



UAW-Rolls-Royce Contract Agreement

UAW Local 933
Indianapolis, IN

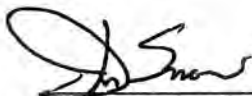
TENTATIVE AGREEMENT
UAW, LOCAL 933 – ROLLS ROYCE

UP 037	ending tiers	end tiers by the start of the 5 th year of the contract; grow in chart per below		
UP 044	COLA for all	per Union proposal		
UP 032	COLA roll in	per Union proposal		
UP 040	GWIs	2, 2, 2, 2, 2		
UP 041	profit share	UAW model at \$400 (still eligible for company wide discretionary (e.g. shares gifted, shares matched)		
UP 042	pension	BB=65.00; SUPP=62.00; EARLY=\$4,250 – increase effective February 27, 2025		
BP 009/021	401k	7% match; retain 3% dump		
BP 043	vacation		For an Eligible Employee With Seniority of	Hours of Vacation Entitlement
			Less than 1 year	120
			1 to 4 years	160
			5 to 9 years	176
			10 to 14 years	200
			15 to 19 years	220
			20+ years	240
UP 001	holiday schedule	holiday schedule as agreed to by the Company		
Progression		3-year new hire progression on the legacy top rate in year 5 (70-80-90) commencing year 3 of the CBA		
Production Support		No GWIs; lump sums as follows: Year 1-\$2,000 Year 2-\$2,000 Year 3-\$2,000 Year 4-\$2,000 Year 5-\$2,000		
Expiration		Successor agreement expires February 26, 2030; current contract expires March 12, 2025 to provide for ratification.		

Ratification Bonus		\$3,000
TAs		All TAs executed to by the parties, including CORRECTED version of BP 023

SO AGREED:

Dated: February 26, 2025



John Snow, Bargaining Chair
UAW Local 933-Rolls Royce

Dated: February 26, 2025



Warren White, Senior Vice President
Assembly and Test

PRODUCTION				
	GWI	LEGACY	TIER2	TIER4
current		42.00	40.21	27.58
year 1 (starting 2/27/2025)	2.0%	42.84	42.84	30.89
year 2 (starting 2/27/2026)	2.0%	43.70	43.70	33.67
year 3 (starting 2/27/2027)	2.0%	44.57	44.57	36.70
year 4 (starting 2/27/2028)	2.0%	45.46	45.46	40.00
year 5 (starting 2/27/2029)	2.0%	46.37	46.37	46.37

SKILLED TRADES				
	GWI	LEGACY	TIER2	TIER4
current		45.40	44.04	31.41
year 1 (starting 2/27/2025)	2.0%	46.31	46.31	35.18
year 2 (starting 2/27/2026)	2.0%	47.23	47.23	37.99
year 3 (starting 2/27/2027)	2.0%	48.18	48.18	41.03
year 4 (starting 2/27/2028)	2.0%	49.14	49.14	44.32
year 5 (starting 2/27/2029)	2.0%	50.13	50.13	50.13

PRODUCTION SUPPORT				
	GWI	LEGACY	TIER2	TIER4
current		40.74	33.49	20.86
year 1 (starting 2/27/2025)	0.0%	40.74	40.74	30.25
year 2 (starting 2/27/2026)	0.0%	40.74	40.74	32.36
year 3 (starting 2/27/2027)	0.0%	40.74	40.74	34.63
year 4 (starting 2/27/2028)	0.0%	40.74	40.74	37.05
year 5 (starting 2/27/2029)	0.0%	40.74	40.74	40.74

TA'd per 2/26/2025 TENTATIVE AGREEMENT

Union Proposal	UP-044
Subject	COLA for All
Date Presented	02/12/2025
Presented by	UAW Shop Committee
Document	Local/National Agreement
Page/Paragraph	

Proposal

End the COLA tiers, and provide COLA for all.

Current Language

National Agreement:

(98) Employees hired after the effective date of this agreement shall not be eligible for cost of living allowance (COLA).

Proposed Language

All Employees hired after the effective date of this agreement shall not be eligible for cost of living allowance (COLA).

JS 2/25/25

JS 2/26/25

Cost of Living Allowance

(101b) Each employee shall receive a Cost of Living Allowance in accordance with the provisions of Paragraphs (101e) and (101f).

It is agreed that only the Cost of Living Allowance will be subject to reduction so that, if a sufficient decline in the cost of living occurs, employees will immediately enjoy a better standard of living.

(101c) The Cost of Living Allowance provided for in Paragraph (101b) shall be added to each employee's hourly wage rate and will be adjusted up or down as provided in Paragraphs (101e) and (101f).

(101d) The Cost of Living Allowance will be determined in accordance with changes in the official Consumer Price Index for Urban Wage Earners and Clerical Workers (current series, CPI-W) (for all items, less medical care, not seasonally adjusted) (United States City Average) published by the Bureau of Labor Statistics (1982-1984=100).

(101e) During the period of this Agreement, adjustments in the Cost of Living Allowance shall be made at the following times:

Effective Date of Adjustment	Based Upon Three-Month Average of the Consumer Price Index For:
April 13, 2020 March 2025	November and December 2019 2024 January 2020 2025 2025
2025 - First pay period beginning on or after June 5, 2020 and at three-calendar month intervals 2029 Thereafter to December 1, 2024.	February, March and April 2020 and at three-calendar month intervals hereafter to August, September and October, 2024. 2029

In determining the three-month average of the Indexes for a specified period, the computed average shall be rounded to the nearest 0.01 Index Point.

0.001

In no event will a decline in the three-month average Consumer Price Index below 179.67 provide the basis for a reduction in the wage scale by job classification. 298.596

(101f) Effective March 2, 2020 and for any period thereafter as provided in Paragraphs (101c) and (101f), the Cost of Living Allowance shall be in accordance with the following table:

New table attached

Three-Month Average Consumer Price Index	Cost of Living Allowance
179.67 or less	None
179.68 – 179.75	1¢ per hour
179.76 – 179.83	2¢ per hour
179.84 – 179.92	3¢ per hour
179.93 – 180.00	4¢ per hour
180.01 – 180.08	5¢ per hour
180.09 – 180.16	6¢ per hour
180.17 – 180.24	7¢ per hour
180.25 – 180.32	8¢ per hour
180.33 – 180.41	9¢ per hour

And so forth with 1¢ adjustment for each ^{0.082}0.08159 change in the Average Index and will be calculated in accordance with the Letter of Understanding signed by the parties continuing through the adjustment effective in December ~~2024~~. ²⁰²⁹

For each adjustment during the twelve three-month periods beginning March 2, 2025, and ending with the contract expiration ²⁰³⁰(February 26, 2025), in which an increase in the Cost of Living Allowance shall be required according to the above table, the amount of increase so required each three month period shall be reduced four cents (\$0.04), or by the amount of increase, whichever is less. The maximum total reduction shall not exceed forty-eight cents (\$0.48).

(101g) The amount of any Cost of Living Allowance in effect at the time shall be included in computing overtime premium, night shift premium, vacation payments, holiday payments, call in pay, bereavement pay, jury duty pay, and short term military duty pay.

(101h) In the event the Bureau of Labor Statistics does not issue the appropriate Consumer Price Index on or before the beginning of one of the pay periods referred to in Paragraph (101e) any adjustments in the Cost of Living Allowance required by such appropriate Index shall be effective at the beginning of the first pay period after receipt of the Index.

(101i) No adjustments, retroactive or otherwise, shall be made due to any revision which may later be made in the published figures used in the calculation of the Consumer Price Index for any month or months

New table

Three-Month Average Consumer Price Index	Cost of Living Allowance
298.596 or less	None
298.597 – 298.678	1¢ per hour
298.679 – 298.760	2¢ per hour
298.761 – 298.842	3¢ per hour
298.843 – 298.924	4¢ per hour
298.925 – 299.006	5¢ per hour
299.007 – 299.088	6¢ per hour
299.089 – 299.170	7¢ per hour
299.171 – 299.252	8¢ per hour
299.253 – 299.334	9¢ per hour

Doc No. 87

COLA CALCULATION

February 26, 2020
Mr. John Snow
Chairman
Local 933
2320 South Tibbs
Indianapolis, Indiana 46241

Mr. Snow:

This letter is to confirm certain agreements reached by Rolls-Royce Corporation and the International Union, UAW, regarding the calculation of the Cost of Living Allowance pursuant to Paragraph (101)(c) through (101)(k) of the Agreement.

The table in Paragraph (101)(g) has been constructed to provide that 1¢ adjustments in the Cost of Living Allowance shall become payable, sequentially, for each .08, .08, .08, .08, .08 and .09 change in the Index, and so forth, with that sequence of the six changes being repeated thereafter in the table so as to produce an average adjustment over time of 1¢ for each .08159 change in the Index.

Q123
If the Union claims that the Company's calculations in any particular instance were not made in accordance with the terms of this Letter of Understanding, it may pursue such claim in accordance with the provisions of Paragraph (55) of the new National Agreement.

Very truly yours,

Jeff Handy
Human Resources

Attachment

[See Par. (98), (101)(d), (101)(g), (101)(h), (181c)]

Remove

COLA CALCULATION

Attachment

ENGINEERING METHOD OF ROUNDING

The following rules of rounding shall apply to the determination of the Consumer Price Index:

1. If the leftmost of the digits discarded is less than 5, the preceding digit is not affected. For example, when rounding to four digits, 130.646 becomes 130.6.
2. If the leftmost of the digits discarded is greater than 5, or is 5 followed by digits not all of which are zero, the preceding digit is increased by one. For example, when rounding to four digits, 130.557 becomes 130.6.
3. If the leftmost of the digits discarded is 5, followed by zero's, the preceding digit is increased by one if it is odd and remains unchanged if it is even. The number is thus rounded in such a manner that the last digit retained is even. For example, when rounding to four digits, 130.5500 becomes 130.6 and 130.6500 becomes 130.6.

Remove

(101j) Effective February 27, 2025 the cost of living allowance shall be added to the base hourly rate of each classification in tier 1 and tier 2 and over four years for tier 4 pursuant to the end of tiers "grow in" chart negotiated in the 2025 agreement,.

(101k) Effective on the last paydate of this Agreement, five cents shall be subtracted from the cost of living allowance, and the remainder shall be added to the base hourly rate of each classification. The five cents shall remain as the beginning cost of living allowance float for the next collective bargaining agreement.

TA'd per 2/26/2025 TENTATIVE AGREEMENT

Union Proposal	UP-041-5
Subject	Profit Share
Date Presented	02/25/2025
Presented by	UAW Shop Committee
Document	Local/National Agreement
Page/Paragraph	

Proposal

Replace current Facilities Bonus program and AEBS with new provision for profit sharing based on publicly disclosed data.

Current Language

N/A

Agreed Upon Language Change

Remove the Facilities and AEBS from the UAW Benefits Guide.

Replace with the Following (effective in 2025):

Section 1. Eligible Workers

All bargaining unit employees who worked during the Plan Year, who at the end of the Plan Year are active or on layoff or leave of absence are eligible for profit sharing. Employees who retired or died during the Plan Year are also eligible. Employees who are terminated during the Plan Year other than death or retirement are not eligible. Employees who are terminated for any reason after the Plan Year but before the payout are eligible for the payout. Profit sharing due to the deceased are paid to their beneficiary.

Section 2. Plan year

Each financial reporting year of Rolls-Royce Corporation and subsidiaries. The 12-month period beginning on January 1 and ending on December 31.

Section 3. Eligible Profit Share Amount

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's annual report.

In the event that the Company no longer publicly discloses its financial results or Underlying Operating Margin of the Defense division, the Company shall provide the Union Underlying Operating Margin of the Defense division in a manner consistent with how the figures are defined and reported in its 2023 Annual Report. The Union shall have the option of retaining a third party selected by the Union to audit the Company's calculation paid.

Section 4. Profit Sharing Amount

The amount to be paid to an Eligible Worker for a Plan Year, determined by multiplying the Eligible Profit Share Amount by the percentage in the table below based on each Eligible Worker's Compensated Hours during the Plan Year.

Compensated Hours	Percent of Eligible Profit Share
2,080	100%
1,872	90%
1,664	80%
1,456	70%
1,248	60%
1,040	50%
832	40%
624	30%
416	20%
208	10%

Section 5. Compensated Hours

Includes hours for which an Eligible Worker receives hours of compensation as listed below:

- Straight Time Base Wages

- Overtime (with each hour paid at premium rates to be counted as one hour)

- Vacation

- Holiday Pay

- Bereavement Pay

- Jury Duty Pay

- Military Duty Pay

- Call-In Pay

Workers Compensation

Section 6. Annual Disclosures to Union

The Company shall disclose to the Union on an annual basis a calculation of Eligible Profit Share Amount, a list of Eligible Workers and their Compensated Hours and each Eligible Worker's Profit Sharing Amount.

In addition, the Company will respond as soon as practicable to reasonable requests from the Union for information regarding the calculations and information used in determining Profit Sharing.

Section 7. Disputes

The Company and Union recognize it is in the best interest of the parties to work diligently to resolve such disputes or disagreements. If the parties are unable to obtain a mutually agreeable resolution to the dispute or disagreement, it will be subject to the grievance procedure which shall start at Step 4. The Company shall remit the amount the Company computes as due and the differential will be subject to grievance and arbitration.

Section 8. Payment of Profit Sharing

Profit Sharing will be determined and paid as soon as administratively feasible. But in no event later than the end of the fifth month following the end of the Plan Year or 60 days after the release of the Company's Annual Report.

TA'd per 2/26/2025 TENTATIVE AGREEMENT

Union Proposal	UP-043-2
Subject	Vacation Entitlement
Date Presented	2/19/2025
Presented by	UAW Shop Committee
Document	Local/National Agreement
Page/Paragraph	Pgs.94-95/ Par.189

Language Change

(189)An eligible employee who has worked at least 26 pay periods in the eligibility year shall be entitled to the following vacation entitlement. ~~in Schedule 1. Effective January 1, 2016, all employees will move to schedule 2 of vacation entitlement. Exception shall be made to employees hired in 2012-2013 will remain on schedule 1 until they reach 5 years eligibility (5 to 9 years) in schedule 2.~~

Delete Schedule 1

Schedule 2:

For an Eligible Employee With Seniority of	Hours of Vacation Entitlement
Less than 1 year	80 120
1 to 4 years	120 160
5 to 9 years	160 176
10 to 14 15 years	200
15 to 19 years	220
20 plus years	240

TA'd per 2/26/2025 TENTATIVE AGREEMENT

2025-2030 Holiday Schedule

9/80 Schedule

2025

Monday, May 26, 2025	Memorial Day
Thursday, July 3, 2025	Independence Day
Monday, September 1, 2025	Labor Day
Tuesday, November 11, 2025	Veterans Day
Thursday, November 27, 2025	Thanksgiving Day
Friday, November 28, 2025	Day After Thanksgiving
Wednesday, December 24, 2025	Christmas / Holiday Shutdown
Thursday, December 25, 2025	Christmas / Holiday Shutdown
Friday, December 26, 2025	Christmas / Holiday Shutdown
Monday, December 29, 2025	Christmas / Holiday Shutdown
Tuesday, December 30, 2025	Christmas / Holiday Shutdown
Wednesday, December 31, 2025	Christmas / Holiday Shutdown
Thursday, January 1, 2026	Christmas / Holiday Shutdown

9/80 Schedule

2026

Monday, January 19, 2026	Dr. Martin Luther King, Jr. Day
Monday, May 25, 2026	Memorial Day
Thursday, July 2, 2026	Independence Day
Monday, September 7, 2026	Labor Day
Wednesday, November 11, 2026	Veterans Day
Thursday, November 26, 2026	Thanksgiving Day
Friday, November 27, 2026	Day After Thanksgiving
Thursday, December 24, 2026	Christmas / Holiday Shutdown
Friday, December 25, 2026	Christmas / Holiday Shutdown
Monday, December 28, 2026	Christmas / Holiday Shutdown
Tuesday, December 29, 2026	Christmas / Holiday Shutdown
Wednesday, December 30, 2026	Christmas / Holiday Shutdown
Thursday, December 31, 2026	Christmas / Holiday Shutdown

