

Pending ratification and final proofing by the Union and the Company

COLLECTIVE BARGAINING AGREEMENT

By and Between

Cadence Aerospace/Giddens IndustriesOperations

and

**International Association of
Machinists and Aerospace Workers
District Lodge 751**

Effective

February 16, 20192016 — February 1815, 20222019

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COLLECTIVE BARGAINING AGREEMENT
BETWEEN
CADENCE AEROSPACE/GIDDENS OPERATIONS
AND
INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS, AFL-CIO
DISTRICT LODGE 751,

THIS AGREEMENT, dated February 16, ~~2019~~2016, by and between Cadence Aerospace/Giddens Industries ~~Operations~~ (the term "the Company" being hereinafter deemed in each instance to refer to such corporation), and the International Association of Machinists and Aerospace Workers, AFL-CIO, District Lodge 751, hereafter representing employees of the Company in the units described in Article 1 (the term "the Union" being hereinafter deemed in each instance to refer to the International Association of Machinists and Aerospace Workers, AFL-CIO).

The purpose of this Agreement is to provide for wages, benefits, terms and conditions of employment for employees in the bargaining unit. The parties agree to promote mutual understanding, respect, harmony and cooperation among employees, between employees and the Company, and between the Union and the Company.

Nothing in this Agreement limits or waives any rights of the employees, the Union or Company ~~employer~~ under any applicable state ~~or~~ federal law.

NOW, THEREFORE, the parties agree as follows:

ARTICLE 1
BARGAINING UNIT

Section 1. Union Recognition. The Company recognizes the Union as the sole and exclusive collective bargaining agent for the unit certified in NLRB Case No. 19-RC-150145, as clarified in NLRB Case No. 19-UC-153284 and the Election Stipulation, including all full time hourly and regular part-time production and maintenance employees, including Assemblers, Assembly-Leads, Bracket Cell Operator Leads, Bracket Cell Operators, Cell Coordinators, CNC Machine Operators, CNC Machine Operator Leads, CNC Technicians, Deburr Operator Leads, Deburr Operators, Drivers, Hone Operators, Inspector Leads, Inspectors, Maintenance Mechanics, Parts Movers, Receiving Clerks, Sheet Metal Mechanics, Sheet Metal Mechanic Leads, Shipping/Receiving Clerks, Tool Crib Attendants, Toolmakers, and Welders; excluding all other employees, including Manufacturing Engineers, Master Schedulers, Planners, Planner-CAD Drafters, Production Control Administration, Production Control Supervisors, Production Administration, Programmers, CMM Programmers, Quality Clerks, Quality Engineers, Schedulers, Scheduling Administration, Document Control Clerks, office clerical employees, professional employees and guards, confidential employees and supervisors as defined in the Act.

ARTICLE 2
MANAGEMENT RIGHTS

Except as ~~expressly~~ modified or restricted by ~~a specific provision of~~ this Agreement, all statutory and inherent managerial rights, prerogatives, and functions are retained and vested exclusively in the Company, including but not limited to, the rights, to direct, manage and control its business and operations; to reprimand, suspend, discharge, or otherwise discipline employees

for just cause; to determine and alter the number of employees to be employed, and staffing patterns to be used; to hire employees, determine their qualifications and assign and direct their work; to train, promote, demote, transfer, layoff, recall to work, to set and modify the standards of productivity and performance; to determine the products to be manufactured and the services to be rendered; to maintain the efficiency of operations; to determine and change the personnel, methods, means, materials, equipment and facilities by which operations are conducted; to set and change the starting and quitting times and the number of hours and shifts to be worked; to schedule and assign work to bargaining unit employees; to transfer employees to work on any job; to use independent contractors to perform work or services; to subcontract, contract out, close down, or relocate the Company's operations or any part thereof; to determine whether components, pieces, parts, or complete manufactured units or services or other work shall be made, and if so, where they shall be made, subcontracted or purchased; to expand, reduce, alter, combine, transfer, assign, or cease any job, department, operation, or property of the Company; to introduce new or improved services, products and/or methods; to determine the number, location and operation of departments, divisions, and all other units of the Company; to issue, amend and revise policies, rules, regulations, and practices; and to take whatever action is either necessary or advisable to determine, manage, and fulfill the mission of the Company and to direct the Company's employees.

All matters ~~not~~ covered by the provisions of this Article shall be administered by the Company on a unilateral basis, and with the Company providing notice and/or opportunity to discuss the effects of any decision if not already addressed by this Agreement. The matters set forth herein shall not be subject to Arbitration.

The Company's failure to exercise any right, prerogative, or function hereby reserved to it, or the Company's exercise of any such right, prerogative, or function in a particular way, shall not be considered a waiver of the Company's right to exercise such right, prerogative, or function or preclude it from exercising the same in other ways not in conflict with ~~the express provisions of~~ this Agreement.

ARTICLE 3 UNION SECURITY

Section 1. Union Security.

- A. All employees of the Company subject to the terms of this Agreement, shall, as a condition of employment, become and remain members in good standing of the Union. This requirement shall take effect thirty-one (31) days following the beginning of employment in a position covered by this Agreement. The only obligation imposed by this Section shall be the payment of regular or periodic dues or representation fees.
- B. As allowed by law, employees who are Union members on the effective date of the Agreement shall continue to pay membership dues to the Union as a condition of continued employment while in the bargaining unit and on the active payroll as long as they remain members of the Union; employees within the bargaining unit who after the effective date of this Agreement become members of the Union shall pay, while on the active payroll, an original initiation fee and membership dues to the Union, as a condition of continued employment while in the bargaining unit and while remaining a Union member; provided that in no event shall the initiation fee and membership dues exceed the amount specified in the Constitution and/or by-laws of the Union.
- C. Any employee required to pay an agency fee, membership dues, or initiation or reinstatement fee as a condition of continued employment who fails to tender the agency fee or initiation, reinstatement, or periodic dues uniformly required, shall be notified in writing of the employee's delinquency. A copy of such communication shall be mailed to the Company not later than fifteen (15) days prior to such request that the Company take

1 final action to terminate employment for failure to satisfy obligation.

2 **Section 2. Payroll Deduction for Union Dues and Initiation Fee.** The Company shall make
3 payroll deductions for the Union's initiation fee, and its regular and usual monthly dues, upon
4 receipt of a signed payroll deduction form. The Company shall remit such dues and fees to the
5 Union on or before the 15th day of the month following collection of such dues. The Company
6 shall include a list of the Union members from whom dues and fees were collected with the
7 remittance which will include member's Social Security number or identification number, name,
8 and the amount of dues or fees deducted by the Company.

9 **Section 3. Indemnity.** The Union will indemnify and hold the Company harmless from and
10 against any and all claims, demands, charges, complaints, or suits instituted against the
11 Company which are based on or arise out of any action taken by the Company in accordance
12 with or arising out of the foregoing provisions of this Article 3.

13 **Section 4. Information Provided to Union.** The Company will furnish to the Union, at least
14 monthly or upon request, a list of all employees covered by this Agreement. The list will include
15 name, address, rate of pay, job classification, date of hire, seniority date, benefit eligibility date,
16 department and shift.

