

List of CBA Improvements

The below economic-related, articles were tentatively agreed upon by the IAM negotiating committee and Honeywell FM&T on Friday, Dec. 8. As previously communicated, the company's offer is no longer in effect and negotiations will start anew at a future date to be determined.

1. Article 4: Representation

- a. Added an additional committeeperson for total of 3.

2. Grievance Procedure

- a. Added additional time for step I from 2 to 10 working days.

3. Article 13: Hours of Work and OT

- a. Removed mandatory unpaid lunch and updated to optional.
- b. Initial OT offering made specific to the shift.
- c. Added tracking of OT refusals.
- d. New employees are averaged into OT when new to department.
- e. No mandatory OT on weekend if employee has adjoining vacation before or after.

4. Article 14: Holiday Pay

- a. Additional floating holiday for any calendar year with less than thirteen (13) scheduled holidays.
- b. Removed 30 day waiting period to be eligible for holiday pay.
- c. Holiday pay during military leave not limited to two weeks.
- d. Third shift employee holidays will begin on calendar date of the holiday.

5. Article 15: Seniority

- a. Shift Preference – Expedited moves following shift preference to 60 days (from 90 days).
- b. Clarified language on shift assignments.
- c. Increased internal postings to be posted for a minimum of 14 days (from 5).
- d. Tryout period – Employee will receive new wage on day one.
- e. Added a new Transportation Material Supplier role that requires a CDL.
- f. Included and updated KC Step MOU to address all transition moves in the future.

6. Article 16: Vacation and Paid Absence

- a. Increased vacation for those with less than 5 years of service.
0-3 YOS 120 hours (from 80 hours)



3-5 YOS 140 hours (from 80 hours)

- 5-20 YOS 160 hours
- 20-30 YOS 200 hours
- 30+ YOS 240 hours

- b. Increased Paid Absence to 56 hours effective on hire, granted annually on the service date, with ability to roll over paid absence hours.

7. Article 17: Leaves of Absence

- a. Added the Special Medical Leave of Absence which provides additional protection if employees have exhausted FMLA and/or STD.

8. Article 21: Health and Welfare

- a. Same medical rates as salaried employees starting in 2025, with protection against future increases capped at 10% (from 15%): see below chart for current 2024 rates as a comparison.
- b. \$1,000 Company contribution to HSA starting in year 2025 (from \$0)
- c. STD increased weekly benefit to 75% of wages (from 60%)

Coverage	2024 Hourly Medical Cost Annual Cost	2024 Salaried Medical Annual Cost (Under \$100k)	Annual Cost Difference	% Difference
Employee Only	\$2,438	\$1,564	\$874	44%
Employee & Spouse	\$5,120	\$3,441	\$1,679	39%
Employee & Child(ren)	\$4,510	\$2,972	\$1,538	41%
Family	\$7,168	\$5,525	\$1,643	26%

9. Article 22: Retirement

- a. 401k match increased to 75% up to 7% (from 50% of 7%).
- b. \$2000 Company contribution to 401k in 2025, 2026, 2027. (Requires employee participation, but not contribution.)

10. Article 25: Wages

- a. Increased shift differential to \$2.00 per hour (from \$0.85).
- b. \$4000 Ratification bonus (expires if not ratified by Dec 10)



- c. Wage tiers eliminated by year three of the contract.
- d. Increased wages for all employees.
- e. Increased to 7 labor grades (from 4).
- f. Immediate market-based wage increases where needed (applies to labor grades 4, 6, and 7)
- g. Added language for potential mid-contract wage increases.
- h. See wage charts on the next pages:

Hired before January 1, 2012						
						3.0% Inc
Grade	Job Classification	Nov 20 2023	Nov 18 2024	Nov 17 2025	Nov 16 2026	Nov 15 2027
1	Laborer Material Supplier	\$36.46	\$36.96 \$1000 LS	\$37.46 \$1000 LS	\$37.96 \$1000 LS	\$39.10
2	Production Fabricator Inspector Elec-Mech Phys Test Assembler-Adjustor, Spec Prec Chemical-Material Handler Assembler Special Projects Transportation Material Supplier	\$37.43	\$37.93 \$1000 LS	\$38.43 \$1000 LS	\$38.93 \$1000 LS	\$40.10
3	Inspector & Tester Electronics Welder General Machinist, Mfg	\$39.39	\$39.89 \$1000 LS	\$40.39 \$1000 LS	\$40.89 \$1000 LS	\$42.12



4	Plater X-Ray Operator	\$39.39	\$40.23* \$1000 LS	\$40.73 \$1000 LS	\$41.23 \$1000 LS	\$42.47
5	Telemetry Technician Machine Repairperson Electronic Equipment Tech Insp, Gage Repair & Cal	\$43.57	\$44.07 \$1000 LS	\$44.57 \$1000 LS	\$45.07 \$1000 LS	\$46.42
6	Tool Maker Insp, Tool & Precision Gage	\$43.57	\$44.29* \$1000 LS	\$44.79 \$1000 LS	\$45.29 \$1000 LS	\$46.65
7	Electrician Pipefitter	\$43.57	\$50.11* \$1000 LS	\$50.61 \$1000 LS	\$51.11 \$1000 LS	\$52.64

*Wage rates in grades 4, 6, and 7 will be effective the first pay period of January 2024, lump sums (LS) payable in November 2024.

Hired on/after January 1, 2012

3.0% Inc

Grade	Job Classification	Nov 20 2023	Nov 18 2024	Nov 17 2025	Nov 16 2026	Nov 15 2027
1	Laborer Material Supplier	\$31.70	\$32.60	\$35.18	\$37.96	\$39.10



2	Production Fabricator Inspector Elec-Mech Phys Test Assembler-Adjustor, Spec Prec Chemical-Material Handler Assembler Special Projects Transportation Material Supplier	\$32.60	\$33.51	\$36.12	\$38.93	\$40.10
3	Inspector & Tester Electronics Welder General Machinist, Mfg	\$36.55	\$37.10	\$38.95	\$40.89	\$42.12
4	Plater X-Ray Operator	\$36.55	\$37.75*	\$39.45	\$41.23	\$42.47
5	Telemetry Technician Machine Repairperson Electronic Equipment Tech Insp, Gage Repair & Cal	\$40.90	\$41.42	\$43.21	\$45.07	\$46.42
6	Tool Maker Insp, Tool & Precision Gage	\$40.90	\$44.29*	\$44.79 \$1000 LS	\$45.29 \$1000 LS	\$46.65
7	Electrician Pipefitter	\$40.90	\$50.11*	\$50.61 \$1000 LS	\$51.11 \$1000 LS	\$52.64

*Wage rates in grades 4, 6, and 7 will be effective the first pay period of January 2024.



The wage rates shall be as listed above, provided the Company may increase the wage rate for any job at its discretion not subject to negotiation or the grievance procedure. Any additional increases shall remain through the life of the agreement. The Company shall provide fifteen day (15) notice to the Union Business Representative prior to any wage increase.

11. Article 26: Additional Benefits

- a. Added the Volunteer Outreach Policy, which provides 40 hours of community service per year.

12. Duration

- a. 4-year contract expires March 24, 2028.