

# ROLLS-ROYCE TENTATIVE AGREEMENT

LOCAL 933 • MARCH 2025



**ROLLS-ROYCE**  
**LOCAL 933 MEMBERS**  
**CONTRACT SUMMARY**  
**MARCH 2025**

**Contents**

- 02 The End of Wage Tiers**
- 03 COLA Rolled In on Day One and at the end of the Contract**
- 04 COLA for All on Day One**
- 05 Maintained Current COLA Formula**
- 06 Double-Digit GWIs - with Increases Every Year of the Contract**
- 06 Pension Increases More Than Double Those in the Last Two Contracts**
- 08 Retiree Improvements**
- 09 401(k) Match Increased to 7%**
- 10 True Profit Sharing Based on Public Numbers**
- 11 \$3,000 Ratification Bonus**
- 12 Significant Improvement in Sick and Accident Benefits and Life Insurance Benefits**
- 14 Holidays and Improved Vacation Allotment**
- 14 Secured Maximum Number of Holidays for Next 5 Years**
- 15 Improved Optional Life Insurance**
- 15 Increased Access to UAW Benefit Reps**
- 16 Guaranteed New Apprentices and Other Skilled Trades Improvements**
- 17 Full-Pay Maternity and Paternity Leave**
- 18 Increased Boot Allowance**
- 18 Locked in Expanded Use of Dependent Scholarships**

**A MESSAGE TO UAW LOCAL 933**  
**ROLLS-ROYCE MEMBERSHIP**

First and foremost, your Bargaining Committee wishes to thank the membership of Local 933 for the honor, privilege, and trust you have instilled in us to provide the best, fairest, and most equitable contract Local 933 has seen in 25 years.

In November 2024, your UAW Local 933/Rolls-Royce Bargaining Committee began negotiations with the company. Armed with the strength of our membership's demands and support, the committee began preparing for a tough set of negotiations that would honor our members' wishes. At the forefront of those demands was the strong desire to: end tiered wages, secure COLA for all, implement a COLA roll-in, achieve double-digit GWIs, establish a true profit-sharing program, increase pensions, improve the 401K match for those without pensions, and curtail rising healthcare costs for new hires.

In December 2024, the Union sent the company a Request for Information (RFI) that was broad but necessary in an effort to fully understand the company's financial status, including items such as profit, investment, healthcare, pension funding, and many other essential details— all of which were pertinent to the 2025 contract negotiations. During the same time frame, and in a good faith effort, the Union submitted all non-economic demands and proposals to the company.

Despite the Committee's best efforts to negotiate with the company through January 2025, little progress was made, as the company submitted only one proposal, MP-1. This proposal stated a five-year wage freeze for all workers and outlined the company's interpretation of ending tiers and COLA for all. It included a \$1.79 wage increase for tiers to match the current legacy base rate and a COLA starting at zero with no roll-in. Management stated that the current \$12.63 COLA was a seniority right only for Legacy. The company claimed they could not proceed until the Union submitted all economic proposals. This was, in fact, true, because the company had not provided the Union with the requested information from early December 2024 until mid-February 2025.

Once all information was provided to the Union in February 2025, the back-and-forth process began as all proposals were on the table. Negotiations pushed to a February 26, 2025 deadline, and it became apparent that the company was unwilling to satisfy the Union's request for a fair contract. With the help and support of our UAW International representatives, including a seat at the table for our UAW President, Shawn Fain, the company began to realize that the Union had leveled the playing field.

In a last-minute effort, the company agreed to all of the major Union demands, including a double-digit General Wage Increase (GWI) and a pension increase exceeding any in the past 25 years. This agreement also includes the end of tiered wages, a long-overdue COLA roll-in, and an industry-leading COLA formula for all. By the end of this five-year agreement, no worker will earn less than \$40 an hour in base wages. All workers will share in a non-discretionary profit-sharing program and a sense of unity that will provide a pathway forward for all future contract negotiations and communication with our members.

In closing, this contract rights several past wrongs. It showcases our solidarity in building the Union we all believe in, with the hope that we will continue to look out for one another as we always should have. We are stronger together, and this contract offers something for everyone, putting an end to the "me first" mentality that has haunted us. The Bargaining Committee asks that we all stand united in support of this agreement, which benefits the entire membership.

In solidarity,

**John Snow**

UAW Local 933 Rolls-Royce Chairman



# Highlights

- ▶ **THE END OF WAGE TIERS**
- ▶ **THE NEW PAY SCHEDULES**
- ▶ **RETIREMENT BENEFIT IMPROVEMENTS**
- ▶ **\$3,000 RATIFICATION BONUS**
- ▶ **IMPROVED VACATION ALLOTMENT**
- ▶ **IMPROVEMENTS TO SKILL TRADES**

## **A MESSAGE FROM UAW REGION 2B DIRECTOR DAVE GREEN**

I want to congratulate the membership for your unity and determination in this contract fight with Rolls-Royce. The solidarity you showed—both on the shop floor and in the community—gave your Bargaining Team the strength to secure enormous gains in this contract. They channeled your energy and demands, ensuring your voices were heard. By standing together, you sent a clear message to Rolls-Royce that you were willing to do whatever it took to win what you deserve. That's the power of union solidarity.

