

COLLECTIVE BARGAINING AGREEMENT
BETWEEN



AND



District Lodge 171

And Its

Local Lodge #463

Little Rock AFB

Effective: January 1, 2024 through December 31, 2026

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PREAMBLE

This Agreement is effective January 1, 2024, by and between NOVA Technologies, an Employee-Owned Engineering Company, hereafter referred to as the “Company,” District 171, and Local Lodge 463 of the International Association of Machinists and Aerospace Workers, hereafter referred to as the “Union”.

ARTICLE 1: RECOGNITION

The Company recognizes the Union, its designated agents and representatives, its successors and/or assigns, as the sole and exclusive collective bargaining agent on behalf of all of the employees of the Company within the bargaining unit as hereinafter defined, with respect to wages, hours, and all other terms or conditions of employment.

All full-time and regular part-time employees listed in the classifications identified in ARTICLE 28 employed by the Company and employed under Government Contract # FA8621-14-C-6338 with regard to the C-130J Maintenance and Aircrew Training System (MATS) Operation and Sustainment (O&S) Support Program for the United States Air Force located at the Little Rock Air Force Base, Arkansas facility, National Labor Relations Board Case Numbers 26-RC-8022 and 26-UC-195, but excluding all other employees, including office clerical employees, professional employees, guards and supervisors as defined in the National Labor Relations Act, as amended.

ARTICLE 2: NON-DISCRIMINATION

The Company and the Union separately and jointly recognize their obligation to abide by those state and federal laws relating to equal employment opportunity and nondiscrimination. The Agreement shall be applied fairly and shall not in any way be used to discriminate against employees on account of race, color, religious affiliation, gender, sexual orientation, age, national origin, veteran or disability status, and any other category protected by state or federal law. It is understood in this Agreement that whenever employees or jobs are referred to in the male or female gender, it shall be recognized as referring to both male and female employees.

ARTICLE 3: MANAGEMENT RIGHTS

Except as specifically limited by the Agreement, management of the Company, and the direction of the work force, including but not limited to the services performed, the location of the work force, the schedules and fair standards of employee performance, the schedules and hours of shifts, the methods, processes, and means of providing services, materials to be purchased, the right to hire, promote, demote and transfer employees, the establishment of reasonable rules of conduct, the discharge or discipline of employees

for just cause, and the maintenance of efficiency of employees, are the sole and exclusive rights and responsibilities of the Company.

Except as set forth in specific language contained in this Agreement, employees shall be subject to the Company's Policies and Procedures Manual, as may be amended from time to time by the Company with prior notice to the Union, provided, however, that any change in the Policies and Procedures Manual is subject to the Grievance and Arbitration procedure.

ARTICLE 4: SUBSTANCE ABUSE POLICY

The Company and the Union are committed to providing employees with a drug-free and alcohol-free workplace. It is our goal to protect the health and safety of employees and to promote a productive workplace, and to protect the reputation of the Company, Union and employees.

Consistent with these goals, the Company prohibits the use, possession, testing positive for, distribution or sale of illegal drugs, or drug paraphernalia or alcohol on Company premises. A program of testing will be administered in accordance with the Company's drug and alcohol policy.

ARTICLE 5: DUES CHECK-OFF

Agency Shop: The parties agree that if and when Little Rock AFB is legally determined to be a FEDERAL ENCLAVE, the parties will implement an agency shop. Upon receipt of a signed authorization form from the employee involved, the Company shall deduct from the employee's pay the Initiation and/or reinstatement fees and dues payable by him to the Union during the period provided for in said authorization. The amount will be certified by the Financial Secretary of the Local Lodge and dues payable from the first pay of the employee after receipt of the authorization. Deductions shall be made on account of Union dues from the first paycheck of the employee after receipt of the authorization and weekly thereafter.