9/80 Schedule

2027

Monday, January 18, 2027	Dr. Martin Luther King, Jr. Day
Monday, May 31, 2027	Memorial Day
Monday, July 5, 2027	Independence Day
Monday, September 6, 2027	Labor Day
Thursday, November 11, 2027	Veterans Day
Thursday, November 25, 2027	Thanksgiving Day
Friday, November 26, 2027	Day After Thanksgiving
Friday, December 24, 2027	Christmas / Holiday Shutdown
Monday, December 27, 2027	Christmas / Holiday Shutdown
Tuesday, December 28, 2027	Christmas / Holiday Shutdown

Wednesday, December 29, 2027	Christmas / Holiday Shutdown
Thursday, December 30, 2027	Christmas / Holiday Shutdown
Friday, December 31, 2027	Christmas / Holiday Shutdown

9/80 Schedule
2028

Monday, January 17, 2028	Dr. Martin Luther King, Jr. Day
Monday, May 29, 2028	Memorial Day
Tuesday, July 4, 2028	Independence Day
Monday, September 4, 2028	Labor Day
Friday, November 10, 2028	Veterans Day
Thursday, November 23, 2028	Thanksgiving Day
Friday, November 24, 2028	Day After Thanksgiving
Monday, December 25, 2028	Christmas / Holiday Shutdown
Tuesday, December 26, 2028	Christmas / Holiday Shutdown
Wednesday, December 27, 2028	Christmas / Holiday Shutdown
Thursday, December 28, 2028	Christmas / Holiday Shutdown
Monday, January 1, 2029	Christmas / Holiday Shutdown

9/80 Schedule
2029

Monday, January 15, 2029	Dr. Martin Luther King, Jr. Day
Monday, May 28, 2029	Memorial Day
Wednesday, July 4, 2029	Independence Day
Monday, September 3, 2029	Labor Day
Monday, November 12, 2029	Veterans Day
Thursday, November 22, 2029	Thanksgiving Day
Friday, November 23, 2029	Day After Thanksgiving
Monday, December 24, 2029	Christmas / Holiday Shutdown
Tuesday, December 25, 2029	Christmas / Holiday Shutdown
Wednesday, December 26, 2029	Christmas / Holiday Shutdown
Thursday, December 27, 2029	Christmas / Holiday Shutdown
Monday, December 31, 2029	Christmas / Holiday Shutdown
Tuesday, January 1, 2030	Christmas / Holiday Shutdown

9/80 Schedule
2030

Monday, January 21, 2030	Dr. Martin Luther King, Jr. Day
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5/40 Schedule
2025

Friday, April 18, 2025	Good Friday
Monday, May 26, 2025	Memorial Day
Friday, July 4, 2025	Independence Day
Monday, September 1, 2025	Labor Day
Tuesday, November 11, 2025	Veterans Day
Thursday, November 27, 2025	Thanksgiving Day
Friday, November 28, 2025	Day After Thanksgiving
Wednesday, December 24, 2025	Christmas / Holiday Shutdown
Thursday, December 25, 2025	Christmas / Holiday Shutdown

Friday, December 26, 2025	Christmas / Holiday Shutdown
Monday, December 29, 2025	Christmas / Holiday Shutdown
Tuesday, December 30, 2025	Christmas / Holiday Shutdown
Wednesday, December 31, 2025	Christmas / Holiday Shutdown
Thursday, January 1, 2026	Christmas / Holiday Shutdown
Friday, January 2, 2026	Christmas / Holiday Shutdown

5/40 Schedule
2026

Monday, January 19, 2026	Dr. Martin Luther King, Jr. Day
Friday, April 3, 2026	Good Friday
Monday, May 25, 2026	Memorial Day
Friday, July 3, 2026	Independence Day
Monday, September 7, 2026	Labor Day
Wednesday, November 11, 2026	Veterans Day
Thursday, November 26, 2026	Thanksgiving Day
Friday, November 27, 2026	Day After Thanksgiving
Thursday, December 24, 2026	Christmas / Holiday Shutdown
Friday, December 25, 2026	Christmas / Holiday Shutdown
Monday, December 28, 2026	Christmas / Holiday Shutdown
Tuesday, December 29, 2026	Christmas / Holiday Shutdown
Wednesday, December 30, 2026	Christmas / Holiday Shutdown
Thursday, December 31, 2026	Christmas / Holiday Shutdown
Friday, January 1, 2027	Christmas / Holiday Shutdown

5/40 Schedule
2027

Monday, January 18, 2027	Dr. Martin Luther King, Jr. Day
Friday, March 26, 2027	Good Friday
Monday, May 31, 2027	Memorial Day
Monday, July 5, 2027	Independence Day
Monday, September 6, 2027	Labor Day
Thursday, November 11, 2027	Veterans Day
Thursday, November 25, 2027	Thanksgiving Day
Friday, November 26, 2027	Day After Thanksgiving
Friday, December 24, 2027	Christmas / Holiday Shutdown
Monday, December 27, 2027	Christmas / Holiday Shutdown
Tuesday, December 28, 2027	Christmas / Holiday Shutdown
Wednesday, December 29, 2027	Christmas / Holiday Shutdown
Thursday, December 30, 2027	Christmas / Holiday Shutdown
Friday, December 31, 2027	Christmas / Holiday Shutdown

5/40 Schedule
2028

Monday, January 17, 2028	Dr. Martin Luther King, Jr. Day
Friday, April 14, 2028	Good Friday
Monday, May 29, 2028	Memorial Day
Tuesday, July 4, 2028	Independence Day
Monday, September 4, 2028	Labor Day

Friday, November 10, 2028	Veterans Day
Thursday, November 23, 2028	Thanksgiving Day
Friday, November 24, 2028	Day After Thanksgiving
Monday, December 25, 2028	Christmas / Holiday Shutdown
Tuesday, December 26, 2028	Christmas / Holiday Shutdown
Wednesday, December 27, 2028	Christmas / Holiday Shutdown
Thursday, December 28, 2028	Christmas / Holiday Shutdown
Friday, December 29, 2028	Christmas / Holiday Shutdown
Monday, January 1, 2029	Christmas / Holiday Shutdown

5/40 Schedule

2029

Monday, January 15, 2029	Dr. Martin Luther King, Jr. Day
Friday, March 30, 2029	Good Friday
Monday, May 28, 2029	Memorial Day
Wednesday, July 4, 2029	Independence Day
Monday, September 3, 2029	Labor Day
Monday, November 12, 2029	Veterans Day
Thursday, November 22, 2029	Thanksgiving Day
Friday, November 23, 2029	Day After Thanksgiving
Monday, December 24, 2029	Christmas / Holiday Shutdown
Tuesday, December 25, 2029	Christmas / Holiday Shutdown
Wednesday, December 26, 2029	Christmas / Holiday Shutdown
Thursday, December 27, 2029	Christmas / Holiday Shutdown
Friday, December 28, 2029	Christmas / Holiday Shutdown
Monday, December 31, 2029	Christmas / Holiday Shutdown
Tuesday, January 1, 2030	Christmas / Holiday Shutdown

5/40 Schedule

2030

Monday, January 21, 2030	Dr. Martin Luther King, Jr. Day

Paragraph 203C

Saturday, December 27, 2025
 Sunday, December 28, 2025
 9/80 - Friday, January 2, 2026
 Saturday, January 3, 2026
 Sunday, January 4, 2026

Saturday, December 26, 2026
 Sunday, December 27, 2026
 9/80 - Friday, January 1, 2027

Saturday, January 2, 2027
Sunday, January 3, 2027

Saturday, December 25, 2027
Sunday, December 26, 2027
9/80 - Friday, December 31, 2027
Saturday, January 1, 2028
Sunday, January 2, 2028

Saturday, December 23, 2028
Sunday, December 24, 2028
9/80 - Friday, December 29, 2028
Saturday, December 30, 2028
Sunday, December 31, 2028

Saturday, December 22, 2029
Sunday, December 23, 2029
9/80 – Friday December 28, 2029
Saturday, December 29, 2029
Sunday, December 30, 2029

2/12/25

TA
JS 2/17/25

ROLLS-ROYCE CORPORATION
INDIANAPOLIS, INDIANA
Rental of Aggreko Cooling Tower
MEMORANDUM OF UNDERSTANDING
September 7, 2024

During the Indianapolis manufacturing investment program (Project Condor) the company installed new cooling towers at the Performance Building to facilitate cooling of the new and existing test cells. After installation, the new cooling towers experienced multiple failures while working through the extreme conditions in the winter and summer. Each cooling tower disruption resulted in a significant business impact with extended downtime not allowing the team to test production or experimental engines. During that time, management rented/leased a mobile cooling tower provided by Aggreko. These Aggreko designed cooling towers performed extremely well for the company's needs and were able to cope well with all weather conditions.

Management and the Union sat down and talked extensively on how we could lease the towers on a more permanent basis – as Aggreko would not sell their units and only lease them with a service agreement attached. The Aggreko agreement contains a 24/7/365 continuous cooling water expectation with significant penalties for any unplanned outages ensuring operation restoration (with a replacement tower if needed) within 72 hours. This considerably reduced the risk of having a test cell inoperable in the future. The Union expressed their concern on possible impact to headcount by purchasing a service contract. Management reassured the Union that this was not a device to reduce the headcount.

As a result, Management and the Union sat down and committed to a servicing agreement / leasing agreement for the Aggreko cooling towers under the following guidelines:

- In no way would this service agreement or leasing of this equipment result in the layoff of Stationary Engineers
- Bargaining Unit Employees (Stationary Engineers) will operate, monitor, apply chemicals as needed to the towers and supporting structures.
- For any reason that supplier is on company grounds to service the cooling towers, a Stationary Engineer is to be present with them at all times. Management agrees that the supplier will not be badged where they can travel freely without an escort.
- Routine and unplanned maintenance of the Aggreko towers, Aggreko tower pumps, and Aggreko heat exchangers is the sole responsibility of Aggreko. Our Stationary Engineers will be supplied training and appropriate manuals to cover contingent circumstances like the following:
 - Emergency shutdown or restarts of supplier's equipment
 - Aggreko nearest service location is in another state. At Aggreko's discretion, they may be inclined to direct a minor fix with our skilled labor based on the urgency of the Rolls-Royce operational need (example: if the fix would take less time than an Aggreko service tech to get on-site). Any such emergency fix process is expected to be rare and must be agreed in writing from Aggreko to Rolls-Royce management prior to work commencing.



Performance Building
Process Cooling Water

Process Cooling Water System

Presentation of proposed layout:

- Accommodate vendor's process cooling equipment (see site plan)
 - Modular Cooling Towers
 - Heat Exchangers
 - Tower Circulation Pumps
 - Expansion Tank
 - Electrical Distribution Cabinet
 - Associated Piping, Valves, Cables, etc.
- Provide power supply to vendor's electrical distribution cabinet
- Provide city water supply for makeup water to vendor's equipment
 - RR will continue to manage the water softener and chemical treatment systems through existing partners



ProjectShield

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RR's Policy and Procedures
Not for Distribution

ALBERS



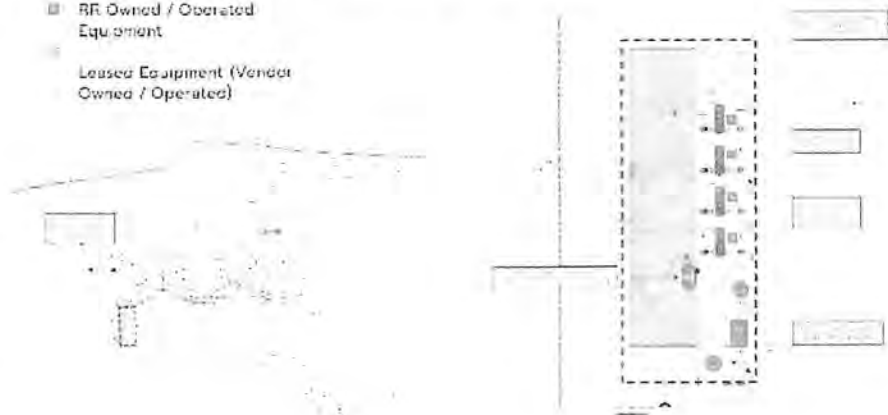
Performance Building
Process Cooling Water

Performance Building – Pump Room Layout

- RR Owned / Operated Equipment
- Leased Equipment (Vendor Owned / Operated)

RR Equipment

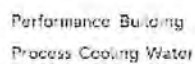
- Closed-loop Circulation Pumps
- VPDs for Pumps
- Process Water Heater
- Closed-loop Piping Valves, Sensors, etc.
- Electrical Distribution to Vendor's Cabinet



ProjectShield

© 2021 RR - Project
RR's Policy and Procedures
Not for Distribution

ALBERS

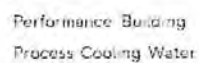


- RR Owned / Operated Equipment
- Leased Equipment (Vendor Owned / Operated)

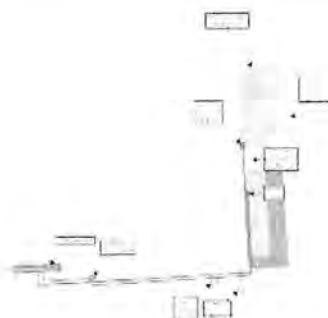


PERFORMANCE BUILDING COOLING TOWER CONCEPT DIAGRAM FOR PROPOSED RENTAL OPTION (PHASE I)

ALBERS



- ☐ RR Owned / Operated Equipment
- ☐ Leased Equipment (Vendor Owned / Operated)



PERFORMANCE BUILDING COOLING TOWER CONCEPT DIAGRAM FOR PROPOSED RENTAL OPTION PHASE I

ALBERTS

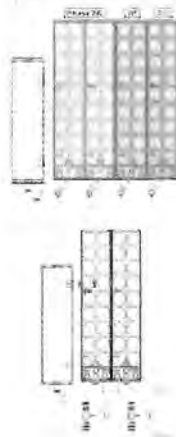


Performance Building
Process Cooling Water

Vendor Equipment

- Modular Cooling Towers
- Heat Exchangers
- Tower Circulation Pumps
- Expansion Tank
- Electrical Distribution Cabinet
- Associated Piping Valves, Cables, etc.

Vendor's Proposed Equipment Layout



Rolls-Royce
Performance Building
Process Cooling Water

ALBENS



Performance Building
Process Cooling Water

Maintenance and Operations Considerations

* Anticipated Duration: 4-6 hours; gasket repair performed during phase upgrade shutdowns.

** Regular Water Quality Sampling by Rolls-Royce (NAL CO/Engineer)



Rolls-Royce
Performance Building
Process Cooling Water

Vendor's Proposed Preventative Maintenance Schedule

EQUIPMENT/ COMPONENT	VISUAL INSPECTION/ MAINTENANCE	EQUIPMENT PREVENTATIVE MAINTENANCE SCHEDULE				PERSONNEL ON-SITE*
		Start-up	FREQUENCY Weekly	6 Month	4-5 yrs	
Fan Motor	Operation & Bearings	X		X		1
Fan Blades	Deposits & Damage	X		X		1
Fan Connections	Belts and Hectors	X		X		1
Spray Nozzles	Fatigue & Wear	X		X		1
Drift Eliminators	Corrosion & Blockage	X		X		1
Fill Material	Deposits, Blockage, Damage	X		X		1
Float Valve	Operation, Damage	X		X		1
Water Basin	Leakage & Deposits	X		X		1
Fiber Screens	Check for Obstructions	X		X		1
Instrumentation	Connections, Operation	X		X		1
Water Quality	Check Water Quality	X**	X**	X		1
Heat Exchangers	Clean/Replace Gaskets				X	2-3

Maintenance Schedule - Excludes Component Failure performed as emergency response

ALBENS



Performance Building
Process Cooling Water

Maintenance and
Operations
Considerations

Aggreko IOC Presence at Phase Transitions

- 2-3 Aggreko technicians for 2.5 weeks, 4 days per week. Additional manpower required from subcontractors for electrical, controls wiring, heat tracing/insulation.
- Each phase transition will require 3-day shutdown to bring added equipment on-line.
- Phase 1B Transition to be scheduled for Q2 2023.
- Phase 2A Transition at completion of construction in 2024.
- Phase 2B TBD by project need.
- Phase 2C TBD by project need.

