



# Tentative Agreement

July 26, 2025 – July 21, 2028

IAMAW Local 971

Collective Bargaining Agreement 2025-2028

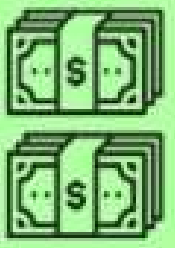
## Message from your IAMAW Local 971 Negotiating Committee:

### Brothers and Sisters,

This week we reached a meaningful Tentative Agreement with the L3Harris Technologies that deserves your consideration for Ratification. The gains in this tentative agreement reflect the will of the membership and the support for your Union negotiations team. Included in this package are things that many thought were not possible, including:

- **Minimum base rate increase of at least 11.46% for all employees over the life of the CBA. (Combination of one-time adjustment, GWI and AWP)**
- **Annual GWI's of 3.5%, 3.25%, 3.25%**
- **One-time adjustment upon ratification of 1.0%**
- **\$1,500 Ratification Bonus**
- **Vacation hours loaded at beginning of year**
- **Holiday schedule will remain unchanged**
- **HSA funding amounts will remain unchanged**
- **Savings plan increase for 2026 (100% of the first 5%) and 2027 (100% of the first 6%)**
- **Labor grade maximums were increased by \$2; putting all employees back into AWP**
- **Promotion minimum increase from \$0.25 to \$1.00 per hour**
- **Expanded immediate family to include domestic partner for bereavement leave**
- **Option to suspend dues on LOA**
- **Recall rights extended**
- **Shift transfer language modified to prioritize senior employees, giving them the opportunity to transfer to available openings on different shifts before the positions are filled.**
- **Arbitrator selection options expanded**
- **Created promotion opportunities for Test Mechanic, Assembly Mechanic and NDT Inspectors by renaming Grade 1 from Working Leader to Senior**

This package has the full support of your Local Negotiations team and International Union. Any specific questions can and will be answered on request.



**Total contract increase 15.2% - 18.7% because of adjustments in labor grade maximums**

**Labor grade maximums increased by \$2  
Putting 50% of employees back into AWP**

### **General Wage Increases (GWI)**

- 3.50% - 2026
- 3.25% - 2027
- 3.25% - 2028

### **One-time Wage Adjustment after Ratification**

- 1.0%

### **Ratification Bonus**

- \$1,500 for all active employees payable on August 7, 2025
- Employees on Approved Leave of Absence will receive Bonus when they return to work.

### **Created Promotion Opportunities**

- Able to retain and attract talent
- Test Mechanic, Assembly Mechanic and NDT Inspectors by renaming Grade 1 from Working Leader to Senior

### **HSA Funding Maintained**

- Quarterly deposits

### **401k Increased Company Match**

- Jan 2026- 100% of first 5%
- Jan 2027 & 2028- 100% of first 6%



### **Bereavement Improvement**

- Now includes Domestic Partner

### **Holidays**

- Retained Holiday Shutdown
- Retained Holidays



### **Vacation front loaded starting Jan 2026**

- December 2025 only: Any vacation hours remaining from 2025 over the 40-hour carryover limit will be paid out to employee
- 160 hours will be loaded in Jan of the year of the year the employee achieves their milestone- 10<sup>th</sup> service anniversary

# GRADE MAX ADJUSTMENTS & AUTO PROGRESSION

## Grade Max Adjustments in Year 1

Grade	Current Max	+\$2 & 1% adj (eff Aug 2, 2025)	+3.5% (eff Jan 3, 2026)	New Year 1 Range Max	New Year 1 Range Increase
8	\$30.86	\$2.33	\$1.16	<b>\$34.35</b>	<b>11.31%</b>
6	\$36.64	\$2.39	\$1.37	<b>\$40.41</b>	<b>10.29%</b>
4	\$43.84	\$2.46	\$1.62	<b>\$47.94</b>	<b>9.35%</b>
2	\$51.92	\$2.54	\$1.91	<b>\$56.37</b>	<b>8.57%</b>
1	\$56.45	\$2.58	\$2.07	<b>\$61.10</b>	<b>8.24%</b>
0	\$59.73	\$2.62	\$2.18	<b>\$64.53</b>	<b>8.04%</b>

All members now eligible for automatic wage progression equal to \$0.20 every 8 weeks (6 times per year)

