

UAW/ROLLS-ROYCE

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SCHEDULE

Informational
Meetings &
Ratification Vote

WEDNESDAY
March 18, 2020

Midnights - 6:30 am
Days - 4:00 pm
Afternoons - 1:00 pm

LOCATION

Local 933 Union Hall

WEBSITE

www.local933.com

UAW – ROLLS-ROYCE

DETAILS OF PROPOSED NEW 2020 – 2025 AGREEMENT

ECONOMIC

SIGNING BONUS

ACTIVE EMPLOYEES \$2,500
LAID OFF EMPLOYEES \$1,250

GENERAL WAGE INCREASE ALL

2.0% IN YEAR 1 & 3 AND
\$2,000 LUMP SUM IN YEARS 2 & 4

WAGE INCREASE

ALL TIER AND ALL NEW HIRES

RECALL FROM LAYOFF

RETURN REMAINING 6 ELIGIBLE
EMPLOYEES FROM LAYOFF

IMPROVED EARNINGS INCLUDE:

- A \$2,500 SIGNING BONUS EFFECTIVE ON THE NORMAL PAYROLL DATE FOURTEEN (14) DAYS FOLLOWING RATIFICATION, PAYABLE IN A SEPARATE CHECK. ELIGIBLE EMPLOYEES ON LAYOFF (6) WILL RECEIVE \$1,250
- WAGE INCREASE OF 2 PERCENT (2%) EFFECTIVE MARCH 1, 2020
- A LUMP-SUM PAYMENT OF \$2,000 PAYABLE THE FIRST PAY PERIOD OF MARCH 2021
- WAGE INCREASE OF 2 PERCENT (2%) EFFECTIVE THE FIRST PAY PERIOD OF MARCH 2022
- A LUMP-SUM PAYMENT OF \$2,000 PAYABLE THE FIRST PAY PERIOD OF MARCH 2023

TIER / NEW HIRE WAGE INCREASE:

ALL CURRENT TIER 2 AND TIER 3 EMPLOYEES ASSUME THE NEW PROPOSED BASE RATE IN THE TABLE BELOW PLUS ALL INCREASES LISTED ABOVE

GROUP	CURRENT BASE	NEW BASE	2020 2%	2022 2%
Support	\$18.67	\$20.05	\$20.45	\$20.86
Inspection/Production	\$24.53	\$26.51	\$27.04	\$27.58
Skilled Trades	\$27.65	\$30.19	\$30.79	\$31.41

RETIREMENT

MEDICARE SUPPLEMENT

INCREASED FROM \$1,000 TO \$1,300
REIMBURSEMENT

PRODUCTION / LIMITED TRADES

RETIREMENT INCENTIVE

FOR AGE 65 AND OVER EMPLOYEES
(\$70,000) LIMITED SKILLED TRADES
INCLUDED: EATM, ATM AND BLADE &
VANE MAKER

SKILLED TRADES RETIREMENT

INCENTIVE

FOR AGES 62 AND OVER EMPLOYEES
FOR ALL TRADES (\$70,000) MINUS
EATM, ATM & BLADE & VANE MAKER

VTEP SKILLED TRADES

\$100,000 OFFERING FOR SELECT
SKILLED TRADES MINUS EATM, ATM
BLADE + VANE, ELECTRICIAN,
MACHINE REPAIR

BENEFITS

30 AND OUT RETIREMENT

SUPPLEMENT INCREASE FROM
\$3,650 TO \$3,950

INCREASED OPTIONAL LIFE

INSURANCE

UP TO \$500,000 EMPLOYEE AND
UP TO \$250,000 FOR SPOUSE

FACILITY BONUS

ELIGIBILITY DOUBLED TO \$8,000 PER
YEAR

RETIREMENT HEALTHCARE

MAINTAINED FOR CURRENT
EMPLOYEES

RETIREMENT PENSION INCREASE

BASIC PENSION BENEFIT INCREASE
FROM \$58.94 TO \$60.94 PER YEAR OF
CREDITED SERVICE

HEALTH INCENTIVES

BEGINNING 2021 FRONT LOADED
INCENTIVES AND REDUCE TO 3
HOOPS (DOCTOR, DENTIST AND
HEALTH CLASS)

MAINTAINED HEALTHCARE

80/20 HEALTHCARE FOR THE LIFE OF
THE AGREEMENT WITHOUT PAYROLL
DEDUCTIONS FOR CURRENT
EMPLOYEES

LEGACY WAGE INCREASE:

ALL CURRENT LEGACY EMPLOYEES ASSUME THE NEW PROPOSED BASE RATE IN THE TABLE BELOW PLUS ALL INCREASES LISTED ABOVE

GROUP	CURRENT BASE	2020 2%	2022 2%
Support	\$27.02	\$27.56	\$28.11
Inspection/Production	\$28.23	\$28.79	\$29.37
Skilled Trades	\$31.50	\$32.13	\$32.77

COST OF LIVING ALLOWANCE:

MAINTAINED FOR ALL CURRENT EMPLOYEES FOR THE LIFE OF THE AGREEMENT
NEW HIRE (TIER 4) EMPLOYEES WILL NOT BE ELIGIBLE FOR COLA

GENERAL

63 B TRANSFER AGREEMENT

INTERVIEW PROCESS ENHANCED
AND SIMPLIFIED

SAFETY GLASSES ALLOWANCE

TO ALLOW FOR PROGRESSIVE
LENSE COVERAGE

SAFETY SHOE ALLOWANCE

INCREASED TO \$150 PER YEAR

INCREASED T.A.P

ALLOWANCE FOR DEPENDENT
CHILDREN \$1500 PER YEAR

INCREASED HOLIDAYS

IN SELECT YEARS TO ENSURE
UNBROKEN CHRISTMAS HOLIDAY
PERIOD

SHIFT PREFERENCE

BETWEEN THE PERFORMANCE
VICTORY AND EXCELLENCE
BUILDINGS

VETERANS BENEFIT ENHANCED

ELIMINATED TIME LIMITS FOR
DIFFERENTIAL PAY

FLEXIBLE BEREAVEMENT

NONCONSECUTIVE AND USED WITHIN
14 DAYS

HEALTH AND FINANCIAL FITNESS

REIMBURSEMENT INCLUDING FAMILY
AND RETIREES \$1,450

SKILLED TRADES

APPRENTICESHIP PROGRAM

ADD 25 MANUFACTURING SERVICES
APPRENTICES AND 15 EATM
APPRENTICES OVER THE LIFE OF THE
AGREEMENT

EXTENDED UTILIZATION

WILL STAY IN PLACE FOR THE LIFE OF
THE AGREEMENT WITH IMPROVED
LANGUAGE ON CONTRACTOR HOURS

WASTE WATER DUTIES

- PUMPOUT DUTIES WILL BE RESUMED WITHIN 90 DAYS OF RATIFICATION OF CONTRACT.
- THROUGH ATTRITION, DUTIES WILL BE ABSORBED INTO STATIONARY ENGINEER POWER HOUSE CLASSIFICATION

TRANSITION OF ENGINE ASSEMBLY AND TEST DUTIES

- ALL CURRENT ATM'S TRANSITION TO THE EATM CLASSIFICATION
- CURRENT ATM'S TRANSITION TO LEGACY WAGES
- 201 INSPECTION WILL HAVE THE OPTION TO FLOW INTO THE EATM CLASSIFICATION
- ALL ENGINE TEST WILL BECOME ONE OVERTIME GROUP

TEST STAND INVESTMENT, CARE AND LOW TRL

- DEFINED MINIMUM OPERATORS ON TYPE OF TEST STAND
- CLARIFICATION OF TRL INVOLVEMENT
- CLARIFICATION OF PRODUCTION TEST STAND CHANGEOVER

This pamphlet is being provided as an overview to the tentative 2020 Agreement between Rolls-Royce Corporation and the UAW. The pamphlet represents content changes made to the Local Agreement. Language that is underscored has been added; language with a strike through it or noted as 'deleted' is being deleted. Grammatical, spelling or date updates that do not impact content are not included. Final editing will be completed by the Shop Committee and Labor Relations before publication of the Agreement which will become the final document.

