

**Highlight of Tentative Agreement**

**Between**

**I.A.M.&A.W DISTRICT LODGE 776 & L-3 VERTEX AEROSPACE &**

**AVIATION SYSTEMS OF NORTHWEST FLORIDA**

**Three year agreement - Effective May 10, 2009 through May 20, 2012.**

**General Wage Increases:**

**10/01/09 – 3.5%**

**10/01/10 – 3.5%**

**10/01/11 – 3.5%**

**Improved Pension Contribution rates:**

**Current - \$0.90 per hour = \$43.46**

**01/01/2010 – \$1.15 per hour = \$51.91**

**01/01/2011 – \$1.35 per hour = \$60.07**

**01/01/2012 – \$1.50 per hour = \$66.08**

**Increased Uniform and Shoe Allowance:**

**10/01/09 – \$230.00**

**10/01/10 – \$235.00**

**10/01/11 – \$240.00**

**Employees at their option may purchase uniforms from a retail outlet. Uniforms purchased from a retail outlet must meet the standards and specifications established by the Company.**

**On or about October 1, 2009 the Company will provide each employee with one (1) light jacket.**

**Increased Uniform Allowance:**

**10/01/09 – \$141.00**

**10/01/10 – \$144.00**

**10/01/11 – \$147.00**

**Increased shift differential:**

October 1, 2009 = \$0.65

**Incorporated MOU's into CBA Language:**

**Transfer language between L-3/ASI:**

No probationary period when transferring between L-3/ASI positions.

Employee's who transfer between L-3/ASI will be allowed forty (40) hours of AU leave within the first 180 days of transfer.

**Overtime:**

Minimum of one (1) hour notice will be given for daily overtime.

Employees will be guaranteed a minimum of one (1) hour overtime if asked to work overtime during the week.

Effective October 1, 2009 affected employees will be allowed up to eight (8) hours of pay per year for delayed reporting conditions.

Maximum accrual for vacation and PPT increased to 200 hours.

All employees may request pay in lieu of time off for any portion of their current vacation balance during the first two (2) weeks of June of each year.

For coverage, full time employees will be required to pay per **pay period** as follows:

**Group Medical Plans**

| <b>MEDICAL</b>        | <b>Effective: 1/1/2010</b> | <b>Effective: 1/1/2011*</b> | <b>Effective: 1/1/2012*</b> |
|-----------------------|----------------------------|-----------------------------|-----------------------------|
| Employee              | \$17.00                    | 20% of any increase         | 20% of any increase         |
| Employee + Spouse     | \$80.00                    | 20% of any increase         | 20% of any increase         |
| Employee + Child(ren) | \$80.00                    | 20% of any increase         | 20% of any increase         |
| Family                | \$88.00                    | 20% of any increase         | 20% of any increase         |

| <b>DENTAL</b>         | <b>Effective: 1/1/2010</b> | <b>Effective: 1/1/2011*</b> | <b>Effective: 1/1/2012*</b> |
|-----------------------|----------------------------|-----------------------------|-----------------------------|
| Employee              | \$3.23                     |                             |                             |
| Employee + Spouse     | \$6.46                     |                             |                             |
| Employee + Child(ren) | \$6.09                     |                             |                             |
| Family                | \$10.43                    |                             |                             |

| <b>VISION</b>         | <b>Effective: 1/1/2010</b> | <b>Effective: 1/1/2011*</b> | <b>Effective: 1/1/2012*</b> |
|-----------------------|----------------------------|-----------------------------|-----------------------------|
| Employee              | \$.65                      |                             |                             |
| Employee + Spouse     | \$1.20                     |                             |                             |
| Employee + Child(ren) | \$1.20                     |                             |                             |
| Family                | \$1.57                     |                             |                             |

\* Increase of not more than \$7.00 per pay period.

