Union's Economic Counter Proposal #2 in Summary -- 10-7-25.

The Following is a bullet-point summary of the economic provisions proposed by the Union:

- **Paid Parental Leave**

  Paid Parental Leave will be provided to Members upon the birth of a Member's child, the legal adoption of a child under the age of eighteen (18) or upon the placement of a child for foster care, for the same amount of allotted paid parental leave as the Company provides to non-bargaining unit employees. (Essentially a "me too" provision for what all other Woodward employees receive)

- **Increase Company Match to 401(k)**

  Increase the Company's match of each Member's contribution into their 401(k) or 401(k)s (Traditional or Roth or combination thereof), dollar to dollar, up to 8% Company match, in addition to the current 5% of Woodward stock which the Company provides into each Employee's 401(k).

- **Premium Pay for Training**

  10% hourly premium paid to Members for time spent training other Members who are at an equal or higher job code than the Member performing the training.

- **COLA Wage Increases**

  Union will counter with a specific COLA formula after we discuss the rest of the economics.

- **Pandemic Pay**

  If Members are required to work during a State or Federally declared pandemic, where a shelter in place is ordered by the Governor of Illinois or President of United States, the Company shall provide Members all necessary safety training and protocols, and all Members shall receive an additional $2.00/hour over their regular rate of pay if required to work as an essential employee.

- **Required PPE Paid by Company (Union Proposal Withdrawn)**

- **Shift Differentials**

  No change.

- **Ratification Bonus**

  Within 15 calendar days of ratification, every Member will receive a lump sum bonus of $7,500.

- **Health Insurance**

  The Company may make changes to the existing group insurance benefits listed in Section __, above, so long as such benefits are equal to or better than the current plans. Members shall not lose any benefits coverage, or incur any additional costs, as a result of the Company changing any insurance policies during the term of this Agreement.

- **Wage Scales and Annual Wage Increases**

  See attached Exhibit A for proposed wage scales, labor grades and steps.

  - Three (3) year contract
  - New wage scales effective first full payroll period after ratification
  - January 1, 2026 – 1% general wage increase to each step of the wage scales
  - January 1, 2027 – 6% general wage increase to each step of the wage scales
  - January 1, 2028 – 6% general wage increase to each step of the wage scales