Excerpts from the Tentative Agreement between Rolls-Royce Corporation and the UAW

Local Transfer Agreement

~~Management will periodically review and establish requirements for additional employees by classification and may interview and train employees based on those requirements. Applications filed by employees will be processed as described below:~~

A. ~~Application~~

~~Applications filed for a transfer in accordance with this Local Transfer Agreement must be received by end of normal business hours on Friday, three (3) weeks prior to the date on which the opening is to be filled. The requisition shall have the required fill date on it.~~

B. ~~Interview~~

- ~~1. Management will schedule applicant interviews for all vacancies in all classifications.~~
- ~~2. In the case of employees selected for transition to MSE classifications in accordance with the MSE Transition Document, employees selected will be asked to complete a mutually developed evaluation criteria to determine their training needs for the new assignment.~~
- ~~3. A team consisting of a Supervisor and the Chairperson of the Shop Committee or his designated representative will conduct the interview.~~
 - ~~a. The most senior active eligible applicant will be selected for the opening.~~
- ~~4. The employee being interviewed may refuse the opening during the interview. If the employee chooses to do so he/she will not be eligible to apply for that classification in which they refused for a period of one year from the point of refusal.~~

~~An eligible seniority employee may apply to be transferred to a primary opening in his or her classification in another department in his or her plant.~~

- ~~C. An employee may have a maximum of Three (3) applications for transfer on file at any one time as follows:~~

- ~~4. Any application not to be considered for automatic transfer must be canceled during interview or no later than three (3) weeks prior to the filling of the opening.~~

- ~~F. Applicants for the following traditional classifications should have met the requirements identified to fill openings; however, other pertinent work experience will be considered. An applicant's qualifications will be determined during the interview.~~

Excerpts from the Tentative Agreement between Rolls-Royce Corporation and the UAW

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

B. Application

Applications filed for a transfer in accordance with this Local Transfer Agreement must be received by 6 am on the following Wednesday following the week of the posting; Employees will prioritize applications 1, 2, or 3.

C. Selection

1. The most senior active eligible applicant will be selected for the opening based on their priority.

An eligible seniority employee may apply to be transferred to a primary opening in his or her classification in another department.

- D. An employee may have a maximum of Three (3) applications for transfer on file at any one time as follows:

4. Any application must be canceled no later than 6am on Wednesday prior to the filling of the opening.

Employees whose Permanent shift preference rights are honored as a result of a transfer cannot make further shift preference transfers within a period of three months from such transfers.

In the event that this new transfer agreement language is determined to be ineffective, the parties will need to mutually agree to go back to the 2015 Transfer Agreement language or other agreed language.





Excerpts from the
Tentative

Local

Agreement between
Rolls-Royce Corporation
and the
UAW

2020

Excerpts from the Tentative Agreement between Rolls-Royce Corporation and the UAW

Local Shift Preference Agreement

II. Seniority Employees

- A. Any active employee having seniority who is desirous of changing shifts may make application to management electronically for a transfer to the shift the employee prefers. If, after having made application, an employee from that shift and classification within the department in question is willing to trades shifts, both employees will be transferred to the shift of their choice and the time limits specified in Paragraph II.A.3. of this Local Shift Preference Agreement below will apply. Failing that, the employee located **at Single Crystal Operation or Compressor Banded Stator** may be placed in an opening in the employee's classification and plant on the preferred shift. **The employee located at Victory, Performance or Excellence bldg. may be placed in an opening in the employee's classification between Victory, Performance or Excellence bldg. on the preferred shift.** In the event there is more than one application for the same job, applications will be handled in the order of the applicant's seniority, subject to the following conditions:
- B. Employees may file one (1) application with the Personnel Department designating their permanent shift preference. ~~Applications must be received by the end of normal business hours on Friday, three (3) weeks prior to the date on which the opening is to be filled. Such applications will remain active until canceled or changed in accordance with the aforementioned time limits.~~ Applications or cancellations must be received by the end of normal business hours of Friday and become effective Monday. If an employee is transferred under the provisions of the Local Seniority or Local Transfer Agreements, except for transfers in accordance with Paragraph I.D. (interdepartmental transfers) of the Local Transfer Agreement, or is transferred to a new classification during a workforce adjustment the employee's permanent shift preference will be honored, seniority permitting in the classification to which the employee is being transferred.

Excerpts from the Tentative Agreement between Rolls-Royce Corporation and the UAW

Local Wage Agreement

Appendix A – Wage Groups and Job Classifications

Production Worker

444 MSE Broach

- 390 MSE Gen Machining

450 MSE RRPS Coach

Excerpts from the Tentative Agreement between Rolls-Royce Corporation and the UAW

TRANSITION OF ENGINE ASSEMBLY AND TEST DUTIES

MEMORANDUM OF UNDERSTANDING

February 26, ~~2005~~ 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:

~~A. At the effective date of the new agreement:~~

- ~~1. Any employee holding the MSE Assembly (120B01) or MSE Test (500B01) classifications in departments: 0590, 0592, 0598, 3594, 4592, 4598, will be given the opportunity to transition into the Experimental Aircraft Engine Test Mechanic classification.~~
- ~~2. Any employee holding the Inspector, Engine Assembly (284B01) classifications in departments: 0516, 0556, 0566, 4597, will be given the opportunity to transition into the Experimental Aircraft Engine Test Mechanic classification, provided they have previously held the MSE Assembly classification, or a classification that was transitioned into the MSE Assembly classification, for more than six years.~~
- ~~3. Any employee referenced in section A.1. above holding the aforementioned classifications for a minimum of eight years or has a recognized Powerplant license will be given the classification of Experimental Aircraft Engine Test Mechanic Journeymen (506J11). Those employees with less than eight years in the aforementioned classifications, or without a power plant license, will be given the classification of Experimental Aircraft Engine Test Mechanic Apprentice (506A11).~~
- ~~4. Any employee referenced in section A.2. above will be given the classification of Experimental Aircraft Engine Test Mechanic Apprentice (506A11) unless the employee holds a recognized Powerplant license for which the employee will be placed in the Experimental Aircraft Engine Test Mechanic Journeymen (506J11).~~
- ~~5. Employees who qualify for Experimental Aircraft Engine Test Mechanic must declare their intention to be placed in the classification.~~
- ~~6. Employees who are required to get a Powerplant license must start the program within one year of being placed in the classification.~~

~~B. Thereafter, training will be implemented as follows:~~

- ~~1. Employees placed in the Experimental Aircraft Engine Test Mechanic Apprentice will be expected to obtain and maintain a Powerplant license.~~

Excerpts from the Tentative Agreement between Rolls-Royce Corporation and the UAW

- ~~2. Employees placed in the Experimental Aircraft Engine Test Mechanic Journeymen will be expected to attend classes determined by Management.~~
- ~~C. After this original transition, any openings in the Experimental Aircraft Engine Test Mechanic classification will be filled by normal procedures outlined in this agreement.~~
- ~~D. It is understood that over time, previous MSE Assembly, MSE Test, and Inspector, Engine Assembly duties will be preformed by the Experimental Aircraft Engine Test Mechanic classification. This transition of duties will not preclude the assignment of employees classified as Inspection, Assembly / Test where appropriate.~~

