

current edition of the Rand-McNally Standard Highway Mileage Chart. Where a fraction of 350 occurs, a full day is added if the fraction is greater than 1/2 (greater than 175 miles). Nothing is added if the fraction is 1/2 or less.

4. Travel time by rail or air shall not exceed that of the scheduled carrier.
5. An employee traveling as a passenger in an automobile used for an authorized trip does not receive mileage allowance. The driver's name must be stated on the Travel Order.
6. If dependents travel with an employee by public transportation, actual cost is paid on the same basis provided the employee. If travel of the employee and dependents is by automobile, no additional mileage allowance is paid because of the dependents riding as passengers.
7. If the dependents do not travel with the employee, actual costs of public transportation are paid on the same basis as provided for the employee. If the dependents travel by personal automobile, the same automobile mileage allowance is made as if it had been driven by the employee. No additional mileage allowance is paid for other dependents riding with the driver.
8. Under no circumstances will mileage allowance be paid an employee for transportation of themselves and their dependents on more than two automobiles.

#### C. Relocation Allowance

No per diem subsistence or other expenses are paid an employee placed on a permanent travel assignment, except as listed below:

1. An employee with dependents is entitled to a relocation allowance for miscellaneous and incidental expenses (M&IE), in accordance with the per diem rates set forth by the Federal Government, plus reasonable actual lodging expense until the employee acquires their off-site residence, but not to exceed thirty (30) calendar days plus actual travel time.
2. An employee with no dependents is entitled to a relocation allowance for miscellaneous and incidental expenses (M&IE), in accordance with the per diem rates set forth by the Federal Government, plus reasonable actual lodging expense until the employee acquires **their** off-site residence, but not to exceed fifteen (15) calendar days plus actual travel time.
3. An employee who concurrently takes their dependents with them or whose dependents subsequently join them on their permanent travel assignment through the application of Paragraph F below is entitled to a relocation allowance for miscellaneous and incidental expenses (M&IE), in accordance with the per diem rates set forth by the Federal Government, reduced to 75% of the per diem amount for their spouse and for each dependent child 12 years of age or older, and reduced to 50% of the per diem amount for each dependent child under 12 years of age plus reasonable actual lodging expense for dependents. The employee is entitled to this allowance for dependents only at the time

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dependents are physically relocated. These allowances are paid until the employee acquires their off-site residence, but not to exceed thirty (30) calendar days plus actual travel time.

#### D. Movement of Household Goods

The following costs only will be paid:

1. Actual normal packing, drayage and transportation expenses including all risk insurance for present day replacement value less normal depreciation of household goods, not to exceed 11,000 pounds gross, plus storage expenses at point of origin or point of destination (but not both) for a maximum total of thirty (30) calendar days.
2. Expedited service charges made by van line carriers for handling shipment of household goods and furniture of less than 5,000 pounds.
3. Trailer rental fees up to, but not exceeding, the cost of van line charges for the maximum weight limit.
4. Drayage charges for moving household furniture from storage to place of residence.
5. Receipts covering moving expenses must be attached to Travel Reports.
6. Thirteen cents (13¢) per mile will be paid, which is in addition to the mileage allowance for travel by personal automobile, if an individually owned utility trailer is towed by the employee for the purpose of moving personal effects.

#### E. Movement of Housetrailers

1. If in lieu of movement of household goods, a house trailer is transported by common carrier, reimbursement will be made for actual cost, but not to exceed what it would have cost to transport 11,000 pounds gross of household goods by common carrier and provided no other household moving costs are paid.
2. The current allowable mileage reimbursement rate as defined by the Internal Revenue Service (IRS), per mile will be paid, which is in addition to the mileage allowance for travel by personal automobile, if a housetrailer is moved by the employee and no other household moving costs are paid.
3. There is no allowance provided for preparation for movement, or damage, repair or service to housetrailer and/or its contents.

F. Dependents of an employee on a permanent travel assignment who subsequently join them on such assignment may, upon prior approval of the Company, qualify for transportation, travel and relocation allowances under this Section V, provided they move to the new location with an intent to relocate within an eleven (11) month period following the start of the employee's assignment.

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#### G. Consecutive Permanent Travel Assignment and Other Business Travel

1. An employee moving from one permanent off-site assignment to another is eligible for benefits provided under Paragraphs B, C, D, E, and F above.

