

AGREEMENT

BETWEEN

WOODWARD MPC

AND

WOODWARD MPC EMPLOYEES REPRESENTATIVE UNION

EXPIRES: SEPTEMBER 30, 2025

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## **A G R E E M E N T**

THIS AGREEMENT is made and entered into this **18<sup>th</sup> day in October 2022** by and between WOODWARD MPC (Company), and the WOODWARD MPC EMPLOYEES REPRESENTATIVE UNION (Union).

It is the general purpose of this Agreement: (1) to help maintain the continuous, harmonious, efficient, economical and profitable operation of the plant; (2) to help prevent strikes, slowdowns and lockouts, and; (3) to set forth the entire Agreement between the Company, the Union, and the members in the bargaining unit, concerning rates of pay, wages, hours of employment, and other conditions of employment to be observed by the parties hereto.

THEREFORE, in consideration of the promises and the mutual agreements hereinafter stated, IT IS AGREED as follows

**ARTICLE I****Recognition**

- 1.0 The Company recognizes the Union as the sole collective bargaining agency for hours, wages, and other conditions of employment pursuant to the certification of the National Labor Relations Board, United States of America, dated August 29, 1967. This Agreement includes all production members of the Company ("C" -payroll) and excludes all office and clerical members, engineering department members (including prototype lab and model shop), professional members, administrative members, janitor/guards, leaders, etc.
- 2.0 The Union hereby recognizes that the management of the plant and the direction of the work force are vested exclusively in the Company. This recognition is in the form of management rights which include, but are not limited to, the right:
  - 2.1 to direct, plan and control all plant operations, (this shall include, as per past practice, all phases of design, manufacturing, sub-contracting, sales, quality control, etc.).
  - 2.2 to sell, merge, liquidate or close down the business, or any part thereof, for any reason whatsoever.
  - 2.3 to determine the number and location of plants.
  - 2.4 to establish and change work schedules, (a minimum of 24 hours' notice shall be given to members affected by a change in work schedule)
  - 2.5 to introduce new or improved production methods and/or facilities.
  - 2.6 to reduce the work force if, in management's sole judgment, new or improved equipment requires fewer operators.

- 2.7 to hire and transfer members and to suspend, discharge, and otherwise discipline members for just cause.
- 2.8 to promulgate, administer, enforce or change Company policies and procedures.
- 2.9 to lay-off members for lack of work or for other just cause. The existence of lack of work shall be determined solely by the Company.
- 2.10 to assign and distribute overtime work equally. Such assignment and distribution shall be done, whenever possible as determined by the Company, on a function group, rotational seniority basis.
- 2.11 to fix standards of quality and performance for work performed.
- 2.12 to control the type of product, volume of production and scheduling of operations.
- 2.13 to eliminate product lines and operations if, in the sole judgment of the Company, such action is required.
- 2.14 to assign workstations.
- 2.15 to reasonably limit Union activity on Company property and/or Company time.
- 2.16 to eliminate causes of interruption of work.
- 2.17 to determine job content and establish the labor grade.
- 2.18 to select and assign new members.



- 2.19 to split up work among and between jobs because of technological changes.
- 2.20 to eliminate slack and idle time by rearranging jobs and tasks.
- 2.21 to eliminate past work customs and practices which the Company determines are inefficient and costly.
- 2.22 to discontinue or merge departments.
- 2.23 to require members to obey orders deemed by such members to be in violation of the contract. (A grievance may subsequently be filed.)
- 2.24 to manage its properties.

The listing of specific rights in this Agreement is not intended to be, nor shall be, restrictive of, or a waiver of, any of the rights of management not listed and specifically surrendered herein whether or not such rights have been exercised by the Company in the past.

### 3.0 Fair Share

During the term of this Agreement, members who are not members of the Union shall, commencing 30 days after their employment, pay a fair share fee to the Union for collective bargaining and contract administration services rendered by the Union as the exclusive representative of the members covered by this Agreement, provided said fair share fee shall not exceed the dues attributable to being a member of the Union. The union shall periodically submit to the Company a list of the members covered by this Agreement who are not members of the union and an affidavit which specifies the amount of the fair share fee. The amount of the fair share fee shall not include any contributions related to the election or support of any candidate for political office or for any member-only benefit. The fair share fee should be uniform for each member subject to the obligation to pay a fair share fee. The Union may change the fixed uniform dollar amount that will be considered the

regular fair share fee once each calendar year during the life of this Agreement. The Union will give the Company thirty (30) days' notice of any such change in the fair share.

It is specifically agreed that any dispute concerning the amount of the fair share fee and/or the responsibilities of the Union with respect to fair share fee payors as set forth above shall not be subject to the grievance and arbitration procedure set in this Agreement.

Non-members who object to this fair share fee based upon bona fide religious tenets or teachings shall pay an amount equal to such fair share fee to a non-religious charitable organization mutually agreed upon by the member and the Union. If the affected non-member and the Union are unable to reach agreement on the organization, the organization shall be selected by the affected non-member from an approved list of charitable organizations established by the Illinois State Labor Relations Board.

- 3.1 Union Indemnification. The Union shall indemnify, defend and hold harmless the Company and its officials, representatives and agents against any and all claims, demands, suits or other forms of liability (monetary or otherwise) and for all legal costs that shall arise out of or by reason of action taken or not taken by the Company in complying with the provisions of this section.
- 4.0 The Company will deduct Union dues or non — Union member's fair share fees as follows:
  - 4.1 The payment of Union dues or Non-Union member's fair share fees is a condition of employment for each member covered by this agreement.
  - 4.2 The Company shall deduct a member's Union dues or fair share fees upon receipt of a written authorization for such deduction from the member. Such deductions shall be made from each weekly paycheck and

promptly remitted by the Company to the Bank designated by the union.

- 4.3 The parties agree that, upon written notice to the Company from the Union, the Union may cancel the authorization for the next dues deduction of any designated member(s) or of all of the members within the bargaining unit.
- 4.4 Subject to applicable law, the dues deduction authorization of any member shall be revocable by him in accordance with the provisions of the authorization form set forth below.
- 4.5 If a member subject to this agreement elects not to sign a wage deduction authorization, the Union shall provide alternate method for any such member to pay Union dues or fair share fees directly to the Union, and the Union shall document any nonpayment of any such dues or fair share fees to the Employer.
- 4.6 The Company will provide the Union with a monthly list of all members/and or fair share dues paid. The Union will go through the list to check for delinquent payment and report it to the Company.
- 4.7 The written authorization referred to in the previous paragraph shall be a card in the following form.