ARTICLE 6: UNION AND COMPANY RELATIONS/SHOP STEWARDS

Business Representatives – Access to Site: The Business Representative of the Union shall have access to the Company facilities where bargaining unit employees are normally assigned during working hours for the purpose of conducting legitimate Union Business pertaining to this Agreement including, but not limited to, the investigation and advising in the handling of grievances, and will not interfere with the normal conduct of the Company's operation. The Company will not impose regulations which will render the intent of this provision ineffective. The Union shall keep the Company currently informed

in writing of the name of the accredited Business Representative. The business representative shall notify the Site Manager or his designee prior to any visit to the various locations or site. The necessary Company badges and credentials will be given to the business representative. Visits shall be made subject to such regulations as may be made from time to time by the Company.

The Company recognizes and will work with accredited Union Representatives to resolve differences that may occur from time to time with respect to the terms and conditions of this Agreement. The Union will provide the Company the names of up to one (1) Chief Shop Steward and one (1) primary steward. The Chief and Primary Stewards shall be the last employees laid off from the CBU within their job classification.

ARTICLE 7: NO STRIKE-NO LOCKOUT CLAUSE

The Union agrees that neither it nor any of the employees in the bargaining unit covered by this Agreement will collectively or individually engage in or participate in any strike, sympathy strike, boycott, picketing, sickout, sit-down, walkout, slowdown or stoppage of work. The Company agrees that during the term of this Agreement it will not lock out any of the employees covered by this Agreement.

ARTICLE 8: SECURITY

The Union recognizes that the Company may now have, or may incur in the future, obligations with respect to the security of information and materials under contract with the Government.

The Union agrees that nothing contained in this Agreement shall place the Company in violation of security agreements with the Government.

It is understood by and between the parties hereto that as a necessary condition of continued employment, employees shall be subject to investigation for security clearance or national agency check and/or unescorted entry authorization under regulations prescribed by the Department of Defense, or other agencies of the United States Government on government work, and that denial of such clearance and/or unescorted entry authorization by such governmental agency shall be cause for discharge from the Company due to inability to meet job requirements.

It is understood that there shall be no liability on the part of the Company for any discharge growing out of the denial of clearance and/or unescorted entry authorization by the United States Government.

The Company will reinstate the seniority of an employee who is denied security clearance or site access that is reinstated by the Federal Government. A non-probationary

employee who loses his security clearance or site access for any reason will not lose his seniority until final adjudication of his appeal. Any employee whose seniority is reinstated under this provision will be reinstated in his previously held occupational title.

ARTICLE 9: ENTIRE AGREEMENT

This Agreement expresses the complete understanding of the parties on the subject of wages, hours of labor, and terms and conditions of employment. However, this Agreement may be amended in writing by mutual agreement at any time. For purposes of this Agreement, the contract includes the C-130J MATS O&S Support Program.

Due to the critical nature of the C-130J MATS O&S mission it is understood and agreed that U.S. Air Force personnel and Company engineering and supervisory personnel will be required to provide operational support in wage rate classification listed in ARTICLE 28: WAGE RATE SCHEDULE as deemed necessary by the Company, in support of the C-130J MATS O&S national defense mission. The Company recognizes its obligation not to abuse the normal assignment of regularly scheduled work to the appropriate classifications.

The Union acknowledges the responsibilities of the Company's operation as they are related to the support of the United States Air Force objectives. The parties realize the United States Air Force may, from time to time, make unusual and immediate demands in conjunction with support requirements. Consequently, all personnel may be called upon to perform whatever duties are required for adequate performance of support requirements for the mission and operational capabilities for C-130J MATS O&S.

ARTICLE 10: MISCELLANEOUS PROVISIONS

10.1. Safety

The Company and the Union shall use every effort to assure compliance with established state and Federal safety and health rules. The Union will designate its steward(s) as the representative(s) to any safety committees or councils.

10.2. Change of Address

Employees are responsible for notifying the Company of their proper mailing address and current phone number. Laid off employees are also responsible to notify the Company of their proper mailing address and current phone number to maintain recall rights. The Company shall be entitled to rely upon its records and shall be held harmless for any action that may arise out of said reliance.

10.3. Availability

The Union recognizes that due to the vital National Defense mission of the C-130J MATS O&S it is essential that all mission essential personnel report in emergency situations. Although no personnel on this Program are considered mission essential to base operations as of the date of this Agreement, the Parties recognize and agree that they may be designated mission critical at any time by the Government.

