Agreement

Between

Fairfield Manufacturing Company, Inc.
Allison Off-Highway
Lafayette

And

Local No. 2317 UAW

May 23, 2026
To
May 24, 2030

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Signature of Agreement
Effective May 23, 2026

Allison Off-Highway
Lafayette

Robbie Nixon
Plant Manager Lafayette
Operations/Program Management

Melissa Davis
Manager, Human Resources HR/Health and Safety/Security

Boyd Dilley
Labor Relations Representative

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International Union, United Automobile, Aerospace & Agricultural Implement Workers of America

David Green
Director, Region 2B UAW

Ron Dubree
International Representative, Region 2B UAW

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President, UAW Local 2317

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Skilled Trades Committeeperson, UAW Local 2317

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Committeeperson, UAW Local 2317

Dennis Mitton
Committeeperson, UAW Local 2317

Ryan Harris
Committeeperson, UAW Local 2317

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ARTICLE 1 – RECOGNITION

Section 1.1 – Certification

Pursuant to the certification of the National Labor Relations Board dated October 14, 1994, in Case No. 25 RC 9400, the Company hereby recognizes the Union as the exclusive representative for the purpose of collective bargaining in respect to the rates of pay, wages, hours of employment and other conditions of employment of all production, maintenance employees, SPC Technicians, Facilitators, Met Lab Technicians, Maintenance Planners, Tool System Planners, Manufacturing Engineering Technical Assistants, Product Lab Technicians and Manufacturing Engineering Technicians employed by the Company at its Lafayette, Indiana facility, but excluding all office clerical employees, professional employees, guards and supervisors as defined in the National Labor Relations Act, as amended.

ARTICLE 2- UNION SECURITY

Section 2.1 – Shop Status

Each employee covered by this Agreement shall be or become a member of the Union as a condition of employment not later than the 30th consecutive calendar day following the effective date of this Agreement, or not later than the 30th consecutive calendar day following the beginning of his employment, whichever is later. Each such employee, as a condition of continued employment, shall remain a member of the Union in good standing to the extent provided in the Union's International Constitution and as authorized by the Labor Management Relations Act of 1947, or as that Act has been or is amended. Any employee failing to comply with the foregoing provision will be considered as having voluntarily quit.

Section 2.2 - Check off

During the term of this Agreement, the Company shall deduct dues monthly from the third (3rd) pay of each month of all employees who voluntarily inform the Company in writing, on forms provided for that purpose by the Union, that they have authorized such deduction, the initiation fees and Union dues levied by the Union in accordance with its Constitution and By-laws. The parties agree that for any period of time that the Indiana Right-to-Work Law enacted in March 2012 (and codified at Indiana Code 22-6-6) remains in effect, the Union Security provisions of Article 2, Section 2.1, shall not apply. All other provisions of Article 2 Section 2, of the Collective Bargaining Agreement remain in full force and effect.

The Financial Secretary of the Local Union shall certify to the Company the amount established by the Union as monthly dues. All amounts deducted from the employees pay pursuant to this section of Agreement shall be promptly remitted to the designated officer of the Local Union.

Section 2.3 - Refund

In cases where a deduction is made which duplicates a payment already made to the Union by an employee, or where a deduction is not in conformity with the provisions of the Union Constitution and By-laws, refunds to the employee will be made by the Union.

Section 2.4 - Indemnity

The Union shall indemnify the Company and hold it harmless against any and all claims, demands, suits or other forms of liability that shall arise out of, or by reason of, any action taken by the Company for the purpose of complying with the provisions of preceding Section 2.1 of this Article of Agreement or in reliance on any notice given by the Union to the

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Company with respect to the employees' membership status in the Union.

Section 2.5 - Limitation of Liability

The Company shall not be liable to the Union by reason of the requirements of this Article 2 of Agreement for the remittance or payment of any sum other than that constituting actual deduction made from employee wages earned.

ARTICLE 3- REPRESENTATION

Section 3.1 - Bargaining Committee

At least semi-annually, the Union will furnish the Company Human Resources Manager or his/her designee with a written list of Bargaining Committeepersons and Stewards and their area of responsibility. The regular "Bargaining Committee" shall consist of the local Union President, Vice President, and four (4) Committeepersons. The local Union President shall have plant-wide jurisdiction.

Section 3.2 - Seniority of Representatives

The local Union President and Vice President shall have preferred seniority in the plant during their terms of office in respect to plant layoffs or recalls, providing he/she can perform the work in a normal and average manner. The four (4) Committeepersons and the Shop Stewards shall have preferred seniority in the plant during their respective terms of office in respect to plant layoffs or recall, providing they can perform the work in a normal and average manner. The local Union President and Vice President shall exercise day shift preference during their terms of office, providing they can do the work in a normal and average manner.

Preferred seniority shall be used only to remain in the representative's area of representation in case of a reduction in forces in the area, or in case of a depopulation of the representative's area of representation, to return to the area if repopulated. In such case, if the Union representative does not have enough natural seniority to remain or return to his/her area of representation, the representative will be allowed to replace the least senior employee in his/her area of representation, provided the representative is capable of performing the available work in a reasonable period of time.

The Committeepersons and the Shop Stewards shall serve on the shift and in the district from which they were elected during their respective terms of office. The Skilled Trades Committeeperson shall be able to exercise his/her shift preference and displace the least senior employee in that occupation and department.

Section 3.3 - Union Officers

a) Management agrees to allow the position of the Local Union President to be a full-time position, entitled to 37.5 hours of pay per week at his/her regular straight time rate of pay, all Company benefits and seniority. It is understood that this arrangement is made to accommodate the requirements placed on the President to manage the contractual/business affairs of the local Union. Furthermore, management agrees to allow the position of the local Vice President to fulfill the local Union President's position in his/her absence. Such time will be unpaid except when taking the place of the President when the President is on an unpaid leave of absence lasting five (5) workdays or more, including short term disability, or when the President is on vacation. Whenever it is necessary for the local Union President to be in the plant to address local Union issues, he/she shall advise either his/her home department supervisor or

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the Human Resources Manager or his/her designee. **The Local Union President will receive pay for time in excess of the 37.5 hours per week referenced above, when asked to report to the Fairfield Lafayette facility by the Company. Such time shall be recorded in the timekeeping system.**

b) Management agrees to allow the Financial Secretary of Local Union 2317 to be excused from work to conduct Union business for one (1) full day each week and three (3) additional days each month.

c) Union Officials will be allowed to leave the plant on Union business when arrangements are made with Plant Management by the Local Union President or International Representative. Time spent on Union Business as described in this paragraph shall be without pay, but with all Company provided benefits and seniority.

Section 3.4 - Stewards

The Union may designate three (3) Shop Stewards for each shift. However, if the number of bargaining unit employees on a shift or in total does not justify this number of Shop Stewards, The Company and the Union will meet and mutually agree to the appropriate number. The local Union shall keep the Company advised in writing of any Steward changes or representation district changes.

Section 3.5 - Union Representative Pay

Union Representatives may only leave their work stations with the expressed prior permission of their supervisors and do so only for engaging in previously identified duties specifically set forth in this Agreement. Such permission will not be **unreasonably** withheld by the Supervisor. If the Union Representative's Supervisor is not in the work area and an emergency situation requiring the Union Representatives immediate involvement arises, the Union Representative will be permitted to contact the Supervisor to request permission to leave his/her work area.

a) Any meeting or conferences between Union officials and the Company during a Union official's regular working hours will not result in any loss of pay to the Union official.

b) Any Union business authorized by the Company and conducted in the plant during a Union official's regular working hours will not result in any loss of pay to the Union official.

c) Union Committeepersons who attend third step meetings with the Company during their off time will be paid overtime for the time spent in the meetings, when that time would normally call for overtime pay in accordance with the Collective Bargaining Agreement. This is not applicable when arrangements are made so that the Committeepersons may attend these meetings during straight-time hours.

d) The Company will allow up to thirty-seven and one-half (37.5) hours paid time at the employee's regular rate of pay for prep time for negotiations with a six (6) person max, including the Local Union President.

e) Negotiating Contract: The Company agrees to pay the then current per hour wage rate of no more than six (6) Bargaining Committee persons, including the Local Union President, for hours spent in negotiations which correspond with the regular work week of thirty-seven and one-half (37.5) hours. If negotiations are scheduled on weekends or over eight (8) hours daily, the committee will be

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compensated for those hours. On days when negotiations are not scheduled, but the Company requests the Bargaining Committeepersons, including Local Union President, remain out of the facility, Bargaining Committeepersons, including Local Union President, will be compensated for the straight-time and weekend overtime they would have been able to work.

f) The recording secretary will be allowed to participate in Bargaining Committee activities and will be compensated by the local Union.

Section 3.6 - Overtime Representation

a) During daily overtime periods or weekend work, the District Steward shall be scheduled to work as long as there is work scheduled in his area that he/she is capable of performing. During daily overtime periods or weekend work, Plant Committeepersons may be scheduled to work as long as at least ten (10) of his/her constituents are scheduled to work and there is work scheduled that he/she is capable of performing.

b) If during daily or weekend overtime work, the District Steward, for some reason is not scheduled to work, he/she may appoint someone from within the District, on the same shift, to serve in a representation capacity for the overtime period involved.

c) During daily or weekend overtime work, if the Plant Committeeperson is not scheduled to work, he/she may appoint someone from within the Plant, on the same shift, to serve in a representation capacity for the overtime period involved.

For the purpose of this section, capable is defined as experienced running a similar operation and able to demonstrate the ability to perform the job at the standard rate within a regular shift.

Section 3.7 - Union Bulletin Boards

The Company shall furnish five (5) locked bulletin boards for the exclusive use of the local Union for the posting of the following Union information:

a) notices of Union recreational and social affairs

b) notices of Union elections and election results

c) notices of Union meetings

d) notices of official Union business

The posting of any other information must have the prior approval of the Human Resources Manager or his/her designee. Union bulletin boards shall not be used by the Union for disseminating propaganda or political matter of any kind.

The Company also agrees to provide five (5) information racks, to be placed at the main entrance/egress doors, for purposes of disseminating the local Union's newsletter or other periodic publication(s).

Five (5) open bulletin boards will be placed next to the enclosed bulletin boards for employees to post thank you cards, items for sale notices, etc. Any items placed on these boards must have the approval of the Human Resources Manager and or designee.

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ARTICLE 4 - GRIEVANCE AND ARBITRATION PROCEDURE

Section 4.1 – Grievances

Any employee having a grievance or complaint in connection with his/her working conditions shall first contact his/her Supervisor or another member of management at their mutual convenience and describe the nature of the complaint, provided that such contact is made within three (3) regularly scheduled working days of when the employee is aware of the circumstances leading to the grievance and within ten (10) regularly scheduled working days of the occurrence of the circumstances leading to the grievance. A grievance as used herein shall be defined as a dispute between the Company and an employee, or a group of employees, or the local Union, involving an alleged violation of an expressed term of this Agreement. Upon request of the aggrieved employee **and subject to the provisions expressed below**, the Manager will arrange a meeting between the Grievant and that Grievant's Union Representative at the earliest possible time. Such meeting will not be **unreasonably** delayed.

Step 1

If the existence of a grievance is confirmed by the Union Steward, it will be presented by him or her to the grievant's Supervisor at a mutually convenient time so long as it is presented within three (3) work days of the Steward's meeting with the employee(s). The Supervisor shall make every effort to settle the grievance within two (2) work days of the above presentation by the Steward to the Supervisor.

With respect to all provisions of Section 4.1 of this Article, if a grievance is not presented within three (3) work days of when the employee is aware of the circumstances leading to the grievance and within ten (10) regularly scheduled working days of the occurrence of the circumstances leading to the grievance, or at the next step within three (3) work days of the Company's last answer hereunder, as the case may be, it will be deemed finally dropped. If an acceptable answer is not given by the Supervisor within two (2) work days of the Step 1 presentation, the grievance may be reduced to writing by the Steward as provided in Step 2, below. If the Supervisor fails to answer the grievance within two (2) work days of the Step 1 presentation, the grievance will be automatically moved to the second step.

Step 2

The Steward shall put the grievance in writing in triplicate form. It shall be dated and signed by the aggrieved employee(s) and the Steward. The written grievance, to be valid, shall specify provisions of the Agreement violated and the remedy requested and shall be promptly presented to the Manufacturing Manager within three (3) work days of the Manager's Step 1 verbal answer. Following the receipt of the written grievance, the Labor Relations Representative shall give his/her answer in writing within three (3) work days to the Steward.

Any grievance settled between the parties at the first or second step of the grievance procedure will be considered settled without precedent, and the settlement of the grievance shall not be cited by either party in support of other grievances or arbitration cases.

Step 3

If the grievance is not settled in the previous steps, a written agenda listing the grievance shall be presented by the Union President or his/her designee to the Human Resources Manager or his/her designated representative within five (5) work days of the Supervisors Step 2 answer, who shall then docket the grievance for consideration at the next scheduled grievance meeting. The International Union Representative

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may attend this Step 3 grievance meeting.

The President and Vice president of the Local Union will attend the third step grievance hearing, along with the committeeperson who represents the shift/area involved in the grievance.

The Human Resources Manager or his/her designated representative will give an answer to the grievance in writing to the President of the Union or his/her designee within five (5) work days after the above next scheduled grievance meeting.

Section 4.2 - Arbitrations

a) With respect to all provisions of Section 4.2 of this Article, if a grievance has not been settled satisfactorily in Step 3 of the grievance procedure, the Union shall have fifteen (15) work days in which to deliver to the Human Resources Manager, in writing, the notice of the Unions intention to submit such grievance to binding arbitration; otherwise, the grievance will be considered to have been finally settled on the basis of the Company's last answer.

b) The Company and the Union agree that if the Union requests that a grievance be submitted to arbitration within the time limits specified above, the **Union**, within seven (7) work days of notifying the Company of its intention to submit, **will initiate arbitration by requesting a panel of seven (7) arbitrators (all of whom shall be members of the National Academy of Arbitrators) from the Federal Mediation and Conciliation Service (FMCS) or, if the FMCS is unable to provide a panel, from another mutually agreed upon source.**

The Union and the Company will first attempt to mutually agree upon a selection from the panel. Should no agreement be reached then the Union and Company, in turn, shall reject one (1) of the seven (7) arbitrators until only one (1) remains. A single coin toss shall determine whether the Union or Company has the first turn. A joint email shall be sent to the FMCS and the selected arbitrator informing them of the arbitrator's selection.

c) Only grievances as defined above may be submitted to arbitration. Arbitrations will be held at a mutually agreeable time and place. More than one (1) grievance may be presented by the Union at an arbitration hearing if both sides agree in advance to such, in writing. No arbitrator shall have the power to in any way add to, subtract from or modify, either directly or indirectly, any of the expressed terms of this Agreement. It is agreed that the decision and award of the Arbitrator shall be in all ways final and binding upon both parties.

d) In discharge cases, the Arbitrator shall have the power to determine that the discharge was for cause, not for cause, or that a lesser penalty should be imposed if the Company has been shown to be arbitrary and/or capricious.

e) It is agreed that the arbitrator's expenses and fees, and room rental charges thus incurred by such arbitration shall be borne by the party against whom the decision is made.

f) All time limits herein may be extended, but only by the parties in writing, signed by the President of the Union and the Human Resources Manager.

Section 4.3 – Information

With employee authorization and in accordance with Employment Law regulations, the Company will provide the local Union with access to information that is relevant and necessary for the Union to process a grievance, including attendance records and disciplinary

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records; provided that such information is readily accessible to the Company. This right will not be used for the purposes of harassment, coercion, or retaliation against management, and if evidence of such abuse is brought to the attention of Union leadership, the leadership will take steps to correct it.

Section 4.4 - Third Step Grievance Meetings

Third Step Grievance meetings will be held once per month when there are open grievances to discuss, unless otherwise rescheduled. When there are no open grievances, these meetings will be held only when mutually agreed to by the Company and the Union.

ARTICLE 5 - SENIORITY, LAYOFFS, RECALLS, TEMPORARY TRANSFERS, JOB POSTINGS AND SHIFT PREFERENCE

Section 5.1 - Determination of Seniority

Seniority shall be determined by the last hiring date of each employee.

a) For all employees hired on or before 10/28/98, in the event more than one (1) employee is hired on the same date, they shall be ranked for seniority purposes alphabetically (Example: A is more senior than Z).

b) For all employees hired on or after 10/29/98, in the event more than one (1) employee is hired on the same date, seniority ranking shall be determined by the last four (4) digits of the employees Social Security numbers, the lowest number having greatest seniority (Example: 0013 is more senior than 1052).

Section 5.2 - Probationary Employee

An employee is a probationary employee without seniority during the first **one hundred twenty (120)** calendar days worked of his/her employment. Retention of a probationary employee shall be entirely within the discretion of the Company and not subject to review through the grievance procedure. After first ninety (90) calendar days of employment, the probationary employee shall have representation rights for matters arising under the Agreement not relating to termination. If a probationary employee is retained by the Company beyond the probationary period, such employee shall then be a regular employee and shall receive seniority credit from the original date of hire. Additional probationary time may be granted based on mutual agreement between the Company and the Union.

The Company agrees to maintain a new hire orientation program that will include an opportunity for the local Union, for up to one (1) hour, to review orientation material related to Union membership. **During the first year of employment, all new hires will be scheduled for blueprint reading and precision measurement training if required for their job.**

This new probationary period will be effective on the first anniversary of the agreement (*or sooner* if practicable).