DEDUCTION AUTHORIZATION	
To:	Woodward MPC Products Corporation Effective Date
<p>I authorize and direct you to deduct from my weekly paycheck an amount equal to the Woodward MPC Employees Representative Union's membership dues, or my fair share fees if I am not a member of the union, and to promptly remit same to The LaSalle Bank of Chicago.</p> <p>This authorization shall continue until revoked and may be revoked only at the time and in the manner provided below and shall be irrevocable for a period of one year from the date appearing above, or until the expiration of the agreement between the Company and the Union (whichever is sooner), and shall be irrevocable for each succeeding year thereafter unless it is revoked by me within seven (7) days preceding the end of any such period of irrevocability.</p> <p>Revocation shall be effective only if I give you and the Union written notice by individual registered or certified mail, return receipt requested, and it is received and postmarked during the period specified above.</p>	
<input type="checkbox"/> Union Member	<div style="border-bottom: 1px solid black; width: 100%;"></div> Employee's Name (Please Print)
<input type="checkbox"/> Fair Share	<div style="border-bottom: 1px solid black; width: 100%;"></div> Employee's Signature
<div style="border-bottom: 1px solid black; width: 100%;"></div> Department	Clock No

- 5.0 The Union agrees that neither it nor any of its officers or members will intimidate or coerce members into membership in the Union, nor will they solicit membership in the Union during working hours.
- 6.0 This contract shall not be construed as a contract of employment of any individual.
- 7.0 The right to hire and fire members shall be vested exclusively with the Company, provided however, that any Union member claiming to have been improperly discharged may, within two (2) working days after discharge, file a written complaint with the steward of his/her department and with the Company. A hearing shall be held upon said complaint by the union Grievance Committee and the Company within seventy-two (72) (not including weekends) hours from the time of the filing of such complaint. Members found to have been improperly discharged shall be rehired and paid for straight time lost.
- 8.0 The provisions of this Contract shall be applied to all members without discrimination on account of sex, race, age, color, creed, national origin, marital status, sexual orientation, disability, military, and veteran status, previous Union affiliations, religion, gender identity, citizenship status, genetic information, or other protected classifications under federal, state, or local law.

## **ARTICLE 2**

### **Hours**

- 1.0 The work week shall begin at 12:01 A.M. Saturday and end at midnight the following Friday. The regular work week, for the purpose of figuring overtime pay, shall be defined as from Saturday to Friday, inclusive. The workday shall be a period of twenty-four (24) consecutive hours beginning at the start of the member's regularly scheduled shift. In the event of any conflict between the workday, as herein defined, and the calendar day, the work day shall prevail.
- 2.0 All work performed in excess of forty (40) hours in any one work week shall be paid for at the overtime rate of time and one-half. For purposes of computing hours worked, paid time off for bereavement, holidays, vacation (and jury duty) will be

counted as hours worked for the purpose of determining the payment of overtime.

2.1 For First and Second Shifts, the normal schedule is Monday through Friday.

2.2 For Third Shift, the normal schedule is Sunday night through Friday morning.

3.0 All work performed by members on Sundays outside the normal schedules described over in 2.1 and 2.2 and on the Holidays hereinafter listed shall be paid for at a rate of double time: New Year's Day, Martin Luther King, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, 3 Company-Designated Holidays, and Christmas Day. The double time rate is in addition to the Holiday pay.

NOTE: To be paid at double time, holiday work must be performed on the day on which the nation celebrates the holiday.

4.0 Each member shall have a regular starting and quitting time and shall be notified at least (24) hours in advance of any change.

5.0 Overtime work shall be divided as equitably as possible among members performing a similar class of work, as determined by the Company. Overtime work shall be on a voluntary basis. The Company will give members as much notice as possible prior to scheduling of overtime. If, on two occasions within a running 6-month period, a member does not show up for overtime work, after agreeing to work, such member may not be asked to work any overtime for a period of 3 months from the second occurrence.

6.0 Any member called to work, or permitted to come to work, without having been properly notified that there will be no work, shall receive a minimum of four (4) hours straight time rate of pay, provided however, that the Company may avail itself of the services of such member for such minimum period on any work that may be assigned. This paragraph shall not apply in the event that members are notified not to report for work by telephone message to the number listed by them with the

Company, or by letter or telegram sent to their last known address not less than four (4) hours before starting time. The above paragraph shall not apply in the event that work is not available due to an act of God, fire, explosion, lack of power, or any other similar reason beyond the control of the Company.

- 7.0 Members called in to work outside their regular shift shall be guaranteed four (4) hours' work at their applicable straight time hourly rate, plus applicable premium pay for the hours actually worked. No premium shall be paid for hours not worked. This guarantee payment shall not apply where the work is scheduled as an extension of the member's regular shift.
- 8.0 Members covered by this Agreement shall be given a full ten (10) minute rest period during each full four (4) hour working period, to be taken at the time designated by the Company. In addition, if a member works a minimum of two (2) hours overtime either before or after his/her regular shift, the member shall be allowed to take a ten (10) minute rest period prior to the start of his/her regular shift or immediately after his/her regular shift.
- 9.0 In the event that extra shifts are added, notice thereof shall be posted on the bulletin board at least 24 hours before such addition. The President of the Union shall be notified of any change in the starting or quitting time of the regular shifts and such changes shall be subject to discussion.

NOTE: The provisions of this Article are intended only to provide a basis for determining the number of hours of work for which a member shall be entitled to be paid at overtime rates and shall not be construed as a guarantee to such member of any specified number of hours of work either per day or per week or as limiting the right of the Company to fix the number of hours of work (including overtime) either per day or per week for such member.

