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PREAMBLE

This agreement is made and entered into this 16th day of June, 2008, by and between AEROJET-GENERAL CORPORATION, SACRAMENTO FACILITY at Aerojet Road and Folsom Boulevard, Sacramento County, California, hereinafter referred to as the "Company" and the GRAND LODGE OF THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, A.F. of L. - C.I.O., and its District Lodge No. 725 and its Local Lodge No. 946, hereinafter referred to as the "Union".

ARTICLE I - RECOGNITION

101. The Aerojet-General Corporation, Sacramento County, California Facility recognizes the Union, party to this agreement as the sole and exclusive agent for all its production and maintenance employees who work at its Sacramento Facility excluding all other employees, office & clerical, guards, supervisory personnel as defined in the National Labor Relations Act, as amended, any other employees presently certified to another Union, and the employees and activities of the Company's property management organization, at its Sacramento Facility located at the intersection of Folsom Boulevard and Aerojet Road in Sacramento County, California. The Aerojet-General Corporation's Sacramento Facility is defined as that facility to which this contract is presently applied.

102. Salaried nonbargaining unit employees of the Company's Sacramento Facility shall not perform any bargaining unit work which the Company selects to perform within its Sacramento Facility site as described above except as noted by the following conditions of this section. Salaried nonbargaining unit employees of the Company's Sacramento Facility, including supervisors, may perform bargaining unit work (1) during emergencies (defined as fire, flood, explosion, or other danger to life, limb, or property arising out of conditions beyond the control of the Company), (2) while instructing employee(s) with the employee(s) present, (3) during experiments by professional employee(s) (with academic, scientific or engineering degrees) working in conjunction with bargaining unit employee(s), (4) when working in conjunction with bargaining unit employees in designated research and development areas, or (5) when such work is de minimis in nature. This section shall not be construed to detract from the supervisor's responsibility for properly discharging his/her responsibility as a supervisor.

ARTICLE II - RIGHTS OF MANAGEMENT

201. The Union and its members recognize that the management of the facility and the direction of the working force remain vested exclusively in the Company, and this shall include but shall not be limited to the right to: hire; properly classify, promote or transfer; suspend, discipline, or discharge for just cause; or layoff employees for lack of work only; provided that the exercise of the foregoing shall not conflict with the provisions of this agreement.

202. The Company shall have the right to implement and to change from time to time, Rules of Conduct, including a substance abuse program, and the Union shall have the right to grieve the application of such rules and programs to individual employees. The Company will notify and discuss with the Union changes in Rules of Conduct prior to implementation.

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203. Notwithstanding any other provision within this agreement or any supplement thereto, the Union recognizes that the Company hereby retains the sole and exclusive control over any and all matters concerning the operation, management, and administration of its business as it pertains to:

1. The determination of the location, relocation or termination of any or all of its plants or facilities or parts thereof including, without limitation, the consolidation or merger of the Company's operations with that of any other division, subsidiary or facility, or any other firm or entity;
2. The determination of the products to be manufactured, the place and location of such manufacturer and/or the services to be rendered at any or all such locations;
3. The determination as to whether components, pieces, parts, or complete manufactured units or services or any other work shall be made, and, if so, where they shall be made, subcontracted or purchased;
4. The right to determine the processes, methods and procedures to be employed;
5. The right to perform all other functions inherent in the administration, management, control and/or direction of its business. With regard to this subsection 203(5) alone, inherent management rights shall apply unless expressly and specifically limited by a particular term of the collective bargaining agreement.

It is the Company's intention that Subcontractors are not to perform production work on the Sacramento Facility as defined in 101 unless the Company's contract with its customer, partner, or joint venturer requires such subcontracting. The Company will meet and discuss with the Union the new arrangement before the production subcontracting work begins.

ARTICLE III - STRIKES AND LOCKOUTS

301. For the duration of this agreement, the Union and its members agree that it shall not call, sanction or engage in any strike, slowdown or stoppage of work against the Company for any reason, including honoring the picket line of another union or of the Union itself. The Company agrees it shall not cause or engage in any lockout.

ARTICLE IV - UNION SECURITY AND CHECK-OFF

401. All employees covered by this agreement shall, as a condition of continued employment, become and remain members of the Union in good standing during the term of this agreement.

402. All new employees covered by this agreement shall, as a condition of employment, become members of the Union immediately after thirty (30) calendar days of employment, and remain members in good standing during the term of this agreement.

403. The Union will make membership in the Union available to all employees covered by this agreement on the same terms and conditions as are generally applicable to other members of the Union, and further, demands for termination of employment will not be made for reasons other

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than failure of an employee to tender the periodic dues and fees uniformly required as a condition of acquiring or retaining membership in the Union.

404. Upon receipt of authorization signed by the employee, the Company shall deduct from the employee's pay the initiation or reinstatement fee and monthly dues payable by him to the Union, in an amount as directed by the Union for the period specified, so long as he remains in the bargaining unit.

405. The Union shall indemnify and save the Company harmless against any and all claims, demands, lawsuits or other forms of liability that may arise out of or by reason of action taken by the Company at the direction of the Union in making payroll deductions of Union membership dues, reinstatement, initiation fees, or discharge of an employee at the Union's request in accordance with Section 403 of this article.

ARTICLE V - NEW EMPLOYEES

501. All new employees shall be on probation for their first ninety (90) working days of employment and can be discharged or released within that period of time for any reason. Upon mutual agreement with the Chief Steward, the Company will be granted a thirty (30) calendar day extension to the probationary period. Any absences during the probationary period shall extend the probationary period for an equivalent amount of time. After the said probationary period, their seniority shall revert to their date of hire. During the new employee's probationary period the new employee, their steward, and supervisor will meet every thirty (30) days to discuss the employee's progress, training and any other issues pertaining to their employment. A copy of the written evaluation will be given to the employee, the Steward and the Labor Relations Manager within ten (10) calendar days.

502. In instances where the Company is unable to secure returns on inquiries prior to expiration of the probationary period, and such returns warrant rejection of the applicant for employment, the Union will not contest any action against such employee taken by Human Resources provided such action is taken immediately, but in no case later than one hundred and eighty (180) calendar days from date of hire and the information upon which the action was taken will be made available to the chief steward with the concurrence of the employee."

503. New employees covered by this agreement will be introduced to the steward and the Union safety representative by their supervisor promptly, but in no event later than five (5) days after employment.

504. An employee who has completed thirty (30) calendar days of service but less than ninety (90) calendar days and who is released for lack of work and then rehired within a year to the same classification will be credited with the original period of service toward completion of his probationary period and the adjustment of his date of hire to reflect calendar days on the Company payroll.

505. An employee who has lost seniority rights under Article XVI, Sections 1640 through 1647, and is rehired will be considered a new employee.

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ARTICLE VI - STANDARD WORKDAY AND WORKWEEK

601. Standard Workweek

602. Five (5) standard workdays, Monday through Friday, shall constitute the standard workweek.

603. For the purpose of computing overtime pay of each employee, the workweek of an employee shall consist of seven (7) consecutive 24-hour days (Saturday through Friday) with the starting time of the 24-hour period being determined by the starting time of his first assigned shift on Monday of that workweek.

604. Standard Workday

605. An employee's standard workday shall begin at the regular starting time of his first regularly assigned shift in the workweek and end twenty-four (24) consecutive hours later.

606. The first day worked by an employee in a standard workweek establishes the employee's regularly assigned shift for that week. If his shift is changed during this week, the employee will be compensated at the appropriate overtime rate during the remainder of this standard workweek, except he is paid at straight-time when he is returned to his regular shift in this standard workweek, unless the shifts are back to back.

607. The above provision does not apply when an employee is notified of a change in his regularly assigned shift before he has completed the last shift of his prior standard workweek.

608. If an employee is notified of a change in his regularly assigned shift after his last regularly assigned shift of the prior standard workweek and before his first assigned shift of the next workweek, he will be paid at the applicable overtime rate on the first shift only of the new workweek.

609. Shift Schedules

610. **Day Shift:** The day shift shall start work between 6:00 AM and 9:00 AM and shall consist of an eight and one-half (8-1/2) consecutive hour period less thirty (30) minutes for meals on the employee's time. Pay for the day shift period shall be a sum equivalent to eight (8) times the employee's regular rate.

611. **Swing Shift:** The swing shift shall start between 2:30 PM and 5:30 PM and shall consist of an eight (8) consecutive hour period less thirty (30) minutes for meals on Company time. Pay for the swing shift period shall be a sum equivalent to eight (8) times the employee's regular rate including a **seventy-five cents (.75¢)** per hour shift differential.

612. **Graveyard Shift:** The graveyard shift shall start work between 10:30 PM and 1:30 AM and shall consist of a seven and one-half (7-1/2) consecutive hour period less thirty (30) minutes for meals on Company time. Pay for the graveyard shift shall be a sum equivalent to eight (8) times the employee's regular rate including a **one dollar (\$1.00)** per hour shift differential.

613. An employee called in to work before his regularly scheduled starting time shall be allowed to complete his regular shift other than Saturdays, Sundays and holidays.

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614. Any employee not relieved from his area of assignment for thirty (30) minutes of uninterrupted time within a two-hour period for lunch beginning three and one half (3 1/2) hours after his regular starting time shall be paid a penalty payment equal to one (1) hour at the employee straight time hourly rate.

615. Report Time

616. In the event an employee reports for work on his regular shift without having been previously notified not to report, he shall be given at least four (4) hours' work, or if no work is available, he shall be given four (4) hours' pay at the applicable rate.

617. The above shall also apply to Saturdays, Sundays and holidays when the employee is requested to work.

618. Sections 616 and 617 will not apply in the case of emergency shutdown arising out of a condition beyond the Company's control.

619. Emergency Call-In and Call-Back Time

620. Employees on authorized emergency call-ins shall receive a minimum of four (4) hours' pay at the appropriate hourly overtime rate for the emergency call-in; however, employees may be required to work the balance of the four (4) hours in their classification. Emergency call-in is defined as work done as a result of notification to report to work after the employee has left the facility and prior to his next workday starting time.

621. If the employee is called in to work hours other than those in his regular shift (excluding overtime work that follows his regular shift or precedes his regular shift) and receives such notification prior to leaving the facility area, the requested time worked will be at a "call-back" status. Upon reporting to work the employee will receive a minimum of four (4) hours' pay at the appropriate overtime rate.

622. The starting time of authorized emergency call-ins and call-backs shall determine the appropriate shift differential to be paid for the emergency call-in periods outlined below.

623.	Starting Time	Shift Differential
	6:00 AM - 1:59 PM	None
	2:00 PM - 9:59 PM	Swing
	10:00 PM - 5:59 AM	Graveyard

624. For emergencies, not an Act of God/Nature, employees normally working the shift in which the call-in is made shall be selected.

ARTICLE VII - OVERTIME

701. Payable time before and after an employee's regularly scheduled shift hours shall be paid for at the overtime rate that applies.

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702. One and one-half (1-1/2) times the employee's regular rate shall be paid an employee in the following instances:

703. a. For all payable time outside his regularly scheduled shift hours up to and including four (4) hours in his standard workweek workday.

704. b. For his regularly scheduled shift hours on Saturday.

705. Two (2) times the employee's regular rate shall be paid an employee in each of the following instances:

706. a. For all payable time outside the employee's regularly scheduled shift hours in the employee's Saturday workday.

707. b. For all payable time exceeding four (4) hours put in outside the employee's regularly scheduled shift hours during the employee's standard workweek workday.

708. c. All payable time on the employee's Sunday workday.

709. d. All payable time on holidays as outlined in Article X.

710. An employee who works twenty (20) hours or more in any workday shall be paid two (2) times his regular rate for all payable hours worked on the next day unless and until he is given time off for a four (4) hour continuous period.

711. It is understood there shall be no pyramiding of overtime.

712. Overtime Distribution

713. The Company will make every reasonable effort to distribute overtime equally among employees consistent with the following general principles.

714. A work group will be identified as those employees within a classification, shift, and organization.

715. The Company will offer overtime to the employees in the classification who are capable and qualified to perform the tasks scheduled for overtime, as follows:

a. To the employees in the work group who normally perform the work.

b. To other qualified employees in the work group.

c. To other qualified employees.

d. Probationary employees and employees assigned per Article XVI, Section 16105, will be asked to work overtime only after all employees covered by a., b., and c above have been asked for overtime.

e. When overtime is necessary, employees will be given as much advance notice as possible. Overtime for the weekend will be asked for no later than the end of shift on Thursday. If asked later than that, the employee will not be charged if the overtime is refused.

f. It is the intent of this article to assign overtime to the employees who normally work on the shift on which overtime exists. However, in the event that it is necessary to

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work overtime on a daily basis for the continuation of work assignments in excess of the employee's regularly scheduled shift or workweek the Company may work the employee who normally performs the work up to a maximum of four (4) hours into the next populated or unpopulated shift and/or the Company may assign an employee on the other shift within the proper classification to perform the work.

- g. Crew Chiefs/Lead workers will be scheduled for overtime in accordance with the provisions of this agreement and treated the same as all other employees except where shift change requirements prevail. It is understood that there will be instances of overtime charges for Crew Chief/Lead workers where shift change overlap work flow continuity, communications between Crew Chief/Lead workers are necessary.

716. The Company will keep overtime records and the records will be posted weekly in a conspicuous place for the employees to view. A standard overtime form will be utilized and the steward will receive a copy of the posted form.

717. a. Employees who turn down overtime or are unavailable to work overtime will be charged as though worked. Unavailable means when an employee would have been asked for overtime but is on vacation, leave, absent, or cannot be reached, or for other reasons is unavailable when overtime is offered.

- b. Employees who do not want to be asked to work overtime may request removal from the overtime list. Employees waiving overtime must do so for a period of six (6) months. Employees who rescind their overtime waiver will be placed back on the work group overtime list with the same hours as the employee with the highest recorded overtime hours. This overtime list placement will occur effective the first regular work day of the week following the employee request to rescind the overtime waiver.

718. a. An employee who accepts overtime but fails to work will be charged double.

- b. Employees refusing overtime that is cancelled will not be charged.

719. Overtime quarters will begin the first week of December, March, June and September. At the end of a quarter the low employee will be revised to zero (0) hours and the other employees in the work group will be revised to maintain their same differential from the low employee.

720. In the administration of this provision, the appropriate steward and supervisor, or his salaried representative shall have a monthly meeting to discuss and resolve any impacts to the overtime distribution in the affected area. Should the problem be unresolved, the issue will be referred to the Chief Steward and the Labor Relations Manager.

721. Overtime shall be on a voluntary basis except for maintenance emergencies involving breakdown or repairs that can be worked on at "downtime" only and emergencies such as failure of utilities, fire, storm, flood, and other acts of God.

722. Employees who are permanently (Ref: Section 1680) transferred from one overtime work group to another overtime work group or change work organization, classification or shift, shall receive the average overtime hours of the new overtime work group upon the effective date of such change.

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723. Employees temporarily assigned to another overtime work group, work organization, shift, within their job classification for a period of less than twenty-two (22) calendar days or assigned per Article XVI, Section 16105, shall be considered in their original overtime work group for the purpose of overtime recording. Overtime inequities caused in the original regular work organization as a result of temporary off-plant assignments(s) shall not be considered as a violation of the overtime provisions.

724. New hires shall be given the average overtime hours of the employees in their classification work group as of the Monday following the completion of their probationary period.

725. An employee scheduled for vacation will be offered the opportunity to work any planned overtime on a holiday, Saturday or Sunday/Normal days off immediately preceding or following his scheduled vacation. This offering of overtime would apply when the employee would have been asked for this overtime.

726. An employee on approved leave of absence for thirty (30) or more calendar days will be charged the average number of overtime hours of his respective overtime group as of the last day of the workweek prior to his return.

727. An employee limited to light or restricted duties by the Manager of Health Services or their designee will not be assigned any overtime, except when the overtime assignment is the same type of work he is performing during the regular work week and is not contrary to the medical restrictions. A medically restricted or light duty employee shall carry the average overtime hours of his overtime work group for the duration of his medical restriction.

728. Overtime on the first half of an unoccupied shift belongs to the classification on the shift previous to the unoccupied shift. Overtime on the second half of an unoccupied shift belongs to the classification on the shift following the unoccupied shift.

ARTICLE VIII - VACATION

801. ~~Eligibility Employees covered by this Agreement will receive vacation under the Aerojet Policy including all changes in such terms and conditions uniformly made by the Company.~~

802. All employees covered by this agreement who have completed four (4) months of employment (seniority) shall be entitled to vacation benefits as outlined herein. "Employment" shall include:

1. All time reflected on the payroll since last date of hire.
2. Time between termination of employment in order to enter the Armed Services and reemployment in accordance with the provisions of the Universal Military Training and Service Act and /or related reemployment statutes.
3. Time spent on layoff status, provided such employee has been recalled in accordance with the provisions of this agreement.

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803. Accrual

1. Bargaining Unit Employees shall accrue vacation hours for each week of employment as follows:
2. From the beginning of the first year through the completion of the tenth (10th) year of service, employees shall receive accruals to their vacation account at the rate of 2.31 hours per week, up to a maximum of 240 hours.
3. From the beginning of the eleventh (11) year through the completion of the twentieth (20th) year of service, employees shall receive accruals to their vacation account at the rate of 3.08 hours per week, up to a maximum of 320 hours.
4. Employees who have completed twenty (20) full years or more of service will receive accruals to their vacation account at the rate of 3.85 hours per week, up to a maximum of 400 hours.
5. When an employee has reached the maximum accrual allowed, no further accrual will occur until the total accrued hours are reduced to less than the maximum accrual allowed. For example, an employee eligible for an annual benefit of 160 hours: The vacation accrual will cease when the account balance reaches 320 hours. When vacation is taken, causing the unused balance to fall below 320 hours, vacation accruals resumes

804. Use of Vacation

1. Vacation pay will be at the regular rate in effect at the time the vacation is taken.
2. Employees may use vacation in partial day increments of one-tenth (1/10) of an hour.
3. Once each year an employee may, at any time, request to be paid off for half (1/2) of his accrued vacation hours.
4. Generally, employees will not continue to accrue Vacation during unpaid leaves of absences.
5. Employees may not use vacation beyond the time accrued in the vacation account.

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6. Any unused accrued vacation will be paid upon termination at the regular rate in effect at termination.

8025. Vacation paychecks shall be given to the employee at the time he receives his last regular paycheck prior to the start of his vacation, if the vacation has been scheduled at least two (2) weeks in advance. The amount of the advance will be equal to approximately one week of net pay for each week of vacation requested. The advance will be applied against the net amount of the next paycheck(s) due the employee until recovered in full.

8036. Vacation time off shall be arranged at a time which will least interfere with production requirements. Insofar as possible, the employee's vacation time will be arranged to meet the employee's request. In approving the request the following will apply:

Sign ups for vacation will be on a first come, first approved basis. Should two employees submit requests for vacation on the same day, and production requirements will not allow both employee's to be off on the same day(s)/Week(s), bargaining unit seniority shall prevail.

8047. Within twelve (12) months of recall, employees who have received vacation pay at the time of layoff may request the lesser of:

8058. a. Accrued vacation time at the point of layoff, or

8069. b. Regular accrued vacation time based on years of service.

80710. The Company will bridge service for purposes of vacation. Service will be bridged if the last continuous period of service prior to the last break equals or exceeds the period of break.

ARTICLE IX - SICK AND ACCIDENT LEAVE

901. Eligibility

902. No employee shall be entitled to any of the benefits provided for in this article until he has been in the employ of the Company for a period of four (4) months continuously.

903. Sick and Accident Leave Year and Computation Date

904. The sick and accident leave year shall begin on the first Monday of June of each year and extend to the first Monday of June of the following year, which will provide that the computation period for sick and accident leave pay purposes shall be fifty-two (52) weeks.

905. Sick and Accident Leave Accrual

906. Employees on the active payroll shall earn sick leave at the rate of .924 hours per week or fraction thereof. In each computation year the maximum earned shall be fifty-two weeks times .924 or forty-eight (48) hours (six [6] days). Employees shall accrue sick leave while on medical

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leave of absence for either occupational or nonoccupational sickness or accident for a maximum of three (3) months in any computation period.

907. Those employees hired less than four (4) months from the computation date will earn and accumulate sick leave as outlined in Section 906 above but will not be entitled to use of such sick leave or pay for the amount accumulated until completion of four (4) months of continuous service.

908. In the event of an employee's absence from work because of an occupational or nonoccupational sickness or accident, or in the event of his absence from work because of an accident, sickness, or death of a member of his immediate family, an employee shall be entitled to a maximum of forty-eight (48) hours sick and accident leave with pay during each year of service as outlined in Section 906 above.

909. Sick and Accident Leave Pay

910. Pay for each full day of sick leave for an employee means pay for one (1) standard workday at an employee's regular rate of pay. Such pay shall be at the employee's regular rate of pay in effect at the time sick and accident leave days or units are used, or in the case of pay under Sections 911 and 912, at the employee's regular rate of pay in effect on the next computation date.

911. Pay for Unused Sick and Accident Leave

912. On the computation date, each employee shall be entitled to pay for the days of sick and accident leave to which he becomes entitled and which remain unused by the computation date. Payment for such unused sick leave shall be made as soon as practicable but not more than thirty (30) days subsequent to the computation date.

913. Pro Rata Sick and Accident Leave Pay for Terminating or Laid-Off Employees

914. A terminating or laid-off employee with four (4) months or more of continuous service shall be entitled to pay for the days of sick and accident leave to which he becomes entitled and which remain unused at time of termination or layoff.

915. Administration

916. For the purpose of administering sick and accident leave benefits, the following shall apply:

917. If an employee is unable to report for work for any reason, he or someone designated by him shall notify his work organization prior to the start of his shift at a Company-provided telephone number on the first day of absence and every day thereafter, for absences of more than one day.

918. If an employee receives benefits from Worker's Compensation Insurance covering an occupational sickness or accident case, or if he receives benefits from the Company's group insurance plan covering a nonoccupational sickness or accident case, he is eligible to draw on his accrued sick leave to make up any difference between what he received from his insurance and what he would have received had he worked. In no case, however, may an employee receive a larger total benefit when his insurance benefit is added to his Company sick and accident leave

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reimbursement than his regular base daily or weekly earnings would have amounted to for the length of time he was absent.

919. In case of sickness, "immediate family" refers to the employee's spouse, children, father, mother, and in addition, to any relative who is a permanent resident in the employee's domicile and who is mainly dependent upon the employee for support.

920. In case of death, "immediate family" refers to the employee's spouse, children, father, mother, and in addition to, any relative who is a permanent resident in the employee's domicile and who is mainly dependent upon the employee for support. It also refers to the following persons irrespective of whether they reside in the employee's domicile or whether they are mainly dependent upon the employee for support: parents-in-law, son-in-law, daughter-in-law, grandparents, grandchildren, brothers and sisters, brothers-in-law, sisters-in-law, and registered domestic partner.