17 **ARTICLE 4** 18 **UNION REPRESENTATIVES**

19 **Section 1. Union to Furnish List of Representatives.** The Union shall inform the Company in
20 writing of the names of its Business Representatives and Union Stewards who are accredited to
21 represent it; such information shall be kept up to date at all times. Only persons so designated
22 will be accepted by the Company as representatives of the Union.

23 **Section 2. Access to Plant.** The Business Representative will have access to the facilities on
24 each shift during working hours for purposes of observing working conditions and investigating
25 grievances. Other Union business shall not be conducted on Company premises.

26 Prior to visiting the facility, the Business Representative will provide at least two (2) days' notice
27 by email or phone contact, excluding holidays, to the Company's HR Manager and his/her
28 designee, as to the time, expected duration and purpose of the visit. If the HR Manager or
29 his/her designee does not respond to the Business Representative within those two (2) days,
30 the Business Representative may enter the facilities without further notice. The Business
31 Representative shall notify the Company's HR Manager or his/her designee when he/she is
32 arriving at and leaving the Company's operations and shall comply with all requirements for
33 other visitors.

34 The Union and HR Manager or designee may agree to earlier access to address emergent
35 circumstances.

36 Such visits shall not interfere with work being performed and shall be limited to the work area
37 relevant to the matter leading to the visit.

38 The Company, if it desires, may have a Company Representative accompany the Business
39 Representative while he/she is visiting its facility. Upon request of the Business Representative,
40 the Company Representative will stand out of earshot of any conversation between the
41 Business Representative and the represented employee(s).

1 seniority, for any purpose. Upon satisfactory completion of the probationary period, the
2 employee's seniority will be credited back to his or her hire date.

3 **Section 2. Notice of New Employees.** The Company shall notify the appropriate Union
4 Steward when any new Bargaining Unit employees are hired. Such notification shall be made
5 the same day they go through Orientation and shall include the new employee's name, date of
6 hire, shop and shift.

7 **ARTICLE 8** 8 **SENIORITY**

9 **Section 1. Definition.** Seniority of an employee is defined as the length of his/her continuous
10 service within the bargaining unit at the current locations of the Company, including time under
11 prior ownership. For the purposes of layoff and recall, an employee shall hold seniority in the
12 job classification to which he/she has been assigned.

13 **Section 2. Job Vacancies.** It is understood that seniority, defined in Article 8, Section 1, shall
14 be considered as one factor in the filling of vacancies within job classifications.

15 ~~Bargaining unit work should be performed by bargaining unit employees. If there are emergent~~
16 ~~or temporary situations, the Company may assign a non-bargaining unit employee to perform~~
17 ~~this work. This provision shall not be used to intentionally cause a layoff of any employee or a~~
18 ~~reduction in their regularly scheduled hours.~~

19 The Company shall fill openings with the best candidate who possesses the qualifications
20 required for the position, as determined by the Company. Determinations of 'best qualified' are
21 not subject to the grievance procedure.

22 Where two internal candidates are equally qualified, seniority will determine the candidate
23 selected.

24 Job posting notices shall be posted on Company bulletin boards visible to bargaining unit
25 employees.

26 ~~Where an external and internal candidate are equally qualified, the internal candidate will be~~
27 ~~offered the position.~~ Qualified internal candidates will have the first opportunity to fill positions
28 before the Company considers external candidates; provided, that if the Company can
29 demonstrate that an external candidate possesses unique skills essential to the Company's
30 operation, the Company may elect to hire such external candidate. In such a circumstance, the
31 by-passed internal candidate will be the next employee to be offered the next available position.
32 Internal candidates who are promoted pursuant to this provision are subject to the provisions of
33 Article 10, Section 8.

34 **Section 3.** In cases of layoff, the Company will select employees to be laid off based on the
35 work remaining to be performed, the skills needed to perform that work, and each employee's
36 job skills and experience, active documented disciplinary history and attendance record. Where
37 the Company determines that multiple employees have comparable qualifications, that
38 employee with the least seniority in the affected job classification or department shall be laid off
39 first. Employees selected for layoff may apply for open job vacancies for which they have the
40 required skills and abilities.

41 **Section 4.** For the purpose of recall, the Company shall designate by classification the number
42 of positions within each department or division to be restored. The Company will select
43 employees to fill restored positions based on the work to be performed, the skills needed to
44 perform that work, and each employee's job skills and experience, active documented
45 disciplinary history and attendance record. Where the Company determines that multiple
46 employees have comparable qualifications, the employee with the most seniority in the restored

position shall be recalled first. Employees selected for open job vacancies during the preceding layoff may be offered right of first refusal for their previously held and restored positions. Employees who decline offers of recall will have no further recall rights.

Section 5. Notification of openings for recall shall be given by the Company by certified mail to the last mailing address furnished by the employee. A copy of such notice shall also be sent to the Union. In order to preserve their recall rights, employees must notify the Company of their intent to return to work within seven (7) days from the date of mailing. The Company will provide two (2) weeks' advance notice of recall when possible. The recalled employee must report to work within two (2) weeks after the Company mails the notice of recall, unless a later return date is designated by the Company. If the employee does not respond as required by this Section, or if the notice of recall is returned undelivered, the next eligible employee may be recalled and the notified employee will be removed from the recall list. Nothing in this section will preclude the Company from making direct contact with the employee by phone and/or the employee returning as soon as possible. Specific return dates will be determined by the Company.

Section 6. Failure of the employee to keep the Company advised in writing of his/her current correct address shall relieve the Company of all obligations indicated in Article 8, Section 4 and Section 5 above.

Section 7. In the event of a reduction in the workforce, the Company shall endeavor to notify the Union in writing at least ten (10) days prior to the reduction. The Company will advise the Union and the affected employees of the names of employees to be laid off at least forty-eight (48) hours in advance.

Section 8. Any bargaining unit employee who elects to take a non-bargaining unit job with the Company shall only retain seniority they earned while in the bargaining unit.

Section 9. An employee shall lose his/her seniority for the following reasons:

- (a) Resignation.
- (b) Discharge for just cause.
- (c) Layoff in excess of six (6) months.
- (d) Failure to return to work at the expiration of a leave of absence, unless extension of leave has been granted by the Company.
- (e) Failure to return to work within two (2) weeks of the Company mailing the notice of being recalled from layoff, unless excused by the Company.
- (f) Job abandonment or voluntary quit.

ARTICLE 9 WORKWEEK, HOURS OF WORK, SHIFTS, OVERTIME

Section 1. Definitions.

A. **Workweek:** For the purposes of this Agreement, workweek is defined as starting Monday and ends the following Sunday. Typical schedules may include, but are not limited to, the following-schedules.

- 1. Four (4) ten (10)-hour days, Monday through Thursday, followed by three (3) consecutive days of rest.
- 2. Five (5) eight (8)-hour days, Monday through Friday, followed by two (2) consecutive days of rest.