In solidarity,

**Dave Green**

UAW Region 2B Director

# THE END OF WAGE TIERS

The membership overwhelmingly demanded that your Bargaining Committee end the unfair wage tier structure at Rolls-Royce, which had new employees at a lower rate with no path to the top rate. Upon contract ratification, that unjust scheme is over.

Upon ratification:

- All Tier 2 employees will move to Legacy top pay immediately.
- By the start of the fifth year of the contract, all UAW employees at Rolls-Royce will be at top pay, with four dramatic increases in pay along the way, including a double-digit percentage (12%) increase in pay immediately.

On February 26, 2029, there will be no more wage tiers at Rolls-Royce.

## COLA FOR ALL ON DAY ONE WITH ROLL-IN BOTH NOW AND AT THE END OF THE CONTRACT

Your Bargaining Committee fought hard to ensure that COLA is rolled into our base pay so that it is not only locked in but also becomes part of the General Wage Increases.

The Union achieved both sides of this demand:

- The existing COLA float of \$12.63 will be rolled into base pay immediately for Legacy and Tier 2 and part of the “grow in” for Tier 4, fully establishing the roll in for Tier 4 on February 27, 2029.
- Our top-notch COLA formula is maintained as-is for the life of this Contract.
- And, at the end of the Contract, the COLA float (except for five cents) will again be rolled into base pay so we will not have to have this fight again when we sit down to bargain in 2029.

## AT LEAST DOUBLE-DIGIT GWIs WITH INCREASES EVERY YEAR OF THE CONTRACT

- Your Bargaining Committee was unrelenting in holding firm that we would not accept a contract with less than double-digit GWIs and no lousy 1% raises.
- Instead, your Bargaining Committee demanded, and has secured double-digit general wage increases for the first time in decades, securing 10% GWI (10.4% with compounding) for legacy and even more for Tier 2 and Tier 4 as part of the “grow in” to end the wage tiers.

This Contract provides general wage increases as follows\*:

YEAR	LEGACY	TIER 2	TIER 4
Year 1 (February 27, 2025)	2%	6.5%	12.0%
Year 2 (February 27, 2026)	2%	2%	9%
Year 3 (February 27, 2027)	2%	2%	9%
Year 4 (February 27, 2028)	2%	2%	9%
Year 5 (February 27, 2029)	2%	2%	15.9%
<b>TOTAL (compounded)</b>	10.4%	15.3%	68.1%

\*NOTE: Up until the last day of bargaining, the Company was demanding that production support face a dramatic 25% cut in pay starting in 2026, vehemently insisting that they would not move off the Company’s desire to cut production support pay. Your Bargaining Committee refused to entertain any cuts in pay and was able to negotiate that off the table, and **production support will not face a pay cut**. Production support will instead be receiving \$2,000 lump sum payments each year of the Contract.

## **THIS CONTRACT PROTECTS THE CURRENT COLA FORMULA**

From the beginning of negotiations until the membership Tick Tock rally on February 25, 2025, the Company was adamant that it would not settle this contract without a dramatic concession on our top-notch COLA formula, insisting day after day that the Company should get credit for any wage increases to their COLA obligation. This would have meant the effective end of COLA at Rolls-Royce.

It was not until the day after the Tick Tock rally, only hours before expiration of the Contract, that the Company finally understood that the bargaining unit stood united against any changes other than COLA for all and COLA roll-in. And in a breakthrough last-minute move, the Company relented and agreed to make no changes to the COLA formula—your hard-fought and well-deserved protection against inflation. Not only will there be no change to the COLA formula, but we have achieved a roll in on day one of the Contract and a roll in at the end of the Contract.