50% of Members at Max Now Benefit from Auto Progression

## LABOR GRADE RANGES

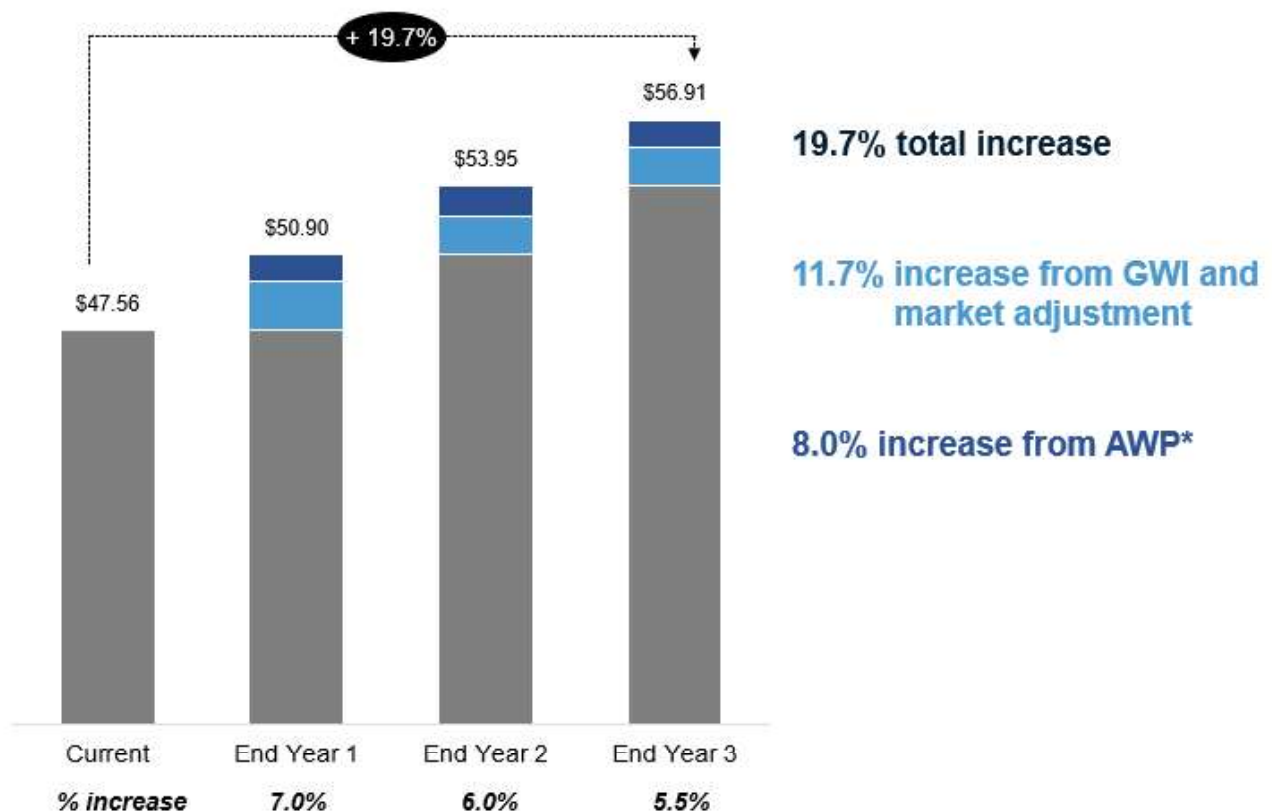
			Upon Ratification		Year 1		Year 2		Year 3					
Grade	Current		Effective		Effective		Effective		Effective		Total Contract Increase		Total Contract % Increase	
			Aug 2, 2025		Jan 3, 2026		Jan 2, 2027		Jan 1, 2028					
	STD	MAX	STD	MAX	STD	MAX	STD	MAX	STD	MAX	STD	MAX	STD	MAX
8	\$27.97	\$30.86	\$27.97	\$33.19	\$28.95	\$34.35	\$29.89	\$35.47	\$30.86	\$36.62	\$2.89	\$5.41	10.3%	18.7%
6	\$33.76	\$36.64	\$33.76	\$39.03	\$34.94	\$40.39	\$36.08	\$41.71	\$37.25	\$43.06	\$3.49	\$6.01	10.3%	17.5%
4	\$40.83	\$43.84	\$40.83	\$46.30	\$42.26	\$47.92	\$43.63	\$49.48	\$45.05	\$51.08	\$4.22	\$6.76	10.3%	16.5%
2	\$48.84	\$51.92	\$48.84	\$54.46	\$50.55	\$56.37	\$52.19	\$58.20	\$53.89	\$60.09	\$5.05	\$7.59	10.3%	15.7%
1	\$53.28	\$56.45	\$53.28	\$59.03	\$55.14	\$61.10	\$56.94	\$63.09	\$58.79	\$65.14	\$5.51	\$8.06	10.3%	15.4%
0	\$56.45	\$59.73	\$56.45	\$62.35	\$58.43	\$64.53	\$60.32	\$66.63	\$62.29	\$68.79	\$5.84	\$8.40	10.3%	15.2%

Max Adjustments Place Entire Unit into Progression for First Two Years of Contract