Section 5.3 - Definition and Application of Seniority

The parties recognize that seniority is an important consideration in the matter of layoffs, recalls, promotions, job bidding, temporary transfers and shift preference. The application of seniority shall, except as otherwise stated in this Agreement, in all instances, be by plant wide seniority. It is understood that seniority alone shall not entitle an employee to any job which he/she is not capable to perform in a normal and average manner as determined by the Company, consistent with all provisions of this Agreement.

a) Except as stated in the following paragraph (b), Skilled Trades employees are not subject to this section. The Definition and Application of Skilled Trades

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Seniority will be handled in accordance with the seniority provisions of the Skilled Trades Supplement.

b) An employee who transfers to the Skilled Trades classification from the Non-Skilled Trades shall not accumulate Non-Skilled Trades seniority while in the Skilled Trades classification, but will continue to accumulate plantwide seniority for the purposes of vacation entitlement, pension and all other benefits based upon plant-wide seniority. If such an employee returns to a Non-Skilled Trades classification, he/she will utilize his/her adjusted Non-Skilled Trades seniority for the purposes of layoffs, recalls, promotions, job bidding, temporary transfers, shift preference, shift balancing, overtime and vacation scheduling.

Section 5.4 - Loss of Seniority

An employee's seniority shall terminate upon the occurrence of any of the following:

a) The employee quits or retires.

b) The employee is discharged for cause.

c) The employee is absent from work for three (3) consecutive working days without properly notifying the Company.

d) The employee fails to notify the company of his/her intention to return to work from layoff within five (5) days after receiving notice of recall. Notice of recall will initially be by telephone **with Union Representative present**, if contact is not made, a certified letter will be sent to the last known address of record. Notice of recall is deemed to have been received upon delivery of written certified mail notice, return receipt, signature required, to the employee's address as shown on the records of the Company. The Local Union shall be notified of all call backs at the time the certified letters are mailed.

e) The employee fails to return to work from layoff when scheduled by the Company upon proper notice as defined by paragraph (d) above.

f) The employee is laid off for a continuous period of **four (4)** years, or if seniority is less than **four (4)** years, for the amount of time equal to his/her seniority.

g) The employee is unable to work because of physical disability for a continuous period of four (4) years, or if seniority is less than four (4) years, for the amount of time equal to his or her seniority.

Section 5.5 - Layoff Procedure

A layoff is a direction to not report for work the Company will make every reasonable effort to give employees up to one (1) weeks' notice of layoff. Layoffs shall be applied in the following manner:

a) All temporary employees shall be the first to be laid off excluding a Voluntary Layoff.

b) All probationary employees shall be the next to be laid off excluding a Voluntary Layoff

c) Seniority employees shall be laid off in accordance with plant-wide seniority. Seniority employees shall be laid off on a departmental basis by classification, in accordance with plant-wide seniority. A seniority employee affected by layoff shall have the following options:

1) Exercise his/her seniority to displace the least senior employee, in the

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classification on any shift.

2) Exercise his/her seniority to displace the least senior employee, in another classification on any shift.

3) Fill an open job.

4) Exercise his/her seniority to take a voluntary layoff.

d) Disciplinary layoffs are not subject to this Article.

e) Skilled Trades employee layoffs are not subject to this section. The layoff of Skilled Trades employees will be handled under the layoff provision(s) of the Skilled Trades Supplement.

Section 5.6 - Voluntary Layoff

a) In the event there is a lack of work which will result in a layoff of not more than six (6) months, a seniority employee will have the option of exercising his/ her seniority and elects to go on layoff for the duration of the lack of work or for a period of up to three (3) months. Where appropriate, the Company may offer voluntary layoff for periods of 30, 60, or 90 days.

b) It is understood that the Company may deny a request for Voluntary Layoff, or recall an individual on Voluntary Layoff, if the skills of an individual are needed by the Company or in lieu of being required to train other employees.

c) All employees on Voluntary Layoff will be recalled prior to hiring new employees. Employees on Voluntary Layoff will be entitled to the same benefits that they would be eligible for under a normal layoff.

d) If it becomes necessary to implement the involuntary layoff procedure, employees who are on voluntary layoff may be recalled to work or changed to involuntary layoff status, based on their relative seniority. For purposes of recall, their involuntary layoff date will be the date their involuntary layoff began.

e) In cases where the layoff period is defined from the outset, if the length of that period is subsequently extended to a later date, higher seniority employees who are on Voluntary Layoff will be given the option to return to work and be replaced on layoff by the junior employee or remain on layoff for the duration of the extended period.

f) In cases of indefinite layoff, higher seniority employees will be given the option to return to work after the agreed to lay off period.

g) Nothing in the foregoing shall preclude the Company from recalling the employees prior to the expiration of the definite layoff period outlined in Article 5, Section 5.6 above. Notice of Recall of employees who are on voluntary layoff shall be in accordance with Section 5.4.

h) When a higher seniority employee returns from Voluntary Layoff, he/she will be placed in their previously held classification and in the department that he/she had prior to the layoff, in accordance with his/her seniority.

i) Skilled Trades employees are not subject to this section. The Voluntary Layoff of Skilled Trades employees will be handled under the Voluntary Layoff provision of the Skilled Trades Supplement.

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Section 5.7 – Temporary Transfer

Any temporary transfer shall not last longer than forty-five (45) actual calendar days in a calendar year, but a longer period may be mutually agreed to between the Company andthe local Union. A copy of the transfer form will be given to the employee and the committee person.

When a temporary assignment(s) between classifications is necessary, management will attempt to seek volunteers from employees capable of performing the work from within the lending department. If sufficient volunteers are not obtained, then when making temporary assignments between classifications, management will normally select the least senior employee capable of performing the particular job. It is understood that exceptions to this procedure may be made based upon operational and customer requirements.

An employee temporarily transferred to a higher pay grade shall be paid the rate of the higher pay grade while on temporary assignment. An employee temporarily transferred to lower pay grade shall be paid the rate of his/her higher pay grade while on temporary assignment. An employee who is temporarily transferred shall retain the right to return to his/her previous classification, department and shift, in accordance with his/her seniority.

When a temporary assignment(s) between departments is necessary, management will first attempt to seek volunteers from among employees capable of performing the work involved. If sufficient volunteers are not obtained, then the least senior employee(s) capable of performing the work will accept the assignment. It is understood that exceptions to this procedure may be made based upon operational and customer requirements.

Notwithstanding the other provisions of this Section 5.7, any transfer between shifts will be voluntary.

Employees who are temporarily transferred will ordinarily not be required to work mandatory overtime in the classification, department, and shift to which they are transferred ("transferred department") but instead will be subject to overtime assignment in their home department in accordance with Section 6.7 (c).

If, however, management determines that there are not enough available employees permanently assigned to the transferred department who are capable of performing the work needed on an overtime basis, then the least senior employee temporarily transferred to that classification and department may be required to accept the overtime assignment.

Section 5.8 - Employees Transferred to Position Outside of Bargaining Unit

Following the effective date of this Collective Bargaining Agreement, an employee who has accepted a transfer from the bargaining unit to a position outside the bargaining unit shall lose the bargaining unit seniority he/she has accumulated at the time of such transfer.

Section 5.9 – Recall

Recall of laid off employees shall be conducted in accordance with plant wide seniority. Recall rights are conditioned on current address information being on file with the Company. It is the responsibility of the employee to provide and maintain current address information. Notice of recall will initially be by telephone *with* **Union Representative present**, if contact is not made, a certified letter will be sent to the last known address of record. Notice of recall is deemed to have been received upon delivery of written certified mail notice, return receipt, signature required, or the attempted delivery date to the employee's address as shown on the records of the Company. The Local Union shall be notified of all call backs at the time the certified letters are mailed.

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Employees who are recalled from layoff may be placed in the labor pool established by Section 7.3 for up to ninety (90) days following their recall. Thereafter, recalled employees will be placed in vacant positions in accordance with the job transfer procedures established in Section 5.10.

a) Skilled Trades employee recalls are not subject to this section. The Recall of Skilled Trades employees will be handled under the Recall provision of the Skilled Trades Supplement.

Section 5.10 – Job Transfer Procedure

To be eligible to use the Job Transfer Procedure, an employee must be actively at work.

When there is a need to increase the total number of employees in a particular classification in a department, the opening(s) shall be posted for seven (7) calendar days **on department communication boards.** Employees shall submit their job transfer request to Human Resources on a form provided by Human Resources. An electronic method may be developed which will permit employees to submit job transfer requests electronically. From the date the job opening is posted, employees shall have seven (7) calendar days to enter their request to transfer to the opening.

The most senior employee(s) who submits a request to transfer to the opening(s) shall be awarded the job as long as he/she is able to perform the job in a normal and average manner and shall move to his/her new department in accordance with sub-section (a). The employee does not have the opportunity to decline the job award. If the employee has not withdrawn the request to transfer by the job posting deadline, then the most senior employee who has submitted a request to transfer shall move to the new department/classification. The Company will post the name of the employee who has been awarded the position. **A copy of the job opening award form will be given to the employee and the Committeeperson on the appropriate shift.**

If the vacancy is a first shift opening, the job opening will be filled as described above. If the vacancy is a second or third shift opening, employees shall have the opportunity to exercise shift preference in accordance with Section 5.13. After shift preference is established, the job opening will be filled as described above. Openings created as a result of employees filling initial job classification openings will not be subject to this procedure unless the openings are first shift openings.

Management will establish and revise departmental staffing requirements based on operational requirements and will review those requirements with the Union on request. To facilitate communications concerning staffing requirements, the Company will inform the Union of the estimated number of employees needed in each classification, department, and shift during Third Step meetings once per month.

a) The Company will make every reasonable effort to assign the person awarded the transfer to the job within thirty (30) days after the employee has accepted transfer, with the understanding that the training required for more complicated machinery/processes may cause the transfer to take longer than thirty (30) days. **An employee who has accepted a job transfer to a higher paying classification shall be paid at the rate of the higher paying classification starting on the payroll period after signing the job transfer. An employee who accepted a job transfer to a lower paying classification shall be paid the rate of his/her higher paying classification until released from his/her current job to the newly awarded job.** Based on operational needs, the Company and the employee may agree to extend the time period.

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b) Employees awarded a job transfer shall have sixty (60) days to demonstrate the skill and the ability to perform the necessary tasks associated with the classification. During this sixty (60) day qualifying period, the employee will be provided with job instructions and necessary orientation information. The Company and the Union may agree on a longer orientation period.

c) Employees awarded a job transfer will be evaluated in the new department and classification prior to the expiration of the sixty (60) day qualifying period. If employee performance is unsatisfactory or within thirty (30) days if the employee chooses to disqualify himself/herself, the employee shall be disqualified. The employee and the Union will be advised in writing the reasons for disqualification. The disqualified employee shall be assigned to his/her previous classification, and shift based on his/her seniority. The employee shall not be eligible to use the job transfer procedure for a period of one (1) year if disqualified involuntarily and for two (2) years if it is voluntary.

d) Any job classification opening(s) not filled through this procedure may be filled in the following manner:

    1) Assign the least senior employee in the plant or downsize a department. If the opening cannot be filled in this manner, then;

    2) Offer the opportunity to Labor Pool employees on a seniority basis. If the opening cannot be filled in this manner, then;

    3) Assign the least senior employee in the Labor Pool. If the opening cannot be filled in this manner, then;

    4) Fill in accordance with Section 5.5 - Layoff Procedure. If the opening cannot be filled in this manner, then;

    5) Recall an employee from layoff. If the opening cannot be filled in this manner, then;

    6) A new employee may be hired.

e) Employees must have one (1) year minimum seniority before being eligible to utilize the job transfer procedure.

f) Employees who exercise their seniority rights to transfer to an open job will waive their right to transfer for a one (1) year period counted from the date of job acceptance. A seniority employee awarded a job through the Job Transfer procedure will be allowed to exercise his/her shift preference **three (3) months** from the day of the job acceptance, **irrespective of the shift preference language in Section 5.13 (d)**.

g) Nothing herein will restrict the Company from filling a job by using the temporary transfer procedure during the job transfer procedure. When a temporary assignment is complete, the employee will return to his/her regular job.

h) The Company will post on the bulletin boards announcements of new departments or new business that results in significantly different processes or products as far in advance of their implementation as is practicable.

i) Skilled Trades employees are not subject to this section. Job Bidding within the Skilled Trades will be handled in accordance with the Job bid provision(s) of the Skilled Trades Supplement.

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Section 5.11 - Shift Balancing

The Company will determine the number of employees needed per shift. If the Company determines it is necessary to balance shifts within a department, the following procedure shall be followed:

The company will inform the local union of the estimated number of employees needed in every classification, department, and shift in the Third Step meetings once per month.

a) Shifts shall be balanced based on plant wide seniority within a classification and department.

b) If the number of departmental positions is increased, the job transfer procedure shall be used. When a second or third shift opening in one department is created by an employee filling a posting in another department, employees shall be allowed to exercise shift preference in accordance with Section 5.13 – Shift Preference. After shift preference is established, the opening(s) will be filled by a new hire(s).

c) If a departmental reduction in workforce is necessary, the number of employees will be reduced in accordance with Section 5.5 – Layoff Procedure.

d) If a shift is eliminated in a classification and department, the employees on the eliminated shift may use their plant-wide seniority to bump the least senior employee in their classification on that shift. The Company will give up to four (4) weeks' notice of the impending shift change, provided that less notice may be given in situations where the reason for the shift elimination is due to customer cancellations or other changing business conditions. In such situations the Company agrees to discuss the reasons why less than four (4) weeks' notice was given with the union bargaining committee.

e) An employee with an established medical restriction who is physically incapable of performing any work identified above may exercise his/her seniority to displace the least senior employee in the plant whose work he/she is physically capable of performing.

f) Skilled Trades employees are not subject to this section. The Shift Balancing of Skilled Trades employees will be handled under the Shift Balancing provision(s) of the Skilled Trades Supplement.

Section 5.12 - Seniority Lists

The Company will maintain a database on the Company Computer system showing the seniority list of employees covered by this Agreement.

a) The Financial Secretary will be given a monthly update of employees hired and terminated during the period.

b) Upon request of the local Union, the Company will provide a written seniority list.

Section 5.13 - Shift Preference

In making shift assignments, the Company will determine the number of employees needed per shift, will provide the local union with this information, and then will assign employees to the shift of their preference, within their classification and within their department in accordance with seniority.

a) When an employee with sufficient seniority wishes to work on another shift in

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his/her classification, in his/her department.

1) The senior employee will submit an application with his/her supervisor in writing, on a form provided by the Company, no later than the end of his/her shift Tuesday. A copy will be given to the employee and the Committeeperson on the appropriate shift.

2) The senior employee will bump the least senior employee on the desired shift within his classification and department.

3) The displaced employee may stay in his/her classification and change shift to replace the employee who exercised shift preference or bump the lowest seniority person in the department to remain on the same shift.

4) If the displaced employee bumps the least senior employee in the department on that shift, then the least senior employee will replace the first employee exercising shift preference.

b) The shift change shall begin on the first regular work day four (4) full calendar weeks after the shift preference request has been submitted which means the change shall occur on the fifth Monday after the submission of the shift preference request or less time if agreed by the parties involved.

c) An employee being bumped must be notified of his/her impending shift change no later than the beginning of the shift Friday of the week the application was made. The employee shall have four (4) full calendar weeks or less if the employee so chooses before reporting to the new shift.

d) An employee who has exercised his/her right to a shift preference shall not be allowed to reapply for a period of one (1) year, unless he/she is displaced by another employee under the Lay Off Procedure

e) Skilled Trades employees are not subject to this section. The shift preference of Skilled Trades employees will be handled under the Shift Preference provision(s) of the Skilled Trades Supplement.

Section 5.14 - Shift exchange

An employee may exchange shifts with another employee unless the Supervisor(s) de-ter-mine the exchange will compromise operational effectiveness. A shift exchange may last no longer than ninety (90) days and such exchange must start at the beginning of the work week. Shift exchanges of less than one (1) week may be permitted and will involve shift premium eligibility.

Section 5.15 Temporary Employees

The Company will inform the Local Bargaining Committee of the number of Temporary Workers in the facility on a monthly basis at third step meetings.

The Company may utilize 15% temporary employees in **Fairfield** Lafayette in accordance with agreed percentages of the total bargaining unit employees.

Current temporary employees will be given preference when the Company hires at the facility. The number of days worked as a temporary employee will be credited towards their probationary period. Temporary employees will not be utilized if there are employees on involuntary layoff at the facility.

Seniority Employees will be given shift preference and overtime preference over tempo-rary employees, except where temporary employees are used for day-to-day absenteeism

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or vacation replacements.

The Company agrees that temporary employees will be used for vacation, absenteeism relief, Long Term or Short-Term Disability, or for unexpected increases in workflow.

At no time will any skilled trades function be performed by a temporary worker.

Article 6 – Hours of work and Overtime

Section 6.1 - Work Day and Work Week

A standard eight (8) hour work day shall consist of seven and one-half (7½) hours of paid work time and one-half (½) hour of unpaid lunch time within a twenty-four (24) hour consecutive period commencing with the employee's starting time of the first regular shift of the work week.

A standard forty (40) hour work week shall consist of five (5) consecutive work days and include thirty-seven and one-half (37½) hours of paid work time and two and one-half (2½) hours of unpaid lunch time.