Aggreko output to Roll-Royce BMS

- pump operational running status (yes/no)
- tower run operational status (yes/no)
- supply temp to cold side of heat exchangers.

Aggreko anticipation for life of major equipment

> 20 years without replacement



Aggreko



Rolls-Royce



Performance Building
Process Cooling Water

Maintenance and
Operations
Considerations

Emergency Response

- In cases of imminent safety risk or critical business continuity, on-site Rolls-Royce personnel may be called upon to assist with emergency shutdown or restart of supplier's equipment.
- Aggreko will provide training and operating manuals to Rolls-Royce personnel to cover these contingent circumstances.



Aggreko



Rolls-Royce

ROLLS-ROYCE CORPORATION
INDIANAPOLIS, INDIANA
Rental of Aggreko Cooling Tower
MEMORANDUM OF UNDERSTANDING
September 7, 2024

UAW LOCAL 933

John Snow 2/5/25

Matt Burt 2/5/25

Jerry J. 2/5/25

John Saralio 2/2/25

Bobby G. 2/5/25

ROLLS-ROYCE CORPORATION

[Signature]

[Signature]

Mallory King

[Signature]

[Signature]



J 2/24/25 *JS 2/24/25*

Union Proposal	BP-003-3
Subject	Medicare Supplement Premium Subsidy
Date Presented	2/23/2025
Presented by	Union Representative / UAW Shop Committee
Document	Local/National Agreement/ Benefit Guide
Page/Paragraph	UAW RR Benefit Guide page 108

Proposal

Increase Medicare supplement premium subsidy to \$2,000 (or \$4,000 if married)

Current Language

Medicare supplement premium subsidy

Post-65 retirees may be eligible under a separate retiree health program for an annual reimbursement of \$1,300 (or \$2,600 if married) for themselves and their spouse over age 65 toward Medicare supplement premiums. You are responsible for purchasing your own Medicare Supplement insurance plan.

Proposed Language

Medicare supplement premium subsidy

Post-65 retirees may be eligible under a separate retiree health program for an annual reimbursement of **\$1,500** (or **\$3,000** if married) for themselves and their spouse over age 65 toward Medicare supplement premiums. You are responsible for purchasing your own Medicare Supplement insurance plan.

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JS 2/25/25

JS 2/25/25

Union Proposal	BP-004-4
Subject	Paid Maternal and Paternal Leave Benefits
Date Presented	2/24/2025
Presented by	Union Representative / UAW Shop Committee
Document	UAW Benefits Supplemental
Page/Paragraph	New Language

Proposal

Language to support paid maternal/paternal leave.

Current Language

No current language.

Proposed Language

Management agrees to two weeks of paid maternal and paternal leave for birth or adoption at 100% of pay. If both parents work at RR, each are entitled to two (2) weeks for only one event per year. This is granted pending the following:

To be eligible for such a leave, you must meet the following criteria:

- Be a qualifying family member in order to use leave for the above reasons, and
- Have completed at least one (1) year of service, and
- Have worked at least 1,250 hours during the twelve (12) months preceding the requested leave of absence.

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JP 2/19/25 JCS 2/19/25

Union Proposal	BP-005
Subject	Orthodontic Coverage & Maximum Annual Dental Benefit Increase
Date Presented	2/12/2025
Presented by	Union Representative / UAW Shop Committee
Document	UAW Benefits Supplemental
Page/Paragraph	Section 6 Dental Pages 66 & 67 UAW Benefits Guide

Proposal

Language to support both no age limit for Orthodontic coverage and an increase in Maximum Annual Dental Benefit.

Current Language

Orthodontic (teeth straightening) procedures and treatment (including related oral examinations) for any person who course of treatment begins before age 19 (Subject to a maximum lifetime. See chart on previous page). Coverage is not available for treatment begun after attainment of age 19: and

Dental coverage provides benefits up to the annual maximum for services other than orthodontics (teeth straightening) during any calendar year, January 1 through December 31. The calendar year maximum is \$2,100. The lifetime maximum per person for orthodontics, for any individual whose course of treatment begins before age 19 is \$2,400. Orthodontic coverage is not available for treatment begun after attainment of age 19.

Proposed Language

Orthodontic (teeth straightening) procedures and treatment (including related oral examinations) for any person who course of treatment begins before age 26 (Subject to a maximum lifetime. See chart on previous page). Coverage is not available for treatment begun after attainment of age 26:

Dental coverage provides benefits up to the annual maximum for services other than orthodontics (teeth straightening) during any calendar year, January 1 through December 31. The calendar year maximum is \$2,100. The lifetime maximum per person for orthodontics, for any individual whose course of treatment begins before age 26 is \$2,400. Orthodontic coverage is not is available for treatment begun after attainment of age ~~26~~.

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JS 2/26/25
JS 2/26/25

Union Proposal	BP-014-2
Subject	Optional Life Insurance
Date Presented	2/26/2025
Presented by	Union Representative / UAW Shop Committee
Document	UAW Benefits Supplement
Page/Paragraph	Page 80/Evidence of Insurability section

Proposal

Enable option to increase Optional Life Insurance during annual enrolment without EOI.

Current Language

Evidence of insurability (EOI) is not required for basic life insurance or optional life insurance (for you or your dependents) if you meet the enrollment requirements during your initial eligibility.

Generally, the Plan requires EOI for optional life insurance when you elect to enroll yourself or an eligible dependent 60 days after initial eligibility. You are required to submit EOI if you elect to enroll or increase coverage for yourself, your spouse or dependent children during:

- ☐ annual enrollment; and
- ☐ 31 days following a qualified event

If you apply for an increase in coverage, you will receive written notice of the effective date if approved. If your request is not approved, the increase will not take effect. The plan does not require EOI for AD&D insurance.

Proposed Language

Evidence of insurability (EOI) is not required for basic life insurance or optional life insurance (for you or your dependents) if you meet the enrollment requirements during your initial eligibility **and one additional open enrollment period at the start of the third year of the collective bargaining agreement. There will be no cost (other than increased premium) should the employee choose to upgrade the coverage by one increment during either of these open enrollment periods.**

Generally, the Plan requires EOI for optional life insurance when you elect to enroll yourself or an eligible dependent 60 days after initial eligibility. **Other than two enrollment periods above,** you are **NOT** required to submit EOI if you elect to enroll or increase coverage **by one increment** for yourself, your spouse or dependent children during:

- ☐ annual enrollment; and
- ☐ 31 days following a qualified event

If you apply for an increase in coverage, you will receive written notice of the effective date if approved. If your request is not approved, the increase will not take effect. The plan does not require EOI for AD&D insurance.

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JS 2/2/25

JS
2-12-25

Union Proposal	BP-015
Subject	Tier 2 Annual Statement
Date Presented	1/9/2025
Presented by	Union Representative / UAW Shop Committee
Document	UAW Benefits Supplement
Page/Paragraph	Page 94/Annual Statement section

Proposal

Provide Annual Statements to all employees who receive retirement benefits including Tier 2 employees.

Current Language

annual statement

Each year you will be given a statement showing your:

- ☐ Credited service under the Pension Plan for the preceding calendar year; and
- ☐ Total credited service up to the end of the preceding calendar year

If you have any questions concerning the correctness of your credited service, as shown on the statement, you should contact Human Resources or your Union Benefit Representative.

Proposed Language

annual statement

Each year you will be given a statement showing your:

- ☐ Credited service under the Pension Plan for the preceding calendar year **if applicable; and/or**
- ☐ Total credited service up to the end of the preceding calendar year

If you have any questions concerning the correctness of your credited service, as shown on the statement, you should contact Human Resources or your Union Benefit Representative.

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JS 2/19/25

Union Proposal	BP-018
Subject	Vision Coverage Increase
Date Presented	2/12/2025
Presented by	Union Representative / UAW Shop Committee
Document	UAW Benefits Supplemental
Page/Paragraph	Section 7 / Page 71 UAW Benefits Guide

Proposal

An increase to vision coverage benefit through Anthem Blue View.

Current Language

services	in-network – you pay...	out-of-network reimbursement
lens options - UV treatment - tint (solid and graduated) - standard plastic scratch coating - standard polycarbonate - standard anti-reflective coating - polarized - other services	\$15 \$15 \$15 \$40 \$45 20% off retail price 20% off retail price	N/A
contact lens fit and follow-up - standard - premium	Up to \$55 10% discount off retail price	N/A
contact lenses - conventional - disposable - medically necessary	\$90 allowance; 15% off \$90 allowance; 15% off \$0	up to \$65 up to \$65 up to \$450
laser vision correction - LASIK or PRK from US Laser Network	15% off the retail price or 5% off the promotional price	N/A

vision schedule of benefits

services	in-network – you pay...	out-of-network reimbursement
exam (with dilation if necessary)	\$7 copay	up to \$70
Frames	\$90 allowance; 80% of charge over \$90	up to \$22
standard plastic lenses - single vision - bifocal - trifocal - lenticular	\$10 copay \$10 copay \$10 copay \$10 copay	up to \$100 up to \$114 up to \$159 up to \$195
- standard progressive lens - premium progressive lens	\$75 copay \$75, 80% of charge less \$120 allowance	up to \$114 up to \$114

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Proposed Language

vision schedule of benefits

services	in-network – you pay...	out-of-network reimbursement
exam (with dilation if necessary)	\$7 copay	up to \$70
Frames	\$100 allowance; 80% of charge over \$100	up to \$22
standard plastic lenses		
- single vision	\$10 copay	up to \$125
- bifocal	\$10 copay	up to \$150
- trifocal	\$10 copay	up to \$175
- lenticular	\$10 copay	up to \$225
- standard progressive lens	\$75 copay	up to \$125
- premium progressive lens	\$75, 80% of charge less \$120 allowance	up to \$125

services	in-network – you pay...	out-of-network reimbursement
lens options		
- UV treatment	\$15	N/A
- tint (solid and graduated)	\$15	
- standard plastic scratch coating	\$15	
- standard polycarbonate	\$40	
- standard anti-reflective coating	\$45	
- polarized	20% off retail price	
- other services	20% off retail price	
contact lens fit and follow-up		
- standard	Up to \$55	N/A
- premium	10% discount off retail price	
contact lenses		
- conventional	\$100 allowance; 15% off	up to \$75
- disposable	\$100 allowance; 15% off	up to \$75
- medically necessary	\$0	up to \$500
laser vision correction		
- LASIK or PRK from US Laser Network	15% off the retail price or 5% off the promotional price	N/A

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JS 2/7/25

JS 2/7/25

Union Proposal	BP-019
Subject	Retiree Bonus
Date Presented	1/9/2025
Presented by	Union Representative / UAW Shop Committee
Document	Local/National Agreement
Page/Paragraph	

Proposal

Maintain \$700 Bonus for retirees.

Current Language

Unknown

Proposed Language

Maintain \$700 Bonus for Retirees.

Management agrees to proposal as written. Dated 1.29.25

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JS 2/12/25

JS
2-12-25

Union Proposal	BP-020
Subject	Local Union Benefit Representatives Overtime
Date Presented	1/9/2025
Presented by	Union Representative / UAW Shop Committee
Document	Supplemental Pension Agreement
Page/Paragraph	Page 9-10, 2020 UAW/Rolls-Royce Supplemental Agreement Pension Section

Proposal

Pertaining to page 9-10 of the 2020 UAW and Rolls-Royce Supplemental Agreement on Pension, change overtime to the same requirements as all Document 46 International Appointed jobs.

Current Language

(10) Notwithstanding Paragraph 7 above, during overtime hours, local Union benefit representatives will be scheduled to perform in-plant benefit related activities, Monday thru Friday for 12 hours, overtime rights will not be afforded on weekends and holidays.

Proposed Language

(10) Notwithstanding Paragraph 7 above, during overtime hours, local Union benefit representatives will be scheduled to perform in-plant benefit related activities, Monday thru Friday for 12 hours, **and every Saturday for eight (8) hours**, overtime rights will not be afforded on **Sundays** and Holidays.

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TA'd per 2/26/2025 TENTATIVE AGREEMENT

Union Proposal	BP-023 (Replacing BP-012 & BP-016) CORRECTED
Subject	Healthcare and Benefits
Date Presented	02/21/2025
Presented by	UAW Shop Committee
Document	National CBA / RRNA Benefit Sup / UAW HDHP Sup
Page/Paragraph	Various / Multiple

Proposal

Current EPO/PPO employees remain unchanged.

Tier 4 to be removed from RRNA Healthcare & Benefits Guide for Tier 4 employees (black book) and start receiving Healthcare & Benefits as employees hired on or after September 18, 2006 (white book).

Legacy/2 Tier

- Company match will equal the annual IRS HDHP Deductible
- No requirement to earn incentives

Management Proposal 02 23 2025

Current EPO/PPO employees remain unchanged

Legacy/Tier 2 HDHP Healthcare remains unchanged

New Hires after 2020 (Tier 4) to be changed as follows:

- **RRNA Salaried Healthcare**
- **Unchanged RRNA HSA Seed Money and Incentives**
- **Additional HSA monies available, as follows:**
 - **If Employee exceeds the year's out of pocket max for their enrolled plan, the Company will contribute to their HSA the difference between the next year's actual plan spend and the prior year's out of pocket max.**
 - **For example, if employee exceeds the year's 2024 out of pocket max for their enrolled plan, the Company will contribute to their HSA the difference between their 2025 actual plan spend and the 2024 out of pocket max with the following example -- if an employee is enrolled in the premium family plan which has an out of pocket max of \$11,000 and they have a plan spend of \$9,000 the company will contribute \$1,850 to their HSA account.**
 - **$\$9,000 - \$7,150 = \$1,850$**
 - **IRS max contributions still apply, employee should manage their own contributions to consider any possible company contributions and adjust accordingly.**

If the Company is unable to contribute the "difference" cited above to the employee's HSA, the difference payment shall be made as a tax-free health care reimbursement payment in the employee's pay check.



JS 2/25/25 *JPS 2/24/25*

Management Proposal	MPL-11 - Language
Subject	Departments 0535, 0542, 4591, 0841, 0531 Overtime Split
Date Presented	2/24/2025
Presented by	Kevin M. Johnson
Document	LDS 101
Page/Paragraph	Page 159

Proposal

Split the Departments 0535, 0542, 4591, 0841, 0531 between Excellence and Victory/Performance

Current Language

None

Proposed Language

Effective the first Monday after ratification, Departments 0535, 0542, 4951, 0841, 0531 will be split between the Excellence and Victory/Performance buildings. The new overtime group will be populated with employees flowing to the overtime group where their worked on 2/26/25.

All future manpower adjustment will follow the Local Seniority Agreement

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JS 2/25/25 RS 2/24/25

Management Proposal	MP-L-6
Subject	Skilled Trades Job Posting
Date Presented	2/24/2025
Presented by	Kevin M. Johnson
Document	Local Transfer Agreement, Local Seniority Agreement, LDS 10, LDS 150, LDS 151
Page/Paragraph	

Proposal

Modify current language to allow Skilled Trades job postings.

Current Language

See changes below.

Proposed Language

Local Transfer Agreement pages 18 & 19 -DELETE

~~APPENDIX C~~

~~A journey person or an employee in training seniority may apply for an opening in his or her classification and be considered for a transfer on a company-wide basis under the following conditions:~~

- ~~1. The employee must be capable of performing the job opening which occurs.~~
- ~~2. Employees may file only one (1) application in a twelve (12) month period from date of application or from date of transfer, whichever is later under these provisions.~~
- ~~3. The application must be made on the form provided and must designate his or her plant preference. The employee will only be considered for transfer to a vacancy in the plant designated as preferred.~~
- ~~4. Only applications that are on file in the Personnel Department by the end of normal office hours on Monday will be considered for a vacancy that is to be filled the first scheduled work day of the following week. Disputes regarding this provision should be referred to Labor Relations by the Chairperson of the Bargaining Committee for resolution.~~
- ~~5. When applications for transfer between plants are submitted within the same classification in each plant, employees will be transferred under these provisions.~~
- ~~6. It is understood that the assignment of newly graduated apprentices will not be considered vacancies for the purpose of these provisions.~~
- ~~7. If there is more than one applicant for a classification, and a vacancy occurs, the applicant with the greater seniority in the classification will be given preference for the transfer.~~

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~~8. To facilitate training and to maintain proper distribution of skills, it is understood that the efficiency of the operations must be maintained under all circumstances in the applications of these provisions.~~

~~9. The terms of this Appendix "C" will be applied to openings caused by additions to the head count or attrition (deaths, retirements, terminations) before reduced or laid-off seniority employees are recalled to skilled trades classification.~~

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~~The terms of this Appendix "C" will also apply to employees assigned Experimental Aircraft Engine Mechanics desiring transfer between Departments. Employees desiring transfer to the plant 8 assembly floor must have a Powerplant license.~~

~~10. Journeyperson or E.I.T.S. desiring transfer under this provision will not be considered for openings designated for apprentices or E.I.T.'s.~~

~~These provisions will only apply to the extent that Management has the flexibility to give full protection to the efficiency of the operation under all circumstances and conditions. Questions regarding the proper application of this Appendix "C" of this Local Seniority Agreement will be reviewed by the appropriate Zone Committee person and Labor Relations for prompt resolution. Local Seniority Agreement~~

Local Transfer Agreement page 24 add items in red.

