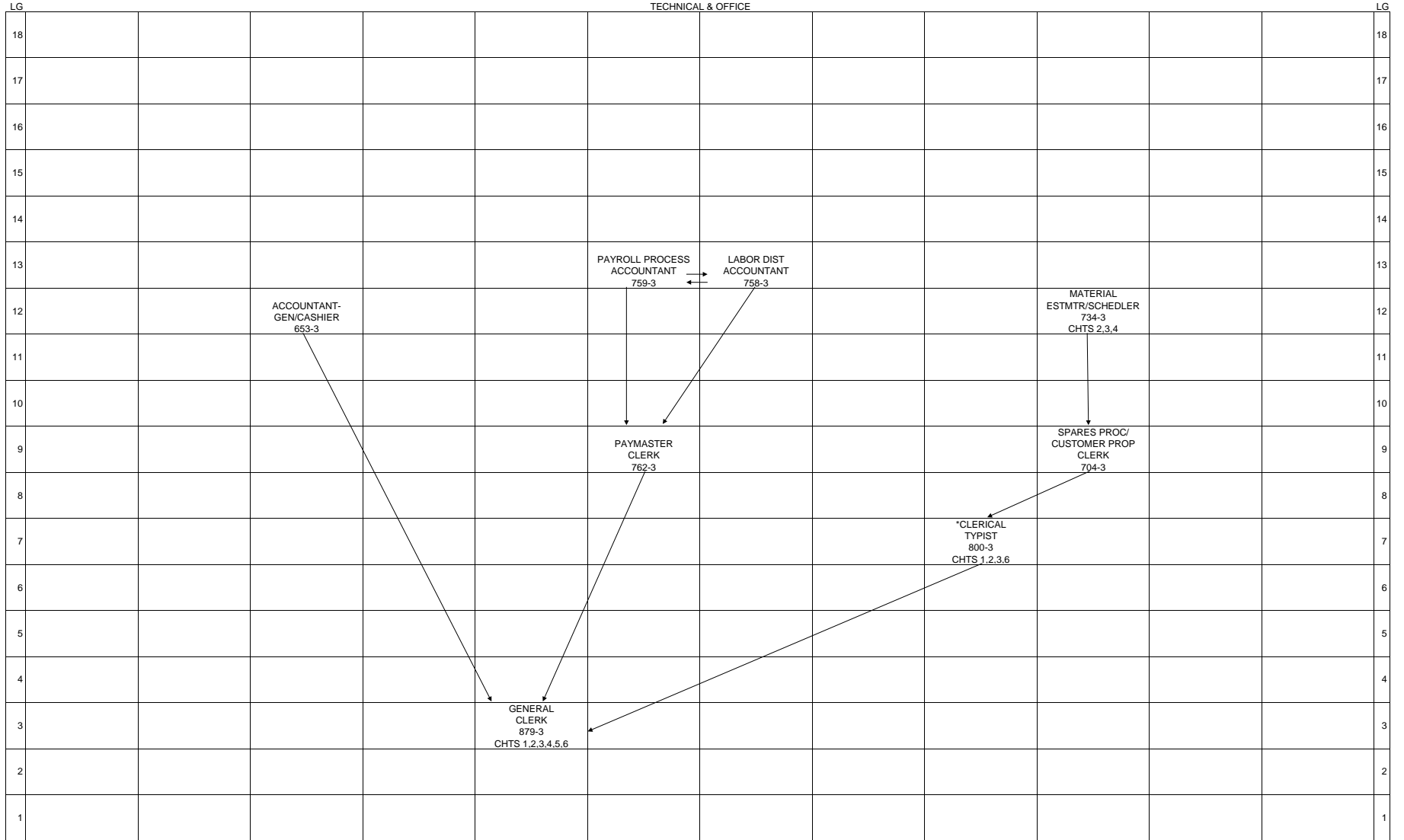
LMASC  
TECHNICAL & OFFICE

CHART 1



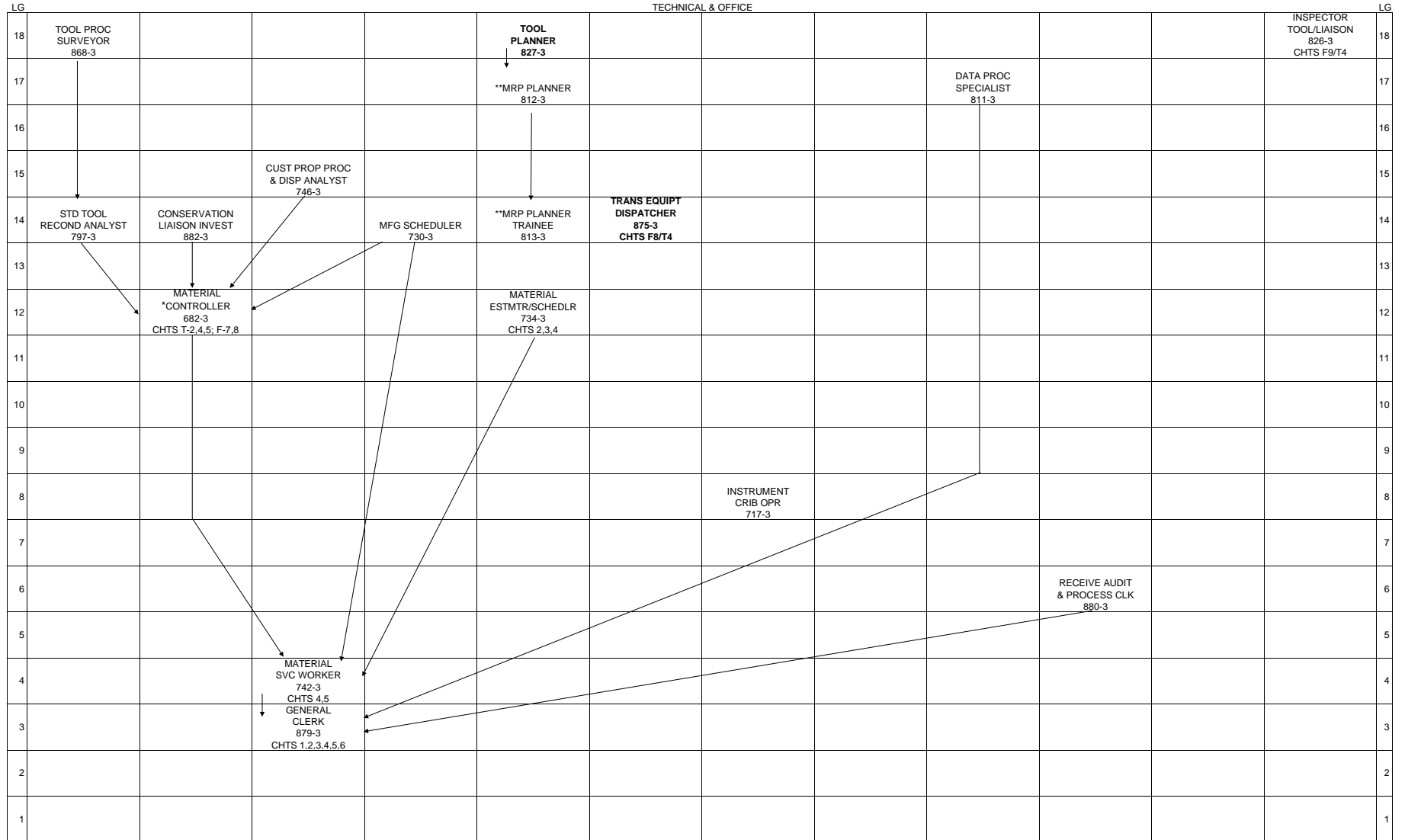