**ARTICLE 3****Seniority**

- 1.0 It is understood and agreed that in all cases of increase and decrease of the working force the principle of seniority as hereinafter set forth shall govern.
- 2.0 Seniority shall be defined as a member's length of continuous service with the Company as determined by the Company's records and the following provisions:
  - 2.1 Continuity of service shall not be broken by layoffs because of lack of work, however, if a member does not work for the Company for a period of one (1) year, he/she shall no longer retain any seniority rights.
  - 2.2 If a member fails to return to work within three (3) working days after notification by the Company that work is available, he/she shall no longer retain any seniority rights. If, however, such member notifies the Company and substantiates that he/she is physically incapable of returning to work within such three (3) day period, this Section (i.e.2.2) shall not apply.
  - 2.3 Discharge for just cause or voluntary quitting shall immediately terminate all seniority rights.
  - 2.4 Absence from work for three (3) consecutive working days without notifying the Company as to the reason for absence shall constitute a voluntary quit.
  - 2.5 A member will be considered a probationary member for a trial period of three hundred sixty-five (365) days from starting date and shall have no seniority rights during such probationary period. Seniority will become retroactive to the starting date when the probationary period is completed.
  - 2.6 Former members employed after a break in seniority shall be considered new members.
  - 2.7 In the event any member of the Company is transferred into the bargaining unit, his/her seniority shall include any previous service with the bargaining unit for the purpose of layoff, but all previous service with the Company for the purpose of benefits.
- 3.0 Layoffs, transfers in lieu of layoffs, recalls, promotions to jobs within the bargaining unit, and the granting of shift preference shall be determined by the following factors:

### 3.1 Seniority as follows:

- 3.1.1 Members with less than five (5) years continuous service ---within their department.
- 3.1.2 Members with five (5) to seven (7) years continuous service----within their department provided they have the requisite skills OR plant-wide provided they have physically performed that job previously at Woodward MPC.
- 3.1.3 Members with more than seven (7) years continuous service---plant-wide, provided they have the prerequisite skills. It is understood that none of these seniority provisions under 3.1.1, 3.1.2 and 3.1.3 will apply to layoffs, transfers in lieu of layoffs, or recalls of five (5) working days or less. Within a department this five (5) day period will not apply, provided the member who is retained within that five (5) day period has performed satisfactorily the same or closely related work of a junior member.

### 3.2 Ability and Efficiency

In determining a member's ability and efficiency, the Company will consider the following factors: Skill on work previously performed; job knowledge and physical ability to perform the essential duties of the member's job. Seniority shall govern the selection under all conditions where ability and efficiency are equal. Members selected for a transfer to a new job will be given a minimum 2 week training period.

- 4.0 The Company will give members at least twenty-four (24) hours' notice, or eight (8) hours' pay in lieu of notice, in the event of layoff due to lack of work for indefinite periods of more than one week. If the Company feels that lack of ability and efficiency outweighs the seniority of any member, the Company will give the Union at least forty-eight (48) hours' notice before laying off or failing to recall such member out of line with his/her seniority. In the event a grievance is filed, the Company will give the member involved the opportunity to explain and /or demonstrate to the Company his/her qualifications and ability.

- 5.0 A member who refuses to accept a transfer offered during a reduction in force or



when recalled from layoff to a job within the ability, physical capacity, and the same labor grade, of the affected individual, shall be placed on layoff.

- 6.0 A member who, during any one period of reduction in force, refuses to accept a transfer to a job offered in another labor grade shall not be entitled to any further consideration for any other job outside his/her labor grade for the duration of that one period of layoff and recall. Each period of reduction in force in which a member is involved shall be considered as a separate case.
- 7.0 If a member is transferred to a new department, during a reduction in force, and the Company finds that its initial determination of the member's ability and efficiency was incorrect, the member shall be placed on layoff from his/her original department. This provision shall not be construed as requiring the Company to give any interested member a trial period in order to make the initial determination of whether the member has the requisite ability and efficiency. This clause shall allow the Company to hire new personnel to fill the need or to recall persons of lower seniority as the case may dictate.
- 8.0 When a member is transferred to a new department, all seniority shall be carried over to the new department. No seniority shall be retained in the old department. Except in case of lack of work, no member shall be transferred for a period of longer than two weeks without his/her consent.
- 9.0 Members transferred out of one department due to a reduction in force shall be given consideration for return to the department from which they were transferred if work again becomes available in that department, if the member wishes to return to said department.
- 10.0 During a period of reduction in force, all probationary members in the department in which such reduction in force is necessary shall be laid off before any member with seniority is laid off or transferred, unless such transfer is made with the consent of the member affected.
- 11.0 If any member with seniority is to be transferred as a result of reduction in force,

members with greater seniority not scheduled for layoff or transfer during that reduction in force will be offered the opportunity of taking the transfer. If a senior member accepts the transfer the junior member will then not be laid off or transferred for that reason. Any senior member who does not elect to transfer shall not file a grievance in the event he/she is subsequently laid off from his/her department.

12.0 When bargaining unit job openings occur the opening shall be posted on the Company bulletin board. The posting shall include the job description, department number, labor grade, shift and rate of pay. This notice shall be posted for two (2) consecutive working days before permanently filling the job. Members on vacation during the two-day posting period who return the following week (not to exceed 5 business days after the posting ends), must apply within the first two (2) days of their return from vacation. These members will be considered first before any external applicants. During this two-day period any bargaining unit member, who has been on his/her present job for a minimum of one (1) year, may apply by signing-up for the job in the Human Resources Department. If more than one job is posted, the member may apply only for his/her first preference. In conjunction with such application the member may be asked to demonstrate to the Company how he/she would do the work involved, but this is not to be construed as a trial period. The decision as to capability shall remain solely with the Company.

13.0 Written requests for Leaves of Absence will be handled as follows:

13.1 Family Medical Leave Act (FMLA)

a) For all FMLA leaves other than military caregiver leave, Woodward's policy permits unpaid leaves of up to 12 weeks in a 12 month "rolling" year. Woodward's 12 month "rolling" year is measured backwards from the date a member uses FMLA leave. Thus, each time a member takes FMLA leave, the member's remaining leave entitlement is the balance of the 12 weeks that he/she has not used during the immediately preceding 12 months. FMLA leave may be taken for the following reasons:

- Member's own serious health condition will be granted in accordance with the provisions of the Family and Medical Leave Act of 1993 (FMLA)

- Caring for a child, spouse or parent with a serious health condition
  - "Bonding" with a new child whether by birth, adoption or placement for foster care.
  - Military qualifying exigency and caregiver FMLA runs concurrent with the Short-Term Disability Program. Members should consult the Member Guidebook for specific details on FMLA and STD.
- b) Members may use FMLA leave in one continuous block of time or, in certain circumstances when medically necessary, may use leave intermittently or on a reduced leave schedule. Absent the approval of Woodward, leave taken in connection with the birth, adoption, or foster placement of a child may not be taken intermittently or on a reduced leave schedule.
- c) Please refer to the Members Guidebook for more detailed information.

### 13.2 Personal Leave of Absence (Non-FMLA Reason)

At the company's sole discretion, members may be entitled to an unpaid leave for personal reasons.