# THE NEW PAY SCHEDULES

## As a result of:

- Double-digit GWIs
- the end of Wage Tiers and
- the roll in of COLA

The new Pay Schedules are as follows:

PRODUCTION						
	LEGACY		TIER 2		TIER 4	
	GWl	Wage Rates	GWl	Wage Rates	GWl	Wage Rates
<i>Current:</i>	-	\$42.00	-	\$40.21	-	\$27.58
Year 1 (starting 2/27/2025)	2.0%	\$42.84	6.5%	\$42.84	12.0%	\$30.89
Year 2 (starting 2/27/2026)	2.0%	\$43.70	2.0%	\$43.70	9.0%	\$33.67
Year 3 (starting 2/27/2027)	2.0%	\$44.57	2.0%	\$44.57	9.0%	\$36.70
Year 4 (starting 2/27/2028)	2.0%	\$45.46	2.0%	\$45.46	9.0%	\$40.00
Year 5 (starting 2/27/2029)	2.0%	\$46.37	2.0%	\$46.37	15.9%	\$46.37
<b>Total Compounded Increase:</b>	10.4%	+\$4.37	15.3%	+\$6.16	68.1%	+\$18.79

SKILLED TRADES						
	LEGACY		TIER 2		TIER 4	
	GWl	Wage Rates	GWl	Wage Rates	GWl	Wage Rates
<i>Current:</i>	-	\$45.40	-	\$44.04	-	\$31.41
Year 1 (starting 2/27/2025)	2.0%	\$46.31	5.1%	\$46.31	12.0%	\$35.18
Year 2 (starting 2/27/2026)	2.0%	\$47.23	2.0%	\$47.23	8.0%	\$37.99
Year 3 (starting 2/27/2027)	2.0%	\$48.18	2.0%	\$48.18	8.0%	\$41.03
Year 4 (starting 2/27/2028)	2.0%	\$49.14	2.0%	\$49.14	8.0%	\$44.32
Year 5 (starting 2/27/2029)	2.0%	\$50.13	2.0%	\$50.13	13.1%	\$50.13
<b>Total Compounded Increase:</b>	10.4%	+\$4.73	13.8%	+\$6.09	59.6%	+\$18.72

PRODUCTION SUPPORT								
	LEGACY		TIER 2			TIER 4		
	Lump Sum	Wage Rates	Lump Sum	GWl	Wage Rates	Lump Sum	GWl	Wage Rates
<i>Current:</i>	-	\$40.74	-	-	\$33.49	-	-	\$20.86
Year 1 (starting 2/27/2025)	\$2,000	\$40.74	-	21.6%	\$40.74	-	45.0%	\$30.25
Year 2 (starting 2/27/2026)	\$2,000	\$40.74	\$2,000	-	\$40.74	\$2,000	7.0%	\$32.36
Year 3 (starting 2/27/2027)	\$2,000	\$40.74	\$2,000	-	\$40.74	\$2,000	7.0%	\$34.63
Year 4 (starting 2/27/2028)	\$2,000	\$40.74	\$2,000	-	\$40.74	\$2,000	7.0%	\$37.05
Year 5 (starting 2/27/2029)	\$2,000	\$40.74	\$2,000	-	\$40.74	\$2,000	9.9%	\$40.74
Total Compounded Increase:	-	-	-	21.6%	+\$7.25	-	95.3%	+\$19.88

\*Wages do not include new COLA and applicable shift premiums.

# NEW HIRE PROGRESSION

All new hires starting on February 27, 2027 will have a new hire progression as follows:

NEW HIRE PROGRESSION STARTING IN YEAR 3 (STARTING 2/27/2027)				
Seniority	% of Top Rate	Production	Skilled Trades	Production Support
Upon Hire	70%	\$32.46	\$35.09	\$28.52
Start of 2nd Year	80%	\$37.10	\$40.10	\$32.59
Start of 3rd Year	90%	\$41.73	\$45.11	\$36.67
Start of 4th Year	100%	\$46.37	\$50.13	\$40.74

Note: The new hire progression will have no impact on any existing bargaining unit members, and will only apply to new hires. **Unlike a tier, the progression is a clear path to top rate after three years of work.**

# RETIREMENT BENEFIT IMPROVEMENTS FOR LEGACY AND TIER 2 AND TIER 4

## Legacy Pension Increases More Than Double the Last Two Contracts

Pension-eligible employees will see the biggest increase in their basic pension in over two decades. The new basic benefit goes from \$60.94 to \$65.00 per credited year of service. The supplemental benefit raises from \$58.40 to \$62.00 per credited year of service. The early retirement supplement benefit (30 and out) that we enjoy and have worked so hard to obtain increases from \$3,950 to \$4,250.

### Upon Ratification:

Basic Benefit	\$65.00
Supplemental Benefit	\$62.00
Early Retirement	\$4,250

## OTHER RETIREE IMPROVEMENTS

### Fitness and Financial

Your Bargaining Committee was able to secure your retiree benefit towards Fitness and Financial Health of \$1,450 which is reimbursed each calendar year of this agreement. This benefit is available to be used towards sports leagues and camps, health trackers, fitness subscriptions, and financial planning, just to name a few. For coverage details or to find opportunities to utilize this great benefit, please contact your UAW Tuition Assistance Representatives in the UAW/Rolls-Royce Joint Training Center or watch for the annual mailer sent to retired members.