Document 3 – Appendix B

- ~~1. An initial retirement incentive will be rolled out, offered and completed. After the initial retirement incentive is completed, a **New Headcount Baseline** will be established for all Skilled Trades classifications, reflective of the acceptance of the retirement package, with the exception of EATMs and ATMs. EATM and ATM headcount will remain the same after completion of the retirement package, subject to Doc 3.~~
- ~~2. A **Post Condor Headcount** baseline will be established and used for all Skilled Trade classifications, with the exception of ATMs. After Condor's scope of work is complete or openings in the ATM classification become available, headcount will be reduced to meet the **Post Condor Headcount** level. After Condor is complete, future adjustments will use Doc 3.
 - ~~a) All current Employees reduced in the following Skilled Trade classifications: 503 Carpenter, 505 Electrician, 512 Millwright, 514 Pipefitter, 515 HVAC, 518 Tinsmith, and 521 Welder Maintenance will be recalled for Condor implementation. Any sub contracting work required will place the affected Trades on full utilization.~~
 - ~~b) Attrition that results in headcount above the **Post Condor Headcount** levels defined in section (2) will not require a one for one replacement.~~
 - ~~c) Attrition from the **New Baseline Headcount**, in MTM Trades, that results in headcount above the **Post Condor Headcount** levels defined in section (2) will require a one for one replacement until the list of reduced employees are exhausted in each respective group.~~
 - ~~d) Attrition, in Skilled Trades, that results in headcount below the **Post Condor Headcount** levels defined in section (2) will require a one for one replacement with a new apprentice or a new Rolls Royce Skilled Trade~~~~

Excerpts from the Tentative Agreement between Rolls-Royce Corporation and the UAW

~~employee hired at pay rates defined in paragraph 98 once reduced employees are exhausted in each respective group.~~

~~Redeployment to ATM will be made available to impacted Skilled Trades under the language in Document 3 Appendix C, utilizing paragraph 98 top tier pay scale, and will include COLA and legacy benefits. If no ATM opening is available, the headcount will be reduced~~

~~Document 3 – Appendix C~~

- ~~1. As the Condor Project progresses and the potential to displace employees begins to become reality, the parties have agreed to a program to minimize the loss of employment consistent with Paragraph 152 in the National Agreement. As the need for ATM grows that would require the hiring of new employees, any Skilled Trades employee targeted to be reduced.~~
 - ~~2. For the ATM classification in line with their building seniority under the following conditions, they must be an active employee and would be paid under the provisions of Paragraph 98 pay with the addition of COLA and will continue with Legacy Benefits.~~
 - ~~3. Building Seniority will be applied for any future reductions from both Production and Skilled Trades into the ATM classification. The date of entry into the classification will be February 26th, 2015 for all employees hired prior to February 26th, 2015.~~
 - ~~4. For future new hires, the date of hire will be the entry date for all employees hired after February 26th, 2015. Any future reduction in force will displace employees out of the ATM classification based on their Skilled Trades date and building seniority.~~
- 1) EATM classification will include current ATM and EATM with defined OT groups. Future additions to 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:
 - i. Within 30 days with a J date of 2/26/2020
 - ii. Will be given 30 days to decide if they wish to transition to the EATM classification.
 - iii. Employees not wanting to transition to the EATM classification will flow through the 63B process.
 - b. In-house Journeyman

Excerpts from the Tentative Agreement between Rolls-Royce Corporation and the UAW

- 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 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.

- 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.

FUTURE OF TEST STAND AND EXPERIMENT ASSEMBLY

MEMORANDUM OF UNDERSTANDING

February 26, 2020

Test Stand Investment

- 1) Certain Experimental test types will need to be sourced thru the supply chain and university partners going forward. Management will be clear on these test types and they will not be subject to normal bargaining unit operation regardless of location.
 - a. M250 and RR300 ingestion testing or test stand modification above current capability
 - b. Combustion subsystem testing (Building 82) at the end of its life cycle

- 2) Test cells will continue to transition into flexible test cells where both production and development tests are performed. The staffing of these test cells will be in accordance with the work being performed (e.g. production tests will be performed with standard procedures with a minimum of 2 UAW operators, development tests will be performed with an experimental run memo and a minimum of one UAW operator and one salaried technician).

Test Stand Up and Care

- 1) Production Test Stand changeover – model to model changeovers on flexible cells will be performed by the Test Stand Mechanic.
 - a. Test Stand changeovers: Test Stand Mechanics will perform non-complex permanent setups only.
 - i. Changeover items and equipment are usually considered to only occur between the air plenum to exhaust.
 - ii. These installs are considered routine and will be typically described within the test mechanic instruction documents (OI, AI, run memo) .
 - iii. Any install requiring facility modification or complex lift are not included in this language and will be agreed to jointly by exceptional basis only. If agreed, these install items will then be described in the test mechanics work instruction documents for clarity (OI, AI, run memo).
 - b. Fluid delivery: The 605 classification will continue to deliver fluid and oils to the appropriate holding areas within the test stand aisle. Test Mechanics will be responsible for fluid delivery from the holding area to point of use within the test aisle or stand. Test Mechanics will perform routine lubrication during normal working operations. Fluid holding area locations will be mutually agreed to by the shop committee and management.
 - i. Other preventative care fluid “exchanges” are considered to be the work of the trades who service and repair that equipment (Machine Repair, Pipefitter, HVAC , etc)
 - c. Oil filters: remain the responsibility of the appropriate trade.
 - d. Movement of Engines:

Excerpts from the Tentative Agreement between Rolls-Royce Corporation and the UAW

i. Plant 8 (Excellence Building)

1. EATMs will transport engines on dollies to and from test cells to the developmental assembly floor and/or dock. EATMs will also can and un-can their engines as is the current practice.
2. 605 will transport all engines in a can at all times.

ii. Plant 5 (Performance Building)

1. EATMs will transport engines, sub-assemblies, and components on dollies within their workspace. The workspace is defined as internal transport within Assembly and Test (does not include transport to and from the dock).
2. 605 will transport all engines in a can and kits to and from the dock at all times. The 605 will also pick up a finished engine from the CDC and transport it back to the dock.

- 2) The parties acknowledge that development and production test cells are beginning to co-mingle. A committee will be established to gather information and create an MOU that considers the following items:
 - a. Test Stand Calibrations
 - b. Responsibilities of Electricians and Salary Technicians in relation to test cells

It is anticipated that a new MOU will be agreed by April 2021.

Low TRL Work

- 1) All combined machine shop work will now be directed toward the tool room or machine repair using the Service Order Slip (SOS) or MXU process.
- 2) All low Technology Readiness Level (TRL) work (TRL stages <= TRL 6) will be performed jointly with management and UAW:
 - a. Each low TRL project wishing to do work in assembly or test will first create a scope document for review including a description of the work and plans for UAW incorporation and will be jointly agreed to by the Chairman of the Shop Committee or his/her designees and Management.
 - b. Low TRL assignments will be made in line with the CBA. Individuals assigned to a project will be assigned to a separate overtime group for the duration of their task and bring their hours back with them if greater than offered in home group.
 - c. A project may have multiple phases that will require different members as it travels thru an innovation cycle
 - d. Management will be permitted to learn and innovate in a “hands on” environment thru TRL 6 or as agreed by the shop committee for any stage TRL 7-9 on a project by project basis

It is understood that metallurgical sample and instrumentation preparation will continue as previously performed, however all tools, fixtures, etc. are part of bargaining unit work. The machines in these areas will not be used for any other purpose beyond the materials lab and instrumentation base function.

TRANSITION OF WASTE WATER DUTIES

MEMORANDUM OF UNDERSTANDING

February 26, 2020

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

Demands

Demand No. 163

~~The Union demands the Truck Driver, Outside Tractor/Trailer employees be given a fall Rolls-Royce Corporation jacket and a Rolls-Royce Corporation winter coat.~~

Settlement:

~~This demand is resolved on the basis that each Truck Driver, outside Tractor and Trailer be provided one summer jacket and one winter coat with the Rolls-Royce Corporation logo from the Rolls-Royce Corporation Company Store.~~

Demand No. 357

~~The union demands that the Attendant Oil Stores employees be furnished protective clothing, for outside work during winter months.~~

Settlement:

~~It is the intent of Management to provide outdoor coats for use by Attendant Oil Stores when outside work is required during winter months. It is, however, not the intent of Management or the Union to provide clothing on an individual basis.~~

Demand No. 368

~~The Union demands that on the North Shipping Dock we need insulated coveralls for winter — loading and unloading trucks — inspection and truck drivers.~~

Settlement:

~~Management will provide insulated coveralls for use by North dock employees.~~

Demand No. 378

~~The Union demands that each #0521-C employee receive 2 pairs of winter cover-all suits.~~

Settlement:

~~This demand is resolved on the basis that on a one-time only basis, all employees holding the Refrigeration & Air Conditioning Maintenance classification at Plants 5 and 8 will be issued one pair of insulated winter weight coveralls. Insulated coveralls will be replaced when necessary when old pair is turned in.~~

Demand No. 395

The Union demands Rolls-Royce Corporation pay for all glasses and plastic lens, including tint and plastic lens.