- a) Written requests for Personal LOA should be submitted to Leader and HR.
- b) Member must exhaust ALL available paid forms of leave before requesting a Personal LOA.
- c) A Personal LOA, cannot exceed two (2) weeks in a rolling 24-month period and may be granted by the Company provided that at least fifty (50) percent of the member's functional group will remain intact. Such approval will not be unreasonably withheld. Member will give his/her leader as much notice as possible.
- d) A Personal LOA approved for a specific period of time must be taken for the full period specified unless the Company permits the member to return earlier because

of workload, personnel requirements, etc. Any such permission must be transmitted through the HR Department.

- e) Members who do not return to work at the expiration of their leave of absence and who have not contacted the Company within three (3) working days after the expiration date will be considered to have voluntarily quit.

14.0 When a death occurs in the immediate family of a member who has completed thirty (30) days service, the Company will allow the member a maximum of three (3) consecutive scheduled workdays off to arrange and/or attend the funeral. (The 3<sup>rd</sup> day being the day of the funeral) without loss of straight time pay. However, if any of the three days fall on a day for which the member already receives payment (i.e., holidays, vacations etc.) or a day for which no payment is earned (i.e. Saturday, Sundays, unpaid vacations), no payment for funeral leave will be made. Immediate family is defined as Spouse, Parent, Grandparent, Child, Step-Parent, spouse's Grandparent, Step-Child, Parent-In-Law, Great Grandparent, Foster Child, Legal Guardian, Spouse's Great-Grandparent, Sibling, Spouse's Sibling, Grandchild, Aunt or Uncle, Sibling-In-Law, Cousin, Son or Daughter-In-Law, Niece or Nephew. Upon request from the Company, the member shall furnish satisfactory proof of death.

15.0 A seniority list of all bargaining unit members shall be furnished to the Union President as requested but not more often than monthly.

## **ARTICLE 4**

### Wages

1.0 The minimum and maximum hourly rates of pay for all employees covered by this Agreement, as set forth in the attached Exhibit I shall remain in effect for the duration of this agreement.

2.0 The rates of pay in cases of transfer and recall from layoff shall be set forth in Exhibit II, which is hereto attached and made a part of this Agreement.

3.0 Wage Adjustments:

- 3.1 Wages are based on a total compensation structure linked to business strategies and achievements. Members are provided with base pay and benefits that are market competitive in addition to variable pay opportunities that reflect the member's impact on the Company's success. The components of compensation are reflected as a total compensation system includes:

Base Pay

Base Pay is reflected in the Exhibit 1 of the collective bargaining agreement

Variable Pay

Members earn extra financial rewards if the Company meets or exceeds its financial and stockholder commitments through the Woodward Variable Incentive Plan (WVIP). Variable pay will be

tied to financial performance and emphasize operating results. These opportunities are tied to the member's ability to impact results.

Benefits

Benefits are comprehensive and competitive. Members share in the cost of some programs

- 3.2 Pay Practices:

The following pay practice guidelines have been developed to provide guidance for various job moves (promotions, level progression, lateral transfers, and demotions),

Promotions

A promotion is defined as a job move:

- That results in a significant increase in responsibility
- That results in a higher salary range
- Where a member is selected for the position following a competitive process

### Level Progressions

A Level Progression occurs when a job classification has multiple levels and the leader makes a decision to move the member to the next level within the job family. An example would be moving a member from a Machinist (600-2) to Machinist (600-3). Criteria required to advance from one level to the next are defined in the specific job description. This includes the knowledge, skills and experience needed for each job level.

If the Level Progression is linked to advancement based on skills acquired or an increase in responsibility, the pay rate is defined in Exhibit II of this agreement.

Level Progressions will follow the Woodward schedule and process.

Leaders will be responsible for defining the specific KSA's from their job description using a template and align it to their functional area to improve a level increase within a job code. The Leader will provide this written template within 14 calendar days of written request from the member. The individual member can provide that written document to the union committee. The job description is the standard document for determining the essential functions and KSA's (Knowledge, Skills, and Abilities).

### Lateral Transfers

In some circumstances, members may move to a different job within the same labor grade. The payrate is defined in Exhibit II of the agreement.

### Demotions/Downgrades

In some circumstances, members may move to a job in a lower labor grade. The payrate is defined in Exhibit II of the agreement

### Annual Evaluations

Annual evaluations are conducted through the Leading Performance Management Process (LPMP) where each member will receive an Annual Written Reflection. Members will be able to acknowledge their written reflection in INFOR year.

### 3.3 PAY OPTIONS

Compensation adjustments are comprised of two parts including Labor Grade Wage Range Increases and Member Base Pay Adjustments as further described below.

Compensation adjustments are made on an annual basis and take effect the first Saturday nearest to October 1. Compensation adjustments are implemented through the following process.

Part 1: Labor Grade Wage Range Increase. The Company will increase the upper limit of the wage range applicable to reach respective labor grade. The percentage increases across all labor grades will be as follows:

<b>October 2021</b>	<b>October 2022</b>	<b>October 2023</b>	<b>October 2024</b>
<b>2%</b>	<b>12.5%</b>	<b>0%</b>	<b>0%</b>

Exhibit I to this Agreement establishes minimum and maximum wage rates for each respective labor grade.

Part 2: Member Wage Increases. The Company will increase each respective Member's hourly wage. The percentage increase across all bargaining unit members as described in Exhibit IV will be as follows:

<b>October 2021</b>	<b>October 2022</b>	<b>October 2023</b>	<b>October 2024</b>
<b>2%</b>	<b>5%</b>	<b>3.5%</b>	<b>3.25%</b>

Note: If a Member Wage Increase would result in the Member exceeding the maximum hourly wage rate for the Member's respective labor grade, the Member will be paid a lump sum payment equivalent to the difference between what the Member Wage Increase would have paid the Member and the maximum wage rate for the Member's applicable labor grade. It is possible that a member would receive the Member Wage Increase in the following forms: the Member Wage Increase, a portion of the Member Wage Increase and a lump sum, or just a lump sum.

To be eligible for the annual wage adjustments and increases described in this Section 3.3, a Member must work at least three months prior to October 1st.

For the October 2022 contract, a one-time ratification bonus of \$500.00 per member to be paid on the first pay period following ratification of the contract.

- 4.0 A night shift bonus shall be added to the hourly earnings of all members for work performed on the night shift(s).