Nothing herein shall be the claimed basis of any guarantee of any kind of hours of work in any day or any week.

Section 6.2 - Shift Schedules

a) A normal work schedule shall consist of the following shift schedules:

   Day Shift (1st Shift) –
   The shift which starts at 7:00 a.m. and ends at 3:00 p.m.

   Afternoon Shift (2nd Shift) –
   The shift which starts at 3:00 p.m. and ends at 11:00 p.m.

   Night Shift (3rd Shift) –
   The shift which starts at 11:00 p.m. and ends at 7:00 a.m.

b) The Company may offer employees the opportunity to work five (5) hour shifts or full shifts on weekends.

The determination of the starting time of the work week and the daily and weekly work schedules shall be made by the Company and such schedules may be changed based on operational requirements. For the purposes of this section the term "operational requirements" refers to the Company's responsibility to plan, organize, and coordinate the utilization of resources (including people, equipment, technology, and information) in a **good faith** manner that will safely produce a quality product delivered on time to the customer.

Section 6.3 - Pay Policy

Employees covered by this Article will be paid as follows:

Straight Time

Straight time shall be paid for all hours worked except for those hours described specifically below.

Time and One-Half

a) Time and one-half shall be paid for all hours worked in excess of eight (8) hours of the scheduled shift, or time and one-half shall be paid for all hours worked that exceed forty (40) hours in an employee's work week.

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Hours paid for vacation, holidays, jury duty, union leave paid by UAW – Local 2317 or **Fairfield Lafayette,** and paid/unpaid bereavement will be considered as hours worked in determining employee eligibility for time and one-half in excess of forty (40) hours worked.

b) Time and one-half shall be paid for all hours worked on the sixth (6th) day worked in an employee's work week. To be eligible for time and one-half on the sixth (6th) worked day, an employee must have worked a full seven and one-half (7 ½) hour shift five (5) previous days of the work week.

Hours paid for vacation, holidays, jury duty, union leave paid by UAW – Local 2317 or **Fairfield Lafayette**, and paid/unpaid bereavement will be considered as hours worked in determining employee eligibility for time and one-half on the sixth (6th) day.

Double Time

a) Double time shall be paid for all hours worked on the seventh (7th) day worked in an employee's work week. To be eligible for double time pay on the seventh (7th) worked day, an employee must have worked a full seven and one-half (7 ½) hour shift each of the previous six (6) days.

Hours paid for vacation, holidays, jury duty, union leave paid by UAW – Local 2317 or **Fairfield Lafayette** and paid/unpaid bereavement will be considered as hours worked in determining employee eligibility for double time on the seventh (7th) day.

Double time shall be paid for the hours worked on specified holidays

Section 6.4 - No Pyramiding

There shall be no pyramiding of overtime premiums; that is, the same hours shall not be used more than once as a basis for computing overtime and premium pay.

Section 6.5 – Call-In Pay

Any employee called to work or permitted to come to work, without having been notified that there will be no work, shall receive four (4) hours pay at his/her base rate, in lieu of work, except in case of labor disputes or where notice is not readily achievable or where there are other conditions beyond the control of the Company.

Section 6.6 - Medical Time

An employee will be paid for authorized time spent in the plant medical department during his scheduled working time and for any authorized time an employee **who is actively working** spends during his scheduled workday in any medical facility as scheduled by the Company in connection with a covered workers compensation condition. **In the event an employee leaves work to immediately report to an off-site medical facility for emergency treatment due to an on-the-job injury or illness, the employee will be paid straight-time for time spent receiving treatment, up to 7.5 hours from the time the employee left the facility.**

Section 6.7 - Overtime Requirements

It is understood that all employees may be required to work overtime. Management will make every reasonable effort to offer overtime work as equally as practicable among seniority employees within a classification, in the department and on the shift where overtime is required.

a) Where possible and practicable, Management will first attempt to satisfy overtime requirements from volunteers in the department and on the shift.

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b) Volunteers from other departments will be considered provided they are able to do the work required in a normal and average manner.

c) Where the Company is unable to satisfy its needs under the foregoing procedure, the least senior employee(s) in the classification, department and shift will be required to accept the assignment.

Employees may volunteer to work up to twelve (12) hours per day based on operational requirements, however no employee shall be mandated to work more than ten (10) hours per day. Every attempt will be made to notify employees of daily overtime requirements prior to their lunch break.

The following exceptions apply to weekend overtime:

1) Every employee will have the opportunity to have at least two (2) weekends per fiscal month off. A weekend shall include Saturday and Sunday. Employees shall have the opportunity to pre-schedule this weekend off. Based on operational requirements, normally up to 25% of a department's total number of employees will be permitted off. Such requests shall be granted on a first preference basis. Once granted, such requests will not be canceled or changed without mutual consent of management and the employee.

2) All contractual holidays are voluntary for the non-skilled trades classification employees and when a holiday occurs on a Friday or Monday, the full weekend shall be voluntary and the employee will still have the opportunity to have one full weekend off within the fiscal month.

3) An employee who schedules a full vacation week, will include the weekend before and after the full vacation week.

4) If an employee volunteers to work weekend overtime (either Saturday or Sunday), the first such voluntary overtime worked per month will not count as the opportunity to have that weekend off as required by (1) and (2) above. Any subsequent voluntary weekend overtime will count as such opportunity.

Section 6.8 - Overtime Scheduling

Overtime will be scheduled based on the Company's operational requirements. Every reasonable effort will be made to schedule foreseeable weekend overtime requirements by the end of each shift on Wednesday An overtime sign-up sheet will be posted every Monday in each department whether there is work or not.

Section 6.9 – Breaks

All employees will be entitled to only two (2) paid breaks during the course of each shift. A twelve (12) minute break will be scheduled for each employee in the first half of the shift and a twelve (12) minute break will be scheduled for each employee in the last-half of the shift. Any employee working more than an additional four (4) hours in a shift will be given an additional twelve (12) minute paid break. All employees will be entitled to a scheduled, thirty-minute (30) unpaid lunch period during each shift.

With the exception of these scheduled work breaks and lunch periods, employees are expected to be at work or at their assigned workstations and available for work. During scheduled work time, employees who need to leave their work area for any reason not associated with their work assignment must first receive permission from their supervisor.

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Section 6.10 - Make-up Lost Work Time

Employees shall be permitted to make up occasional; incidental lost work time as long as make-up time is pre-approved by the employee's manager. Such make-up time shall be limited to eight (8) instances of up to four (4) hours each per employee per rolling twelve (12) month period. The make-up time must be worked within the same work week and within seventy-two (72) hours in which the employee lost work time.

Article 7 – Job Classification and Wage Structure

Section 7.1 - Job Classifications

a) A bargaining unit employee's job will fall into one (1) of eleven (11) job classifications.
   1) Assembly
   2) Custom Builders (as outlined in the Custom Builder LOU)
   3) Facilities (Maintenance Planner, Chip Room, Maintenance Crib, Waste Handler)
   4) Heat Treat
   5) Kitting (Tool Crib)
   6) Machining
   7) Materials
   8) Packers
   9) Quality
   10) Skilled Trades (Apprenticeable)
   11) Skilled Trades (Non-Apprenticeable)

If new positions or new processes are created that are not specifically listed in the classifications listed above, the Company will consult with the Union.

The Skilled Trades Classification will be handled in accordance with the provisions of the Skilled Trades Supplement.

An employee temporarily transferred to a higher pay grade shall be paid the rate of the higher pay grade while on temporary assignment in accordance with provision of Section 5.7. An employee temporarily transferred to a lower pay grade shall be paid the rate of his/her higher pay grade while on temporary assignment. An employee who is temporarily transferred shall retain the right to return to his/her previous classification, department and shift, in accordance with his/her seniority.

Section 7.2 - Departmental Structure

	Department	**Number**
1)	Machine Repair	21
2)	Plant Services - (Facilities, Chip Room, Maint Planner & Crib, Waste Handler)	25
3)	1-12, 12+	43
4)	Tool Crib (Kitting)	53
5)	Heat Treat	62
6)	Finishing	79
7)	Quality	82

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8)	Tool Room (Cutter Grind)	86
9)	Assembly	94
10)	Materials (Includes Shipping, Packers, Receiving, Material Handlers)	92
11)	Shaft Bevel	96
12)	Non-Gear	98

Section 7.3 – Labor Pool

a) Newly hired employees and employees recalled from layoff will be placed into a Labor Pool until they can be placed into a regular department in accordance with the provisions of the Collective Bargaining Agreement.

b) The Labor Pool is not a department or classification and there will be no job bids for Labor Pool jobs.

c) Employees from the Labor Pool may be assigned temporarily to any department or classification as needed on a daily basis.

d) Employees from the Labor Pool may be placed on any shift as determined by the operational requirements of the Company. If more than one shift assignment is available, the assignments will be offered on a seniority basis to those labor pool employees who have not previously been assigned to a shift. Thereafter, Labor Pool employees are not eligible to exercise shift preference.

e) Labor Pool employees will be the last employees considered for overtime assignments in accordance with the provisions of the Collective Bargaining Agreement.

f) Employees assigned from the Labor Pool will not displace any senior departmental employees from their departments or shifts.

g) Assignments to the Labor Pool will last no longer than ninety (90) calendar days, with an additional ninety (90) days possible for recalled employees pursuant to Section 5.9. The Company and the Union may agree to extend the time period, within provisions of the C.B.A.

Section 7.4 – Pay Schedule

New employees, shall be paid at the new hire rate of **$19.00** per hour until they complete their probationary period. Beginning at that point, excluding Materials and Assembly classifications. (See the Materials and Assembly chart below), the employee will be paid at a rate equal to at least seventy-five (75%) of the maximum rate of the pay grade in the job classification. Thereafter, the employee will be paid as follows:

1) Eighty percent (80%) of the maximum rate of the pay grade in the job classification at the expiration of nine-hundred seventy-five (975) hours of actual work.
2) Eighty-Five percent (85%) of the maximum rate of the pay grade in the job classification at the expiration of one thousand nine hundred-fifty (1950) hours of actual work.
3) Ninety percent (90%) of the maximum rate of the pay grade in the job classification at the expiration of two thousand nine hundred twenty-five (2925) hours of actual work.
4) Ninety-Five percent (95%) of the maximum rate of the pay grade in the job classification at the expiration of three thousand nine hundred (3900) hours of actual work.
5) One Hundred percent (100%) of the maximum rate of the pay grade in the job

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classification at the expiration of four thousand eight hundred seventy-five (4875) hours of actual work.

For the purposes of this section, actual work shall be defined as the number of actual hours worked.

Each increase shall be effective at the beginning of the first pay period following the completion of the required number of hours of actual worked.

In cases where a prospective new hire has proven, documentable on-the-job experience on types of equipment and processes used at **Fairfield Lafayette** and demonstrates this experience during the probationary period, the Company will adjust the hire-in-pay upward to compensate for this experience. Such an employee's pay rate shall be in accordance with one of the steps listed above and shall be increased in accordance with the schedule above. **If the Company adjusts an employee's rate of pay to a higher level in the above schedule, the employee will be credited with the hours of actual work associated with that level. To achieve the next rate of pay level, the employee will need to first complete his/her probationary period and then complete 975 hours of actual work. For example, if an employee is adjusted to the Ninety-Five percent (95%) of the maximum rate of the pay grade in the job classification level, the employee will be credited with 3900 hours. To achieve 100% of the maximum rate of the pay grade, the employee will need to perform actual work for an additional 975 hours.**

Employees returning to work from layoff or employees who are rehired or reinstated shall be paid in accordance with the number of actual hours worked prior to layoff or termination.

Employees on layoff on the date of the ratification of this agreement who are subsequently recalled and return from layoff will receive a base rate of pay in accordance with their total number of hours of employment with the Company.

Employees in the Assembly and Materials classifications will follow the wage progression as outlined below:

Start Rate Wage Progression				
Start	**Year 1**	**Year 2**	**Year 3**	**Year 4**
$19.00	**$20.00**	**$21.00**	**$22.00**	**Current Top Rate**

Section 7.5 - Transfer to Another Classification

If an employee transfers to a classification having a different rate of pay, the transferred employee will assume the rate of pay associated with the transfer on the date the employee moves to the new classification.

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Section 7.6 - Pay Scales

Classifications	Current	5/25/2026	5/24/2027	5/22/2028	5/21/2029
Assembly	$22.50	**$24.08**	**$24.80**	**$25.54**	**$26.31**
Custom Builder	$25.40	**$30.40**	**$31.31**	**$32.25**	**$33.22**
Facilities	$22.50	**$24.08**	**$24.80**	**$25.54**	**$26.31**
Heat Treat	$25.40	**$32.40**	**$33.37**	**$34.37**	**$35.40**
Kitting	$24.65	**$26.38**	**$27.17**	**$27.98**	**$28.82**
Machining	$25.40	**$32.40**	**$33.37**	**$34.37**	**$35.40**
Materials	$22.50	**$24.08**	**$24.80**	**$25.54**	**$26.31**
Packers	$24.65	**$26.38**	**$27.17**	**$27.98**	**$28.82**
Quality	$26.15	**$27.98**	**$28.82**	**$29.68**	**$30.58**
Skilled Trades Apprenticeable	$38.36	**41.05**	**$42.28**	**$43.54**	**$44.85**
Skilled Trades Non-Apprenticeable	$30.86	**$33.02**	**$34.01**	**$35.03**	**$36.08**

The Rates shown in the Pay Scale are minimums. The Company may increase, but not decrease, the base rate for any classification during the life of the agreement.

Employees in the Custom Builder classification who currently receive a $5 pay-for-skill add-on will receive a one-time lump sum of $4,150.00, no later than the last payroll period of the month following ratification.

Employees in the Heat Treat classification who currently receive a $7 pay-for-skill add-on will receive a one-time lump sum of $4,423.00, no later than the last payroll period of the month following ratification.

Employees in the Machining classification who currently receive a $7 pay-for-skill add-on will receive a one-time lump sum of $4,423.00, no later than the last payroll period of the month following ratification.

Employees who have continuously worked in the Facilities classification since April 18, 2022, receive an additional $1.00 per hour worked.

An additional $0.75 was added to the Quality current base rate, prior to application of general wage increases.

The current maximum rate for the Skilled Trades Apprenticeable classifications incorporates the Journeyman Card and Maintenance Tech additional pay per the 2021-2026 collective bargaining agreement. An additional $1.05 was added to the Skilled Trades Apprenticeable current base rate, prior to application of general wage increases

The current maximum rate for the Skilled Trades Non-Apprenticeable classifications incorporates the Journeyman Card additional pay per the 2021-2026 collective bargaining agreement. An additional $0.90 was added to the Skilled Trades Non-Apprenticeable current base rate, prior to application of general wage increases.

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Section 7.7 – Shift Premium

Effective following ratification of the **2026-2030** agreement and for the life of the contract all employees working shall receive per hour shift premiums as follows:

Second shift **$0.75**

Third shift **$0.90**

Any employee currently receiving more than these amounts will continue to receive the higher amount.

Section 7.8 – Additional Pay

a) Employees have the following opportunities for additional pay:

Area Coordinator: The Area Coordinator will perform work activities according to a job description developed by the Company with input from the Union. These work activities may include, among other things, setting up, operating, performing process troubleshooting, resolving complex technical or quality issues, evaluating and improving processes, operating as needed, and is responsible for training other employees. Requires in-depth knowledge and experience in manufacturing processes, and quality processes and procedures. No Area Coordinator will be named without review of his/her qualifications and written approval by the Operations Manager and Human Resources Manager.

After the Company determines that a need for such position exists in a particular area and classification, Area Coordinator position(s) shall be posted. A joint selection committee shall be established consisting of one (1) member of management, one (1) member of the bargaining unit, one (1) Committeeman, and (1) member of Human Resources. The Committeeman and Human Resources representatives shall be the co-chairpersons of the joint committee. In the event a consensus cannot be reached among the joint selection committee on the successful applicant, management shall have the final authority to make the appointment.

An Area Coordinator will be paid an additional **$1.50** per hour. It is understood that Area Coordinators will not have any involvement in making decisions regarding hiring, discharging, and disciplining or any other traditional supervisory function.

b) An employee who agrees to accept an assignment on the second or third shift when his/her seniority would entitle him/her to a first shift assignment will be eligible for an additional $1.00 per hour premium pay for all hours worked on the second or third shift.

c) Skilled Trades employee are not subject to this section. The additional pay of Skilled Trades employees will be handled under the additional pay provision(s) of the Skilled Trades Supplement.

Section 7.9 – Training

a) Hands-on training may periodically involve the use of bargaining-unit employees who have demonstrated the necessary technical and communication skills to be effective in training other employees. The selection of bargaining unit employees to assist in training activities will be made by Company training representatives who will consider input from department employees.

b) All employees are responsible for sharing information with each other to

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increase and enhance employee skills. Incidental instruction, answering questions, and daily routine instruction are all part of our normal responsibilities.

c) If designated by the Company as a trainer, an employee shall be eligible for **$1.50** per hour training pay when the following circumstances exist:

An employee who is selected to train a new hire shall be eligible for training pay for up to a maximum of the first eight (8) weeks of the new hire's employment. In the event supervision determines that additional training is necessary, training pay shall be made available for whatever additional period of training time is determined necessary.