# INVESTING IN GRADE MAXIMUMS

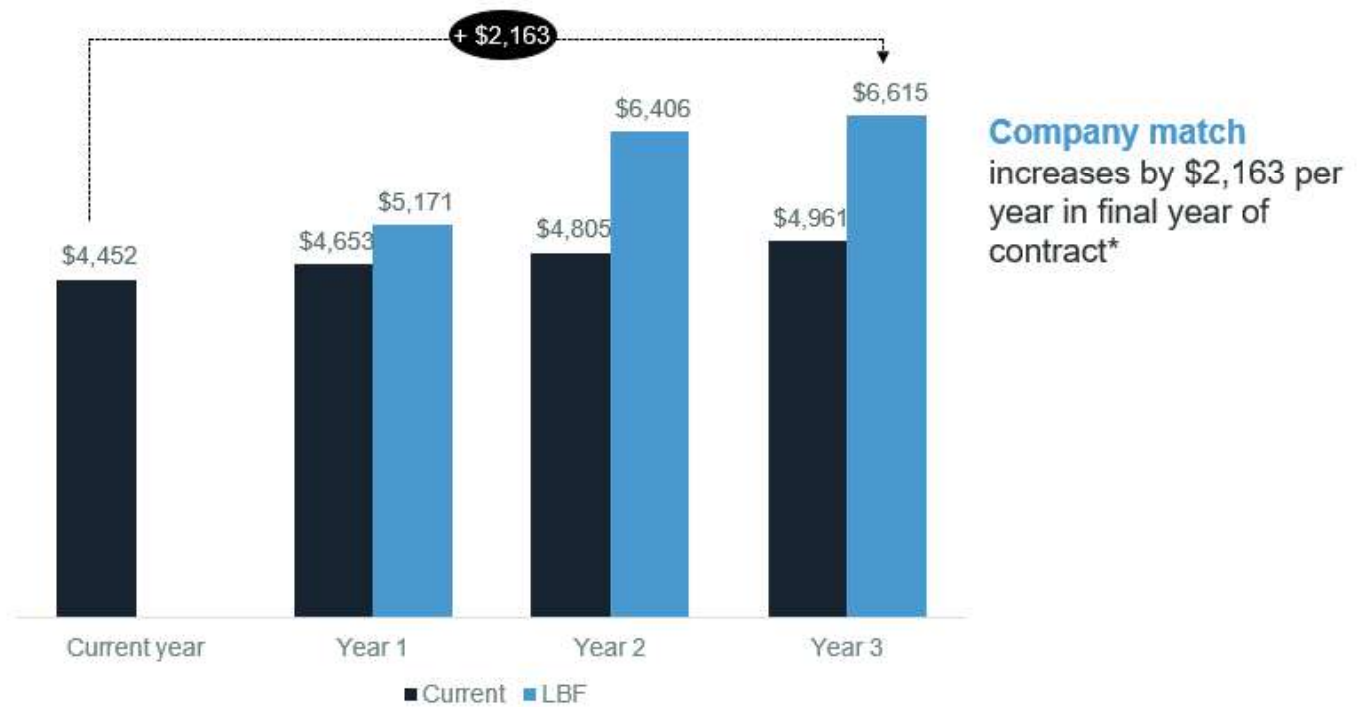
Hourly	Current	Hit Max after 5 AWP			Change \$	Change %
		1% + AWP	Y1 3.5% GWI	Y2 3.25% GWI	Y3 3.25% GWI	
Grade 1: \$2 incl + GWI	\$56.45	\$59.63	\$63.09	\$65.14	\$8.69	16.7%
Grade 2: \$2 incl + GWI	\$51.92	\$54.90	\$58.20	\$60.09	\$8.17	15.7%
Grade 4: \$2 incl + GWI	\$43.84	\$46.45	\$49.48	\$51.08	\$7.24	13.9%

## TOTAL WAGE INCREASES



\*For employee's currently below max rate

# SAVINGS PLAN IMPROVEMENTS



Current company match: 100% of first 3% and 50% of next 3% contributed

Company LBF Proposal: Effective January 2026: 100% of first 5% contributed

Effective January 2027: 100% of first 6% contributed

\*Based on average hourly wage of \$47.56



# **COLLECTIVE BARGAINING AGREEMENT BETWEEN**

**L3Harris**



**And**

**INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS**

**AFL-CIO**

**Local 971**



**JULY 26<sup>TH</sup>, 2025 THROUGH JULY 21<sup>ST</sup>, 2028**



**- Aerojet Rocketdyne changed to L3Harris throughout the CBA**

**ARTICLE 4**

**Non-Discrimination**

The Company and the Union recognize that employees covered by this agreement may not be discriminated against **on the basis of membership in any legally protected category**, including on the basis of union membership, race, religion, color, national origin, sex, sexual orientation, **gender identity, pregnancy, veteran status or military service**, age, disability, or genetic trait, or subject to sexual or racial harassment, or in violation of Federal and/or Florida law, including violations of the provisions of the Labor-Management Relations Act, 1947, as amended; Title VII of the Civil Rights Act of 1964; as amended; the Age Discrimination in Employment Act of 1967; as amended; the Vocational Rehabilitation Act of 1973; and the Americans with Disabilities Act of 1992; as amended by the ADAA of 2008.

**ARTICLE 5**

**Check-Off**

**SECTION 5.2. Dues Payment**

The deduction of monthly Union dues shall be made from the earnings received by the employee on the first four (4) paydays of the month in which a properly executed assignment is received by the Company. Union dues will be deducted monthly thereafter from the earnings received by the employee on the first four (4) paydays of each month. **If an employee is on an approved leave of absence exceeding thirty (30) days, they may request that their dues be suspended for the duration of their approved leave of absence. This request must be issued by the employee to the Union, and if agreed, the Union will notify the Company of the suspension of dues. The Company will reinstate dues checkoff upon the employees return to work.**

**Article 6**

**Union Representation**

**SECTION 6.2. Number of Shop Committeemen**

There shall be a shop committee of the Union consisting of **not more than** five (5) members ~~not more than three (3) of whom~~ shall meet with the committee of management as hereinafter provided. With prior Agreement additional members may attend. One (1) of the five (5) members shall be designated by the Union as a Job Evaluation Committeeman who may only be present to meet with the committee of management when a grievance regarding job descriptions is presented for discussion.

**Article 7**

**Grievance Procedure**

**Section 7.1**

Written Step 3. If the grievance is not satisfactorily settled at Written Step 2, the chairman of the shop committee may request in writing a conference between the ~~Director, Business Partners & Labor Relations of Aerojet Rocketdyne, Inc.,~~ **Labor Relations of L3Harris Technologies** or his representative and a Grand Lodge representative of the International Association of Machinists and Aerospace Workers the business representative of District Lodge 166, and the chairman of the shop committee. Such request shall state specifically the grievance to be discussed at such meeting. This conference shall be held as soon as possible but not later than ten (10) working days, excluding Saturdays, Sundays, and holidays, after the receipt of the written request for the conference. The decision of ~~the Director, Labor Relations~~ **Labor Relations of L3Harris Technologies**, or his representative shall be rendered as soon as possible but not later than fourteen (14) working days, excluding Saturdays, Sundays, and holidays, after such conference.