10.4. Resignation

Employees are requested to give at least ten (10) working days' notice of intent to resign.

10.5. Part-Time Employees

The Company may, providing there are no employees on active layoff status in the classification, to accommodate schedule requirements, hire part-time employees specifically to work a daily or weekly work schedule which is less than the current regular normal workday or workweek.

10.6. Bulletin Board

The Company will provide one (1) bulletin board for the posting of Union notices to be located in building 620. Only notices pertinent to the Union at this facility (notices concerning Union meetings, Union elections, results of Union elections, etc.), which have been authorized by the President or Secretary of the Union, will be posted. Notices must be given to and approved by the Company's Site Manager or his designee prior to posting. Union notices will not be unreasonably denied.

10.7. Employee Assistance Plan (EAP)

The Company will continue to provide an Employee Assistance Plan in accordance with its policies and procedures. Contact information will be provided for posting on the bulletin boards.

10.8. Performance of Work

Supervisors and other non-bargaining unit employees will not normally perform the duties of employees in the bargaining unit, except in emergency situations, for currency, or for the purpose of instructing employees. Supervisors or other non-represented employees are not to perform any bargaining unit work solely to prevent a bargaining unit employee from earning overtime.

10.9. Dress Code

Employees are expected to present a neat and professional appearance at all times. A mustache/beard is permitted as long as it is neatly trimmed and well groomed. The Company may require employees to wear shirts with a Company logo. Employees will receive two hundred dollars (\$200.00) taxable once per year for the purpose of buying shirts with the Company logo or approved alternative. Probationary employees will

receive the amount as stated above at the completion of their probationary period in their next payroll cycle.

10.10. Emergency Leave

Personnel will be afforded up to three (3) days (24 total hours) of emergency leave to manage any family emergency without pay.

10.11. Abnormal Plant Shutdowns/Inclement Weather

The Company will compensate employees, who are sent home, as directed by the Company, for those periods of time when safety stand-downs, government/customer shutdowns, government mandated holidays, periods of national mourning, or other Acts of God necessitate a partial workday(s) or temporary closing of facilities. In the event of official base closure, only the Government may direct the employee(s) to remain on site to perform essential duties. The employee(s) who remain will be chosen based upon seniority. These employees will receive pay at one and one half (1½) times the regular straight time rate plus shift differential if applicable for all hours worked.

In the event the 714th training squadron shuts down (i.e. power outage, gas line leak, early release, list not inclusive) the employees will be granted an excused absence with straight-time pay and allowed to vacate the training squadron.

ARTICLE 11: NEW JOBS

When new bargaining unit jobs are required that cannot be properly performed within an existing job classification, the Company will notify the Union of the new job classification and the rate of pay assigned to that new classification requirements. The Company and the Union will meet to negotiate the rate of pay prior to the Company establishing the new classification and rate of pay.

The Company has the right to determine the job qualifications of all positions. Copies of job descriptions and required qualifications shall be retained by the Company and shall be made available to employees upon request. The Union shall be advised, in writing, of any revisions or modifications of job descriptions or qualifications.

ARTICLE 12: TECHNOLOGICAL CHANGE

The Union will be given advance notice of any intended technological changes affecting the work of the bargaining unit. An opportunity will be given to the Union to discuss the impact of such changes with the Company prior to their implementation.

ARTICLE 13: PROMOTIONS

The Company will endeavor to transfer employees to higher paid positions from within the bargaining unit if available employees have the skill and ability necessary to do the work. If two (2) or more employees are eligible and express an interest, selection will be made on the basis of seniority and qualifications. If two (2) employees are qualified, seniority must be the prime selection factor.

The Company will notify the Union of any openings to be filled within the Bargaining Unit prior to filling the position.

Promoted employees will be considered probationary in the new position for ninety (90) days after upgrading. During this period, the Company may, at its sole discretion, reclassify the employees to their former occupations if it is determined by the Site Manager or his designee that the employee is not meeting the qualifications for that job classification. Likewise, within ninety (90) days of being assigned to the new job classification, an employee may choose to return to his former job classification without prejudice.