921. Bereavement

922. In the event of an employee's absence from work because of the death of the employee's spouse, children father, mother other immediate relative who is a permanent resident in the employee's domicile and who is mainly dependent upon the employee for support. It also refers to the following persons irrespective of whether they reside in the employee's domicile or whether they are mainly dependent upon the employee for support: parents-in-law, son-in-law, daughter-in-law, grandparents, grandchildren, brothers and sisters, brothers-in-law, sisters-in-law, and registered domestic partner. The employee shall be entitled to a maximum of three (3) consecutive working days ~~(twenty-four hours)~~ bereavement pay, at the appropriate rate of pay. Bereavement pay is in addition to any other pay the employee may be entitled, but may not be taken simultaneously. The employee may be required to provide supporting documentation upon returning to work.

923. Sick and Accident Leave Options

924. Each employee may exercise various options, as indicated below, with respect to the disposition of current and accumulated sick leave. In this regard, each employee will submit notification of his option on or before April 1 of each year on one of the Company-provided forms, as follows:

- A. Pay off current year unused sick leave only.
- B. Pay off current year and all prior accumulated sick leave.
- C. Carry over and accumulate current year sick leave up to a maximum of two hundred forty (240) hours.

925. If no request is made with regard to current unused sick leave, an appropriate payoff shall be made for such unused time within thirty (30) days following the computation date.

926. Once each calendar year, an employee may take up to five (5) days sick leave as vacation with the concurrence of their supervisor.

927. Once each calendar year, an employee may, at any time, request to be paid off for all or a portion of his accumulated sick leave.

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ARTICLE X - HOLIDAYS

1001. Recognized Holidays

1002. The following days shall be recognized as paid holidays:

July 4, 2011	Independence Day
September 5, 2011	Labor Day
November 24, 2011	Thanksgiving Day
November 25, 2011	Day After Thanksgiving
December 26, 2011	Christmas Holiday
December 27, 2011	Christmas Holiday
December 28, 2011	Christmas Holiday
December 29, 2011	Christmas Holiday
December 30, 2011	Christmas Holiday
January 2, 2012	New Year's Holiday
May 28, 2012	Memorial Day
July 4, 2012	Independence Day
September 3, 2012	Labor Day
November 29, 2012	Thanksgiving Day
November 30, 2012	Day After Thanksgiving
December 24, 2012	Christmas Holiday
December 25, 2012	Christmas Holiday
December 26, 2012	Christmas Holiday
December 27, 2012	Christmas Holiday
December 28, 2012	Christmas Holiday
December 31, 2012	Christmas Holiday
January 1, 2013	New Year's Day
January 2, 2013	New Year's Holiday
May 27, 2013	Memorial Day
July 4, 2013	Independence Day

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July 5, 2013	Independence Day Holiday
September 2, 2013	Labor Day
November 28, 2013	Thanksgiving Day
November 29, 2013	Day After Thanksgiving
December 24, 2013	Christmas Holiday
December 25, 2013	Christmas Holiday
December 26, 2013	Christmas Holiday
December 27, 2013	Christmas Holiday
December 30, 2013	Christmas Holiday
December 31, 2013	Christmas Holiday
January 1, 2014	New Year's Day
January 2, 2014	New Year's Holiday
January 3, 2014	New Year's Holiday
May 26, 2014	Memorial Day

1003. An employee who agrees to work on a holiday and who does not report for work shall not receive holiday pay, except for circumstances beyond his control, such as an automobile accident, which makes it impossible for him to work and proof will be required. If there is a disagreement about the circumstances, the reason will be subject to the grievance procedure.

1004. An employee who works on a holiday shall be paid at twice his regular rate for all hours worked in addition to holiday pay.

1005. Holidays which fall on Saturday shall be observed on the preceding Friday (but not both days). Holidays which fall on Sunday shall be observed on the following Monday (but not both days).

1006. If a recognized holiday falls within an employee's vacation period, he shall receive holiday pay in addition to vacation pay provided he requests the holiday pay before leaving on such vacation, and he shall be allowed to extend his vacation at its beginning or end by one day for each holiday, provided he requests the extra time off prior to leaving on vacation. If no request is made prior to leaving on vacation, the employee shall return to work on the first scheduled workday following his vacation period, but if the employee has requested the additional time off, he shall not be permitted to work such days.

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1007. For the purpose of computing overtime, any holiday named in this article which falls within the employee's normally scheduled workweek, which is not worked, shall be counted as a day worked. Where the holiday is worked, the employee's rate for the purpose of computing overtime shall exclude his holiday pay, the purpose being to prohibit the payment of overtime on overtime.

1008. Holiday pay, as hereinbefore provided, shall not be made to employees on leave of absence unless both of the following conditions exist:

1009. The holiday falls within the first thirty (30) calendar days after the start of the leave; and

1010. The employee returns to work on or before the thirtieth calendar day after the start of the leave.

1011. In cases of Sections 1009 and 1010, sick leave days will be included as days of absence, but days off on paid vacation will not be included.

1012. Pay for holidays shall be eight (8) times the employee's regular hourly rate.

1013. The Company, at its discretion, may offer employee's the opportunity to work during the Christmas Holidays and defer the observance of the Christmas Holidays until a later date. Employees volunteering for this opportunity may elect to:

1. Receive double time for all hour's worked on the holidays and receive 8 hours holiday pay. The employee reserves the ability to observe the holiday(s) in the following year. Employees electing this option will not be paid holiday pay on the date(s) observed.
2. Receive double time for all hours worked on the regular holidays, and defer their holiday pay until the floating holiday(s) are observed. Employees electing this option will receive 8 hours holiday pay on the date(s) observed.

Employees with floating holidays must submit a written request, to their immediate supervisor, at least two (2) weeks prior to the date they wish to observe as a floating holiday. A request will be approved based upon manning and operational requirements. Once approved employees are not permitted to work during a floating holiday.

Employees may not accumulate floating holidays. All unpaid floating holidays will be paid to the employee(s) no later than November 10th of the following year and the ability to observe the floating holiday will be forfeited.

Employees will be offered this work in accordance with Article VII of this agreement

The company reserves the right to cancel this work opportunity. In that event, the holiday provision in the labor agreement will apply.

1014. In cases where employees are laid-off during the standard workweek in which a holiday occurs, such employees shall receive holiday pay.

ARTICLE XI - JURY DUTY

1101. Eligibility

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1102. An employee must have served his probationary period in order to qualify for jury duty pay.

1103. To receive jury duty or jury examination pay, the employee must promptly notify his immediate supervisor of any report date involved to provide adequate time in which to process a request for his release if requested by an employee.

1104. Jury Pay

1105. When an employee is absent from work in order to serve as a juror or to report to the court in person in response to a jury duty summons he shall be granted pay for those hours absent from work during his regular eight (8) hour day or regular five (5) day workweek. Pay for such work time lost shall in no event exceed, for any one employee, a total of twenty-five (25) regular eight (8) hour workdays in any one (1) calendar year. Pay for such work time lost shall be computed at the employee's regular rate of pay at the time of such absence.

1106. In no case will payment be made for jury duty performed while an employee is on any leave of absence or on vacation.

1107. If a swing shift or graveyard shift employee serves on jury duty, he shall not be required to work his shift on such calendar days, and if he voluntarily works such shifts, he shall not receive jury duty pay differential.

1108. To receive pay for work time lost, an employee must provide the Company with a statement signed by an official of the court certifying as to the employee's service as a juror or appearance in court for that purpose, the date or dates of attendance.

1109. The Company will apply jury pay provisions of Section 1105 for days served beyond twenty-five (25) which are necessary to complete the case an employee is serving on prior to the expiration of twenty-five (25) days.

ARTICLE XII - REST PERIODS

1201. It is the policy of the Company to standardize established rest periods throughout the plant. The running break will be recognized as dictated by efficient work force and operational requirements. In the event it is deemed necessary by the Company to change an established rest period within a work organization, seven (7) calendar days' notification will be given to the Union prior to implementing such change.

1202. The length of rest periods will be ten (10) minutes during the first half of an employee's shift and ten (10) minutes during the last half of an employee's shift. In remote areas, i.e., test and processing, where transit time is deemed necessary by supervision for the employee to reach a rest period station, such transit time will be allowed in addition to the ten (10) minutes.

1203. The Company agrees not to change its present practices on wash up time without prior negotiations with the Union.

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ARTICLE XIII - WAGE RATES

1301. The bargaining unit job classifications, job descriptions, and wage rates which shall be effective during the term of this agreement are set forth in Appendix "A" and made a part hereof.

1302. Paychecks for employees under this agreement shall be distributed thirty (30) minutes after the close of the facility lunch period during the last regular work shift of each week (next to last work shift for swing shift employees) for work performed during the preceding payroll week (the payroll week is Saturday through Friday). If a vacation advance was requested, the advance will be applied against the net amount of the next paycheck(s) due the employee until recovered in full. Where holidays occur on consecutive two-day periods of Thursday and Friday and the Company cannot meet the deadline for swing and graveyard shift paycheck distribution, paychecks will be distributed as soon as possible; however, no later than the Wednesday preceding the scheduled holiday. In exception to the foregoing concerning the delivery of paychecks, if the Company elects to offer employees a direct deposit service, employees may participate in such a service on a voluntary basis. In the event of a total machinery breakdown or other conditions beyond the control of the Company which would prevent the timely distribution of payroll checks, the Company will make every effort to distribute paychecks as soon as possible; however, such conditions are not considered a violation of this article. Errors in excess of ten percent (10%) in employees' paychecks shall be corrected and a supplemental check issued to the employee during his next regular shift. Errors of less than ten percent (10%) shall be adjusted no later than the following payday.

1303. Definitions - For the purposes of this and all other articles, the following definitions shall apply:

1304. Base Rate

1305. Base rate is defined as the hourly wage rate of an employee, excluding any adjustment, bonus, differentials, overtime, or premium payment.

1306. Regular Rate

1307. The regular rate is an employee's hourly base rate of pay plus lead worker, shift differential, and excluding overtime. The working rate for graveyard employees is computed as follows:

$$\frac{(\text{Regular Rate}) \times 8}{7.5} = \text{Working Rate}$$

1308. Wages

1309. Effective June 16, ~~2008~~ 2011, the individual base rate of each employee and the minimum and maximum of each rate range shall be increased ~~five percent (5.0%)~~.

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~~1. Lump sum of one thousand dollars (\$1,000.00) to be paid within thirty days of ratification in 2008.~~

1310. Effective June 16, ~~2009~~ 2012, the individual base rate of each employee and the minimum and maximum of each rate range shall be increased ~~four percent (4.0%)~~

~~1. Lump sum of one thousand dollars (\$1,000.00) to be paid the first week of July, 2009.~~

1311. Effective June 16, ~~2010~~ 2013, the individual base rate of each employee and the minimum and maximum of each rate range shall be increased ~~three percent (3.0%)~~.

~~1. Lump sum of one thousand dollars (\$1,000.00) to be paid the first week of July, 2010.~~

Proposal to be submitted at a later date for 1308-11.

1312. Promotional Increases

1313. When an employee is promoted, his base rate will be increased to the minimum of his new classification if such minimum is higher than his current base rate.

1314. Progression Within Established Rate Ranges

1315. Changes in base rate referred to in this section shall be made effective on the Saturday following completion of the prescribed period.

1316. Eight (8) weeks after hire or promotion (except Sections 1317 and 1318 below) an employee shall be advanced to a base rate of twenty-five cents (25¢) above the minimum base rate of his classification and shall receive an automatic twenty-five cents (25¢) per hour increase for each additional eight (8) weeks of continuous and uninterrupted service until the maximum base rate of his classification is attained.

1317. An employee who is at the maximum base rate of his classification and whose base rate of pay at time of promotion is equal to or in excess of twenty-five cents (25¢) above the minimum base rate of his new classification shall have the eight (8) week period computed as of the reclassification date.

1318. An employee who is not at the maximum base rate of his classification and whose base rate of pay at time of promotion is equal to or in excess of twenty-five cents (25¢) above the minimum base rate of his new classification shall retain his current progression cycle.

1319. An employee who is reclassified to a lateral or lower rated classification and whose base rate at the time of reclassification is between the maximum rate of his new classification and twenty-five cents (25¢) above the minimum shall retain his current eight (8) week progression cycle.

1320. An employee who is reclassified to a lower rated classification and whose base rate at the time of reclassification is between the minimum rate of his new classification and twenty-five cents (25¢) above the minimum shall retain his eight (8) week progression cycle.

1321. In the event there are ten cents (10¢) or less remaining in the rate range for the employee's job classification after applying the twenty-five cents (25¢), the employee shall be entitled to the maximum of the rate range for his job classification.

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1322. Interruption of Progression Cycle

1323. An employee's progression cycle shall be interrupted and recomputed in the following instances:

1324. Unpaid leaves of absence, except for Union business leaves of thirty (30) days or less, of two (2) or more full consecutive calendar weeks shall extend the then current progression cycle by the number of full calendar weeks of absence.

1325. Employees being recalled from layoff shall be given credit for the period of time, to the nearest full calendar workweek served prior to layoff, provided recall is made to the same classification, or to a classification with an equal or lower rate range maximum than that for the classification from which laid-off.

1326. On reclassification, except as provided for in Sections 1316 and 1318 through 1320 of this article.

1327. Nothing contained in this article and section shall be construed to require the payment of more than the maximum of the rate range for employee's assigned classifications as a result of the application of this article and section, except for employees presently under a red circle rate.

1328. Red Circle Rate

1329. "Red Circle" rate is defined as an employee's base rate which exceeds the rate range maximum for the assigned job classification. A red circle rate may be established as the result of the institution of new or changed job classification(s) and/or rate range(s) which properly classify affected employees for work performed, and which has a lower rate range maximum than the base rate carried by the employee.

1330. The employee shall be eligible for general wage increases; however, the amount of increase shall not exceed that received by an employee who is at the proper rate range maximum for the same job classification.

1331. An employee will lose his red circle rate under the following conditions:

1332. The employee is reclassified to a job classification other than that for which the red circle rate was paid.

1333. Upon return from layoff if the employee is recalled to a classification other than that for which the red circle rate was paid.

1334. Upon termination of employment.

1335. Rate Assigned on Bumping

1336. Employees exercising seniority bumping rights into lower or lateral paid job classifications shall be given the maximum rate of such classifications but not to exceed their current rate of pay.

1337. Rate Protection

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1338. No employee shall suffer a reduction in his base rate as a result of the signing of this agreement. An employee's rate will not be reduced when temporarily assigned to work below his classification to meet operating requirements. This section does not apply to changes in classification to conform with the proper level of regular work assignments.

1339. Job Classification Grievance Settlements

1340. In the event a job classification grievance is granted and a settlement is warranted, the following procedure is applied:

1341. For hours worked in the higher classification, an employee will be awarded an amount fifty cents (50¢) per hour above his present rate or the minimum of the rate range of the higher classification, whichever is greater, but not to exceed the maximum of the higher rated classification.

1342. For hours worked as Lineman, an employee will be paid \$4.00 per hour above his or her regular rate. For hours worked as a mobile crane operator, an employee will be paid \$2.50 per hour above his or her regular rate. For those hours worked doing asbestos abatement, an employee will receive \$1.00 per hour above his or her regular rate.

ARTICLE XIV - PAYROLL DEDUCTIONS

1401. Payroll deductions will be made only when:

1402. Required by law.

1403. Authorized and signed by the employee for duly authorized Union dues and initiation fees.

1404. Authorized and signed by the employee and approved for deduction by Payroll.

1405. Deductions noted in Paragraphs 1403 and 1404 shall continue until Payroll receives a request to stop, signed by the employee.

ARTICLE XV - NEW OR REVISED JOB CLASSIFICATION

1501. It is recognized that the establishment of new or revised job classifications within the collective bargaining unit heretofore defined may be warranted because of changes in job content growing out of the introduction of new products, changes in equipment, tooling, or in methods of processing or in materials processed, etc. Under each circumstance, the Company shall prepare and submit to the District 725 Business Representative and the Local Lodge 946 Negotiating Committee for negotiation the descriptions and appropriate rate ranges and promotional group for such job classifications as will have been determined to be within the collective bargaining unit. If agreement has not been reached after ten (10) working days, the Company may place the job classification into effect. The Union shall have the right within thirty (30) days thereafter to file a grievance over any alleged improper job description and/or rate range and/or promotional group for such classification. If the Union does not file a grievance within the time limit specified above, the job classification, rate range, and promotional group established by the Company shall be considered to be fair and equitable and shall remain in effect.

ARTICLE XVI - SENIORITY AND PROMOTIONS

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1601. General

1602. The purpose of this article is to provide a declared policy of work security for employees measured by length of service with the Company and to provide means by which job movements of employees will be regulated.

1603. Definitions

1604. Hire date seniority shall be defined as the employee's length of service with the Company since his date of hire or rehire, whichever occurs later.

1605. Bargaining unit seniority shall be defined as the employee's length of bargaining unit service.

1606. Classification seniority shall be defined as the original date of entry into a job classification.

1607. A promotion shall be defined as a change to a job classification for which the top rate of pay is greater than the top rate of pay of the employee's present job classification.

1608. A downgrade shall be defined as a change to a job classification for which the top rate of pay is less than the top rate of pay of the employee's present job classification due to a reduction in the work force.

1609. A transfer shall be defined as a movement of an employee from one shift to another and/or one work organization to another without a change of job classification.

1610. A lateral transfer shall be defined as a change to a job classification for which the top rate of pay is the same as the top rate of pay of the employee's present job classification.

1611. A layoff shall be defined as a removal from the active payroll of the Company because of a reduction in force.

1612. Recall rights shall be defined as those rights which an employee has when laid off or downgraded from a job classification. Recall rights are established in accordance with Sections 1631 through 1638.

1613. Layoffs and Downgrades

1614. General

1615. In administering layoffs and downgrades, seniority shall be applied as follows:

1616. The person having the least bargaining unit seniority within the affected job classification in the Company shall be the first displaced and the last recalled.

1617. An employee(s) who is unable to retain his present job classification due to a reduction in force shall apply his bargaining unit seniority to bump a less senior employee(s), if any, within his promotional ladder.

- a. Employees who have a bargaining unit seniority date prior to 12/23/71 shall have "grandfather rights".

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1618. In the application of Paragraph 1617, the employee will apply his bargaining unit seniority to displace less senior employees, if any, within his promotional ladder and his previously held jobs in descending labor grade order in an effort to retain the highest rated job classification possible. An employee's promotional ladder will be determined by the earliest date of entry into his highest rated job classification. All previously held job classifications will be integrated into the employee's promotional ladder in descending labor grade order. In cases where an employee can bump to more than one job classification in the same labor grade, he will displace the least senior employee of those job classifications.

1619. An employee affected by reduction in the work force may bump to a higher rated classification only under the following conditions:

- a. That such classification was formerly held on a regular basis and subsequently upgraded or converted from a classification that was formerly held on a regular basis and subsequently upgraded.
- b. That the employee does not have recall rights to such classification, or that the employee has not refused recall to such classification.
- c. That the employee must be affected by a reduction in force (lateral transfer, downgrade, or layoff) at the time he wishes to exercise his seniority to a higher classification.

1620. The application of this procedure is not intended to extend job assignment or work organization preference to the affected employee, but does provide maximum employment based on length of service with the Company. It is the intent of this article that an employee exercising any priority of placement must be the more senior in bargaining unit seniority to displace another employee within his promotional ladder in the event of a reduction in force.

1621. If two or more employees subject to a layoff or downgrade have an equal amount of bargaining unit seniority with the Company, the most senior employee will be determined on the basis of:

1622. a. Earliest date of hire at the Company.

1623. b. Lowest badge number.

1624. Employees may accept a layoff in lieu of downgrade. However, if the employee has been notified of his downgrade and requests layoff in lieu of downgrade, he must submit a confirmemo to his supervisor requesting layoff in lieu of downgrade to a particular job classification(s) prior to the end of his shift on the Tuesday following his notification. The supervisor will sign and date the confirmemo and be responsible for forwarding it to Labor Relations immediately. An employee may rescind a confirmemo providing he submits written notification to his supervisor in advance of publishing a layoff list on which the employee is affected. An employee who elects to accept a layoff in lieu of downgrade(s) shall forfeit recall rights to refused job classification(s) within his promotional ladder.

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- 1625.** a. In case of a layoff, the Company shall notify the affected employees at least five (5) regularly scheduled working days in advance unless advance planning is not possible due to unavoidable circumstances (mutually agreed upon as unavoidable, and if mutual agreement is not reached, such may be subject to the grievance procedure), or in cases where the employee is absent. In such instances the Company shall notify the affected employees as far in advance as possible.
- b. Should an employee be notified of a reduction in force, and should there be a job available for outside hire, then the employee may request consideration for that job if she/he possesses the requisite qualifications and was ineligible to have bid on the job when it was originally posted for in-plant bid.

1626. Emergency Layoff Procedure

1627. In the event the Company finds it necessary to make an emergency general layoff (in excess of 100 employees) or an entire operation (if less than 100 employees) due to cancellation of contracts without prior notice, or disaster requiring shutdowns, or other unavoidable circumstances (mutually agreed upon as unavoidable and if mutual agreement is not reached, such may be subject to the grievance procedure), the Company may layoff without regard to seniority all employees involved subject to the following:

- 1628.** a. All employees with one (1) or more years of seniority shall be returned within five (5) working days to positions to which their seniority and qualifications would entitle them.
- 1629.** b. All employees with less than one (1) year of seniority shall be returned within ten (10) working days to positions to which their seniority would entitle them.
- 1630.** c. In the event the Company finds it necessary to have work performed during the above periods, the senior classified employee(s) of the classification utilized will be given the opportunity to perform the available work.

1631. Recall from Layoff or Downgrade

1632. Any employee who accepts a lower paid job classification (downgrade) in lieu of a layoff shall have recall rights within his promotional ladder.

1633. Laid-off, downgraded, or employees laterally transferred due to a reduction in the work force shall be recalled in the event of job openings in accordance with their bargaining unit seniority before the Company declares such openings available for promotion or lateral transfer.

1634. In the event an employee subject to recall accepts a job classification in the bargaining unit at a rate range equal or lower than jobs where he has recall rights as determined by the promotional ladder, he shall not lose recall rights to such job classification(s).

1635. In the event an employee subject to recall accepts or is promoted to a higher rated job classification in the bargaining unit, such employee shall lose his recall rights to job classification(s) where he has established recall rights, as determined by the promotional ladder, upon completion of forty-five (45) calendar days in his new job classification.

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1636. An employee who has been laid off from the Company and refuses to accept recall to his highest rated job where he has recall rights shall lose all seniority rights. An employee who is recalled to a job classification(s) other than his highest rated job classification(s) and refuses such recall shall forfeit all recall rights to job classification(s) equal to or lower rated than the job classification to which he is being recalled.

1637. An employee who has been downgraded and refuses recall to any job classification where he has recall rights shall forfeit any and all recall rights to such job classification(s). If an employee refuses recall to a classification and the requisition is subsequently canceled, the employee does not lose recall rights to that classification.