## L3Harris Proposed CBA Presentation 2025



### Section 7.3 Arbitration

(f) Should either the Company or the Union elect to proceed to arbitration on a grievance, either party may **first** request the Federal Mediation and Conciliation Service **or if needed, American Arbitration Association** to submit a panel of seven (7) arbitrators, at the expense of the requesting party. When notification of the names of the panel is received, the parties, in turn, shall have the right to strike a name from the panel until only one name remains. The remaining person shall be arbitrator. The right to strike the first name from the panel shall be determined by lot.

### SECTION 7.10. Progressive Discipline

It is the intent of the parties that progressive discipline shall be imposed, where appropriate, and consistent with the "just cause" provision in Article 1, Management Functions, and the ~~AJRD Standards of Conduct~~ **L3Harris Code of Conduct** and Performance [to the extent that the this Policy is not superseded by the provisions of this Agreement, in which case this Agreement shall govern].

It is also the intent of the parties to recognize that discipline is designed to improve unacceptable behaviors, and to that end, disciplinary employee memoranda shall be removed from an employee's file after twelve (12) months if no further discipline is imposed, or employee memorandum issued, to the employee.

## Article 8 Seniority

### SECTION 8.11. Shift Transfers

The Company will give consideration to the request of an employee for transfer to a preferred shift or area within their occupational group **when a position becomes available**. The Company agrees to the principle that the seniority of employees should be given **first** consideration when filling available jobs in accordance with such requests. However, it is recognized that it is impossible to operate the plant with all the more senior employees on any one shift, and that seniority alone cannot be the sole determining factor in making such transfers.

### SECTION 8.9. Promotions

Whenever promotions are made to higher-rated jobs within the bargaining unit, they shall be made on the basis of seniority, ability, and the fitness of the employee. Where ability and fitness are equal as between two employees, seniority shall govern. **Effective the same date as a promotion or a job upgrade, the employee will receive an increase of at least ~~twenty-five cents~~ **one dollar (\$ .25 \$1.00)** per hour.**

### SECTION 8.14. Loss of Seniority

An employee shall lose his seniority rights under any one of the following circumstances:

If he resigns.

If he is discharged for just cause.

If he is laid off for lack of work ~~for a period of time exceeding his length of continuous service at the time of layoff, from 91 days up to a maximum of twenty-four (24) months. Additional~~ recall rights are as follows:

Seniority at Time of Layoff	Period of Retention
91 days to 2 years	24 months
2 years and over	60 months





## ARTICLE 9

### Hourly Job Descriptions

#### SECTION 9.1. Function of Management and Union

It is recognized that development of job descriptions, including assignment of labor grade, is a function and responsibility of management. Once developed and assigned a labor grade, however, the Union has an interest in assuring that the job description accurately reflects the job, and is properly assigned the appropriate labor grade. Accordingly, the Company will provide the Union with job descriptions for each job included in Appendix A, Mutually Agreed Job Code, Title, Grade and Non-Interchangeable Occupational Groups, within sixty (60) days of ratification, and **before** any new or revised job descriptions **are implemented** consistent with the provisions of Article 7, Section 7.2.

## ARTICLE 11

### Wages

#### SECTION 11.1. Increase and New Rate Schedule Effective January ~~7-3, 2023~~ 2026

Effective January ~~7-3, 2023~~ 2026, the base wage rate of each employee covered by this agreement will be increased ~~four and one-half~~ **three and one half** percent (~~4.50%~~**3.5%**) to the amount indicated in Schedule A.

#### SECTION 11.2. Increase and New Rate Schedule Effective January ~~6-2, 2024~~ 2027

Effective January ~~6-2, 2024~~ 2027, the base wage rate of each employee covered by this agreement will be increased ~~four~~ **three and one quarter**(~~4.00%~~**3.25%**) to the amount indicated in Schedule B.

#### SECTION 11.3. Increase and New Rate Schedule Effective January ~~4, 2025-1, 2028~~

Effective January ~~4, 2025~~ **1, 2028**, the base wage rate of each employee covered by this agreement will be increased ~~three and one-half~~ **three and one quarter** percent (~~3.50%~~**3.25%**) to the amount indicated in Schedule C.

Overtime Letter 1 moved and embedded into Article 12.5 and language remains the same.

## ARTICLE 13

### Vacations

SECTION 13.1. Eligibility Requirements Vacation Effective January 1, ~~2020~~ 2026 and each year thereafter for the duration of the agreement, annual vacation shall be awarded on January 1 of each calendar year. Milestone amounts will be updated in January of the year in which the milestone service anniversary falls. ~~Effective January 1, 2020, regular full-time employees accrue paid vacation hours for each week of active employment as follows:~~

Year of Service Anniversary	Vacation Balance
<del>Prior to 1 year of service</del>	<del>Pro-rated vacation amount (calculated at 2.31 hours per week)</del>
<del>1 year of service – 9 years of service</del>	<del>120 hours of vacation</del>
<del>10+ years of service</del>	<del>160 hours of vacation</del>

~~—From the beginning of the first year through the completion of the tenth (10th) year of continuous active employment with the Company employees will receive accruals to their vacation account at the rate of 2.31 hours per week, or up to a maximum of 240 hours.~~

~~—From the beginning of the eleventh (11th) year of continuous active employment with the Company employees will receive accruals to their vacation account at the rate of 3.08 hours per week, up to a maximum of 320 hours.~~

Employees on the active payroll at July 28, 2019 who have continuous active employment with the Company equal to or greater than eighteen (18) years will receive ~~accruals to their vacation account at the rate of 3.85 hours per week, or up to a maximum of 400 hours~~ **200 hours of vacation**, upon attainment of 25 years or more years of continuous active employment.