The transferring of employees is solely the responsibility of Management subject to the following provisions. The provisions of this paragraph shall be applied without discrimination because of race, religion, color, age, sex, disability, or national origin, so that equal employment opportunity will be afforded to all employees. The following provisions do not apply to skilled trades employees, **except for Interdepartmental Transfers. (Paragraph 63b of the National Agreement)** The application and selection processes outlined below in this Local Transfer Agreement will be followed for these moves.

Management will post all open requisitions weekly on Wednesday in all facilities that will include classification, department, **and shift and Prod Leader when there are multiple Prod Leaders in one department.** These postings will close at 6am on the following Wednesday. Applications filed by employees will be processed as described below:

LDS#10 page 136 add and delete items in red.

Demand No. 10

The Union demands that any skilled trades employee having seniority who is desirous of changing areas or zones of job assignment, may make application to his foreman in writing stating the area he prefers, having made application the employee will be placed on an opening in his classification in the preferred area, or failing that he will bump the youngest seniority employee in his classification in that area. Employees, who are granted transfers to a preferred area, may not make application for further such job transfers within a period of six (6) months. Employees who are granted transfers under this agreement shall be assigned to the new area, not later than the 2nd Monday following the date of submission of written request.

Settlement:

This demand is resolved on the basis that Journeymen or Employees –In-Training Seniority in Depts. 0528 and 0535 may make application in writing to their supervisor for an opening within their department, shift and classification. Applications to be considered for areas of primary job assignment will be subject to the following conditions:

1. The employee must be capable of performing the job opening which occurs.

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2. ~~Employees may file only (1) application in a six (6) month period from date of application or from date of transfer (or offer), whichever is later under this understanding. Employees will use the application process outlined in the Local Transfer Agreement~~
3. ~~The application must be made on the form provided and must designate his primary job preference. The employee will only be considered for transfer to a primary job opening within his department, shift and classification. This will not preclude a supervisor's consideration of an employee's desires in filling subsequent openings.~~
4. ~~Only applications that are on file in the superintendent's office two weeks prior to the date the opening is filled will be considered.~~
5. ~~3.~~ It is understood that the assignment of newly graduated apprentices will not be considered vacancies for the purpose of this procedure.
6. ~~4.~~ If there is more than one applicant for a classification, and an opening occurs, the applicant with the greater seniority will be given preference for the transfer.

LDS#150 pages 173 & 174 add and delete items in red.

Demand No. 150

The Union demands that all employees have transfer rights between Plant #5 and Plant #8.

Settlement:

This demand is resolved on the basis that if two employees from the same classification ~~in Plant 5 and 8 apply for request transfer under the terms of~~
174

~~Local Demand Settlement No. 151 to a different overtime group in a different Plant, and both are capable of performing the work in question, the employees will be transferred during the next scheduled work force adjustment. Employees transferred under this demand settlement, cannot request another transfer under this demand settlement until 1 year has passed from the move. If either employee quits or retires within 90 days of the move, the move will be reversed and opening will be posted. While it is Management's intent to allow employees to move under this procedure, it is understood that this procedure will only apply to the extent that Management has the flexibility to give full protection to the efficiency of the operation under all circumstances and conditions to facilitate training (reasonable timeframe) and to maintain a proper distribution of skills required in a specific area,~~

LDS#151 page 174 DELETE.

~~Demand No. 151~~

~~The Union demands a plant preference agreement be negotiated for non-skilled employees.~~

~~Settlement:~~

~~This demand is resolved on the basis that employees, other than those assigned to skilled trades classification, may make application in writing for transfer between plants to an opening within their classification and will be transferred subject to the following conditions:~~

1. ~~The employee must be capable of performing the job opening which occurs.~~
2. ~~Employees may file only (1) application in a twelve (12) month period from date of application or from date of transfer, whichever is later under this understanding.~~
3. ~~The application must be made on the form provided and must designate his plant preference. The employee will only be considered for transfer to a vacancy in the preferred plant.~~
4. ~~Only applications that are on file in the Personnel Department by the end of normal office hours on Monday will be considered for a vacancy that is to be filled the first scheduled work day of the following week. Disputes regarding this provision should be referred to Labor Relations by the Chairman of the Bargaining Committee for resolution.~~
5. ~~If there is more than one applicant for a classification, and an opening occurs, the applicant with the greater seniority will be given preference for the transfer.~~

~~6. In order to facilitate training and to maintain a proper distribution of skills required in a specific area, it is understood that this procedure will only apply to the extent that Management has the flexibility to give full protection to the efficiency of the operation under all circumstances and conditions.~~

~~7. The terms of this agreement will only be applied to primary openings caused by increases to the head count or attrition (deaths, retirements, terminations) before reduced or laid-off seniority employees are recalled or new employees hired to fill the vacancies.~~



2/23/25 2/23/25

Union Proposal	ST-003 Resubmit
Subject	Waste Water Duties
Date Presented	1/30/2025
Presented by	UAW Shop Committee
Document	Local Agreement
Page/Paragraph	Page 103

Proposal

Management stop using contractors to do Waste Water Duties

Current Language

In order to facilitate a smooth transition of Waste Water Operator/ Maintenance duties into the Stationary Engineer P/H classification, the following transition plan is agreed to between Management and the Union:

A. At the effective date of the new agreement:

1. Any employee holding the Waste Water Operator/ Maintenance Classification will continue to perform duties that they currently perform today.
2. The Waste Water Operator / Maintenance Classification will continue as its own overtime equalization group, until such time that the employees currently holding this classification leave the company. No new employees will be assigned to the Waste Water Operator / Maintenance classification.

B. Employees classified as Stationary Engineer P/H will perform duties of the Waste Water Operator / Maintenance classification when assigned these tasks by management when there is not sufficient Waste Water Operator coverage or for training opportunities. It is understood that these assignments will not be made on overtime until the Waste Water overtime group is exhausted on the day in question.

C. It is understood that over time, previous Waste Water Operator / Maintenance duties will be performed by the Stationary Engineer P/H classifications.

D. Waste water classification will resume pump outs that were temporarily sourced externally in response to HSE incident. The transition period is defined by a series of actions to remain compliant with HSE requirements to internally perform the work. The transition period will not be longer than 90 days after ratification.

1. Engage with 3rd party subject matter expert for benchmarking and evaluation.
2. Identify and create safe operating procedures.
3. Identify and complete training requirements.
 - i. Complete respirator medical clearance, fit testing and training.
 - ii. Include additional PPE such as chemical suit, gloves and boots.
4. Source and organize specific equipment required.

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5. Ensure management engagement and training to provide appropriate oversight of transition and ongoing pump out operation.
6. Compliance assurance through frequent internal audits.

Proposed Language

In order to facilitate a smooth transition of Waste Water Operator/ Maintenance duties into the Stationary Engineer P/H classification, the following transition plan is agreed to between Management and the Union:

A At the effective date of the new agreement:

1. Any employee holding the Waste Water Operator/ Maintenance Classification will continue to perform duties that they currently perform today.
2. The Waste Water Operator / Maintenance Classification will continue as its own overtime equalization group, until such time that the employees currently holding this classification leave the company. No new employees will be assigned to the Waste Water Operator / Maintenance classification.

B Employees classified as Stationary Engineer P/H will perform duties of the Waste Water Operator / Maintenance classification when assigned these tasks by management when there is not sufficient Waste Water Operator coverage or for training opportunities. It is understood that these assignments will not be made on overtime until the Waste Water overtime group is exhausted on the day in question.

C It is understood that over time, previous Waste Water Operator / Maintenance duties will be performed by the Stationary Engineer P/H classifications.

D Waste water classification will resume pump outs that were temporarily sourced externally in response to HSE incident. The transition period is defined by a series of actions to remain compliant with HSE requirements to internally perform the work. ~~The transition period will not be longer than 90 days after ratification.~~

- 1 Engage with 3rd party subject matter expert for benchmarking and evaluation.
- 2 Identify and create safe operating procedures ~~through Safety Committee for management approval.~~
- 3 Identify and complete training requirements
 - i. Complete respirator medical clearance, fit testing and training.
 - ii. Include additional PPE such as chemical suit, gloves and boots.
 - iii. ~~Training will be delivered through established processes~~
- 4 Source and organize specific equipment required ~~and provide equipment/PPE onsite per safety requirements~~
- 5 Ensure management engagement and training to provide appropriate oversight of transition and ongoing pump out operation.
- 6 ~~Operating procedures will be accessible to employees performing the task~~
- 7 Compliance assurance through frequent internal audits
- ~~8 Preplanned activities will follow normal governing board process.~~
- ~~8 On a case by case basis, Management reserves the right to outsource pump outs with the mutual agreement of the Shop Committee.~~



JS 2/7/25

JS 2/7/25

Union Proposal	ST-005
Subject	In-House Journeyperson List
Date Presented	12/19/2024
Presented by	UAW Shop Committee
Document	MOU
Page/Paragraph	

Proposal

Add MOU language for In House Journeyperson list.

Current Language

N/A

Proposed Language

An employee who has the qualifications and has requested to be placed on the In-House Journeyperson list must wait 365 days to reapply if they request their name to be removed from the list or they are offered a position in the trade they are qualified for and turn down the position.

Management Agrees to this proposal to be attached to in-house J language P. 178(a). Make 178(a) to 178(b) 12/19/2024.

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js 2/7/25

js 2/7/25

Union Proposal	ST-006
Subject	Journeyman in Training M.O.U.
Date Presented	12/19/2024
Presented by	UAW Shop Committee
Document	Local/National Agreement
Page/Paragraph	

Proposal

Add Journeyman in Training M.O.U. to the Contract

Current Language

N/A

Proposed Language

ROLLS-ROYCE CORPORATION

INDIANAPOLIS, INDIANA

J.I.T.

(Journeyman in Training)

MEMORANDUM OF UNDERSTANDING

FEBRUARY 6, 2023

Throughout the 2020 C.B.A. Management and the Union, have had lengthy discussions on how to replace the aging workforce within our skilled trades areas. Specifically, the current vacancies in our Stationary Engineer Powerhouse Trade have been extremely hard to fill. Attributing factors include current market wages and the lack of available qualified Journeypersons. Both

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parties have agreed to investigate solutions for each of these in the future. However, in the meantime Management and the Union have agreed to implement a J.I.T. Program (Journeyman in Training) to help bridge this hiring gap. The program will be used to help facilitate the hiring of needed personnel who may not be fully qualified by adjusting the required hiring qualifications. The J.I.T. program will look at Journeypersons with specific skills that can be expanded on with required O.J.T. (On The Job Training). In no way shall the J.I.T. Program interfere with the hiring of new Apprentices, nor will it supersede the In-house J-card List.

Additional trades that Management and the Union would consider to be relevant will be as follows:

- Industrial Electrician to Stationary Engineer
- Machine Repairman to Stationary Engineer

Both parties have agreed to the implementation of a set training schedule for each of the above listed trades upon transferring into the Stationary Engineer Powerhouse Trade. The set training will include offsite education for boiler certification and 2080 hours of O.J.T. Internal employees' will make application per their One Time Move, while external employee qualification's will be reviewed and agreed to by the Apprenticeship Committee. The UAW Apprentice Coordinator will oversee the implementation of all courses and training hours. Approved J.I.T's will not be permitted to work alone the first thirty days on the job.

Management agrees to this proposal as written 12/19/2024.

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JS 2/19/25
JS 2/19/25

Union Proposal	ST-007
Subject	Powerhouse Continuous Operations Schedule M.O.U.
Date Presented	12/19/2024
Presented by	UAW Shop Committee
Document	Local/National Agreement
Page/Paragraph	N/A

Proposal

Add Continuous Operations Schedule M.O.U. to the Contract.

Current Language

N/A

Proposed Language

ROLLS-ROYCE CORPORATION

INDIANAPOLIS, INDIANA

POWERHOUSE CONTINUOUS OPERATIONS SCHEDULE

MEMORANDUM OF UNDERSTANDING

FEBRUARY 6, 2023

The parties have talked in detail about the need for shift coverage and the lack of manpower in the Powerhouse to cover shifts. As a result of these discussions Management and the Union have agreed to revert to the 5/40 Continuous Operations Schedule that was used prior to 02/24/2016. Both parties agree that a 3-person minimum operation level is vital to safety and

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production. Once there is a major change in steam generation both parties agree to re-evaluate the manpower needs.

- 5/40 schedule will be scheduled/implemented to the Local Equalization Agreement of the Local C.B.A.
- Minimum of 3 operators per shift.
- Management has agreed to maintain a 15 Journey person headcount.
- 5/40 holiday schedule
- 8-hour shifts
- Low man agreement back in effect
- Vacation bookends per Demand 66 of the Local C.B.A.
- 3 "Charged Weekends" must be used with regular vacation either the day before or the day after the weekend. Charged Weekends must be logged and tracked by Powerhouse supervision.
- Pay schedule reverts to the prior 5/40 schedule per National C.B.A Paragraph 87

All C.B.A. language that does not conflict with this M.O.U. will remain in effect.



2/7/25

2/7/25

2025 UAW Rolls-Royce Contract Demand

Skilled Trades UD004

The Union demands that when continuous operators are required to work over 16 hours due to the lack of coverage Safety will be notified by Management.

Company Granted on 1/24/2025

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2025 UAW Rolls-Royce Contract Demand

Skilled Trades **UD005**

JS 2/19/25
JS 2/19/25

The Union demands that all Elected / Appointed Representatives have unrestricted access (badges, keys, etc.) for all buildings that have Bargaining Unit employees working that they represent.

Settlement:

Elected Union Representatives will have unrestricted badge access for all buildings that have Bargaining Unit employees working that they represent. There may be areas within the building where access is restricted until the required safety training is completed. The required training will be completed as soon as possible. Contact the building AP to have your badge activated.

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JS 2/7/25

JS 2/7/25

2025 UAW Rolls-Royce Contract Demand

Skilled Trades UD006

Demand:

The Union demands that multiple laptops be purchased for the Tool Room. These laptops will have Team Center available along with any software that may be beneficial to the manufacturing of tooling and hardware.

Settlement:

Management will provide (1) new roaming laptop and (1) new desktop computer workstation for the tool room for use by all toolmakers. Employees may be required to complete any requisite training for new equipment or software (Team Center, NX and other software). Additional computers will be evaluated and made available if the situation warrants.

The Company accepts this demand as written. Dated 2/7/2025

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JS 2/21/25
JS 2/21/25

2025 UAW Rolls-Royce Contract Demand

Employee Referral **UD010**

The Union demands an employee referral bonus program.

Granted Dated 2/21/2025

The referral bonus program will follow the Rolls-Royce North America Employee Referral Program as listed below

Employee Referral Program

About the program

Rolls-Royce North America believes in encouraging, rewarding, and recognizing the referral of qualified, diverse candidates for employment.

All eligible full-time and part-time U.S. employees can receive a \$1,000 (gross) monetary award for referring qualified individuals hired by Rolls-Royce North America.

To qualify for the referral bonus, the below process must be followed.