Shift	Core Hours	Premium
2 <sup>nd</sup> Shift	3 pm – 11 pm	10%
3 <sup>rd</sup> Shift	10 pm – 6:30 am	15%

If a member is asked to work a shift with a lesser shift differential than the member's regular shift, the member will be paid their regular shift differential. If a member is asked to work a shift with a higher shift differential than their regular shift the member will be paid the higher shift differential for the requested shift.

- 5.0 The Company, at its sole discretion, shall have the right to determine job content and establish labor grades. If a job is re-evaluated to a lower labor grade any incumbent currently in that job will not have their pay cut or frozen.
- One (1) copy of each job description, and any revisions, will be given to the Union President for information purposes. (These copies are not to be reproduced.) In the event a member does not perform the minimum job requirements within a reasonable length of time, the Company, at its sole discretion, may transfer the member to another job in another labor grade or terminate the member.
- 6.0 Consumer Price Index Impact ("CPII"): If the annual Consumer Price Index, Chicago-Naperville-Elgin (CPI)\* average percent increase exceeds 3.0 percent, Members may receive a lump sum payment based on the following calculations:

Step 1: Determine the twelve (12) month percent change for the month of July of the current year.

Step 2: Divide the twelve (12) month percent change for July by two ("Average CPI



Change”).

Step 3: Subtract three (3) from the Average CPI Change determined in step 2.

If the result of Step 3 is greater than zero (0), members will receive a lump sum payment as described herein. The CPII shall not exceed a maximum of four (4) percent (4%) in any given year. The CPII lump sum payment will be paid in December and applied to gross earnings from December 1 of the previous year through November 30 of the current year. Only Members who are on Woodward payroll on December 1 in the year in which the CPII lump sum is to be paid will be eligible for the lump sum payment.

CPI = CPI-U, all items, for Chicago, Illinois

## **ARTICLE 5**

### Holiday Pay

1.0 The Company agrees to pay for time not worked, not to exceed eight (8) hours straight time pay, on New Year’s Day, Martin Luther King, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day and 3 Company-Designated, and 1 floating “Member Choice” Holiday.

1.1 To be eligible for payment for time not worked on the above Holidays, a member must be (1) full-time, (2) on the Company payroll, and (3) have worked at least eight (8) consecutive hours during the week in which the Holiday is celebrated nationally.

\*The Company will inform the Union of the three company-designated holidays for the coming fiscal year in or around July/August.

1.2 In case of layoff due to lack of work or leave of absence, a member is entitled to payment for time not worked on the above Holidays provided the member has worked at least eight (8) consecutive hours during the week in which the Holiday is celebrated nationally.

- 1.3 Holiday pay shall be paid regardless of the fact that the Holiday falls outside the regular work week. In the event a Holiday falls on Sunday, it shall be observed the following Monday. If a Holiday falls on Saturday, it shall be observed the Friday before.
- 1.4 Any change in Holiday observance shall be discussed and mutually agreed between the Company and the Union.

## ARTICLE 6

### Vacations

- 1.0 Vacations will be granted in accordance with the following schedule and eligibility requirements.

#### 1.1 Vacation Principles

- 1.1.1 Vacation is available at the beginning of each calendar year. Your vacation is accrued throughout the year. The maximum vacation is 6 weeks or 240 hours. The maximum vacation of 6 weeks per year includes any vacation buy. Any remaining accrued and unused vacation and unused purchased vacation at the end of the calendar year will be paid out to the Member in January of the following calendar year.

#### 1.1.2 Vacation Schedule

VACATION PLAN SCHEDULE									
Years	Base Vacation Hours	Additional Vacation Hours	Total Vacation Hours	Equivalent Weeks	Years	Base Vacation Hours	Additional Vacation Hours	Total Vacation Hours	Equivalent Weeks
1*	80.0	-	80.0	2.0	21	80.0	131.0	211.0	5.3
2*	80.0	-	80.0	2.0	22	80.0	137.3	217.3	5.4
3	80.0	40.0	120.0	3.0	23	80.0	143.5	223.5	5.6
4	80.0	40.0	120.0	3.0	24	80.0	149.8	229.8	5.7
5	80.0	40.0	120.0	3.0	25	80.0	156.0	236.0	5.9
6	80.0	40.0	120.0	3.0	26	80.0	160.0	240.0	6.0
7	80.0	43.7	123.7	3.1	27	80.0	160.0	240.0	6.0
8	80.0	49.9	129.9	3.2	28	80.0	160.0	240.0	6.0
9	80.0	56.2	136.2	3.4	29	80.0	160.0	240.0	6.0
10	80.0	62.4	142.4	3.6	30	80.0	160.0	240.0	6.0
11	80.0	68.6	148.6	3.7	31	80.0	160.0	240.0	6.0
12	80.0	74.9	154.9	3.9	32	80.0	160.0	240.0	6.0
13	80.0	81.1	161.1	4.0	33	80.0	160.0	240.0	6.0
14	80.0	87.4	167.4	4.2	34	80.0	160.0	240.0	6.0
15	80.0	93.6	173.6	4.3	35	80.0	160.0	240.0	6.0
16	80.0	99.8	179.8	4.5	36	80.0	160.0	240.0	6.0
17	80.0	106.1	186.1	4.7	37	80.0	160.0	240.0	6.0
18	80.0	112.3	192.3	4.8	38	80.0	160.0	240.0	6.0
19	80.0	118.6	198.6	5.0	39	80.0	160.0	240.0	6.0
20	80.0	124.8	204.8	5.1	40	80.0	160.0	240.0	6.0

*\*Members hired prior to the 2023 Plan Year will receive 92.5 total vacation hours in year two. If you have three or more years of service in 2023, you will follow the schedule above*

#### 1.1.3 Requesting Vacation

Members requesting vacation must make every effort to comply with the following notification timelines.

Five Days or More: Members requesting a vacation of five (5) or more consecutive working days must submit the request to the Member's leader at least 14 days in advance.

Two to Four Days: Members requesting a vacation of between two (2) and four (4) consecutive working days must submit the request to the Member's leader at least five (5) days in advance.

One Day: Members requesting a vacation of one (1) day must submit the request to the Member's leader at least 48 hours in advance.

Special or unique circumstances for less notice than the times described above will be considered by the Member's leader. Seniority will rule in the case of conflicting vacation requests.

#### 1.1.4 Vacation Accruals

Members earn vacation on a prorated basis pay period. The above schedule depicts vacation hours available based upon a member's years of service assuming the member has worked through the calendar year. For the vacation plan, the Member's seniority is based on the seniority level the Member will attain within the calendar year (not based on the Member's seniority at on January 1st of the calendar year).