1638. An employee subject to recall shall be sent a certified or registered letter to the employee's address given at the time of his layoff or the last address provided by the employee after layoff. Upon receipt of the certified or registered letter, the employee must notify and state to the Company within three (3) working days from receipt of such letter whether or not he will accept or refuse recall. If he fails to reply or refuses to accept the job, his seniority rights are forfeited. If an employee accepts recall, he must report to work within ten (10) working days from the date of receipt of the certified or registered letter. If an employee accepts recall to his highest rated job and fails to report within such ten (10) working days, he will forfeit his seniority rights to all job classifications. Any exception to the above time limitations will be by mutual agreement between the Company and the Union. The Company's sole obligation shall be to send notices of recall by certified or registered mail to the most recent address of record on file with the Labor Relations Department. The procedure outlined herein will be applied in accordance with the recall provisions of this article.

1639. General

1640. Loss of Seniority

1641. a. Resignation.

1642. b. Discharge for just cause.

1643. c. Failure to comply, report, or refusal of recall in accordance with the provisions of Section 1638.

1644. d. Layoff in excess of thirty-six (36) consecutive months out of the Company.

1645. e. Failure to return to the bargaining unit in accordance with the provisions of Sections 1649 and 1650.

1646. f. Failure to return from, or comply with, the provisions of Article XXVI - Leaves of Absence.

1647. g. Early retirement.

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1648. No employee who has active seniority rights under this agreement shall be required to serve more than one probationary period within the bargaining unit unless he is discharged for just cause or quits.

1649. Retention of Seniority

1650. An employee who has voluntarily accepted a job classification with the Company outside of the bargaining unit may return to the bargaining unit provided that the employee returns within a total accumulative period of three (3) months. Such three-month period shall constitute all time spent outside of the bargaining unit during the course of employment with the Company. Time spent outside the Bargaining Unit will be deducted from the employees Bargaining Unit seniority.

1651. Super Seniority

1652. Union Stewards, negotiating committee, grievance committeeman, and Union safety committee chairman shall possess super seniority within his classification and area of representation for the purpose of layoff, transfer, downgrade and shift change during their period of service in such capacity. Super seniority for the above mentioned positions will be advanced for these representatives when in an "elect" status not to exceed thirty-one (31) days. It is the responsibility of the business representative and/or chief steward to provide Labor Relations with a current list of all employees entitled to such super seniority. This list shall continue in full force and effect until there is a signed notice of change furnished by the business representative and/or chief steward. In the event the business representative and/or chief steward fails to promptly provide Labor Relations with a change in the list, the Company shall not be responsible for any liability resulting from the lack of proper notification. If an employee maintains his classification solely as a result of super seniority, and subsequently loses that super seniority, the employee will continue in that classification for thirty-one (31) calendar days, at which time he will be placed in accordance with the normal seniority as outlined in this agreement.

1653. Shift Assignment

1654. When a change in an employee's shift is deemed necessary by the Company, bargaining unit seniority will prevail in the preference of shifts; however, when a deviation from seniority may be required due to operating conditions and/or the skills involved, the problem will be reviewed with the steward and/or the chief steward and the employee(s) involved. Should this discussion result in disagreement, the assignment(s) may nevertheless be made, subject to the grievance procedure.

1655. Shift Preference

1656. Individual shift change requests shall be made in writing on the Shift Change Request form provided by the Company to the employee's immediate supervisor, copies will be given to Labor Relations and the Chief Steward. As openings occur, preference will be given by

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bargaining unit seniority to the employees within their own work organization if they are qualified to perform the required task.

1657. Shift preference requests must be on file in the employee's work organization as of the end of his shift on the Monday of the workweek prior to any change of shifts.

1658. It shall be the responsibility of the employee to maintain a current Shift Preference Request on file following changes in his work organization, present shift, or classification. Such request will remain active until canceled by the employee or until the employee is placed on his preferred shift.

1659. Employees who have been downgraded, involuntarily transferred or laterally transferred due to a reduction in force, are to be assigned to shifts within their receiving work organization, according to their bargaining unit seniority and Shift Preference Requests then on file as of the start of the first workweek following the day of the downgrade or transfer, if practicable, but in no event later than the start of the second workweek which follows the downgrade, transfer or lateral transfer.

1660. Seniority List

1661. A current seniority list covering all employees in the bargaining unit shall be maintained by Labor Relations and be made available to the business representative's office at all reasonable times. Such list shall include the following information: employee name, clock number, work organization number, and bargaining unit seniority date grouped by job classification.

1662. Promotions and Lateral Transfers

1663 1. It shall be the policy to afford each employee the opportunity to advance and fill vacancies by promotion or lateral transfer when present employees are qualified. Accordingly, all vacancies and new jobs within the bargaining unit are subject to the promotion and lateral transfer procedures.

To ensure proper notification, all job openings within the bargaining unit shall be posted for four (4) working days.

1664. a. A qualified employee must be released when a promotion or lateral transfer is offered. However, a reasonable length of time, not to exceed fifteen (15) working days, will be allowed for the releasing supervisor to obtain a proper replacement. The employee's forty-five (45) calendar day evaluation period, and his pay increase, if any, will begin on the first day the employee begins working in the new job, or not later than fifteen (15) working days following the date the successful bidder(s) is announced.

1665. b. Promotions or lateral transfers where personnel qualified to perform the job in question are available shall be given to employees within the Company.

1666. 2. For purposes of the administration of promotions and lateral transfers, the following procedure shall apply:

1667. a. Whenever a job classification(s) is to be filled by promotion, employees holding a lower-rated job classification(s) within the promotional ladder will be automatically

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considered for the openings in order of their classification seniority and qualifications in descending labor grade order. The Company shall notify the chief steward in advance of all job openings within the bargaining unit, including the employees who were selected to fill such opening, if any.

- 1668.** b. In the event there are no qualified employees within the promotional ladder, employees applying for lateral transfer within the promotional group shall be considered by the Company in accordance with their classification seniority providing they are qualified and have on file in advance of the opening an application for lateral transfer with Labor Relations. Labor Relations will review all applications on file and make arrangements for the lateral transfer of the successful applicant(s), if any.
- 1669.** c. If no qualified applicant(s) are available after application of 2a and 2b above, all lateral and lower rated employees within the Unit who have an application on file for promotion shall be considered for the openings provided they are qualified in accordance with their bargaining unit seniority date.
- 1670.** d. Should no qualified employee(s) be available in the Unit, Labor Relations will release the employee(s) requisition(s) for outside hire.
- 1671.** e. Employees may have a maximum of four (4) applications for promotion and lateral transfer on file at any given time for different job classifications. Each application will be active until the employee is considered for the respective job classification, or the employee withdraws the application, but in no event will the application be active longer than twenty-four (24) months. Applicants rejected by the Company for promotion and lateral transfer may process other applications for the same job classification when they have obtained the necessary skill and ability to perform the job in question.
- All bargaining unit employees interviewed for an open position will be notified of the result of the interview within five (5) working days of the vacancy being filled and/or posted for outside hire.
- 1672.** f. Employees scheduled for vacation or on leave of absence may leave instructions with their steward to act in their behalf in the event there is an opportunity for transfer, promotion, or lateral transfer. In the absence of such instructions the employee will be considered for the next available opening for which he is qualified.
- 1673.** 3. In selecting an employee for promotion or lateral transfer, the following shall apply:
- 1674.** a. The classification seniority of the employee(s) shall be the determining factor where skill and ability required to perform the task in question are relatively equal in administering promotions and lateral transfers in accordance with 2a and 2b above.
- 1675.** b. The bargaining unit seniority of the employee(s) shall be the determining factor where skill and ability required to perform the task in question are relatively equal in administering promotions and lateral transfers in accordance with 2c above.

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- 1676.** c. If two or more employees eligible for promotion or lateral transfer have an equal amount of seniority, the most senior employee will be determined on the basis of: 1) earliest date of hire at the Company, 2) lowest badge number.
- 1677.** d. An employee promoted shall receive the appropriate rate of pay or, at least the minimum rate of his new classification, whichever is higher, as of the date of the new assignment. However, if the employee, at the time of promotion does not receive a rate increase to at least twenty cents (25¢) above the minimum of the rate range of his new classification, he shall, upon completion of eight (8) weeks in the new classification, receive a rate increase in an amount which will place him at a rate twenty cents (25¢) above the minimum of the rate range.
- 1678.** e. An employee promoted or laterally transferred who becomes dissatisfied in the new job within the following forty-five (45) calendar days may return to his previously held classification and rate without loss of seniority and/or other benefits. If the employee is deemed unsatisfactory by the Company, he will be returned to his previously held classification and rate within forty-five (45) calendar days following the promotion or lateral transfer without loss of seniority and/or other benefits. Absences during the evaluation period shall extend the evaluation period for an equivalent amount of time.
- f. If the return of an employee during the forty-five (45) calendar day evaluation results in a need to reduce an employee from the returnee's former position then the employee(s) with the least bargaining unit seniority will be reduced in the reverse order of consideration for selection in Sections 1666 through 1670 and then Sections 1631 through 1638. Any employee(s) displaced as a result of the exercise of Paragraph 1678 will return to their formerly held classification as will all subsequently displaced employees.

1679. This section is intentionally left blank.

1680. In the event the Company deems it necessary to transfer employees to other work organizations for a period of time in excess of twenty-two (22) calendar days, senior qualified employees (bargaining unit seniority) working within the affected work organization(s) and job classification shall be given the opportunity to transfer on a voluntary basis. Should this action result in obtaining a lesser number of employees than is required, the least senior employees working in the affected work organization and job classification will be transferred. This procedure is not applicable to layoffs and transfers due to medical reasons.

1681. Employees who have a permanent medical restriction and that restriction compels a job classification change, shall apply his bargaining unit seniority to bump less senior employees, if any, within his promotional ladder, provided the duties of that job classification are within their medical restrictions.

1682. A work organization merger shall be defined as the combining of two or more of the same bargaining unit classifications into one or more work organizations. This agreement is only

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applicable to those employees affected within the same job classifications which are merged in one or more work organizations. In all other situations employees who are not affected will be transferred in accordance with applicable provisions of this agreement. When such a condition occurs, the following procedure will apply:

- 1683.** a. All crew chiefs and lead worker assignments in the work organizations and affected classifications to be merged will be dissolved. Necessary crew chiefs and lead worker jobs, in accordance with Appendix "D", under the merged organizations and classifications will be posted within the first regular workweek following the effective date of the merger. Selection of crew chiefs and lead workers will be made in accordance with the provisions of Appendix "D" of the labor agreement.
- 1684.** b. Upon effective date of the merger, all employees within the affected classifications to be merged shall have their overtime hours adjusted to zero.
- 1685.** c. Shift preference requests submitted on the first three (3) days of the regular workweek following the merger will be honored and placed in effect on the next following Monday. Supervision shall advise affected employees of this requirement.

16104. Statement of Application of Job Descriptions and Work Assignments

16105. During the negotiations of the present agreement, the parties fully discussed the assignment of work and agreed to items (a), (b), (c), (d), (e) (f), (g), and (h) below (Section 16105). This section shall be effective upon ratification of this agreement and supersedes all prior agreements, letters of understanding, grievance settlements, arbitration decisions and past practices relating to the assignment of work, even though such agreements, letters of understanding, grievance settlements, arbitration decisions and past practices may be reflected in whole or in part elsewhere in this agreement.

- a. The Company may select and assign an employee to perform the work of a higher rated classification, within or outside of the promotional group, on straight time or overtime as stated in (f) below and without consideration of the seniority status of employees who may be working in an upgrade, lateral or downgrade classification or on layoff, for a period not to exceed sixty (60) consecutive days.
- b. The Company may select and assign an employee to perform the work of a laterally rated classification, within or outside of the promotional group, on straight time or overtime as stated in (f) below and without consideration of the seniority status of employees who may be working in an upgrade, lateral or downgrade classification or on layoff, for a period not to exceed sixty (60) consecutive days.
- c. The Company may select and assign an employee to perform the work of a lower-rated classification, within or outside of the promotional group, on straight time or overtime as stated in (f) below, and without consideration of the seniority status of employees who may be working in an upgrade, lateral or downgrade classification or on layoff, for a period not to exceed sixty (60) consecutive days.
- d. An employee who performs less than a full eight (8) hour day in a temporary upgrade, lateral or downgrade assignment on a continuing basis shall be allowed to exceed the sixty (60) day limitation.

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- e. An employee who is assigned to work in a temporary upgrade, lateral or downgrade position as a replacement for an employee, who is on vacation or approved leave of absence, shall be allowed to exceed the sixty (60) day limitation of this section.
- f. An employee who is assigned to perform the duties of a higher, lateral or lower rated classification may perform such duties on overtime.
 - 1. On a daily basis if such overtime either directly precedes or directly follows a shift on which the employee has been assigned to perform the duties of the higher, lower or lateral rated classification.
 - 2. On a Saturday, Sunday or holiday basis if the employee has been assigned to perform the duties of the higher, lower or lateral rated classification for the forty (40) regularly scheduled work hours preceding the overtime.
 - 3. On a daily, Saturday, Sunday, or holiday basis if such assignment is minimal in nature or extent
- g. It is the intent of this section to stabilize employment of the work force and prevent the short term layoffs and recalls or effectively utilize the work force. The following represents a clarification of questions raised during the negotiations of this section.
 - 1. In the event of a reduction in force, those employees working in the affected classification by assignment under 16105 will first be removed from that classification.
 - 2. Notwithstanding the sixty (60) day rule, the Company will fill the job in accordance with the seniority provisions of the contract when it becomes apparent there is need for an employee on a full time basis for more than sixty consecutive days.
 - 3. The Company will not assign an employee for an extended period, then remove him for a few days and then reassign him for another extended period of time to circumvent the sixty (60) day rule.
 - 4. The Company will not assign a series of different employees for periods of sixty (60) days or less to circumvent the sixty (60) day rule.
 - 5. It is understood that in the event of a reduction in force in a classification, any employee working out of the affected classification will first be returned to his classification before any reduction takes place.
 - 6. Should any dispute arise concerning the intent or application of Section 16105, the Grand Lodge Representative and the Director of Human Resources shall meet to resolve the issue prior to the dispute being certified for arbitration. The Union will not proceed to arbitration unless the Grand Lodge Representative agrees that in his opinion there is a violation of the agreed upon intent reached during negotiations.

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- h. When there is a need to assign an employee per Article XVI, Section 16105, to perform work of another classification ~~outside of their own organization~~, the following process is to be followed:
 1. The Management of the organization needing the work performed must contact the Manager/Supervisor of the organization which is normally responsible for the work prior to instituting 16105.
 2. The Manager/Supervisor assigning work to an employee under Article XVI, Section 16105, must ensure the employee has the required safety training and skills before beginning the assignment.
 3. The Manager/Supervisor instituting 16105 shall notify the Zone Steward of the details, so the stewards can answer employees inquires.

16106. The following basic principles governed the preparation of all of our job descriptions; these same principles are to govern their use.

- a. The job description describes typical and normal requirements. These requirements are characteristic of the job and illustrate a level of difficulty of work, and are not intended to list or describe all work operations or tasks performed within the classification. These requirements may not fit all specific individual work assignments, as the description when written was stated so as to be broad enough to include all variations of work in the occupation and/or classification as it existed throughout the Company.
- b. The job descriptions herein referred to are of a composite nature and do not thereby require an individual employee to perform all of the work therein mentioned except where the job description indicates otherwise.
- c. The descriptions were prepared on the basis that normal job relationship between workers includes giving assistance, guidance, and instructions to each other, as long as this is not extended to conflict with the duties of a lead worker.
- d. The descriptions were prepared on the basis that a worker performs such housekeeping and cleaning tasks in his immediate work area as are necessary for safety and accepted standards of cleanliness.
- e. The job descriptions are written to define and illustrate the job standard to be established and as such shall be interpreted and applied in its entirety as a composite picture of the job requirements. This means that the Occupational Summary, Work Performed, and Qualifications must be considered together in arriving at the proper classification.

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In order to secure, or hold the classification, the employee must be assigned regularly and consistently to the work which distinguishes the occupation and classification from other occupations and classifications.

An employee's classification shall be determined in the light of the highest requirements for knowledge, ability, and skill necessary to perform his regularly assigned duties. In making this determination, duties that are performed infrequently or rarely shall not be considered or made the basis for granting the higher classification.

This would not be applicable, however, to intermittent duties of a higher level to which the employee is specifically assigned in an area where the prevailing day-to-day routine may fall in lower level requirements. If the employee on such an assignment is expected to possess and apply the knowledge, skill and ability necessary for performance of the higher-level work, he is entitled to the higher classification even though the majority of his work time may be spent on the lower-level work. In such case the employee assigned is to bring to the job the higher skills which he is expected to use as requirements demand.

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**AEROJET-GENERAL CORPORATION
SACRAMENTO FACILITY
LADDER INDEX
INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS,
DISTRICT LODGE 725 AND LOCAL LODGE 946**

JOB CODE	TITLE	LADDER NUMBER
FRM36	Carpenter, Maintenance	15A
FRM05	Chemical Waste Disposal Technician	13A
FRM06	Chemical Waste Disposal Worker	13A
FSL28	Documentary Photographer-Editor, Technical	10A
FRM21	Electrician, Maintenance Industrial	18A
FMA48	Fabricator, Electro-Mechanical Bench, Senior	3B
FSF10	Firefighter	14A
FSF05	Firefighter-Engineer	14A
FSF11	Fire Service Technician	14A
FRM13	Garage Service Attendant	20A
FRM17	Gardener	13B
FMT10	Grinder, Tool and Cutter	1B
FQC61	Inspector	2A
FQC62	Inspector	2A
FQC63	Inspector	2A
FQC42	Inspector	2A
FQC83	Inspector, Radiographic/NDT "A"	2C
FQC82	Inspector, Radiographic/NDT "B"	2C
FQC81	Inspector, Radiographic/NDT "C"	2C
FQC80	Inspector, Radiographic/NDT "D"	2C
FQD55	Inspector, Tooling	2A
FRM25	Janitor	24A
FTM17	Laboratory Assistant	13E
FRM30	Lubricator	17D
FMM60	Machine Operator	1A
FRM29	Machine Tool Repairer and Rebuilder "A"	17A
FMM09	Machinist, Journeyman	1A
FHS10	Material Handler	11A, 13C
FRM08	Mechanic, Crane	17B
FRM20	Mechanic, Heavy Duty Truck	20A
FRM46	Mechanic, Maintenance "A"	17C
FMC09	Mechanic, Plastics, Senior	22A
FMC10	Mechanic, Plastics	22A
FMB30	Mechanic, Solid Propellant Development	6A
FML06	Metalsmith, Experimental	9A
FML05	Metalsmith	9A

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FMP28	Operator, Solid Rocket Motor, Senior	6A
FMP30	Operator, Solid Rocket Motor "A"	6A
FMP32	Operator, Solid Rocket Motor "B"	6A
FRN55	Painter, Maintenance	21A
FMP45	Photo Etch Processor, Senior	7A
FSL23	Photographer, Still	10A
FSL30	Photographer, Technical	10A
FSL32	Photographic Laboratory Processor, Senior	10A
FMC01	Plastic Fabricator, Sr	22A
FSL20	Process Camera Technician	10A

JOB CODE	TITLE	LADDER NUMBER
FHS27	Salvage Conservation Attendant	13D
FRN68	Sheet Metal, Journeyman	16A
FHS31	Shipping Container Fabricator	12A
FHS12	Stock Cutter - General	9A
FRM03	Technician, Air Conditioning and Refrigeration	19A
FTE10	Technician, Electronic Research and Calibration	3A
FTE40	Technician, Industrial Electronic Systems	18A
FTE14	Technician, Inertial and Telemetry Systems	4A
FTI15	Technician, Instrumentation Controls	3B
FTM35	Technician, Primary Standards - Mechanical	2B
FTT20	Technician, Rocket Test "A"	5A
FTT10	Technician, Test & Assembly	5B
FMP23	Technician, Vacuum Braze Furnace	8A
FSK10	Time Auditor	23A
FHS44	Tool Control Worker	11A
FMT14	Tool, Jig and Fixture Builder	1A
FST05	Truck Driver, General	13C
FRN71	Utility Worker	24A

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**AEROJET-GENERAL CORPORATION
SACRAMENTO FACILITY
PROMOTIONAL LADDER AND PROMOTIONAL GROUP AGREEMENT**

	LABOR GRADE
Promotional Group 1 - Machining	
Promotional Ladder 1A	
Tool, Jig & Fixture Builder	I
Machinist, Journeyman	H
1) Machine Operator	11
Promotional Ladder 1B	
Grinder, Tool and Cutter	H
Promotional Group 2 - Inspection	
Promotional Ladder 2A	
Inspector, Tooling	I
Inspector	E/F/G/H
Promotional Ladder 2B	
Technician, Primary Standards - Mechanical	I
Promotional Ladder 2C	
Inspector, Radiographic/NDT "A"	I
Inspector, Radiographic/NDT "B"	G
Inspector, Radiographic/NDT "C"	D
Inspector, Radiographic/NDT "D"	13
Promotional Group 3 - Electrical/ Electronic/Instrumentation	
Promotional Ladder 3A	
Technician, Electronic Research and Calibration	I
Promotional Ladder 3B	
Technician, Instrumentation Controls	H
Fabricator, Electro-Mechanical Bench, Senior	B
Promotional Group 4 - Inertial and Telemetry	
Promotional Ladder 4A	
Technician, Inertial and Telemetry Systems	H
Promotional Group 5 - Mechanical Fabrication, Assembly and Test	
Promotional Ladder 5A	
Technician, Rocket Test "A"	H
Promotional Ladder 5B	
Technician, Test and Assembly	G

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Promotional Group 6 - Solid Motor/Propellant Processing

Promotional Ladder 6A

Mechanic, Solid Propellant Development	E
Operator, Solid Rocket Motor, Senior	D
Operator, Solid Rocket Motor, A	13
Operator, Solid Rocket Motor, B	9

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	LABOR GRADE
Promotional Group 7 - Processing	
Promotional Ladder 7A	
Photo Etch Processor, Senior	12
Promotional Group 8 - Heat Treat	
Promotional Ladder 8A	
Technician, Vacuum Braze Furnace	E
Promotional Group 9 - Metal Finishing	
Promotional Ladder 9A	
Metalsmith, Experimental	E
Stock Cutter - General	08
Promotional Group 10 - Photography	
Promotional Ladder 10A	
Documentary Photographer-Editor, Technical	G
Process Camera Technician	D
Photographer, Technical	D
Photographer, Still	B
Photographic Laboratory Processor, Senior	10
Promotional Group 11 - Material Handling & Distribution	
Promotional Ladder 11A	
Tool Control Worker	11
Material Handler	10
Promotional Group 12 - Model/Woodworking	
Promotional Ladder 12A	
Shipping Container Fabricator	12
Promotional Group 13 - Miscellaneous Processing	
Promotional Ladder 13A	
Chemical Waste Technician	B
Chemical Waste Disposal Worker	12
Promotional Ladder 13B	
Gardener	07
Promotional Ladder 13C	
Truck Driver, General	B
1) Material Handler	10
Promotional Ladder 13D	
Salvage Conservation Attendant	B
Promotional Ladder 13E	

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	LABOR GRADE
Promotional Group 14 - Firefighter	
Promotional Ladder 14A	
Firefighter-Engineer	D
Firefighter	A
Firefighter Technician	13
Promotional Group 15 - Maintenance/Woodworking	
Promotional Ladder 15A	
Carpenter, Maintenance	E
Promotional Group 16 - Maintenance Sheet Metal	
Promotional Ladder 16A	
Sheet Metal, Journeyman	F
Promotional Group 17 - Maintenance Mechanical	
Promotional Ladder 17A	
Machine Tool Repairer and Rebuilder "A"	I
Promotional Ladder 17B	
Mechanic, Crane	G
Promotional Ladder 17C	
Mechanic, Maintenance "A"	G
Promotional Ladder 17D	
Lubricator	06
Promotional Group 18 - Maintenance Electronics/Electrical	
Promotional Ladder 18A	
Technician, Industrial Electronic Systems	I
Electrician, Maintenance Industrial	G
Promotional Group 19 - Air Conditioning	
Promotional Ladder 19A	
Technician, Air Conditioning & Refrigeration	G
Promotional Group 20 - Garage	
Promotional Ladder 20A	
Mechanic, Heavy Duty Truck	F
Garage Service Attendant	08
Promotional Group 21 - Maintenance Painting	
Promotional Ladder 21A	
Painter, Maintenance	E

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Promotional Group 22 - Plastics

Promotional Ladder 22A	
Mechanic, Plastics, Senior	F
Mechanic, Plastics	E
Plastic Fabricator, Sr	C

Promotional Group 23 - Timekeeping

Promotional Ladder 23A	
Time Auditor	12

Promotional Group 24 – Facility Support

Promotional Ladder 24A	
Utility Worker	05
Janitor	02

1) For displacement purposes only, not for promotional consideration.