Settlement:

This demand is resolved without prejudice to either parties' position on the basis that Management will provide employees with prescription safety glasses including the following items:

- Company approved frames
- Plastic lenses with scratch resistant coating
- Company approved tints
- Basic progressive lenses (quoted at employee cost of \$20 today)

Excerpts from the Tentative Agreement between Rolls-Royce Corporation and the UAW

Demand No. 623

The Union demands that if Management surpluses a person from a department, they cannot bring someone else into that job for ~~30~~ 45 days.

Settlement:

It is not the practice of management to backfill surpluses that have been moved within the prior ~~30~~ 90 days. In the unforeseen circumstances management would need to repopulate a position that had been surplused in the past ~~30~~ 45 days, it would do so by reversing the surplus that had previously taken place.

Demand No. 631

The Union demands bereavement language be updated so time can used non-consecutively within the 10 day period. Additionally, a clause of being able to name who is "family" should be considered and approved in today's environment of the nontraditional family. This update should also include a clause for a "celebration of life" which often does not take place within the first ten days of the date of passing.

Settlement:

Management agrees to amend Par 218b language to remove consecutive and will extend the 10 calendar days to 14 calendar days. All other paragraph 218b will remain the same.

Demand No. 632

The Union demands proper clothing be provided for outside workers, dock workers or any bargaining unit worker exposed to adverse weather conditions, such as thermal underwear, insulated socks, shirts, pants, coveralls, jackets, gloves and hats.

Settlement:

Management will provide appropriate winter wear "coveralls or bibs and jacket "for use by employees when outside work is frequently required during winter months. Winter wear will be replaced on an as needed bases for excessive wear, staining, or contamination.

Demand No. 633

The Union demands that employees will not be required to use their personal vehicle for company business.

Excerpts from the Tentative Agreement between Rolls-Royce Corporation and the UAW

Settlement:

Employees are not required to use their personal vehicles for company business.

Demand No. 634

The Union demands that all effected trades be provided detailed training on all newly installed water systems including DI and wastewater systems. Included in this training will be readily available blueprints of these systems and the hands-on training required to properly maintain this equipment for many years of future use.

Settlement:

Training on RO and DI systems has been and will continue to be provided as systems are installed. Wastewater systems training will be provided upon installation.

Demand No. 635

The Union demands that the company make readily available to all skill trades, the machine maintenance manuals that are stored on the "L-drive". Some machine repairman and electricians do not have user IDs or access to the documents through the network. This will include all necessary satellite facilities as well.

Settlement:

The company will investigate methods to ensure all skill trades have access to manuals.

Demand No. 636

The Union demands that all safety training for all Powerhouse personnel be performed within the powerhouse facilities.

Settlement:

Granted if H.S.E. deems it appropriate.

Demand No. 637

The Union demands that all vendors be held accountable for the cost associated with vendor scrap, deviation and MRB. The shop committee will be provided a quarterly report of all the above.

Settlement:

Excerpts from the Tentative Agreement between Rolls-Royce Corporation and the UAW

Per current process, when vendor related scrap is identified, it is charged back to the vendor and excluded from the scrap metrics. Scrap data will be reviewed with the shop committee as part of the ongoing SORB reviews.

Demand No. 638

The Union demands if there is no work, employee is allowed to leave work excused.

Settlement:

Supervisors have the authority to excuse employees if business circumstances warrant.

Demand No. 639

The Union demands that all TV monitors in the break areas broadcast local news and weather.

Settlement:

We will show RR news, information and weather on the TV monitors.

Demand No. 640

The Union demands retractable stanchions reading “closed for cleaning / do not enter” be installed at restroom and break area points of entry. This will in ensure the safety of RR employees as well as the patron.

Settlement:

Granted

Demand No. 641

The Union demands that management pave a walking trail around the lake at Plant 8.

Settlement:

Management will investigate the cost of the demand.

Demand No. 642

The Union demands that a basketball court be installed at all RR locations that desire to have one. This helps promote exercise for healthier employees.

Settlement:

Management will evaluate the request on a case by case basis.

Demand No. 643

Excerpts from the Tentative Agreement between Rolls-Royce Corporation and the UAW

The Union demands employees will not be required to use a company issued cell phone. Employees who desire to use a company issued cell phone will not be responsible for accidental loss or destruction. Such employees will not be offered overtime by cell phone unless mutually agreed to by the employee, management and the Union representative. In instances where an employee does not answer call or text from management, these cases will not result in discipline

Settlement:

Employees who use a company issued cell phone will not be responsible for accidental loss or destruction. Excessive or repeated occurrences will be evaluated as needed.



Excerpts from the
Tentative

National

Agreement between
Rolls-Royce Corporation
and the
UAW

2020

This pamphlet is being provided as an overview to the tentative 2020 Agreement between Rolls-Royce Corporation and the UAW. The pamphlet represents content changes made to the National Agreement. Language that is underscored has been added; language with a strike through it or noted as 'deleted' is being deleted. Grammatical, spelling or date updates that do not impact content are not included. Final editing will be completed by the Shop Committee and Labor Relations before publication of the Agreement which will become the final document.

Paragraphs

(98)

Group	Hourly Base Rate
Support	\$18.67 -\$20.05
Insp/ Prod.	\$24.53 -\$26.51
Skilled Trades	\$27.65 -\$30.19

(101) Effective ~~during the first pay period of March 1st 2016-2020~~, eligible employees shall receive a 2% increase of base wages. Effective during the first pay period of March ~~2019~~ 2022, eligible employees shall receive a 2% increase of base wages. ~~A \$2000 lump sum will be paid in 2021 and 2023 to eligible employees.~~

(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 ~~\$2,250.00~~-\$2500.00 for active and \$1,250.00 for employees on layoff status.

Eligible active employees are defined as followed:

- Active
- 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
 - Military (Paragraph 112)
 - Educational (Paragraph 113)

(181d) Apprentice Rate Schedule – By Period of Training

Apprentice and Employee-In-Training Rate Schedule									
	1 st	2 nd	3 rd	4 th	5 th	6 th	7 th	8 th	Grad
Condition 1	\$26.31	\$26.47	\$26.90	\$27.42	\$28.05	\$28.76	\$29.66	\$30.58	\$31.50
Condition 2	\$25.00	\$25.16	\$25.59	\$26.11	\$26.74	\$27.45	\$28.31	\$29.27	\$30.19

~~EATMs will start at period 1, move to period 5, and finish program at Grad rate.~~

(183c) Extended Utilization” is defined as: a 12 hour working day being offered per day, paid at the appropriate rate, during the effected period, if the effected period is 3 days or more in any one week, the offer will be as follows: 12 hours per day Monday through Saturday, there shall be no deviations from this method of offering the overtime or banking of offered overtime. ~~If contractors work any weekend day the affected trade will be offered 12 hours on Sunday. It is understood that contractors will work 40 hours Monday through Friday, excluding holidays as defined in paragraph 203. Any contractor working over 12 hours on a Saturday or Sunday will invoke hour for hour for the affected trade on that day, provided the employee is at work at the time the overtime becomes~~

Excerpts from the Tentative Agreement between Rolls-Royce Corporation and the UAW

available. The Company commits to notify employees of these extra hours at least two hours before the end of the scheduled overtime.