3. Three (3) twelve (12)-hour days, Friday through Sunday, followed by four (4) consecutive days of rest.

B. Regular Full-Time Employees: An employee assigned to work forty (40) hours in a workweek, or thirty-six (36) hours for the weekend shift but are paid for forty (40) hours per week.

C. Shift Start Times: An employee shall be considered to be on a particular shift in accordance with the following start times. These shift times may be temporarily adjusted for training. The assignment of overtime outside of these shift times does not change the employee's shift assignment.

1. First Shift: between 4:00 AM and 9:00 AM

2. Second Shift: between 1:30 PM and 6:30 PM

3. Third Shift: between 10:00 PM and 1:30 AM.

Section 2. Shifts and Schedules.

A. Employees will receive at least five (5) days' notice of a change to their regular schedule, unless the employee volunteers or agrees to shorter notice.

B. Employees who are displaced on a temporary basis from their preferred shift/schedule shall be notified of their return date in writing.

Section 3. Rest Periods.

A. **Lunch and Break Periods.** The Company will comply with all applicable regulations concerning lunch and rest breaks.

B. **Time Between Shifts.** Unless the employee volunteers or agrees, employees will receive a minimum of eight (8) hours' rest before starting their next shift.

Section 4. Report Time. If an employee reports for work in accordance with instructions and is subsequently sent home, he/she shall be compensated for the hours worked or ~~four (4) three (3)~~ hours at their working rate of pay, whichever is greater. Report time will not apply in case of emergency shutdown arising out of any condition beyond the Company's control (inclement weather is one example). An employee who leaves work of their own volition, or where an employee voluntarily quits, is furloughed, or discharged, the employee will only be paid for time actually worked.

Section 5. Stand-By.

A. An employee is on "stand-by duty" when the Company schedules and assigns an employee to remain available to respond to any means of communication, (i.e. pagers, cell phones, etc.) for consultation purposes or when required to immediately report for duty upon request, outside the employee's assigned shift. Employees on stand-by duty shall be paid two dollars (\$2.00) per hour for each hour they are required to be on stand-by.

B. If an employee on stand-by is called in to work during their assigned stand-by hours, they shall receive a minimum of two (2) hours' pay at their working rate of pay.

C. If an employee on stand-by has been called in to work, and subsequently returns to stand-by status, they shall continue to receive the two dollar (\$2.00) per hour stand-by pay. The employee shall not receive the two dollars (\$2.00) per hour stand-by pay during any period where they are receiving their working rate of pay due to being called in for work.

1 **Section 6. Overtime.**

2 A. Employees will be paid at time and one-half (1.5) their regular rate of pay for all
3 ~~overtime-eligible~~ hours worked in excess of forty (40) hours per workweek (all hours
4 worked in excess of thirty six (36) hours for those on a 3-12 workweek).

5 B. The Company will first attempt to meet its overtime needs on a voluntary basis from
6 among the employees who normally perform the work activity on a straight time basis
7 throughout the week.

8 1. The practice for the advance scheduling of overtime within the department and shift
9 will be to:

10 a. First, ask the employee regularly assigned to either the machine, job, crew or
11 position providing the employee is in attendance when the overtime is being
12 assigned.

13 b. Then, ask other qualified employees in the same job classification who are in
14 attendance when the overtime is being assigned.

15 c. If sufficient volunteers are not obtained, the Company may designate any
16 employee to satisfy remaining requirements.

17 **Section 7. Mandatory Overtime.** Employees shall be given a forty-eight (48)-hour notification
18 of the need to work overtime on scheduled days of rest. Notification shall be verbal and posted
19 in an appropriate place within the department. Foregoing that, overtime may be mandatory for
20 an emergent situation or when it is required to preserve life, material or equipment.

21 **ARTICLE 10**
22 **COMPENSATION**

23 **Section 1. Definitions.**

24 A. **Base Rate of Pay.** An employee's hourly base rate of pay is determined under the
25 applicable provisions, excluding all allowances, differentials, adjustments, bonuses,
26 awards, and premiums.

27 B. **Working Rate of Pay.** An employee's working rate of pay includes the base rate of pay
28 and all applicable differentials.

29 **Section 2. Wage Increases.** Wage increases will be granted as follows:

30 A. Effective February 16, 2019~~2016~~, all employees will have their base rates of pay
31 increased by four percent (4%) per hour~~fifty-five cents (\$.55) per hour~~.

32 B. Effective February 16, 2020~~2017~~, all employees will have their base rates of pay
33 increased by two and one-half percent (2.5%) per hour.

34 C. Effective February 16, 2021~~2018~~, all employees will have their base rates of pay
35 increased by ~~two and one-quarter~~three percent (3%~~2.25%~~) per hour.

Section 3. Base Rates of Pay. Effective upon ratification, base rates of pay for each job classification shall be as noted below:

JOB CLASSIFICATION	MINIMUM RATE
ASSEMBLY	\$14.50 \$12.50
SHEET METAL MECHANIC	\$14.50 \$12.50
BRACKET CELL	\$14.50 \$12.50
MACHINIST	\$17.00 \$15.00
HONE OPERATORS	\$17.00 \$15.00
DEBURR	\$14.50 \$12.50
DRIVER	\$17.75 \$15.75
INSPECTOR	\$18.00 \$16.00
MAINTENANCE TECH	\$22.00 \$20.00
MAINTENANCE MECHANIC	\$16.00 \$14.00
PARTS MOVER	\$14.00 \$12.00
RECEIVING CLERK	\$15.00 \$13.00
SHIPPING	\$15.00 \$13.00
TOOL MAKER	\$26.00 \$24.00
TOOL CRIB ATTENDANT	\$16.00 \$14.00
WELDER	\$22.00 \$20.00

Section 4. Additional Compensation. Wage rates listed above are regarded as minimums. The Company may adjust rates in excess of the minimums, including increased pay for increased skill within a job classification, in its sole discretion. If the Company hires an employee from outside at a rate higher than an employee on payroll in the same classification, the employee on payroll may seek a review of their pay rate based on the contention that they possess the same skills as the new hire. To be timely this review must be requested within thirty (30) days of the date of the new hire. The Company representative and Union representative will meet to review the issue within thirty (30) days in an effort to reach agreement. It is agreed that any active discipline within the prior six (6) months shall be considered in the context of the review.

Section 5. New Hires. New employees will be paid at least the minimum rate of pay established by Section 3 for their Job Classification.

Section 6. Recalls from Layoff. An employee, who is recalled from layoff will have the following base rate:

- A. If the employee is recalled to the same Job Classification from which he/she was laid off, he/she will be paid at the employee's base rate in effect on the date of his/her layoff, adjusted for all general wage increases in Article 10, Section 2. In no case will the recalled employee receive pay below the minimum for that Job Classification.
- B. If an employee is recalled to a different Job Classification than the one from which he/she was laid off, the base rate will be determined by the minimum base rate for that new Job Classification.

Section 7. Wage Differentials.