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ARTICLE XVII - UNION STEWARDS

1701. The Union will designate one (1) chief steward for the Company. One (1) grievance committeeman will also be recognized and he/she shall perform duties similar to those of the chief steward. The grievance committeeman may be designated to act as the chief steward when he is absent or at the request of the chief steward. The chief steward's duties shall be as follows:

1702. Act as chairman of the Union grievance committee.

1703. To investigate a grievance to determine the advisability of appealing it to the third step of the grievance procedure.

1704. To participate in the hearing of grievances that has been appealed to the third step of the grievance procedure.

1705. To investigate matters pertaining to safety and unsanitary working conditions within the Company.

1706. To participate in arbitrations, negotiations, and other scheduled meetings with the Company pertaining to the bargaining unit within the Company.

1707. To order, direct, and be responsible for all actions and activities of the grievance committeeman, all stewards, Union safety committee chairman, and all other employees within the Company who are on downtime for the purpose of conducting Company-Union business, including the policing of any unauthorized and excessive time spent on Union activity. Union representatives shall not be allowed to leave their area of representation or the plant premises to conduct Union business without prior approval of the chief steward and/or business representative. When employees are to be absent from their work station for the purpose of conducting Company-Union business, the chief steward and/or business representative will notify the Labor Relations office no later than twenty-four (24) hours, if possible, prior to the day such employee will be absent in order to arrange for the necessary changes.

1708. To schedule weekly grievance meetings with Labor Relations on grievances which have been appealed from the second step.

1709. Stewards

1710. Stewards may be designated in accordance with areas mutually agreed upon by the Union and the Company. The Union will not exceed a ratio of one (1) steward to every fifty- (50) bargaining unit employees.

1711. The stewards' duties shall be as follows:

1712. To investigate and discuss a grievance with an employee within his area of representation. If, after a discussion, there is a valid reason for the grievance, the steward may present an employee's verbal grievance to the immediate supervisor in an effort to resolve the matter.

1713. The steward shall be responsible for the writing of the grievance and presenting the written grievance at the second step.

1714. To consult with the chief steward to determine the advisability of appealing a grievance to the third step of the grievance procedure.

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1715. General

1716. It is agreed that stewards shall keep at a minimum the time spent in the performance of their duties as outlined in this article and at all other times continue to perform their assigned jobs.

1717. A steward before leaving his work station to perform any of his functions shall request permission from his immediate supervisor to conduct on Company time Union business falling within the provisions of this article and contract, state the nature of his activity, the approximate amount of time he will be gone, and such permission shall be immediately granted provided operations will not be adversely affected. He shall report to his supervisor upon completing such mission. Every effort shall be made by the steward to conduct Union business at the end of his regularly assigned shift.

1718. The chief steward and/or business representative shall give the Labor Relations Manager or his representative as much advance notification as possible in writing of any changes of stewards, designating the agreed-upon area, work organization, and shift in which they are certified to function. Such notification shall also be given upon removal of a steward. Stewards shall be recognized only upon receipt of an official Union letter of certification. Such written certification shall be addressed to Labor Relations.

1719. When mutually agreed-upon areas of representation are changed, the Union will notify the Company promptly of the employee to be recognized thereafter as the steward since there can be no more than one (1) steward to each zone per shift.

1720. All ratios in this article shall be reapportioned on the basis of total bargaining unit employees on the payroll as of the last Sunday of each calendar month, and proper apportionment action shall be taken no later than three (3) weeks from that time.

1721. No Union steward will be transferred to another area or shift unless such transfer is mutually agreed to by the Company and the Union. Should an employee be temporarily assigned to a zone other than his regular zone, he will be represented by the steward of that zone to which he is temporarily assigned.

1722. All Union representatives will report to the cognizant supervisor, if available, or any available supervisor when entering an area supervised by a supervisor other than his own. He will inform the supervisor he is there to discuss Company-Union matters and the approximate length of his stay.

1723. Stewards' super seniority will be on the basis of area of jurisdiction (zone area and shift) and classification. Stewards must have completed six (6) months of continuous service within the bargaining unit.

1724. The regular steward may designate an acting steward to act in his place when the regular steward is absent from the facility. Such acting stewards shall not have super seniority.

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1725. The Company shall provide an office for use by the chief steward providing that the use of such office is not abused.

1726. The supplementary agreement regarding the total hours permitted by the Company to conduct all Union activity and representative(s) downtime is a part of this article.

ARTICLE XVIII - GRIEVANCE PROCEDURE

1801. For the purpose of this agreement, the term "grievance" means a dispute between the Company and the Union, or between the Company and any employee concerning the interpretation, application, claim of breach or violation of this agreement or any matters involving wages, hours, working conditions or other conditions of employment. Any group or general grievance involving more than one individual shall be taken up by a designated Union representative.

1802. Step I

1803. An employee who believes he has cause for a grievance shall contact his immediate supervisor alone, with, or through his steward. Prior to discussing the grievance the supervisor shall notify the steward, who shall be present at such discussion. The grieving employee's immediate supervisor shall give the answer to the grievance within one (1) standard workday from the time of the Step I grievance discussion.

1804. If after discussion with the immediate supervisor, the employee and/or the steward do not feel that the grievance has been properly adjusted and after all the parties have had the opportunity to have a thorough discussion of all the facts available, then the grievance may be reduced to writing by the steward.

1805. Step II

1806. The steward is responsible for the written grievance. The grievance statement shall include the following:

1807. a. A statement of the grievance clearly indicating the question raised by the grievance and the article(s) and section(s) of the labor contract that is violated.

1808. b. The remedy or correction requested of the Company.

1809. The grievance form will be filled out with the original and six (6) copies and shall be signed by the grieving employee and the steward and shall include the date and time of the first step discussion(s).

1810. All available facts must be brought out at all steps of the grievance procedure.

1811. The steward will make the decision whether or not to appeal to the second step.

1812. The appeal to second step will be made within two (2) standard workdays. The hearing of the grievance will be held within three (3) standard workdays from the date of appeal to the second step or as mutually agreed upon. The steward and a designated representative of the department manager will meet in an effort to settle the matter. By mutual agreement of the

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parties, the grieving employee may attend the second step hearing. The Company's answer will be made within two (2) standard workdays after the hearing is held.

1813. If the grievance is withdrawn, settled or denied, at the second step, the supervisor shall retain one copy for his file, forward the original to Labor Relations, and return the remaining copies to the steward.

1814. The Company's Step II answer shall include the following:

1815. a. A complete statement of the Company's position and the facts on which it is based.

1816. b. The remedy or correction which has been offered, if any. The Union has five (5) standard workdays to determine whether or not to appeal the grievance to the third step.

1817. The chief steward has the responsibility to determine if the grievance is to be appealed to the third step.

1818. Step III

1819. The chief steward and/or his designated representative and others by mutual agreement and the designated representative of Labor Relations will meet at regularly scheduled weekly meetings to hear grievances appealed to the third step. Grievances appealed to the third step of the grievance procedure shall be heard within ten (10) standard working days after the appeal to the third step of the grievance procedure. Labor Relations will be notified of the order of grievances to be heard at least forty-eight (48) hours prior to the mutually agreed scheduled meeting.

1820. The chief steward and/or his designated representative and Labor Relations Representative will meet in an effort to dispose of the matter. A written answer will be made within ten (10) standard workdays after the hearing. In exception to the above, third step answers to grievances concerning discharge shall be given within five (5) standard workdays.

1821. Arbitration

1822. If the third step answer is not satisfactory to the Union, the Union may appeal the grievance to arbitration. The request must be given in writing to the Manager of Labor Relations by the designated representative of the Union within ten (10) standard workdays from the date of the third step answer.

1823. Pre-Arbitration Review

1824. After the Union has appealed a grievance to arbitration, but prior to the setting of the hearing date, the Directing Business Representative and the Labor Relations Manager will conduct a pre-arbitration hearing and attempt to resolve the issue.

1825. It is understood the Company's maximum liability in a continuing liability grievance shall not exceed three (3) calendar months from the date of the third step answer. Any grievance for which an arbitrator is not selected and a hearing date set within three (3) calendar months from the date of the Company's third step answer will be considered withdrawn without prejudice.

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1826. An arbitrator may be selected by mutual agreement between the Manager of Labor Relations and the Directing Business Representative or their designated representatives.

1827. Should the parties fail to mutually agree on an arbitrator in the selection meeting referenced in Section 1826 above, within forty-eight (48) hours of such meeting, they shall immediately make a joint request to the Federal Mediation and Conciliation Service for a list of five (5) qualified arbitrators. The parties shall each strike two- (2) names from the list and the remaining person shall be accepted as the arbitrator.

1828. In the event there is a violation of Article III, in addition to any other remedy either party may proceed immediately to arbitration, and the arbitrator will issue a final award within one (1) standard workday, which will be fully enforceable.

1829. Prior to the arbitration hearing the parties will endeavor to enter into a stipulation of facts concerning the matter to be arbitrated and further will attempt to define the issue to be arbitrated.

1830. If an employee witness is called by the Company, the Company will reimburse him for time lost. If a swing or graveyard shift employee is called in for arbitration during the day shift, such employee may only work enough hours during his regular shift that would, in addition to the hours paid by the Company as an arbitration witness, total a standard eight (8) hour work shift. If an employee witness is called by the Union, except the chief steward or his designated representative, the Union will reimburse him for lost time.

1831. It is understood that the arbitrator will only interpret this contract and will in no instance add to, delete from, or amend any part thereof. The arbitrator's decision shall be final and binding on both parties to this agreement, and such decision shall be rendered within thirty (30) days after receipt of briefs, if filed, and/or transcripts, whichever is later.

1832. The fees of the arbitrator and the court reporter will be borne equally by the Union and the Company, except in those cases where either party proceeds to arbitration under Section 1828 of the labor agreement.

1833. Medical Arbitration

1834. If a grievance arises which is not settled between the parties as a result of an employee's medical condition, the following procedure will be followed:

1835. a. The Company physician and the employee's physician will select a third doctor who will make a medical evaluation of the employee's condition.

1836. b. The neutral physician's medical opinion on the extent of the disability and/or the reasonableness of the medical restriction shall be final.

1837. General

1838. In those instances where an employee believes he has cause for a grievance based on events occurring in a work organization other than his own, or based upon the act(s) of an employee assigned in a work organization other than his own, arrangements will be made for a responsible supervisor to attend the second step grievance hearing.

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1839. A Union policy grievance, as distinguished from a grievance filed by an individual employee, may be filed at Step III of the grievance procedure by the chief steward, or, in his absence, his designee.

1840. A written grievance involving more than one (1) employee will be filed by the steward for and on behalf of the employees.

1841. Settlements at Step I and Step II of the grievance procedure are not precedent setting and these dispositions will not be used in establishing a grievance precedent.

1842. No matter shall be considered as a grievance under this article unless it is presented in writing within thirty (30) calendar days after occurrence of the events on which the grievance was based, unless the aggrieved party did not know that grounds existed for such a claim prior to the expiration of such thirty (30) calendar day period, in which case such grievance must be filed within ten (10) calendar days after the discovery of the circumstances resulting in the grievance. However, under no circumstances will the grievance be processed if the events in the grievance are based on happenings two (2) months or more old as of the written submission. It is the intent of this provision that a grievance shall be filed as soon as practicable.

1843. No grievance decision covering any type of grievance shall provide for retroactive compensation for more than thirty (30) working days prior to the date such grievance was filed, except by mutual agreement between the parties, except that a bona fide pay discrepancy, with proper documentation, will be reviewed.

1844. Either party to this agreement shall, upon receipt of a written grievance, have the right to refuse to handle such grievance if the aggrieved party has not followed the steps outlined in this article for processing a grievance except that grievances of a general nature pertaining to matters not normally decided by shop supervisory personnel may be presented in Step III.

1845. If the Company does not meet time limits, the Union may process the grievance to the next highest step of the grievance procedure, and a hearing will be held the following workday. However, by mutual agreement the applicable representatives of the parties may extend the time limit for a grievance by a signed specified time extension. If no answer to a third step grievance is forthcoming within the appropriate time limits and no mutual agreement to extend the time limits in writing has been made, then the grievance will be granted in favor of the Union.

1846. The business representative, the chief steward, or his designated representative, and the steward shall have the authority to settle grievances for the Union or employees at their respective steps of the grievance procedure.

1847. An employee who is to be discharged shall be granted a hearing upon his request with a Labor Relations representative and such hearing will include the chief steward and/or business representative. The discharged employee will be given the reason for discharge in writing. In those cases where employees are suspended, the business representative and/or chief steward will be notified by Labor Relations.

1848. An unsettled grievance arising as a result of the discharge of an employee will be processed to arbitration immediately. If the parties are unable to agree upon the selection of an arbitrator within forty-eight (48) hours after the Company's third step answer, the Federal Mediation and Conciliation Service will be contacted by telegram or telephone for a list of five

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(5) qualified arbitrators and the selection of an arbitrator will be made within twenty-four (24) hours of receipt of such lists, in accordance with the provisions of Section 1827 of this article.

1849. An Employee Action Record shall be void and without effect twenty-four (24) months after the date of its issuance and the Company will remove such void Employee Action Record from the employee's personnel file and copies returned to the employee. However, the status of the Employee Action Record will be reviewed six (6) months subsequent to its issuance, and each six (6) months thereafter, by a designated member of management, the employee, and the appropriate Union Steward if the employee requests such a review at each six (6) month interval.

1850. It is agreed that a copy of any documentation regarding an employee's conduct which is the basis of or is an Employee Action Record shall be given to the employee no later than sixty (60) days after the occurrence of the events on which the documentation is based. This will not apply to actions regarding unauthorized absences, excessive absenteeism and tardiness.

1851. An employee who is promoted due to a grievance settlement who becomes dissatisfied in the new job within the following forty-five (45) calendar days may return to his/her previously held classification and rate without loss of seniority and/or other benefits.

ARTICLE XIX - ACCESS TO COMPANY FACILITY

1901. Accredited representatives of the Union shall have the maximum access permissible under applicable security regulations to appropriate areas of the Company's facility during working hours for the purpose of conducting Union business pertaining to the provisions of this agreement. It is understood that all arrangements for visits of the accredited representatives of the Union to the Company's facility shall be made through Human Resources.

ARTICLE XX - NONDISCRIMINATION

2001. The Company and the Union agree not to discriminate in any way against any employee because of race, color, creed, religion, national origin, sex, age, or disability (reasonably accommodated by Aerojet).

2002. The Company agrees not to discriminate against any employee for Union activity.

2003. As used in this Agreement, it is understood that the designation of the masculine gender shall apply equally to the feminine gender.

ARTICLE XXI - BULLETIN BOARDS

2101. Space shall be provided on Company property at locations mutually agreed upon for Union bulletin boards for the posting of the following types of notices:

2102. a. Union recreational and social activities.

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2103. b. Union elections.

2104. c. Union appointments and results of Union elections.

2105. d. Union meetings.

2106. e. Such other notices as may be mutually agreed upon by the Union and Manager of Labor Relations.

2107. Notices as referenced in (e) above and posted without prior mutual agreement by the Labor Relations Manager or his designated representative will result in the removal of such unauthorized notices by the Union upon request by Labor Relations.

2108. Glass-enclosed Union bulletin boards shall continue to be furnished by the Company. They are for the sole purpose of posting such notices as listed above. The size shall be at least 3 feet by 4 feet. The locks and keys shall be furnished and retained by the Union.

ARTICLE XXII - SAFETY PROVISIONS

2201. It is the desire of both parties to this agreement to maintain high standards for safety in order to eliminate as far as possible industrial accidents and illnesses.

2202. The Company agrees to maintain a single active Safety Committee for activities covered by this agreement. The Committee will be composed of the Union Safety Chairman, Union Safety Representatives and an equivalent number from management. The committee will meet monthly. The number of Union Safety Representatives will be determined by establishing one for every 150 bargaining unit members with a minimum of four (4).

2203. The duties of the union-management safety committee shall be to review all applicable State and Municipal Safety and Sanitary Regulations and to make recommendations for the maintenance of proper standards. The Committee shall consist of equal representation from the Company and the Union.

2204. Union Safety Committee Chairman

2205. The Company shall recognize one (1) union safety committee chairman designated by the Union. He shall be responsible for the functions of the Union safety representatives in the bargaining unit.

2206. The Union safety representative(s) shall receive and investigate complaints regarding unsafe and unsanitary working conditions.

2207. Each Union safety representative shall make regular inspections of his assigned area unless such inspection has been made on another shift. Union safety representatives will conduct their safety inspection tours once a week during the last half of their shift.

2208. Proper and modern safety devices shall be provided by the Company for all employees and it shall be mandatory for the employees to use same.

2209. The Company may maintain a full-time registered nurse in accordance with operational requirements. The Company shall maintain an emergency first aid station to care for its employees in case of injuries.

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2210. Unsafe Job Claim

2211. An employee who believes his job is not safe or might unduly endanger his health shall contact his immediate supervisor to report the condition. If, after discussions with the immediate supervisor, the employee's complaint has not been satisfactorily adjusted, he may report the unsafe condition in writing on the safety forms provided. The Union area safety representative and the immediate supervisor will make a determination of whether or not the job is unsafe. If they are in disagreement, the Manager of Safety or his representative and the Union safety chairman or his representative will determine whether or not the job is unsafe. If they do not agree, then the Division Safety Director will make the final determination of whether or not the job is unsafe, subject to the grievance procedure beginning with the third step. Pending determination by the Division Safety Director, the employee shall be assigned to other work and shall not suffer any loss as a result of this action. When it has been determined by the Division Safety Director that the job is or has been made safe, the employee shall be returned to the job in dispute.

2212. No employee shall be disciplined or discharged for refusing to work on a job if his refusal is based on a reasonable claim that said job is not safe or might unduly endanger his health or safety.

2213. Additional Safety Conditions

2214. Where safety of an employee would be endangered by working alone, another qualified employee shall be placed so that assistance can be rendered in the event of need. (Qualified employee is defined here as one who would know how to is capable of and is equipped to take proper corrective action.)

2215. In the event the corrective measures recommended by the union-management safety committee are not put into effect, the matter may be referred to the grievance procedure beginning with Step III thereof.

2216. Safety representatives, or any other individual designated by the Union to handle a safety issue, may be paid for such time only when approved by, and in the sole discretion of, the Company.

ARTICLE XXIII - SAFETY SHOES AND SAFETY GLASSES

2301. Safety Shoes

2302. The Company will provide safety and/or conductive shoes where such shoes are required to be worn.

2303. Safety Glasses

2304. The Company shall furnish free, prescription and non-prescription safety glasses where such safety glasses are required by the Company to be worn and it shall be mandatory for employees to use them. Upon the employee's request, Photo Grey lenses and blended lenses may be added to safety glasses, free of cost to the employees.

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2305. In order to qualify for the Company's contribution, he must receive authorization from the Safety organization before such purchase. The Company may make arrangements for employees to purchase required safety glasses and frames at a reduced price.

2306. It is understood that the employee may go to a doctor of his choice for his prescription and/or purchase of safety glasses.

2307. The cost of the eye examination, special frames, tinted lenses, etc., shall be paid by the employee.

2308. The Company will repair or replace prescription safety glasses which are damaged or destroyed while the employee is actively at work, provided that the employee furnishes satisfactory proof to the Company of such loss. Replacement for other reasons shall be limited to not more than one (1) pair for each twelve (12) month period. Prescription safety glasses shall conform in all respects to the USA Safety Standards for Head, Eye and Respiratory Protection. The prescription shall not be more than twenty four (24) months old in order to qualify under this article for reimbursement.

ARTICLE XXIV - AGE AND HEALTH OF EMPLOYEES

2401. It is mutually agreed that advanced age by itself will not be a deterrent to employment with the Company. This article is not to be used in any way to hinder or conflict with the pension plan covered by Article XXIX.

2402. The Company may require physical examinations of prospective employees to determine if they are physically qualified for employment.

2403. Periodic physical examinations will be provided for occupations where deemed advisable. This list of occupations selected for periodic physical examinations shall be subject to the grievance procedure. Such time spent by employees for such examinations shall be paid for by the Company.

ARTICLE XXV - APPRENTICE AGREEMENT

2501. The Company shall maintain an Apprentice Program provided that the operational requirements of the Company will allow. The Apprentice Agreement will be the subject of a separate agreement between the Company and the Union. Such agreement shall be in conformance with approved standards of the State of California and the U. S. Government.

ARTICLE XXVI - LEAVES OF ABSENCE

2601. For periods of short duration, not to exceed six (6) consecutive months, leaves of absence without pay shall be granted for the following reasons:

2602. a. Employee illness, accident or maternity or as described in the Family Medical Leave Act. Maternity will be treated as any other disability. (The Company may require satisfactory proof of such illness, accident or maternity.)

2603. b. Medically restricted employees incapable of performing the duties of their present classification.

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2604. c. Appointment or election to a Union position.

2605. The Company may grant leaves of absence without pay for other reasons that the Company considers valid.

2606. Union Business

2607. Any officer of the Union, delegate, or committeeman, shall be granted a leave of absence without pay for the purpose of attending Union conventions or meetings or to accept full-time employment by the Union, with the following terms and conditions:

2608. a. In case of full-time employment by the Union, if conditions permit, at least ten (10) days' written notice of the necessity of such leave shall be given to the Company by the Union. Upon application in writing, leaves of absence with seniority unimpaired shall be granted to full-time officers and employees of the Union for the duration of their employment or term of office, provided such employees have completed their probationary period; provided such leave shall be subject to automatic renewal after three (3) years from date of commencement; and provided further that employees on such leave shall not accrue holiday, vacation, or sick leave. Union representatives on leaves of absence shall be allowed to return with the same privileges that are given employees on military service leave provided they do not take other employment before returning to the Company. They shall acquire active pension credits while off the Company's payroll. The Company will make available to full-time Union representatives the dental plan, group insurance, and life insurance provided that the actual cost will be reimbursed by the Union.