**If an employee has an available unused vacation balance by the end of the year, no more than 40 hours of the existing vacation balance can be carried over to the following year.**



#### ~~SECTION 13.2. Maximum Vacation Accrual~~

~~Vacation accruals will cease when the vacation account balance reaches the maximum accrual amount allowed. When vacation hours are taken and the number of accrual vacation hours falls below the maximum accrual amount, the accrual of vacation hours will resume.~~

~~Employees will not continue to accrue vacation time when they are on an Unpaid" leave of absence.~~

#### SECTION 13.2. Vacation Pay Provisions

Vacation pay will be at the regular rate in effect at the time vacation is taken, including shift premium. Payment in lieu of vacation is not allowed.

#### SECTION 13.3. Use of Vacation during a Leave of Absence

Except for military and military related leaves, employees must use ~~accrued~~ vacation time during a non-medical leave of absence if they have ~~accrued~~ **available** vacation time. If the leave is for workers compensation or other medical time off, employees must first exhaust their sick leave before using vacation time.

Employees who are approved for Medical leave and who are also approved to receive the Short-Term Disability (STD) benefit, are allowed to integrate their STD benefit with their vacation hours to achieve 100% replacement of pre- disability base pay, if they have exhausted all available accrued sick time. Employees impacted by the requirement to use ~~accrued~~ **available** vacation under section 13.3 may request to be granted unpaid time off at a later date. Management will give for consideration to such request and take into consideration operating needs.

#### SECTION 13.4. Vacation Pay Provisions for Terminated Employees

~~Any unused accrued vacation will be paid upon termination at the regular rate in effect at termination, including shift premium.~~ **Upon separation, employees shall be paid for any unused accrued vacation time based on the proportion of the year worked. Vacation is considered earned on a weekly pro-rata basis. If an employee has used more vacation than earned at the time of separation, the unearned portion may be deducted from final wages, to the extent permitted by law.**

#### ~~SECTION 13.5. Vacation Pay Allowance for 4 Weeks' Vacation~~

~~Employees with at least 18 but less than 25 years of continuous active employment as of July 28, 2019 are eligible to receive vacation difference of accrual payment based on the following calculation: eight percent (8%) of such employee's gross earnings paid during the fifty-two (52) week period ending on or before December 31 of the year preceding the year in which the vacation is given. If there is a vacation difference based on this calculation each eligible employee will be paid this difference in the first (1st) pay period in February of each contract year.~~

#### ~~SECTION 13.7. Vacation Pay Allowance for 5 Weeks' Vacation~~

~~Employees with at least 25 years of continuous active employment as of July 28, 2019, and those with at least 18 years of continuous active employment as of July 28, 2019 who achieve 25 years of continuous active employment are eligible to receive vacation difference of accrual payment based on the following calculation: ten percent (10%) of such employee's gross earnings paid during the fifty-two (52) week period ending on or before December 31 of the year preceding the year in which the vacation is given. If there is a vacation difference based on this calculation each eligible employee will be paid this difference in the first (1<sup>st</sup>) pay period in February of each contract year.~~

#### ~~SECTION 13.8. Vacation Pay Allowance Computation~~

~~Regardless of the number of paychecks received in any year, no more than 52 weeks' gross pay shall be used in computing any vacation pay allowance.~~

#### ~~SECTION 13.5. Gross Earnings, Definition of~~

~~For the purpose of Articles 13.7 and 13.8, gross earnings shall include all straight-time pay, overtime pay, holiday pay, and shift premiums, but shall exclude money received as employee suggestion awards and vacation pay; provided that where during the period for which gross earnings are computed, an employee suffers a compensable injury requiring absence from work and consequent loss of pay, his gross earnings for the period shall be increased by an amount eight (8) times his base hourly rate but exclusive of shift~~



~~premiums on December 31 of the year preceding the year in which the vacation is given, for each regularly scheduled work day (but not to exceed five (5) days in any work week) during such absence from work.~~

~~Notwithstanding the above provisions of Section 13.9(a), for the purpose of vacation pay computation, an employee who was paid four (4) weeks of vacation pay in the prior year shall have one-half (1/2) of such vacation pay included in the gross earnings, and an employee who was paid five (5) weeks of vacation pay in the prior year shall have three-fifths (3/5) of such vacation pay included in the gross earnings.~~

#### **SECTION 13.5. Attendance Awards**

An employee shall be credited with four (4) hours' incentive vacation time for each period of three (3) consecutive calendar months (non-pyramided) in which such employee demonstrates a perfect attendance record. In no event shall an employee receive more than four (4) hours' pay for such three (3) consecutive calendar month period (non-pyramided). Absences caused by jury duty, military service, authorized Union business, or bereavement leave as defined by Article 17 during part, but not all, of any such three (3) consecutive calendar month period, shall not be considered absences for the purpose of subsection (a).

An employee shall be credited with an additional eight (8) hours' incentive vacation time for each twelve (12) consecutive calendar months (non-pyramided) of perfect attendance. Absences caused by jury duty, military service, authorized Union business, or bereavement leave as defined by Article 17 during part, but not all, of any such twelve (12) consecutive calendar month period, shall not be considered absences for the purpose of subsection (b).

Perfect attendance shall be defined as having worked a full eight (8) hours, or a full six and one half (6-1/2) hours on the third shift, during each of an employee's scheduled work days. Scheduled work days as defined in this section shall include all days of an employee's work week on which he is scheduled to work, excluding vacation days, but including Saturdays, Sundays, and holidays.