1) An employee who is selected to train another employee who transfers to a different department by utilizing the job bid system shall be eligible for training pay for up to a maximum of the first four (4) weeks. In the event supervision determines that additional training is necessary, training pay shall be made available for whatever additional period of training time is determined necessary.

2) An employee who is selected to train an employee who is transferred to a different department as a result of a departmental reduction in work force or as a result of a recall from layoff status and is assigned to different work responsibilities shall be eligible for training pay for up to a maximum of the first four (4) weeks. In the event supervision determines that additional training is necessary, training pay shall be made available for whatever additional period of training time is determined necessary.

3) An employee who is selected to train employees on a manufacturing process new to **Fairfield Lafayette** or a manufacturing process new to a department, shall be eligible for training pay for up to a maximum of four (4) weeks. In the event supervision determines that additional training is necessary, training pay shall be made available for whatever additional period of training time is determined necessary.

d) An employee who is selected to cross-train an employee on a different manufacturing process within the department shall be eligible for training pay for up to a maximum of four (4) weeks. In the event supervision determines that additional training is necessary, training pay shall be made available for whatever additional period of training time is determined necessary.

e) An employee who is selected to instruct specialized, formalized classroom training classes shall be eligible for training pay for the instruction time.

f) Employees receiving additional pay as Area Coordinators are expected to train employees as part of their normal job duties and are not eligible for training pay.

g) The formal training program will strive to be comprehensive and current enough to meet safety requirements, quality expectations, and constantly changing technology and customer requirements in order to ensure **Fairfield Lafayette's** ability to compete in a global market.

h) Upon successful completion of employee training, the Supervisor is responsible for submitting the completed training documentation to Human Resources. The Trainer is responsible for properly completing and submitting training documentation to the Supervisor. A copy of the training documentation form

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will be placed into the employee's personnel file and the Company's training records. The Human Resources department will be responsible for the creation and maintenance of these records.

Section 7.10 Rights of Management

Nothing herein should suggest or imply to any degree whatsoever that both interim and final job descriptions, job evaluations and employee evaluations under this job classification and wage structure are to any degree subject to mutual agreement. The Company will continue to exercise its rights of management in the creation, revision and articulation of same in its sole discretion, giving due consideration to input provided by the Union. Moreover, the Company will supply copies of final descriptions and evaluations as noted above to the Union within a reasonable period of time following the Union's request.

ARTICLE 8 - APPROVED ABSENCES

Section 8.1 - Jury Duty

a) An employee, with seniority, who is legally summoned and reports for jury duty as prescribed by applicable law, shall be excused for such jury duty on days which he/she otherwise would have been scheduled to work. The Company will pay the employee seven and one half (7 ½) hours pay at his/her regular straight time hourly rate (excluding shift premium and overtime premium pay).

b) **Employees assigned to third shift will be excused from work on either their shift immediately preceding the jury service, or their shift immediately following the completion of the jury service, at the option of the employee. Such employee must notify their immediate supervisor of their election prior to being absent from work.**

c) In order to receive payment, an employee must give the Company prior notice that he/she has been summoned for jury duty and must furnish satisfactory evidence that he/she reported for or performed jury duty on the days for which jury duty pay is claimed.

d) **Fairfield Lafayette shall compensate for all lost time any employee who is called by the Company to testify on its behalf in any judicial or administrative proceeding.**

e) The above provisions of this section are not applicable to an employee who, without being summoned, volunteers for jury duty.

Section 8.2 – Bereavement

a) Upon the death of an employee's spouse, father, mother, son, or daughter, **stepson, or stepdaughter** he/ she, on request, will be excused for any four (4) normally scheduled days of work (or for such fewer days an employee may be absent) with pay to attend the funeral, when such time is taken in the nine (9) day period following the day that the death occurs. Human Resources may make exceptions to the nine (9) day period based on extenuating circumstances.

b) When a death occurs in an employee's immediate family, he/she, on request, will be excused for any three (3) normally scheduled days of work (or for such fewer days an employee may be absent) with pay to attend the funeral, when such time is taken in the nine (9) day period following the day that the death occurs.

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1) When the employee must travel at least two hundred fifty (250) miles one-way to attend the funeral or tend to affairs surrounding the death, the employee may be excused without pay for an additional one (1) normally scheduled day of work.

2) When the employee must travel at least five hundred (500) miles one way to attend the funeral or tend to affairs surrounding the death, the employee may be excused without pay for an additional two (2) normally scheduled days of work.

c) For purposes of this section, immediate family shall consist of:

sister	stepbrother
brother	step father
grandchild	step mother
current father-in-law	grandfather
current mother-in-law	grandmother
current brother-in-law	stepsister
current sister-in-law	

In the case of death of an employee's great grandparent or great-great grandparent, the employee, on request, will be excused for any one (1) normally scheduled work day, with pay, to attend the funeral, provided that the employee can verify that the funeral was held on a normally scheduled work day and that he/she attended the funeral.

d) In the case of death of an employee's son-in-law, daughter-in-law, aunt or uncle, **current spouse's aunt/uncle**, niece or nephew, **current spouse's niece/nephew** the employee, on request, will be excused for any two (2) normally scheduled work days, without pay, to attend the funeral, provided that the employee can verify that the funeral was held on a normally scheduled work day and that he/she attended the funeral.

e) Probationary employees will be allowed the time off from work, as provided in this section, but without pay. Unpaid bereavement time, in accordance with Section 8.2, will not count against attendance.

Bereavement pay shall be made at the employee's straight-time hourly rate exclusive of shift, overtime and any other premiums. In order to receive bereavement pay, the employee must verify that he/she attended the funeral.

Section 8.3 - Military Service

a) Any employee who was drafted or who volunteered for service in the Armed Forces of the United States, prior to the execution of this Agreement, or who subsequently is drafted or volunteers for service in the Armed Forces, shall be entitled to be re-employed under the terms and provisions of the Uniformed Services Employment & Reemployment Rights Act and the Agreement, provided that such employee makes timely application for reemployment as required by the Uniformed Services Employment & Reemployment Rights Act.

b) Employees subject to short-term military duty to satisfy Armed Forces Reserve or National Guard Requirements will be granted a leave of absence to meet their obligation.

c) Employees shall provide notice to the employer that he/she is leaving the job for the uniformed services by providing a copy of the official orders to a Human Resources Representative.

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Section 8.4 - Union Leave

a) Any seniority employee who has been elected or appointed to a full-time position in the Union shall, if he/she requests in writing, be granted a leave of absence while in office. Such leave must be renewed each year. Not more than two (2) members shall be entitled at the same time to leave under this section. Members granted a leave under this section shall be returned to the employment status at the current rate of pay to which his/her seniority entitles them. During such leave, the employee's seniority shall continue to accumulate only for the purposes of return to work and placement under the terms of this Agreement.

b) An employee who has been elected or appointed to a position in the Union which requires his/her short-term, temporary absence from work may be granted a leave of absence at the discretion of the Human Resources Manager or his/her designee. Permission for such leave will not be arbitrarily and capriciously withheld. A request for a leave of absence under this paragraph must be made in writing and submitted to the Human Resources Manager or his/her designee at least four (4) working days prior to the day the leave is to begin and must specify the dates and purpose of the requested leave. The leave will be without pay and no more than twelve (12) employees may be on leave under this paragraph at the same time. Exceptions to Section 8.4(b) may be considered based on the circumstances of the request.

Section 8.5 - Medical Leave

a) An employee may be granted a medical leave of absence due to disability resulting from sickness or injury. Such leave must be approved by the Human Resources Manager or his/her designee. Medical leaves may be granted to a maximum of four (4) years, provided the leave is supported by medical justification acceptable to the Company.

b) An employee returning from a medical leave in ninety (90) days or less shall be returned to his/her regular job. An employee returning to work from a medical leave of more than ninety (90) days may apply his/her seniority to displace less senior employees if he/she can perform the work in a normal and average manner. In such a situation, an employee would exercise his/her seniority in the following order:

   1) the job held prior to going on medical leave

   2) a job within the department on the shift where the employee worked before going on medical leave

   3) a job on the shift that the employee worked before going on medical leave.

   4) a job within the plant

c) Eligible employees will continue to be entitled to leaves under the Family and Medical Leave Act pursuant to the requirements of the Act and the Company's FMLA policy, as it may be modified from time to time.

Section 8.6 – Leave for Public Office

An employee appointed or elected to full-time public office may be granted an unpaid leave of absence for the period of his/her first term of office. An employee granted a leave

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under this section shall be returned to the employment status and the then-current rate of pay to which his/her seniority entitles him/her. During such leave, the employee's seniority shall continue to accumulate only for the purposes of return to work and placement under the terms of this Agreement.

Additional related leaves of absence may be granted if mutual approval is given by the Company and the Union.

Section 8.7- Peace Corps Leave of Absence

Members of the Union who are invited to enter training for the Peace Corps shall receive temporary leaves of absence with accumulated seniority for periods not to exceed twenty-eight (28) months.

Section 8.8 – Informal Leaves of Absence

A leave of absence may be granted for personal reasons for a period not to exceed thirty (30) days, upon application of employees to and approval by the Human Resources Department and Plant Manager. Such leaves of absence shall not be renewed and seniority will accumulate during the leave. Company will notify Union president of any informal leave of absence.

ARTICLE 9 - DISCIPLINARY ACTION

Section 9.1 – Representation

a) When an employee is called into a meeting with Management representatives where disciplinary action is contemplated, the employee may ask for a Union representative to attend.

b) When circumstances allow, an employee will be given an opportunity to respond to the charges involved before disciplinary action is taken.

c) If, during the disciplinary process, an employee and his/her Union Representative request an opportunity to meet privately, such meeting request for a reasonable period of time will be granted, if practicable.

d) Whether representation is requested or not, the appropriate Union Representative will be advised in writing within three (3) working days of the employee's discipline.

Section 9.2 - Discipline Documentation

An employee who is discharged, suspended or otherwise disciplined, will be provided with a copy of such disciplinary documentation within three (3) working days of the action taken. The appropriate Union Representative will also be furnished with a copy of the disciplinary documentation.

Section 9.3 - Discipline Removal

When an employee receives disciplinary action that takes the form of a written warning, such written warning shall be removed from the employees record after one (1) year from the date of occurrence of such written warning provided the employee is not disciplined in any way for the same violation in the year following the written warning to be removed.

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Article 10 – Health and Safety

The Company recognizes its obligation, in compliance with applicable law, to provide a workplace free from recognized hazards that are likely to cause physical harm. The Company and the Union recognize their joint obligation to promote, maintain and improve the safety of the work environment and the safe work habits of employees. The parties agree to use their best efforts to jointly achieve these objectives.

Section 10.1 - Sanitation and Safety Equipment

a) The Company agrees to continue to provide and maintain adequate toilet facilities, washbowls and drinking fountains.

b) The Company will provide the employees with safety equipment, supplies and training required by applicable law. The employees will use such equipment and supplies and follow all applicable safety procedures as required.

c) The Company and the local Union recognize their mutual obligation to work to ensure that all employees properly use and maintain facilities and equipment provided for their health and safety.

Section 10.2 - Safety Committee

The joint safety committee shall continue. The Company and the local Union shall each appoint six (6) representatives to serve on the safety committee at the discretion of the appointing party. From these representatives, the parties shall each appoint a Co-Chairperson, one from the Company and one from the Union.

In addition to the members of the safety committee, the Co-Chairpersons shall jointly appoint employees from areas within the plant and each shift to participate in periodic safety audits during paid working hours. Such appointments will last no longer than six (6) months.

The Company also agrees that the Union may select bargaining unit employees, in its sole discretion, to participate in additional safety training sponsored by the International or Local Union outside of such employees' working hours.

The joint safety committee shall meet twice monthly, with the committee having the ability to schedule more frequent meetings if necessary. It shall be the function of the safety committee to review safety concerns brought to its attention and make recommendations to the Company concerning the correction of conditions that might affect the health and safety of employees. The Co-Chairpersons of the joint safety committee will coordinate the committee's activities through the Company's Environmental, Health and Safety Manager or his/her designee, who will also be a member of the joint safety committee and will keep the committee aware of ongoing health and safety activities and review the results of health and safety initiatives as appropriate. The Local Union President and the Plant Manager are ad hoc members and may attend any and all meetings or activities.

It shall be the responsibility of the Company to record the monthly meeting minutes and distribute the minutes to the safety committee members as well as the Local Union President and the Human Resources Manager.

The duties of the Joint Safety Committee will be as follows:

a) Review work-related injuries and illnesses to identify causes and recommend corrective measures.

b) Review changes in shop rules governing safety and health.

c) Review New Safety Data Sheets (SDS) and hazardous materials training

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required by law.

d) Discuss any safety and health issues related to changes in equipment or layout.

e) Participate in regular safety and health inspections.

f) Discuss and evaluate programs such as: Fall Prevention, Noise Abatement, Ergonomics, Toxic Material Reduction, Safety-Related Preventive Maintenance, Lockout-Tagout, etc.

g) Review, recommend, and where practicable, present safety education and information programs and employee safety training programs.

h) Review and discuss any other safety and health related matters.

i) The Union Co-Chairperson, along with the Local Union President, shall be allowed to accompany any government inspector or International Union Health and Safety official when such person is in the plant on official inspection duties.

j) The Union Co-Chairperson shall be informed of any lost work day injuries and shall be allowed to accompany the Company's Environmental, Health and Safety Manager on investigations of these accidents.

k) The Company's Environmental, Health and Safety Manager will keep the Union Co-Chairperson informed of significant changes in applicable Safety and health laws and regulations.

Section 10.3 - Emergency Response Team

The Company shall continue to maintain a First Aid room and an Emergency Response Team The Emergency Response Team will consist of Management and Union volunteers. The Company will provide training programs as necessary for Emergency Response Team members.

Section 10.4 - Safety Shoes

a) Employees are required to wear metatarsal safety shoes for their own protection. Employees who have completed the probationary period and are actively employed upon ratification of the Collective Bargaining Agreement shall be reimbursed in the amount of up to **$900** during the life of this Agreement for the purchase of approved safety shoes. Safety shoe reimbursement shall be pro-rated for employees hired after the contract ratification date or returning to active employment during the life of this Agreement. Additionally, employees may use these amounts to purchase safety shoe related items, i.e. insoles, shoe strings. Safety shoes that become unserviceable directly in the course of employment at **Fairfield Lafayette**, will be replaced on an as needed basis at the discretion of the Company.

b) Employees in the following designated areas who have completed the probationary period and are actively employed upon ratification of the Collective Bargaining Agreement shall be reimbursed in the amount of up to **$1800** during the life of this Agreement for the purchase of approved safety shoes. Safety shoe reimbursement shall be pro-rated for employees hired after the contract ratification date or returning to active employment during the life of this Agreement. Additionally, employees may use these amounts to purchase safety shoe related items, i.e. insoles, shoe strings.

    1) Magnetic Particle Inspection
    2) Nital Etch
    3) Manganese Phosphate Coating

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4) Pyrotechnicians
5) Material Waste Handler
6) Department 25 (Plant Services, Facilities, Chip Room)
7) Machine Repair

c) After an employee has received notification of layoff or provided notification of retirement, the employee may not use the safety shoe benefit. If the employee is recalled to work during the life of the contract, the employee may utilize the balance of the safety shoe benefit on a prorated basis.

d) This benefit is for the purpose of the employee's individual PPE only and may not be transferred to others.

Section 10.5 – Medical Records

The Company agrees to comply with applicable law(s) regarding access to employee medical records.

Section 10.6 - Safety Glasses

a) Employees are required to wear ANSI approved safety glasses for their own protection. Employees who have completed the probationary period and are actively employed upon ratification of the Collective Bargaining Agreement shall be covered in the amount of up to **$150** per calendar year during the life of this Agreement for the purchase of approved safety glasses. Safety glass coverage shall be pro-rated for employees hired after the contract ratification date or returning to active employment during the life of this Agreement.

b) After an employee has received notification of layoff or provided notification of retirement, the employee may not use the safety glasses benefit. If the employee is recalled to work during the life of the contract, the employee may utilize the balance of the safety glasses benefit on a prorated basis.

c) This benefit is for the purpose of the employee's individual PPE only and may not be transferred to others.

ARTICLE 11 - NON-DISCRIMINATION

Section 11.1 - Policy

Neither the Company nor the Union will discriminate against any employee or prospective employee because of age, sex, race, color, creed, national origin, physical or mental handicap, Vietnam era veteran or disabled veteran, to the extent said person is otherwise protected by applicable law.

Section 11.2 - Gender References

All references to employees in this Agreement designate both sexes, and whenever the male gender is used it shall be construed to mean male and female employees.

ARTICLE 12 - TOOL PROGRAM AND WORK UNIFORMS

Section 12.1 - Company Tool Program

The Company will determine the type and quantity of tools that are necessary for each non-skilled trades employee to own in order to successfully satisfy the requirements of their job assignment(s). The Company will purchase these tools for the employee and the employee will be responsible for reimbursing the Company. The employee's reim-

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bursement obligation will begin immediately following completion of his/her probationary period and full reimbursement must be accomplished within the first three (3) years of employment. The weekly reimbursement amount will be divided by 156 weeks (three years) or the desired time the employee chooses up to the maximum of three (3) years.

The employee will be totally responsible for maintaining these tools and will be responsible for replacing all lost or stolen tools. The Company will replace or repair all worn or broken tools.