2609. b. Other notification for leaves of absence for Union business shall be made in writing by the Union with as much advance notification to the Company as possible.

2610. Requests for leaves of absence in excess of six (6) months shall be granted only with the consent of both parties to this agreement.

2611. If an extension of a leave of absence is necessary, an employee must notify the Company prior to the expiration date of said leave of absence. Should an employee not conform to the above notification requirement and a legitimate reason is not available, the employee may be considered as having voluntarily quit his employment.

2612. Any employee who accepts other employment while on a leave of absence may be considered as having voluntarily quit his employment.

2613. Employees Returning from Medical Leaves of Absence

2614. An employee, obtaining release from his personal physician to return to work and approval by the Company Professional Medical Staff, shall be permitted to begin work on his regularly assigned shift if he reports to the Medical Dispensary before 9:00 AM on Monday, Tuesday, or Wednesday of a given standard workweek. If such employee is unable to report to the Medical Dispensary by 9:00 AM, he may begin work on his next regularly scheduled workday.

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Employees released and reporting to the Medical Dispensary on Thursday or Friday of a standard workweek may report to work on the following Monday.

2615. In the event an employee returning from a medical leave of absence has been replaced and a layoff or downgrade is necessary, employee(s) who are affected by such layoff and/or downgrade will be notified as far in advance as possible in accordance with Article XVI.

ARTICLE XXVII - MILITARY SERVICE

2701. Employees who enter a recognized military service of the United States shall retain their seniority rights as pertains to reemployment, and shall be reinstated within the provisions of the Universal Military Training and Service Act and any amendments thereto.

ARTICLE XXVIII - MILITARY RESERVE-TRAINING SERVICE

2801. The Company agrees to pay employees who are members of an active organized military reserve component, and who take annual leaves of absence for military reserve field duty service or encampment, the difference between taxable Government pay and regular rate of pay for a maximum period of ten (10) standard working days per year.

2802. Activations of reserve components for reasons other than outlined above are not entitled to receive pay differential, i.e., local or state disasters, emergencies, floods, federal reserve activation, etc. Such activated duty as illustrated in this paragraph shall not constitute a substitute for employee's regularly scheduled vacation and/or holidays.

2803. There shall be a company length of service requirement of six (6) months. The employee must submit to Human Resources his orders to report for active field duty under a reserve program prior to such leave.

ARTICLE XXIX - PENSION PLAN

2901. The agreed upon Aerojet-General Corporation Consolidated Pension Plan, for those hourly employees of the Company, covered by this Labor Agreement, is a part of this Agreement.

~~**2902.** Effective June 16, 2008 through June 15, 2009, the benefit level will be increased to Sixty-One dollars (\$61.00) per month for each year of service, front and back.~~

~~**2903.** Effective June 16, 2009 through June 15, 2010, the benefit level will remain at Sixty-One dollars (\$61.00) per month for each year of service, front and back.~~

~~**2904.** Effective June 16, 2010 through June 15, 2011, the benefit level will remain at Sixty-One dollars (\$61.00) per month for each year of service, front and back.~~

Proposal to be submitted at a later date for Article 29.

29053. The Company will provide a copy to the Chief Steward of the Gencorp Consolidated Pension Plan Summary Annual Report. Additionally, the Company will provide a copy of the Summary of Material Modification and 204(h) notice should they ever be published.

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ARTICLE XXX - GROUP INSURANCE

3001. Employees covered by this Agreement will be eligible to participate in the Salaried Group Medical and Drug Plans, under the terms of the Plans, and under the same conditions as offered to the salaried employees including all terms, conditions and changes uniformly made by the Company during the term of the Agreement.

Proposal to be submitted at a later date for 3001.

ARTICLE XXXI - HMO OPTION

3101. Employees covered by this Agreement will be offered optional Health Maintenance Organization (HMO) coverage, under the terms of the Plans, and under the same conditions as offered to salaried employees including all terms, conditions and changes uniformly made by the Company during the term of the Agreement.

Proposal to be submitted at a later date for Article 31.

ARTICLE XXXII - SAVINGS PLAN

3201. Employees covered by this Agreement will be eligible November 1, 1996, to participate in the GenCorp Retirement Savings Plan, subject to the terms of the Plan.

Proposal to be submitted at a later date for Article 32.

ARTICLE XXXIII - ACCIDENTAL DEATH AND DISMEMBERMENT PLAN

3301. Employees covered by this Agreement will be eligible to participate in the Accidental Death and Dismemberment Plan subject to the terms of the Plan.

Proposal to be submitted at a later date for Article 33.

ARTICLE XXXIV - DENTAL PLAN

3401. Effective January 1, 1991, employees covered by this Agreement will be eligible to participate in the Dental Plan, under the terms of the Plans, and under the same conditions as offered to salaried employees including all terms, conditions and changes uniformly made by the Company during the term of the Agreement.

Proposal to be submitted at a later date for Article 34.

ARTICLE XXXV - GROUP INSURANCE - RETIREES

3501. Effective for employees retiring on or after January 1, 1991, employees covered by this Agreement will be eligible to participate in the Salaried Retiree Group Medical, Drug and Dental

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Plans, under the terms of the Plans, and under the same conditions as offered to the salaried retirees, and subject to all changes in such terms and conditions uniformly made by the Company.

Proposal to be submitted at a later date for Article 35.

ARTICLE XXXVI - SOLE AGREEMENT

3601. This agreement, when signed by the parties hereto, supersedes all other agreements and supplements, and represents the sole agreement between the parties.

3602. If, during its term, the parties hereto should mutually agree to modify, amend or alter the provisions of this agreement in any respect, any such change shall be effective only if and when reduced to writing and executed by the authorized representatives of the Company and the Union. Any such changes validly made shall become a part of this agreement and subject to its terms of automatic renewal or termination.

3603. No individual employee or group of employees acting independently of the Union party signatory hereto may alter, amend, or modify any of the provisions hereof.

3604. The waiver of any breach or condition of this agreement by either party shall not constitute a precedent in the future enforcement of all terms and conditions herein.

ARTICLE XXXVII - SAVING CLAUSE

3701. Where a provision of this agreement is altered because of a Municipal, State, or Federal Law, or by order of any court of competent jurisdiction, no other provisions herein shall be altered or become void thereby.

3702. It is further agreed that this agreement shall be binding upon the successors and assigns of the parties hereto, and no provisions, terms or obligations herein contained shall be affected, modified, altered, or changed in any respect whatsoever by the consolidation, merger, sale, transfer, assignment of either party hereto, or affected, modified, altered, or changed in any respect whatsoever by any change of any kind in the legal status, ownership and management of either party hereto.

ARTICLE XXXVIII - TEMPORARY OFF-PLANT ASSIGNMENTS

3801. If the employee is directed by the Company to use a personal vehicle to conduct Company business, mileage by the most direct route will be reimbursed in accordance with Company policy.

3802. Employees who are assigned to travel on Company business will be reimbursed in accordance with Company policy, including all changes in such terms and conditions uniformly made by the Company.

3803. Employees who travel at the request of the Company will be covered by the Company's business travel accident insurance policy. This policy does not cover truck drivers and their helpers while performing their regular duties, and any exposure while on the job site.

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ARTICLE XXXIX – LEADERSHIP TEAM (LEADERSHIP AND DEVELOPMENT)

3901. Aerojet, and the International Association of Machinists, District Lodge 725, Local Lodge 946, [are](#) committed to working together to create and maintain a positive relationship. The shared goals of this endeavor are to increase stakeholder/shareholder value for all employees, better the Company’s competitive position, and improve job security and a better work environment for the membership of Local Lodge 946.

In our day-to-day working relationship we exhibit open communication, trust, understanding, sincerity, and to the fullest extent possible, we will avoid confrontational tactics.

We are cognizant that if this historical endeavor is to be a success, labor and management must work together as members of the same team.

3902. The Leadership Team is dedicated to promoting a positive working relationship between the Company and the Union. These actions include the following:

- Create and sustain the environment for those closest to the work to improve the work processes to meet operational requirements.
- Serving as a steering committee for improved Union/Management Relationship.
- Lead and Champion cultural change throughout the enterprise.
- Reviewing effectiveness of skill requirements to meet business and employee development needs.
- Investigate methods of implementing and sustaining the philosophy outlined in this section.

3903. The Leadership Team will be comprised of an equal number of Company and Union leadership.

3904. The parties recognize that the Leadership Team may decide on an action, which the Union believes would have the effect of changing the current Collective Bargaining Unit Agreement. In such a case, the Union will have the opportunity to allow its membership to vote on the action and the action will only be implemented upon ratification.

ARTICLE XL - DURATION

4001. This agreement, entered into on 16 June 2011 shall remain in full force and effect through 15 June 2014, and shall be automatically renewed from year to year thereafter unless either party gives written notice of a desire to modify, amend, or terminate same at least sixty (60) days prior to the termination date of this agreement.

4002. In the event a written notice to modify is given pursuant to Paragraph 4001 hereof, the parties shall submit their proposals in writing, at least ten (10) days prior to the commencement of negotiations. It is understood that neither party will be precluded from submitting new, modified, or additional proposals during the course of negotiations.

4003. Negotiations concerning modifications or amendments of this agreement shall begin not later than fifteen (15) days after receipt of the notice of a desire to modify or amend but no earlier

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than sixty (60) days before expiration of the contract. During negotiations, this agreement shall remain in full force and effect unless either the Aerojet-General Corporation, Sacramento Facility or the International Association of Machinists and Aerospace Workers gives the other ten (10) standard workdays' notice to terminate. During extensions of this agreement, negotiations shall continue at the request of either party.

4004. Notification concerning reopening of the contract shall be made by certified or registered mail.

4005. The Company and the Union agree to create and apply a process for handling any possible changes to this Agreement during its term.

- a. Either party may give ten (10) days notice to the other party of a desire to amend or modify the Agreement. The parties will meet within thirty (30) calendar days to discuss the proposed change. Subsequent meetings may occur to the extent the parties mutually agree.
- b. Except for Articles I, II, III and IV of this Agreement, any provision of this Agreement may be the subject of a proposal to change.
- c. The Negotiating Committees will each appoint four (4) members or a mutually agreeable number to serve on a Proposal Review Committee. If the members of the Proposal Review Committee reach a consensus that a change should be made, the Union will have the opportunity to allow its membership to vote on the action and the action will only be implemented upon ratification.
- d. Any change which is agreed to and ratified through this process will be reduced to writing and executed by all members of the Negotiating Committees, and at that time shall be binding upon the parties.

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APPENDIX "A"
AEROJET-GENERAL CORPORATION, SACRAMENTO FACILITY
BASIC RATE RANGES BY LABOR GRADE

LABOR GRADE	6/16/08 RATE RANGE		06/16/09 RATE RANGE		06/16/10 RATE RANGE	
	MIN	MAX	MIN	MAX	MIN	MAX
I	26.19	- 33.03	27.23	- 34.35	28.05	- 35.38
H	25.36	- 32.26	26.37	- 33.55	27.16	- 34.55
G	24.75	- 31.66	25.74	- 32.92	26.51	- 33.91
F	24.73	- 30.58	25.72	- 31.80	26.49	- 32.75
E	23.81	- 29.64	24.77	- 30.83	25.51	- 31.75
D	22.92	- 28.76	23.84	- 29.91	24.55	- 30.81
C	22.22	- 28.10	23.11	- 29.22	23.80	- 30.10
B	21.74	- 27.63	22.60	- 28.73	23.28	- 29.59
A	21.30	- 27.15	22.16	- 28.24	22.82	- 29.09
13	20.72	- 27.00	21.55	- 28.08	22.19	- 28.92
12	19.97	- 26.24	20.77	- 27.29	21.39	- 28.11
11	17.60	- 23.86	18.30	- 24.81	18.85	- 25.55
10	17.42	- 23.70	18.12	- 24.65	18.66	- 25.39
09	17.24	- 23.36	17.93	- 24.30	18.47	- 25.03
08	17.06	- 23.34	17.75	- 24.28	18.28	- 25.00
07	15.59	- 20.83	16.22	- 21.67	16.70	- 22.32
06	15.37	- 20.57	15.99	- 21.39	16.47	- 22.03
05	15.13	- 20.36	15.74	- 21.17	16.21	- 21.81
04	13.98	- 19.16	14.53	- 19.93	14.97	- 20.53
03	13.72	- 18.90	14.27	- 19.66	14.70	- 20.25
02	13.57	- 18.78	14.11	- 19.54	14.53	- 20.12

Proposal to be submitted at a later date for Appendix "A".

An applicant for employment may be hired at any rate within the above ranges which is determined by the Company to be in accordance with the applicant's qualifications and experience.

The Union reserves the right to add to, subtract from, and/or amend this proposal if it is not accepted in its entirety.

AEROJET-GENERAL CORPORATION, SACRAMENTO FACILITY
INDEX OF FACTORY JOB CLASSIFICATIONS AND BASIC WAGE RATES
INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS
DISTRICT LODGE 725 AND LOCAL LODGE 946

Job Code	Classification Title	Labor Grade	6/16/08		06/16/09		6/16/10	
			Rate Min	Rate Max	Rate Min	Rate Max	Rate Min	Rate Max
FRM36	Carpenter, Maintenance	F	24.73	30.58	25.72	31.80	26.49	32.75
FRM06	Chemical Waste Disposal Worker	12	19.97	26.24	20.77	27.29	21.39	28.11
FRM11	Chemical Waste Technician	B	21.74	27.63	22.60	28.73	23.28	29.59
FSL28	Documentary Photo-Editor, Tech	G	24.75	31.66	25.74	32.92	26.51	33.91
FRM21	Electrician, Maintenance Industrial	G	24.75	31.66	25.74	32.92	26.51	33.91
FMA48	Fabricator, Electro-Mechanical Bench, Sr.	B	21.74	27.63	22.60	28.73	23.28	29.59
FMC01	Fabricator, Plastic, Sr.	C	22.22	28.10	23.11	29.22	23.80	30.10
FSF10	Firefighter	A	21.30	27.15	22.16	28.24	22.82	29.09
FSF05	Firefighter-Engineer	D	22.92	28.76	23.84	29.91	24.55	30.81
FSF11	Fire Service Technician	13	20.72	27.00	21.55	28.08	22.19	28.92
FRM13	Garage Service Attendant	08	17.06	23.34	17.75	24.28	18.28	25.00
FRM17	Gardener	07	15.59	20.83	16.22	21.67	16.70	22.32
FMT10	Grinder, Tool and Cutter	H	25.36	32.26	26.37	33.55	27.16	34.55
FQC61	Inspector	E	23.81	29.64	24.77	30.83	25.51	31.75
FQC62	Inspector	F	24.73	30.58	25.72	31.80	26.49	32.75
FQC63	Inspector	G	24.75	31.66	25.74	32.92	26.51	33.91
FQC42	Inspector	H	25.36	32.26	26.37	33.55	27.16	34.55
FQC83	Inspector, Radiographic/NDT "A"	I	26.19	33.03	27.23	34.35	28.05	35.38
FQC82	Inspector, Radiographic/NDT "B"	G	24.75	31.66	25.74	32.92	26.51	33.91
FQC81	Inspector, Radiographic/NDT "C"	D	22.92	28.76	23.84	29.91	24.55	30.81
FQC80	Inspector, Radiographic/NDT "D"	13	20.72	27.00	21.55	28.08	22.19	28.92

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Job Code	Classification Title	Labor Grade	6/16/08 Rate Range		06/16/09 Rate Range		6/16/10 Rate Range	
			Min	Max	Min	Max	Min	Max
FQD55	Inspector, Tooling	I	26.19	33.03	27.23	34.35	28.05	35.38
FRM25	Janitor	02	13.57	18.78	14.11	19.54	14.53	20.12
FTM17	Laboratory Assistant	12	19.97	26.24	20.77	27.29	21.39	28.11
FRM30	Lubricator	06	15.37	20.57	15.99	21.39	16.47	22.03
FMM60	Machine Operator	11	17.60	23.86	18.30	24.81	18.85	25.55
FRM29	Machine Tool Repairer & Rebuilder "A"	I	26.19	33.03	27.23	34.35	28.05	35.38
FMM09	Machinist, Journeyman	H	25.36	32.26	26.37	33.55	27.16	34.55
FHS10	Material Handler	10	17.42	23.70	18.12	24.65	18.66	25.39
FRM08	Mechanic, Crane	G	24.75	31.66	25.74	32.92	26.51	33.91
FRM20	Mechanic, Heavy Duty Truck	F	24.73	30.58	25.72	31.80	26.49	32.75
FRM46	Mechanic, Maintenance "A"	G	24.75	31.66	25.74	32.92	26.51	33.91
FMC10	Mechanic, Plastics	E	23.81	29.64	24.77	30.83	25.51	31.75
FMC09	Mechanic, Plastics, Senior	F	24.73	30.58	25.72	31.80	26.49	32.75
FMB30	Mechanic, Solid Propellant Development	E	23.81	29.64	24.77	30.83	25.51	31.75
FML06	Metalsmith, Experimental	E	23.81	29.64	24.77	30.83	25.51	31.75
FMP28	Operator, Solid Rocket Motor, Senior	D	22.92	28.76	23.84	29.91	24.55	30.81
FMP30	Operator, Solid Rocket Motor "A"	13	20.72	27.00	21.55	28.08	22.19	28.92
FMP32	Operator, Solid Rocket Motor "B"	09	17.24	23.36	17.93	24.30	18.47	25.03
FRN55	Painter, Maintenance	E	23.81	29.64	24.77	30.83	25.51	31.75
FMP45	Photo Etch Processor, Senior	12	19.97	26.24	20.77	27.29	21.39	28.11
FSL23	Photographer, Still	B	21.74	27.63	22.60	28.73	23.28	29.59
FSL30	Photographer, Technical	D	22.92	28.76	23.84	29.91	24.55	30.81
FSL32	Photographic Laboratory Processor, Sr.	10	17.42	23.70	18.12	24.65	18.66	25.39
FSL20	Process Camera Technician	D	22.92	28.76	23.84	29.91	24.55	30.81

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Job Code	Classification Title	Labor Grade	6/16/08		06/16/09		6/16/10	
			Rate Min	Rate Max	Rate Min	Rate Max	Rate Min	Rate Max
FHS27	Salvage Conservation Attendant	B	21.74	27.63	22.60 - 28.73	23.28	29.59	
FRN68	Sheet Metal, Journeyman	F	24.73 - 30.58	25.72 - 31.80	26.49 - 32.75			
FHS31	Shipping Container Fabricator	12	19.97 - 26.24	20.77 - 27.29	21.39 - 28.11			
FHS12	Stock Cutter - General	08	17.06 - 23.34	17.75 - 24.28	18.28 - 25.00			
FTE10	Tech., Electronic Research & Calibration	I	26.19 - 33.03	27.23 - 34.35	28.05 - 35.38			
FRM03	Technician, A/C & Refrigeration	G	24.75 - 31.66	25.74 - 32.92	26.51 - 33.91			
FTE40	Technician, Industrial Electronic Systems	I	26.19 - 33.03	27.23 - 34.35	28.05 - 35.38			
FTE14	Technician, Inertial & Telemetry Systems	H	25.36 - 32.26	26.37 - 33.55	27.16 - 34.55			
FTI15	Technician, Instrumentation Controls	H	25.36 - 32.26	26.37 - 33.55	27.16 - 34.55			
FTM35	Technician, Primary Standards-Mechanical	I	26.19 - 33.03	27.23 - 34.35	28.05 - 35.38			
FTT20	Technician, Rocket Test "A"	H	25.36 - 32.26	26.37 - 33.55	27.16 - 34.55			
FTT10	Technician, Test & Assembly	G	24.75 - 31.66	25.74 - 32.92	26.51 - 33.91			
FMP23	Technician, Vacuum Braze Furnace	E	23.81 - 29.64	24.77 - 30.83	25.51 - 31.75			
FSK10	Time Auditor	12	19.97 - 26.24	20.77 - 27.29	21.39 - 28.11			
FHS44	Tool Control Worker	11	17.60 - 23.86	18.30 - 24.81	18.85 - 25.55			
FMT14	Tool, Jig & Fixture Builder	I	26.19 - 33.03	27.23 - 34.35	28.05 - 35.38			
FST05	Truck Driver, General	B	21.74	27.63	22.60 - 28.73	23.28	29.59	
FRN71	Utility Worker	05	15.13 - 20.36	15.74 - 21.17	16.21 - 21.81			

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APPENDIX “D” – CREW CHIEF – LEAD WORKER

The Company will encourage the use of Crew Chiefs and Lead Workers where practicable. The Union and its members will work cooperatively with crew chiefs and lead workers to encourage the effective use of crew chiefs and lead workers.

CREW CHIEF

“Crew Chief” is a designation given to selected and appointed employees who lead workers, like or multi classifications. Duties include but are not limited to lead, and direct, assign and coordinate work, communicate with customers, guide work group to meet schedule and cost goals, provide tools and supplies as required, administrative responsibilities for work documentation and fill in for management as required. Participate/conduct safety tailgate meetings, monitor work performance to planning/quality standards and train employees within their classification. Crew Chief is not a classification; therefore, they shall not receive a change in their present classification as a result of this appointment.

Stewards are not automatically barred from holding crew chief positions. However, the Union agrees not to encourage crew chiefs to accept stewardships or vice versa.

1. Posting of Crew Chiefs

- a. Openings for a Crew Chief shall be posted within the work organization. The posting shall specify the shift on which the opening exists and also specify the classification(s) from which the crew chief shall be selected and the work group to be led.
- b. Those employees within the work group, who feel they are qualified for the opening, as posted, may bid for such crew chief opening.

1. Selection of Crew Chiefs

- a. Post by Area
 - Bidders will be interviewed by salaried personnel
 - Bargaining Unit members within the area of responsibility evaluate bidders using evaluation form.
 - Compile information
 - Selection team comprised of an equal number of salaried and bargaining unit personnel will make the final selection.
 - Announce successful candidate
- b. Evaluation criteria for Interview and Evaluation Form are as follows:
 - Good people skills
 - Ability to get things done

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- Knowledge of customer
 - Computer systems
- c. Interview results are converted to scoring points consistent with the evaluation form.
 - d. Bargaining Unit member's scores from the Evaluation Form are totaled and averaged resulting in Bargaining Unit members (s) evaluation score. Interview score is added to Bargaining Unit member(s) evaluation result. The combined score is divided by two to achieve the candidates (bidders) final score. Should there be a tie among bidders, the bidder is selected by Bargaining Unit seniority.
3. All Crew Chiefs will have a 90 day evaluation period to demonstrate their ability to effectively perform the duties of the Crew Chief. A Crew Chief failing to meet expectation can be disqualified at anytime during the evaluation period. If removed the Union Steward will be notified and explained the reasons for the disqualification.
- Crew Chiefs who have completed their 90 day evaluation period and who fail to maintain acceptable performance will be placed on a forty-five (45) day developmental plan. If the unacceptable performance continues, the Crew Chief may be removed from the Crew Chief position. Disqualifications are subject to the grievance procedure.
4. Reduction of Crew Chiefs
- a. Crew Chief will be reduced based on business needs. The Crew Chief will be notified and returned to his regular classification status.
 - b. An employee may voluntarily resign his Crew Chief designation; however in the event an employee does resign his Crew Chief designation, they shall remain on their present shift.
5. Crew Chief Pay
- a. Crew Chief shall receive, at the time of appointment, two dollars (\$2.00) above the highest classification being lead.