The Company may temporarily promote an employee to perform in a higher paid classification. The employee shall receive the rate of the higher occupation if he works for a minimum of four (4) hours per day in that classification. Employees selected for temporary promotion will be selected on the basis of qualifications as determined by the Company.

ARTICLE 14: DISCHARGE AND DISCIPLINARY ACTION

The Company shall have the right to discipline employees for just and proper cause by reprimand, suspension without pay or discharge for violation or infraction of the Company rules. The Company agrees to notify the Union, in writing, of any action taken under this section.

The disciplined employee is entitled to Union representation and will be notified of this right prior to discipline, if possible.

ARTICLE 15: SENIORITY

15.1. Probationary Period

Any employee who has been in the employment of the Company for ninety (90) consecutive calendar days shall be considered a Seniority Employee of the Company. During the probationary period the employee shall be subject to layoff, discipline, or discharge at the sole discretion of the Company, and such action shall not be subject to the grievance and arbitration procedures.

The probationary period may be extended by mutual agreement between the Company and the Union

Definitions:

- a) Seniority is defined as including the whole span of continuous service with the present contractor, or successor, and with predecessor contractors, in the performance of similar work at Little Rock AFB.
- b) Using the last four (4) digits of the employee's SSN will break ties when seniority dates are the same: Larger SSN number is more senior on the list.
- c) Seniority will not be broken for: (1) periods of approved absence with leave, (2) periods of layoff due to lack of work, (3) periods of absence due to injury or illness. Periods of absence set forth in (2) and (3) shall not exceed twenty-four (24) months. In the case of occupational injuries, continuous employment will be for the length of the disability.
- d) Part-time employees are eligible for any contractual seniority rights.
- e) New positions or assignments will be offered to the most senior employee for that position or assignment as outlined in ARTICLE 13: PROMOTIONS.
- f) If the Government grants a waiver, additional qualifications will not be the cause of displacement of other bargaining unit members from their regularly assigned work nor will it be the cause for a reduction in force.

15.2. Loss of Seniority

All seniority of any employee shall terminate if the employee:

- a) Resigns.
- b) Is discharged for just cause.
- c) Is on layoff status in excess of twenty-four (24) months.
- d) Is barred by the customer's written order or whose security clearance has been revoked and is not legally reinstated. This paragraph is subject to the conditions noted in ARTICLE 8: SECURITY.
- e) Refuses recall within their classification.

15.3. Seniority List

A seniority list will be maintained by the Union and will be made available to the Company semi-annually. The Company will also furnish a list to the Union reflecting new hires or rehires, their classification, their date of hire, and termination or layoff dates.

ARTICLE 16: EMPLOYEES TRANSFERRED OUT OF BARGAINING UNIT

An employee who has established seniority rights within the bargaining unit and who is transferred to a position on the C-130J MATS O&S program not covered by this Agreement shall retain seniority rights for a period of ninety (90) days.

An employee who is permanently transferred to a Company facility other than the C-130J MATS O&S site, will lose bargaining unit seniority rights.

ARTICLE 17: LAYOFFS AND RECALLS

When it becomes necessary to reduce the number of employees in a classification, senior employees will be offered the opportunity to accept a lay off status before the employees in the classification shall be laid off in accordance with their seniority. Senior employees will be provided bump rights to equal or lower classifications, within their group, if they meet all of the requirements of the position and are able to demonstrate within ten (10) workdays the skills required to perform the job. With mutual agreement the timeframe can be extended an additional ten (10) workdays.

Employees exercising bump rights must notify the Company in writing within seventy-two (72) hours of the layoff notification. Bumped employees must notify the Company in writing within seventy-two (72) hours of their layoff notification. Employees who fail to demonstrate the skills necessary to perform in that job classification will be returned to lay off status.

17.1. Layoff Notice

The Company agrees to give four (4) weeks' notice (when possible) to both the Union and employees affected.

17.2. Recall

Employees laid off will be recalled as follows:

1. Laid off employees will be recalled, by classification in the inverse order of their layoff.
2. The Company will send recall notices by certified mail to employees' last official address. The employee has five (5) working days after receipt of the notice to accept reemployment.