An employee whose employment is terminated for any reason before fully reimbursing the Company for his/her tools must turn the tools into the Company or satisfy his/her remaining reimbursement obligation from his/her final paycheck.

Section 12.2 - Uniform Service

The Company agrees to make a work uniform rental service available. Such service shall be at the employee's expense. The continuation of such service shall be contingent upon the ability of the uniform service company to attract an acceptable level of business.

ARTICLE 13 - HOLIDAYS

Section 13.1 - Holiday Schedule

a) During the term of this Agreement, all full-time, seniority employees are eligible for the following paid holidays in each full calendar year of this agreement: **twelve (12) holidays in the remainder of 2026, fourteen (14) holidays in 2027, twelve (12) holidays in 2028, thirteen (13) in 2029 and two (2) holidays in 2030.**

b) Seniority employees are not required to work on contractually designated holidays nor will they be scheduled to work the weekend following or preceding a contractually designated holiday which falls on a Friday or Monday.

c) **For the July 4th holiday, third shift shall receive July 5th off, except in cases when July 5th falls on a weekend, in such case the third shift shall receive the same holiday as first and second shift.**

Section 13.2 - Holiday Pay Eligibility

An employee will receive Holiday Pay provided he/she meets the following eligibility requirements:

a) The employee has seniority as of the date of each specified holiday and as of each of the holidays in each of the Christmas holiday periods; and

b) The employee must have worked the last full scheduled work day prior to and the next full scheduled work day after each specified holiday(s), regardless of the work week in which the scheduled working days fall.

c) An otherwise eligible employee who is absent or tardy more than one (1) hour without acceptable excuse on either the last full scheduled work day prior to or the next full scheduled work day after each specified holiday or holiday period, shall not receive holiday pay.

Section 13.3 - Holiday Pay/Approved Leaves

Seniority employees who are not working due to a plant accident (eligible to receive Workers' Compensation benefits) or who are on sick leave (eligible for Weekly Indemnity payments) or on an approved leave, provided such absences begin during the workweek prior

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to or during the week in which a holiday falls, shall receive pay for such holiday, provided that an employee shall not receive either Workers' Compensation benefits or Weekly Indemnity benefits in addition to holiday pay for the holiday.

An eligible employee on an approved vacation will be paid for holidays that occur during his/her vacation.

Section 13.4 - Holiday Pay Calculation

Employees eligible under these provisions shall receive seven and one half (7½) hours of holiday pay at their hourly base rate, exclusive of night shift premium, overtime premium, and all other additional pay

Holiday	2026	2027	2028	2029	2030
New Year's Day		***Friday 1/01***	***Monday 1/03***	***Monday 1/01***	***Tuesday 1/01***
Good Friday		***Friday 3/26***	***Friday 4/14***	***Friday 3/30***	***Friday 4/19***
Memorial Day	***Monday 5/25***	***Monday 5/31***	***Monday 5/29***	***Monday 5/28***	
Independence Day	***Friday 7/03***	***Monday 7/05***	***Tuesday 7/04***	***Wednesday 7/04***	
Labor Day	***Monday 9/07***	***Monday 9/06***	***Monday 9/04***	***Monday 9/03***	
Thanksgiving Day	***Thursday 11/26***	***Thursday 11/25***	***Thursday 11/23***	***Thursday 11/22***	
Thanksgiving Friday	***Friday 11/27***	***Friday 11/26***	***Friday 11/24***	***Friday 11/23***	
Christmas Holiday	***Wednesday 12/23***	***Thursday 12/23***	***Monday 12/25***	***Monday 12/24***	
Christmas Holiday	***Thursday 12/24***	***Friday 12/24***	***Tuesday 12/26***	***Tuesday 12/25***	
Christmas Holiday	***Friday 12/25***	***Monday 12/27***	***Wednesday 12/27***	***Wednesday 12/26***	
Christmas Holiday	***Monday 12/28***	***Tuesday 12/28***	***Thursday 12/28***	***Thursday 12/27***	
Christmas Holiday	***Tuesday 12/29***	***Wednesday 12/29***	***Friday 12/29***	***Friday 12/28***	
Christmas Holiday	***Wednesday 12/30***	***Thursday 12/30***			
New Year's Eve	***Thursday 12/31***	***Friday 12/31***		***Monday 12/31***	
Total Holidays	**12**	**14**	**12**	**13**	**2**

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ARTICLE 14 – VACATIONS

Section 14.1 - Vacation Year

The vacation year for each year of the contract is outlined below:

01/01/2027 – 12/31/2027

01/01/2028 – 12/31/2028

01/01/2029 – 12/31/2029

01/01/2030 – 12/31/2030

Section 14.2 – Vacation Pay and Eligibility

a) An employee shall be eligible for vacation benefits as set forth in this Article if he/she has obtained seniority prior to the start of the vacation year involved: Employees who gain seniority after January 1 will receive one week of unpaid vacation after completion of the probationary period.

An employee who meets the seniority qualifications in 14.2(a) shall be eligible for the following vacation time and pay percentage based on credited service:

Years of Service on Jan 1	Vacation Time	Percent Paid
3-6 months	1 week	0%
6 months to 1 year	1 week	2%
1-2 years	2 weeks	4.0%
2-3 years	2 weeks	4.4%
3-5 years	2 weeks, 3 days	5.5%
5-10 years	3 weeks	6.6%
10-15 years	3 weeks, 3 days	7.7%
15-20 years	4 weeks	8.8%
20-25 years	4 weeks, 3 days	9.9%
25-Over	5 weeks	11.0%

b) Vacation time is accrued based on an eligible employee's length of service.

c) Vacation time will continue to accrue on approved temporary leaves of absences.

Section 14.3 - Vacation Pay Calculation

a) Prior to the start of the vacation year involved, an employee's vacation rate is calculated according to the following formula:

Vacation Rate = Actual Earnings for Work Time x Percent Paid ÷ Vacation Hours

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The Actual Earnings for Work Time number used in the above formula represents pay received for all hours worked in the previous calendar year

b) Vacation pay will be payable as vacation time is used. Unused vacation will be paid-out in the month following the end of the vacation year.

c) Seniority Employees may opt out of the vacation pay calculation, employees who elect this option will be paid their normal hourly straight time rate, and will not be allowed to get back into the vacation pay calculation in the future.

Section 14.4 - Vacation Scheduling - open

a) For vacation being requested in increments of not less than one day or more, employees shall submit a vacation schedule request on a Request Form or electronic method provided by the Company. To be considered for vacation based on seniority, employees shall submit vacation requests to the Company no later than four (4) weeks prior to the beginning of the vacation year.

   Vacation sheets will be distributed by the manager no later than 10/1, the employee will be required to turn their vacation request form by 11/15, the Manager will post the approved vacation by 12/15. If an employee fails to turn in their request form by 11/15, their vacation will be scheduled on a first preference basis.

b) Vacation approvals will be by seniority. Each employee will be given a copy of his/her approved vacation schedule prior to the start of the vacation year involved. Thereafter, approved vacation time will not be canceled or changed without mutual consent of Management and the employee. Scheduled vacation must be taken by the employee unless he/she notifies management at least one week in advance that the vacation will not be taken. If the employee does cancel the vacation day(s), then the first employee denied that vacation time off will be given the opportunity to use that vacation time.

c) Vacation time not scheduled and approved prior to the start of the vacation year shall be scheduled on a first preference basis. This will include all vacation scheduled in increments of less than one day.

d) A full vacation week shall include the weekend preceding and following the regular calendar week of vacation.

e) Vacation scheduled on Friday shall include the weekend following.

f) Vacation time may be taken in increments of not less than **one half (.5)** hour.

g) All vacation time must be scheduled in advance and approved by the employee's Supervisor.

h) Management will continue to allow employees to take vacation time based on operational requirements. However, normally up to 12% of a department's total number of employees will be permitted to be on vacation at any given time with no more than 5% of the total number of employees on vacation at any given time coming from the same shift.

Section 14.5 - Vacation Shutdown

If the Company decides to have a plant-wide vacation shutdown, employees will be advised **180 days prior to the vacation shutdown dates.** Except for employees scheduled to work during the shutdown, all vacation-eligible employees will be on vacation or can choose unpaid time off for the period of the shutdown. The Company will attempt to notify the Union sixty (60) days prior to the cancellation of a scheduled plant-wide shutdown.

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ARTICLE 15 – NO STRIKE-NO LOCKOUT

Section 15.1 - Definition

During the term of this Agreement, and any extension thereof, the Union and each employee covered by the Agreement agree not to cause, encourage, permit, condone or take part in any strike, picketing, sit-down, stay-in, slow-down or other curtailment of work or interference with the operation of the Company's business of any kind (including a sympathy strike), and the Company agrees not to engage in a lockout.

Section 15.2 - Discipline

The Company may discharge or otherwise discipline any employee who violates Section 15.1 of the Article. While the Union may grieve such discharge or discipline, if the violation is found to have occurred, the extent of penalty imposed by the Company shall be final and not subject to change by arbitration. If the arbitrator finds that no violation has occurred, the employee will be reinstated and made whole.

Section 15.3 - Union Responsibility

It is agreed that all officers, officials, Committeepersons or Stewards of the Union are charged with an affirmative duty to maintain the integrity of this Article and shall immediately take all reasonable and necessary steps to discourage any activity prohibited by this Article.

ARTICLE 16 - PLANT CLOSURE OR RELOCATION

Section 16.1 - Plant Closure or Relocation

If during the term of this Agreement the Company elects to close or relocate its business in Lafayette, Indiana, the Company will follow the requirements of the WARN Act and applicable provisions of the National Labor Relations Act.

ARTICLE 17 - MANAGEMENT RIGHTS

Section 17.1 - Definition

The Management of the plant and direction of the working force is vested solely and exclusively by the Company, and in furtherance and not in limitation of such authority, shall include the right to hire, suspend and discharge for cause, to assign, designate and transfer and the right to relieve employees from duty because of lack of work, source of supply and for all other reasons, and to make shop regulations, including rules covering the subject of drugs and drug testing, the creation of new jobs and new classifications, development of new manufacturing processes or products, changes in method, changes in equipment, changes in the content of jobs or elimination of jobs or improvements brought about by the Company in the interest of improved quality methods, product or productivity or any changes in ownership, location and source, PROVIDED, that this will not directly violate any expressed provisions of this Agreement.

Section 17.2 - Drug Testing

The foregoing statement of rights does not empower the Company with the right to engage in random drug testing of employees with seniority, or drug testing of such employees without cause. The Company and the local Union recognize, however, that such testing may be required by the testing requirements of The Department of Defense, The Department of Transportation, The Federal Aviation Administration and any other governmental agency with which the Company may have business dealings, from time to time.

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Except where it would be a violation of local, state or federal law, the Company agrees that if an employee tests positive for drugs or alcohol, he/she will have a one-time option to voluntarily enter into a treatment program through the Employee Assistance Program (EAP), in lieu of discharge. If the employee refuses the EAP treatment option, he/she will be terminated. If the employee agrees to participate in an EAP treatment program, he/she must comply with all aspects of the treatment program. If the employee is found to be in non-compliance with the prescribed treatment program, he/she will be terminated without recourse to the grievance procedure. If the employee is involved in another incident within three years that warrants a drug and alcohol test and tests positive a second time during his/her employment, he/she will be terminated without recourse to the grievance procedure. Employees returning from layoff who have been laid off involuntarily for six (6) months or more will be subject to drug testing pursuant to this paragraph.

Section 17.3 - Supervisors Performing Bargaining Unit Work

Supervisors and other non-bargaining employees will not perform work which is normally done by bargaining unit employees except in the following circumstances:

1) emergencies
2) process development or correction or
3) instruction and training for any individual, provided that such work will not be performed for the purpose of replacing bargaining unit employees or depriving bargaining unit employees of the opportunity to perform bargaining unit work.

When performing bargaining unit work in the circumstances described in 2) and 3) above, management will attempt to have the bargaining unit employee who normally performs the work in question on that shift present for training purposes.

In the event the Local Union President believes the provisions of this Section have been abused, he/she may request an immediate meeting to resolve the matter with the appropriate representative of Labor Relations.

Section 17.4 - Reserved Rights

The failure to mention any right of Management in the above paragraph or the failure to exercise any right of Management in the above paragraph may in no way, directly or indirectly, be interpreted to mean or in any way suggest the absence of that right on the part of Management.

ARTICLE 18 - SOLE AND ENTIRE AGREEMENT

Section 18.1 - Conclusion of Bargaining

This Agreement concludes all collective bargaining between the parties hereto during the term hereof and constitutes the sole, entire and existing Agreement between the parties hereto, expressing all obligations and restrictions imposed on each of the respective parties during the term of the Agreement and superseding all prior Agreements, practices and understandings, oral or written, expressed or implied, or practices between the Company and the Union or its employees, except as supplemented, clarified, or modified by written side letters hereafter signed by the Company and the Union.

Section 18.2 - Acknowledgment of Rights

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with re-

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spect to any subject or matter not removed by law from the area of collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Furthermore, for the term of this Agreement or any extension thereof and except as provided in the following section, each party voluntarily and unqualifiedly waives all statutory rights to bargain collectively with respect to any subject or matter, whether or not specifically referred to or covered by this Agreement, including specifically, but by no means limited to, any action which under this Agreement is within the right of management to take, even though such action may not have been within the knowledge or contemplation of either or both parties at the time they negotiated or signed this Agreement.

Section 18.3 - Legal Limitations

Should the parties hereafter agree that the applicable law renders invalid or unenforceable any of the provisions of this Agreement, the parties may agree upon a replacement for the affected provision or provisions. Such replacement provision or provisions shall become effective immediately upon the agreement of the parties, without the need for further ratification by the Union membership and shall remain in effect for the duration of this Agreement. Further, in the event that any of the provisions of this Agreement shall become legally invalid or unenforceable, such invalidity or unenforceability shall not affect the remaining provisions of this Agreement.

Section 18.4 – Duration

This Agreement shall become effective as of the first Monday following the ratification of the contract, and shall remain in full force and effect through **May 23, 2026 to May 24, 2030** and thereafter from year to year, unless at least sixty (60) days and not more than ninety (90) days' notice in writing to terminate, modify, alter, change or amend is given by either party to the other prior to the termination date.

Section 18.5 - Contract Booklets

Upon ratification, the Company agrees to have this Agreement printed and once the final proof has been approved by both parties, copies of the new Collective Bargaining Agreement shall be distributed to all employees within six (6) weeks. A supply of seventy-five (75) Agreement booklets will be provided to the local Union.

ARTICLE 19 - GENERAL PROVISIONS

General Provision #1 - Tuition Reimbursement

For the term of this Agreement, the Company intends to continue to reimburse employees for job-related tuition costs, providing that the employee is not eligible for reimbursement or funding through another source (other than family, friends, etc.). To be eligible for reimbursement, employees must have the course work and education institution pre-approved by the Human Resources Manager or his/her designee. A minimum grade of C or equivalent must be earned to receive reimbursement credit.

General Provision #2 - Work Instructions

The parties agree that employees will follow the last work instructions received by a Management representative, regardless of whether that representative is the employee's direct supervisor.

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General Provision #3 - Travel Time

Employees required to travel at the Company's request will be paid straight-time wages for actual travel hours. Employees will be paid for actual work hours in accordance with Article 6, Hours of Work and Overtime.

If an employee has the opportunity to work the weekend but is unable to do so due to a travel request, the employee shall be entitled to overtime pay for travel time in accordance with Article 6, Section 6.3 of the collective bargaining agreement. In such circumstances, the employee will receive overtime pay for each hour of travel time on a time-for-time basis up to a maximum of the total number of weekend hours the employee had the opportunity to work.

General Provision #4 – Smoking

A tobacco-free environment creates a safer, cleaner and healthier work environment. Smoking, secondhand smoke and vapors from "Electronic Smoking Devices", and use of "spit tobacco" products are known to cause serious lung diseases, heart disease, oral and other types of cancer. **Fairfield Lafayette** recognizes the hazards caused by the use of tobacco and tobacco products and the risks associated with exposure to secondhand smoke or vapor. Our policy to provide a tobacco-free environment for all employees and visitors was established to maintain a safe and healthy workplace environment.

The Company will allow bargaining unit employees to smoke outdoors in one designated area only. The design and structure of the area will be in accordance with the requirements of the applicable ordinance and/or any other applicable municipal, state, or federal law. It is understood that smokers will be responsible for policing the designated smoking areas. This smoking privilege can be withdrawn by the Company at any time if employees abuse break times, smoke in non-designated areas or do not properly dispose of smoking refuse. Employees caught smoking outside of this designated smoking area will not have the right to grieve any discipline received as a result.

This policy covers the smoking of any tobacco product and the use of oral tobacco products, "spit tobacco" and e-cigarettes or other "Electronic Smoking Devices" and it applies to both employees and non-employee visitors of **Fairfield Lafayette**. Therefore, no use of tobacco products, including but not limited to cigarettes, e-cigarettes or other "Electronic Smoking Devices" and "spit tobacco" will be allowed within the facilities of Fairfield Lafayette at any time. This prohibition also applies to all company vehicles.

"Electronic Smoking Devices" are defined as any electronic device that can be used to deliver an inhaled dose of nicotine, or other substances. "Electronic Smoking Devices" include any such device, whether manufactured, distributed, marketed, or sold as an electronic cigarette, an electronic cigar, an electronic cigarillo, an electronic pipe, an electronic hookah, or any other product name or descriptor.