### Medicare Supplement

Your Bargaining Committee worked to increase your post-65 retiree Medicare supplement premium subsidy. The annual reimbursement has been raised to \$1,500 (\$3,000 if married). As premiums rise, your UAW Team is working to ensure your coverage for this important benefit keeps pace with rising costs. For any questions on this benefit, please contact your UAW Retiree Benefit Representative.

### Retiree Bonus Benefit

Your Bargaining Committee was able to secure current and future payments of the \$700 Retiree Bonus Benefit. This benefit had not previously been secured and has now been added to the retiree benefit guide to ensure this important benefit continues to be provided each and every calendar year.



## 401(k) Match Increased to 7%

Since the 2005 collective bargaining agreement, the 401(k) match has stayed stagnant at 5%. The employee contributes 5%, and the company matches up to 5%. Employees who benefited from this matching 401(k) plan have not seen any increases in 20 years. In this negotiation your Bargaining Team won a 2% increase for a match now totalling 7%. Employees who contribute 7% will receive the full 7% company match. Once the contract is ratified by the membership, employees enrolled in this benefit can take advantage and start adding more money into their 401(k) to maximize for retirement. The 3% company contribution is unchanged, with the new match at: 7-7-3.



# TRUE PROFIT SHARING BASED ON PUBLIC NUMBERS

During these negotiations, the Union said no to profit-sharing plans that could be manipulated, or create unachievable targets that we never hit or budgets made by board members that don't have to be disclosed to the public. Your Bargaining Committee fought until the last minute as the clock ticked to secure a true profit-sharing plan that is based on the company annual report provided to the public.

Once the contract is ratified, the company will provide an annual profit-sharing payout in the amount of \$400 for each 1% reported underlying operating margin of the defense division (in %) as reported in the company annual report.

The payouts are as follows:

\$ per 1% Profit Margin		\$400									
Underlying Operating Margin of Defence		14.2%	13.8%	11.8%	13.6%	13.3%	12.8%	13.7%	14.3%	17.4%	19.3%
Compensated Hours	% of Eligible Profit Share	EXAMPLE PROFIT SHARING PAYOUTS									
		2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
2,080	100%	\$5,680	\$5,520	\$4,720	\$5,440	\$5,320	\$5,120	\$5,480	\$5,720	\$6,960	\$7,720
1,872	90%	\$5,112	\$4,968	\$4,248	\$4,896	\$4,788	\$4,608	\$4,932	\$5,148	\$6,264	\$6,948
1,664	80%	\$4,544	\$4,416	\$3,776	\$4,352	\$4,256	\$4,096	\$4,384	\$4,576	\$5,568	\$6,176
1,456	70%	\$3,976	\$3,864	\$3,304	\$3,808	\$3,724	\$3,584	\$3,836	\$4,004	\$4,872	\$5,404
1,248	60%	\$3,408	\$3,312	\$2,832	\$3,264	\$3,192	\$3,072	\$3,288	\$3,432	\$4,176	\$4,632
1,040	50%	\$2,840	\$2,760	\$2,360	\$2,720	\$2,660	\$2,560	\$2,740	\$2,860	\$3,480	\$3,860
832	40%	\$2,272	\$2,208	\$1,888	\$2,176	\$2,128	\$2,048	\$2,192	\$2,288	\$2,784	\$3,088
624	30%	\$1,704	\$1,656	\$1,416	\$1,632	\$1,596	\$1,536	\$1,644	\$1,716	\$2,088	\$2,316
416	20%	\$1,136	\$1,104	\$944	\$1,088	\$1,064	\$1,024	\$1,096	\$1,144	\$1,392	\$1,544
208	10%	\$568	\$552	\$472	\$544	\$532	\$512	\$548	\$572	\$696	\$772

\*Example for employee with 1,900 compensated hours in 2024:  $(14.2) \times (\$400) \times (90\%) = \$5,112$

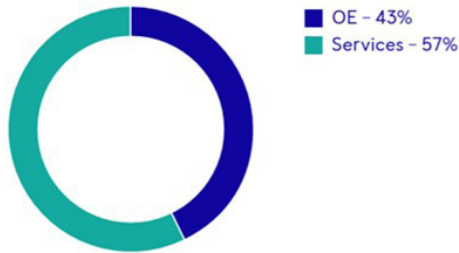
\*2024 Profits have been reported, and so we know that you will be receiving your profit share based on this and your number of hours worked in these exact amounts.

For your information, here is an example from the publicly reported 2023 Rolls-Royce annual report showing how they show the numbers in the annual report.