It is understood that contractors will work 40 hours Monday through Thursday, excluding holidays as defined in paragraph 203. When contractors are in the plant performing work, it will be no more than 10 hours a day between 6:30am - 5:00pm including a 30 min lunch. Contractors will be allowed to come into the gates/plant 15 minutes prior to agreed start time and will be allowed 15 minutes to exit at end of shift. General estimating and bidding activity for contractors is not considered work as referenced in this document.

Any need to change core hours (40 hr week or scheduled daily times) to avoid business disruption outside of this schedule will be mutually agreed by Chairperson or designee and RR. Once mutually agreed, if a contractor must exceed 40 hours Monday through Thursday by extending their day or adding a Friday, the affected trade will be offered hour for hour recovery up to an additional 12 hrs in the next calendar week during normal utilization working practices. If the next calendar week is not a utilization week for that trade, the affected trade will be offered 12 hours above their normal work schedule. (Example: Contractor works 52 hrs M-F, affected trade will be offered additional 2 hrs per day (14 hrs / day) M-S of the next calendar week).

If contractors work a Saturday or Sunday and the affected trade is on utilization, the affected trade will be offered 12 hours on Sunday. If contractors work both Saturday and Sunday, the affected trade will be offered 16 hours on Sunday. If a contractor is only planned to work Saturday and unplanned events cause a need to work the current weeks Sunday, the affected trade will be offered 16 hours on Sunday of the next calendar week.

Any contractor working over 12 hours on a Saturday or Sunday will invoke hour for hour for the affected trade on that day, provided the employee is at work at the time the overtime becomes available. The Company commits to notify employees of these extra hours at least two hours before the end of the scheduled overtime for that day.

If affected trade is not on utilization and contractors work a weekend day, the affected trade will be offered 12 hours for that day. If the affected trade is not on utilization and contractors work both weekend days, the affected trade will be offered 12 hours on Saturday and 16 hours on Sunday. Any exceptional circumstances will be reconciled through mutual agreement between the Chairperson or designee and RR.

Adherence to this language is effective April 20, 2020.

(194a) Employees who work on a designated holiday, in accordance with Paragraph (203) of this Agreement, and are otherwise eligible for holiday pay, may request up to ~~eight (8)~~ nine (9) hours be credited to their Paid Absence Allowance [Paragraph (194)], in lieu of receiving holiday pay. The hours requested may not exceed the actual hours worked. In addition, continuous operator must work ~~eight (8)~~ nine (9) hours before being eligible to defer up to ~~eight (8)~~ nine (9) hours. To provide sufficient time for administration, the employees must submit their request in writing no later than

Excerpts from the Tentative Agreement between Rolls-Royce Corporation and the UAW

the Friday of the week in which the holiday occurs. ~~The employee must use the time off in the same eligibility year in which the holiday was worked, with the exception of Christmas Holidays.~~ Deferred Christmas Holidays must be used during the following calendar year. Unused deferred holidays will be paid at the same time unused vacation entitlement is paid (refer to Paragraph 193).

(203) Employees shall be paid for specified holidays and the holidays in each of the Christmas Holiday Shutdown periods as provided hereinafter:

2020	
Monday, May 25, 2020	Memorial Day
Friday, July 3, 2020	4th. Of July
Monday, September 7, 2020	Labor Day
Wednesday, November 11, 2020	Veteran's Day
Thursday, November 26, 2020	Thanksgiving Day
Thursday, December 24, 2020	Christmas Holiday Shutdown
Monday, December 28, 2020	Christmas Holiday Shutdown
Tuesday, December 29, 2020	Christmas Holiday Shutdown
Wednesday, December 30, 2020	Christmas Holiday Shutdown
Thursday, December 31, 2020	Christmas Holiday Shutdown
Friday, January 1, 2021	Christmas Holiday Shutdown
2021	
Monday, January 18, 2021	Martin Luther King, Jr. Day
Monday, May 31, 2021	Memorial Day
Monday, July 5, 2021	4th. Of July
Monday, September 6, 2021	Labor Day
Thursday, November 11, 2021	Veteran's Day
Thursday, November 25, 2021	Thanksgiving Day
Monday, December 27, 2021	Christmas Holiday Shutdown
Tuesday, December 28, 2021	Christmas Holiday Shutdown
Wednesday, December 29, 2021	Christmas Holiday Shutdown
Thursday, December 30, 2021	Christmas Holiday Shutdown
Friday, December 31, 2021	Christmas Holiday Shutdown
Monday, January 3, 2022	Christmas Holiday Shutdown
2022	
Monday, January 17, 2022	Martin Luther King, Jr. Day
Monday, May 30, 2022	Memorial Day
Monday, July 4, 2022	4th. Of July
Monday, September 5, 2022	Labor Day
Monday, November 14, 2022	Veteran's Day
Thursday, November 24, 2022	Thanksgiving Day
Monday, December 26, 2022	Christmas Holiday Shutdown
Tuesday, December 27, 2022	Christmas Holiday Shutdown
Wednesday, December 28, 2022	Christmas Holiday Shutdown
Thursday, December 29, 2022	Christmas Holiday Shutdown
Friday, December 30, 2022	Christmas Holiday Shutdown
Monday, January 2, 2023	Christmas Holiday Shutdown

Excerpts from the Tentative Agreement between Rolls-Royce Corporation and the UAW

2023	
Monday, January 16, 2023	Martin Luther King, Jr. Day
Monday, May 29, 2023	Memorial Day
Tuesday, July 4, 2023	4th. Of July
Monday, September 4, 2023	Labor Day
Monday, November 13, 2023	Veteran's Day
Thursday, November 23, 2023	Thanksgiving Day
Monday, December 25, 2023	Christmas Holiday Shutdown
Tuesday, December 26, 2023	Christmas Holiday Shutdown
Wednesday, December 27, 2023	Christmas Holiday Shutdown
Thursday, December 28, 2023	Christmas Holiday Shutdown
Friday, December 29, 2023	Christmas Holiday Shutdown
Monday, January 1, 2024	Christmas Holiday Shutdown
2024	
Monday, January 15, 2024	Martin Luther King, Jr. Day
Monday, May 27, 2024	Memorial Day
Thursday, July 4, 2024	4th. Of July
Monday, September 2, 2024	Labor Day
Monday, November 11, 2024	Veteran's Day
Thursday, November 28, 2024	Thanksgiving Day
Friday, November 29, 2024	Day after Thanksgiving
Tuesday, December 24, 2024	Christmas Holiday Shutdown
Wednesday, December 25, 2024	Christmas Holiday Shutdown
Thursday, December 26, 2024	Christmas Holiday Shutdown
Friday, December 27, 2024	Christmas Holiday Shutdown
Monday, December 30, 2024	Christmas Holiday Shutdown
Tuesday, December 31, 2024	Christmas Holiday Shutdown
Wednesday, January 1, 2025	Christmas Holiday Shutdown
Thursday, January 2, 2025	Christmas Holiday Shutdown
2025	
Monday, January 20, 2025	Martin Luther King, Jr. Day

Documents

Document 3

Adjustments to Workforce Size

During the Quarterly review with the local UAW Shop Committee, the Standard Hour Volume and subsequent shop load will be reviewed. Taking into consideration mix issues associated with the volume projections, the number of hourly employees required to support the shop load will be evaluated and adjusted (increased or decreased) on a semi-annual basis accordingly. Decisions contemplated regarding the adjustment of the workforce to the projected load will be dependent upon the planned hours per man (hours/man) calculation at the productivity and overtime levels planned.

Appendix A will be utilized for establishing the number of direct standard hour producing employees. Appendix A will be populated based on the calculation shown in the example below.

Any improvements to the overtime and productivity targets going forward would be shared with the UAW who would be advised of the adjustments.

