

Company's Last Best and Final Offer
February 3, 2026

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (the "MOU") is entered into by and between Lockheed Martin Aero Parts Inc. (LMAPI), Johnstown, Pennsylvania (The "Company") and the International Association of Machinists and Aerospace Workers, Local 2171, District 98 (the "Union"), for the purpose of memorializing the parties' agreement regarding the transition of the regular pay week and associated overtime administration.

A. General Provisions

1. The parties acknowledge that the pay-week modification set forth below was implemented effective December 20, 2025, pursuant to the Memorandum of Understanding dated December 16, 2025. This Memorandum of Understanding memorializes and continues that change. Effective December 20, 2025, the regular pay week for employees covered in the bargaining unit represented by the Union transitioned from **12:00 AM Monday – 11:59 PM Sunday to 12:00 AM Saturday – 11:59 PM Friday**. This change is administrative in nature and required to support payroll system alignment and operational efficiency. The purpose of this current Memorandum of Understanding dated February 3, 2026 is to reach agreement with the parties for a permanent transition of the regular pay week from **12:00 AM Monday – 11:59 PM Sunday to 12:00 AM Saturday – 11:59 PM Friday**. In the event the parties are unable to reach agreement, the provisions of the MOU dated December 16, 2025 shall apply.
2. Effective December 20, 2025, the parties agree that the existing overtime rules, contained in Article 8, Overtime, of the CBA shall continue to apply. In addition, the Company agrees that:
 - a) All hours worked on a Saturday will be paid at double time provided the member works or is paid for forty (40) hours the following Monday through Thursday.

Double Time Exception

- b) For the duration of this Mutual Agreement, the Company will provide a limited double time eligibility exception. Up to one (1) time per calendar quarter, an employee may be compensated at double time for all hours worked on a Saturday, even if the employee does not work or is not paid for forty (40) hours during the following Monday through Thursday workweek.

To utilize the double-time exception, the employee must submit a request within the same or following accounting week in which the Saturday work occurs. Requests will be submitted to the Company and may be reviewed by a supervisor, manager or other member of management.

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(Overtime pay example (40 Hrs Mon-Thu, 10 Hrs Fri, 10 Hrs Sat))

	SAT (2x)	SUN (2x)	MON	TUE	WED	THU	FRI
ST	0	0	10	10	10	10	0
OT	0	0	0	0	0	0	8
DT	10	0	0	0	0	0	2

3. This MOU shall expire upon the expiration of the current Agreement on September 24, 2027.

FOR THE COMPANY

Name: _____

Title: _____

Signature: _____

Date: _____

FOR THE UNION

Name: _____

Title: _____

Signature: _____

Date: _____