#### H. Other Business Trips

1. An employee who is required to go on temporary assignment away from his established place of residence is entitled to allowances specified in Article Twenty-Three of the Company-Union Agreement.

#### I. Return From Permanent Off-Site Assignment

1. Employees permanently transferred from the off-site base to the Fort Worth, Texas, facility under the provisions of this Agreement shall be eligible for benefits under the provisions of Paragraphs B, C, D, E, and F above.

#### J. Change From Temporary Assignment Of Less Than Eleven Calendar Months To Permanent Travel Assignment

1. If an employee is placed on a temporary travel assignment under the provisions of Article Twenty-Eight of the current Company-Union Agreement and it later is decided by the Company to convert the employee's travel status to permanent assignment to an off-site base, and the employee volunteers for such assignment, the employee's dependents will be eligible to be moved and relocated under the provisions of this Article.

#### K. Employee Termination

1. An employee transferred to an off-site base, or transferred from one off-site base to another who terminates their employment within six (6) months from the date they report for work at the location to which transferred, will be required to reimburse Lockheed Martin for all expenses incurred by the Company in connection with his transfer except for the cost of their own personal transportation.

- L. Complaints regarding the interpretation and/or application of this Section V shall not be subject to the Grievance Procedure or arbitration but shall be referred to the Vice President of Human Resources by the I.A.M. District President.

### **VI. General Provisions Applicable to the F35 Flight Test Program at Off-Site Locations**

For flight test operations, the F-35 Program is committed to utilize an integrated company and military workforce concept similar to the approach utilized on the F-22 flight test program. Thus, persons employed by other elements of Lockheed Martin, its subcontractors, or other companies, including but not limited to, BAE Systems, LM Aero – Palmdale, and Northrop Grumman, or their subcontractors, as well as U. S. military personnel may perform work within an integrated work crew, on the same aircraft, and under a unified management command, reporting to the same crew

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chief. Further, other persons from these same business entities, as well as U. S. military personnel, may from time to time join the integrated work crew for the purpose of on-the-job training, knowledge transfer, and skill certification purposes. The Company may also utilize Lockheed Martin personnel or its subcontractor personnel, regularly assigned to other sites, to support F-35 flight test operations as necessary.

The parties recognize the necessity for maximum flexibility, efficiency and cost affordability in making work assignments and assigning employees to perform duties set forth in job descriptions of other classifications at domestic offsite locations. Therefore, the normal duties of any employee may include work of other job classifications. Further, it is understood that only the following classifications will be utilized at Edwards Air Force Base and Patuxent River Naval Air Station, and that employees working at these locations will be assigned to one of the below listed classifications which appropriately matches their primary work assignment.

**DOMESTIC OFFSITE CLASSIFICATIONS AND PRIMARY WORK ASSIGNMENTS FOR THE F35/F16/F22 FLIGHT TEST PROGRAMS:**

- Field & Service Mechanic – OS: For all field and service aircraft work historically performed under this labor a Agreement, to include off-aircraft mechanical work such as fabrication of, or machining of parts, or painting, etc.
- Avionics and Instrumentation Technician – OS: For all avionics, instrumentation, and electronics aircraft work historically performed under this labor a Agreement
- Inspector – OS: For all inspection work historically performed under this labor a Agreement
- Material Handler– OS: For all material handling work historically performed under this labor a Agreement t.
- Ground Support Mechanic – OS: For all ground support equipment work historically performed under this labor a Agreement.

The parties acknowledge that the employees assigned to F-16, F-22 and F-35 Test Flight Programs at EAFB shall have combined seniority for purposes of regression only, as indicated below.

<u>F-16 &amp; F-22 Classifications</u>	<u>F-35 Classifications</u>
Field & Service Mechanic	Field & Service Mechanic OS
Avionics Technician	Avionics & Instrumentation Technician- OS
Instrumentation Mechanic	
Inspector Flight Operations	Inspector OS
Material Handler	Material Handler OS
Maintenance Mechanic	Ground Support Mechanic OS

<u>F-35, F-16, &amp; F-22 Classifications</u>
Field & Service Mechanic - OS
Avionics & Instrumentation Technician- OS

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<b>Inspector - OS</b>
<b>Material Handler - OS</b>
<b>Ground Support Mechanic - OS</b>

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## ARTICLE THIRTY DURATION

Section 1. This Agreement shall become effective on ~~11 July 2016~~ **25 April 2022**, and shall remain in force until 11:59 p.m. on ~~10 Apr 2022~~ **13 June 2027** **14 June 2026** and at the end of each year period thereafter, this Agreement shall be renewed automatically for periods of one (1) year unless either party gives written notice of interest to terminate or amend same at least sixty (60) days prior to the renewal date.