- A. An employee assigned to second shift shall receive a shift differential of seventy-five cents (\$0.75) per hour which shall be added to his/her base rate. Second shift is defined as a start time between 1:30 PM and 6:30 PM.
- B. An employee assigned to third shift shall receive a shift differential of one dollar (\$1.00) per hour which shall be added to his/her base rate. Third shift is defined as a start time between 10:00 PM and 1:30 AM.
- C. Any employee ~~newly~~ assigned in a Lead capacity ~~after ratification of this Agreement~~ will receive ~~two dollars (\$2.00)~~ ~~one dollar fifty cents (\$1.50)~~ per hour differential above their base rate of pay. ~~If an employee in a Lead classification at the time of ratification is later removed from the Lead role, that employee's pay will not be reduced by more than one dollar (\$1.00) per hour if that employee stays within the same department.~~
- D. Any employee assigned as Cell Coordinator will receive ~~one dollar (\$1.00)~~ ~~eighty-five cents (\$0.85)~~ per hour differential above their base rate of pay.

Section 8. Promotions/~~Demotions~~ to Another Job Classification. Promotions to another Job Classification will meet the following specifications:

- A. In no case will the employee's base rate of pay be less than the ~~greater of (i) the minimum pay in that job classification; or (ii) the lesser of the employee's rate of pay immediately prior to the promotion or one dollar (\$1.00) above the minimum pay in that job classification.~~
- B. The new ~~base working~~ rate of pay shall be effective ~~immediately upon promotion~~ in the employee's paycheck not later than the second payday subsequent to the date on which the promotion is made.
- C. Promotions to another job classification will include a ninety (90) day trial period in the new position. If the promoted employee does not demonstrate sufficient skill to satisfy all the requirements of the new position, the employee will be returned to his/her former position at his/her former base rate of pay.

Section 9. ~~Demotions~~ to Another Job Classification. ~~Demotions~~ to another Job Classification will meet the following specifications:

- A. In no case will the employee's base rate of pay be less than the minimum pay in that job classification. ~~In any case in which an employee is demoted, they will suffer no more than one dollar (\$1.00) per hour reduction in their base rate of pay.~~
- B. The new ~~base working~~ rate of pay shall be effective in the employee's paycheck not later than the second payday subsequent to the date on which the ~~demotion~~ ~~promotion~~ is made.

~~Employees demoted to a different job classification will not receive less than the minimum rate of pay for that new job classification.~~

Section ~~9~~10. Temporary Assignments. A temporary assignment will remain in effect for a period of not more than ninety (90) consecutive calendar days. In the event it is necessary to extend for a longer period, the employee will be paid no less than the minimum rate of pay for the temporary Job Classification beginning on the 91st day. Repetitive temporary assignments shall not be used to fill a permanent job opening.

Section ~~40~~11. Paydays. Employees are paid every other Friday for a two (2)-week period. ~~If a payday falls on a holiday, checks will be distributed on the preceding workday unless there are~~

~~emergent circumstances causing delay. If an employee is absent on a payday, they may obtain their check from the Accounting Department when they return to work.~~ Employees are required to may participate in the Company's electronic direct-deposit payroll program.

ARTICLE 11 HOLIDAYS

Section 1. Holidays. Scheduled paid days representing the following holidays shall be:

<u>Non-Weekend Shift Employees</u>	<u>Weekend Shift Employees</u>
New Year's Day (Closed)	New Year's Day
Memorial Day	Memorial Day
Independence Day (Closed)	Independence Day
Labor Day	Labor Day
Thanksgiving Day (Closed)	
Day After Thanksgiving	Christmas Eve
Christmas Eve	Christmas Day
Christmas Day (Closed)	
One (1) floating holiday	

Section 2. The Company will publish a list of observed holidays annually, no later than November 1st of each year designating holidays for the upcoming year. If the employee is expected to work a non-plant closure holiday, the Company will post a minimum of two (2) weeks in advance. Non-plant closure holidays can be requested off with approval from their supervisor.

Section 3. Unworked Holidays. Employees shall receive eight (8) hours' pay ~~(weekend shift employees shall receive twelve (12) hours' pay)~~ for unworked holidays (those holidays designated above) at their working rate of pay in effect at the time the holiday occurs. ~~To be eligible for holiday pay, employees must work both the day before and the day after the holiday unless covered by pre-approved PTO.~~

Section 4. Worked Holidays. Employees who work on a designated holiday shall receive time and one half (1.5x) ~~their the pay due them for the holiday along with the~~ working rate of pay for all hours worked on such holiday in addition to holiday pay as set forth in Section 3.

Section 5. Holidays During Prescheduled PTO. When a holiday falls within an employee's PTO period, such holiday shall not be charged as PTO hours, but shall be received as holiday pay at the employee's working rate of pay.

Section 6. Holiday pay shall count for the computation of overtime.

~~**Section 7.** If a holiday falls on days employees are not scheduled to work, and no other day is designated as the holiday to be taken off, then those employees will receive holiday pay at their working rate of pay.~~

Section 7. Employees assigned to a four-ten (4-10) shift may elect to stay on their four-ten (4-10) shift and may elect to cover the extra lost time with PTO; or be temporarily assigned to eight (8)-hour work days during the holiday week. ~~Non-weekend shift employees may be temporarily assigned to eight (8) hour work days during holiday weeks. If temporarily assigned, and upon the employee's request, the Company will not require the employee to work on the day they are regularly scheduled off. This provision does not prevent the employee from being compensated for the holiday(s).~~

ARTICLE 12
PAID TIME OFF (PTO)

Section 1. Description. Each full-time employee covered under this Agreement shall accrue Paid Time Off (PTO) as follows:

- A. All employees will be entitled to PTO which shall be determined by the employee's date of hire with the Company and each anniversary date thereafter shall be the reference point for PTO.
- B. All new employees hired by the Company after ratification of this Agreement will earn PTO and will be made available for their use following sixty (60) days of employment.
- C. Upon ratification, an employee's previously banked balance of PTO will be the employee's beginning PTO balance.
- D. PTO is intended to provide paid time off for all purposes including absences for vacation, illnesses, or any other activity, including all uses permitted under RCW 49.46.210.

Section 2. Use of PTO. PTO may be used in ~~one-tenth (0.1)~~ ~~one-half (0.5)~~ hour increments.

Section 3. Accrual. ~~Upon ratification, b~~ Bargaining unit employees will accrue PTO according to the accrual rates listed below.

Years of Service	Credit Per Pay Period	Annualized
0-2	3.08 hours	80 hours
3-7	4.62 hours	120 hours
8-12	6.15 hours	160 hours
13+	7.69 hours	200 hours

Section 4. Employees shall move to their next accrual rate on the first pay period after their Company service date.

Section 5. Employees may bank up to one and a quarter (1.25) times their annual accrual rate and may carry over that amount into the next year.

Section 6. For employees terminating from the Company for any reason, all earned PTO on the date of termination will be paid out on the next scheduled payday, if employed for more than one year from date of hire.

Section 7. Use of PTO during any plant shutdown will be at the employee's discretion.

Section 8. Employees who, upon ratification, are grandfathered into the pre-January 2014 PTO accrual rates will continue to accrue at those grandfathered rates until the first pay period after their thirteenth (13th) Company service date. At that time, they will move to the above accrual schedule. Grandfathered employees are listed on Exhibit A.