LEAD WORKER

Lead Worker is a designation given to selected and appointed employees who perform duties of training (not to conflict with Article XVI – Section 16106c) and/or leading special projects within the classification. “Lead Worker” is not a classification; therefore, he shall not receive a change in his present classification as a result of the appointment.

Stewards are not automatically barred from holding lead worker positions. However, the Union agrees not to encourage lead workers to accept stewardships or vice versa.

Since “lead worker” is not a classification, the following administrative procedure will govern the use of lead worker.

1. Selection of Lead Workers

The Union reserves the right to add to, subtract from, and/or amend this proposal if it is not accepted in its entirety.

- a. Openings for a lead worker shall be posted within the work group where the opening exists. The posting shall specify the classification, shift and task to be lead.
 - b. Those employees within the work group who feel they are qualified for the opening, as posted, may bid for such lead worker opening. Lead workers shall be made in accordance with the promotional clause of this agreement.
2. Reduction of Lead Worker
 - a. Lead workers will be reduced when assigned task is complete.
3. Lead Worker Pay
 - a. Lead Worker shall receive, at the time of appointment one dollar (\$1.00) per hour above the maximum rate of the classification held.
- There shall be a designation of LW for the Lead Worker

LEAD WORKER ASSIGNMENTS OF 30 DAYS OR LESS

1. All Lead Worker assignments of more than thirty (30) calendar days will be posted and assigned per Appendix D and the Promotional Clause of the 2008 – 2011 Labor Agreement between Aerojet-General Corporation, Sacramento Facility and the I.A.M. District Lodge 725 and Local Lodge 946.
2. Temporary Lead Worker “TLW” assignments, thirty (30) calendar days or less, do not require posting and will be filled in the following manner:
 - a. Management, after soliciting input from the Crew Chief, from the area where the TLW will be assigned, shall make the selection.
 - b. TLW assignments will come from the classifications where the need exists, and will be based on an individual’s expertise in the area and tasks to be assigned.
 - c. TLW are paid (per Appendix “D”) using a debit pay adjustment card for the duration of the assignment. The debit cards will track assignments and will be for a minimum of eight (8) hours per day.
 - d. Debit cards shall be turned in weekly.
3. A series of different employees will not be assigned for continuous periods of thirty (30) calendar days or less to circumvent the posting selection process for Lead Worker.
4. The Chief Steward must agree, in writing, to extend any TLW assignments beyond the initial thirty (30) calendar days. Extensions will not exceed thirty (30) calendar days.

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APPENDIX "E" - INFORMATION TO THE UNION

The Company agrees to furnish to the chief steward a list of employees by name, badge number, organization number, job classification, who are hired, rehired, reinstated, transferred organizationally, promoted, reclassified, downgraded, granted approved leaves of absence, terminated, laid off, and recalled from layoff. Such lists shall be furnished the week following the effective dates of such actions.

If the Union does not protest the accuracy of such lists indicated above, as a result of an employee's inquiry, within thirty (30) calendar days following receipt of such lists, the Company shall not be liable for any retroactive pay in the event of adjustments after the thirty (30) day period.

A monthly seniority list covering all the employees in the bargaining unit shall be furnished to the Union and shall include the following information: name, badge number, organization number, job classification code number, rate of pay, and Company and job classification seniority dates grouped by job classification.

APPENDIX "G" - SENIORITY CONSOLIDATION

- I. The Company may, during the term of the agreement, place production and maintenance work in the Sacramento Facility which does not fall within the normal activities of the existing Seniority Unit.
 - A. The Company will give the Union 30 days notice that such work is being placed in the Sacramento Facility and that a new Seniority Unit is being activated.
 - B. The application of seniority for any additionally activated unit will be as outlined in this Agreement.

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SUPPLEMENTARY AGREEMENT

8-I-1

SUBJECT: Research and Development Areas

ARTICLE: I - Recognition

WORK ORGANIZATION: All

EFFECTIVE DATE: ~~16 June 2008~~ Date of ratification

The Union and the company have discussed the general subject matter of hourly personnel ~~being assigned to Research and~~ performing Development work throughout the Sacramento Facility. The Parties have reached the following agreement:

Research and development definition: Any product that is engineered, developed, or manufactured at the Sacramento Facility for the sole purpose of engineering evaluation to be used on the Sacramento Facility and not delivered to any customer, will be considered Research and Development, and will fall under the guidelines of this supplemental agreement.

All other product that is engineered, developed, and or manufactured at the Sacramento Facility, and delivered to a customer, regardless of their intent or use will be considered production, and will fall under the guidelines of this collective bargaining agreement.

1. Research and Development management will, ~~at their discretion,~~ request hourly employees to perform tasks previously performed by non-bargaining unit personnel. These assignments are an attempt by the Parties to utilize the skills and abilities of employees in areas where traditional production assignments are not used.
2. Disputes arising from these assignments in #1 above will first be reviewed by the cognizant manager and the appropriate Steward to seek resolution. Any grievances arising after these discussions will go directly to third step.
3. The Parties understand clearly and unambiguously that any assignments of hourly personnel to a Research and Development tasks, except for presently established work, do not establish a precedent or practice to be relied on for future work assignments.

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SUPPLEMENTARY AGREEMENT

8-II-1

SUBJECT: Subcontracting of On-Site Maintenance Work

ARTICLE: II - Rights of Management

WORK ORGANIZATION: All

EFFECTIVE DATE: 16 June 2008

It is the policy and intention of the AEROJET-GENERAL CORPORATION, SACRAMENTO FACILITY to perform its general routine on-site maintenance work at its Sacramento Facility with its own maintenance employees except where such practice would cause substantial delay or increased costs and except in cases of emergency. In all such cases, the Company will explain the circumstances to the Union.

In accordance with this policy, the Company will make every reasonable effort to plan its general routine on-site maintenance work so that it can be performed by the Company's normal work force.

It is recognized that where (a) the Company does not have the facilities, equipment or personnel to perform specialized types of maintenance work with its own crews and (b) where the acquisition of such equipment and personnel could not be justified because of infrequent use, the Company may contract out specialized types of maintenance work. In all such cases, the Company will explain the circumstances to the Union.

In addition, the Director of Human Resources or his designee will hold a meeting with the Business Representative or his designee every 60 days for the purpose of discussing subcontracting.

~~The Company and Union agree to abide by the Site Services procedure on the make/Buy Evaluation Process.~~

The Company and the Union agree to abide by the Site Services procedure on the Make/Buy Evaluation Process, with the following additions:

Site Services Make/Buy Committee will consist of the Manager of Maintenance and one other manager of Site Services, as well as the Zone Steward and one other Maintenance worker who's craft is involved in the Make/Buy job.

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SUPPLEMENTARY AGREEMENT

8-VI-1

SUBJECT: **Application of Daylight Saving Time Provisions**

ARTICLE: VI - Standard Workday and Workweek

WORK ORGANIZATION: All

EFFECTIVE DATE: 16 June 2008

It is mutually agreed that employees will be paid for eight (8) hours worked at their regular rate on a shift where Pacific Standard Time is converted to Daylight Saving Time.

It is mutually agreed that employees will be paid eight (8) hours worked at their regular rate and one hour worked at the appropriate overtime rate on a shift where Daylight Saving Time is converted to Pacific Standard Time.

The Union reserves the right to add to, subtract from, and/or amend this proposal if it is not accepted in its entirety.

SUPPLEMENTARY AGREEMENT

8-VI-2

SUBJECT: Four/Ten Alternative Workweek
ARTICLE: VI - Standard Workday and Workweek
WORK ORGANIZATION: All
EFFECTIVE DATE: 16 June 2008

- I. The Company shall determine whether to operate, in whole or in part, on the basis of a four (4) day ten (10) hour alternative workweek or a five (5) day eight (8) hour standard workweek.
- A. Prior to instituting a 4/10 alternative workweek for employees covered by the Agreement, the Company shall:
1. Make a disclosure in writing to the employees covered by this Agreement, including the effects of the proposed schedule on the employees' hours and pay.
 2. Such disclosure shall include meetings, duly noticed, for the specific purpose of discussing the effects of 4/10 alternative scheduling.
 3. Conduct a secret ballot election.
 4. Institute a four (4) day ten (10) hour alternative workweek only if approved by at least two-thirds (2/3) of the employees on the Sacramento Facility who are required, by the State of California, to vote.
- B. Revoking a 4/10 alternative workweek:
1. After a period of twelve (12) months, one-third (1/3) of the employees, on the Sacramento Facility who are required, by the State of California, to vote, may petition for a new secret ballot election. If two-thirds (2/3) of the employees vote to reverse the 4/10 alternative workweek, the Company will place the employees on a five (5) day eight (8) hour standard workweek within sixty (60) days.
 2. The Company may, upon reasonable notice to employees, discontinue or cancel a 4/10 alternative workweek at any time.
- II. If a four (4) day ten (10) hour alternative workweek is instituted, the following contract provisions will apply:

Article VI - Standard Workday and Workweek

- 602.** Four (4) standard workdays, Monday through Thursday, shall constitute the standard workweek.
- 610. Day Shift:** The day shift shall start work between 5:30 a.m. and 8:30 a.m. and shall consist of a ten and one-half (10-1/2) consecutive hour period less thirty (30) minutes for meals on the employee's time. Pay for the day shift period shall be a sum equivalent to ten (10) times the employee's regular rate.

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- 611. Swing Shift:** The swing shift shall start between 4:00 p.m. and 7:00 p.m. and shall consist of a ten (10) consecutive hour period less thirty (30) minutes for meals on Company time. Pay for the swing shift period shall be a sum equivalent to ten (10) times the employee's regular rate including a fifty cents (50¢) per hour shift differential.
- 612. Graveyard Shift:** The graveyard shift shall start work between 8:00 p.m. and 11:00 p.m. and shall consist of a nine and one-half (9-1/2) consecutive hour period less thirty (30) minutes for meals on Company time. Pay for graveyard shift shall be a sum equivalent to ten (10) times the employee's regular rate including seventy-five cents (75¢) per hour shift differential.

Proposal to be submitted at a later date for 611 and 612 in 4/10.

- 614.** Any employee not relieved from his area of assignment for thirty (30) minutes of uninterrupted time within a two-hour period for lunch beginning three and one half (3 ½) hours after his regular starting time shall be paid a penalty payment equal to one (1) hour at the employees straight time hourly rate.

623.	Starting Time	Shift Differential
	4:30 AM - 2:29 PM	None
	2:30 PM - 5:29 PM	Swing
	6:30 PM - 4:29 AM	Graveyard

Article VII - Overtime

- 703.** a. For all payable time outside his regularly scheduled shift hours up to and including two (2) hours in his standard workweek workday.
- 704.** b. For the first eight (8) hours of his regularly scheduled shift hours on the fifth and sixth additional workdays.
- 706.** a. For all payable time outside the employee's first eight (8) hours of his regularly scheduled shift on the fifth and sixth additional workdays.
- 707.** b. For all payable time exceeding two (2) hours put in outside the employee's regularly scheduled shift hours during the employee's standard workweek workday.

Article IX - Sick and Accident Leave

- 906.** Employees on the active payroll shall earn sick leave at the rate of .9616 hours per week or fraction thereof. In each computation year the maximum earned shall be fifty-two weeks times .9616 or 50 hours (five [5] days). Employees shall accrue sick leave while on medical leave of absence for either occupational or nonoccupational sickness or accident for a maximum of three (3) months in any computation period.

922. In the event of an employee's absence from work because of the death of the employee's spouse, children father, mother other immediate relative who is a permanent resident in the employee's domicile and who is mainly dependent upon the employee for support. It also refers to the following persons irrespective of whether they reside in the employee's domicile or whether they are mainly dependent upon the employee for support: parents-in-law, son-in-law, daughter-in-law, grandparents, grandchildren, brothers and sisters, brothers-in-law, sisters-in-law, and registered domestic partner. The employee shall be entitled to a maximum of three (3) consecutive working days ~~(twenty-four hours)~~ bereavement pay, at the appropriate rate of pay. Bereavement pay is in addition to any other pay the employee may be entitled, but may not be taken simultaneously. The employee may be required to provide supporting documentation upon returning to work.

Article X - Holidays

1002.The holiday schedule will be discussed and mutually agreed by the Company and the Union prior to a vote for acceptance of the 4/10 Alternative Workweek. The amount of holidays will be the same as in Article X of the main agreement.

1005.Holidays which fall on the fifth or sixth days of the workweek shall be observed on the preceding workday (but not both days). Holidays which fall on the seventh day shall be observed on the following workday (but not both days).

1012.Pay for holidays shall be ten (10) times the employee's regular hourly rate.

Article XII - Rest Periods

1202.The length of rest periods will be ten (10) minutes during the first half of an employee's shift and fifteen (15) minutes during the last half of an employee's shift. In remote areas, i.e., test and processing, where transit time is deemed necessary by supervision for the employee to reach a rest period station, such transit time will be allowed in addition to the normal rest period.

Article XIII - Wage Rates

1307.The regular rate is an employee's hourly base rate of pay plus lead worker, shift differential, and excluding overtime. The working rate for graveyard employees is computed as follows:

$$\frac{(\text{Regular Rate}) \times 10}{9.5} = \text{Working Rate}$$

Article XXVI - Leaves of Absence

2614.An employee, obtaining release from his personal physician to return to work and approval by the Company Professional Medical Staff, shall be permitted to begin work on his regularly assigned shift if he reports to the Medical Dispensary before 8:30 a.m. on the first two (2) days of a given standard workweek. If such employee is unable to report to the Medical Dispensary by 8:30 a.m., he may begin work on his next regularly scheduled workday. Employees released and reporting to the Medical Dispensary after

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the first two (2) days of a standard workweek may report to work on the first day of the following standard workweek.

- III. If a four (4) day ten (10) hour alternative workweek is instituted, terminology found in the Agreement will be interpreted as described below. For example, under a four- (4) day ten (10) hour alternative workweek Article 926's reference to "five (5) days" will be interpreted as "four (4) ten (10) hour days".
- A. Standard Workday - Generally, a ten (10) hour day as defined by each shift. (Articles throughout the Contract)
 - B. Standard Workweek - Four (4) ten (10) hour days, Monday through Thursday. (Articles throughout the Contract)
 - C. Regular Eight (8) Hour Day; Full Eight (8) Hour Day; or Standard Eight (8) Hour Work Shift - Ten (10) hour day. (Sections 1105, 16105.d, 1830)
 - D. Thursday and Friday - Wednesday and Thursday. (Section 1302)
 - E. Saturday - Friday and Saturday. (Sections 617, 16105.f)
 - F. Five (5) Standard Workdays; Five (5) Full...Days; Five (5) Days; or Five (5)...Working Days - Four (4) ten (10) hour workdays. (Sections 926, 1625.a, 1628, 1816, 1820, Appendix D.2)
 - G. Forty-eight (48) Hours - Fifty (50) Hours. (Section 908)
 - H. Ten (10) Working Days; Ten (10) Standard Working Days; or Ten (10) Days - Eight (8) ten (10) hour working days. (Sections 1629, 1638, 1819, 1820, 1822, 2801, 4002, 4003)
 - I. Fifteen (15) Working Days or Fifteen (15) Days - Twelve (12) ten (10) hour working days. (Sections 1664, 4003)
 - J. Twenty-five (25) Regular Eight (8) Hour Workdays or Twenty-five (25) Days - Twenty (20) ten (10) hour workdays. (Sections 1105, 1110)
 - K. Thirty (30) Working Days - Twenty-four (24) working days. (Section 1843)
 - L. One (1) Week or Regular Five (5) Day Workweek - Four (4) ten (10) hour days. (Section 1105)

SUPPLEMENTARY AGREEMENT

8-VI-3

SUBJECT: **Nine/Eighty Alternative Work Period**

ARTICLE: VI - Standard Workday and Workweek

WORK ORGANIZATION: All

EFFECTIVE DATE: 16 June 2008

- I. The Company shall determine whether to operate, in whole or in part, on the basis of a nine-(9) day eighty-(80) hour alternative workweek or a five (5) day eight (8) hour standard workweek.
 - A. Prior to instituting a 9/80 alternative workweek for employees covered by the Agreement, the Company shall:
 1. Make a disclosure in writing to the employees covered by this Agreement, including the effects of the proposed schedule on the employees' hours and pay.
 2. Such disclosure shall include meetings, duly noticed, for the specific purpose of discussing the effects of 9/80 alternative scheduling.
 3. Conduct a secret ballot election.
 4. Institute a 9/80 alternative work period only if approved by at least two-thirds (2/3) of the employees on the Sacramento Facility who are required, by the State of California, to vote.
 - B. Revoking a 9/80 alternative workweek:
 1. After a period of twelve (12) months, one-third (1/3) of the employees, on the Sacramento Facility who are required, by the State of California, to vote, may petition for a new secret ballot election. If two-thirds (2/3) of the employees vote to reverse the 9/80 alternative workweek, the Company will place the employees on a five (5) day eight (8) hour standard workweek within sixty (60) days.
 2. The Company may, upon reasonable notice to employees, discontinue or cancel a 9/80 alternative workweek at any time.
- II. If a 9/80 alternative work period is instituted, the following contract provisions will be modified as follows:

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Article VI - Standard Workday and Workweek

602. Every two week period is comprised of eight (8) nine (9) hour days Monday through Thursday and one eight (8) hour day, every other Friday. Week 1 ends with the first four (4) hours worked on Friday. Week 2 begins with the second four (4) hours worked on Friday.

Week 1	Fri	Sat	Sun	Mon	Tues	Wed	Thur	Fri	=	40	hours
	off	off	off	9	9	9	9	4			
Week 2	4	off	off	9	9	9	9	off	=	40	hours

610. Day Shift: The day shift shall start work between 5:30 a.m. and 8:30 a.m. and shall consist of a nine and one-half (9-1/2) consecutive hour period, Monday through Thursday, and an eight and one-half (8-1/2) consecutive hour period every other Friday, less thirty (30) minutes for meals on the employee's time. Pay for the day shift period shall be a sum equivalent to nine (9) times the employee's regular rate Monday through Thursday, and on every other Friday eight (8) times the employee's regular rate.

611. Swing Shift: The swing shift shall start between 3:00 p.m. and 6:00 p.m. and shall consist of a nine (9) consecutive hour period, Monday through Thursday, and an eight (8) consecutive hour period every other Friday, less thirty (30) minutes for meals on Company time. Pay for the swing shift period shall be a sum equivalent to nine (9) times the employee's regular rate, including a fifty cents (50¢) per hour shift differential.

612. Graveyard Shift: The graveyard shift shall start work between 9:00 p.m. and 12:00 p.m. and shall consist of an eight and one-half (8-1/2) consecutive hour period, Monday through Thursday, and a seven on one-half (7-1/2) consecutive hour period every other Friday, less thirty (30) minutes for meals on Company time. Pay for graveyard shift shall be a sum equivalent to nine (9) times the employee's regular rate including seventy-five cents (75¢) per hour shift differential.

Proposal to be submitted at a later date for 611 and 612 in 9/80.

614. Any employee not relieved from his area of assignment for thirty (30) minutes of uninterrupted time within a two-hour period for lunch beginning three and one half (3 1/2) hours after his regular starting time shall be paid a penalty payment equal to one (1) hour at the employees straight time hourly rate.

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623.	Starting Time	Shift Differential
	5:30 AM - 2:29 PM	None
	2:30 PM - 10:29 PM	Swing
	10:30 PM - 5:29 AM	Graveyard

Article VII - Overtime

- 703. a. For all payable time outside his regularly scheduled shift hours up to and including three (3) hours Monday through Thursday, and four (4) hours on his Friday in his standard workweek workday.
- 704. b. For the first eight (8) hours of his regularly scheduled shift hours on both his “off” Friday and on Saturday.
- 706. a. For all payable time outside the employee's first eight (8) hours of his regularly scheduled shift hours on both his “off” Friday and Saturday.
- 707. b. For all payable time exceeding three (3) hours put in outside the employee's regularly scheduled shift hours during the employee's standard workweek workday on Monday through Thursday and for all payable time exceeding four (4) hours put in outside the employee’s regularly scheduled shift hours during the employee’s regularly scheduled Friday.

715. The Company will offer overtime to the employees in the classification who are capable and qualified to perform the tasks scheduled for overtime, as follows:

- c. When overtime is necessary, employees will be given as much advance notice as possible. Overtime for the weekend on a non working Friday will be asked for no later than the end of shift on Wednesday. If it is a working Friday, overtime will be asked by close of business on Thursday. If asked later than that, the employee will not be charged if the overtime is refused.

Article IX - Sick and Accident Leave

906. Employees on the active payroll shall earn sick leave at the rate of .9616 hours per week or fraction thereof. In each computation year the maximum earned shall be fifty-two weeks times .9616 or 50 hours. Employees shall accrue sick leave while on medical leave of absence for either occupational or nonoccupational sickness or accident for a maximum of three (3) months in any computation period.

922. In the event of an employee's absence from work because of the death of the employee's spouse, children father, mother other immediate relative who is a permanent resident in the employee's domicile and who is mainly dependent upon the employee for support. It also refers to the following persons irrespective of whether they reside in the employee's domicile or whether they are mainly dependent upon the employee for support: parents-in-law, son-in-law, daughter-in-law, grandparents, grandchildren, brothers and sisters, brothers-in-law, sisters-in-law, and registered domestic partner. The employee shall be entitled to a maximum of three (3) consecutive working days ~~(twenty-four hours)~~ bereavement pay, at the appropriate rate of pay. Bereavement pay is in addition to any other pay the employee may be entitled, but may not be taken simultaneously. The employee may be required to provide supporting documentation upon returning to work.

Article X - Holidays

1002. The holiday schedule will be discussed and mutually agreed by the Company and the Union prior to a vote for acceptance of the 9/80 Alternative Workweek. The amount of holidays will be the same as in Article X of the main agreement.

1012. Pay for holidays shall be nine (9) times the employee's regular hourly rate for holidays falling on Monday through Thursday and eight (8) times the employee's regular hourly rate for holidays falling on Friday.