Section 2. In the event notice to amend is properly given by either party, the parties shall simultaneously exchange their written notice to amend within ten (10) days following their first meeting.

Section 3. Negotiations concerning amendments to this Agreement shall commence not later than forty-five (45) days or sooner than sixty (60) days before the end of the contract period in effect when the notice of desire to amend is given. During said negotiations this Agreement shall remain in full force and effect, except that it may be terminated by either party upon thirty (30) days' notice in writing as hereinafter provided. During said thirty (30) day period, negotiations shall continue at the request of either party.

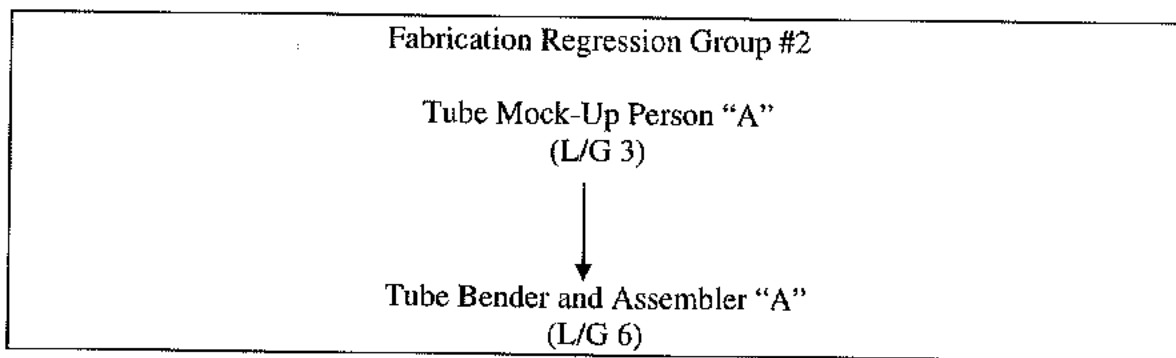
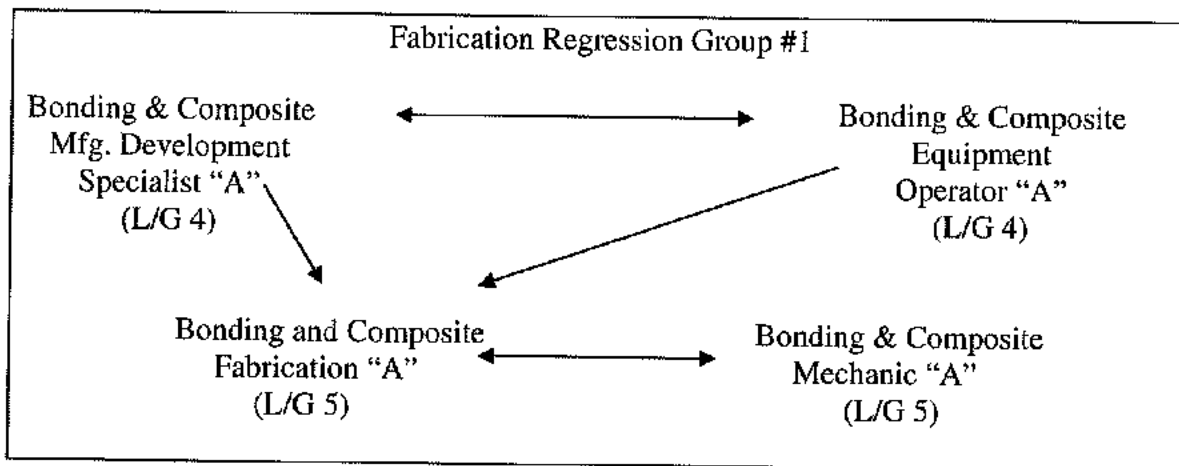
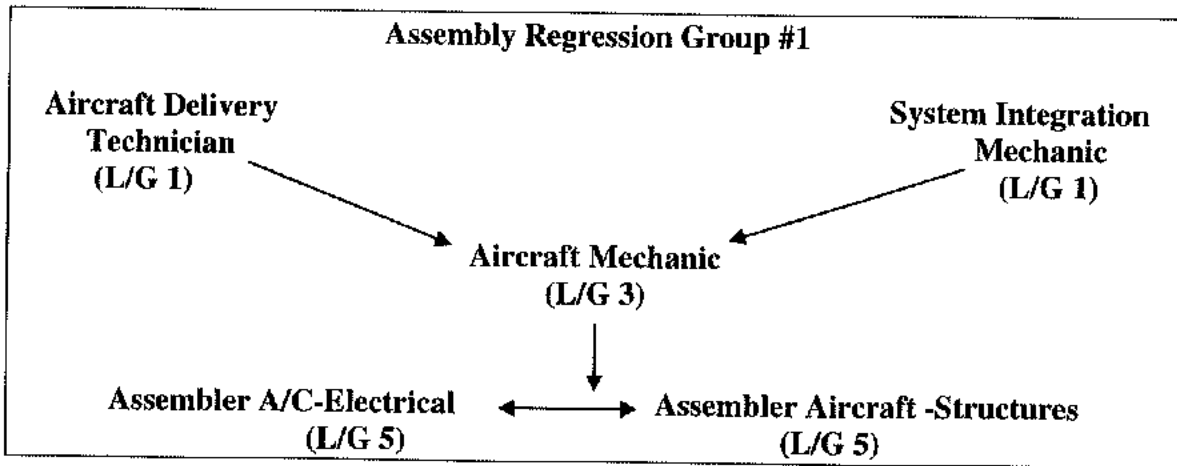
Section 4. In the event that one party serves a notice of desire to terminate in accordance with this Article and the other party serves a notice of desire to amend in accordance with this Article, negotiations concerning said amendments shall be undertaken as provided in Section 3 of this Article. During negotiations this Agreement shall continue in full force and effect unless, after the commencement of negotiations, a written thirty (30) day notice of termination is given by either party, provided that the termination date established by such notice does not occur sooner than the next renewal date. The parties may by mutual agreement extend such termination date, it being recognized that a notice of dispute under Section 8, Sub-Section (d) (3) of the Labor Management Relations Act of 1947, shall be due thirty (30) days prior to an agreed to or established expiration date, that is, simultaneously with the thirty (30) day notice of termination required during negotiations to cause termination of the Agreement.