3. If no laid off employees in the classification who are recalled accept re-employment, then laid off employees outside the classification, but within the group, who are qualified in the classification, will be recalled as in (1) above.
4. New employees will be hired if no laid off employees in the effected classification, within the group, accept re-employment as outlined in this article.

ARTICLE 18: ADJUSTMENT OF GRIEVANCES

“Grievance” shall mean, and be limited to disputes of differences between the Company and the Union, or employees so represented, with respect to the interpretation or application of any specific provision of this agreement. Both parties agree to use their best efforts, including informal meetings involving Management and the Grievant, to resolve matters without resorting to the grievance procedure except that any such meetings shall not extend the time limits set forth in this Article. In the event such informal methods do not resolve the grievance, all grievances shall be reduced to writing and processed in accordance with the following steps.

Step 1: The employee(s), with their steward, shall bring any alleged violation of the Agreement to their Supervisor within five (5) working days after the date the grievance arose. In the event an employee is unavoidably absent due to illness or injury, or unavailable due to vacation or other approved reasons, the employee’s Union representation may bring the grievance to the Supervisor.

Step 2: If the issue is not resolved in Step 1, the employee(s) can file a written grievance on the appropriate form with the Site Manager within five (5) working days after the Step 1 meeting or teleconference, and a teleconference will be arranged within five (5) working days. The Site Manager will give a written response to the Steward within five (5) working days after the Step 2 teleconference.

Step 3: Any grievance which has not been settled pursuant to Steps 1 or 2 of the Grievance Procedure, and which involves the interpretation or application of this Agreement, may be referred to arbitration by written notice from the grieving party to the other within ten (10) working days after the Step 2 decision. If the grieving party fails to submit a written notice to the other part demanding arbitration within ten (10) working days after the Company has rendered its Step 2 decision, such grievance, and the position taken by the grieving party, shall be deemed to have been waived. The time limits set forth in this Paragraph may be extended by mutual written agreement.

The parties shall, by mutual agreement, select an arbitrator. If the Company and the Union fail to agree upon an arbitrator, either party shall request the Federal Mediation and Conciliation Service to submit a list of seven (7) persons from which the arbitrator shall be chosen. The Union and the Company shall alternately strike one name from such list

(the party requesting arbitration shall strike the first name) until only one name remains and that person shall be the arbitrator.

The arbitrator shall have only the authority to interpret and apply the provisions of this written Agreement. The arbitrator has no power to add to, detract from, or change in any way the provisions of this Agreement, or to establish new terms and conditions of this Agreement. Neither party has the right to request arbitration on any subject matter not specifically covered in this written Agreement.

The decision of the arbitrator shall be final and binding on the Company, the Union, and the employee.

ARTICLE 19: HOURS OF WORK

The payroll workweek will begin at 00:00:01 hours (12:00:01 CST/CDT) on Saturday and end at 2400 hours (12:00 Midnight EST/EDT) on the following Friday. The normal workweek for each employee shall consist of five (5) consecutive days per week from Monday through Friday. The normal workweek will only be altered if the Air Force requires such a change. The Company will inform and discuss with the Union any changes to the normal workweek prior to implementation. If the Company is required to utilize an alternate workweek, employees assigned to such workweek will receive seventy-five cents (\$0.75) per hour above the employee's regular straight time. This premium will be paid for all hours worked by the employee during the workweek. Operational requirements permitting, employees will have the option of two consecutive days off when transitioning from alternate workweek to normal workweek schedule. Assignment to alternate workweek will be no less than thirty (30) days except when covering employee absences. The most senior employees will be given first opportunity to accept or refuse any assignment to the alternate workweek.

Work schedules other than those outlined above may be arranged by mutual agreement by all parties. A daily work schedule may begin on one calendar day and end on another.

Three (3) calendar days' notice will normally be given for schedule posting and changes. Work schedules or changes to the schedule may be made by mutual agreement of all parties.

Employees will be permitted, with manager's permission, to flex their normal scheduled hours.

ARTICLE 20: OVERTIME/CALLBACK

Overtime will be offered to full-time employees by seniority; if the senior employee turns down overtime it will then go to the next senior employee etc., at one and one-half (1½)

times the regular straight time rate, plus shift differential if applicable will be paid for time in excess of forty (40) paid hours in a work week.