Article XIII - Wage Rates

1307. The regular rate is an employee's hourly base rate of pay plus lead worker, shift differential, and excluding overtime. The working rate for graveyard employees is computed as follows:

Monday – Thursday (Regular Rate) X 9 = Working Rate

8.5

Friday (Regular Rate) X 8 = Working Rate

7.5

- III. If a 9/80 alternative work period is instituted, terminology found in the Agreement will be interpreted as described below.
- A. Standard Workday – Generally, a nine (9) hour day, Monday through Thursday, and eight (8) hours every other Friday as defined by each shift (Articles throughout the Contract).
 - B. Standard Workweek – Nine (9) hour days, Monday through Thursday, and eight (8) hour days hours every other Friday (Articles throughout the Contract).
 - C. Regular Eight (8) Hour Day; Full Eight (8) Hour Day; or Standard Eight (8) Hour Work Shift (Sections 1105, 16105. d, 1830). Nine (9) hour day, Monday through Thursday, and eight (8) hour day every other Friday.
 - D. Saturday – Friday scheduled day off & Saturday. (Sections 617, 16105.f)
 - E. Forty-eight (48) Hours – A maximum of 50 hours. (Sections 908)

The Union reserves the right to add to, subtract from, and/or amend this proposal if it is not accepted in its entirety.

F. Twenty-five (25) Regular Hour Workdays or Twenty-five (25) Days. Twenty-five (25) regular workdays. (Section 1105, 1110)

G. One (1) Week or Regular Five (5) Day Workweek – Forty (40) hours. (Section 1105)

SUPPLEMENTARY AGREEMENT

8-VI-4

SUBJECT: **Facilities Weekend Workweek**

ARTICLE: **VI - Standard Workday and Workweek**

WORK ORGANIZATION: Facilities

EFFECTIVE DATE: 16 June 2008

The parties have agreed to the creation of a special workweek for the Facilities Department to be applied as follows:

1. This workweek will be applied only to the Maintenance Mechanic "A's" assigned to the Weekend Boiler and Water Surveillance Crew. Maintenance Mechanic "A's" with the greatest bargaining unit seniority will be given preference for assignment to this crew. If sufficient employees do not request this crew, the least senior will be assigned.
2. The standard workweek for this crew will be Friday, Saturday and Sunday.
3. The standard shift for this crew will be twelve (12) hours each day. The day shift will begin between 6:00 a.m. and 12:00 p.m. The night shift will begin between 6:00 p.m. and 12:00 a.m.
4. The rate of pay for the Maintenance Mechanic "A" on this shift will be \$31.66 per hour, which includes all differentials. The first eight- (8) hours of the standard shift will be paid at the straight time rate. The next four- (4) hours of the standard shift will be paid at the time and one-half (1-1/2) rate. The employee will receive a one-half (1/2) hour paid lunch.
5. Overtime will be paid as follows:
 - a. All hours beyond twelve (12) on a standard workday will be paid at the double time rate.
 - b. The first eight (8) hours worked on an off day (Monday through Thursday) will be paid at the time and one-half (1-1/2) rate, and hours worked beyond eight (8) on an off day will be paid at the double time rate, based on the Appendix "A" rate.

SUPPLEMENTARY AGREEMENT

8-VI-5

SUBJECT: Firefighter-Engineer Workweek
ARTICLE: VI - Standard Workday and Workweek
WORK ORGANIZATION: Fire Services
EFFECTIVE DATE: 16 June 2008

The parties have agreed to the creation of a special workweek option for the Fire Services Department. The Company may implement this option by giving one week's notice.

1. This workweek will be applied only to the Firefighter-Engineers assigned to a twenty-four (24) hour shift.
2. The standard work week for this crew will be based on a three- (3) platoon twenty-four— (24) hour shift schedule per the attached calendar.
3. The standard shift for this crew will be twenty-four (24) hours each day. The shift will begin between 5:00 a.m. and 10:00 a.m. The standard shift will consist of twelve (12) hours of assigned work, training, drill, equipment maintenance, or other fire services support activity, and twelve (12) hours of on call standby.
4. The rate of pay for the Firefighter-Engineer on this shift will be \$20.54 per hour, which includes all differentials. Hours worked outside of the assigned schedule will be paid at the rate of 1.5 times the flat rate of \$20.54 per hour for the first 24 hours and at 2 times the flat rate for successive hours worked beyond the first 24 hours. The employee will receive two (2) one-half (1/2) hour paid meal periods during a twenty-four (24) hour shift.
5. The recognized holidays listed in Article X will be workdays for Firefighter-Engineers on this schedule. Eight (8) hours pay for each holiday will be paid at the Appendix "A" rate.
6. Vacation will accrue per Section 801 of the current Agreement plus an additional 29%. Vacation will be paid at the rate of \$20.54 plus appropriate GWI for years 2009 and 2010.
7. Sick leave will accrue per Sections 906 through 908 of the current Agreement plus an additional 29%. Sick leave will be paid at the rate of \$20.54 plus appropriate GWI for years 2009 and 2010.
8. If this agreement is reverted back to the 40 hour work week, the rate of pay will be labor grade "D" and the vacation and sick accruals will be administered per Sections 801 and 906 respectively.

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SUBJECT: HazMat Team

ARTICLE: VI – Standard Workday and Workweek

WORK ORGANIZATION: All

EFFECTIVE DATE: 16 June 2008

The company's HAZMAT Team, which is required to respond to emergencies involving hazardous materials on a 24 hour a day, 7 days per week. The following process is proposed to improve the response reliability by creating a compensated on-call HAZMAT Team.

1. There will be a HAZMAT Team selected by the Company on the basis of qualifications. Team members will be assigned to one of two separate on-call groups.
2. Employees on the HAZMAT Team, per supplemental agreement 2-VI-6, who are not employed by AFC, will remain on the team. All future bargaining unit vacancies will be filled in the manner described in section 3 below.
3. Bargaining Unit volunteers will be selected first from the Chemical Waste Technician classifications. It is understood, however, that a mixture of classifications representing the various areas of the plant is an overriding consideration.
4. Disputes concerning an employee's qualifications or ability to meet the physical requirements are subject to the grievance procedure.
5. The team make-up will be reviewed and revised as needed, but at least annually.
6. Discipline for on-call no shows will be progressive in order. First offense requires a verbal reprimand. Second offense receives a written reprimand. Third offense results in removal from the team. If a team member fails to report when called, that employee will not receive the team "premium compensation" for the week.
7. Each employee on one of the On-Call Groups will be assigned an on-call status for a one week period, 24 hours per day and will receive premium compensation of \$120 per week. The other team will be considered off-duty and will not receive any premium compensation. The teams will alternate weeks on-duty.
8. On call employees may trade their time daily or weekly with other team members; however, all trades will be documented and the appropriate team leader notified.
9. The Union Safety Committee Chairperson will meet with the HAZMAT Coordinator annually to discuss team qualifications, drills and training.

Team members who report to work will be paid in accordance with the collective bargaining agreement.

SUPPLEMENTARY AGREEMENT

8-XIV-1

SUBJECT: MNPL Payroll Deduction

ARTICLE: XIV - Payroll Deductions

WORK ORGANIZATION: All

EFFECTIVE DATE: 16 June 2008

Any employee covered by this Agreement may authorize and the Company will withhold by payroll deduction, contributions for the Machinists Non-Partisan Political League (MNPL). The employee must execute a Company approved payroll deduction authorization for a weekly deduction in increments of fifty cents (50¢). The deductions, including a list showing the Local Lodge identification, employees' names and amounts deducted will be transmitted monthly to the Treasurer of the MNPL, care of the Union. There shall be no solicitation of employees for MNPL contributions on plant during work hours by the Union, its representatives or by employees.

(NOTE: See original document for the approved payroll deduction authorization form.)

SUPPLEMENTARY AGREEMENT

8-XVI-1

SUBJECT: Glossary of Terms and Phrases

ARTICLE: XVI - Seniority and Promotions

WORK ORGANIZATION: All

EFFECTIVE DATE: 16 June 2008

It is mutually agreed by the parties to continue to recognize the Glossary of Terms and Phrases, dated 1 October 1964, as used in the bargaining unit job descriptions.

The Union reserves the right to add to, subtract from, and/or amend this proposal if it is not accepted in its entirety.

SUPPLEMENTARY AGREEMENT

8-XVI-2

SUBJECT: Tool, Jig and Fixture Builder vs. Journeyman Machinist Settlement

ARTICLE: XVI - Seniority and Promotions

WORK ORGANIZATION: All

EFFECTIVE DATE: 16 June 2008

This will confirm our discussion during negotiations concerning the Glossary of Terms and Phrases. The letter to you, dated 5 December 1967, reflecting the settlement of grievances concerning the assignment of work to Tool, Jig and Fixture Builders will remain valid and in force for the life of this agreement. The discussions held between the parties on July 13, 1967, regarding tooling assignments will continue to be applied in settlement of grievances.

The Union reserves the right to add to, subtract from, and/or amend this proposal if it is not accepted in its entirety.

SUPPLEMENTARY AGREEMENT

8-XVI-3

SUBJECT: **Application of Job Descriptions (Technician, Air Conditioning/Refrigeration)**

ARTICLE: XVI - Seniority and Promotions

WORK ORGANIZATION: All

EFFECTIVE DATE: 16 June 2008

It is mutually agreed that, when necessary, the Technician, Air Conditioning and Refrigeration will perform the instrumentation work connected with refrigeration systems, and disconnect and connect electrical components of the system back to the 480 panel. The Electrician, Maintenance Industrial is permitted to also do the electrical work on boilers, including electronically controlled equipment on boiler controls.

Initial installation of metal shelves and cabinets or major rearrangements of metal shelving and cabinets will be assigned to the appropriate Facilities personnel. It is also understood that appropriate material or tool handling personnel may be assigned to the work crew to assist in such installation or rearrangement. It is further understood that this is not applicable to routine adjustments, assembly or disassembly of metal shelves or cabinets within a given work area.

The word "or maintenance" in the Sheet Metal Fabricator "B" job description shall be no longer applied in work assignments.

SUBJECT: Work Assignments (I.A.M./I.U.O.E.)

ARTICLE: Not Applicable

WORK ORGANIZATION: As Applicable

EFFECTIVE DATE: 16 June 2008

The following guidelines clarify previous assignments and will be observed in resolving pending grievances and in adjusting future disputes regarding work assignments.

I. LOADING WELD FIXTURES

The parties agree that the I.A.M. will place parts into fixtures if they require fitting, aligning, and/or trimming. The I.U.O.E. employees will have the right to place parts which require the use of drop-in fixtures and/or quick acting clamps so long as the parts can be located and locked in position requiring only minor fitting and aligning. Tube sub-assembly operation shall be performed by the use of an I.U.O.E. and an I.A.M. classification. I.A.M. agreed this might encompass minor grinding.

II. LAYOUT

The parties agree that layout as related to a welding operation will be performed by the Welder classification to perform his immediate welding assignment. Layout which is not related to the Welder's immediate welding assignment shall be performed by the proper I.A.M. classification.

III. INITIAL CHAMFERING

The parties agreed that the I.A.M. will perform the initial chamfering and welding preparations and that any final grinding and chamfering in the preparation of weld joints will be properly performed by the I.U.O.E.

IV. WIRE WRAPPING

The parties are in agreement that this work will be assigned to the appropriate I.A.M. classification.

V. REMOVAL OF NICRO BRAZE

The parties are in agreement that the work will be assigned to the appropriate I.A.M. classification, except that the I.U.O.E. will remove excess braze in order to insure a proper weld, or a part, as a result of a welding operation.

VI. STRAIGHTENING

The parties agree that the I.A.M. will perform all straightening after the welding operation. They further agree that the I.U.O.E. may straighten parts during a weld operation, as long as the material to be straightened is above ambient temperature.

VII. LEAK AND BUBBLE CHECKING

Initial leak and bubble checking is to be performed by the appropriate I.A.M. classification except in special instances where the leak fixtures have been previously applied and it is for the purpose of the I.U.O.E. checking their work and determining the direction of flow and leak rate.

VIII. GENERAL GRINDING

The I.A.M. will perform grinding on excess weld penetration. However, the I.U.O.E. will clean up tack welds and slag created by cutting prior to welding. The I.A.M. will perform back grinding on first stage domes. The I.U.O.E. will perform that back grinding which is necessary to complete his welding assignment not to exceed one hour. Any casting or forging defects not created by welding will be removed by an appropriate I.A.M. classification. Final contouring or blending of welds will be performed by the appropriate I.A.M. classification.

IX. DEFECT GRINDING

The I.A.M. will perform weld defect grinding as ordered through rework planning, however, the Welder requesting a courtesy or test referral inspection may perform such grinding necessary for removal of the defect. With regard to the weld repair of a leaking chamber resulting from hydro or bubble testing, the parties, for economic reasons, agree that the Welder may perform the necessary minor grinding to insure a proper weld. It is further agreed that the I.U.O.E. will perform that grinding which is also necessary to satisfy his requirements for producing a quality weld prior to inspection.

In addition to the understanding stated herein, the parties must also refer to their discussions in establishing the intent of this agreement. After a reasonable length of time, it may be necessary to again meet and discuss specific issues which may arise between the parties.

SUPPLEMENTARY AGREEMENT**8-XVI-7**

SUBJECT: **Layoff Out of Seniority**
ARTICLE: XVI - Seniority and Promotions
WORK ORGANIZATION: All
EFFECTIVE DATE: 16 June 2008

The parties agree to allow voluntary layoffs out of seniority subject to the following conditions.

1. The Company will post the standard notice of a layoff in a specific classification.
2. An employee of the noticed classification may request to be placed on layoff out of seniority. The completed request form must be turned in to the Labor Relations office by 5:00 p.m. on the Tuesday following the posting of the layoff notice.
3. No more than five percent (5%) of the employees in a given classification may be placed on layoff out of seniority, unless the parties mutually agree otherwise. If the number of volunteers exceeds the five percent (5%) maximum, employees with the greatest bargaining unit seniority will be the first selected.
4. An employee who has been placed on layoff out of seniority must remain on layoff for at least six (6) months from the date of the layoff. After six (6) months, the employee may exercise his seniority to return to active employment, displacing a less senior employee if necessary. If an employee requests return to active employment and the employee does not have sufficient seniority to hold an active position, the employee will be placed on an involuntary layoff in accordance with and effective with, his seniority. If the employee has not elected to return to active employment within one (1) year of being placed on voluntary layoff, the employee will be placed on the recall list in accordance with his seniority.
5. An employee on voluntary layoff who wishes to return to active employment must notify Labor Relations in writing ten (10) working days prior to the date the employee is available. The Company will schedule the employee to return no later than ten (10) working days after the employee's availability date. An employee may utilize the voluntary layoff provisions only twice during the life of this Labor Agreement.

(NOTE: See original document for approved form for requesting Layoff out of Seniority.)

SUPPLEMENTARY AGREEMENT

8-XVI-8

SUBJECT: **Flexible Work Force Process**

ARTICLE: **XVI - Seniority and Promotions**

WORK ORGANIZATION: All

EFFECTIVE DATE: 16 June 2008

1. The TOPs Team has, during the course of the 1993-1996 labor agreement, discussed and come to agreement in principle that the Union and the Company will create a Flexible Work Force Process. The parties formalized this process during the 1996 contract negotiations.
2. The purpose of the Flexible Work Force agreement is to design a vehicle which will provide for the assignment of employees out of classification and/or out of department in a manner not otherwise provided for in the labor agreement.
3. Flexible Work Force Committee
 - a. The purpose of the Committee is to review and approve requests for temporary assignments.
 - b. The permanent Committee will be comprised of the Chief Steward and the Manager of Human Resources.
 - c. The temporary members of the Committee will include the manager and the steward of a department with surplus employees, and the manager and steward of a department having a need for employees.
4. Skills Matrix

The parties will create a skills matrix process which identifies the necessary skills in the various classifications and matches those requirements against the skills of the employees. The primary responsibility for design of the system rests with the Company. The Union's responsibility is to participate in and support the creation of the matrix and the employee skill identification.
5. Ground Rules
 - a. The skills matrix will be used to identify qualified temporary workers.
 - b. The manager needing employees will meet with the manager of potentially surplus employees to review the requirements and agree on the temporary assignment.
 - c. Any employee can be moved to a temporary assignment regardless of the employee's classification or seniority, with the approval of the Committee.
 - d. If agreement is reached on a temporary transfer, the Committee members and the managers involved will sign an authorizing document.
 - e. Time spent in an approved temporary assignment under this agreement may be used as qualifying experience when applying for other positions which require those skills.

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- f. The permanent members will adopt such additional rules and processes as furthers their objectives.

SUPPLEMENTARY AGREEMENT

8-XVI-9

SUBJECT: **Operation of Multiple Machine Tools**

ARTICLE: **XVI- Seniority and Promotions**

WORK ORGANIZATION: All

EFFECTIVE DATE: 16 June 2008

The Parties have discussed and agreed that Journeyman Machinists may be assigned to operate multiple (no more than three) machine tools in the following categories. An employee assigned to run multiple machines under this Supplemental Agreement will receive one dollar (\$1.00) per hour above the employee's base rate.

1. Console operated machines.
2. Tape controlled machines.
3. Computer controlled machines.

Prior to assigning a Journeyman Machinist to operate more than one machine in the items described above, two procedures will be followed:

1. The employees affected will evaluate and review the assignment to the following standards:
 - a. good business practices
 - b. efficient process and machine operation
 - c. quality standards can be maintained
 - d. safety procedures are in place
2. The Safety Manager and Union Safety Chairman will review the assignment to ensure that it can be performed safely in accordance with the procedure outlined in Section 2211 of the Agreement.

SUPPLEMENTARY AGREEMENT

8-XVI-10

SUBJECT: **CNC Programming**
ARTICLE: XVI- Seniority and Promotions
WORK ORGANIZATION: All
EFFECTIVE DATE: 16 June 2008

Employees assigned to the Journeyman Machinist classification, who possess the skills necessary to generate parts, design fixture programs, or modify CNC programming, may be required to work in conjunction with Program Engineers on such projects.

While assigned these duties the Journeyman Machinist will receive \$2.50 per hour above their regular hourly rate.

NOTE: Nothing in this supplemental agreement limits the company's ability to perform programming work without the involvement of the Journeyman Machinist.

SUPPLEMENTARY AGREEMENT

8-XVII-1

**SUBJECT: Hours Allowed and Credited for All Union Activity and All
 Union Representative(s) Downtime**

ARTICLE: XVII - Union Stewards

WORK ORGANIZATION: All

EFFECTIVE DATE: 16 June 2008

The Company shall allow a maximum of fifteen (15) hours per week per one hundred (100) bargaining unit employees for the purpose of conducting Union activity during this agreement. It is agreed that all Union representatives are included and are charged for downtime to Account No. UNS. It is further agreed that the hours allowed are maximum hours and the Union agrees they will use their total effort to prevent attaining such maximum hours. Hours not used during a monthly period may be banked and will be permitted to be carried forward, but the total allowable hours will not be exceeded. Auditing of Union representative(s) hours utilized during the previous month will be accomplished within fifteen (15) standard working days after the last Sunday of each payroll month. The Union will be advised within fifteen (15) standard working days after the last Sunday of each payroll month of the number of hours available for Union representation during the forthcoming month. The Company will provide a monthly accounting of these hours and also will provide information to the Union concerning the number of hours spent by individual representatives of the Union.

The following Union representatives will charge their downtime for the purpose of conducting Union activity to Account No. UNS: chief steward, grievance committeeman, stewards, negotiating committee, apprenticeship committee, incumbents and officers-elect, other committeemen and officers of the Union, such other Union representatives who are replacements presently or those that may be established in the future who are on downtime for the purpose of conducting Union activity. The Union representatives, with the exception of the chief steward, designated in this paragraph may conduct Union activity during the last half of any regular shift.

Appropriate procedures will be continued to assure both the Company and the Union that they have up-to-date information so that in the event there are abuses of this privilege, appropriate action may be immediately taken by the Union. A carry-over of any surplus hours will be continued through to the expiration of the Labor Agreement. The Union recognizes that it has the duty of policing and enforcing the time spent by all bargaining unit individuals and the Company recognizes that it has the duty of appropriate accounting procedures. In the event special meetings are called by the Company or a Steward is requested by his supervisor to engage in such activity, such time shall not be charged against total allowable activity hours (Account No. UNS).

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SUPPLEMENTARY AGREEMENT

8-XVIII-1

SUBJECT: Third Step Grievance Transmittal

ARTICLE: XVIII - Grievance Procedure

WORK ORGANIZATION: Human Resources

EFFECTIVE DATE: 16 June 2008

In compliance with Article XVIII, Section 1820, of the Company-Union Agreement, the following will set forth the transmittal of third step grievance answers. Five (5) copies of the third step grievance answer will be placed in the Chief Steward's mail folder within ten (10) working days from the date of the grievance hearing. The date shown at the top of the grievance answer will be the date the answer is placed in the respective folder.

Additional copies of the third step grievance answer(s) written during the week will be accumulated until the last workday of the week and then delivered at approximately 4:00 PM to the Union Hall.

It is agreed that the ten (10) working days' time limit on appealing a grievance to arbitration will begin on the first regular workday following delivery of the third step answer to the Union Hall. To assure accuracy of this date, each delivery will be checked and signed for by both the delivering Labor Relations Representative and the recipient of the answers at the Union Hall, or sent over night by FedEx, UPS, or USPS, or delivered by Transportation Drivers.

SUPPLEMENTARY AGREEMENT

8-XVIII-2

SUBJECT: Grievance Time Limits Moratorium

ARTICLE: XVIII - Grievance Procedure

WORK ORGANIZATION: All

EFFECTIVE DATE: 16 June 2008

This will confirm our discussion during general contract negotiations concerning the time limits outlined in Paragraph 1825. Those grievances which would normally expire during the last three (3) months of the agreement as stated in Section 1825 will be handled as follows: A moratorium of time limits will be declared on those grievances which otherwise would have been withdrawn without prejudice. The time limits will again begin tolling at the date of ratification until a total amount of three (3) calendar months has expired from the date of the third step answer.

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SUPPLEMENTARY AGREEMENT

8-XXIV-1

SUBJECT: **Active Employment Beyond Age 65**

ARTICLE: XXIV - Age and Health of Employees

WORK ORGANIZATION: All

EFFECTIVE DATE: 16 June 2008

Benefits will continue on the same basis beyond age 65 as it did prior to age 65 unless otherwise stated in this Agreement.

A. ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE

The Accidental Death and Dismemberment Insurance will continue on the same basis from age 65 to 70 as it did prior to age 65. This coverage will be reduced by 30% at age 70, by 55% at age 75, by 70% at age 80 and by 85% at age 85. Benefits for the spouse will be based upon the full scheduled amount chosen until the spouse becomes age 70, at which time benefits would terminate. Employees must notify Benefits when the spouse reaches age 70.

B. MEDICAL/DRUG PLAN

The medical coverage for employees working beyond age 65 will operate on the same basis as medical coverage for employees prior to age 65. Under current Federal regulations, Medicare is considered a secondary coverage for active employees age 65 and above. Therefore the Company's medical program will be considered primary for dual coverage purposes for those employees. The employee should still contact Medicare concerning the necessity and advantages of making application for Medicare coverage upon attaining age 65.