Section 5. This Agreement supersedes and renders void all previous agreements, including the Agreement effective ~~2 July 2012 until 10 July 2016~~ **11 July 2016 until 10 April 2022**, whether written or oral, between the parties.

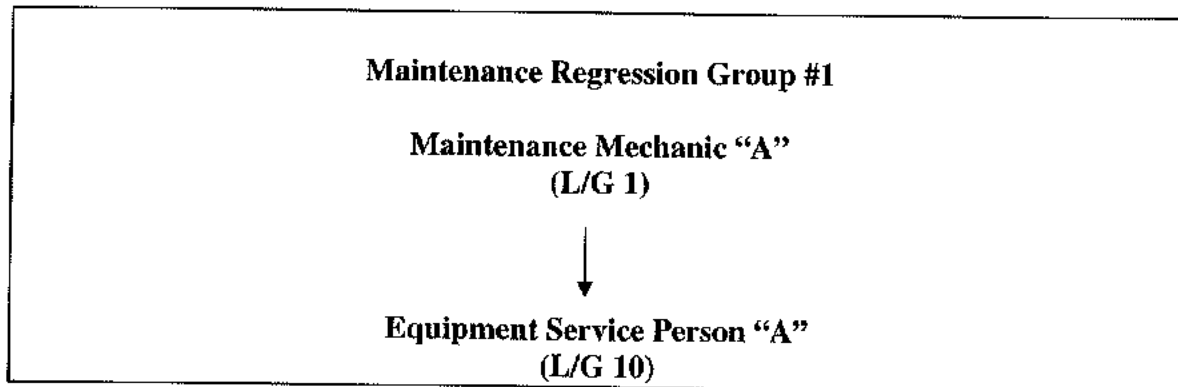
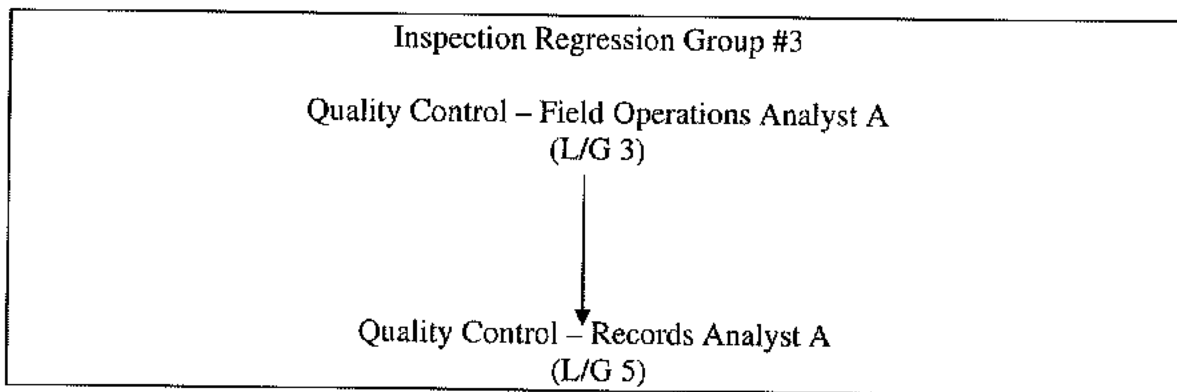