**Appendix A**

|                                  |          | 10/1/2009 | 10/1/2010 | 10/1/2011 |
|----------------------------------|----------|-----------|-----------|-----------|
| Current Title                    | Actual   | 3.50%     | 3.50%     | 3.50%     |
| Dispatch Driver                  | \$ 16.68 | \$ 17.26  | \$ 17.87  | \$ 18.49  |
| Tool & Parts Attendant           | \$ 17.00 | \$ 17.60  | \$ 18.21  | \$ 18.85  |
| Painter Helper                   | \$ 17.86 | \$ 18.49  | \$ 19.13  | \$ 19.80  |
| AGE Driver                       | \$ 18.74 | \$ 19.40  | \$ 20.07  | \$ 20.78  |
| AGE Helper                       | \$ 18.74 | \$ 19.40  | \$ 20.07  | \$ 20.78  |
| Aircraft Helper                  | \$ 18.74 | \$ 19.40  | \$ 20.07  | \$ 20.78  |
| PMEL Material Coordinator/Driver | \$ 19.16 | \$ 19.83  | \$ 20.52  | \$ 21.24  |
| PMEL Scheduler/Driver            | \$ 19.16 | \$ 19.83  | \$ 20.52  | \$ 21.24  |
| Scheduler                        | \$ 19.16 | \$ 19.83  | \$ 20.52  | \$ 21.24  |
| Workload Control Specialist      | \$ 19.16 | \$ 19.83  | \$ 20.52  | \$ 21.24  |
| Technical Information Specialist | \$ 19.70 | \$ 20.39  | \$ 21.10  | \$ 21.84  |
| Eng. Mgr/Documentation Spec      | \$ 21.18 | \$ 21.92  | \$ 22.69  | \$ 23.48  |
| Supply Technician                | \$ 21.18 | \$ 21.92  | \$ 22.69  | \$ 23.48  |
| Training Spec./Supply Tech.      | \$ 21.18 | \$ 21.92  | \$ 22.69  | \$ 23.48  |
| AGE Worker                       | \$ 22.26 | \$ 23.04  | \$ 23.85  | \$ 24.68  |
| Aircraft Worker                  | \$ 22.26 | \$ 23.04  | \$ 23.85  | \$ 24.68  |
| Wheel & Tire Worker              | \$ 22.26 | \$ 23.04  | \$ 23.85  | \$ 24.68  |
| Munitions Handler                | \$ 23.34 | \$ 24.16  | \$ 25.00  | \$ 25.88  |
| Aircraft Painter                 | \$ 23.37 | \$ 24.19  | \$ 25.03  | \$ 25.91  |
| Safety/HAZMAT Monitor            | \$ 23.61 | \$ 24.44  | \$ 25.29  | \$ 26.18  |
| Avionics Technician I            | \$ 23.81 | \$ 24.64  | \$ 25.51  | \$ 26.40  |
| PMEL Technician I                | \$ 23.81 | \$ 24.64  | \$ 25.51  | \$ 26.40  |
| Weapons Technician I             | \$ 23.81 | \$ 24.64  | \$ 25.51  | \$ 26.40  |