Referral process

- | | |
|---|--|
| 1. See what jobs are open | Visit the Rolls-Royce careers website to search for open positions |
| 2. Make a referral | If you see a position that you would like to refer someone to, make a note of the position and then let your contact know that they should apply. |
| 3. Contact applies and acknowledges your referral | When asked how they heard about the position, your contact must select "Referral" and enter your Rolls-Royce email address or other designated identifier in the free text field. |

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If they don't do this, you will not be tagged to the referral and you will not be eligible for a referral bonus.

Your contact (now a candidate) will then be considered for the role and go through the standard recruitment and selection process.

And that's it. Then assuming all other qualifying criteria are met, a referral bonus will be made once your referral has been employed for 30 continuous days in a position eligible for a referral award. All externally posted Rolls-Royce North America positions are eligible for the referral bonus; however it is the hiring manager's discretion whether or not to award the bonus.

Actual payments will be for \$1000 less tax and will be added to an employee's regular payroll check, no later than 60 days after your referral has been employed.

Eligibility

Employees not eligible for referral awards include:

- Level A or above
- Any employee involved in the hiring decision of their referral (Global Code of Business Ethics 3.3)
- Persons who are not Rolls-Royce employees (i.e. contractors, consultants, former employees etc.)
- Persons who are employees of joint venture/subsidiary companies of Rolls Royce
- UAW **elected and appointed** employees

Referred candidates may not be:

- Early career recruits (i.e. new college graduates, graduate program hires, interns or co-ops)
- Previous employees of Rolls-Royce,
- Employees of a current customer or supplier (including contractors and consultants), or

Recruits from a previous employer, in violation of a non-solicitation/non-compete agreement

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2025 UAW Rolls-Royce Contract Demand

Kiosks **UD013**

Handwritten: 2/22/25
Signature: [Signature]

The Union demands that Union bulletin boards be now UAW Communication Kiosks located at all main facilities represented by UAW employees, These kiosks will be fitted with an appropriately sized monitor that fits the area (to be mutually agreed) a CPU that fits behind the monitor, a mouse, and a printer. The Communication Kiosks will be updated and maintained by UAW personnel identified by the Shop Chairman and, at the Union's discretion, will include all union functions, election postings, benefit information, etc. Any company news or company information will require agreement by the Company prior to posting.

All other boards will be removed except current locations that will not receive a kiosk with monitor.

Granted 2/22/2025

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2025 UAW Rolls-Royce Contract Demand

Floor Scrubber **UD014**

2/19/25
gs 2/19/25

The Union demands that floor scrubbers be provided to departments upon request.

Management agrees to provide working floor scrubbers in all main facilities.
Dated 2/12/2025

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JS 2/12/25

JS 2-12-25

2025 UAW Rolls-Royce Contract Demand

Safety Shoes UD018

The Union demands that the safety shoe allotment be increased to \$250.00 per year for shoes and accessories from approved vendors.

Management agrees to increase the safety shoe allotment to \$200 per year for shoes and inserts from approved vendors. Dated 2/12/2025

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Js 2/22/25 *[Signature]* 2/22/25

2025 UAW Rolls-Royce Contract Demand

Supercell UD024

The Union demands that Jobsetter and Inspector classifications be added to the Supercell.

Settlement Dated 2/22/2025

Management will formalize training for Supercell workforce as it pertains to setup, dial in and troubleshooting procedures to maintain efficiency and flexibility. Additional skilled trades will be added to the off-shift for support. Management will provide robotics and automation training as necessary by internal or external resources.

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7/7/25

7/2/25

2025 UAW Rolls-Royce Contract Demand

Awning **UD028**

The Union demands that the Company provide/install an awning and a patio at the Performance building.

Granted, Covering to be arranged over Performance building patio.

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JS 2/7/25
JS 2/7/25

2025 UAW Rolls-Royce Contract Demand

Parking **UD030**

The Union demands to restore access to parking lot outside of Performance test cell 157 with access to time clock.

Granted

The company is open to discussion about increasing access to the Performance building once Liftfan and Liftworks are relocated to the Performance building and would seek UAW input.

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2025 UAW Rolls-Royce Contract Demand

JS 2/7/25
JS 7/1/25

Restroom **UD031**

The Union demands that properly sized exhaust fans be installed in all bathrooms in the plants, office areas and shop floors.

Granted

Have the taskforce review and recommend options and necessary investment.

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JS 2/7/25

JS 2/7/25

Union Proposal	UP-002
Subject	Demand 167
Date Presented	12-16-2024
Presented by	UAW Shop Committee
Document	Local/National Agreement
Page/Paragraph	LDS 167

Proposal

We propose to strike a portion of Local Demand 167

Current Language

Demand No. 167 The Union demands that no employee be placed on notice of disciplinary action for more than 4 hours, and if no discipline is assessed within this time limit, the matter concerning discipline will be closed.

Settlement: This demand is resolved on the Understanding that no employee will be placed on Notice of Disciplinary Action for more than twenty four (24) hours, and if no discipline is assessed within this period, the matter will be closed. *If an unusual situation would develop requiring a more extensive investigation, the Chairperson of the Shop Committee will be advised.*

Proposed Language

Demand No. 167 The Union demands that no employee be placed on notice of disciplinary action for more than 4 hours, and if no discipline is assessed within this time limit, the matter concerning discipline will be closed.

Settlement: This demand is resolved on the Understanding that no employee will be placed on Notice of Disciplinary Action for more than twenty four (24) hours, and if no discipline is assessed within this period, the matter will be closed. If an unusual situation would develop requiring a more extensive investigation, the Chairperson of the Shop Committee will be advised *of the reason for the extension. No extension shall be longer than four work days.*

Management agrees to this proposal. Dated 2/7/2025

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J 2/1/25

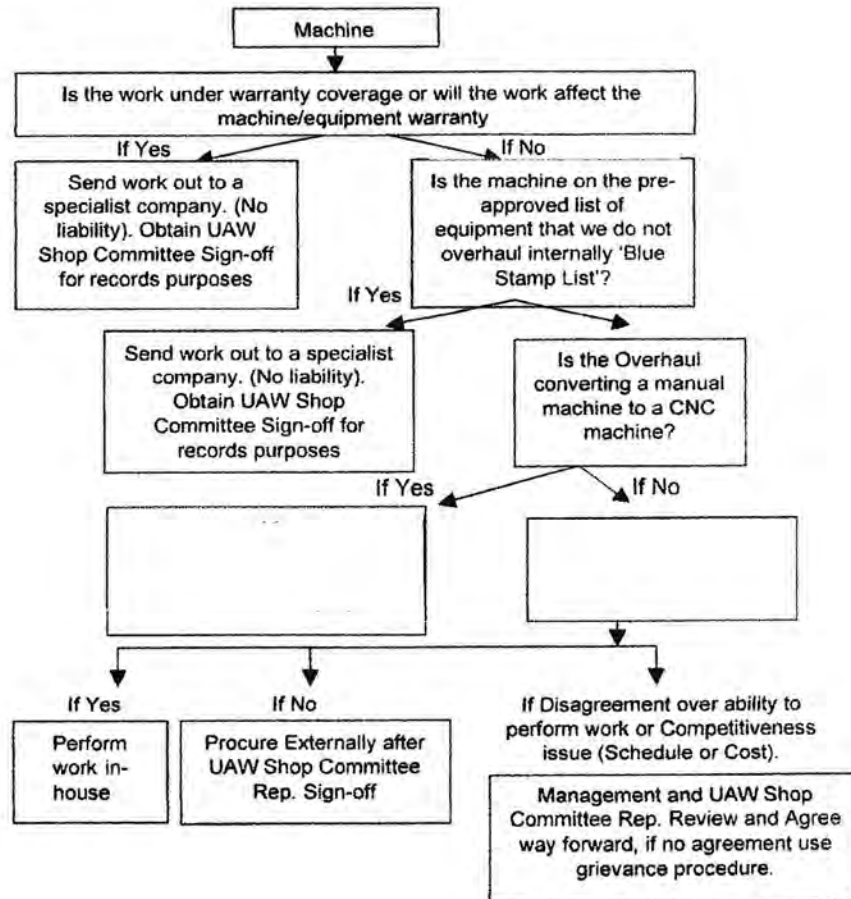
J 2/1/25

Union Proposal	UP-003
Subject	Machine Repair Chart In Books
Date Presented	12-16-2024
Presented by	UAW Shop Committee
Document	Local/National Agreement
Page/Paragraph	Pg. 176 Doc. 9 National

Proposal

Insert missing information in the Machine Repair boxes on page 176 in the National Book.

Current Language



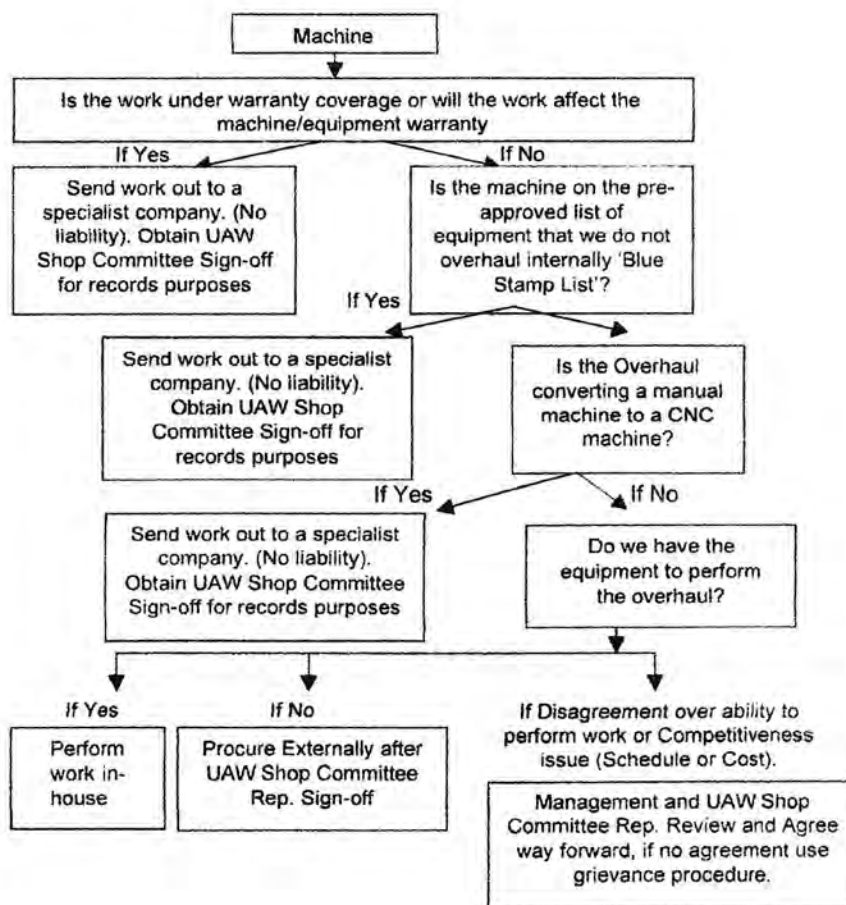
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Proposed Language

Machine Repair



Management agrees to proposal as written 12/17/2024.



JS 2/4/25
JS 2/4/25

Union Proposal	UP-004
Subject	Appendix B (Clean up)
Date Presented	12-16-2024
Presented by	UAW Shop Committee
Document	Local/National Agreement
Page/Paragraph	Appendix B Pg. 17 Local

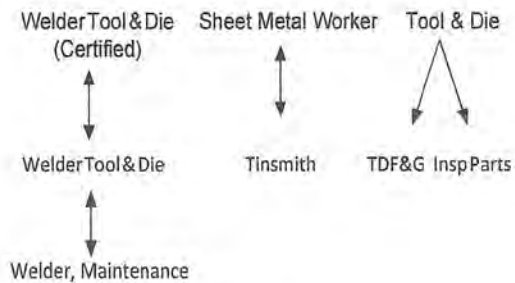
Proposal

Add missing Tool & Die to Blade and Vane arrow

Current Language

APPENDIX B

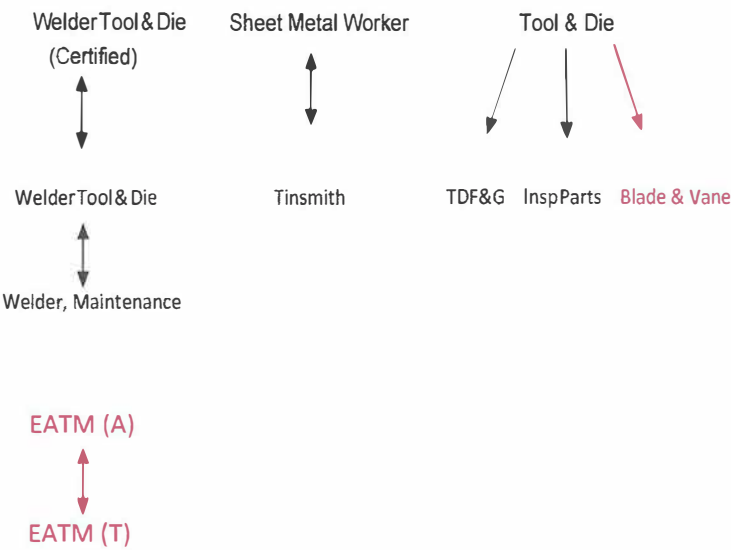
Diagram Applicable to Layoff (Paragraph V.B.3. and
Recall (Paragraph V.C.1.) for Skilled Trades



Proposed Language

APPENDIX B

Diagram Applicable to Layoff (Paragraph V.B.3. and Recall (Paragraph V.C.1.) for Skilled Trades



(Tool and Die can only flow into open requisitions or another classification in which a J date has been established, seniority permitting.)

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JS 2/7/25

JS 2/7/25

Union Proposal	UP-006
Subject	Overtime
Date Presented	12/16/2024
Presented by	Union Representative / UAW Shop Committee
Document	National Agreement
Page/Paragraph	Page 39 / 71(a) & 71(b)

Proposal

(71a) Required Overtime for 5/40 Schedule

During periods requiring extensive overtime, Management will inform the Union fourteen (14) days prior to implementation of required overtime plans. Required overtime may be implemented in all operations or specific areas as determined by management. Required overtime plans are as follow:

Work Schedule Plans A and B

1. **Plan A:** Monday through Saturday at nine (9) hours per day, with Sundays and Holidays as voluntary. An employee who has worked two or more consecutive Saturdays may decline to work the following (third) Saturday, provided the employee notifies their supervisor before the end of the shift on the preceding Wednesday and has not been absent for any reason during the week preceding the Saturday in question.
2. **Plan B:** Monday through Friday at ten (10) hours per day, with Saturdays, Sundays, and Holidays as voluntary.
3. **Mandatory Scheduling Restrictions:** Management shall be required to ensure that no Plan A or Plan B Saturday or Sunday is scheduled on any Saturday or Sunday that is part of a long holiday weekend. A long holiday weekend is defined as a weekend during which a company-designated holiday falls on the preceding Friday or the following Monday.
4. **Plan Duration:** In both plans, the duration shall not exceed ninety (90) days, with a minimum of thirty (30) days between required periods.

(71b) Required Overtime for 9/80 Schedule

1. **Plan A:**
 - a.) **Week 1:** Employees shall work Monday through Thursday for ten (10) hours per day, with the working Friday scheduled for nine (9) hours. Saturdays shall be required at nine (9) hours, while Sundays and Holidays shall remain voluntary.
 - b.) **Week 2:** Employees shall work Monday through Thursday for ten (10) hours per day, with the non-working Friday scheduled as a required ten (10)-hour shift. Saturdays, Sundays, and Holidays shall remain voluntary.
2. **Plan B:**

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- a.) Employees shall work an additional two (2) hours of overtime on their normally scheduled workdays. All other days, including Fridays, Saturdays, Sundays, and Holidays, shall remain voluntary.

3. Holiday Weekend Scheduling Restriction:

- a.) Management shall ensure that no Plan A or Plan B shifts (Friday, Saturday, or Sunday) are scheduled on any Friday, Saturday, or Sunday that is part of a long holiday weekend. A long holiday weekend is defined as a weekend during which a company-designated holiday falls on the preceding Thursday, Friday or the following Monday.

4. Plan Duration:

- a.) Both Plan A and Plan B shall not exceed ninety (90) days in duration, with a minimum of thirty (30) days required between periods of implementation.