ARTICLE 13
LEAVES OF ABSENCE

Section 1. Leaves of Absence. The Company shall comply with the provisions of all applicable federal, state, and local leave regulations.

Section 2. Personal Leave of Absence. A leave of absence may be granted for personal reasons and without pay in the sole discretion of the Company. Applications for leave and extensions shall be in writing signed by the employee.

Section 3. Jury Duty. To be eligible for time off for Jury Duty, the employee must furnish a copy

of their summons to management, before the appearance, to indicate that the absence from work is necessary. Employees who serve as jurors will be paid for the time they miss work at their straight-time base rate of pay for a maximum of two (2) weeks, not to exceed their regularly assigned hours of work per day and subject to a total of eighty (80) hours maximum. In addition, the employee will provide verification of actual appearance for jury duty for each day the employee claims jury duty pay. The employee will be permitted to keep juror fees received.

Section 4. Bereavement Leave. Two (2) ~~Three (3)~~ days bereavement leave without pay will be granted to an employee on the active payroll who, because of death in his/her immediate family, takes time off from work during his/her normal work schedule. Each employee may not exceed four (4) days of bereavement paid in a twelve (12) month period. Employees may use accrued and available PTO to cover any additional ~~such~~ bereavement leave. For the purposes of this Section 4, immediate family members are (includes biological, adopted, or current step): father, mother, spouse, daughter, son, brother, sister, grandparent, grandchild, father/mother-in-law. In addition, an employee will be granted bereavement leave for a stillborn child. The Company may require reasonable documentation as proof of death or fetal death. Any available PTO may be used whenever additional time is required or the employee may request personal leave.

ARTICLE 14 HEALTH AND WELFARE

Section 1. Health and Welfare Plans. The Company agrees to offer eligible bargaining-unit employees the following health and welfare benefits:

- A. The Company will offer eligible bargaining unit employees the same medical benefit plan(s) offered to the Company's unrepresented employees, pursuant to the plan(s) documents. However, during the term of this Agreement, the Company and represented employees will share responsibility for premium payments as follows:

BRONZE PLAN	COMPANY PAID	EMPLOYEE PAID
Employee Only	97.56%	2.44%
Employee and Spouse	96.68%	3.32%
Employee and Child(ren)	97.43%	2.57%
Employee and Family	95.94%	4.06%

SILVER PLAN	COMPANY PAID	EMPLOYEE PAID
Employee Only	93.05%	6.95%
Employee and Spouse	92.00%	8.00%
Employee and Child(ren)	92.20%	7.80%
Employee and Family	87.49%	12.51%

GOLD PLAN	COMPANY PAID	EMPLOYEE PAID
Employee Only	79.98%	20.02%
Employee and Spouse	79.08%	20.92%
Employee and Child(ren)	79.25%	20.75%
Employee and Family	75.20%	24.80%

- B. The Company will offer eligible bargaining unit employees the same dental and vision benefit plan(s) offered to the Company's unrepresented employees, pursuant to the

plan(s) documents. However, during the term of this Agreement, the Company and represented employees will share responsibility for premium payments as follows:

PLAN	COMPANY PAID	EMPLOYEE PAID
Employee Only	79.69%	20.31%
Employee and Spouse	79.29%	20.71%
Employee and Child(ren)	79.96%	20.04%
Employee and Family	79.12%	20.88%

C. The Company will offer eligible bargaining unit employees the same Life Insurance, Accidental Death and Dismemberment and Short Term Disability benefit plan(s) offered to the Company's unrepresented employees, pursuant to the plan(s) documents. ~~However, during the term of this Agreement, eligible represented employees will receive these benefits at no cost to the employee.~~ Effective January 1, 2020, Short Term Disability will be discontinued and employees will be covered by State law in accordance with RCW 50A.04.

Section 2. Plan Modifications. The Union acknowledges that the Company may make changes to health and welfare plans, programs and carriers/providers. The Company commits that the benefits provided will not, for the term of this Agreement, be less than provided to non-bargaining unit employees.

Section 3. Flexible Spending Account. The Company agrees to continue to offer employees a Flexible Spending Account (FSA).

Section 4. Paid RCW 50A.04. For the life of the agreement the Company will pay the full premium contribution specified under RCW 50A.04.

ARTICLE 15 401(k) PLAN

Section 1. 401(k) Savings Plan. The Company will include bargaining unit employees in the 401(k) savings plan for the duration of this Agreement on the same terms as it applies to the Company's unrepresented employees and pursuant to the annual plan documents. ~~The Company shall match employee contributions retroactive to those contributions made on the payroll period beginning January 4, 2016.~~

Section 2. IAM District 751 Savings Plan. Effective March 1, 2019, the Company agrees to contribute to the IAM District 751 Savings Plan Trust, on behalf of each bargaining unit employee \$0.25 for each hour compensated to a maximum of two thousand eighty (2080) hours per calendar year for the duration of the agreement. Upon acceptance for participation in the Trust by the Trustees, the Company agrees to the terms of the Trust Agreement and to make such contributions as set forth in this Article.

ARTICLE 16 GRIEVANCE AND ARBITRATION PROCEDURE

Section 1. Definition. A grievance is a dispute over the interpretation or application of this Agreement. Such grievance may be filed on behalf of a grievant or grievants by the Union Steward or the Union Business Representative. Both parties agree to use their best efforts, including informal meetings involving management, the grievant or the Union Steward to resolve matters without resorting to the grievance procedure. This does not preclude the employee or the Union Steward from bypassing this meeting and beginning at Step 1 of this Article.

1 The time limitations set forth herein for presenting and deciding grievances are to be strictly
2 adhered to, but may be extended by mutual written consent of the parties. Email
3 communications will suffice as written consent. Neither party will unreasonably deny an
4 extension request.

5 **Section 2. Grievance Steps.**

6 **Step 1:** Grievances must be submitted to the Company in writing by the Union within ten
7 (10) days from the first occurrence on which the grievance is based or from when it was first
8 discovered by the affected employee or Union. The written grievance must specify the
9 nature of the alleged violation, the specific provision(s) of the Agreement that are involved
10 and the remedy sought. The Company shall have ten (10) days to respond in writing to the
11 grievance.

12 **Step 2:** If the grievance is not resolved in Step 1, or the Company does not provide a timely
13 response, the Union may, within seven (7) days after the Company's response is due,
14 request the Company, in writing, to convene a meeting to discuss the issue. Present at the
15 meeting will be a Union Business Representative and a designated Company representative
16 and, if possible, the grievant. This does not waive the requirement that the Union file a
17 grievance within ten (10) days.

18 The grievance meeting shall take place within seven (7) days after the Company receives
19 the Union's notice. The meeting shall be scheduled with reasonable consideration to
20 preserve the Company's normal work schedule.

21 The Company shall give a written answer to the Union and grievant within seven (7) days
22 from the date of such meeting.

