Woodward Niles Successor Negotiations
Wage Counterproposal #3
October 8, 2025

Economics Counter #3 Overview

- **Wage Exhibit** – see attached
  - Increases:
    - Following Ratification: 0.5% general wage increase
    - January 2026: implementation of new wage exhibit with 6 step structure and with maximum at 12 years.
    - January 2027: 0.5% general wage increase to steps
    - January 2028: 0.5% general wage increase to steps
  - Specifics:
    - Wage scales apply to years in role and/or or years of experience at time of hire.
    - Company would retain the right to hire employees with credit for their years of experience to place them in the range.
    - For implementation, Company would map Members to the appropriate step for their years in role or years of experience at time of hire.
    - Red circle Members above the appropriate step, red circled Members would be eligible for GWI.
    - Pay for performance

- **Level Progression**: Members would move to the appropriate grade/step and then be red circled until the appropriate time in role provides an increase.

- **Variable Pay (Art. 4, Section 3.1)**: maintain OIP as currently constructed

- **COLA (Art. 4, Section 6)**: maintain current contract language

- **401(k) (Art. 4)**: maintain current contract language, including ESOP

- **Insurance (Art. 12)**: maintain current contract language

- **Seniority Article, Section 5.5 – Permanent Layoff - Severance**. If any layoff, reduction in force or cancellation of work is expected to last two (2) years or longer, then the Company shall notify the Union and each impacted Member of the expected permanency of the layoff as soon as practicable, and each impacted Member who has more than one (1) year of seniority within the bargaining unit per shall receive a lump sum payment in an amount equal to one (1) week of regular straight-time pay for each year of seniority, (less regular payroll taxes and withholdings), up to a maximum of **eighteen (18) weeks** of pay. As a condition of receiving severance pay under this Section, the Member shall enter into a severance agreement which shall provide a full release of claims in favor over the Company.