#### **SECTION 13.6. Full Day Vacations or 0.10 Hour Increments**

(a) Vacations under this Article 13 may be taken with supervision's approval as full weeks consisting of forty (40) hours, full days consisting of eight (8) consecutive hours or 0.10 hour increments up to the scheduled hours for each day of vacation.

### **Article 17 Bereavement Leave**

#### **SECTION 17.1. Funeral Pay Allowance**

An employee who is absent from work on a scheduled work day (excluding Saturdays, Sundays, holidays, vacation, and authorized leaves of absence) for the purpose of attending the funeral of a member of his immediate family will be compensated for time necessarily lost by reason of such absence up to a maximum of five (5) days. For the purpose of this subsection, immediate family is defined as spouse/**domestic partner**, father, mother, grandparents, sister, brother, child, parent of current spouse, stepparents, stepchild if brought up and supported as though a natural child, stepbrother, stepsister, still born child, grandchildren, brother-in-law, sister-in-law, daughter-in-law, and son-in-law. Compensation for such absence will be made for not more than eight (8) hours on any one day of absence at the employee's regular base hourly wage rate exclusive of all premiums, bonuses, or overtime allowances.



## Article 21 Pension and Savings Plan

### SECTION 21.1. Pension “Freeze, Effective April 1, 2016

Bargaining Unit Employees covered under this Agreement shall continue to be eligible to participate in the ~~Aerojet Rocketdyne (GenCorp) Consolidated Pension Plan, Program H (“Program H”)~~, ~~AJRD – Program H Component Plan of the L3Harris Technologies Consolidated Pension Plan (“Program H-FL”)~~, for the term of this Agreement and in accordance with the provisions thereof. Effective April 1, 2016, pension benefits for all Bargaining Unit Employees participating in Program H-FL ~~will be frozen~~ as follows:

No new Participants will be eligible to participate in the Program H-FL.

No further pension benefits will accrue.

Credited Service and the Benefit Factor, as defined in the Pension Plan, will be determined effective April 1, 2016. The monthly multiplier for pension benefits shall remain at \$64.00/yr. of credited service. Continuous Service, for purposes of vesting, disability benefit eligibility, early retirement eligibility, and pre-retirement death benefits will continue for employees who are not vested, or have not attained age 65 prior to April 1, 2016.

### SECTION 21.2. Savings Plan Provisions, ~~Effective April 1, 2016~~

~~Effective January 1, 2026, employee contributions shall be matched at 100% of the first 5% of compensation contributed. Company matching contributions will be immediately vested.~~

~~Effective January 1, 2027, Bargaining Unit Employees covered under this Agreement shall continue to be eligible to participate in the Aerojet Rocketdyne (GenCorp) Retirement Savings Plan L3Harris Retirement Savings Plan (“Savings Plan”), for the term of this Agreement and in accordance with the provisions thereof, as available to all other L3Harris employees [salaried and hourly]. However, Bargaining Unit Employee participation in the UTC “Mirror” plan provision of the Savings Plan will cease on March 31, 2016, and effective April 1, 2016, Bargaining Unit Employees will be eligible to participate in those Savings Plan provisions available to all other AJRD employees [salaried and hourly]. Those provisions currently include but are not limited to:~~

~~—Employee contributions shall be matched at 100% of the first 3% of Compensation contributed, and 50% of the next 3% of Compensation contributed. Company matching contributions will be immediately vested.~~

~~Employee contributions shall be matched at 100% of the first 6% of compensation contributed. Company matching contributions will be immediately vested.~~

Employees may elect to put all or part of their contributions into the plan on a ~~before-tax~~ pre-tax and/or Roth 401(k) after-tax basis in accordance with Section 401(k) of the Internal Revenue Code, subject to the Internal Revenue Code's limitations on maximum ~~before-tax~~ contributions and plan limits. Employees may also contribute on an after-tax basis.

Employees may continue to allocate money in the investment options available under the Savings Plan. Employees who leave the Company, including by retirement, may elect to have their account balances rolled over to another Qualified Plan or IRA, or if the account balance exceeds ~~\$5,000~~ \$7,000, remain in the Savings Plan until they make a payment election or the plan's minimum required distribution (“MRD”) rules go into effect (the MRD rules do not apply to the Roth portion of your account), subject to plan terms. If the account balance is less than \$1,000, the amount is paid to the employee as soon as practicable upon employment termination. If the account balance is between \$1,000 and ~~\$5,000~~ \$7,000, the amount is ~~either paid to the employee~~, or rolled-over to an IRA selected by the Company, unless the employee is age ~~65~~ 62 or over, in which case, the account may remain in the Savings Plan, ~~at the employee's election and the employee will be notified of their options in paying out the vested account balance.~~

Active Savings Plan members may rollover the taxable portion of their distribution from a qualified savings plan of a former employer into the Savings Plan, provided that a lump sum distribution is the normal form of distribution under such other plan.



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Employees may continue to borrow up to 50% of their savings from the Savings Plan, with a maximum loan amount of \$50,000, subject to Savings Plan terms.

Participation in an Individual Medical Account provided under the UTC "Mirror" Plan provisions shall cease effective March 31, 2016; however, any funds, including the Company match, shall remain in each participating employee's current Savings Plan account and shall be subject to vesting, earnings and withdrawal in accordance with Savings Plan provisions.