|                                   |          |          |          |          |
|-----------------------------------|----------|----------|----------|----------|
| Munitions Lead                    | \$ 24.50 | \$ 25.36 | \$ 26.25 | \$ 27.16 |
| Aircraft Painter Lead             | \$ 24.53 | \$ 25.39 | \$ 26.28 | \$ 27.20 |
| AGE Mechanic                      | \$ 24.56 | \$ 25.42 | \$ 26.31 | \$ 27.23 |
| Aircraft Electrician              | \$ 24.56 | \$ 25.42 | \$ 26.31 | \$ 27.23 |
| Cryogenics/Environ Spec.          | \$ 24.56 | \$ 25.42 | \$ 26.31 | \$ 27.23 |
| Egress Survival Equip. Spec       | \$ 24.56 | \$ 25.42 | \$ 26.31 | \$ 27.23 |
| Electro Environment Spec.         | \$ 24.56 | \$ 25.42 | \$ 26.31 | \$ 27.23 |
| Engine Specialist                 | \$ 24.56 | \$ 25.42 | \$ 26.31 | \$ 27.23 |
| Fuel Distribution System Mech     | \$ 24.56 | \$ 25.42 | \$ 26.31 | \$ 27.23 |
| Pneudraulics Specialist           | \$ 24.56 | \$ 25.42 | \$ 26.31 | \$ 27.23 |
| Aircraft Mechanic                 | \$ 24.56 | \$ 25.42 | \$ 26.31 | \$ 27.23 |
| AFREP Mechanic                    | \$ 24.56 | \$ 25.42 | \$ 26.31 | \$ 27.23 |
| Wheel & Tire Lead                 | \$ 24.79 | \$ 25.66 | \$ 26.56 | \$ 27.49 |
| Welder/Sheetmetal Spec            | \$ 25.08 | \$ 25.96 | \$ 26.87 | \$ 27.81 |
| Welder/Sheetmetal/Machinest       | \$ 25.08 | \$ 25.96 | \$ 26.87 | \$ 27.81 |
| Data Specialist                   | \$ 25.12 | \$ 26.00 | \$ 26.91 | \$ 27.85 |
| Avionics Technician II            | \$ 25.60 | \$ 26.50 | \$ 27.42 | \$ 28.38 |
| Electronic Tech II - MTU          | \$ 25.60 | \$ 26.50 | \$ 27.42 | \$ 28.38 |
| PMEL Technician II                | \$ 25.60 | \$ 26.50 | \$ 27.42 | \$ 28.38 |
| Weapons Technician II             | \$ 25.60 | \$ 26.50 | \$ 27.42 | \$ 28.38 |
| AFREP Technician II               | \$ 25.60 | \$ 26.50 | \$ 27.42 | \$ 28.38 |
| Avionics Technician II Shift Lead | \$ 26.30 | \$ 27.22 | \$ 28.17 | \$ 29.16 |
| Maintenance Electrician           | \$ 26.33 | \$ 27.25 | \$ 28.21 | \$ 29.19 |
| Plumber/Electrician               | \$ 26.33 | \$ 27.25 | \$ 28.21 | \$ 29.19 |
| Power Production Spec. I          | \$ 23.97 | \$ 24.81 | \$ 25.68 | \$ 26.58 |
| Power Production Spec. II         | \$ 26.33 | \$ 27.25 | \$ 28.21 | \$ 29.19 |

|                                      |          |          |          |          |
|--------------------------------------|----------|----------|----------|----------|
| Quality Evaluator/Deficiency Analyst | \$ 26.36 | \$ 27.28 | \$ 28.24 | \$ 29.23 |
| Quality Evaluator-AGE                | \$ 26.36 | \$ 27.28 | \$ 28.24 | \$ 29.23 |
| Quality Evaluator-Aircraft Trainer   | \$ 26.36 | \$ 27.28 | \$ 28.24 | \$ 29.23 |
| Quality Evaluator-Avionics           | \$ 26.36 | \$ 27.28 | \$ 28.24 | \$ 29.23 |
| Quality Evaluator-Civil Engineering  | \$ 26.36 | \$ 27.28 | \$ 28.24 | \$ 29.23 |
| Quality Evaluator-Weapons            | \$ 26.36 | \$ 27.28 | \$ 28.24 | \$ 29.23 |
| Aircraft Maintenance Lead            | \$ 26.42 | \$ 27.34 | \$ 28.30 | \$ 29.29 |
| AGE Lead                             | \$ 26.42 | \$ 27.34 | \$ 28.30 | \$ 29.29 |
| AFREP Lead                           | \$ 26.42 | \$ 27.34 | \$ 28.30 | \$ 29.29 |
| PMEL QC Inspector/Tech III           | \$ 26.66 | \$ 27.59 | \$ 28.56 | \$ 29.56 |
| Avionics Lead                        | \$ 27.71 | \$ 28.68 | \$ 29.68 | \$ 30.72 |
| PMEL Lead                            | \$ 27.71 | \$ 28.68 | \$ 29.68 | \$ 30.72 |
| Weapons Lead                         | \$ 27.71 | \$ 28.68 | \$ 29.68 | \$ 30.72 |
| CE Lead                              | \$ 27.75 | \$ 28.72 | \$ 29.73 | \$ 30.77 |
| Quality Evaluator - Lead             | \$28.03  | \$ 29.01 | \$ 30.03 | \$ 31.08 |