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TECHNICAL & OFFICE



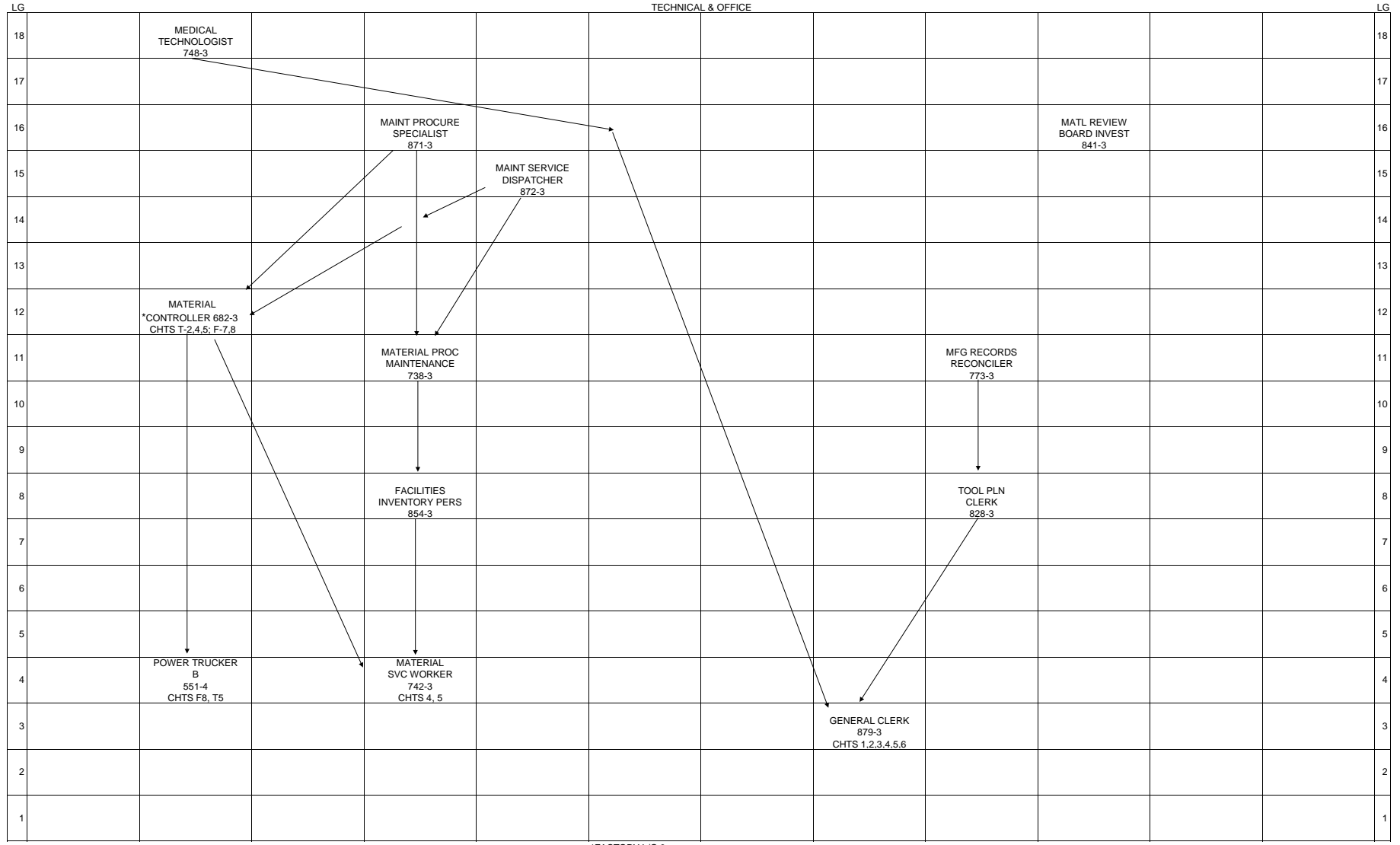
LMASC  
TECHNICAL & OFFICE

CHART 4



\*FACTORY L/G 9

LMASC  
TECHNICAL & OFFICE



\*FACTORY L/G 9