In order to clarify the calculation of planned hours/man (hours/man), an example of the calculation is provided below:

Example (Hypothetical situation)

In order to determine the planned hours per man, the following baseline calculations are made:

52 weeks in a year x 40 hours per week = 2080 possible hours/year

Less 13 Days holiday (13x8)	= -104	hours
	= <u>1976</u>	hours
Less 18.4% Vacation and Absence	-363	hours
	= <u>1613</u>	hours
Plus 18% overtime	+290	hours
	= <u>1903</u>	hours
Less 2% lost time	= -35	hours
TOTAL AVAILABLE PRODUCTIVE HOURS	= <u>1868</u>	

Possible hours/year	2080	hours
Less 13 Days holiday (13 x 9)	-117	hours
	<u>1,963</u>	hours
Less 19.8% Vacation and Absence	389	hours
	<u>1,574</u>	hours
Plus 29% overtime	472	hours
	<u>2047</u>	hours
Less 11% lost time including breaks	-229	hours
TOTAL AVAILABLE PRODUCTIVE HOURS	<u>1,817</u>	hours

Excerpts from the Tentative Agreement between Rolls-Royce Corporation and the UAW

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 hours / 1177 = 552 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 planned hours per man = 13 additional employees

Voluntary Programs in the event of a Workforce Reduction

The Company and the Union have agreed in the event of a need to reduce the workforce size as a result of the conditions specified within this document the following voluntary program will be offered. Utilization and the application of this program will require the mutual agreement of the Company and the UAW Shop Committee.

The VTEP program will offer an eligible employee the ability to voluntarily terminate their employment relationship (and any/all associated seniority rights) with the company in exchange for a one time lump sum payment and base medical benefit continuation (Medical, Dental, Vision, not inclusive of short and long term disability) per the schedule below:

Years of Seniority as of Event Date	Amount of VTEP Payment
1 but less than 10 years	\$45,000
10 but less than 15 years	\$47,000 \$50,000
15 but less than 20 years	\$62,000
20 but less than 25 years	\$67,000
25 years or greater	\$72,000

Employees electing to participate in the VTEP will be provided with basic Medical, Dental, and Vision for a period of 12 months following the month in which the employee last worked. In no event will an employee be eligible for both the VTEP provisions and the enhanced service credits retirement program.

Recall and Rehire Issues

In all cases where there is a need to add employees as a result of changes in the standard hour load within the operation, the first source of employees will be from active recall/rehire lists of employees previously reduced as a part of an involuntary reduction in force per the provisions of the local seniority agreement. In the event that employees are not available from the recall/rehire list, the next source of manpower would be from new hires. ~~Where the workforce has been determined at the semi-annual review, any subsequent loss of an employee due to normal attrition (quit, death or retirement) will be replaced on a one for one basis from the available recall or rehire~~

Excerpts from the Tentative Agreement between Rolls-Royce Corporation and the UAW

~~population~~–In the event employees are on the recall/rehire list, any death, quit, or un-enhanced retirement of direct employees will require a one for one replacement, up to headcount numbers established during the prior semi-annual review. In situations where skilled trades are being recalled, it will be from the same classification. If no skilled trades are available from the recall/rehire list a new apprentice or new hire will be added.

Application of the Voluntary Program during the term of this Collective Bargaining Agreement

During these negotiations the parties have discussed the volume declines, productivity improvements and manufacturing cost rate issues that have been forecasted by the businesses impacting the standard hour volume in the Operation and hence the required headcount. To the fullest extent possible it is the desire of both management and the Union to accomplish these reductions through voluntary means. The balance of the difference between volunteers and required reductions will be accomplished through implementation of the forced reduction procedure defined herein.

The company may in agreement with the UAW Shop Committee offer additional programs which may be offered to all eligible employees or may be targeted at certain sections of the workforce.

Upon the conclusion of the reductions referenced in this document, the parties will assess the overall outcomes and discuss the lessons learned to ensure that the mutual interest of the business and the workforce have been met.

Document 3 – Appendix A

If productivity is less than ~~63%~~ 55% or the prior years average whichever is greater, overtime will not be restricted.

If productivity is greater than ~~63%~~ 55% or the prior year average, whichever is greater, and overtime is more than a 6 month average of ~~35%~~ 19% we will hire production employees provided there is a sustainable 12 month load forecast requirement for the additional employees.

The 6 month overtime average will be based on Quarter 4+Quarter+1 or Quarter 2 + Quarter 3 and the SORB cycles will be aligned to this schedule.

The population of the above chart will be based upon the calculation with the Hypothetical example as shown in this document and the Rolling forecast 12month load from the Site SORB.

In a reduction or recall situation:

If overtime is more than 20% over a 3 month average, we will recall employees assuming there is a recall list and provided there is a sustainable 12 month load forecast requirement for the additional employees.

The population of the above chart will be based upon the calculation with the Hypothetical example as shown in this document and the rolling forecast 12 month load from the Site SORB.

If a workforce reduction is required management would be committed to the following, in this order:

Excerpts from the Tentative Agreement between Rolls-Royce Corporation and the UAW

Step 1 – VERP:

- Active employees 65 years of age or older to be offered first. In the event further reductions are required employees ages 63 and 64 will be offered before proceeding to step 2.
- Must leave within 30 days of application or date specified by management
- \$70,000 payment

Step 2 - VTEP:

- Must leave within 30 days of application or date specified by management
- Terms outlined in “Voluntary Programs in the event of a Workforce Reduction” will be followed.

Step 3 - Layoff

~~Document 3 – Appendix C~~

- ~~1. As the Condor Project progresses and the potential to displace employees begins to become reality, the parties have agreed to a program to minimize the loss of employment consistent with Paragraph 152 in the National Agreement. As the need for ATM grows that would require the hiring of new employees, any Skilled Trades employee targeted to be reduced.~~
- ~~2. For the ATM classification in line with their building seniority under the following conditions, they must be an active employee and would be paid under the provisions of Paragraph 98 pay with the addition of COLA and will continue with Legacy Benefits.~~
- ~~3. Building Seniority will be applied for any future reductions from both Production and Skilled Trades into the ATM classification. The date of entry into the classification will be February 26th, 2015 for all employees hired prior to February 26th, 2015.~~
- ~~4. For future new hires, the date of hire will be the entry date for all employees hired after February 26th, 2015. Any future reduction in force will displace employees out of the ATM classification based on their Skilled Trades date and building seniority.~~

Excerpts from the Tentative Agreement between Rolls-Royce Corporation and the UAW

Document 8

Type of Assistance

- ~~\$ 1,450 per year for courses not related to the employee's current job assignment through acceptable schools including those accredited by recognized accreditation agencies, those approved by Government Education or Training Programs, or certain specified others. The UAW-Rolls-Royce Corporation will publish a listing of approved courses of study. In no event shall the total assistance to an employee exceed \$6,200 in a twelve month period. All courses are subject to approval by the UAW-Rolls-Royce Corporation.~~
- \$1450 reimbursement for employee and covered dependents (including Retirees) for health, fitness, and financial wellness. Reimbursements for employee and family will be done via HRSSC form.

Attachment B to Doc. No. 8

~~The maximum amount of award will be limited to \$1,250 per year per recipient and be distributed directly to the recipient's education institution for tuition and/or compulsory fees.~~

Award amount limited to \$1500 per year per recipient through reimbursement, via HRSSC for tuition and / or compulsory fees at an accredited school.