Management accepts this proposal as written. Dated 2/4/2025

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2/7/25

2/7/25

Union Proposal	UP-008
Subject	E.I.T. Selection
Date Presented	12/16/2024
Presented by	UAW Shop Committee
Document	Local/National Agreement
Page/Paragraph	Pg. 29 Local

Proposal

Language Clean Up, Remove #2 in section II.

Current Language

ROLLS-ROYCE CORPORATION INDIANAPOLIS, INDIANA

LOCAL E.I.T. SELECTION PROCEDURE

(Paragraph 153 of the National Agreement)

The goal of the parties is to establish a strong ongoing Employee-in- Training (E.I.T.) program for all trades based on an application, selection, and training process as follows:

I. Applications for Employee-In-Training

- A. Applicants – Any employee qualifying under Paragraph (153) of that National Agreement may apply for an E.I.T. position.
- B. All Employee-In-Training applications must be submitted two (2) weeks prior to the interview date to be considered for an opening.

II. Selection Procedure

- A. Posting Vacancies – Openings will be posted thirty (30) days prior to the anticipated vacancies.
- B. Qualifications
 - 1. Related in-plant work experience.
 - 2. Employees who desire placement in the Inspector, Parts classification will be selected in the normal manner. However, prior to placement the employees must satisfactorily complete the Math I (16 hours), Math II (40 hours) and Gauging (16 hours) courses

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currently offered by the Local 933, UAW / Rolls-Royce Corporation Joint Training School. If the employee does not satisfactorily complete any of these courses they will not be eligible for placement as an E.I.T. in the Inspector, Parts classification. If more than one (1) employee is selected for placement in a classification at the same time, no placements will occur until all employees in the group have had an opportunity to successfully complete the above training classes. The placement time limits specified in Section III will be extended to encompass the aforementioned pre-placement training.

Proposed Language

ROLLS-ROYCE CORPORATION INDIANAPOLIS, INDIANA

LOCAL E.I.T. SELECTION PROCEDURE

(Paragraph 153 of the National Agreement)

The goal of the parties is to establish a strong ongoing Employee-In- Training (E.I.T.) program for all trades based on an application, selection, and training process as follows:

- I. Applications for Employee-In-Training
 - A. Applicants – Any employee qualifying under Paragraph (153) of that National Agreement may apply for an E.I.T. position.
 - B. All Employee-In-Training applications must be submitted two (2) weeks prior to the interview date to be considered for an opening.
- II. Selection Procedure
 - A. Posting Vacancies – Openings will be posted thirty (30) days prior to the anticipated vacancies.
 - B. Qualifications
 1. Related in-plant work experience.
 2. ~~Employees who desire placement in the Inspector, Parts classification will be selected in the normal manner. However, prior to placement the employees must satisfactorily complete the Math I (16 hours), Math II (40 hours) and Gauging (16 hours) courses currently offered by the Local 933, UAW / Rolls-Royce Corporation Joint Training School. If the employee does not satisfactorily complete any of these courses they will not be eligible for placement as an E.I.T. in the Inspector, Parts classification. If more than one (1) employee is selected for placement in a classification at the same time, no placements will occur until all employees in the group have had an opportunity to successfully complete the above training classes. The placement time limits specified in Section III will be extended to encompass the aforementioned pre-placement training.~~

Management agrees to proposal as written 12/17/2024.

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12/17/25

2/7/25

Union Proposal	UP-009
Subject	Related Training E.I.T.
Date Presented	12/16/2024
Presented by	UAW Shop Committee
Document	Local/National Agreement
Page/Paragraph	Pg. 86 National

Proposal

Language Clean up. Remove "between"

Current Language

Related Training-E.I.T.

(180)(a) Related training schedules totaling between approximately 350 hours will be provided for each classification in which there are currently employees classified as employees-in – training (E.I.T.) or employees-in-training seniority (E.I.T.S.).

Proposed Language

Related Training-E.I.T.

(180)(a) Related training schedules totaling **between** approximately 350 hours will be provided for each classification in which there are currently employees classified as employees-in – training (E.I.T.) or employees-in-training seniority (E.I.T.S.).

Management agrees to proposal as written 12/17/2024.

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JS 2/24/25 JS 2/24/25

Union Proposal	UP-010
Subject	Training
Date Presented	2/24/2025
Presented by	UAW Shop Committee
Document	Local/National Agreement
Page/Paragraph	Doc.62/Doc.5

Proposal

The need for continuous training to have a workforce able to compete in an ever-changing market is apparent as we struggle in the areas of Quality, Cost, & Delivery. We propose a new jointly focused approach toward training which includes a requirement of training space available in the UAW/Rolls-Royce Training Center. The encroachment upon hands-on learning space due to a need for desk/ meeting space has had a negative impact on the skillset for the production employee. This proposal includes a focus on individual learning plans decided upon jointly based on department, classification, plant location and any factors determined to enhance the skillset of the workforce.

Proposed language:

Suggest this language is included in the Joint Training portion of the contract, specifically Doc 62

The company and union have a common interest for successful delivery of quality products to our customer base. A robust training program focused on an enhanced skillset and safety awareness of all employees must be a part of that common interest. Following ratification of this agreement, the company commits to continue to jointly focus on training needs. During 2025, the company commits to supporting the training matrix creation for up to 5 individual departments, and to commit to review and confirm annually the number of departments to each year of the contract with no less than 5 departments each year, starting with direct production departments.

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2/24/25 JES 2/24/25

Union Proposal	UP-011
Subject	Training
Date Presented	02/24/2025
Presented by	UAW Shop Committee
Document	Local/National Agreement
Page/Paragraph	Document No. 51

Proposal

We propose to change the language to Document 51. We propose that a mutually agreed upon training course for all those involved in the day-to-day administering of the collective bargaining agreement will lead to a working environment where the company and union can learn best practices together and work toward the common goal of success for both the company and union members.

Proposed Language

Management proposes that the appropriate forum for UAW/Company joint training be managed through the Key 4.

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2/26/25

Union Proposal	UP-018
Subject	Apprentice / EIT wage scale
Date Presented	12/19/2024
Presented by	UAW Shop Committee
Document	Local/National
Page/Paragraph	Appendix B page 56 – Local / paragraph 181D of National

Proposal

Change wage scale so that the apprentice / E.I.T. wage scale starts at 80% of Journeyperson wages and increases 2.5% each period. Add language to define a period for Apprentices and EIT's.

Current Language

March 2022 thru February 2025

New Rates Effective During the First Pay Period in March Apprentice and Employee In Training Rate Schedule

	1st	2nd	3rd	4th	5th	6th	7th	8th	Grad
Condition 1	\$27.38	\$27.54	\$27.99	\$28.53	\$29.18	\$29.93	\$30.86	\$31.81	\$32.77
	80%	.49%	1.37%	1.65%	1.98%	2.29%	2.84%	2.90%	2.93%
Condition 2	\$26.01	\$26.17	\$26.62	\$27.16	\$27.82	\$28.56	\$29.46	\$30.46	\$31.41
	80%	.51%	1.43%	1.72%	2.10%	2.36%	2.87%	3.18%	3.02%

Proposed Language

March 2025 thru February 2030

New Rates Effective During the First Pay Period in March Apprentice and Employee In Training Rate Schedule

Apprentice Rate Schedule (916 Hours Per Period)

1st	2nd	3rd	4th	5th	6th	7th	8th	Grad.
80%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%
TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD

E.I.T. Rate Schedule (6 Months Per Period)

1st	6 mos.	6 mos.	6 mos.	6 mos.	6 mos.	6 mos.	6 mos.	Grad.
80%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%
TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD

During the course of negotiations towards the 2025-2030 contract, the parties discussed the relationship between (i) the Apprentice Rate Schedule/E.I.T. Rate Schedule and (ii) the wage rates for new hire apprentices hired externally (off the street). The parties acknowledged concerns about inequities in wage rates for those with seniority and the wage rate for new hire apprentices and agreed that such inequities must be avoided. In the event the need to hire apprentices externally arises, the parties agree to bargain a resolution in good faith and avoid such inequities. Should the parties fail to reach an agreement, the parties agree to expedited arbitration to resolve the issue. The Company shall bear the cost of the arbitrator fees and expenses for this resolution procedure.



JS 2/7/25

JS 2/7/25

Union Proposal	UP-019
Subject	EIT vs Apprentice period definition
Date Presented	12/19/2024
Presented by	UAW Shop Committee
Document	National
Page/Paragraph	Page 88 paragraph 181A-3

Proposal

Change language to mirror previous agreed to language.

Current Language

(181a) The following definitions shall be used for employees transferred or hired into skilled trades classifications:

- (1) Condition 1 – Employees hired before September 1, 2006
- (2) Condition 2 – Employees hired after September 1, 2006
- (3) Period – 916 worked hours

Proposed Language

(181a) The following definitions shall be used for employees transferred or hired into skilled trades classifications:

- (1) Condition 1 – Employees hired before September 1, 2006
- (2) Condition 2 – Employees hired after September 1, 2006
- (3) Period – 916 worked hours for apprentices and 6 calendar months for EIT's

Management agrees to schedule as written. Dated 2/7/2025

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2/2/25

2/7/25

Union Proposal	UP-020
Subject	EIT credited time
Date Presented	12/19/2024
Presented by	UAW Shop Committee
Document	National
Page/Paragraph	156a(2) page 80

Proposal

Remove past language that should have been removed when EIT's went from getting a \$0.10 raise every other month to getting raises every 6 months.

Current Language

2. Employees-in-training (E.I.T.) or employees-in-training-seniority (E.I.T.S.) shall be credited with seven days worked in a skilled trades classification for each pay period during which they worked in that classification in that plant and seven days for the pay period in which the full week of Christmas holidays fall provided such employees would otherwise have been scheduled to work in that plant. Such employees shall receive credit as time worked in a skilled classification for time spent on approved leaves of absence from that classification up to but not exceeding an aggregate of thirty (30) calendar days within the calendar year. Such employees will not receive credit as time worked in a skilled classification for any portion of the leave that they would have been laid off in a reduction in force or returned to their production classification had they not been granted such leave.

Proposed Language

~~2. Employees-in-training (E.I.T.) or employees-in-training-seniority (E.I.T.S.) shall be credited with seven days worked in a skilled trades classification for each pay period during which they worked in that classification in that plant and seven days for the pay period in which the full week of Christmas holidays fall provided such employees would otherwise have been scheduled to work in that plant. Such~~

~~Employees-in-training (E.I.T.) or employees-in-training-seniority (E.I.T.S.)~~ employees shall receive credit as time worked in a skilled classification for time spent on approved leaves of absence from that classification up to but not exceeding an aggregate of thirty (30) calendar days within the calendar year. Such employees will not receive credit as time worked in a skilled classification for any portion of the leave that they would have been laid off in a reduction in force or returned to their production classification had they not been granted such leave.

Management agrees to this proposal as written. Dated 2/4/2025

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JS 2/24/25 *JES* *2/25/25*

Union Proposal	UP-021
Subject	MOU Clean Up / Letter 26
Date Presented	2/12/2025
Presented by	UAW Shop Committee
Document	National
Page/Paragraph	Page 387 letter 26

Proposal

Change language to reflect the MOU making INSP Parts and TDF&G an apprenticeable trade. Also increase the number apprentices throughout the contract.

Current Language

The parties believe an active and robust apprenticeship program is vital to the success of Rolls-Royce. The parties agree the current demographic of the hourly population suggests significant turnover over the coming decade. Recruitment of the new workforce to support Skilled Trades is a must. The parties agree there is importance in maintaining an apprenticeship program so that those with a desire to grow and learn feel they have the opportunity. A test will be made available in 2020 and every other year thereafter to active employees and non-seniority employees and the list will be kept updated. The parties agree to allow for the recruitment of one external apprentice for every two internal apprentices placed in the program with a minimum of 25 apprentices over the course of this contract. The parties agree to eliminate the EIT language for the Inspector, Parts and Inspector, TDFG and allow the recruitment of Tool & Die apprentices or journeypersons into those classifications where Tool & Die flow. The parties agree that; if the in-house apprentice list becomes exhausted management will reserve the right to recruit externally for apprentices. This agreement does not impact the company's ability to recruit external journeyperson should the need arises.

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Union Proposed Language 2/26/2025

The parties believe an active and robust apprenticeship program is vital to the success of Rolls-Royce. The parties agree the current demographic of the hourly population suggests significant turnover over the coming decade. Recruitment of the new workforce to support Skilled Trades is a must. The parties agree there is importance in maintaining an apprenticeship program so that those with a desire to grow and learn feel they have the opportunity. A test will be made available in ~~2020 2026~~ the first quarter of 2027, or earlier if the list of available apprentice candidates becomes depleted. Future apprenticeship testing will occur every other year thereafter to active employees and non-seniority employees and the list will be kept updated. The parties agree to allow for the recruitment of one external apprentice for every two internal apprentices placed in the program with a minimum of 25 apprentices over the course of this contract. The parties agree to eliminate the EIT language for the Inspector, Parts and Inspector, TDFG and allow the recruitment of ~~Tool & Die~~ apprentices or journeypersons into those classifications ~~where Tool & Die flow~~. The Tool & Die flow chart will still be recognized, and those Journeypersons may still apply for openings in Insp Parts, Blade & Vane or Insp TDF&G. The parties agree that; if the in-house apprentice list becomes exhausted management will reserve the right to recruit externally for apprentices. This agreement does not impact the company's ability to recruit external journeyperson should the need arises.

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JS 2/11/25

JS 2/7/25

Union Proposal	UP-022
Subject	Inspector Parts Language Clean up
Date Presented	12/19/2024
Presented by	UAW Shop Committee
Document	Local Agreement
Page/Paragraph	29

Proposal

Eliminate the language that employees need to take classes to apply for the Inspector Parts trade as is it no longer an EIT trade.

Current Language

2. Employees who desire placement in the Inspector, Parts classification will be selected in the normal manner. However, prior to placement the employees must satisfactorily complete the Math I (16 hours), Math II (40 hours) and Gauging (16 hours) courses currently offered by the Local 933, UAW / Rolls-Royce Corporation Joint Training School. If the employee does not satisfactorily complete any of these courses they will not be eligible for placement as an E.I.T. in the Inspector, Parts classification. If more than one (1) employee is selected for placement in a classification at the same time, no placements will occur until all employees in the group have had an opportunity to successfully complete the above training classes. The placement time limits specified in Section III will be extended to encompass the aforementioned pre-placement training.

Proposed Language

~~2. Employees who desire placement in the Inspector, Parts classification will be selected in the normal manner. However, prior to placement the employees must satisfactorily complete the Math I (16 hours), Math II (40 hours) and Gauging (16 hours) courses currently offered by the Local 933, UAW / Rolls-Royce Corporation Joint Training School. If the employee does not satisfactorily complete any of these courses they will not be eligible for placement as an E.I.T. in the Inspector, Parts classification. If more than one (1) employee is selected for placement in a classification at the same time, no placements will occur until all employees in the group have had an opportunity to successfully complete the above training classes. The placement time limits specified in Section III will be extended to encompass the aforementioned pre-placement training.~~

Management agrees to this proposal as written 12/19/2024.

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2/26/25

Union Proposal	UP-024
Subject	MOU Transition of Engine Assy and Test Duties / Update
Date Presented	12/19/2024
Presented by	UAW Shop Committee
Document	Local/National Agreement
Page/Paragraph	Pg. 67 Local

Proposal

Update language that was changed in the MOU on 7/19/2022

Current Language

TRANSITION OF ENGINE ASSEMBLY AND TEST DUTIES

MEMORANDUM OF UNDERSTANDING February 26, 2020

In order to facilitate a smooth transition of engine assembly and test duties into a new skilled trades classification, the following transition plan is agreed to between Management and the Union:

1. EATM classification will include current ATM and EATM with defined OT groups. The classification will be populated in the following order:
 - a. Current Inspection employees working in Assembly will have priority to flow into the Apprenticeship Program, will be placed into an EATM classification:
 - a) Within 30 days with a J date of 2/26/2020
 - b) Will be given 30 days to decide if they wish to transition to the EATM classification.
 - c) Employees not wanting to transition to the EATM classification will flow through the 63B process.
 - b. In-house Journeyman
 - c. In the event of a Skilled Trades reduction or Skilled Trades are laid off or reduced, Management will follow the same guidelines in the Machine Repair Capacity agreement (insert table 1) and follow the school path as defined in Section 4
 - d. The Apprenticeship list and will follow the school path as defined in section 4
 - e. Management will hire externally considering anyone with an A&P license a certified journeyman in the trade
 - f. Initial population will include the training of 15 apprentices and an anticipated 11 inspectors to be completed by the end of this agreement. It is also anticipated that 6-10 Journeyman will be hired. All future additions will follow a 2:1 ratio (apprentices to journeyman)
2. Test (0870) will become a single overtime group.
 - a. Powerplant (P) license is required to work on plant 8 experimental assembly floor.