With the concurrence of the supervisor (or his designee), employees on a regular schedule may alter their daily work schedule to complete forty (40) hours in less than five (5) days.

An employee who is called back by the Company to perform work after the end of his shift shall be paid at the straight time rate for the hours actually worked, or shall be paid a minimum of four (4) hours pay, whichever is greater.

Double-time shall be paid for all work performed on the seventh (7th) consecutive day of work. There shall be no duplication or pyramiding of overtime, shift differential or premium payments (e.g., there will be no overtime paid on overtime, shift differential, supplements, or premium pay).

ARTICLE 21: EXCUSED ABSENCE

Employees may, with Company approval, be granted excused absence without pay for a good cause stated in a written request submitted at least one (1) week in advance of said absence except in emergency situations. Continuous service credit and seniority shall accumulate during all leaves of absence described in this section unless otherwise provided in this Agreement.

21.1. Military Service, Duty and Payment

Any employee of the Company who is inducted into or recalled to military service of the United States and who by reason of such services is entitled under the law to be regarded as a veteran; shall upon his discharge and his receipt of a certificate of the satisfactory completion of his military obligation, be accorded all rights of The Uniformed Service Employment and Reemployment Rights Act of 1994.

21.2. Absence and Payment for Jury Duty

Full-time seniority employees who are required by proper court order or summoned to be absent from work in connection with jury duty will be paid the difference between the gross fee he received from the court and the earnings he would have received for a regular scheduled eight (8) hour shift, had the employee not been required to be absent from work. Employees called for jury duty and released by the court with less than four (4) hours service must return to work. Payment will be made at the employee's regular straight time wage rate.

21.3. Temporary Absence for Disabling Illness, Injury

Full-time seniority employees have ninety (90) days or more of continuous service credit and who are found *and* certified by a physician to be unable to perform their regular

assigned duties with the Company because of disabling illness or injury, shall receive a leave of absence without pay, but with service credit and seniority accumulating while such condition continues. If the disability continues beyond twenty-four (24) months and the employee has not returned to work, the employee's service credit and seniority will be broken and terminated.

21.4. Absence for Union Business

Employees accepting full-time positions as Union representatives shall be given an automatic leave of absence without pay for the term of their office, or any renewal thereof, without loss of seniority rights and with the privilege of returning to their former position. Likewise, employees shall be granted short-term leaves of absence without pay for the purpose of attending Union conventions, meetings, etc., schedule permitting.

ARTICLE 22: HOLIDAYS

The following eleven (11) holidays will be provided: New Year’s Day, Martin Luther King Day, President’s Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus Day, Veteran’s Day, Thanksgiving Day, and Christmas Day.

When schedule dictates and with supervisory authorization, employees will be allowed to “float” a holiday to another day in the same calendar year. Any employee required to work on a holiday will be paid one and one-half (1½) times the regular straight time rate plus holiday pay.

ARTICLE 23: VACATION

Employees shall be eligible for vacation according to the following schedule:

Years of Service	Hours Accrued (Annual)	Hours Accrued (Per Pay Period)
0-3	Up to 80/yr.	3.077
4-9	Up to 120/yr.	4.615
7-10	Up to 160/yr.	6.153
11-14	Up to 180/yr.	6.923
15+	Up to 200/yr.	7.692

A prorated award of vacation credits are made to employees at the completion of each pay period in accordance with the schedule as listed in table above. Credit will be given for the employee's total length of service which is continuous with the Company, and other predecessor contractors who performed similar work, and was determined to be a

predecessor to the Company under the Service Contract Act. This includes hours lost due to temporary disability under Workmen's Compensation. In addition, if an employee returns from a medical leave, inactive status, within ninety (90) calendar days they will receive an adjustment to their base vacation for any accruals missed up to a maximum equal to three (3) monthly accruals at the rate they would have received. Under no circumstances will an employee receive more than three (3) total monthly accrual adjustments in a calendar year nor more than three (3) per medical leave when the leave takes place during parts of two calendar years. An employee whose medical leave exceeds ninety (90) days will not receive an adjustment for accruals missed but will begin to accrue vacation upon their return.