LETTERS

Letter 22

Mr. John Snow Chairman
Local 933, UAW
Rolls-Royce Corporation 2001 South Tibbs Avenue
Indianapolis, IN 46254

~~Memorandum of Understanding – Alternate Shift Pattern~~

~~During the 2005 Rolls-Royce Corporation and UAW Collective Bargaining Negotiations and consistent with the 2000 Rolls-Royce UAW Contract Settlement Agreement; Section 11, the parties have agreed that an alternate shift pattern may be advantageous to both the company and its employees once the company has managed the levels of manpower, overtime and productivity to its committed targets.~~

~~The schedule of alternative shift patterns was developed and agreed to by both parties during negotiations of the 2005 Rolls-Royce UAW Collective Bargaining Agreement. Aspects related to the mechanics of certain Collective Bargaining Agreement provisions will need to be addressed prior to implementation.~~

~~Implementation of this schedule will be subject to either party giving notice to the other that it wishes to enter discussions to implement the alternate shift pattern on a given date. Such notification will normally be upon sustained performance levels at the committed targets. This notice may be given throughout the term of the contract agreement. It is further understood that prior to implementation of the agreed upon alternative work schedule, it will be subject to a vote of the bargaining unit members. A simple majority will be utilized to determine the outcome of said vote.~~

~~Sincerely,~~

~~Megan Fowler
Executive Vice President Human Resources~~

~~Memorandum of Understanding – Alternative Work Schedule~~

~~An Alternate Work Schedule (AWS) will be implemented in targeted areas where the company has invested in new equipment and methods or where capacity can be further maximized through an alternate schedule. For purposes of this document, the AWS will be a 5 day X 8 hour shift pattern, Monday – Friday.~~

~~The below areas will adopt afore-referenced AWS no earlier than May, 1, 2020 but before August 1, 2020:~~

- ~~• Turbines Supercell~~
- ~~• Hermles~~
- ~~• Broach~~

Excerpts from the Tentative Agreement between Rolls-Royce Corporation and the UAW

- 3577

Additional areas may be identified for implementation with a minimum of a 90 day notice, as follows:

- Single Crystal Operations

Any areas beyond those listed above will only be implemented upon mutual agreement between management and the shop committee. This supersedes Letter 22 in the National Agreement. In all such areas where this is implemented the expectation is uninterrupted operation of the equipment through breaks, lunch and change of shift. To accommodate this expectation of uninterrupted operation, employees will be compensated for a straight 8 hour shift (to include lunch and breaks). Additionally, employees in areas where this is implemented will be compensated with additional fixed holidays beyond the standard 9/80 holiday schedule (see below proposed schedule).

Crew Establishment: Upon implementation the Company will identify the number of positions on each crew per department. Employees will have the opportunity to volunteer within the department and classification. Any surplus employees will be reassigned per the Transfer Agreement.

Crew Preference: The procedure for allowing seniority employees to indicate their crew preference will be in accordance with the Shift Preference Agreement.

2020 - 5 day X 8 hour work schedule	
Friday, April 10, 2020	Good Friday
Monday, May 25, 2020	Memorial Day
Friday, July 3, 2020	4th. Of July
Monday, September 7, 2020	Labor Day
Wednesday, November 11, 2020	Veteran's Day
Thursday, November 26, 2020	Thanksgiving Day
Friday, November 27, 2020	Thanksgiving Friday
Thursday, December 24, 2020	Christmas Holiday Shutdown
Friday, December 25, 2020	Christmas Holiday Shutdown
Monday, December 28, 2020	Christmas Holiday Shutdown
Tuesday, December 29, 2020	Christmas Holiday Shutdown
Wednesday, December 30, 2020	Christmas Holiday Shutdown
Thursday, December 31, 2020	Christmas Holiday Shutdown
Friday, January 1, 2021	Christmas Holiday Shutdown
2021 - 5 day X 8 hour work schedule	
Monday, January 18, 2021	Martin Luther King, Jr. Day
Friday, April 2, 2021	Good Friday
Monday, May 31, 2021	Memorial Day
Monday, July 5, 2021	4th. Of July
Monday, September 6, 2021	Labor Day
Thursday, November 11, 2021	Veteran's Day
Thursday, November 25, 2021	Thanksgiving Day
Friday, November 26, 2021	Thanksgiving Friday
Friday, December 24 th , 2021	Christmas Holiday Shutdown
Monday, December 27, 2021	Christmas Holiday Shutdown

Excerpts from the Tentative Agreement between Rolls-Royce Corporation and the UAW

Tuesday, December 28, 2021	Christmas Holiday Shutdown
Wednesday, December 29, 2021	Christmas Holiday Shutdown
Thursday, December 30, 2021	Christmas Holiday Shutdown
Friday, December 31, 2021	Christmas Holiday Shutdown
Monday, January 3, 2022	Christmas Holiday Shutdown
2022 - 5 day X 8 hour work schedule	
Monday, January 17, 2022	Martin Luther King, Jr. Day
Friday, April 15, 2019	Good Friday
Monday, May 30, 2022	Memorial Day
Monday, July 4, 2022	4th. Of July
Monday, September 5, 2022	Labor Day
Friday, November 11, 2022	Veteran's Day
Thursday, November 24, 2022	Thanksgiving Day
Friday, November 25, 2022	Thanksgiving Friday
Friday, December 23, 2022	Christmas Holiday Shutdown
Monday, December 26, 2022	Christmas Holiday Shutdown
Tuesday, December 27, 2022	Christmas Holiday Shutdown
Wednesday, December 28, 2022	Christmas Holiday Shutdown
Thursday, December 29, 2022	Christmas Holiday Shutdown
Friday, December 30, 2022	Christmas Holiday Shutdown
Monday, January 2, 2023	Christmas Holiday Shutdown
2023 - 5 day X 8 hour work schedule	
Monday, January 16, 2023	Martin Luther King, Jr. Day
Friday, April 7, 2023	Good Friday
Monday, May 29, 2023	Memorial Day
Tuesday, July 4, 2023	4th. Of July
Monday, September 4, 2023	Labor Day
Friday, November 10, 2023	Veteran's Day
Thursday, November 23, 2023	Thanksgiving Day
Friday, November 24, 2023	Thanksgiving Friday
Friday, December 22, 2023	Christmas Holiday Shutdown
Monday, December 25, 2023	Christmas Holiday Shutdown
Tuesday, December 26, 2023	Christmas Holiday Shutdown
Wednesday, December 27, 2023	Christmas Holiday Shutdown
Thursday, December 28, 2023	Christmas Holiday Shutdown
Friday, December 29, 2023	Christmas Holiday Shutdown
Monday, January 1, 2024	Christmas Holiday Shutdown
2024 - 5 day X 8 hour work schedule	
Monday, January 15, 2024	Martin Luther King, Jr. Day
Friday, March 29, 2024	Good Friday
Monday, May 27, 2024	Memorial Day
Thursday, July 4, 2024	4th. Of July
Monday, September 2, 2024	Labor Day
Monday, November 11, 2024	Veteran's Day
Thursday, November 28, 2024	Thanksgiving Day
Friday, November 29, 2024	Day after Thanksgiving

Excerpts from the Tentative Agreement between Rolls-Royce Corporation and the UAW

Tuesday, December 24, 2024	Christmas Holiday Shutdown
Wednesday, December 25, 2024	Christmas Holiday Shutdown
Thursday, December 26, 2024	Christmas Holiday Shutdown
Friday, December 27, 2024	Christmas Holiday Shutdown
Monday, December 30, 2024	Christmas Holiday Shutdown
Tuesday, December 31, 2024	Christmas Holiday Shutdown
Wednesday, January 1, 2025	Christmas Holiday Shutdown
Thursday, January 2, 2025	Christmas Holiday Shutdown
Friday, January 3, 2025	Christmas Holiday Shutdown
2025 - 5 day X 8 hour work schedule	
Monday, January 20, 2025	Martin Luther King, Jr. Day

Sincerely,

Carrie Elkins
Human Resources

Excerpts from the Tentative Agreement between Rolls-Royce Corporation and the UAW

Letter 26

Mr. John Snow Chairman
Local 933, UAW
Rolls-Royce Corporation 2001 South Tibbs Avenue
Indianapolis, IN 46254

Dear Mr. Snow,

Subject: Augment Apprenticeship Recruitment

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.