C. HEALTH MAINTENANCE ORGANIZATION

The HMO options will continue to operate in the same way for employees working beyond age 65 as they did prior to age 65. The HMO options will operate in the same manner as described in B. above.

D PENSION PLAN

Pension credit will be allowed for credited service earned after age 65. The pension benefit level will be the level in effect on the termination date. No pension will be paid while a paycheck is being paid; however, current Federal regulations require certain distributions under the Pension Plan to commence beginning April 1 of the year following attainment of age 70-1/2. If death occurs after attainment of age 65 but prior to pension income commencing, a 50% joint and survivor benefit would be paid if there is a surviving spouse. The joint annuitant factors that will be used in the administration of the Aerojet-General Corporation Consolidated Pension Plan will be based on the age of the employee and the joint annuitant at the time benefits commence.

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E. SAVINGS PLAN

Participation in the Savings Plan will be available on the same basis after age 65 as it was prior to age 65. Current Federal regulations require certain distributions under the Savings Plan to commence beginning April 1 of the year following attainment of age 70-1/2.

F. CONTRIBUTORY LIFE INSURANCE

The Contributory Life Insurance will be reduced by 35% at age 65, 55% at age 70, 70% at age 75 and 80% at age 80.

SUPPLEMENTARY AGREEMENT

8-XXXVIII-1

SUBJECT: ~~Edwards Air Force Base~~ – Off Plant Assignments

ARTICLE: XXXIX - Leadership Team

WORK ORGANIZATION: All

EFFECTIVE DATE: 16 June 2008

In a joint effort to support the transfer of work from Aerojet Propulsion Sacramento site to ~~Edwards AFB~~ all off plant assignments the following agreement exists between the Union and the Company.

The Company recognizes and accepts the Union in representing the classifications listed herein involving test operations work at all off plant assignments. ~~Edward's Air Force Base.~~

All wages, benefits and working conditions for transient, temporary, or long term assignments are described in the Agreement with Aerojet Propulsion, Sacramento. Any exceptions will be referenced in this supplement.

Employees will be covered by their respective health care organizations while on assignment. Emergency coverage is provided by the health care providers, but the Company will reimburse expenses outside the normal “in area” costs for each medical incident.

Classifications:

FTT20	Technician, Rocket Test “A”
FTT10	Technician, Test and Assembly
FTE10	Technician, Electronic Research and Calibration
FQC42, FQC61, FQC62, FQC63	Inspector
FQC80, FQC81, FQC82, FQC83	Inspector, Radiographic NDT
FTI15	Technician, Instrumentation Controls

Classifications will be added to this agreement per work definition, needs, and requirements.

DEFINITIONS

AN OFF-SITE INCENTIVE OF \$1.50 WILL BE ADDED TO THE WAGE RATE. AFTER AN EMPLOYEE HAS BEEN ON AN OFF SITE ASSIGNMENT FOR THIRTY (30) DAYS, NOT TO EXCEED 12 MONTHS.

Transient Assignment – A transient assignment is anticipated to be for less than sixty (60) calendar days. It is the intent of the Company to utilize all qualified employees in a particular

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classification on transient assignment. The Company will rotate such employees in order to share assignments.

Temporary Assignment – A temporary assignment is anticipated to be for more than sixty (60) days but less than twelve (12) months, and does not require the relocation of employees. Temporary assignments will be reviewed periodically and no employee will be required to be on temporary assignment for more than twelve (12) months without the mutual agreement of the employee and the Company.

- a. When operations permit, employees may visit their homes in four (4) week intervals, travel and related expenses to be paid by the Company per Aerojet Directive D01-0016.

Long Term Assignment – A long term assignment is anticipated to continue for more than nine (9) months and requires the relocation of the employee. Relocation will be per present Aerojet Directive D-02-0024.

- a. An employee leaving an Off-Site location because of completion or termination of that assignment, who was transferred to such location at Company expense, shall receive relocation benefits in returning to the permanent facility per Aerojet Directive D-02-0024.

Article VII – Overtime – Employees who refuse an Off-Site assignment are not entitled to a payoff as a violation of the overtime instructions as a result of such refusal.

Article XVI – Seniority and Promotions – If a permanent position become open it will be filled in accordance with Article XVI of the Agreement.

Article XVII - Union Stewards – The Union shall designate stewards for Off-Site assignments.

Test Stands – Activation/Maintenance will be accomplished per current practice.

Employees who are sent to perform transient, temporary, or long term work **for off plant assignments** ~~at Edwards Air Force Base~~ will have the Collective Bargaining Agreement in effect with the present benefits of Aerojet Directive D02-0016 (Travel) and Aerojet Directive D02-0024 (Relocation).

The Company will provide travel package instructions of Off-Site Procedures to effected employees eg; medical, travel.

If, in the opinion of the company, bargaining unit employee's services are required at other off site locations, the provision of this Supplemental Agreement shall apply.

The Union reserves the right to add to, subtract from, and/or amend this proposal if it is not accepted in its entirety.

SUPPLEMENTARY AGREEMENT**8-App A-1****SUBJECT: Inactive Job Classifications****ARTICLE: Appendix "A"****WORK ORGANIZATION: All****EFFECTIVE DATE: 16 June 2008**

The following classifications are removed from Appendix "A" and placed into an inactive status list. The classifications listed on the inactive list are subject to reactivation at a future date. The Company will notify the Union ten (10) working days in advance prior to reinstalling classification(s) listed on the inactive list.

Classifications reactivated will be installed in the previous Promotional Group and Labor Grade.

Code	Job Classification	Labor Grade
FMP02	Applicator, Brazing Compound	04
FTE16	Apprentice, Electronic Technician	
FMM12	Apprentice, Machinist Journeyman	
FMA06	Assembler, Electrical Bench	05
FMA23	Assembler, General "A"	09
FMA24	Assembler, General "B"	05
FML13	Assembler, Metal Fitting "A"	09
FML14	Assembler, Metal Fitting "B"	05
FMA36	Assembler, Production "A"	07
FMA37	Assembler, Production "B"	05
FML01	Blender and Polisher	06
FMW01	Brazing Equipment Operator	05
FML09	Burrer, Hand and Power	03
FST20	Bus Driver, Intraplant	06
FRM09	Casting Cleaner - Foundry	05
FTC25	Chemical Plant Operator, Chief	B
FTC02	Chemical Plant Operator "A"	11
FTC03	Chemical Plant Operator "B"	07
FMB20	Console Operator-Continuous Mix	14
FRM07	Control Operator	06
FHS49	Decontamination Processor	07
FSL01	Documentary Photographer-Editor, Assistant	14
FMA14	Electrical Bench Mechanic	12
FMP09	Electroplater Helper	05
FMA47	Fabricator, Electro Mechanical Bench	12

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FMD02	Foundry Worker, General	06
FMD01	Furnace Operator	05
Code	Job Classification	Labor Grade
FMP21	Heat Treater "A"	A
FMP22	Heat Treater "B"	11
FQC37	Inspector, Gage	E
FQC27	Inspector, Motor Process	12
FQC26	Inspector, Motor Process, Senior	A
FQC48	Inspector, Ultrasonic-Contact	13
FQC28	Inspector, Machined Parts	10
FQC24	Inspector, Senior	13
FTI12	Instrumentation Mechanic "B"	11
FTM23	Laboratory Equipment Cleaner	02
FRM31	Machine Tool Repairer & Rebuilder "B"	11
FRM32	Machine Tool Repairer & Rebuilder "C"	08
FMM15	Machinist	12
FMB22	Machinist, Propellant	10
FRN50	Maintenance Worker	04
FRM40	Mechanic, Ground Support Equipment	D
FRM47	Mechanic, Maintenance "B"	10
FMB03	Mechanic, Process (Continuous Mix)	14
FML30	Metal Fabricator, Journeyman	E
FML31	Metal Fabricator, Senior	09
FML32	Metal Fabricator	07
FML05	Metalsmith	13
FML11	Metalizer	10
FML20	Metalizer, Plasma Arc	13
FML18	Metal Spinner	12
FML22	Metal Spinner, Refractory Metals	16
FTM28	Model Builder	16
FTM10	Model Maker, Experimental	NILGS
FMD04	Molder, Senior	15
FMD05	Molder	12
FMP29	Painter, Production	06
FTM33	Pattern Maker (Foundry) Senior	NILGS
FMP43	Photo Etch Processor	09
FSL14	Photographer, Motion Analysis	14
FSL33	Photographic, Laboratory Processor "A"	08

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FSL34	Photographic, Laboratory Processor "B"	05
FMC05	Plastics Fabricator	06
FMC13	Plastic Utility Worker	03
FMP05	Plater, Contact	07
Code	Job Classification	Labor Grade
FMP12	Plater, Contact, Experimental	13
FMP13	Plater, Experimental	13
FRN60	Power Sweeper	05
FMM30	Production Machine Operator "A"	09
FMM31	Production Machine Operator "B"	07
FMP44	Production Process Operator	07
FMO10	Propellant Service Operator	10
FQC15	Radiographic Equipment Operator	10
FHS29	Salvage Attendant	07
FMD09	Sand Mixer	05
FML26	Sheet Metal Fabricator "A"	15
FML27	Sheet Metal Fabricator "B"	11
FHS20	Storekeeper, Office	09
FTT11	Technician, Controls Research, Senior	F
FTT12	Technician, Controls Research	16
FSM11	Technician, Laboratory/Medical	14
FTC10	Technician, Pilot Plant	16
FTT21	Technician, Rocket Test "B"	12
FSK21	Timekeeper	07
FSO20	Tire Changer-Wheel Balancer	07
FHS46	Tool Crib Attendant "A"	06
FHS47	Tool Crib Attendant "B"	03
FMT05	Tool Sharpener, Small Tools	07
FHS14	Truck Operator, Industrial	05
FMW13	Welder, Spot	08

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SUPPLEMENTARY AGREEMENT

8-Gen-1

SUBJECT: Fully Executed Agreements (2008 - 2011)

ARTICLE: As Applicable

WORK ORGANIZATION: As Applicable

EFFECTIVE DATE: 16 June 2008

A summary of the fully executed agreements is attached hereto and such agreements will be considered as executed by the parties.

Fully executed Agreements (2008 - 2011 Agreement)

Work

<u>Org.</u>	<u>Subject</u>
All	Fully Executed Agreements – 1999-2002 Agreement -5 Gen-1
All	Fully Executed Agreements – 1996-1999 Agreement - 9 Gen 1
All	Fully Executed Agreements - 1993-1996 Agreement - 6-Gen-1
All	Fully Executed Agreements - 1990-1993 Agreement - 3-Gen-1
All	Fully Executed Agreements - 1987-1990 Agreement - 0-Gen-1
All	Fully Executed Agreements - 1984-1987 Agreement - 7-Gen-1
All	Fully Executed Agreements - 1981-1984 Agreement - 4-Gen-1 (S)
All	Fully Executed Agreements - 1981-1984 Agreement - 4-Gen-1 (L)
All	Fully Executed Agreements - 1978-1981 Agreement - 1-Gen-2 (S)
All	Fully Executed Agreements - 1978-1981 Agreement - 1-Gen-2 (L)
All	Fully Executed Agreements - 1975-1978 Agreement - 8-Gen-1
All	Fully Executed Agreements - 1971-1974 Agreement - 5-Gen-1
All	Fully Executed Agreements - 1968-1971 Agreement - 1-Gen-3
All	Fully Executed Agreements - 1965-1968 Agreement - 8-Gen-2
All	Fully Executed Agreements - 1962-1965 Agreement - 5-Gen-1

Deleted Agreements (1999 - 2002 Agreement)

Work

<u>Org.</u>	<u>Subject</u>
All	Product Work Team – 9-XVI-10
All	Union Total Quality Coordinator – 9-XXXIX-1
All	Application of Paragraph 16105 – 9-XVI (Moved to body of Agreement)
All	Application of Paragraph 2202 Regarding Safety Committeemen – 9-XXII-2 (Moved to body of Agreement)
All	Maintenance Crew Chief – 9-App D-1 (Now Crew Chief/Lead Worker)

SUPPLEMENTARY AGREEMENT

8-Gen-2

SUBJECT: **Training Program**

ARTICLE: As Applicable

WORK ORGANIZATION: As Applicable

EFFECTIVE DATE: 16 June 2008

1.0 OBJECTIVE

1.1 To provide a means for qualified employees/job applicants to enter a Training Program leading to their becoming proficient and qualified within their chosen classification.

2.0 SELECTION PROCEDURE

2.1 Prior to the activation of this Training Program, the Company will exhaust the provisions of Article XVI - Promotions.

2.2 First preference for trainee openings will be given to current employees who have completed the core requirements in the applicable Appendix.

2.3 Second preference for trainee openings will be given to job applicants who have completed the core requirements in the applicable Appendix.

2.4 Present employment criteria requiring physical fitness to perform the work safely are to be considered part of the selection procedure.

2.5 Transcripts of school records or recognized equivalent and previous work experience are required.

3.0 TRAINEE CLASSIFICATIONS

3.1 The following classifications are subject to this training program. The parties may add other classifications by mutual agreement as the needs arise and as outside training is available.

3.1.1 Mechanic, Maintenance "A"

3.1.2 Technician, Air Conditioning and Refrigeration

4.0 TRAINING PROGRAM

4.1 The duration of the Training Program shall be 30 months worked. Trainees may graduate early by mutual agreement only.

4.2 An employee in the Training Program will be required to complete the classroom activities outlined in Appendix No. 1. An employee must complete a minimum of one course each semester that the employee is in the Training Program. Failure to complete the classroom activities on schedule will result in removal from the Training Program.

4.3 Trainees will work on all work released to the shop. They will be assigned to work with qualified employees to benefit from the "rubbing off" process.

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4.4 Trainees will be assigned to work in related areas for specific periods to round out their knowledge.

5.0 SENIORITY APPLICATIONS

5.1 The Training Program will be operated within existing seniority provisions.

5.2 For the purposes of fringe benefits and overtime distribution, all trainees will be considered regular employees. Trainees shall receive overtime as set forth in Article VII - Overtime, Section 715.

5.3 Seniority employees leaving the Training Program during the evaluation period may return to their former jobs consistent with Article XVI.

5.4 No employee may enter the Training Program for a classification which is equal to or lower than the classification presently held.

5.5 Employees who transferred into or hired into the Training Program, who desire to leave, may do so through the normal seniority provisions. However, those employees may not return to training status.

5.6 In event of layoff, all present contract provisions shall remain in force. Trainees shall be laid off first within the classification being trained. Trainees first removed shall be those with less than twelve (12) months in the Training Program and they shall be removed on the basis of plant seniority. Trainees with twelve (12) or more months in the Training Program shall be removed on the basis of seniority in the Trainee classification.

5.7 When a trainee has completed fifteen (15) or more months in the Training Program, craftpersons newly hired into the classification after such an interval will be reduced from the classification before that trainee.

5.8 Employees removed from the Training Program shall have rights to formerly held classifications under the Labor Agreement. They shall also have recall rights under the Labor Agreement into the Training Program.

5.9 No trainee will enter the Training Program if there are employees on downgrade or layoff from the classification being trained.

6.0 WAGE RATES

6.1 Upon entering the Training Program, the individual will maintain his current pay rate. Each individual's progression will be determined by subtracting his current pay rate from the ending pay rate. Incremental increases will be 1/10th of that difference granted each quarter.

6.2 General wage increases granted through contract negotiations will be granted Trainees.

6.3 Employees leaving the Training Program who exercise their seniority to return to a formerly held job shall receive the rate of the formerly held job.

7.0 ADMINISTRATION

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- 7.1 The Company will designate a training coordinator to define the areas of training, amount of time to be spent in a given area and nature of work to be performed. The Union may designate a coordinator to review the activities of the Trainees.
- 7.2 Disputes concerning the Training Program will be subject to the grievance procedure.
- 7.3 Formal performance ratings and reviews will be part of each trainee's record. All ratings and reviews may be removed on completion of training at employee's option.

8.0 GENERAL

- 8.1 The Company may terminate the Training Program at its option. Employees who are in progress may complete the program.
- 8.2 This agreement shall in no way limit the Company's right to hire and/or promote qualified employees in any classification according to the Labor Agreement.
- 8.3 The parties agree that a ratio of one (1) trainee for each seven- (7) employees in the classification shall be the maximum of trainees at any one time. This ratio can be changed by mutual agreement.
- 8.4 New employees (second preference candidates) entering the Training Program will serve a 120-day probationary period and removal during this period shall not be subject to the grievance procedure.
- 8.5 Current employees (first preference candidates) entering the Training Program will serve a 120-day evaluation period.
- 8.6 Trainees are to furnish their own tools basic to the trade, within six (6) months of starting the Training Program. They may avail themselves of those standard tools issued to all employees on a need basis.

9.0 VERBAL COMMITMENT

- 8.1 The Company will not activate the program until one complete semester has passed.

TRAINING PROGRAM

APPENDIX 1 – TECHNICIAN, AIR CONDITIONING AND REFRIGERATION

1.0 ACTIVE EMPLOYEES

- 1.1 An active employee may qualify as a first preference candidate to enter the Training Program by completing the following courses with a grade of "C" or better.
 - #101 Basic Machinery Systems (3 units)
 - #102 Basic Technical Mathematics (3 units)
 - #112 Mathematics of Refrigeration and Air Conditioning (3 units)
- 1.2 After entering the Training Program, an employee will be required to complete the following courses with a grade of "C" or better.

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- #111 Refrigeration Systems (3 units)
- #113 Electrical Controls and Circuits for Machinery Systems (3 units)
- #123 Electronic Controls and Circuits for Machinery Systems (3 units)
- #131 Air Conditioning (3 units)
- #133 Pneumatic, Hydraulic, and Fluidic Controls and Circuits for Machinery Systems (3 units)

2.0 JOB APPLICANTS

2.1 A job applicant may qualify as a second preference candidate to enter the Training Program by completing the following courses with a grade of "C" or better.

- #101 Basic Machinery Systems (3 units)
- #102 Basic Technical Mathematics (3 units)
- #112 Mathematics of Refrigeration and Air Conditioning (3 units)
- #111 Refrigeration Systems (3 units)
- #113 Electrical Controls and Circuits for Machinery Systems (3 units)
- #123 Electronic Controls and Circuits for Machinery Systems (3 units)
- #131 Air Conditioning (3 units)
- #133 Pneumatic, Hydraulic, and Fluidic Controls and Circuits for Machinery systems (3 units)

3.0 COURSES OF STUDY

3.1 The above courses are based on the Sacramento City College Catalog for the current academic year.

3.2 The above courses of study will be completed outside of normal working hours.

TRAINING PROGRAM
APPENDIX 2 - MAINTENANCE MECHANIC

1.0 ACTIVE EMPLOYEES

1.1 An active employee may qualify as a first preference candidate to enter the Training Program by completing the following courses with a grade of "C" or better.

- #101 Basic Machinery Systems (3 units)
- #102 Basic Technical Mathematics (3 units)
- #121 Heating and Power Machinery (3 units)

1.2 After entering the Training Program, an employee will be required to complete the following courses with a grade of "C" or better.

- #133 Pneumatic, Hydraulic and Fluidic Controls and Circuits for Machinery Systems (3 units)

1.3 In addition to the above, an employee in the Training Program will be required to successfully complete the following In-house Classes.

- Maintenance Fundamentals

- (1) Basic blueprint reading
- (2) Reading schematics and symbols
- (3) Basic shop math
- (4) Measurement
- (5) Developing troubleshooting skills

- Mechanical Maintenance

- (1) Elements of mechanics
- (2) Lubrication
- (3) Drive components
- (4) Bearings
- (5) Pumps
- (6) Piping systems
- (7) Basic hydraulics
- (8) Hydraulic troubleshooting
- (9) Basic pneumatics
- (10) Pneumatic troubleshooting

2.0 JOB APPLICANTS

2.1 A job applicant may qualify as a second preference candidate to enter the Training Program by completing the following courses with a grade of "C" or better.

- #101 Basic Machinery Systems (3 units)
- #102 Basic Technical Mathematics (3 units)
- #121 Heating and Power Machinery (3 units)

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- #133 Pneumatic, Hydraulic, and Fluidic Controls and Circuits for Machinery Systems (3 units)

2.2 A job applicant who enters the Training Program will be required to successfully complete the In-house Classes listed in 1.3 above.

3.0 COURSES OF STUDY

3.1 The above courses are based on the Sacramento City College Catalog for the current academic year.

3.2 The above courses of study will be completed outside of normal working hours.

3.3 In-house Classes will be given during normal work hours. The Trainee will be required to do homework and study assignments on non-work time.

SUPPLEMENTARY AGREEMENT

8-Gen-3

SUBJECT: **Training Panel**

ARTICLE: As Applicable

WORK ORGANIZATION: As Applicable

EFFECTIVE DATE: 16 June 2008

The parties have discussed and reaffirm their commitment to continue their participation in the Employee Training Panel.

The parties have tentatively agreed to the above modification to the 2008-2011 labor agreement.

The Union reserves the right to add to, subtract from, and/or amend this proposal if it is not accepted in its entirety.

SUPPLEMENTARY AGREEMENT

8-Gen-4

SUBJECT: Use of Photographic Equipment

ARTICLE: 16105

WORK ORGANIZATION: Metallic Structures and Atlas Final Assembly

EFFECTIVE DATE: 16 June 2008

It is agreed between the Company and the Union to the following:

a. In order to expedite the MRB (Material Review Board) process on the F-22 program, Inspection personnel assigned to the F-22 area shall have the ability to take and process digital photographs of F-22 defect related items only.

b. In process photographs that are required in the Atlas Assembly build process, Inspection personnel Assigned to the Atlas area shall have the ability to take and process digital photographs of the Atlas Final Assembly build process and defect related items only.

The parties have discussed and affirm that no photographer classification shall be affected by a reduction in force as a result of this agreement.

This letter is to remain in effect for the duration of the 2008-2011 Collective Bargaining

The Union reserves the right to add to, subtract from, and/or amend this proposal if it is not accepted in its entirety.

Agreement Between

AEROJET-GENERAL CORPORATION
SACRAMENTO FACILITY
and the
INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS
DISTRICT LODGE NO. 725, AND LOCAL LODGE NO. 946
EFFECTIVE: JUNE 16, 2008

For
AEROJET-GENERAL CORPORATION
SACRAMENTO FACILITY

For
INTERNATIONAL ASSOCIATION OF
MACHINISTS & AEROSPACE WORKERS
DISTRICT LODGE #725
AND LOCAL LODGE #946

Elizabeth Zacharias, Vice President
Human Resources

Don C. Whitaker
Grand Lodge Representative

Vern Horstman, Manager
Labor Relations

Michael H. Cook
Business Representative

Doug Knott, Manager
Facilities

David W. Duncan
Chief Steward

Dave Maggs, Director
Inert Manufacturing & Assembly Operations

Eileen Robinson
Negotiating Committee

John Ensign, Director
Rocket Motor Manufacturing

Kevin Gallant
Negotiating Committee

Mike O'Neil, Manager
Logistics

Jeff Hatley
Negotiating Committee

Marc Hazen
Negotiating Committee

David Smith
Negotiating Committee

William Smith
Negotiating Committee

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