### ARTICLE 22

#### Group Insurance

##### SECTION 22.1. Health and Welfare Benefits, ~~Effective January 1, 2017-2026~~

Employees covered by this Agreement will be eligible to participate in the Group Medical and Drug Plans ("Plans"), under the terms of those Plans, and under the same conditions as offered to ~~salaried non-~~ **bargaining unit** employees of ~~Aerojet Rocketdyne, Inc.~~ **L3Harris Technologies, Inc.**, including all terms, conditions and changes uniformly made by the Company during the term of this Agreement. However, during the term of this Agreement, the Company will continue to review its group medical/dental programs, including employee contributions and benefits, in the fall of each year, and the Company will continue to pay eighty percent (80%) of the aggregate cost increase for the term of this Agreement. The Plans currently provide:

##### SECTION 22.2. ~~Annual~~ **Quarterly** HSA Pre-Funding

~~In January of each year and each successive January during the term of this Agreement, or as soon as practicable thereafter for each January, the company will deposit into each eligible Bargaining Unit member's Health Savings Account in each year of this Agreement the following:~~

~~Employee: \$1,250.00~~

~~Employee plus one (1) or more: \$2,500~~

**Effective January 1, 2026, each eligible bargaining unit member's Health Savings Account will be funded quarterly in each year of this Agreement. Funding amounts are as follows:**

HDHP Tier	HDHP 1 and HDHP 2
<b>Employee Only</b>	<b>\$1,250 annually (\$312.5 per quarter)</b>
<b>Employee + Dependents</b>	<b>\$2,500 annually (\$625 per quarter)</b>

##### SECTION 22.3. Health and Welfare Benefit Summary Plan Descriptions

Employee access to Summary Plan Descriptions ("SPD") for the Plans will be made available ~~upon request [e-mail: [benefits@rocket.com](mailto:benefits@rocket.com)]~~ and on-line on the **AJRD L3Harris** intranet; ~~Human Resources/Benefits tab~~ **Benefit Enrollment Site (Align)**.

### Article 23 General Provisions

##### SECTION 23.5. Quarterly Joint Union-Management Meetings

The Company and Union recognize the importance of a productive and harmonious relationship. In order to maintain such a relationship, the ~~Union President~~ **Business Representative**, the members of the Union Shop Committee and the Committee of Management will meet no less than four (4) times per year, on a quarterly basis during the months of February, May, August and November. The purpose of such meetings will be to discuss any problems or concerns experienced by either side. Time so spent attending these meetings will be at no loss of pay to the employee.

### ARTICLE 25

#### **~~Safety, Health, & Environment~~ Environmental, Health & Safety**





## **Article 26**

### **Duration**

#### **SECTION 26.1. Duration of Contract**

This Agreement shall be in full force and effect until midnight ~~11:59pm July 25<sup>th</sup>, 2025~~ **July 21st, 2028**, and for additional periods of one (1) year thereafter unless either party hereto shall give written notice of its intent to terminate the Agreement or modify any portion or any of the terms hereof by certified mail to the other party not less than sixty (60) nor more than seventy (70) days prior to ~~July 25<sup>th</sup>, 2025~~ **July 21st, 2028**, or prior to the end of any yearly period subsequent there to. The Company and Union agree and commit that they will, on the third anniversary of this Agreement, or such date as either party requests, mutually sign and execute a written Amendment to this Agreement, which expressly reaffirms this Agreement for its remaining stated term, including the continuation of all provisions herein, such as Wages, Art. 11, and Holidays, Art. 14.

#### **SECTION 26.4. Mailing of Notices**

Notices shall be **emailed to the appointed Business Representative of** ~~in writing and shall be sent by certified mail addressed, if to the Union, to~~ the International Association of Machinists and Aerospace Workers, Seminole Lodge 971, ~~P. O. Box 419, Jupiter, Florida 33468;~~ and **if emailed** to the Company, ~~to the Director, Labor Relations, Aerojet Rocketdyne, Inc., P.O. Box 13222, Sacramento, CA 95813-6000.~~ **appointed Labor Relation of L3Harris Technologies, Inc.**

### **LETTER 5 RATIFICATION BONUS**

This letter will confirm the understanding and agreement reached during the 202**25** Collective Bargaining Negotiations between the Company and the Union concerning the payment of a ~~\$1,000~~ **\$1,500** Ratification Bonus.

Contingent upon ratification of this Agreement on or before, ~~Saturday, June 25, 2022~~ **Wednesday, July 23, 2025**, employees who are both on the active payroll of the Company and covered by this Agreement as of ~~June 25, 2022~~ **July 23, 2025**, shall receive a ~~\$1,000~~ **\$1,500** cash bonus [gross], payable on or before ~~July 7, 2022~~ **August 7, 2025**. No other employee or former employee shall be eligible for this bonus.

As stated, however, if this Agreement is not ratified on or before ~~Saturday, June 25, 2022~~ **Wednesday, July 23, 2025**, this cash Ratification Bonus will be withdrawn, and not paid.

### **Letter 6**

#### **Severance Pay**

No severance pay allowance will be paid to any employee who is laid off because of an act of God **(hurricanes, tornadoes, or other natural disasters and events beyond the control of the Company)** or a natural emergency or because of a strike at a facility of a major supplier of necessary parts.





**Letter #7**

**2025 Vacation Accrual Process Sunsetting**

This is to confirm the understanding and agreement reached between L3Harris Technologies, Inc. ("The Company") and Local 971 of the International Association of Machinists & Aerospace Workers ("I.A.M.A.W."), concerning the administration of vacation from the 2022 agreement. This process will apply to vacation taken between July 26 -December 31, 2025. Beginning January 1, 2026, the provisions of Article 13 Vacations will apply, and this letter will be void.