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3. Management desires but will not require that all current EATMs possess a P license as described by FAA and we will provide a funded path for an employee to take on the job training to obtain the license either through class or straight to a test. The scheduling is subject to business affordability and capacity
 - a. Gap training and test
4. Apprentice school program
 - a. Classes provided M-F Day shift at a qualified local University as a work assignment
 - b. Apprentice class rules and regulations will be followed as agreed by the apprentice committee
 - c. When employees are not at a scheduled class M-F (e.g. Spring Break, Fall Break, etc.) they are expected to come to work on Day shift
 - d. Employees in this apprenticeship class will be eligible for overtime in their assigned overtime group
5. Wages
 - a. Current employees transitioning to the EATM classification will assume legacy wages per the local wage agreement upon ratification of the agreement
 - b. Apprentices coming into the trade will follow Paragraph 181(d)
 - c. Internal Journeyman transferring to the EATM classification will carry their current wage structure
 - d. All new Journeyman will be covered under Paragraph 98
 - e. EIT and inspection employees will assume wages as defined in Par. 98 until a P license is obtained. Upon receiving P license employees will transition to legacy wages.
6. Inspector, Engine Assembly and Salaried Inspectors (related to engine build) duties will be performed by the EATM classification.

Proposed Language

TRANSITION OF ENGINE ASSEMBLY AND TEST DUTIES

MEMORANDUM OF UNDERSTANDING

February 26, 2020

Amendment 1

July 26, 2022

In order to facilitate a smooth transition of engine assembly and test duties into a new skilled trades classification, the following transition plan is agreed to between Management and the Union:

1. EATM classification will include current ATM and EATM with defined OT groups. The classification will be populated in the following order:
 - a. Current Inspection employees working in Assembly will have priority to flow into the Apprenticeship Program, will be placed into an EATM classification:
 - a) Within 30 days with a J date of 2/26/2020
 - b) Will be given 30 days to decide if they wish to transition to the EATM classification.
 - c) Employees not wanting to transition to the EATM classification will flow through the 63B process.
 - b. In-house Journeyman
 - c. In the event of a Skilled Trades reduction or Skilled Trades are laid off or reduced, Management will follow the same guidelines in the Machine Repair Capacity agreement (insert table 1) and follow the school path as defined in Section 4
 - d. The Apprenticeship list and will follow the school path as defined in section 4
 - e. Management will hire externally considering anyone with an A&P license a certified journeyman in the trade
 - f. Initial population will include the training of 15 apprentices and an anticipated 11 inspectors to be completed by the end of this agreement. It is also anticipated that 6-10 Journeyman will be hired. All future additions will follow a 2:1 ratio (apprentices to journeyman)(**For 2025-2030 contract years See Amendment 2 below**)

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2. Test (0870) will become a single overtime group.
 - a. Powerplant (P) license is required to work on plant 8 experimental assembly floor.
3. All future EATMs entering the trade will be required to possess a P license as described by FAA. Management desires but will not require that all current EATMs possess a P license as described by FAA and we will provide a funded path for an employee to take on the job training to obtain the license either through class or straight to a test. The scheduling is subject to business affordability and capacity
 - a. Management desires but will not require that all current EATMs possess a P license as described by FAA and will follow the wage schedule as outlined per below (5). Gap training and test
 - b. The current EIT and Inspection employees who do not desire or who have not been scheduled yet to take the apprenticeship school program listed below (section 4) can earn legacy wages as outlined in below (section 5). The qualifications for this are as follows:
 - I. Three years on the job training starting 2/26/2020
 - II. Demonstrate capability in the trade
 - III. Have successfully been scoped on one or more jobs
4. Apprentice school program
 - a. Classes provided M-F Day shift at a qualified local University as a work assignment
 - b. Apprentice class rules and regulations will be followed as agreed by the apprentice committee
 - c. When employees are not at a scheduled class M-F (e.g. Spring Break, Fall Break, etc.) they are expected to come to work on Day shift
 - d. Employees in this apprenticeship class will be eligible for overtime in their assigned overtime group
 - e. Employees who have signed up to take the apprentice school program will remain on the list until scheduling meets business affordability and capacity
5. Wages
 - a. Current employees transitioning to the EATM classification will assume legacy wages per the local wage agreement upon ratification of the agreement
 - b. Apprentices coming into the trade will follow Paragraph 181(d)
 - c. Internal Journeyman transferring to the EATM classification will carry their current wage structure
 - d. All new Journeyman will be covered under Paragraph 98
 - e. EIT and inspection employees will transition to legacy wages when the requirements in section (3.b.) above have been met. assume wages as defined in Par. 98 until a P license is obtained. Upon receiving P license employees will transition to legacy wages.
6. Inspector, Engine Assembly and Salaried Inspectors (related to engine build) duties will be performed by the EATM classification.

TRANSITION OF ENGINE ASSEMBLY AND TEST DUTIES

Amendment 2
February 26, 2025

1 EATM

- f. ~~Initial population Contract Years 2025 - 2030 will include the training of 45 5 apprentices and an anticipated 11 inspectors to be completed by the end of this agreement.~~ It is also anticipated that ~~6-10~~ 5 - 10 Journeyman will be hired. All future additions will follow a 2:1 ratio (apprentices to journeyman) ~~when possible with in-house employees on the EATM Apprentice List.~~
- G Current MSE Grinder employees working in Assembly will have priority to flow into the Apprenticeship Program Assembly Grind Classification, ~~will be placed into an EATM classification. Within 30 days with a J date of 2/26/2025 They Will be given 30 days to decide if they wish to transition to the EATM Assembly Grind classification.~~ Employees not wanting to transition to the EATM Assembly Grind classification will flow through the 63B process.

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- 2 Test (0870) will become a single overtime group in the EATM(T) test classification.
 - a. Powerplant (P) license is required to work on plant 8 experimental assembly floor.
 - b. The CDC will become its own overtime group.
- 7 Development work on the test stand / Experimental Assembly
 - a. All engine hardware removal and replacement on a test stand for production or experimental testing will be performed by EATM(T).
 - b. All engine hardware removal and replacement on the experimental assembly floor will be performed by EATM(A).
 - c. Instrumentation for Production Test will be placed by EATM
 - d. Instrumentation for Development Test will be placed by Engineering
- 8 Balancing in Development Assembly
 - a. Any experimental balance job will be performed by engineering working toward a standard for routine use
 - b. Once a product enters LRIP (Low Rate Initial Production) or Production, then balance jobs should be documented and considered routine
 - c. All current routine Balance jobs will be documented in procedures by the end of 2025
 - d. Starting in January 2026, all routine balance jobs will be performed by EATM Assembly



JS 2/25/25
2/25/25

Union Proposal	UP-025
Subject	Apprentice / EIT Wage Rules Clean up
Date Presented	12/19/2024
Presented by	UAW Shop Committee
Document	Local/National Agreement
Page/Paragraph	Pg.48 of the Local.

Proposal

Update information location on Pg. 48 of the Local.

Current Language

rate classification, he or she shall be advanced to the new job rate on the date of transfer.

- a. In cases where such an employee is transferred from a higher rate to a lower rate classification, he or she shall be reduced to the job rate of his or her new classification on the date of transfer.
- b. In cases where such an employee is transferred from one job classification to another where the pay is the same, there shall be no change in rate.

7. Skilled Trades Classifications

- a. Wage rules which apply to skilled trades classifications will be handled under the applicable paragraphs of the National Agreement.
- b. Wage rules which apply to apprentices will be handled in accordance with Paragraph (151) of the National Agreement.
- c. Wage increases to employees-in-training, in accordance with Paragraph (163) of the National Agreement, shall be effective on the Monday preceding the day on which the sixty (60) day period expires.

8. Effective Date of Automatic Increase

The effective date of automatic increase will be handled in accordance with Paragraph (98) of the National Agreement.

9. Leave of Absence

In the application of the above, employees granted a Leave of Absence while still earning less than the rate of their classification shall upon reinstatement receive credit for the time spent from the date of the last increase to the starting time of the Leave of Absence toward establishing

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the due date for the next automatic increase. Employees on approved military leave shall receive full credit towards pay progression for time spent on leave.

10. Recall

An employee recalled to the same classification of work after a seniority layoff, or advanced to a classification on which

Proposed Language

rate classification, he or she shall be advanced to the new job rate on the date of transfer.

- a. In cases where such an employee is transferred from a higher rate to a lower rate classification, he or she shall be reduced to the job rate of his or her new classification on the date of transfer.
- b. In cases where such an employee is transferred from one job classification to another where the pay is the same, there shall be no change in rate.

7. Skilled Trades Classifications

- a. Wage rules which apply to skilled trades classifications will be handled under the applicable paragraphs of the National Agreement.
- b. Wage rules which apply to apprentices will be handled in accordance with ~~Paragraph (154)~~ **Apprentice and Employee-In-Training Rate Schedule (181d)** of the National Agreement.
- c. Wage increases to employees-in-training, in accordance with ~~Paragraph (163)~~ **Apprentice and Employee-In-Training Rate Schedule (181d)** of the National Agreement, shall be effective on the Monday preceding the day on which the sixty (60) day period expires.

~~8. Effective Date of Automatic Increase~~

~~The effective date of automatic increase will be handled in accordance with Paragraph (98) of the National Agreement.~~

9 Leave of Absence

In the application of the above, employees granted a Leave of Absence while still earning less than the rate of their classification shall upon reinstatement receive credit for the time spent from the date of the last increase to the starting time of the Leave of Absence toward establishing the due date for the next automatic increase. Employees on approved military leave shall receive full credit towards pay progression for time spent on leave.

10 Recall

An employee recalled to the same classification of work after a seniority layoff, or advanced to a classification on which

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JS 2/7/25

JS 2/7/25

Union Proposal	UP-029
Subject	Wage Groups and Job Classifications
Date Presented	12/19/2024
Presented by	UAW Shop Committee
Document	Local/National Agreement
Page/Paragraph	Pg. 64 Local

Proposal

Correct misspelling on Pg. 64 of the Local Agreement

Current Language

Include details here of current practice and details of proposed change.

NDT

301 Inspection Immersion Ultra.

- 290 Insp Immersion Ultra.

302 Inspection Mag & Flour

- 294 Insp Mag. & Flour.

303 Inspection NDT

- 295 Insp NDT

304 Inspection X-Ray

- 311 Insp X-Ray

305 Inspector, NDT- SCO Certified

- 291 Inspector, NDT- SCO- Level II certified

Tractor Trailer

701 Tractor Trailer

- 527 Truck Driver, Outside T&T

Certified Welder

101 MSE Certified Welder

- 545 MSE Weld Cert

Administration

Training Requirements – During these negotiations, both parties have recognized the importance of improving the operational effectiveness of RRC through training. The parties have recommitted

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themselves to continue the enhancements of employee skills.

- a. The amount of flexibility required by an individual within a given classification will be determined by business need at the cell/ departmental level. This will determine individual training needs.
- b. For new employees entering the MSE Heat Treat job classification, it is understood they will not be required to perform furnace control duties until they have received appropriate training and been recognized by management as being qualified to perform such duties.

Proposed Language

Include details here of current practice and details of proposed change

NDT

306 Inspection Immersion Ultra.

- 290 Insp Immersion Ultra.

307 Inspection Mag & Fluor Fluor

- 294 Insp Mag. & Fluor Fluor

308 Inspection NDT

- 295 Insp NDT

309 Inspection X-Ray

- 311 Insp X-Ray

310 Inspector, NDT- SCO Certified

- 291 Inspector, NDT- SCO- Level II certified

Tractor Trailer

701 Tractor Trailer

- 527 Truck Driver, Outside T&T

Certified Welder

101 MSE Certified Welder

- 545 MSE Weld Cert

Administration

Training Requirements – During these negotiations, both parties have recognized the importance of improving the operational effectiveness of RRC through training. The parties have recommitted themselves to continue the enhancements of employee skills.

- c. The amount of flexibility required by an individual within a given classification will be determined by business need at the cell/ departmental level. This will determine individual training needs.
- d. For new employees entering the MSE Heat Treat job classification, it is understood they will not be required to perform furnace control duties until they have received appropriate training and been recognized by management as being qualified to perform such duties.

Management Agrees to this proposal. Language should be consistent throughout the contract. 12/19/2024.

Private

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Isabel

yes 2/7/25

Union Proposal	UP-030
Subject	Adjustments to Workforce
Date Presented	12/19/2024
Presented by	UAW Shop Committee
Document	Local/National Agreement
Page/Paragraph	Pg. 150 – 151 National

Proposal

Update figures in language to match chart that was updated in 2020 agreement

Current Language

Possible hours/year	2,080	hours
Less 13 days holiday (13 x 9)	-117	hours
	= 1,963	hours
Less 19.8% vacation and absence	-389	hours
	= 1,574	hours
Plus 29% overtime	+472	hours
	= 2,047	hours
Less 11% lost time including breaks	-229	hours
Total Available Productive Hours	= 1,817	

Thus the total hours planned per man = 1868 total available productive hours x 63% productivity = 1177

In order to define the number of employees required to produce a shop load of 650,000 hours, you would simply divide total shop load by the total hours planned per man hence:
 $650,000 \text{ hours} / 1177 = 552 \text{ total employees required}$

When considering a possible adjustment to the workforce size, the following calculation would be made:

If there was a 15,000 hour increase in shop load (and budgeted overtime levels and productivity levels had remained the same), the calculation that would be used to determine the potential increase in workforce size would be done as follows:

$15,000 \text{ hours} / 1177 \text{ planned hours per man} = 13 \text{ additional employees}$

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Proposed Language

Possible hours/year	2,080	hours
Less 13 days holiday (13 x 9)	-117	hours
	= 1,963	hours
Less 19.8% vacation and absence	-389	hours
	= 1,574	hours
Plus 29% overtime	+472	hours
	2046 = 2,047	hours
Less 11% lost time including breaks	-229	hours
Total Available Productive Hours	= 1,817	

Thus the total hours planned per man = ~~1868~~ 1817 total available productive hours x 63% productivity = ~~1177~~ 1145

In order to define the number of employees required to produce a shop load of 650,000 hours, you would simply divide total shop load by the total hours planned per man hence: 650,000 hours / ~~1177~~ 1145 = ~~552~~ 568 total employees required

When considering a possible adjustment to the workforce size, the following calculation would be made:

If there was a 15,000 hour increase in shop load (and budgeted overtime levels and productivity levels had remained the same), the calculation that would be used to determine the potential increase in workforce size would be done as follows:

15,000 hours / ~~1177~~ 1145 planned hours per man = 13 additional employees

Management agrees to this proposal as written 12/19/2024.



2/12/25

2-12-25

Union Proposal	UP-031
Subject	Overpayment
Date Presented	12/19/2024
Presented by	UAW Shop Committee
Document	Local/National Agreement
Page/Paragraph	Page 28, Par. 49

Proposal

Timeline on overpayment error made by the company.

Current Language

(49) Deductions from an employee's wages to recover overpayment made in error will not be made until employee has been notified. The deductions will occur no sooner than fourteen (14) days after notification.

Proposed Language

(49) Deductions from an employee's wages to recover overpayment made in error will not be made until employee has been notified **and such notification must occur within 365 days of the start of the error or else no recovery may be made by the Company.** The deductions will occur no sooner than fourteen (14) days after notification **and may not exceed nine percent (9%) of total wages (including OT).**

Delete Demand and Settlement #627

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3/25/25

JES 2/25/25

Union Proposal	UP-033-4
Subject	Afternoon Shift Premium
Date Presented	2/24/2025
Presented by	UAW Shop Committee
Document	Local/National Agreement
Page/Paragraph	Pg.50/ Par.89

Proposal

Afternoon shift employees to receive 10 per cent shift premium.

