

MEMORANDUM OF UNDERSTANDING

BETWEEN

GENERAL ELECTRIC COMPANY
GE AEROSPACE (LYNN, MA)

AND

IUE-CWA, LOCAL 201

This Agreement is effective between General Electric Company, GE Aerospace (Lynn, MA) (“the Company”) and IUE-CWA, Local 201 (“the Union”) (collectively “the Parties”).

WHEREAS, in 2012, the Company and the Union negotiated a training program through a local technical education facility, which provided employees the opportunity to obtain “minimum qualifications” to upgrade to the Advanced Aircraft Engine Mechanic (“AAEM”) classification;

WHEREAS, the training program agreement did not specify how open AAEM positions would be filled or the order of filling the open positions; however, there has been a general understanding since 2012 that the formula would be one-for-one (meaning one from the class and one external hire). This formula was never formalized in a vote or an agreement;

WHEREAS, on May 16, 2017, the Union’s Policy Board and membership voted to approve and formalize the one-for-one formula;

NOW THEREFORE, the Parties hereby agree as follows:

1. Effective as of the date of this Agreement, the Parties agree to use a one-for-one formula for filling future open AAEM positions. More specifically, the following formula will apply, subject to the limitations outlined in Paragraphs 2 – 4 of this Agreement:

One internal candidate (upgrade) possessing “minimum qualifications” (i.e. successfully completing the AAEM training program), will be placed, followed by a “fully qualified” candidate (an individual possessing an FAA Aircraft & Powerplant license or 2 years minimum aircraft power plant maintenance experience with another company or 2 years minimum experience as an aviation mechanic or equivalent in a branch of the military).

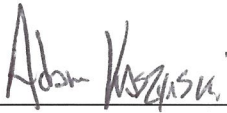
For example, if there are ten (10) AAEM openings, and there are 2 internal employees that are “fully qualified” as defined above, the positions will be filled in the following order:

- a) One upgrade from the list of internal candidates possessing minimum qualifications; then
 - b) One upgrade for the most senior “fully qualified” internal candidate; then
 - c) One upgrade from the list of internal candidates possessing minimum qualifications; then
 - d) One upgrade for the second most senior “fully qualified” internal candidate; then
 - e) One upgrade from the list of internal candidates possessing minimum qualifications; then
 - f) One external hire; then
 - g) One upgrade from the list of internal candidates possessing minimum qualifications; then
 - h) One external hire; then
 - i) One upgrade from the list of internal candidates possessing minimum qualifications; then
 - j) One external hire.
2. It is agreed and understood that any employee that holds an Airframe and Powerplant license, has 2 years minimum aircraft power plant maintenance experience with another company, 2 years minimum experience as an aviation mechanic, or equivalent in a branch of the military as of the date of this Agreement, will be deemed “fully qualified” for purposes of Paragraph 1.
 3. Any employee who obtains their Airframe license and Powerplant license after the date of this Agreement will only be considered “fully qualified” for an upgrade if they are able to successfully pass an AAEM skills proficiency test administered by the Company.
 4. This Agreement shall not be interpreted to require any minimum staffing levels in the AAEM classification. The Company will continue to partner with educational organizations to offer an AAEM course for current interested employees annually, to satisfy demand as internal candidates are exhausted. As hiring continues beyond exhausting internal candidates, the Company agrees to track missed one-for-one opportunities, and offer future positions to qualified internal candidates first, up to a maximum of eight (8). The parties agree to reconvene and further discuss as the maximum missed one-for-one opportunity is reached.
 5. This Agreement shall be interpreted in accordance with any and all applicable laws. If any of the provisions of this Agreement shall be held invalid, the remainder of the Agreement shall not be affected.

- 6. This Agreement will remain in full force and effect until such time as either party gives thirty (30) days written notice to the other party of its intention to terminate or modify this Agreement. It is understood that any missed opportunities outlined within paragraph 4 at the time of termination, will be honored.

- 7. The signatories to this Agreement are authorized to bind their principals; pursuant to membership ratification.

For and on behalf of the UNION:



Adam Kaszynski - President
IUE-CWA Local 201

DATE: 5-7-26

For and on behalf of the COMPANY:



Noel Cabrera – Sr. Mgr Labor Relations
GE Aerospace - Lynn

DATE: 5/7/2026