General Provision #5 – Clean-Up

All employees who during the routine course of job performance are sprayed, or soaked with hydraulic fluid, cutting fluid, lube oil or other materials may shower and change into fresh clothes, on regular working hours after notifying the manager and receiving advanced approval from the manager.

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ARTICLE 20 - LETTERS OF UNDERSTANDING

Letter of Understanding #1 – Outside Contracting

It is the Company's intent to utilize its own employees, whenever possible, to perform production and skilled trades work, provided, however, that it has the necessary manpower, skills, equipment and facilities to do so and that the work can be done competitively in regard to quality, cost and performance and be completed within the necessary time limits.

The Company understands the local Union's desire to be involved in decisions to contract work out that has typically been performed by members of the bargaining unit and agrees to meet with the local Union Bargaining Committee to inform the Bargaining Committee of decisions involving the contracting out of such work, the reason(s) for such decisions, the amount of work involved and the projected impact on current bargaining unit employees **during the 3rd Step grievance meeting each month. In the event a 3rd step grievance meeting is not scheduled in a month, the parties will schedule a mutually agreed upon time.**

Should a situation arise where a reduction-in-force is necessary, currently outsourced work will be reviewed with the Bargaining Committee for the possibility of being returned in order to eliminate the need for or reduce the size of the reduction-in-force.

However, nothing in this Agreement shall be construed to preclude, limit or delay the sub-contracting or contracting out of work by the Company where it decides to do so.

Letter of Understanding #2 – Employee Involvement and Participation

In order to remain competitive in our industry, we must continue to make improvements. This is a commitment we must all make as individuals and working together as a team. The only way this can be accomplished is through the implementation of individual and team ideas. We are competing with other manufacturers on a worldwide basis and we must continually improve if we are to remain competitive and gain market share. No thought or idea is too small or unimportant. The smallest improvement continues our relentless pursuit of continuous cost efficiencies so that we can gain more market share.

With that thought in mind, the parties agree to embrace the **Company's Operational Excellence** as that program exists today, and as it may change from time to time at the discretion of the Company, with the understanding of the Union membership and Management working together to promote continuous improvement, and encourage all employees to be involved in offering their ideas so as to make this program the hallmark of employee involvement.

Anytime the Union membership feels that the Company is not living up to the principles of **Operational Excellence**, they may request the assistance of the Local 2317 bargaining committee.

Letter of Understanding #3 – Waste Handlers

When employees are assigned to transport hazardous waste, the Company will assign only employees who have been trained to handle such waste in accordance with the requirements of the Resource Conservation and Recovery Act (RCRA).

Letter of Understanding #4 Regarding Employee Policies

During negotiations, the parties have discussed various Company policies affecting bargaining unit employees and have agreed to the following:

1) Cell Phone: The use of cell phone by employees in Company related matters remains

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as is. Cell phones may remain on for non-work related usage during work time in cases of verifiable emergencies. In addition, the Company will explore the creation of dedicated cell phone areas in work areas throughout the plant where employees may utilize their cell phones so long as safety and production are not affected.

2) **Food Service Hours:** During the term of this agreement, the Company will allow up to two (2) approved food truck vendors in a designated area of the parking lot on weekends when employees are working in the shop. The Human Resources Manager or his/her designee will have final approval over the selection of the food truck vendors recommended by the President of the Local Union or his/her designee.

3) **Production Quotas:** It is understood that from time to time that the company may need to conduct time studies. In conducting any time studies in the future, the Company commits to seek the input of Bargaining Unit Employees that operates that machine. The Company will allow the Bargaining Committee time off work in order to attend the UAW Certification program once during the life of the Agreement and will investigate the possibility of sending up to 3 non-bargaining unit employees as well.

4) **Restroom:** Employees are expected to use restroom facilities during non-work time whenever possible. However, employees will also be permitted to use the restrooms during work time as needed, provided that such employees may be required to provide medical documentation in cases of suspected abuse.

5) **Retirements:** Free Coffee for Retirements: The Company has committed to contacting its provider of food services, to ensure that free coffee will be provided for all three shifts on employee retirement days. The Company further commits to provide the Retiree with cakes in the cafeteria on the shift the retiree chooses.

6) **Light Duty Policies:** Consistent with the requirements of the Americans with Disabilities Act and subject to the remaining requirements of the collective bargaining agreement, the Company agrees to work with employees who have work restrictions to attempt to find work such employees can perform (with or without accommodation), which may include temporary light duty assignments the employee is qualified to perform for employees with restrictions due to work-related injuries.

7) **Outside Conduct Rules:** The Company agrees that it will not discipline bargaining employees for conduct occurring outside the plant and outside working time unless such conduct is work-related and/or affects the employee's ability to perform the functions of his/her job or the employee's suitability for employment with the Company. The Company and the Union acknowledge that it will be the Company's burden to establish just cause for any such discipline if an employee elects to pursue a grievance to arbitration.

8) **Parking Policies:** The Company agrees to evaluate the size, number and location of employee parking spaces before the next scheduled maintenance of the employee parking lots commences. In addition, the Company agrees to maintain designated parking spaces for motorcycles year-round. Employees can back-in or pull straight into a designated parking spot within the parking lots provided.

9) **Hidden Cameras:** The Company agrees that it will give notice to the President of the Local Union before it installs any hidden surveillance cameras in the interior of the shop, including notice of the location and reason for installation of such cameras. In the event there is any damage committed against such cameras, the Company reserves the right to reinstall such cameras in a different location after giving prior

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notice to the President of the Local Union.

10) **Cafeteria and Vending:** The Company commits that it will investigate ways to continuously improve the provision of cafeteria and vending services to its employees and will maintain vending machines accessible to employees on all three shifts.

11) **Drug Testing:** The Company will limit drug testing of active employees and employees recalled from layoff to urine testing. The Company may elect to use either urine testing or hair testing for new hires.

12) **UAW Logo/Flag:** The Company will agree to allow the UAW logo to be added to Company uniforms required for bargaining unit employees. In addition, a UAW flag of an agreed size will be included among the flags displayed outside the Lafayette facility.

13) **Pay:** In cases where there is an error in paying a bargaining unit employee the appropriate amount on his/her paycheck (either too much or too little), the Company will correct the error as soon as possible and in a manner consistent with Indiana state law.

    Deductions from an employee's wages to recover overpayments made in error will not be made unless the employee is notified within 45 days of the day the check in question was delivered to the employee. Deductions for overpayments shall be limited to no more than $150 per paycheck. If the employee is on any type of leave the amount deducted will be postponed until the employee returns to work.

    For correcting pay shortages of four (4.0) pay hours or more due to Management error:

    - **Management will inform the employee of his/her options to receive his/her shortage in an off-cycle payment or with his/her next regular paycheck, and as necessary submit pay shortage information in the Payroll System prior to the end of the employee's shift.**
    - **A direct deposit correcting the shortage will be prepared with the employee's normal tax deductions.**
    - **The funds will be directly deposited in the employee's checking account by the end of the third banking day following submission of the pay shortage information in the Payroll System, and available to the employee pursuant to the bank's deposit rules.**

14) **Work Rules and Attendance Policy:** Pursuant to Section 17.1 of the Agreement, the Company retains the right to make, modify, and enforce shop regulations, including work rules and the attendance policy. The Company commits, however, that before making any changes to the work rules and attendance policy in existence as of the date of this Agreement, it will provide written notice of such changes to the Bargaining Committee of the Local Union and give the Bargaining Committee the opportunity to comment.

Letter of Understanding #5 – Training Guidelines

The Company and UAW – Local 2317 understand the importance of training, whether it be a new hire or a transfer to a new area. A Joint Training Committee shall be established **within 90 days of ratification and** comprised of: **up to four members appointed by the Union and up to an equal number of representatives appointed by the Company**. The

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Company and the Union shall each appoint a co-chairperson of the Joint Committee. As members of the Joint Training Committee establish training procedures, processes, etc., Supervisors and bargaining unit members from the area will be included in the development process. The Joint Training Committee shall meet at least **every other** month and shall discuss training proposals, training standardization, training development, trainer selection, and other training related topics. The Committee may make recommendations to the Company. Prior to implementation, the Joint Committee will meet with operations management to communicate, seek input, and gain approval for all recommended training procedures, processes, and proposals. Meeting minutes shall be distributed to operations management and to UAW – Local 2317 President.

ARTICLE 21 - EMPLOYEE BENEFIT PLANS

Section 21.1 - Fairfield Pension

The minimum benefit for a normal retirement will remain at $37.00 per year of credited service for employees who retire after 1/1/2004.

The calculation to determine Final Average Earnings continues to use the five (5) highest-paid out of the last ten (10) years.

Effective 03/01/04, new employees will not be eligible for participation in the Pension Plan.

The retirement plan for employees of Fairfield Manufacturing Company, Inc. will be frozen effective 02/01/18. This is a freeze on benefit service accrual and earnings accrual. The calculation to determine Final Average Earnings look-back period will be the same date as the freeze date. The minimum benefit for a normal retirement remains at $37 per year of credited service.

Section 21.2(a) – Retirement Savings Plan

The Company will amend the Allison Off-Highway Hourly Retirement Savings Plan with respect to the Fairfield Lafayette bargaining unit, to provide, effective January 1, 2027, a 100% Company match of employee contributions up to six percent (6%) of eligible employee earnings. The Company match will be subject to a three-year vesting period. Any amendments or changes to administrative procedures necessary to implement this proposal will be made in a manner consistent with applicable law.

401(k) Sub Account

The Company shall continue the sub-account in employees' 401(k) savings plan in existence at Fairfield Lafayette **until January 1, 2027**. The Company shall contribute, for every hour worked, $0.35 (thirty-five cents an hour) on behalf of Employees. The hours for which contributions will be made are the same as the SPT Contributory hours in Section G 21.2(b). The sub-accounts will have the following design elements:

- Immediately vested.
- Employees will not be allowed to make withdrawals or loans from the sub-account.
- Contributions placed into the sub-account will be placed into a professionally managed investment fund (i.e. target-based fund) that will be automatically adjusted based on the Employee's projected retirement age.
- Funds in the account shall be available for withdrawal upon retirement or termination for any reason.

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Lafayette, IN employees will begin participating **in the sub-account on January 1, 2025, and cease participating in the sub-account effective January 1, 2027**.

Employees will continue to be automatically enrolled in the Allison Off-Highway Hourly Retirement Savings Plan (the 401k Plan) at a 3% employee contribution rate with the option to change contribution amounts to the Plan at any time after enrollment.

Section 21.2 (b) – Steelworkers Pension Trust

All Covered Employees (as defined below) at Fairfield Lafayette be covered under the Steelworkers Pension Trust (SPT) as of the Effective Date. The Effective Date will be January 1, 2025. The SPT is a multi-employer defined benefit pension plan. It is administered by a Board of Trustees, consisting of an equal number of employer and Union representatives.

Section A. Coverage

1. Covered Employees

Covered Employees are all Employees represented by the UAW, excluding temporary employees and vacation replacements who are not otherwise permanent employees, who are employed at **Fairfield Lafayette** for any length of time during a Wage Month. The Company is required to make a contribution in respect of a Covered Employee whose employment is terminated during a Wage Month.

2. Newly Hired Employees

Newly hired Employees will be considered Covered Employees on the first day of the first calendar month immediately following the expiration of ninety (90) days from the commencement of his/her employment. Such calendar month shall be the Employee's first Benefit Month. The immediately preceding calendar month shall be the Employee's first Wage Month.

3. Coverage of Newly Hired Employees Who Were Previously Covered

Newly hired Employees who were previously covered by the SPT shall be considered Covered Employees as of the first day of the first calendar month immediately after the commencement of their employment as Employees of the Company. This calendar month is the Employee's first Benefit Month and the calendar month immediately preceding is the Employee's first Wage Month.

Section B. Credited Service

1. Credited Service solely for purposes of eligibility and vesting under the SPT (including eligibility for a Rule of 85 benefit) will mean the sum of an employee's "Past Service" and "Covered Service". An Employee's "Past Service" will be equal to his Credited Service under the Company pension plans in which the employee participated prior to the Effective Date. If an employee was not a participant in a Company pension plan that counted Credited Service, the employee's "Past Service" will be his service determined under the ERISA elapsed time service counting rules beginning on his date of hire with the Company and ending on the date upon which the Company union pension plans are frozen as provided in Appendix L. An Employee's "Covered Service" will be his periods of employment with the Company beginning on the later of the Effective Date or his date of hire and, except as provided in Section E.3.(b) below, continuing during the time the Company remains a Participating Employer.

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2. Covered Service ends when an Employee quits, dies, retires or the Company stops making contributions on the Employee's behalf.

Section C. Hourly Contributions

1. Beginning September 1, **2026**, and continuing each month thereafter until the expiration of the Agreement, the Company shall contribute to the SPT an amount equal to **$1.50 in 2026, and $1.55 as of September 1, 2027 (and for the remaining duration of the Agreement)** for each Covered Employee's Contributory Hours (as defined in Section G below) during the month (Wage Month). The contributions for a Wage Month will be due within 10 business days of the close of the month in which the Contributory Hours were worked. The month during which the contribution is made is referred to as the Benefit Month.

Section D. Benefit Formula and Amount

1. The amount of the pension that an Employee will receive depends directly on the total amount of contributions made on behalf of the Employee to the Plan by the Company during the time the Employee was covered by the Plan.
2. The monthly benefit payable at Normal Retirement, Rule-of-85 Retirement, and Disability Retirement under the SPT equals the amount of the annual hourly contributions on behalf of an Employee multiplied by 18.25% and then divided by twelve (12) to obtain a monthly amount. This is the formula for a single life annuity. The benefit payable as a joint and survivor annuity or other optional form of payment is subject to adjustment.

Section E. Eligibility for Pension

Participants are eligible to retire under the following options:

1. Normal Retirement

   Retirement at age 65 with a pension benefit based on the contributions made on his/her behalf, without reduction for early retirement.

2. Early Retirement

   Retirement at age 55 with 5 years of Credited Service with a pension benefit based on the contributions made on his/her behalf, reduced by 0.25% (1/4%) for each month (or 3% per year) that the retirement is prior to age 65.

3. Rule-of-85 Retirement

   A participant is eligible for a Rule-of-85 retirement with a pension benefit based on the contributions made on his/her behalf, without reduction for early retirement, if:

   a. age plus the number of years of Credited Service equals 85 or more;

   b. the years of Covered Service that count in making the calculation are those calendar years in which there were at least five (5) months for which contributions were paid to the SPT (for those individuals who are eligible to participate in SPT on the Effective Date, Past Service will count as years of Covered Service); and

   c. during the twenty-four (24) month period preceding the month of retirement, there must have been at least ten (10) months for which contributions were paid to the SPT on his/her behalf.

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4. Disability Retirement

   Disability within the meaning of the Federal Social Security Act while a Covered Employee on or after the Effective Date, with a pension benefit based on the contributions made on his/her behalf, without reduction for early retirement.

5. Vested Deferred Retirement

   An Employee who terminates his employment after completion of 5 years or more of Credited Service will be eligible for a vested deferred retirement benefit.

Section F. Vesting

A Participant shall be fully vested upon the completion of five (5) years of Credited Service.

Section G. Hours for Which Contributions are Made

1. Contributory Hours include:
   a. hours actually worked by Covered Employees;
   b. hours for which Covered Employees were paid because of vacation, holidays, jury duty, bereavement leave, union business, but not in excess of forty (40) hours per week;
   c. hours for which Covered Employees, who are paid for vacations in a lump sum, were absent on vacation;
   d. hours for periods on lay-off of up to twelve (12) months, during which time the Employee will be deemed for this purpose alone to have worked forty (40) hours per week, per absence; and
   e. hours for absences of up to twelve (12) months (or such longer period as may be required by law) during which the Employee is receiving workers' compensation or sickness and accident benefits, or is on Union Leave, leave of absence for military service or military encampment, or leave of absence on Family or Medical Leave, provided that the Employee returns to employment with the Company within the time period allowed by law or bargaining agreement. Such absences will be credited as Contributory Hours at a rate of up to forty (40) hours per week.
2. There will not be any duplication of Contributory Hours under the SPT.

Section H. Requirements

The Company shall transmit to the SPT with each contribution a contribution report on the form furnished by the SPT on which the Company shall report the names, status, hire and termination dates as applicable, Social Security numbers, birth dates as well as the total hours paid to each Covered Employee during the Wage Month.

The Company further agrees to supply to the SPT such further information reasonably necessary as may from time to time be requested by it in connection with the benefits provided by the SPT to Covered Employees, and to permit audits of its employment records by the SPT for the sole purpose of determining compliance with terms and conditions of this Agreement.

Section J. Incorporation Agreement

The benefits and eligibility are subject to the Incorporation Agreement and supplemental agreements among the Company, Union and the SPT Trustees and the SPT Plan provisions. Nothing here modifies the Incorporation Agreement or the provisions of the SPT Plan. The

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Board of Trustees has the authority to decide all questions concerning eligibility for and the amount of pension benefits. All final decisions regarding the Plan are made by the Board of Trustees based on the provisions of the Declaration of Trust.

Section 21.3 - Short-Term Disability (Weekly Indemnity)

The current Short-Term Disability (STD) benefit provisions will continue for the length of this agreement. **STD benefits will be made available to otherwise eligible employees who are employed by Fairfield Lafayette for at least 6 continuous months.**

Section 21.4 – Long-Term Disability (LTD)

The **current** Long-Term Disability (LTD) benefit provisions will apply for the length of this Agreement.