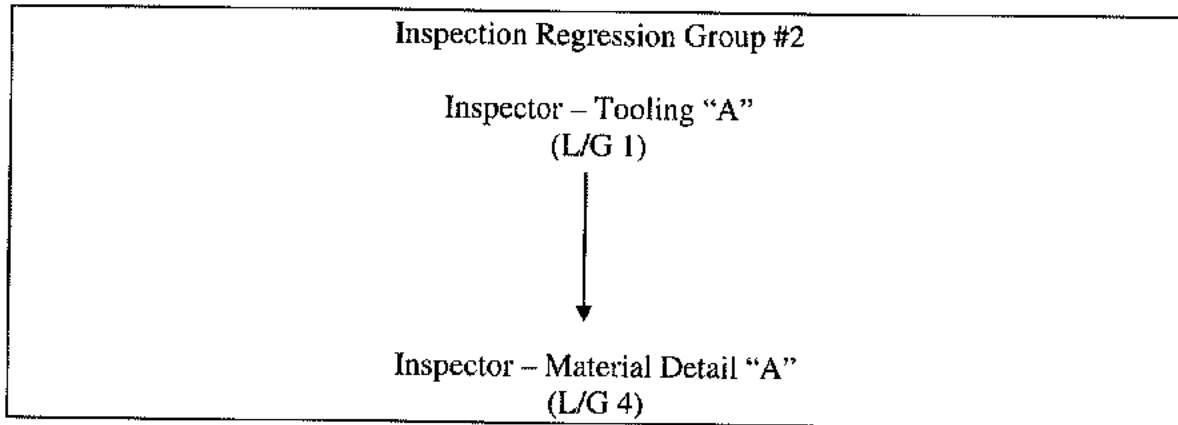
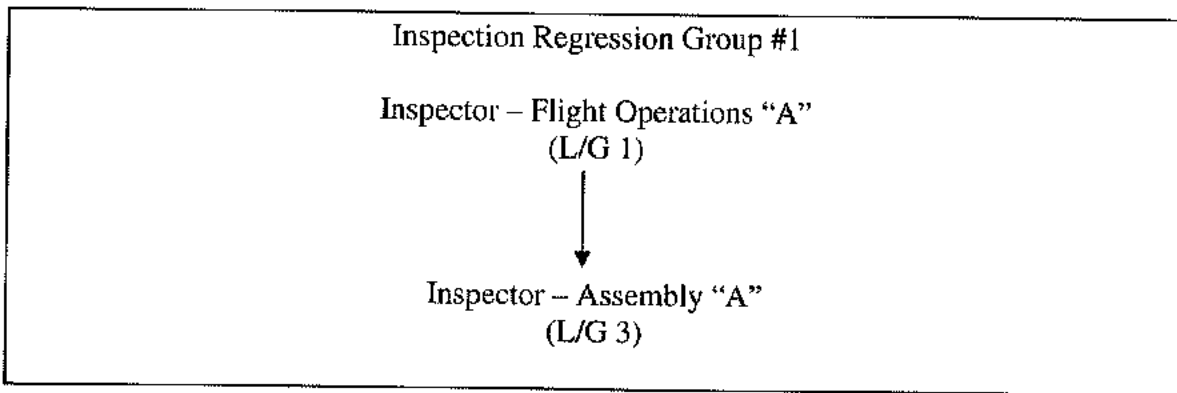
Section 6. "Contract Re-affirmance" – Effective ~~10 July 2019~~ **25 April 2025** the parties shall expressly reaffirm this Agreement for its remaining stated term through ~~10 April 2022~~ **13 June 2027** **14 June 2026**.