#### 1.1.5 New Hires:

No vacation time can be used in the first 30 days of employment.

### 1.2 Vacation Buy

- 1.2.1 You will have the option to purchase up to 5 extra vacation days during Open Enrollment each year. Vacation buy will be deducted from your pay in equal installments throughout the calendar year. Purchased vacation days are used after other vacation time is exhausted. Unused purchased vacation days are paid out at calendar year end. The maximum limit for vacation time is 240 hours (this includes earned, rollover, and purchased vacation). Members are required to use vacation days during scheduled plant shutdowns.
- 1.3 Order of Vacation Usage
  - 1.3.1 The following is the schedule for the usage of vacation:
    - 1. Available Vacation
    - 2. Purchased Vacation (unused purchased days paid out at year end)

## **ARTICLE 7**

### Grievance Procedure

- 1.0 A grievance is defined as any complaint presented by a member or the Union relative to the meaning, application, or observance of this Agreement.
- 2.0 A Grievance must be filed within five (5) working days after the occurrence of the event giving rise to the grievance, or it shall be considered waived. All grievances shall be adjusted in the following manner:
  - 2.1 The grievance shall be presented by the aggrieved member and/or by a Union officer, in writing, to such member's leader and to the Human Resources Manager. The leader shall give his answer, in writing, within two (2) working days after the grievance has been presented to him. In the event an agreement cannot be reached, the following steps shall be taken:
    - 2.1.1 The matter shall be presented in writing through the Union officer to the applicable Director within four (4) working days. The Union officer and the Director will meet to discuss the grievance within three (3) working days after the grievance has been presented to them in writing and the Director will give his/her answer in writing within four (4) working days after such meeting. If the matter is not settled by the Director's answer, the Union may appeal the grievance in writing to

Step 2.2 within five (5) working days after receipt of the Director's written answer.

- 2.2 The Grievance Committee shall consist of the officers of the Union. If, in connection with such meeting, it is necessary to observe the conditions in the plant surrounding a grievance, permission shall be granted to make such observation after working hours. In the event either the Union representatives or the Company representatives request the presence of one aggrieved member for the purpose of discussing the facts involved in the grievance, only such member will be called into the meeting for this purpose. The Grievance Committee and Management representatives designated by the Company shall meet one (1) hour weekly to discuss unsettled grievances. Additional meetings may be called by mutual agreement of the Company and the Union. Working time spent in such meetings will be paid for by the Company at each member's straight time hourly rate then in effect. Any grievance not settled in Step 2.2 may be appealed by the Union to arbitration in accordance with Article 8, provided notice of appeal to arbitration is given to the Company in writing no later than thirty (30) days after the meeting in Step 2.2.
- 3.0 The Company and Union agree that the investigation and discussion of grievances should be conducted in a manner which minimizes lost time and production. Union officers shall not leave their work for such purpose without obtaining permission of their leader. Union officers shall not enter another department without obtaining permission of the leader for that department. Such permission will not be unreasonably denied. Member shall be paid at their straight time hourly rate for any time spent during working hours in meeting with representatives of Management in steps 2.1 and 2.2 of the grievance procedure.

## **ARTICLE 8**

### **Arbitration**

- 1.0 In the event that the two parties to this Agreement fail to make satisfactory adjustment of any grievance arising under this Agreement, such dispute shall be

referred to an arbitrator. The parties shall attempt to agree upon an arbitrator,

but if the two parties fail to agree upon an arbitrator within ten (10) days, they shall call upon the Federal Mediation and Conciliation Service to name the arbitrator.

- 2.0 The arbitrator shall not have the authority to modify, change, add to, or detract from the provisions of this Agreement but shall only have the authority to interpret and apply the provisions of this Agreement in deciding the particular issue or issues presented by the parties. The expenses of arbitration, including the Arbitrator's fee, shall be divided equally between the Company and the Union.

## **ARTICLE 9**

### **Military Clauses**

#### **1.0 Military Leave**

- a) Under the Uniformed Services Employment and Reemployment Rights Act (USERRA), National Guard and Reserve Members are entitled to a leave of absence for the period necessary to perform military service, whether that service is voluntary or involuntary.
- It is the member's responsibility to provide copies of military orders to their leader, Human Resources, and Payroll.
  - Members will continue to receive their regular pay (up to eight hours per day) for a maximum of two weeks per calendar year.
  - Regular full-time members are eligible for seniority accumulation.
- b) Benefit premiums will vary depending on the length of the leave. Members granted a military leave of absence are reemployed and paid in accordance with the laws governing veteran's reemployment rights. National disaster response members will be treated the same as military members recalled or volunteering for federal military service.

**ARTICLE 10****Use of Company Property**

- 1.0 The Company shall give the Union the right to post bona fide notices upon the Company's bulletin board. An enclosed glass case to display Union news and job postings is acceptable and will be provided. The design of the glass case will be agreed upon by both parties prior to its purchase. All such notices shall be submitted to the Human Resources Manager for approval.
- 2.0 The Company may, at the Company's sole discretion, allow the Union the privilege of reasonable access to Company premises for the purpose of conduction Union business after normal working hours.
- 3.0 The Company may at the Company's sole discretion, allow the Union the privilege of delegating the Company address (6300 W. Howard Street, Niles, Illinois 60714) as its mailing address.

**ARTICLE 11****Jury Duty**

- 1.0 If a member with at least thirty (30) days service is summoned for jury duty, the Company will reimburse the member for lost wages, up to eighty (80) hours, at straight time pay per calendar year less the amount received by the member for jury service from the court (excluding travel allowance and expenses).
- 2.0 In order to receive this payment, a member must give the Company prior notice that he/she has been summoned for Jury duty and furnish satisfactory evidence that he/she reported for or performed Jury duty on the days for which payment is claimed.
- 3.0 The above provisions are not applicable to a member who, without being summoned, volunteers for Jury duty.

## ARTICLE 12

### Insurance

1.0 The Company shall offer the “One Woodward Plan” program of group insurance during the life of this contract with benefits substantially similar to those in the following summary plan descriptions:

1.1.1 Member Life Insurance

1.1.2 Dependent Life Insurance

1.1.3 AD&D Insurance

1.1.4 Short Term Disability – see Benefit Handbook

1.1.5 Long Term Disability – see Benefit Handbook

1.1.6 Medical, Pharmacy, & Hearing – “OneWoodward HRA Health Plan”

1.1.7 Dental and Vision - “OneWoodward Dental Vision Plan”

1.1.8 EAP – Member Assistance Program

1.1.9 Health Care Flexible Spending Account

1.1.10 Dependent Care Spending Account

1.1.11 Woodward Governor Company Retirement Savings Plan

1.2 The Company has the right to provide group insurance benefits from other companies and/or under policies other than those listed in Section 1.1 above. The Company and the Union will meet in good faith to discuss changes to the “One Woodward Plan” prior to their implementation.