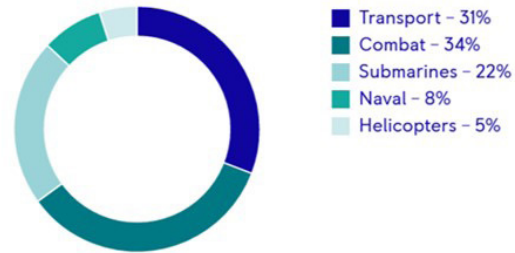
## DEFENCE

Defence is a market leader in aero engines for military transport and patrol aircraft with strong positions in combat applications. It has significant scale in naval and designs, supplies and supports the nuclear propulsion plant for all of the UK Royal Navy's nuclear submarines.

Underlying revenue mix



Underlying revenue mix by sector



UNDERLYING REVENUE

**£4,077m**

2022: £3,660m

UNDERLYING OPERATING PROFIT

**£562m**

2022: £432m

UNDERLYING OPERATING MARGIN

**13.8%**

2022: 11.8%

ORDER BACKLOG

**£9.2bn**

2022: £8.5bn

# RATIFICATION BONUS

**\$3,000**

**RATIFICATION BONUS**

Employees are eligible for the ratification bonus if they are: Active, on Military Leave, a Probationary Employee hired before February 27, 2025, and on the following leaves for not greater than 90 days: informal, formal, sickness and accident, FMLA and educational. Employees on probation will receive the ratification bonus when they complete probation.

# SIGNIFICANT IMPROVEMENT IN SICK AND ACCIDENT BENEFITS AND LIFE INSURANCE BENEFITS

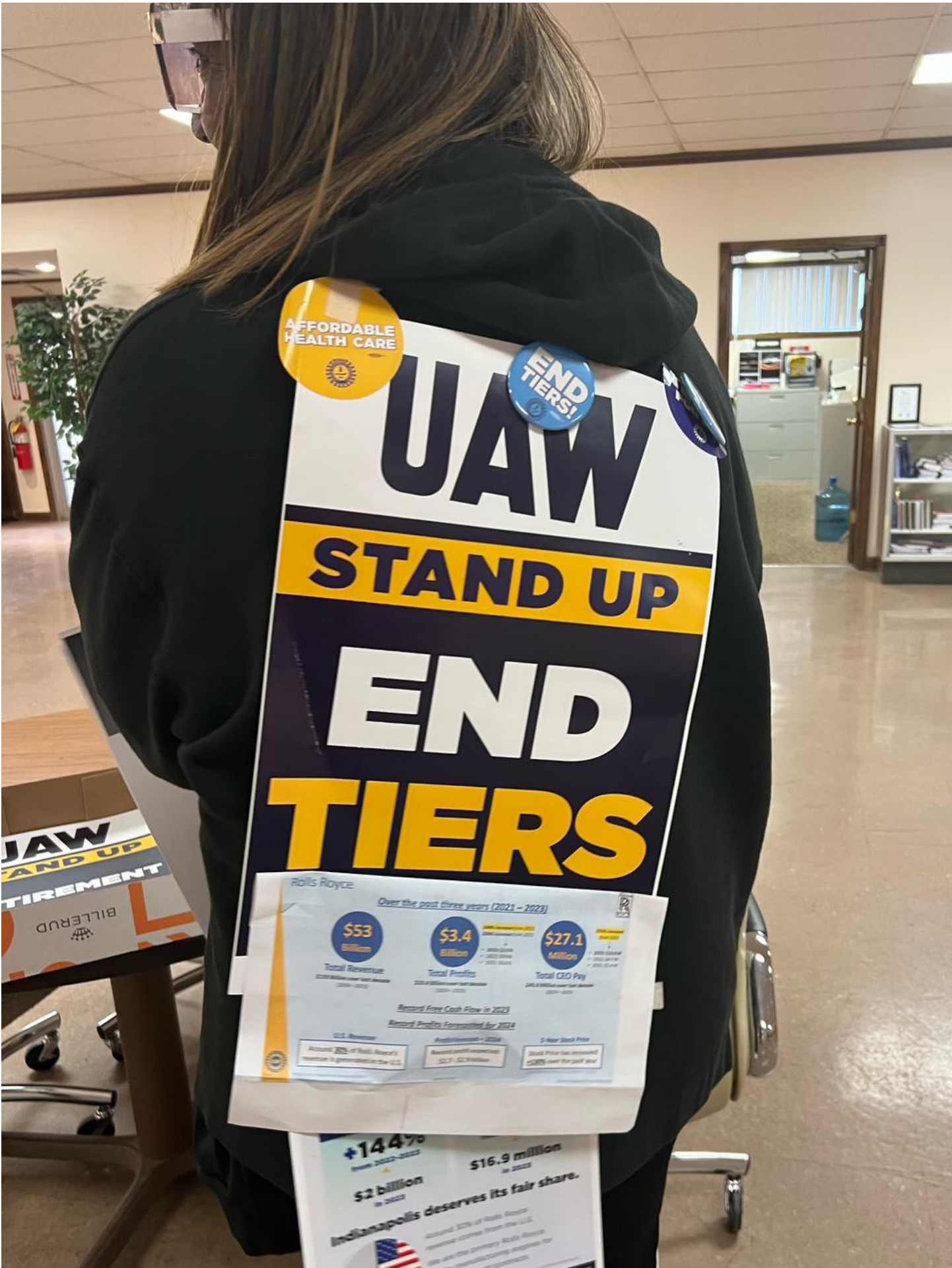
Because of the COLA roll in and because of the increased wages across the board, the bargaining unit will see significant improvements in Sick and Accident Benefits, and Life Insurance Benefits. Here are examples of the improvements in those two benefits. For more information, see pages 97-100 of white book.