**SECTION 1. Eligibility Requirements Vacation**

Regular full-time employees accrue paid vacation hours for each week of active employment as follows: From the beginning of the first year through the completion of the tenth (10th) year of continuous active employment with the Company employees will receive accruals to their vacation account at the rate of 2.31 hours per week, or-up to a maximum of 240 hours.

From the beginning of the eleventh (11th) year of continuous active employment with the Company employees will receive accruals to their vacation account at the rate of 3.08 hours per week, up to a maximum of 320 hours.

Employees on the active payroll at July 28, 2019 who have continuous active employment with the Company equal to or greater than eighteen (18) years will receive accruals to their vacation account at the rate of 3.85 hours per week, or up to a maximum of 400 hours, upon attainment of 25 years or more years of continuous active employment.

If an employee has an available unused vacation balance by the end of the year, no more than 40 hours the existing vacation balance can be carried over to the following year.

As a one-time transition provision, employees with more than 40 hours of vacation as of December 31, 2025 will receive a payout of their remaining vacation hours over 40.

**SECTION 2. Maximum Vacation Accrual**

Vacation accruals will cease when the vacation account balance reaches the maximum accrual amount allowed. When vacation hours are taken and the number of accrual vacation hours falls below the maximum accrual amount, the accrual of vacation hours will resume.

Employees will not continue to accrue vacation time when they are on an "Unpaid" leave of absence.

**SECTION 3. Vacation Pay Provisions**

Vacation pay will be at the regular rate in effect at the time vacation is taken, including shift premium. Payment in lieu of vacation is not allowed.

**SECTION 4. Vacation Pay Provisions for Terminated Employees**

Any unused accrued vacation will be paid upon termination at the regular rate in effect at termination, including shift premium.



**Letter #8**

**Vacation Pay Allowance Sunsetting**

This is to confirm the understanding and agreement reached between L3Harris Technologies, Inc. ("The Company") and Local 971 of the International Association of Machinists & Aerospace Workers ("I.A.M.A.W."), concerning the administration of vacation pay allowance. This agreement expires after the last payment in February 2028, at which point this letter will be void.

**SECTION 1. Vacation Pay Allowance for 4 Weeks' Vacation**

Employees with at least 18 but less than 25 years of continuous active employment as of July 28, 2019 are eligible to receive vacation difference of accrual payment based on the following calculation: eight percent (8%) of such employee's gross earnings paid during the fifty-two (52) week period ending on or before December 31 of the year preceding the year in which the vacation is given. If there is a vacation difference based on this calculation each eligible employee will be paid this difference in the first (1<sup>st</sup>) pay period in February of each contract year.

**SECTION 2. Vacation Pay Allowance for 5 Weeks' Vacation**

Employees with at least 25 years of continuous active employment as of July 28, 2019, and those with at least 18 years of continuous active employment as of July 28, 2019 who achieve 25 years of continuous active employment are eligible to receive vacation difference of accrual payment based on the following calculation: ten percent (10%) of such employee's gross earnings paid during the fifty-two (52) week period ending on or before December 31 of the year preceding the year in which the vacation is given. If there is a vacation difference based on this calculation each eligible employee will be paid this difference in the first (1<sup>st</sup>) pay period in February of each contract year.

**SECTION 3. Vacation Pay Allowance Computation**

Regardless of the number of paychecks received in any year, no more than 52 weeks' gross pay shall be used in computing any vacation pay allowance.

**SECTION 4. Gross Earnings, Definition of**

For the purpose of Articles 13.7 and 13.8, gross earnings shall include all straight-time pay, overtime pay, holiday pay, and shift premiums, but shall exclude money received as employee suggestion awards and vacation pay; provided that where during the period for which gross earnings are computed, an employee suffers a compensable injury requiring absence from work and consequent loss of pay, his gross earnings for the period shall be increased by an amount eight (8) times his base hourly rate but exclusive of shift premiums on December 31 of the year preceding the year in which the vacation is given, for each regularly scheduled work day (but not to exceed five (5) days in any work week) during such absence from work.

Notwithstanding the above provisions of Section 13.9(a), for the purpose of vacation pay computation, an employee who was paid four (4) weeks of vacation pay in the prior year shall have one-half (1/2) of such vacation pay included in the gross earnings, and an employee who was paid five (5) weeks of vacation pay in the prior year shall have three-fifths (3/5) of such vacation pay included in the gross earnings.

**SCHEDULE A**

**Effective January 7, 2023**

**Labor Grade Maximums**

Effective August 2, 2025, a \$2.00 increase will be applied to each labor grade maximum. After that, labor grade maximums will be increased on the same schedule and amount as set for GWIs throughout the agreement.



**Appendix A**  
**MUTUALLY AGREED JOB CODE, TITLE, GRADE & NON-INTERCHANGEABLE OCCUPATIONAL GROUPS**

HWLSTO	<del>Working Leader, Test Operations</del> Space Propulsion Test Mechanic Senior	01	AT1
HWLSAO	<del>Working Leader, Space Propulsion</del> Assembly Mechanic Senior-	01	AT2
HWLQND	<del>Working Leader, Quality</del> Assurance NDT Senior	01	QA4

**Memorandum of Understanding**

Date: July 17, 2025

To: Edward Grabowski, IAM Business Representative of the Seminole Lodge 971  
International Association of Aerospace Workers

From: Melissa Reddy-McManus Sr. Manager, HR Business Partner

Subject: **One-time Mid-Year Wage Adjustment of 1.0%**

This Memorandum of Understanding ("MOU") confirms the agreement that the Company will provide each bargaining unit employee under this contract with a one-time, non-precedent setting mid-year wage adjustment of 1.0% to all hourly rates for represented employees. This one-time wage increase will take effect on August 2, 2025.