2.0 The following insurance premiums, paid by members, will be in effect during the term of this Contract, as adjusted in Sections 2.1 and 2.2.

2.1 Weekly Health Insurance Premiums

<b>Medical / Rx</b>	
Member	\$ 19.46
Member +Children Child(ren)	\$ 40.03
Member + Spouse*	\$ 61.71
Family	\$ 82.84
Member + Working Spouse*	\$ 112.71
Family w/Working Spouse*	\$ 133.84
<b>Dental / Vision</b>	



Member	\$ 1.10
Member + Child(ren)	\$ 3.85
Member + Spouse*	\$ 5.50
Family	\$ 8.25

\*certified domestic partner

- 2.2 Premium levels may be adjusted on an annual basis. The Company will inform the union leadership of the annual premium adjustment.

### **ARTICLE 13**

#### **Safety**

- 1.0 The Company shall continue to make reasonable provisions for the safety and health of its members at the plant during the working hours of their employment in accordance with the requirements relevant Federal, State, and Local laws.
- 2.0 In the interest of accident prevention, members shall at all times abide by the safety rules and regulations established by the Company.

### **ARTICLE 14**

#### **Prior or Other Agreements Cancelled**

- 1.0 Except as specifically provided herein, this Agreement covers all of the understandings, arrangements, and agreements between the parties to the date it was signed, and all prior agreements and supplemental agreements between the parties with respect to the subject matter hereof are hereby cancelled and terminated. There shall be no obligation on the part of either party to negotiate with the other on any matter during the term of this Agreement, except as otherwise expressly provided by this Agreement.

### **ARTICLE 15**

#### **Termination**

- 1.0 This agreement shall be in effect as of March 31, 2022 and shall continue in full force and effect to and including September 30, 2025. In case either party desires a change on September 30, 2025 written notice shall be given to the other party sixty (60) days prior thereto, and a conference shall be arranged within thirty (30) days of

receipt of said notice.

- 2.0 There shall be no strikes or lockouts during the life of this Agreement.

#### **ARTICLE 16**

##### **Severance Pay**

- 1.0 In the event the Company, at its sole discretion, discontinues a particular operation or department and finds it necessary to permanently terminate any member in that operation or department, such member will be given either one (1) weeks' notice or one (1) week's pay in lieu of such notice.

#### **ARTICLE 17**

##### **Direct Deposit**

- 1.0 Effective January 1, 2014, members will be required to set up direct deposit of their paycheck or enroll for The Company provided pay card service.

#### **ARTICLE 18**

##### **Performance Improvement Plan**

- 1.0 The performance improvement plan is a tool for leaders to identify an immediate action to a member's performance. Although a PIP can be issued at any time throughout the year, a PIP is typically issued for members who receive a needs development performance rating on their written reflection.

NOTE: THE SIGNATURE PAGE TO THIS AGREEMENT  
IS LOCATED AT THE END OF THE EXHIBITS

# EXHIBIT I

## LABOR GRADE RATES

LABOR GRADE	MINIMUM RATE	Upper Limit	Upper Limit	Upper Limit	Upper Limit
		Oct'21 - Sep'22	Oct'22 - Sep'23	Oct'23 - Sep'24	Oct'24 - Sep'25
10	\$15.50	\$20.32	\$ 22.86	\$ 22.86	\$ 22.86
9	\$15.83	\$21.91	\$ 24.65	\$ 24.65	\$ 24.65
8	\$16.16	\$23.59	\$ 26.54	\$ 26.54	\$ 26.54
7	\$16.49	\$25.43	\$ 28.60	\$ 28.60	\$ 28.60
6	\$16.82	\$27.45	\$ 30.88	\$ 30.88	\$ 30.88
5	\$17.15	\$29.58	\$ 33.28	\$ 33.28	\$ 33.28
4	\$17.48	\$31.96	\$ 35.96	\$ 35.96	\$ 35.96
3	\$17.81	\$34.42	\$ 38.72	\$ 38.72	\$ 38.72
2	\$18.14	\$37.11	\$ 41.75	\$ 41.75	\$ 41.75
1	\$18.47	\$39.97	\$ 44.97	\$ 44.97	\$ 44.97

**EXHIBIT II****RATES OF PAY ON TRANSFER AND RECALL FROM LAYOFF****1.0 RATE OF PAY ON TRANSFER**

- 1.1 A member transferred from one job to another within the same labor grade shall continue to receive the same rate of pay and shall be placed at the same level of the labor grade rate range that he/she has attained on the job from which he/she was transferred. The member shall then continue to progress in accordance with standard rate progression of the labor grade.
- 1.2 A member transferred to a different job in a lower labor grade shall be placed at the same percentage level of the rate range in the lower grade. The member shall then continue to progress in accordance with the standard rate progression of the lower labor grade if he/she is not at the maximum of the lower labor grade at the time of transfer.
- 1.3 When a member is transferred to a different job in a higher labor grade his/her rate will adhere to the following schedule:
  - 1.3.1 The first pay period upon being awarded a new job, the rate will be increased by a minimum of 40% of the difference between the member's rate at the time of transfer and the current top of the rate of the new labor grade.
- 1.4 A member transferred to a different job in a higher labor grade, where that job is identical to one previously held by the member, shall be placed at that level of the rate range of the higher labor grade which the member had previously attained or at that level of the rate range of the higher labor grade which specifies a rate most nearly identical to the rate the member was receiving in the lower labor grade at the time of transfer, except that such member's rate of pay in the higher labor grade shall not be less than his/her rate of pay in the lower labor grade at the time of transfer.

**2.0 RATE OF PAY ON RECALL FROM LAYOFF**

- 2.1 A member recalled from layoff to the same job from which he/she was laid

off, shall return to work at the same level of the labor grade range as that which he/she occupied on his/her last day of work prior to the layoff. The member shall then continue to progress in accordance with the standard rate progression of the labor grade if he/she is not at the maximum at the time of recall.