The Company reserves the right to provide the LTD benefit either through an insurer or as a self-insured benefit.

Section 21.5 - Life Insurance and AD&D

No change under the Company-paid Basic Life Insurance and AD&D.

Life Insurance is calculated at 1.5 times an employee's base hourly rate, multiplied by 2080.

Effective January 1, 2027, in the event an employee is unable to work because of physical disability for a continuous period and is approved for leave, the employee will be eligible for Life Insurance for the duration of leave, up to the lesser of the amount of time equal to his/her seniority or four (4) years.

Optional Dependent Life Program (100% paid by member):
The optional dependent life insurance plan with the following coverage amounts is provided as follows.

Optional Spouse Life Insurance
Elective coverage amounts shall be $5,000, $10,000, $25,000. Coverage amounts in excess of $25,000 shall be in increments of $25,000 (for example, $50,000, $75,000) up to the lesser of the member's total employee life insurance coverage amount (basic plus optional) or $250,000.

Optional Child/Children Life Insurance
Elective coverage amounts shall be $2,000, $5,000, $10,000. A dependent child between ages 19 and 23 is required to be a full-time student. Optional child life insurance terminates the last day of the calendar month the child ceases to be a dependent, or the last day of the calendar year the child turns 23.

Section 21.6 – Health Care Plan – Hospital, Surgical, Medical, & Dental

The parties agreed to provide health and welfare benefits for active employees represented by the UAW. The term "medical" is understood to include hospital, surgical, medical, outpatient, diagnostic, pathology, anesthesia, emergency, chiropractic, psychiatric, and all other relevant medical services usually and customarily included under the medical portions of the HSA and HRA plans.

1. Medical, Prescription Drugs and Dental

The HSA and HRA plan provisions as it applies for medical, prescription drugs and dental will continue for the length of this Agreement.

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Participants will have the option to elect to participate in either the Green HRA Plan or Green HSA Plan.

Current Medical Plan Designs					
	Green HRA				
		Deductible		OOP Mad Medical	
		(Less HRA $)		(Less HRA $)	
	HRA$	In-Network	Out-of-Network	In-Network	Out-of-Network
Single	$1,000	$750	$1,250	$1,750	N / A
EE + 1	$1,500	$1,125	$1,725	$2,625	N / A
Family	$2,000	$1,500	$2,500	$3,500	N / A

Green HSA					
		Deductible (Once met everything covered 100%)		OOP Mad Medical	
	HRA$	In-Network	Out-of-Network	In-Network	Out-of-Network
Single	$500	$3,000	$6,000	$5,000	$10,000
EE + 1	$1,000	$6,000	$12,000	$10,000	$20,000
Family	$1,000	$6,000	$12,000	$10,000	$20,000

	Green HRA	
	Retail Rx	Mail Order Rx (90-day supply)
Generic	$10	$20
Preferred Brand	$25	$50
Non-Preferred Brand	$60	$100
Specialty Rx	N / A	$100

Green HSA		
	Retail Rx	Mail Order Rx (90-day supply)
Generic	30% Coinsurance After Deductible (max $100)	30% Coinsurance After Deductible (max $250)
Preferred Brand	30% Coinsurance After Deductible (max $100)	30% Coinsurance After Deductible (max $250)
Non-Preferred Brand	30% Coinsurance After Deductible (max $100)	30% Coinsurance After Deductible (max $250)
Specialty Rx	30% Coinsurance After Deductible (max $100)	30% Coinsurance After Deductible (max $250)

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- Refer to Letter 20 regarding applicability of an emergency room co-pay.
- In the event that the medical/Rx plans lose "Grandfathered" status under the Patient Protection and Affordable Care Act, (PPACA), the out-of-pocket limits for prescriptions drugs shall be equal to the out-of-pocket limits defined in the Act less the out-of-pocket limits in the HealthWorks medical plan. Such limits will be adjusted annually for inflation pursuant to the Act, as determined by the Federal Government.

(a) Wellness Program

- Employees enrolled in the **HRA Plan** who complete an annual physical will receive a $75 credit to their Health Reimbursement Account (HRA). The credit is limited to one (1) per calendar year.
- A Tobacco Cessation Program will be offered at no charge to employees.
- Tobacco cessation medications will be added to the prescription drug plan.

(b) Future Premium Contributions

Future "Premium Contributions" for medical/prescription drug and for dental as indicated above will be changed in the future no more than once each year, on January 1 of each such year. The following factors shall be used to calculate the annual Premium Contribution change:

i. Claim utilization changes will be measured for all employees, both union and non-union, and will be calculated, consistent with the Company's method used in past years, for the current Company locations known by the Company to be continued on the effective date of the change in Premium Contributions, as the change between (a) the total incurred claims for the current Company locations in the 12 month period ending on June 30th immediately prior to the January change date in Premium Contributions, to (b) total incurred claims for the same locations for the 12 month period ending June 30th immediately prior to the period in 1(c)(i)(a) above. The claims utilization calculation, consistent with the Company's method used in past years, will be done separately for medical/prescription drug and dental.

ii. Medical inflation used to calculate the annual Premium Contribution change for medical/prescription drug separately from dental shall be established each year as (a) the annual inflation estimates as published or generally reported by Milliman, the Segal Company, Deloitte Touche, and Willis Towers Watson **reputable industry resources**, (b) The Company will discard the highest and the lowest estimate from 1(c)(ii)(a). (c) The inflation factor ultimately used will be the average of the two remaining estimates remaining after 1(c)(ii)(b).

iii. For medical/prescription drug and dental separately, half of the annual change resulting from the combined effect of claims utilization and medical inflation will be borne by the Company and half shall be applied to increase or decrease the Premium Contribution rates charged employees in the prior year. However, in no event shall the Premium Contribution amount for medical/prescription drug be increased by more than three percent (3%) for employees covered under the Healthworks **HSA or HRA** Green plan over the Premium Contribution amount for the prior year.

iv. A six percent (6%) cap shall apply for dental

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****During the term of the 2026-2030 Agreement, the employee premium contributions for medical, prescription drug, and dental coverage will be maintained at the contribution rates as of May 22, 2026.**

2. Dental

The plan provisions as it applies for dental will continue for the length of this Agreement.

Dental benefit limits are as follows:

Current Dental Plan Designs		
Dental Plan Maximums	Green	
	Option #1	Option #2
All services combined (including preventative, restorative and reconstructive)	$1,500 per person/ calendar year	$1,500 per person/ calendar year
Orthodontia	$1,500 per person/ lifetime	No Coverage
TMJ	$750 per person/ lifetime	$750 per person/ lifetime

3. Benefits Enrollment Elections

a) If two (2) employees are married and are both represented by a collective bargaining agreement, they will be enrolled as either Employee + 1 or the Family healthcare tier and will be responsible for paying one monthly premium for the tier of coverage in which they are enrolled.

- Should the employees be enrolled in Family coverage, the birthday rule shall apply as to which employee is responsible for dependents.
- The parties will make any necessary changes to the HRA language to allow for this administrative change.
- Opt-Out credit will not be applied in the above situation.

b) If two **(2)** employees are married and only one employee is represented by a collective bargaining agreement, they will be enrolled as either Employee + 1 or the Family healthcare tier and will be responsible for paying one monthly premium for the tier of coverage in which they are enrolled.

- The employees will be covered by the insurance plan negotiated for the Collectively Bargained Hourly Employees.
- Should the employees be enrolled in Family coverage, the birthday rule shall apply as to which employee is responsible for Dependents.
- The parties will make any necessary changes to the HRA language to allow for this administrative change.

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- Opt-Out credit will not be applied in the above situation.

Healthcare Continuation While on Layoff:

> 10 years of service: Current month plus six (6) months

3 - 10 years of service: Current month plus three (3) months

< 3 years of service: Current month

Section 21.7 - Insurance Claims

The Company will post updated contact information for benefits partners in a conspicuous location for employees to access. A representative from benefits normally shall be available for employees to discuss a medical claim.

Section 21.8 - Employee Assistance Program

The Company shall maintain an EAP Program for all of its employees and their eligible family members.

Section 21.9 – Optical Plan

The Company will maintain the current vision plan for the life of this agreement. This includes the contact lens elective of up to $200, limited to every 12 months.

2026-2030 Healthcare and Dental Premiums

Green (HRA)	Active Employee Contribution per Pay Period
EE Only	$16.29
EE + 1 Dependent	$32.58
Family	$48.87
Green (HSA)	
EE Only	$12.23
EE + Spouse	$29.61
EE + Child(ren)	$26.86
Family	$40.88

Dental Premium per Pay Period	Option 1	Option 2
Employee	$1.88	$1.61
Employee + 1	$3.75	$3.22
Family	$5.63	$4.83

****This table is only applicable to the 2026-2030 Agreement**

SKILLED TRADES SUPPLEMENT

The following Agreement is to be attached to and be a part of the General Agreement be-tween the parties dated **May 23, 2026**. It shall be in all regards subject to that General Agreement, except where the parties herein specifically and unequivocally agree it shall not be.

The purpose of this Supplemental Agreement is to establish a separate, additional statement of all agreed to working conditions for those employees assigned and classified into

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Skilled Trade Occupations as expressly defined below.

Nothing herein shall imply or suggest any restriction on management's right to manage as set forth or as reserved in the General Agreement.

ARTICLE 1 – CLASSIFICATION, OCCUPATIONS AND SCOPE

Section 1.1 - Skilled Trades Occupations

The following Skilled Trades Occupations have been established within the Skilled Trades Classification and are defined as follows:

Apprenticeable Occupations
Machine Repairer
Pyrometer and Instrument Repairer Technician Electrician
Millwright Toolmaker Industrial Welder
Air Conditioning and Refrigeration Mechanic
Cutter Grind

Non- Apprenticeable Occupations
Met Lab Technician

Employees in such Occupations will also be referred to herein as Skilled Trades employees either apprenticeable or non-apprenticeable.

Section 1.2 – Skilled Trades Pay Grades

All trades added to the Skilled Trades Occupations will be placed in the Pay Grades reflecting the employees' skill level and actual work time or Journeyman status.

Section 1.3 - Job Descriptions

The Company will draft job descriptions for the above Skilled Trades Occupations. Such are intended to serve only as general descriptions common to the particular Occupation covered and shall not be used to limit or define the content of the Occupation or any other Occupations with which they may overlap. The Joint Skilled Trades Committee will review these descriptions either yearly or as required, **and the Joint Skilled Trades Committee will be provided an opportunity to give feedback prior to any changes to job descriptions for the above Skilled Trades Occupations.**

Section 1.4 - Skilled Trade Occupations/Changes

Nothing will prevent the Company from deciding when and under what circumstances any of the above Skilled Trade Occupations can be deleted, combined or added to, after review by the Joint Skilled Trades Committee.

Section 1.5 - Definition and Application of Seniority

Time in Occupation seniority for employees within the Skilled Trades Classification prior to 10/28/95 will be by plant hire date. Employees hired or transferred into a Skilled Trades Occupation after 10/28/95 shall be given their hire date or date of acceptance of a job bid or date of transfer for the purpose of exercising their seniority rights within the Occupation in which they are placed.

In the event more than one (1) employee is hired on the same date after 10/29/98, seniority ranking shall be determined by the General Agreement.

The parties recognize that seniority is an important consideration in the matter of layoffs, recalls, promotions, job bidding, temporary transfers and shift preference. The application of seniority shall, in all instances, be by time in occupation seniority. It is understood that

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time in occupation seniority alone shall not entitle an employee to any job which he/she is not able to perform in a normal and average manner as determined by the Company.

Section 1.6 - Skilled Trades Loss of Seniority

Skilled Trades Loss of Seniority is covered in the General Agreement.

Section 1.7 - Skilled Trades Layoff Procedure

A layoff is a direction to not report for work for a period of five (5) or more consecutive work days. Temporary work interruptions of up to five (5) work days due to acts of God or other circumstances beyond the Company's control, are not subject to this procedure. **The Company will make every reasonable effort to give employees up to one (1) week's** notice of layoff. Layoffs in the Skilled Trades shall be by Occupation and applied in the following manner:

a) All apprentices within an Occupation shall be the first to be laid off.

b) Skilled Trades employees shall be laid off based on time in occupation seniority.

c) An employee who transfers to the Skilled Trades classification from the Non-Skilled Trades classifications shall not accumulate Non-Skilled Trades seniority while in the Skilled Trades classification, but will continue to accumulate plant-wide seniority for the purposes of vacation entitlement, pension and all other benefits based upon plant-wide seniority. If such an employee returns to the Non-Skilled Trades classification, he/she will utilize his/her adjusted Non-Skilled Trades seniority for the purposes of layoffs, recalls, promotions, job bidding, temporary transfers, shift preference, shift balancing, overtime and vacation scheduling.

d) Disciplinary layoffs are not subject to this Article

Section 1.8 - Skilled Trades Voluntary Layoff

a) In the event there is a lack of work which will result in a layoff of more than five (5) consecutive work days but not more than six (6) months, a seniority employee will have the option of exercising his/her time in occupation seniority and electing to go on layoff for the duration of the lack of work or for a period of up to three (3) months.

b) It is understood that the company may deny a request for Voluntary Layoff, or recall an individual on Voluntary Layoff, if the skills of an individual are needed by the Company or in lieu of being required to train other employees.

c) All employees on Voluntary Layoff will be recalled prior to hiring new employees. Employees on Voluntary Layoff will be entitled to the same benefits as they would be eligible for under a normal layoff.

d) It is expressly understood that an employee on Voluntary Layoff will not be permitted to return to work to be replaced on layoff by another employee within three (3) months from the date of his/her layoff, except as determined by the Company.

e) In cases where the layoff period is defined from the outset, if the length of that period is subsequently extended to a later date, higher seniority employees who are on Voluntary Layoff will be given the option to return to work and be replaced on layoff by the junior employee within the same occupation, classification, and department or remain on layoff for the duration of the extended period.

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f) In cases of indefinite layoff, higher seniority employees within the occupation, classification, and department will be given the option to return to work after the agreed to layoff period.

g) Nothing in the foregoing shall preclude the Company from recalling the employees prior to the expiration date of the Definite layoff period.

h) When a higher seniority employee returns from Voluntary Layoff, he/she will be placed in their previously held occupation, classification, and department that he/she had prior to the layoff.

Section 1.9 - Skilled Trades Recall

Recall of laid off employees shall be conducted in accordance with Occupational seniority within the occupation, classification and department. Recall rights are conditioned on current address information being on file with the Company. It is the responsibility of the employee to provide and maintain current address information. Notice of recall deemed to have been received upon delivery of written certified mail notice to the employee's address as shown on the records of the Company.

Section 1.10 - Skilled Trades - Job Bidding

To be eligible to use the Job Transfer Procedure, an employee must be actively at work.

All employees who apply for Skilled Trades openings shall follow the job bid procedure below:

a) All Skilled Trades occupational job openings will be posted simultaneously both internally and externally for a period of seven (7) calendar days.

b) Postings shall identify the occupation, department and shift in which the opening exists.

c) Applicants for a Skilled Trades opening shall follow the posting instructions and submit a cover letter and resume.

d) Journeyman within the Skilled Trades Classification shall have preference to open journeyman jobs. A Skilled Trades journeyman cannot bid on an apprenticeship opening.

e) Employee(s) in a non-apprenticeable occupation may bid on an apprenticeship or journeyman opening.

f) The most senior qualified journeyman within the Skilled Trades Classification shall be awarded a journeyman opening, after review by the Joint Committee.

g) The most senior qualified employee on a plant wide basis shall be awarded the job, after review by the Joint Committee.

h) Except for employees who were displaced due to a layoff or downsizing from skilled trades classifications, employees **(other than journeymen)** who exercise their seniority rights to move to an apprenticeship, journeyman, or non-apprenticeable job opening within the Skilled Trades will waive their right to bid on another job posting for a period of eight years counted from the first day of acceptance of the job. Employees who exercise their transfer rights will waive their right to bid within their new classification or transfer for a period of **one (1) year** counted from the first day of acceptance of the job. **In the case of a journeyman, the periods above will be eight (8) years instead of one (1) year.**

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Section 1.11 - Skilled Trades Shift Balancing

The Company will determine the number of employees needed per shift. If the Company determines it is necessary to balance shifts within the Skilled Trades areas, the following procedure shall be followed:

a) Shifts shall be balanced based on Occupational seniority within a department.

b) If the number of departmental positions are increased, the Skilled Trades job bid procedure shall be used.

c) If a departmental reduction in workforce is necessary, the possibility of a reduction will first be discussed with the Local Union President and the Skilled Trades Committeeperson for possible ways to avoid the reduction. The number of employees will be reduced based on Occupational seniority within a department.

Section 1.12 - Skilled Trades Shift Preference

In making shift assignments, the Company will determine the number of employees needed per shift and then will assign employees to the shift of their preference, within their occupation and within their department based on Occupational seniority.

a) When an employee with sufficient Occupational seniority wishes to work on another shift in his/her occupation and department:

   1) The senior employee will make application with his supervisor in writing, on a form provided by the Company, no later than the end of his shift Tuesday, four (4) weeks preceding the shift change. A copy will be given to the employee.

   2) The senior employee will bump the least senior employee on the desired shift based on Occupational seniority within his department.