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APPENDIX E  
REGRESSION GROUPS

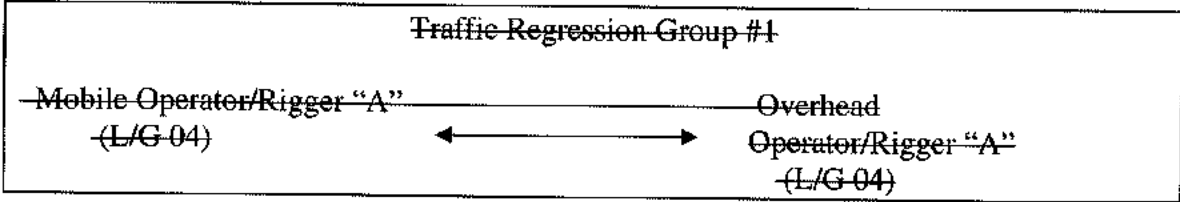
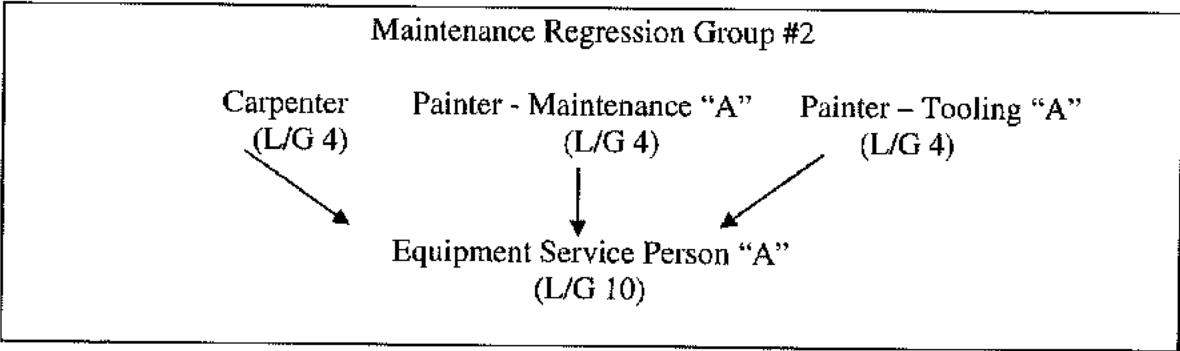


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No. 18

DEPARTMENT 080-D

Employees classified as Crater Packer and Packaging Planner "A," in department 080-D will not be considered part of Department 080 for Article Eight (Seniority).

These employees will be considered to be in Department 080-D for all other contractual purposes.

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**No. XX**  
**EMPLOYEE DISCIPLINE**

~~Section 1. The Company maintains the right to discipline employees and shall apply the following categories when doing so: work performance, employee conduct, or attendance. Attendance discipline will be administered as provided in the Attendance Control Program. It is solely within the Company's discretion, without redress to the parties' grievance/arbitration procedures, to determine which category of discipline shall be administered.~~

~~Section 2. While the Company will generally impose progressive discipline within an individual category, the Company, at its discretion, may impose discipline at any step depending on the nature and severity of an employee's action(s) or violation(s). An employee's record within the preceding twenty-four (24) active service-month period will be considered in instances of progressive discipline. For any disciplinary action issued by the Company, employees will be provided with written notification containing the following:~~

- ~~a) The category of discipline;~~
- ~~b) The behavior, conduct, and/or work performance inconsistent with Company expectations; and,~~
- ~~c) The level of discipline~~

~~Section 3. An employee may be suspended without pay pending the outcome of an investigation for which the employee is the subject of investigation.~~

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