<b>YEAR 5 COMPARISON - WITH AND WITHOUT \$12.63 COLA ROLL-IN TOTAL BASIC LIFE AND EXTRA ACCIDENT INSURANCE</b>				
	<b>Wages</b>		<b>Total Basic Life and Extra Accident Insurance</b>	
	<b>Year 5 Base Rate (w/o Roll-in)</b>	<b>Actual Year 5 Base Rate (w/ Roll-in)</b>	<b>Year 5 Base Rate (w/o Roll-in)</b>	<b>Actual Year 5 Base Rate (w/ Roll-in)</b>
<b>Production</b>	\$33.74	\$46.37	\$214,500	\$295,500
<b>Skilled</b>	\$37.50	\$50.13	\$239,250	\$320,250
<b>Production Support</b>	\$28.11	\$40.74	\$178,500	\$259,500

\*This comparison does not take into account the compounded GWIs which would result in an even greater differential

<b>YEAR 5 COMPARISON - WITH AND WITHOUT \$12.63 COLA ROLL-IN SCHEDULE OF DISABILITY BENEFITS</b>								
	<b>Wages</b>		<b>Weekly Sickness and Accident Benefit</b>		<b>Monthly Extended Disability Benefit</b>			
					<b>Schedule I</b>		<b>Schedule II</b>	
	<b>Year 5 Base Rate (w/o Roll-in)</b>	<b>Actual Year 5 Base Rate (w/ Roll-in)</b>	<b>Year 5 Base Rate (w/o Roll-in)</b>	<b>Actual Year 5 Base Rate (w/ Roll-in)</b>	<b>Year 5 Base Rate (w/o Roll-in)</b>	<b>Actual Year 5 Base Rate (w/ Roll-in)</b>	<b>Year 5 Base Rate (w/o Roll-in)</b>	<b>Actual Year 5 Base Rate (w/ Roll-in)</b>
<b>Production</b>	\$33.74	\$46.37	\$820	\$1,115	\$2,945	\$4,025	\$3,240	\$4,335
<b>Skilled</b>	\$37.50	\$50.13	\$905	\$1,210	\$3,275	\$4,355	\$3,585	\$4,665
<b>Production Support</b>	\$28.11	\$40.74	\$685	\$980	\$2,465	\$3,545	\$2,705	\$3,855

\*This comparison does not take into account the compounded GWIs which would result in an even greater differential



# IMPROVED VACATION ALLOTMENT

For an eligible employee with Seniority of	Hours of Vacation Entitlement Before Improvement	For an eligible employee with Seniority of	Hours of Vacation Entitlement New Vacation Allotment
Less than 1 Year	80	Less than 1 Year	120
1 to 4 years	120	1 to 4 years	160
5 to 9 years	160	5 to 9 years	176
10 to 19 years	200	10 to 14 years	200
20 + years	240	15 to 19 years	220
		20 + years	240

## SECURED MAXIMUM NUMBER OF HOLIDAYS FOR THE NEXT 5 YEARS

The Bargaining Committee secured a holiday schedule that guarantees the maximum number of possible days off given the work and calendars for the next five years.

So, for example:

- The day after Thanksgiving will be an actual holiday instead of a blue Friday for the 9/80 holiday schedule for the entire life of the contract. The 5/40 schedule always gets the actual holiday.
- Christmas shutdown period is guaranteed to encompass two shut-down weekends.

As a result, all bargaining unit members will have the following number of holidays:

	9/80	5/40
2025	13	15
2026	13	15
2027	13	14
2028	12	14
2029	13	15
2030	1*	1*

\*Since the 2025-2030 contract expires in February 2030, the remaining holidays in 2030 will be negotiated as part of the next contract.

The complete holiday schedule can be reviewed at page 16 of the UAW Local 933 Rolls Royce 2025 White Book.

## Improved Optional Life Insurance

The union secured two (2) open enrollment periods during the life of the agreement. There will be no cost (other than any increase in premium) should the employee choose to upgrade the coverage by one (1) increment during either of these open enrollment periods.