23 **Step 3:** Grievances not satisfactorily settled in Step 2 may be appealed to an impartial
24 arbitrator. If the Union or the Company desires to arbitrate a grievance, they shall notify the
25 other party in writing to that effect within ten (10) days following receipt of the Company's
26 written Step 2 response. The Union may not advance any alleged violations or remedies
27 sought that were not previously presented during the Step 2 grievance meeting. The parties
28 will attempt to agree on an arbitrator. If the parties cannot agree upon an arbitrator, the
29 grieving party will request a list of seven (7) arbitrators from the Federal Mediation and
30 Conciliation Service (FMCS) within fourteen (14) days of failing to agree upon an arbitrator.
31 The parties shall alternately strike names from the list until one (1) name remains; this shall
32 be the arbitrator to hear the grievance. The parties will flip a coin to determine who strikes
33 first.

34 **Section 3. Arbitration.** The fees and expenses of the arbitrator will be split equally by the
35 parties. Each party is responsible for the cost and expenses (including attorney's fees) of their
36 own witnesses and representatives.

37 The decision of the arbitrator shall be in writing and shall be final and binding on all parties.
38 However, the arbitrator shall not have jurisdiction or authority to add to, subtract from, modify or
39 in any way change the express provisions and terms of this Agreement.

40 **ARTICLE 17** 41 **DISCIPLINE AND DISCHARGE**

42 **Section 1.** The Company may discipline an employee up to and including discharge for just
43 cause. The principles of progressive discipline will be followed; however, it is recognized that
44 some conduct is so severe that it may warrant higher levels of discipline without progressive
45 discipline.~~the Company may establish categories of conduct that call for initial discipline at any~~

~~appropriate discipline step that the Company deems necessary depending upon the severity of the violation.~~

Section 2. Disciplinary action issued by the Company for just cause shall be subject to the Grievance and Arbitration procedure. However, verbal warnings shall not be subject to the Grievance and Arbitration procedure.

Section 3. All verbal and written notices will not be used for the purpose of progressive discipline if no further violations have occurred within ~~twelve (12)~~~~eighteen (18)~~ months from the date the verbal or written infraction was documented. After ~~twelve (12)~~~~eighteen (18)~~ months from the date of issue, the documentation may remain in the employee's file but will not be used for the purpose of progressive discipline. Suspension documentation will not be used for the purpose of progressive discipline if no further violations occur within ~~eighteen (18) months~~~~two (2) years~~ after the date of issue but may remain in the employee's file.

Section 4. The Company will provide a copy of any written warnings or suspension notices to the employee.

ARTICLE 18 EDUCATION ASSISTANCE

Section 1. The Union and Company recognize that to achieve a highly skilled and motivated workforce, the parties must create an environment conducive to learning opportunities and self-development.

Section 2. The Company will include bargaining unit employees in the Education Assistance program on the same terms as it applies to the Company's unrepresented employees. The Education Assistance program will not be discontinued during the term of this Agreement.

Section 3. Aero Machinists Institute. The parties recognize a mutual interest in developing training opportunities for the Company's current and prospective employees. Therefore, upon request from the Union, during the life of this Agreement, the Company will meet with the Union to negotiate regarding partnership and/or participation in the training programs offered by the Aero Machinists Institute.

ARTICLE 19 HEALTH AND SAFETY

Section 1. Mutual Objective. The Union and Company recognize the value of working together to maintain high standards of occupational health and safety throughout the Company. Both parties commit to work together to create an environment which promotes a positive approach to processes, attitudes and activities that achieve a workplace free of incidents, accidents and injuries. It is our intent that no employee shall be required to perform work that involves an imminent danger to health or physical safety. ~~Should an employee believe that there is imminent danger due to work required to be performed, the employee should stop working and inform the immediate supervisor, the highest level operations leadership available, and any available union steward, to assess the situation. Company leadership will determine the appropriate action up to and including resuming work. The affected employee will not resume work until the assessment has occurred.~~

A. **Health and Safety in the Workplace.** The Union and the Company are committed to working together to maintain a healthy and safe workplace. Both parties agree that all employees should be actively involved in creating a safe workplace and complying with all applicable safety and health policies and procedures.

Section 2. Safety Committee. There shall be a Safety and Health Committee organized and operated in accordance with state requirements. This Committee shall meet on a monthly basis at a minimum, and in a manner that allows for participation from employees working all shifts, and will be responsible for resolving safety concerns. The Company and the Union shall appoint equal number of delegates to the Safety Committee. The Union will designate a Union Steward or appropriate represented employee delegate as the Union's focal point. The Company will designate the appropriate site safety manager, or his/her designee, as the Company's focal point. The focal points will be the contact for occupational health and safety issues at the facility.

The Company shall provide reasonable administrative support for the Committee. Time spent by members of the Committee at the request of the Company shall be considered paid work time. The Committee shall perform its tasks during normal work hours, to the extent possible.

Section 3. Use of Safety Devices. The Company will furnish required personal protective equipment for all employees. The Company will provide coveralls for check out and occasional day-use on dirty assignments at no cost to employee.

Section 4. The Company will maintain emergency first aid stations/service and eye wash stations throughout both Plants.

Section 5. When an employee at work requires immediate medical attention due to an industrial injury/illness or exposure to hazardous agents in the work environment, the Company will ensure transportation to and from the appropriate medical facility, upon the employee's request.

Section 6. The Company will contribute up to \$150 per year to each employee for the purchase of prescription and non-prescription safety glasses from a Company selected provider. In 2020, the amount shall increase to \$155, and in 2021 the amount shall increase to \$160.

ARTICLE 20 MISCELLANEOUS

Section 1. Sabotage. The Union agrees to report to the Company when it has knowledge of any acts of sabotage or damage to or the unauthorized or unlawful taking of Company, government, customer or any other person's or employee's property. The Union further agrees, if any such acts occur, to use its best efforts in assisting to identify and apprehend the guilty person or persons.

Section 2. Equal Employment Opportunity. The Union recognizes the Company has a legal responsibility and is committed to giving equal opportunity to all qualified persons. Therefore, all individuals will be recruited, hired, assigned, advanced, compensated and retained on the basis of their qualifications and performance and will be treated equally in these and all other respects without regard to race, color, religion, sex, age, national origin, marital or military status, sexual orientation, physical, mental or sensory disability, gender identity and genetic information or any other bases protected by federal, state or local law. Employees are expected to refrain from any activities that are unlawful in nature.

Section 3. Nondiscrimination. All terms and conditions of employment included in this Agreement shall be administered and applied without regard to race, color, religion, national origin, status as a disabled military veteran, age, sex gender identity/expression, sexual orientation/preference, or the presence of a disability.

Section 4. Company Interviews. Each employee has the right, during an investigation conducted by the Company, or any third party of the Company, that the employee reasonably believes may result in discipline, to request the presence of his/her Union Steward, if the Union

1 Steward is available. If his/her Union Steward is not available, such employee may request the
2 presence of another immediately available Union Steward.