Current Language

Night Shift Premiums

(80) A night shift premium on night shift earnings, including overtime premium pay, will be paid to employees for time worked on shifts scheduled to start in accordance with the following chart: When employees covered by (1) above are scheduled and work more than nine hours and until or beyond 2:00 a.m. they shall be paid ten per cent for the hours worked after 12 midnight.

Scheduled Shift Starting Time	Amount of Shift Premium
(1) On or after 11:00 a.m. and before 7:00 p.m.	Five per cent
(2) On or after 7:00 p.m. and on or before 4:45 a.m.	Ten per cent
(3) After 4:45 a.m. and before 6:00 a.m.	Ten per cent until 7:00 a.m.

When employees whose normal shifts begin on or after 6:00 a.m. and before 11:00 a.m. are scheduled and work twelve (12) or more hours, they shall be paid a five (5) percent shift premium for all hours worked in excess of eight (8).

In applying the above night shift premium provisions, employees shall be paid the premium rate, if any, which attaches to the shift they work on a particular day.

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Proposed Language

JS 2/25/25

Night Shift Premiums

- (80) A night shift premium on night shift earnings, including overtime premium pay, will be paid to employees for time worked on shifts scheduled to start in accordance with the following chart: When employees covered by (1) above are scheduled and work more than nine hours and until or beyond 2:00 a.m. they shall be paid ten per cent for the hours worked after 12 midnight.

Scheduled Shift Starting Time	Amount of Shift Premium
(1) On or after 11:00 a.m. and before 7:00 p.m.	Five percent (5%)
(2) On or after 7:00 p.m. and on or before 4:45 a.m.	Ten per cent (10%)
(3) After 4:45 a.m. and before 6:00 a.m.	Ten per cent until 7:00 a.m.

When employees whose normal shifts begin on or after 6:00 a.m. and before ~~11:00~~ 10:30 a.m. are scheduled and work twelve (12) or more hours, they shall be paid a five (5) percent shift premium for all hours worked in excess of eight (8).

In applying the above night shift premium provisions, employees shall be paid the premium rate, if any, which attaches to the shift they work on a particular day.

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3 2/20/25 J 2/20/25

Union Proposal	UP-035
Subject	Apprenticeship Testing
Date Presented	1/9/2025
Presented by	UAW Shop Committee
Document	Local/National Agreement
Page/Paragraph	

Proposal

We propose an apprenticeship test to be administered during the first quarter of 2027, or earlier if the list of available apprentice candidates becomes depleted. This test will Be administered with a combination of the current BMAR Test and an additional math portion. The baseline for passing and eligibility for an interview will be a minimum combined test score of 75%. After implementation of this test, the candidates already populated on each respective list will be removed and a new list of candidates will begin. All employees will have eligibility to take the new test up to 2 times, regardless of past attempts. New candidate lists will then be populated once the testing and interview process are completed.

In compliance with DOL guidelines, the application period for testing will be open for 30 days with the application dates being communicated to all employees through company and union postings.

Testing will only be held on a Saturday and no earlier than 9:00 a.m. When enough attendees require an additional test session, it will be held later in the same day with all afternoon employees scheduled for this test period.

Once implemented, all future testing will follow the guidelines listed in Letter 26 and of the Joint Apprenticeship Committee.

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2/12/25

2-12-25

Union Proposal	UP-036
Subject	Bereavement
Date Presented	1/9/2025
Presented by	UAW Shop Committee
Document	National Agreement
Page/Paragraph	218B National Agreement Page 109-111

Proposed Language

Bereavement

(218b) When death occurs in an employee's immediate family as defined below, and the employee has seniority in any Roll-Royce Corporation plant, the employee, on request, will be excused for three (3) days or five (5) days in the case of the death of an employee's current spouse, parent or child (**excluding 9/80 off Fridays**, Saturdays, Sundays and holidays) within fourteen (14) calendar days following the date of death. **provided the employee attends the funeral**. The fourteen (14) calendar day provision may be extended over the Christmas Holiday Period to include the first three (3) scheduled working days after the holiday period. The immediate family for purposes of this Paragraph (218b) is defined as including the employee's:

Three Days	Five Days
Grandparent	Current Spouse
Great Grandparent	Parent
Grandchild	Child
Stepchild	
Brother	
Stepbrother	
Half-Brother	
Sister	
Stepparent	
Stepsister	
Half-Sister	
Current Spouse Parent	
Current Spouse Stepparent	
Current Spouse Grandparent	
Current Spouse Great Grandparent	
Current Brother-In-Law	
Current Sister-In-Law	
Current Son-In-Law	
Current Daughter-In-Law	

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In the event a member of the employee's immediate family as above defined dies while in the active services of the Armed Forces of the United States, the employee may, should the funeral be delayed, have the excused absence from work delayed until the period of three normally scheduled working days or five (5) normally scheduled working days in the case of the death of an employee's current spouse, parent or child which includes the date of the funeral. In the event the body of a member of the employee's immediate family as above defined is not buried in continental North America solely because the cause of death has physically destroyed the body or the body is donated to an accredited North American hospital or medical center for research purposes, the requirement that the employee attend the funeral will be waived. In the case of an employee who is granted a leave of absence due to the illness of an immediate family member, as above defined, and such family member dies within the first seven (7) calendar days of the leave, the requirement that the employee otherwise be scheduled to work will be waived.

Employees excused from work under this Paragraph (218b) shall, after making written application, receive the amount of wages they would have earned by working during straight time hours on such scheduled days of work for which they are excused (excluding Saturdays, Sundays and holidays, or in the case of employees working in necessary continuous seven-day operations, the sixth and seventh work days of the employee's scheduled working week and holidays).

Request for bereavement pay will be processed weekly with pay provided within two pay periods.

The company has the right to request document verification of loss for any bereavement leave. Reasonable documentation includes death certificates, published obituaries or other acceptable means.



JS 2/26/25 GS 2/25/25

Union Proposal	UP-045
Subject	Dependant Scholarship
Date Presented	2/25/2025
Presented by	UAW Shop Committee
Document	Local/National Agreement
Page/Paragraph	Doc. 8, attachment B, pg.169 N.A.

Proposal

We propose to increase the maximum allowed annual limit to the Dependant Child Scholarship Program. Additionally, a broader definition of the educational programs the benefit can be used toward.

Current Language

The program will be open to dependent children of active Rolls-Royce Corporation retired or deceased UAW represented **employees who are pursuing post-secondary education or training at an institution accredited by a governmental or nationally recognized agency.** For purposes of this pro-gram, the definition of dependent children will be the same as defined in the UAW-Rolls-Royce Corporation Legal Services Plan.

- The maximum amount of award will be limited to **\$1,500** per year per recipient through reimbursement, via HRSSC for tuition and / or compulsory fees at an accredited school.

Proposed Language

The program will be open to dependent children of active Rolls-Royce Corporation retired or deceased UAW represented employees ~~who are pursuing post-secondary education or training at an institution accredited by a governmental or nationally recognized agency;~~ who are pursuing degrees including: Associate, Bachelor, Graduate, and Post-Graduate: Certificates, Licensure, and Continuing Education including: Vocational or Technical Programs. For purposes of this pro-gram, the definition of dependent children will be the same as defined in the UAW-Rolls-Royce Corporation Legal Services Plan.

- The maximum amount of award will be limited to \$1500 per year per recipient through reimbursement, via HRSSC for tuition and / or compulsory fees at an accredited school.

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TA'd per 2/26/2025 TENTATIVE AGREEMENT

Union Proposal	
Subject	Ratification Bonus
Date Presented	02/26/2025
Presented by	UAW Shop Committee
Document	Local/National Agreement
Page/Paragraph	Paragraph 101a

AGREED UPON LANGUAGE CHANGE

Update paragraph 101a Regarding Ratification Bonus as follows.

~~Up-front Lump Sum Bonus~~
Ratification Bonus

(101a) Based on the employee's status on the date of ratification, employees shall be eligible for an upfront lump sum bonus. Effective on the normal payroll date fourteen (14) days following the ratification date of this Agreement each eligible employee covered by this Agreement shall receive a lump sum payment of ~~\$2,500.00~~ **\$3,000** for active employees. ~~and \$1,250.00 for employees on layoff status.~~

Eligible active employees are defined as follows:

- Active
- On Military Leave
- **Probationary employee hired before the effective date of this agreement. (Payment to be made after employee receives seniority)**

On one of the following leaves of absence not greater than ninety (90) days:

- Informal (Paragraph 103)
- Formal (Paragraph 104)
- Sickness and Accident (Paragraphs 106/108)
- Pursuant to Family and Medical Leave Act
- Educational (Paragraph 113)

TA'd PER 2/26/2025 TENTATIVE AGREEMENT

SCHEDULE OF DISABILITY BENEFITS			
		Monthly Extended Disability Benefit (3)	
Base Hourly Rate (1)	Weekly Sickness and Accident Benefit (2)	Schedule I	Schedule II
29.95 – 30.29	\$735	\$2,645	\$2,905
30.30 – 30.64	\$745	\$2,675	\$2,940
30.65 – 30.99	\$750	\$2,705	\$2,970
31.00 – 31.34	\$760	\$2,735	\$3,005
31.35 – 31.69	\$770	\$2,765	\$3,040
31.70 – 32.04	\$775	\$2,795	\$3,070
32.05 – 32.39	\$785	\$2,825	\$3,105
32.40 – 32.74	\$795	\$2,855	\$3,140
32.75 – 33.09	\$800	\$2,885	\$3,170
33.10 – 33.44	\$810	\$2,915	\$3,205
33.45 – 33.79	\$820	\$2,945	\$3,240
33.80 – 34.14	\$825	\$2,975	\$3,270
34.15 – 34.49	\$835	\$3,005	\$3,305
34.50 – 34.84	\$845	\$3,035	\$3,340
34.85 – 35.19	\$850	\$3,065	\$3,370
35.20 – 35.54	\$860	\$3,095	\$3,405
35.55 – 35.89	\$865	\$3,125	\$3,435
35.90 – 36.24	\$870	\$3,155	\$3,465
36.25 – 36.59	\$880	\$3,185	\$3,495
36.60 – 36.94	\$890	\$3,215	\$3,525
36.95 – 37.29	\$895	\$3,245	\$3,555
37.30 – 37.64	\$905	\$3,275	\$3,585
37.65 – 37.99	\$915	\$3,305	\$3,615
38.00 – 38.34	\$925	\$3,335	\$3,645
38.35 – 38.69	\$930	\$3,365	\$3,675
38.70 – 39.04	\$940	\$3,395	\$3,705
39.05 – 39.39	\$950	\$3,425	\$3,735
39.40 – 39.74	\$955	\$3,455	\$3,765
39.75 – 40.09	\$965	\$3,485	\$3,795
40.10 – 40.44	\$975	\$3,515	\$3,825
40.45 – 40.79	\$980	\$3,545	\$3,855
40.80 – 41.14	\$990	\$3,575	\$3,885

41.15 – 41.49	\$1,000	\$3,605	\$3,915
41.50 – 41.84	\$1,005	\$3,635	\$3,945
41.85 – 42.19	\$1,015	\$3,665	\$3,975
42.20 – 42.54	\$1,025	\$3,695	\$4,005
42.55 – 42.89	\$1,030	\$3,725	\$4,035
42.90 – 43.24	\$1,040	\$3,755	\$4,065
43.25 – 43.59	\$1,050	\$3,785	\$4,095
43.60 – 43.94	\$1,055	\$3,815	\$4,125
43.95 – 44.29	\$1,065	\$3,845	\$4,155
44.30 – 44.64	\$1,075	\$3,875	\$4,185
44.65 – 44.99	\$1,080	\$3,905	\$4,215
45.00 – 45.34	\$1,090	\$3,935	\$4,245
45.35 – 45.69	\$1,100	\$3,965	\$4,275
45.70 – 46.04	\$1,105	\$3,995	\$4,305
46.05 – 46.39	\$1,115	\$4,025	\$4,335
46.40 – 46.74	\$1,125	\$4,055	\$4,365
46.75 – 47.09	\$1,135	\$4,085	\$4,395
47.10 – 47.44	\$1,140	\$4,115	\$4,425
47.45 – 47.79	\$1,150	\$4,145	\$4,455
47.80 – 48.14	\$1,160	\$4,175	\$4,485
48.15 – 48.49	\$1,165	\$4,205	\$4,515
48.50 – 48.84	\$1,175	\$4,235	\$4,545
48.85 – 49.19	\$1,185	\$4,265	\$4,575
49.20 – 49.54	\$1,190	\$4,295	\$4,605
49.55 – 49.89	\$1,200	\$4,325	\$4,635
49.90 – 50.24	\$1,210	\$4,355	\$4,665
50.25 – 50.59	\$1,215	\$4,385	\$4,695

TA'd PER 2/26/2025 TENTATIVE AGREEMENT

SCHEDULE OF BENEFITS			
Base Hourly Rate (1)	Basic Life Insurance (2)	Extra Accident Insurance (3)	Total Basic Life and Extra Accident Insurance
29.95 – 30.29	128,000	64,000	192,000
30.30 – 30.64	129,500	64,750	194,250
30.65 – 30.99	131,000	65,500	196,500
31.00 – 31.34	132,500	66,250	198,750
31.35 – 31.69	134,000	67,000	201,000
31.70 – 32.04	135,500	67,750	203,250
32.05 – 32.39	137,000	68,500	205,500
32.40 – 32.74	138,500	69,250	207,750
32.75 – 33.09	140,000	70,000	210,000
33.10 – 33.44	141,500	70,750	212,250
33.45 – 33.79	143,000	71,500	214,500
33.80 – 34.14	144,500	72,250	216,750
34.15 – 34.49	146,000	73,000	219,000
34.50 – 34.84	147,500	73,750	221,250
34.85 – 35.19	149,000	74,500	223,500
35.20 – 35.54	150,500	75,250	225,750
35.55 – 35.89	152,000	76,000	228,000
35.90 – 36.24	153,500	76,750	230,250
36.25 – 36.59	155,000	77,500	232,500
36.60 – 36.94	156,500	78,250	234,750
36.95 – 37.29	158,000	79,000	237,000
37.30 – 37.64	159,500	79,750	239,250
37.65 – 37.99	161,000	80,500	241,500
38.00 – 38.34	162,500	81,250	243,750
38.35 – 38.69	164,000	82,000	246,000
38.70 – 39.04	165,500	82,750	248,250
39.05 – 39.39	167,000	83,500	250,500
39.40 – 39.74	168,500	84,250	252,750
39.75 – 40.09	170,000	85,000	255,000
40.10 – 40.44	171,500	85,750	257,250
40.45 – 40.79	173,000	86,500	259,500

40.80 – 41.14	174,500	87,250	261,750
41.15 – 41.49	176,000	88,000	264,000
41.50 – 41.84	177,500	88,750	266,250
41.85 – 42.19	179,000	89,500	268,500
42.20 – 42.54	180,500	90,250	270,750
42.55 – 42.89	182,000	91,000	273,000
42.90 – 43.24	183,500	91,750	275,250
43.25 – 43.59	185,000	92,500	277,500
43.60 – 43.94	186,500	93,250	279,750
43.95 – 44.29	188,000	94,000	282,000
44.30 – 44.64	189,500	94,750	284,250
44.65 – 44.99	191,000	95,500	286,500
45.00 – 45.34	192,500	96,250	288,750
45.35 – 45.69	194,000	97,000	291,000
45.70 – 46.04	195,500	97,750	293,250
46.05 – 46.39	197,000	98,500	295,500
46.40 – 46.74	198,500	99,250	297,750
46.75 – 47.09	200,000	100,000	300,000
47.10 – 47.44	201,500	100,750	302,250
47.45 – 47.79	203,000	101,500	304,500
47.80 – 48.14	204,500	102,250	306,750
48.15 – 48.49	206,000	103,000	309,000
48.50 – 48.84	207,500	103,750	311,250
48.85 – 49.19	209,000	104,500	313,500
49.20 – 49.54	210,500	105,250	315,750
49.55 – 49.89	212,000	106,000	318,000
49.90 – 50.24	213,500	106,750	320,250
50.25 – 50.59	215,000	107,500	322,500