## Tier 4 Protection Against Excessive Health Care Costs

The Bargaining Committee was able to secure important protections against excessive health care costs for Tier 4 employees. Once ratified, the Contract provides that all Tier 4 employees will have a backstop on their out-of-pocket health care costs (the out-of-pocket maximum). Your out-of-pocket max will not go above \$7,150 regardless of which plan you select.

Along with the changes to your out-of-pocket max, the company has agreed to the Union's demand that all employees (including especially those in Tier 4 on the RRNA plan) be provided educational classes to educate our members on the best way to make your elections within the various health insurance coverage options.

## Increased Access to UAW Benefit Reps and Education Programs for all Members on Health Insurance

The Bargaining Team recognized the need for healthcare education programs to be created for the membership along with increased access to their UAW Benefit Reps., which will now include time on Saturdays, to help them to make informed decisions on which healthcare plans were best for their families.



# IMPROVEMENTS TO SKILL TRADES

## GUARANTEED NEW APPRENTICES AND OTHER SKILLED TRADES IMPROVEMENTS

### ▶ UTILIZATION LANGUAGE

While the Company would have it otherwise, your Bargaining Committee held firm, and: **THE UTILIZATION LANGUAGE IS PROTECTED AND UNCHANGED**

### ▶ NEW APPRENTICES

The Bargaining Committee was also able to secure another 30 apprentices in the life of the agreement. A total of 25 of those apprentices will be allocated into our MTM and Facility trades, while the other 5 apprentices will be allocated in the EATM trade.

### ▶ NEW JOURNEYPERSONS

The Bargaining Committee was able to get the company to commit to an increase of 5-10 journeypersons in the EATM classification. With the guarantee of at least 30 apprentices, the Bargaining Committee was able to achieve a more robust apprenticeship test that will take place in the first quarter of 2027, or earlier if the current list becomes depleted. After implementation of the new test, all employees will have the eligibility to take the new test up to two times regardless of past attempts.

### ▶ APPROPRIATE TEST SCHEDULES

Also, the Bargaining Committee was able to get the test to be held on Saturday and no earlier than 9:00 am. This will allow for a more favorable testing environment for all employees regardless of shift.

### ▶ RENTAL EQUIPMENT

In the last agreement, we had the hurdle of what to do with rental equipment. The Bargaining Committee was able to get an agreement on the service/leasing of the Aggreko cooling towers, which states as long as the company is leasing the towers there will be no layoff of Stationary Engineers. Along with the layoff clause, we have clearly defined how the operation, maintenance, and monitoring of this equipment will be handled.

### ▶ WASTE WATER MOU

We have made improvements to the Waste Water MOU which includes better training and procedures. PPE will be provided onsite to our tradespeople.

### ▶ SAFETY COMMITTEE

The Safety Committee will create safe operating procedures which will be available to the employees performing the task. Also, all pump outs will be performed by bargaining unit employees. In rare instances, outside sources may be needed but that must be mutually agreed to by the Shop Committee.



## ▶ **NEW IMPROVED JOB POSTING PROCEDURES**

Upon ratification of the agreement, all skilled trades positions will be posted through the Local Transfer Agreement process. This will allow for transparency of jobs that become available and will allow employees to apply for those positions by seniority. Also, at the ratification of the agreement will have 2 clearly identified overtime groups between the Excellence and Victory/Performance buildings. The overtime groups will be populated with employees flowing to the overtime group where they worked on 2/26/2025. Changes were made to the In-House Journeyperson list that allows the person to reapply in a year if they remove their name or turn down the position. Prior to this, if you turned down the position you were never allowed to reapply.

# **OTHER IMPROVEMENTS FOR ALL EMPLOYEES**

## ▶ **FULL PAY MATERNITY AND PATERNITY LEAVE**

Recognizing that it is unacceptable that the Company provides no fully paid leave for new mothers and no leave whatsoever for new fathers, the Union pressed and achieved a **two weeks of full pay for maternity and paternity leave** for the birth or adoption of a child. This is not just an improvement to the current 60% leave for mothers. For the first time, we have achieved paid leave (at full pay) for fathers.

## ▶ **IMPROVED BEREAVEMENT LEAVE**

The bereavement leave has been improved in two significant ways:

- the addition of brother-in-law, sister-in-law, son-in-law, and daughter-in-law
- no more requirements to attend a funeral.

## ▶ **INCREASED BOOT ALLOWANCE**

The Bargaining Team heard the membership's demands and fought to increase the safety shoe allowance from \$150 yearly to \$200 yearly and now includes shoe inserts.