3 **Section 5. Drug and Alcohol Testing.** The Company may require any applicant or employee
4 to undergo drug and/or alcohol testing at any time for reasonable suspicion and post-accident
5 testing, and may deal with positive test results under the terms of the Company's policy, as in
6 effect at that time. Any drug and alcohol testing program will include generally accepted testing
7 procedures. An employee who tests negative will be fully compensated for any time spent on a
8 testing procedure.

9 The ~~Employer~~-Company agrees to make available information on an Employee Assistance
10 Program available to employees.

11 **ARTICLE 21** 12 **SEPARABILITY**

13 If any term or provision of the Agreement is, at any time during the life of the Agreement,
14 adjudged by a court or administrative body of competent jurisdiction to be in conflict with any
15 law, such term or provision shall become invalid and unenforceable, but such invalidity or
16 unenforceability shall not impair or affect any other term or provision of this Agreement. The
17 Union and the Company shall meet to negotiate to resolve the conflict.

18 **ARTICLE 22** 19 **COMPLETE AGREEMENT**

20 The parties acknowledge that during the negotiations which resulted in this Agreement, each
21 had the unlimited right and opportunity to make demands and proposals with respect to any
22 subject or matter not removed by law from the area of collective bargaining, and that the
23 understanding and agreements arrived at by the parties after the exercises of that right and
24 opportunity are set forth in this Agreement. Therefore, the parties, for the life of this Agreement,
25 waive the right, and each agrees that the other shall not be obligated, except as otherwise
26 provided in this Agreement or required by law, to bargain collectively with respect to any subject
27 of matter referred to or covered in this Agreement. ~~Further, the parties, for the life of this~~
28 ~~Agreement, waive the right, and each agrees that the other shall not be obligated to bargain~~
29 ~~collectively with respect to any subject or matter not specifically referred to or covered in this~~
30 ~~Agreement, even though such subject or matter may not have been within the knowledge or~~
31 ~~contemplation of any of the parties at the time this Agreement was negotiated or signed.~~

32 **ARTICLE 23** 33 **SUCCESSORS AND ASSIGNS**

34 If ownership of the Company is transferred, the Company will provide the Union with any
35 necessary contact information for any successor owner that plans to operate the business.
36 Nothing in this provision shall limit or reduce other rights or obligations of the parties under the
37 National Labor Relations Act.

38 **ARTICLE 24** 39 **PAST PRACTICES**

40 Any and all agreements, written and verbal, previously entered into by the parties hereto are in
41 all things mutually cancelled and superseded by this Agreement. Certain benefits and practices
42 may presently exist which are not specified in this Agreement, and it is understood that their
43 continuation for the term of this Agreement is not required or guaranteed where the Company is
44 exercising its Article 2 Management Rights. Notwithstanding the above, the Company will

~~Unless specifically provided herein to the contrary, prior benefits and past practices shall not be binding on the Company. The Company will~~ continue round-up and wash-up practices and ~~the current attendance policy will~~ meet and confer with the business representative to mutually agree on any future attendance policy changes.

ARTICLE 25 STRIKES AND LOCKOUTS

Employees will not engage in nor will the Union cause or sanction members of the bargaining unit to cause or take part in any strike, including but not limited to sympathy strikes, sit-downs, stay-ins, slow-downs, walk outs or any other interruption or stoppage of work against the Company during the life of this Agreement, or any extension thereof. The Company will not lockout any employee during the term of this Agreement or any extension thereof. The parties recognize the right of the Company to take disciplinary action, up to and including discharge, against any employee who violates this Article.

ARTICLE 26 OUTSOURCING, ~~AND~~ NEW TECHNOLOGY AND RELOCATION OF WORK

Section 1. Outsourcing. The Company will not outsource any work performed by the bargaining unit employees unless employees in the affected job classification do not have the requisite skills, abilities or for reasons related to department or equipment capacity. When outsourcing or subcontracting work, no employees in the affected job classification will be laid off or removed from their job classification due to outsourcing.

Section 2. Technology Changes. Technological changes which affect jobs in the bargaining unit will not be used as a basis for changing such jobs from bargaining unit status to a non-bargaining unit status. The Company will provide training for employees who will be expected to operate the new technology.

Section 3. Relocation of Work to Other Company Facilities. Should the Company make a decision to relocate or reassign work to another Company-affiliated facility that impacts the number of bargaining unit jobs, it will provide the Union thirty (30) days' notice before implementation. In such circumstances, affected employees will have the right to exercise any of the following options to mitigate the impact:

- (a) The right of first refusal for continued employment, performing the same body of work at no less than the current rate of pay at the receiving Company facility;
- (b) The right to continued employment at the Everett location in any available position for which they are qualified ahead of any other candidate. Employees who elect to exercise this option shall also retain (i) recall rights to their prior position for the duration of this Agreement; and (ii) the right to exercise option (c) below for six (6) months. If the Company has an available position for which they are qualified and that offers the same or greater rate of pay, the employee will not be eligible for severance benefits under option (c).
- (c) The right to receive severance benefits upon layoff under this Section 3 and signing the Company's standard separation agreement of one (1) week of severance pay per year of service, with a maximum of four (4) weeks. Partial years of service shall receive pro-rated severance pay based on full months of service completed. In addition, the Company will provide a cash payment equivalent to two (2) months of COBRA coverage. The Company will provide a positive reference along with assistance in

resume preparation and outplacement services with a special emphasis on opportunities for employment at other Machinist-represented companies and will not contest any application for unemployment benefits.

In addition, all affected employees who are not retained at the Everett facility pursuant to section (b) above shall retain recall rights for all positions for which they are qualified for the duration of this Agreement. Severance payments for employees receiving severance under Section 3(c) will end at time of recall.

ARTICLE 27 BARGAINING UNIT WORK

Section 1. Bargaining unit work should be performed by bargaining unit employees. If there are emergent or temporary situations, the Company may assign a non-bargaining unit employee to perform the work. This provision shall not be used to cause a layoff of any employee or a reduction in their regularly scheduled hours.

Section 3. Temporary Employees. Temporary employees will not cause the layoff or reduction in regularly scheduled working hours of any employee covered by this Agreement. The Company will not use temporary employees unless the Company is actively recruiting permanent employees in the applicable classifications. The Company agrees that the use of temporary employees will not exceed seven percent (7%) of the number of bargaining unit employees. Cadence employees from other sites will not be classified as temporary employees. The Company will provide the Union names and contact information for all temporary employees and Cadence employees from other sites.

ARTICLE 28~~27~~ DURATION

This Agreement shall become effective as of the beginning of first shift on February 16, 201~~96~~, (which date is the date as of which this Agreement was executed, sometimes referred to as the "effective date of this Agreement") and shall remain in full force and effect until midnight at the close of February ~~15~~¹⁸, ~~2022~~²⁰¹⁹, and shall automatically be renewed for consecutive periods of one (1) year thereafter, unless either party shall notify the other in writing, at least sixty (60) days but not more than ninety (90) days prior to February ~~15~~¹⁸th, of any calendar year, beginning with ~~2022~~²⁰¹⁹, of its desire to terminate the Agreement, in which event this Agreement shall terminate at midnight at the close of such February ~~15~~¹⁸th, unless renewed or extended by mutual written agreement. In the case of such notice the parties agree to meet immediately thereafter for the purpose of negotiating a new Agreement or a written renewal of this Agreement.