The hours will be granted (available to be taken) the following pay period. Vacation accrual rates are based on the employee's established anniversary date for vacation eligibility.

All vacation hours will be paid at the employee's current base rate of pay including all pay additives (shift premiums, COLA's, etc.). Payment in lieu of vacation will be made only if the Company determines that production requirements prevent time off for vacation. Employees may take vacation in half hour increments. Shift determination is based upon the last day worked prior to taking vacation.

Vacation credits will accumulate in an employee's vacation account up to a maximum of eighty (80) hours, not to affect current balances. There will be no pay-in-lieu of time off for vacation.

The intent of this provision is to cause each employee to use the vacation credits awarded for time off.

Employees who leave the active payroll of the Company, except for reasons of death, shall be paid for all vacation earned and deferred up to the time of separation.

In the event of an employee's death the accumulated vacation will be paid out into the employee's estate. New hire employees may take any vacation earned.

ARTICLE 24: BEREAVEMENT

In the event of death in an employee's immediate family, the employee may be granted three (3) days bereavement leave with pay at the employee's straight time hourly rate. Two (2) additional days of paid leave may be granted if out of town travel is required beyond three hundred (300) miles from Little Rock Air Force Base. Immediate family is defined as follows:

- Parents (your parents, stepparents, or an individual who stood in the place of a parent to you when you were a child).
- Current spouse or current same sex domestic partner.
- Children, stepchildren, and their current spouses.
- Siblings, stepsiblings, half siblings, and their current spouses.
- Grandparents, step-grandparents, grandchildren, step-grandchildren, aunts, uncles, nieces, and nephews.
- Current spouse's or current same sex domestic partner's parents (same definition as employee's parents), grandparents, step-grandparents, children, stepchildren, grandchildren, step-grandchildren, aunts, uncles, nieces, and nephews.
- Current spouse's or current same sex domestic partner's siblings, stepsiblings, half siblings, and their current spouses.

In addition, an employee will be granted bereavement leave for a stillborn child if the employee provides a certificate of fetal death which has been certified by the state or attending physician.

ARTICLE 25: SHIFT PREMIUM

Effective the beginning of the first full pay period in January, an employee that is scheduled for a shift that starts between 6:00PM and 6:00AM will receive a shift premium of four dollars and fifty cents (\$4.50) per hour above the employee's regular straight time rate.

ARTICLE 26: BENEFIT PLANS

26.1. Medical, Dental, and Vision

The Company will provide a health and welfare allowance in the form of “Cash in Lieu” per hour for all hours paid, not to exceed forty (40) hours per week or eighty (80) hours per pay period, to be used by the employee, unless otherwise required by law.

January 2024	\$11.45
January 2025	\$11.75
January 2026	\$12.15

NOTE: Thirty-seven cents (\$0.40) per hour of employees applicable Health and Welfare allowance will be paid to the employees in the form of welfare benefits provided by

Company. This amount will be increased or decreased annually based on actual costs. Any increase will be capped at seventy-five percent (7.5%). Any increase will be announced to the employees. Employees will be notified if any benefits are removed and will not be charged for those benefits.

These employees still may, at their sole expense, opt to purchase vision and dental insurance, or other benefits that may be offered by the Company.

The Opt-out option would become ineffective and subject to renegotiation in the event it is determined that the arrangement may result in non-compliance with the Affordable Care Act.

Federal or State Programs. If during the term of this Agreement, there is mandated by a federal or state government a new or expanded program that affords to employees covered by this Agreement or requires such employees to be offered or provided similar benefits (such as but not limited to medical and dental benefits) to those that are afforded by this Agreement, benefits afforded by this Agreement shall be replaced by such federal or state program. The Company will comply with the provisions for the furnishing of such program to the extent required by law and the Union and employees will cooperate in the implementation of a new benefits structure as required by the new law or regulations. No question or issue regarding the level of benefits under the state or federal program will be subject to the grievance and arbitration procedure of ARTICLE 18: ADJUSTMENT OF GRIEVANCES.