## ▶ **LOCKED IN EXPANDED USE OF DEPENDENT SCHOLARSHIPS**

Your Shop Committee was able to add into the Collective Bargaining Agreement additions to your Dependent Child Benefit. Attachment B to Document 8 now includes protections to ensure your \$1,500 benefit can be used towards dependents pursuing degrees including: Associate, Bachelor, Graduate, and Post-Graduate programs. Additionally, certificates, licensure, and Continuing Education including Vocational or Technical Programs that are accredited by governmental or nationally recognized agencies. Please see your UAW Tuition Assistance Representative for further details and available institutions.

# OTHER IMPROVEMENTS (CONT)

- Increased age restriction on orthodontics from the age of 19 to 26
- Company will provide annual statements to all Tier 2 employees to calculate retirement benefits.
- Contract language that will not allow the Plan A or B work schedule to interrupt a long holiday weekend
- Gains in robust training through our training center
- Limits on how far the company can go back to retrieve overpayments. Prior to this, the company could go back indefinitely. Now, they are restricted to 365 days from the start of the error.
- Changed time limitations on shift premium and moved from 11:00 to 10:30. This change will make it certain that 2nd shift will not lose the 5% shift premium by coming in early
- Settled over 80 outstanding grievances
- Healthcare remains unchanged for Legacy and Tier 2 employees
- When continuous operators are required to work over 16 hours due to lack of coverage, Safety will be notified by Management.
- All Elected/Appointed Representatives have unrestricted access (badges, keys, etc.) for all buildings that have Bargaining Unit employees working that they represent.
- Multiple laptops will be purchased for the Tool Room, equipped with Team Center and any beneficial software for manufacturing tooling and hardware.
- Union bulletin boards will be replaced with UAW Communication Kiosks at all main facilities represented by UAW employees, featuring a monitor, CPU, mouse, and printer. Kiosks will be updated and maintained by UAW personnel.
- Floor scrubbers will be provided to departments upon request.
- Skilled trades will be added to the off shift of the super cell with additional training in robotics and automation.
- Company will provide/install an awning and a patio at the Performance building.
- Access will be restored to the parking lot outside of Performance test cell 157 with access to time clock.
- Properly sized exhaust fans be installed in all bathrooms in the plants, office areas, and shop floors.
- The Company's referral bonus program now will apply to bargaining unit members, currently set at \$1,000 per successful referral of a new employee.
- Creation of a new classification of MSE Assembly Grind. All current grinders in Assembly will have 30 days to decide if they wish to accept the Assembly Grind classification. Employees not wanting to transition to the Assembly Grind classification will flow through the 63B process.
- Creation of EATM (Test) and EATM (Assembly) classifications. Transfer rights between classifications will allow all EATMS the opportunity to apply for new job openings in both, based on seniority.
- Clarification of hardware removal and installation on engines.



## **DURATION & RATIFICATION**

The terms of this proposed agreement will not take effect until the tentative agreement is ratified by a majority of UAW members at Rolls-Royce, and only then on the appropriate dates specified. The new agreement, if ratified, will expire February 26, 2030

## **DUES: A CONSTITUTIONAL MATTER**

Dues are determined by UAW Constitutional Convention action and are not a subject of negotiations. Dues are based on the principle that they reflect each member's cash income, normally 2.5 hours of straight-time pay per month. Lump-sum cash payments are subject to dues because they also represent cash income and are assessed at the rate of 1.44%, which is equivalent to 2.5 hours of straight-time pay per month.

## **KNOW YOUR CONTRACT**

This is a summary of the tentative agreement. In all cases actual contract language will apply.

# UAW NEGOTIATING TEAM

## PRESIDENT'S OFFICE

**Shawn Fain**  
UAW President

**Chris Brooks**  
UAW Chief of Staff

## UAW REGION 2B

**David Green**  
UAW Region 2B Director

**Chris McTaggart**  
UAW Region 2B Servicing Representative

## UAW INTERNATIONAL STAFF

**Adam Stevenson**  
Administrative Assistant  
UAW Aerospace Department

**Max Fazeli**  
UAW Assistant Director  
Research Department

**Rickey Blair**  
Servicing Representative  
Aerospace Department

**Mike Morrison**  
Director of Bargaining Strategies

**Adam McKenzie**  
Bargaining Strategies  
Servicing Representative

**Nathaniel Charny**  
Outside Counsel for the UAW

## UAW LOCAL 933 ROLLS-ROYCE BARGAINING TEAM

**Gary Holmes**  
UAW Local 933 President

**John Snow**  
UAW Local 933 Rolls-Royce Chairman

**Jay Erisman**  
UAW Local 933 Zone 2 Committeeman

**Matt Barton**  
UAW Local 933 Zone 4 Committeeman

**Bobby Jobe**  
UAW Local 933 Zone 3 Committeeman

**John Sandlin**  
UAW Local 933 Zone 5 Committeeman

**Duane Simmerman**  
UAW Local 933 Joint Activity Representative