On behalf of the collective bargaining unit for which, respectively, the undersigned is the certified collective bargaining agent, each of the undersigned as of the date states above and as a party to the foregoing Agreement hereby accepts and agrees to the terms and conditions thereof.

**Cadence Aerospace/
Giddens Industries**

**International Assoc. of
Machinists & Aerospace
Workers, AFL-CIO District
Lodge 751**

KEN KELLEY
President

JON HOLDEN, Dist. Pres. &
Directing Business Rep.

GINA MINTZ
Director of Human Resources

RICHARD JACKSON
Chief of Staff

ALAN MITCHELL
Manufacturing Manager

SPENCER THAL
Union Attorney

GREG CAMPOS
Business Representative

GARY NAPLE
Committee Member

JOHN COMBS
Committee Member

MICHAEL POWELL
Committee Member

STEVEN BURCH
Committee Member

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2
3

Appendix A
Grandfathered Employees for PTO Accrual

Per Article 12, Section 8, the following employees are grandfathered for PTO accrual:

Name	Hire Date
Asantor, Jessy	12/05/2005
Bondoc, Elizabeth D.	11/02/2010
Bondoc, Gener T.	03/26/2007
Borcz, Jerzy R.	05/05/2009
Boyles, Jason A.	10/10/2011
Chanthabouly, Khammay	10/31/2011
Cheesman, Billie S.	01/10/2011
Cho, Seung H.	03/31/2010
Choi, Chang H.	09/30/2013
Christenson, Richard	06/24/2013
Clarke, Zachary A.G.	05/14/2012
Combs, John E.	10/22/2012
Cuesta, Leonardo	09/07/2012
Dawson, Justin S.	07/25/2011
Defoe, John C.	10/18/2010
Demaray, Richard L.	04/11/2011
Determan, Luke N.	03/18/2013
Devilla, Alfredo C.	08/11/2008
Dipperry, Michael M.	06/20/2012
Doph, Aaron M.	10/18/2004
Dyer, Robert M.	01/17/2011
Edkins, Corey E.	09/30/2013
Eldridge, Bruce T.	07/09/2012
Espedion, Nico	07/09/2012
Evans, Christian	01/30/2001
Faylona, Rafael P.	06/14/2010
Fenin, Timofey I.	05/02/2011
Flippin, James D.	09/17/2007

Name	Hire Date
Flores, Wilmer M.	08/12/2013
Foxley, Benjamin R.	09/09/2013
Frauenholtz, James E.	08/20/2012
Gamit, Lilia A.	09/07/2006
Gourdine, Randolph	04/15/2013
Gregory, Cary A.	07/28/1997
Guintu, Teddy B.	11/13/2006
Gundersen, Cynthia L.	05/04/2009
Guzman-Martinez, Enrique	03/04/2013
Hang, Viet T.	06/22/2009
Hanson, William A.	10/08/2012
Hardy, Scott	10/02/2006
Heintz, Louis	02/19/2001
Hensley, Travis R.	02/06/2012
Higgins, Bradley N.	06/11/2007
Ho, Linh N.	05/24/2010
Ho, Loc H.	02/16/2006
Hoang, Dong V.	06/03/2010
Hodges, Ricky	04/23/2001
Holt, David L.	09/03/1991
Jensen, Richard A	08/19/2013
Jorgensen, David M.	03/14/2011
Karrenberg, Jason F.	04/02/2012
Kim, Bo R.	01/02/2013
Kirkland, Erik S.	11/07/2011
Klein, James A.	09/18/2006
Knighten, Todd J.	09/12/2011
Kristjanson, Mervin	10/14/2002
Kulp, Joshua L.	10/15/2012
Le, Doan Van	11/13/2000
Le, Quang C.	11/21/2011

Name	Hire Date
Lehman, Micah D.	02/14/2007
Lindal, Verna S.	10/27/1997
Lucero, Oscar M.	11/30/2009
Lugo, Daniel	03/22/2010
Ly, Henry	01/24/2011
Manansala, Carlos Diwani	11/08/2010
Manansala, Emilio L.	05/22/2013
Martin, Jacob A.	04/19/2013
Mason, Jonathan C.	05/14/2012
McCrary, Miriam M.	12/05/2011
Melgar, Joseph	11/27/2012
Mettao, Lycida E.	07/09/2012
Meyers, Douglas A.	09/24/2007
Milam, Jack L.	03/31/2008
Miller, Erik L.	12/06/2006
Mittler, Sara A.	07/16/2012
Molina, Walter	10/14/2013
Monteith, Susan C.	02/15/2010
Myers, Dana S.	07/16/2013
Myers, Michael W.	03/19/2012
Naple, Gary L.	04/05/2010
Navas-Perez, Josue	07/01/2013
Needham, Evangelina V.	09/07/2011
Nguyen, Duc	07/08/2013
Nguyen, Hung P.	02/19/2007
Nguyen, Lawrence	06/14/2004
Nguyen, Thi A.	07/19/2010
Nguyen, Thinh N.	01/28/2013
Oleynikov, Aleksandr V.	07/31/2012
Ovalle, Jorge M.	03/19/2012
Paulson, Gregory R.	04/22/2013

Name	Hire Date
Pham, Hai V.	12/06/2010
Pham, Long K.	05/09/2005
Pham, Tuan A.	09/17/2012
Phan, Hung M.	01/30/2006
Piontkovich, Vadim	12/02/2013
Polpanpua, Vana	04/19/2010
Potter, Curtis B.	10/11/1993
Powell, Michael D.	10/18/2007
Rabago, Mark R.	03/05/2012
Saflor, Reynaldo	09/10/2012
Saradpon, Jerrwin S.	09/26/2011
Saradpon, Joebert S.	01/22/2008
Sayaseng, Scott L.	02/01/2010
Schmelzer, Timothy W.	08/09/1994
Schnabel, Barry D.	07/19/2011
Schrock, Lee A.	10/22/2012
Shagas, Mikhail	09/24/2012
Silvestre, Michael	01/06/2014
Slosson, Steven G.	07/26/2013
Smith, Christine A.	10/31/2011
Smith, Steven J.	08/08/2011
Stansberry, Sean P.	01/16/2012
Sul, Yong W.	01/05/1998
Sum, Samoeun	10/31/2011
Swanson, Jeremy A.	01/23/2012
Tagle, Arthur B.	09/28/2009
Thodt, Quanah	12/12/2005
Tong, Viet Q.	07/25/2011
Tran, Hung T.	10/22/2012
Tran, Phu V.	09/24/2007
Tran, Thanh Huy	08/05/2013

Name	Hire Date
Vu, Hoa D.	09/19/2011
Wahl, Clinton D.	03/26/2012
Walden, Lyle M.	05/09/2005
Waters, Lavon J.	03/28/2005
Westling, Theodore S.	07/08/1998
Wilson, Gerald L.	03/18/2013
Worthington, Joseph D.	11/12/2012
Zavala, Ignacio A.	10/07/2013