1. Classifications requiring addition of apprentices will be populated in the following order:
 - a. For Skilled Trades classifications impacted or potentially impacted, Management will follow the same guidelines in the Machine Repair Capacity Agreement
 - b. The Apprenticeship list

Very Truly Yours,

Kevin M. Johnson
Human Resources

Shop Committees

(11) The Shop Committees in the plants covered hereby shall be as follows, except in plants up to 5000 employees the Union has the option of selecting plan A or plan B where applicable:

Shop Committee Consists of:

Employment In Plant	Plan	Number of Districts	District Committee Persons at Large	Zone Committee Persons	Total Shop Committee Persons
Up to 51		2	2	0	2
51-250	A	3	3	0	3
51-500	B	2	2	1	3
250-700	A	5	5 0	0 5	5
500-1000	B	4	4	1	5
700-1500	A	7	4	1	5
1000-1500	B	6	5 0	2 5	7 5
1500-2500	A	6 to 10	0	5	5
	B	6 to 10	3	4	7
2500-3500	A	10 to 14	0	5	5
	B	10 to 14	3	4	7
3500-5000	A	14 -20	0	5	5
	B	14-20	3	4	7

Facility Bonus eligibility doubled to \$8,000 per year

A change has been made to the facility bonus portion of the total bonus potential – doubling the potential to \$8,000 per employee, per annum. AEBS will remain unchanged. The new facility bonus will have two thresholds: the first threshold will pay \$4,000 per annum (\$1,333 per quarter) for achieving the baseline productivity, quality, and delivery targets. The 2nd threshold bonus will pay \$1,000 for each 1% of productivity above the established targets, up to an additional \$4,000 – illustrated in the table below.

Total Bonus Potential - All Hourly Employees	
AEBS	5% of eligible earnings
Facility Bonus: Productivity	\$1,333
Facility Bonus: Scrap	\$1,333
Facility Bonus: Schedule Adherence	\$1,333
Productivity Target: 4% above baseline	\$4,000
Total Eligible Bonus	\$8,000 + 5% AEBS

The facility bonus will be earned quarterly but paid annually. The pay-out for the facility bonus will be in line with AEBS payout, 2 and half months from the end of the year.

The quality target will be based upon achievement of budgeted scrap percentage of sales in the plan quarter and the delivery target will be based upon achievement of budgeted internal manufactured spares in the quarter.

For the productivity portion of the bonus, a 1st threshold bonus is available on a set of agreed targets (as outlined in the proposed language). The 2nd threshold bonus achievement will be based upon achievement **at or above** the baseline target, \$250 for every 1% increase in quarterly productivity, with a cumulative maximum of \$4,000 per year. The ability to catch up at year end if full year target is met exists and applies to achievement of both the 1st and 2nd threshold.

Current Language

ARTICLE V

~~—FACILITY BONUS PLAN~~

5.01 FACILITY BONUS PLAN DESCRIPTION

- A. ~~At the beginning of each plan year, facility targets will be published. Targets will be set during the plan quarter preceding the Plan Year. It is expected that the target for any Plan Year will reflect an improvement in performance over the previous year.~~
- B. ~~Facility Bonus Calculation~~
1. ~~Payment will be based on achieving agreed performance targets for Cost, Quality and Delivery, paid at 33% for each target achieved.~~
 2. ~~The payout under this plan is not cumulative and the loss of the bonus in an earlier plan quarter cannot be made up in a following plan quarter. However, exceeding the target in one plan quarter can be applied to the following plan quarter.~~
 3. ~~The maximum payout under the facility bonus will be as follows:~~
 - a. ~~Plan year 2015: \$4,000, up to \$1000 per plan quarter~~
 - b. ~~Plan year 2016: \$4,000, up to \$1000 per plan quarter~~
 - c. ~~Plan year 2017: \$4,000, up to \$1000 per plan quarter~~
 - d. ~~Plan year 2018: \$4,000, up to \$1000 per plan quarter~~
 - e. ~~Plan year 2018: \$4000, up to \$1,000 per plan quarter~~
 4. ~~Employees will receive a payout under the Facility Bonus based on total compensated hours in the plan quarter (not to exceed 463 hours per plan quarter). Any employee who works less than 463 hours in a plan quarter will receive a Facility Bonus which is prorated based on their compensated hours for that plan quarter only.~~
 5. ~~The performance targets will be based on the following metrics:~~
 - a. ~~Cost: achieved budgeted productivity in the plan quarter~~
 - b. ~~Quality: achieve budgeted Scrap Percent of Sales in the plan quarter~~
 - c. ~~Delivery: achieve budgeted schedule adherence in the plan quarter~~

Proposed Language

5.02 FACILITY BONUS PLAN DESCRIPTION

Total Bonus Potential - All Hourly Employees	
AEBS	5% of eligible earnings
Facility Bonus: Productivity	\$1,333
Facility Bonus: Scrap	\$1,333
Facility Bonus: Schedule Adherence	\$1,333
Productivity Target: 4% above baseline	\$4,000
Total Eligible Bonus	\$8,000 + 5% AEBS

A. At the beginning of each plan year, facility targets will be published.

Performance targets will be based on productivity, quality and delivery. The quality target will be based upon achievement of budgeted scrap percentage of sales in the plan quarter and the delivery target will be based upon achievement of budgeted internal manufactured spares in the quarter. The productivity targets will be the greater of the figures in the table below or the average of the previous year’s productivity performance, plus 1% increase per quarter, measured cumulatively.

	Q1	Q2	Q3	Q4	Cumulative
2020	50.0%	56.0%	58.0%	60.0%	56.0%
2021	56.0%	57.8%	59.5%	61.3%	58.6%
2022	58.6%	59.6%	60.6%	61.6%	60.1%
2023	60.1%	61.1%	62.1%	63.1%	61.6%
2024	61.6%	62.6%	63.6%	64.6%	63.1%

Year 2020: Q1 target number of 50.0% with an average of 56% cumulative by year end.

Year 2021: Q1 target of 56% plus 1.75% increase per quarter or the average of the previous year’s productivity performance, plus 1% increase per quarter, measured cumulatively.

Years 2022 -2024 will be the greater of the figures in the table above or the average of the previous year’s productivity performance, plus 1% increase per quarter, measured cumulatively.

B. Facility Bonus Calculation

1. Payment will be based on achieving agreed performance targets for productivity, quality, and schedule adherence.
2. The quarterly targets under this plan are not cumulative and the loss of the bonus in an earlier plan quarter cannot be made up in a following plan quarter. However, exceeding the target in one plan quarter can be applied to the following plan quarter.
3. In the event the budgeted productivity target is below the productivity targets outlined above, the facility bonus productivity target will be adjusted accordingly and will revert to the budgeted productivity target.

4. In the event that a high level of productivity is achieved and maintained for a period of four quarters that results in a nonpayment of the premium portion of the productivity bonus, management and the union agree to review all performance variables and amend targets if necessary.
5. The payout under this plan is cumulative with a snapshot taken at the end of each quarter to assess achievement for the year. Payout will be once per year in line with AEBS. Management and union will review payment cadence annually for appropriateness.
6. The maximum payout under the facility bonus will be as follows:
 - a. Plan year 2020: \$8,000, up to \$2,000 per plan quarter
 - b. Plan year 2021: \$8,000, up to \$2,000 per plan quarter
 - c. Plan year 2022: \$8,000, up to \$2,000 per plan quarter
 - d. Plan year 2023: \$8,000, up to \$2,000 per plan quarter
 - e. Plan year 2024: \$8000, up to \$2,000 per plan quarter
7. Employees will receive a payout under the Facility Bonus based on total compensated hours in the plan quarter (not to exceed 463 hours per plan quarter). Any employee who works less than 463 hours in a plan quarter will receive a Facility Bonus which is prorated based on their compensated hours for that plan quarter only.
8. The performance targets will be published annually, no later than the end of January of each year.
9. The first \$4,000 is based on achievement of the targets for quality, delivery, and production. The 2nd \$4,000 is based on productivity achievement at or above the target. For the productivity portion of the bonus, a 1st threshold bonus is available on a set of agreed targets (as outlined above). The 2nd threshold bonus achievement will be based upon achievement at or above the baseline target, \$250 for every 1% increase in quarterly productivity, with a maximum of \$1,000 per quarter, or \$4,000 per year.