   3) The displaced employee shall stay in his Occupation and department and change shift to replace the employee who exercised shift preference or bump the lowest seniority person within the same occupation and department on the shift his/her seniority would allow.

   4) If the displaced employee bumps the least senior employee within the same occupation in the department on another shift, then the least senior employee will replace the first employee exercising shift preference.

b) The shift change shall begin on the first regular work day four (4) full calendar weeks after the shift preference request has been submitted which means the change shall occur on the fifth Monday after the submission of the shift preference request, or less time if agreed by the parties involved.

c) An employee being bumped must be notified of his/her impending shift change no later than the beginning of the shift Friday the week the application was made.

d) An employee who has exercised his right to shift preference shall not be allowed to reapply for a period of one (1) year.

e) An employee may exchange shifts with another employee within the same occupation and department if the supervisor(s) involved agree to the exchange. A shift exchange may last no longer than thirty (30) days and such exchange must start at the beginning of the work week. Shift exchanges of less than one (1) week may be permitted and will involve shift premium eligibility.

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Section 1.13 - Vacation Scheduling

Vacation scheduling in Skilled Trades will be based on time in occupation seniority. The General Agreement covers the vacation scheduling procedure. However, the percentage of employees who will be permitted to be on vacation at any given time will be deter-mined by the number of employees necessary in each occupation, based upon operational requirements.

Section 1.14 – Floating Holiday

In order to ensure appropriate levels of coverage for Skilled Trades projects scheduled for contractual holidays, the Company may choose to offer Skilled Trades employees who volunteer to work contractual holidays the opportunity to request a regular work day off for each contractual holiday worked. The Skilled Trades employee shall be paid at his/her normal hourly rate for the scheduled time off.

ARTICLE 2 – JOINT COMMITTEE

Section 2.1 – Committee Guidelines

The joint Skilled Trades and Management Committee (hereinafter Joint Committee) shall continue to meet at least monthly and review current Skilled Trades occupation descriptions and Apprenticeship Programs. The Joint Committee will continue screening and re-viewing the performance of employees prior to entering the Skilled Trades Classification and for any other purposes expressly stated hereinafter. The Joint Committee may review other training issues if appropriate. Following these reviews the Committee shall make its recommendations to the Company.

Section 2.2 – Skilled Trades Committee Composition

The Joint Committee shall consist of one (1) Skilled Trades Committeeperson at large, and one (1) Skilled Trades employee from each active shift where Apprenticeable Classifications are regularly assigned, selected by the Union, and an equal number of representatives appointed by the Company. The Company and the Union shall each appoint a co-chairperson of the Joint Committee.

Section 2.3 – Skilled Trades Apprenticeable/ Non-Apprenticeable Employee Evaluations

Evaluations of employee performance and progress shall be completed as described below:

a) Skilled Trades apprenticeable employees shall be evaluated every thirty (30) days during the first six (6) months of the apprenticeship and then every ninety (90) days until completion of the apprenticeship.

b) Skilled Trades non-apprenticeable employees shall be evaluated every thirty (30) days during the first six (6) months of training and then every ninety (90) days until completion of the training.

A Skilled Trades apprenticeable employee shall have one-hundred twenty (120) calendar days and a Skilled Trades non-apprenticeable employee shall have ninety (90) calendar days to demonstrate the skills and abilities to perform the necessary tasks associated with the occupation. During this qualifying period, the employee will be provided with occu-pational instructions and necessary orientation information. The Joint Committee may agree on a longer orientation period. If employee performance and progress during this qualifying period is unsatisfactory, the employee shall be disqualified. The employee and

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the Union will be advised in writing of the reasons for disqualification. In the case of a probationary employee, the employee will be discharged. In the case of an employee with seniority, the disqualified employee shall be assigned to his/her previous classification or occupation and shift based on his/her Occupational, Non-Skilled Trades seniority. The disqualified employee shall not be eligible to bid or transfer for a period of one (1) year.

The Joint Committee will write training guidelines and training outlines for non-apprenticeable occupations within a reasonable amount of time after the ratification of this supplement.

Section 2.4 – Journeyman Status

Journeyman status as used herein shall be understood to mean any Skilled Trades employee who has completed **Fairfield** Lafayette's apprentice program or has satisfied the requirements of some other skilled trades apprentice program found to be acceptable by the Joint **Skilled Trades** Committee.

The Company will continue to provide employment documentation, including specific Skilled Trades work experience, to any employee for purposes of securing Journeyman status through a recognized Journeyman training or apprentice program or at least eight

(8) years of documented work experience specific to the occupation, as determined by the Joint Committee. The Joint Committee shall have final authority over the acceptance of such Journeyman status. In order to be eligible for hiring, applicants for journeyman positions must provide appropriate documentation establishing qualifications for a journeyman card according to applicable UAW guidelines.

ARTICLE 3 - TRAINING PROGRAMS - SKILLED TRADES

Section 3.1 - Administration of Training Activities

The Company will be responsible for the administration of training guidelines, schedules, and programs developed by the Skilled Trades Committee. Such schedules and programs will include safety (including hazardous waste where applicable), maintenance and work performance to properly instruct employees in the Skilled Trades. This shall be done by the following:

a) In-House

b) Outside vendor

c) Outside schooling

d) Other means

Section 3.2 - Skilled Trades Expectations

Employees participating in such Skilled Trades training programs will be expected to and shall put forth their best effort in all regards, including the following:

a) Attendance

b) Application

c) Study

d) Timely reporting of on-the-job training hours, grades, and requests for classes

Employees in the Skilled Trades classification must in all regards consistently perform and progress in their specific occupational training program at an acceptable level as determined by the Company.

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Upon completion of a Skilled Trades Apprenticeship, employees shall remain employed by **Fairfield** Lafayette for a period of five (5) years. If the Skilled Trades employee leaves the Company prior to completing three (3) years of employment, the employee shall reimburse the Company for the full cost of education expenses, including tuition, books, supplies, and other similar education expenses. If the Skilled Trades employee leaves the Company after three (3) years of employment in the Skilled Trades occupation, the employee shall reimburse the Company for one-half (1/2) the cost of education, including tuition, books, supplies, and other similar education expenses.

If a Skilled Trades apprentice leaves the company during the apprenticeship period, the apprentice shall reimburse the company for cost of education, including tuition, books, supplies, and other similar education expenses.

Nothing herein shall be claimed as a basis of any guarantee of continued employment.

Section 3.3 - Training Guidelines

The Committee shall provide the Company with copies of the final drafts of such training programs as described above as such drafts are finalized by the Committee. The Company will review and consider such training programs and schedules. Upon agreement with finalized drafts, they shall be implemented by the Company.

Section 3.4 - Skilled Trades Certification

The Committee, with input from the Environmental, Health and Safety Manager, will determine which occupations under Article I herein shall be certified and how such certification will be achieved. The Company shall be responsible for final certification requirements.

Section 3.5 - Skilled Trades Trainers

There may be certain employees in the Skilled Trades Occupations designated as Trainers. These Trainers shall be selected by the Joint Skilled Trades Committee and shall be paid $1.50 per hour above their hourly rate for as long as they function as Trainers.

Section 3.6 - Apprenticeship Program Guidelines

Apprenticeship program guidelines shall be considered part of the Skilled Trades Supplement. The apprentice programs will be upgraded with the objective of obtaining approval for certified journeyman status.

Section 3.7 - Individual Apprenticeship Training Outlines

Individual Skilled Trades apprenticeship training outlines shall be considered part of the Skilled Trades Supplement. The apprentice programs will be upgraded with the objective of obtaining approval for certified journeyman status.

Section 3.8 – Non-Apprenticeable Program Guidelines

Non-Apprenticeable program guidelines shall be considered part of the Skilled Trades Supplement.

Section 3.9 - Individual Non-Apprenticeable Training Outlines

Individual Skilled Trades Non-Apprenticeable training outlines shall be considered part of the Skilled Trades Supplement.

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ARTICLE 4 - GENERAL CONDITIONS

Section 4.1 - Working Conditions

a) The Company shall supply specialty tools and storage boxes necessary to perform the work assigned to the occupations under Article I herein. Employees shall be responsible for the proper care and return of all such specialty tools in good functional condition.

b) The Company shall be responsible for supplying all parts and items necessary to properly complete the assigned work with respect to the occupations under Article I herein.

c) Skilled Trades employees who during the routine course of job performance are sprayed, or soaked with hydraulic fluid, cutting fluid, lube oil or other materials may shower and change into fresh clothes, on regular working hours after notifying their immediate supervisor.

d) Lost time for all employees because of Union business shall be covered under the General Agreement.

e) All Skilled Trades employee training records shall by maintained and updated by the Company and be subject to review by the Committee and the employee where such is then relevant. The files will at no time leave the possession of the Company.

f) Due to the nature and responsibility of the Skilled Trades requirements it may become necessary for these employees to work through or otherwise alter their breaks and or lunch times to finish their assigned job on time. Wash-up at special times prior to lunch and breaks shall be allowed for Skilled Trades employees.

g) Personnel carriers or a carrier shall be available each shift for retrieval and delivery of parts where required for Skilled Trades work then assigned as determined by the company. These carriers shall be also made available for the Skilled Trades employees who are assigned or volunteer for weekend work on a basis determined by the Company.

h) No Skilled Trades employee shall be required to perform his/her job assignment or to be responsible for the entire plant by him/her self on any day or shift where there is a clear, serious safety issue relative to that employee working alone. With respect to Machine Repair, the term "Skilled Trades employee" as used in this paragraph will mean only Journeymen.

i) A Skilled Trades employee shall not normally be assigned to perform work outside of his/her occupation. If, however, circumstances require a Skilled Trades employee to be assigned work outside of his/her Skilled Trade occupation, the employee will not refuse to do the work, but will accept the assignment and file a grievance if he/she justifiably feels his/her rights have been violated.

In all circumstances, except emergencies, where a Skilled Trades employee is required to work outside his/her occupation, Management will first attempt to seek Skilled Trades volunteers. With respect to the Utility Maintenance occupations, where possible and practicable, Management will first attempt to satisfy overtime requirements from among those normally performing the work in the occupation.

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j) A Skilled Trades employee who has a safety concern should refer such concern to the Supervisor, his/her Union representative on the shift, or to a safety committee member on the shift.

k) A non-Skilled Trades employee will not be assigned to perform work in any Skilled Trades occupations with the exception of Cutter Grind work where non-Skilled Trades employees will continue to incorporate cutter grinding and sharpening requirements within their work assignments as needed when Cutter Grind employees are not available to perform the work. It is also understood that Skilled Trades occupations other than the Welder occupation will continue to perform welding when a Welder is not available to perform the work.

l) Employees within the Apprenticeable Skilled Trades Occupations shall receive a payment **$1500** during each year of this Agreement, to replace and/or purchase needed tools by August 31, 2026, **April 1, 2027, April 1, 2028, April 1, 2029, and April 1, 2030**. Employees who work less than all of a calendar year will receive a pro-rated amount of the tool allowance.

The Company agrees to continue the tool allowance payment to the Non-apprenticeable Skilled Trades employees who receive the allowance as a result of the 2020 LOU (those entering into Non-apprenticeable trades following 2020 are not eligible).

m) After an employee has received notification of layoff or provided notice of retirement, the employee will not recieve the Skilled Trades tool payment. If the employee is recalled to work during the life of the contract, the employee will receive the balance of the Skilled Trades tool payment on a prorated basis. Apprentices selected after the contract has been ratified will receive a prorated tool payment.

n) If a Skilled Trades employee is requested to work, outside of their normal shift hours, he/she will be paid at least 4 hours in accordance with section 6.3 pay policy.

ARTICLE 5 – SKILLED TRADES PAY RATES

Section 5.1 – Rate Progression for Non-Apprenticeable Occupations

The Skilled Trades rate progression for Non-Apprenticeable Occupations shall be as follows:

The probationary period for Non-Apprenticeable Skilled Trades occupations shall be ninety (90) days unless extended by mutual agreement of the Company and the Union, and the employee shall be hired at 80% of the maximum rate of the pay grade for the first ninety (90) days of actual work.

After the probationary period is satisfied, the employee shall be paid:

1) Eighty percent (80%) of the maximum rate of the pay grade for the next nine hundred seventy-five (975) hours of actual work.
2) Eighty Five percent (85%) of the maximum rate of the pay grade for the next nine hundred seventy-five (975) hours of actual work.
3) Ninety percent (90%) of the maximum rate of the pay grade for the next nine hundred seventy-five (975) hours of actual work.
4) Ninety Five percent (95%) of the maximum rate of the pay grade until the completion of the apprenticeship program.

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5) Upon completion of the Non-Apprenticeable Training Program, the employee shall receive the maximum rate of the pay grade.

Each increase shall be effective at the beginning of the first pay period following the completion of the required number of hours of actual work.

In cases where a prospective new hire has proven, documentable on-the-job experience on the types of equipment and processes used at **Fairfield** Lafayette and demonstrates that ability during the probationary period, after review by the Joint Committee, the Company may adjust the hire-in-pay upward to compensate for this experience. Such an employee's pay rate shall be in accordance with one of the steps listed above and shall be increased in accordance with the schedule above.

Section 5.2 – Rate Progression for Apprenticeable Occupations

The Skilled Trades rate progression for Apprenticeable occupations shall be as follows:

The probationary period for Apprenticeable Skilled Trades occupations shall be ninety (90) days unless extended by mutual agreement of the Company and the Union, and the employee shall be hired at 75% of the maximum rate of the pay grade for the first ninety (90) days of actual work.

After the probationary period is satisfied, the employee shall be paid:

1) Eighty percent (80%) of the maximum rate of the pay grade for the next one thousand nine hundred fifty hours (1950) of actual work.
2) Eighty Five percent (85%) of the maximum rate of the pay grade for the next one thousand nine hundred fifty hours (1950) of actual work.
3) Ninety percent (90%) of the maximum rate of the pay grade for the next one thousand nine hundred fifty hours (1950) hours of actual work.
4) Ninety Five percent (95%) of the maximum rate of the pay grade until the completion of the Apprentice Program.
5) Upon completion of the Apprentice Program, the employee shall receive the maximum rate of the pay grade and Journeyman status.

Each increase shall be effective at the beginning of the first pay period following the completion of the required number of hours of actual work.

In cases where a prospective new hire has proven, documentable Skilled Trades experience on types of equipment and processes used at **Fairfield** Lafayette or is a certified Journeyman and demonstrates that ability during the probationary period, after review by the Joint Committee, the Company may adjust the hire-in-pay upward to compensate for this experience. Such an employee's pay rate shall be in accordance with one of the steps list-ed above and shall be increased in accordance with the schedule above. It is understood that after the probationary period, a new hire with Journeyman status will be paid the maximum rate of the pay grade for the occupation.

Section 5.3 – Additional Pay

Employees in the Skilled Trades classification shall have the following opportunities for additional pay:

a) An employee who agrees to accept an assignment on the second or third shift when his/her seniority would entitle him/her to a first shift assignment will be eligible for an additional $ 1.00 per hour premium pay for all hours worked on the second or third shift.

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b) Team Leader: Assists in resolving safety, quality, productivity, technical, and training issues as well as continuous improvement activities. Plans, schedules, and assigns work, performs process troubleshooting, and is responsible for the training of members in his/her team. The parties' expectation is that the average size of a team for which a Team Leader will be responsible will be between 7 and 13 employees. Team Leaders shall be eligible for an additional **$1.50** per hour.

After the Company determines that a need for such position exists in a particular department and classification, Team Leader position(s) shall be posted on **department communication boards**. Employees from the team to be led who wish to apply for the position shall submit a cover letter and resume to Human Resources. A joint selection committee shall be established consisting of one (1) member of management, one (1) member of the bargaining unit, one (1) Committeeman, and (1) member of Human Resources. The Committeeman and Human Resources representatives shall be the co-chairpersons of the joint committee. In the event a consensus cannot be reached among the joint selection committee on the successful applicant, management shall have the final authority to make the appointment.

Article 6 – OUTSIDE CONTRACTING

It is the Company's intent to utilize its own employees, whenever possible, to perform the work normally performed by its Skilled Trades employees; provided, however, that it has the necessary manpower, skills, equipment and facilities to do so and that the work can be done competitively in regard to quality, cost and performance and be completed within the necessary time limits.

The local Union shall be informed of decisions to contract work out that has typically been performed by Skilled Trades employees and agrees to meet bimonthly with the local Union President and the Skilled Trades Committeeperson to inform the Union of decisions involving the contracting out of such work, the reason(s) for such decisions, the amount of work involved and the projected impact on current bargaining unit employees. Should the situation arise that a contractor is needed for longer than three (3) months to perform work normally performed by Skilled Trades employees, the Joint Skilled Trades Committee may request the addition of Skilled Trades employees. Management will establish and revise staffing requirements based on operational requirements.

Should a situation arise where a reduction-in-force is necessary, currently outsourced work will first be reviewed with the local Union President and the Skilled Trades Committeeperson for the possibility of being returned in order to eliminate the need for or reduce the size of the reduction-in-force.

If the Skilled Trades Committeeperson believes that overtime opportunities are being unreasonably limited due to outside contracting, the Plant Manager will meet with the Local Union President and Skilled Trades Committeeperson to discuss.

However, nothing in this Agreement shall be construed to preclude, limit or delay the sub-contracting or contracting out of work by the Company where it decides to do so.

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