- 2.2 A member recalled from layoff to a job in a lower labor grade than that from which he/she was laid off shall return to work at a rate commensurate with his/her abilities in the lower labor grade. The member shall then continue to progress in accordance with the standard rate progression of the lower labor grade if he/she is not at the maximum of the lower grade at the time of recall.
- 2.3 A member recalled from layoff to a job in a higher labor grade than that from which he/she was laid off shall be placed at that level of the rate range of the higher labor grade which specifies a rate most nearly identical to the rate the member was receiving in the lower labor grade at the time of layoff, except that such member's rate of pay in higher labor grade shall not be less than his/her rate of pay in the lower labor grade at the time of layoff.

**EXHIBIT III****POSITIONS CATEGORIZED BY LABOR GRADE**

<table> <tr> <th colspan="2">C10</th></tr> <tr> <th>TITLE</th><th>JOB CODE</th></tr> <tr> <td>Production Worker I</td><td>WW-700-1</td></tr> </table>	C10		TITLE	JOB CODE	Production Worker I	WW-700-1	<table> <tr> <th colspan="2">C07</th></tr> <tr> <th>TITLE</th><th>JOB CODE</th></tr> <tr> <td>Machinist I</td><td>WW-600-1</td></tr> <tr> <td>Painter</td><td>SK-702-1</td></tr> <tr> <td>Welder I</td><td>WW-607-1</td></tr> <tr> <td>Inspector I</td><td>WW-703-1</td></tr> <tr> <td>Mechanical Assembler II</td><td>WW-605-2</td></tr> <tr> <td>Coil Winder II</td><td>WW-709-2</td></tr> <tr> <td>Electronic Assembler III</td><td>WW-703-1</td></tr> <tr> <td>Production Worker III</td><td>WW-700-3</td></tr> </table>	C07		TITLE	JOB CODE	Machinist I	WW-600-1	Painter	SK-702-1	Welder I	WW-607-1	Inspector I	WW-703-1	Mechanical Assembler II	WW-605-2	Coil Winder II	WW-709-2	Electronic Assembler III	WW-703-1	Production Worker III	WW-700-3
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<table> <tr> <th colspan="2">C02</th></tr> <tr> <th>TITLE</th><th>JOB CODE</th></tr> <tr> <td>Machinist GL</td><td>WW-600-3GL</td></tr> </table>	C02		TITLE	JOB CODE	Machinist GL	WW-600-3GL	<table> <tr> <th colspan="2">C05</th></tr> <tr> <th>TITLE</th><th>JOB CODE</th></tr> <tr> <td>Machinist II</td><td>WW-600-2</td></tr> <tr> <td>Mechanical Assembler III</td><td>WW-605-3</td></tr> <tr> <td>Welder III</td><td>WW-607-3</td></tr> <tr> <td>CMM Operator I</td><td>WW-602-1</td></tr> <tr> <td>Test Technician II</td><td>WW-604-2</td></tr> <tr> <td>Inspector II</td><td>WW-703-2</td></tr> <tr> <td>Coil Winder GL</td><td>WW-709-3GL</td></tr> <tr> <td>Paint GL</td><td>SK-702-1GL</td></tr> </table>	C05		TITLE	JOB CODE	Machinist II	WW-600-2	Mechanical Assembler III	WW-605-3	Welder III	WW-607-3	CMM Operator I	WW-602-1	Test Technician II	WW-604-2	Inspector II	WW-703-2	Coil Winder GL	WW-709-3GL	Paint GL	SK-702-1GL
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**EXHIBIT IV****TABLE OF POSITIONS & THEIR LABOR GRADES**

<b>WWD Position</b>	<b>WWD Job Title</b>	<b>Labor Grade</b>
WW-600-A	Associate Machinist	C09
WW-600-1	Machinist	C07
WW-600-2	Machinist	C05
WW-600-3	Machinist	C03
WW-600-3GL	Machinist - Group Lead	C02
WW-604-1	Test Technician	C06
WW-604-2	Test Technician	C05
WW-604-3	Test Technician	C04
WW-605-1	Mechanical Assembler	C09
WW-605-2	Mechanical Assembler	C07
WW-605-3	Mechanical Assembler	C05
WW-605-3GL	Mechanical Assembler - Group Lead	C04
WW-607-1	Welder	C07
WW-607-2	Welder	C06
WW-607-3	Welder	C05
WW-607-3GL	Welder - Group Lead	C04
WW-700-1	Production Worker	C10
WW-700-2	Production Worker	C08
WW-700-3	Production Worker	C07
WW-700-3GL	Production Worker - Group Lead	C06
WW-703-1	Inspector	C07
WW-703-2	Inspector	C05
WW-703-2GL	Inspector - Group Lead	C04
WW-602-1	CMM Operator	C05
WW-602-2	CMM Operator	C04
WW-602-3	CMM Programmer	C03
WW-602-2GL	CMM - Group Lead	C03
WW-708-1	Electrical Assembler	C09
WW-708-2	Electrical Assembler	C08
WW-708-3	Electrical Assembler	C07
WW-708-3GL	Electrical Assembler -Group Lead	C06
WW-709-1	Coil Winder	C09
WW-709-2	Coil Winder	C07
WW-709-3	Coil Winder	C06
WW-709-3GL	Coil Winder - Group Lead	C05
SK-702-1	Painter	C07
SK-702-1GL	Painter - Group Lead	C05

This labor agreement shall become effective on March 21<sup>st</sup>, 2022, and shall remain in effect up to and including September 30, 2025, and from year to year thereafter. Should either party desire to terminate this Agreement, or to modify any portion of any of their terms hereof, it shall notify in writing, not less than sixty (60) days prior to the 1<sup>st</sup> day of October 2025.

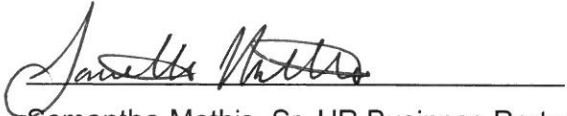
IN WITNESS WHEREOF, the parties have hereto set their hand and seal on this 18<sup>th</sup> day of October 2022.

For the Company

  
 Scott Newby, Human Resources Director

  
 Matt Dempsey, VP Operations

  
 Bill Schmitt, Finance Manager

  
 Samantha Mathis, Sr. HR Business Partner

  
 Shari Ehlers, VP HR

For the Union

  
 Wilfredo Velez, Union President

  
 Katrina Sims, Union Vice President

  
 Jose Tapia, Union Steward

  
 Eva Popov, Union Secretary

  
 Charles Jackson, Chief Steward