Individuals that do not participate in the IAM Benefit Trust Medical Plan or the Company Medical Plan must sign a waiver of benefits acknowledging that they have been offered the opportunity to participate in the benefit plan but have declined. Individuals that decline participation may be required by the Company to provide proof of other medical insurance coverage on an annual basis.

26.2. H&W Benefit Supplement

The Employer will provide Life Insurance, AD&D, Short Term Disability and Long-Term Disability per the Employer's plans with the employee paying one hundred percent (100%) of the cost.

26.3. Performance Sharing Plan (401K)

The Company shall continue the Company Collective Bargaining Employees Retirement Plan (401K plan) with a six percent (6%) contribution on behalf of the employees. The total amount of an employee's 401K contribution will not exceed the established IRS maximum contribution levels.

ARTICLE 27: SICK/PERSONAL LEAVE

Effective January 1st of each year employees will be credited with eighty (80) hours of Sick/Personal Leave. New employees will be credited with a pro rata portion of the annual Sick/Personal Leave allowance.

Payment for sick/personal leave shall be at the employee's straight time base rate. In no instance will an employee be allowed to take more than the annual maximum credits allowed nor will an employee be allowed to carry over credits from year to year.

ARTICLE 28: WAGE RATE SCHEDULE

Job Classification	Current Rate	1/1/2024	1/1/2025	1/1/2026
		4.00%	3.95%	3.95%
Training Coordinator	\$38.75	\$40.30	\$41.89	\$43.54

The actual date of all increases as identified in this section will be the beginning of the first full pay period of each year as identified.

Paydays for employees under this Agreement on all shifts shall be bi-weekly on Fridays, at which times they will be paid through the Friday of the preceding week, except when circumstances intervening beyond the Company's control make such practice impossible. All payroll checks shall be delivered to employees via direct deposit.

ARTICLE 29: EFFECTS OF LAW

In the event that now or hereafter there is any State or Federal law or any directive order, rule or regulations made pursuant, thereto, which is in conflict with any provision or provisions of any agreement between the parties, the same shall supersede such provision or provisions and thereafter shall govern and control the relations and conduct of the parties so long as such law, directive, order, rule or regulations shall remain in force and effect. In the event that this or any other agreement existing between the parties hereto, now, or thereafter requires the approval of any Government authority before becoming effective, the same will and shall be subject to such approval. Furthermore, it is mutually agreed that within thirty (30) calendar days after such provision or provisions become unlawful, the parties shall meet to discuss a modification of such provision or provisions to comply with the law. In all other respects the provisions of this Agreement shall continue in full force and effect for the duration of this Agreement.


ARTICLE 30: SUCCESSORS AND ASSIGNS

The Agreement shall be binding upon the successors and assigns of the parties hereto until expiration, or until changed by mutual agreement of the parties.

ARTICLE 31: TERM AND NOTICE OF CHANGE OR TERMINATION

This Agreement shall be effective on January 1, 2024 and shall continue in full force and effect through expiration: December 31, 2026 and therefore be automatically renewed from year to year, unless the party desiring termination or modification of the Agreement serves written notice, by certified mail, upon the other party at least sixty (60) days prior to the expiration date of the Agreement.

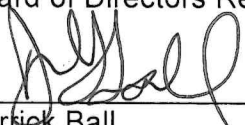
For Nova Technologies




Paden Woodruff
General Counsel



Glen Demorest
Board of Directors Representative

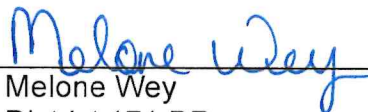


Derick Ball
FTU Manager

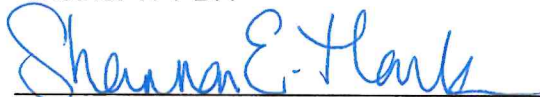


Chuck Cash
C-130J MATS Program Manager

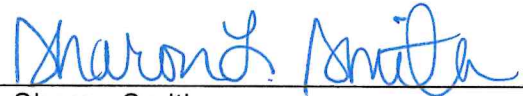
For the Union



Melone Wey
District 171 BR



Shannon Hanks
Chief Steward



Sharon Smith
LL 463 Recording Secretary