TENTATIVE AGRREMENT:

MEMORANDUM OF UNDERSTANDING

BETWEEN

GENERAL ELECTRIC COMPANY

GE AVIATION (LYNN. MA)

AND

IUE-CWA. LOCAL 201

Whereas, On August 31, 2016, the General Electric Company-Aviation (hereinafter "Company") and IUE-CWA Local 201 (hereinafter" "the Union") (collectively "the Parties") reached a Memorandum of Agreement ( "MOA") on a Market Based Wage( " MBW") Compensation system for employees located in Lynn, Massachusetts. Subsequently, the 2016 agreement was renegotiated in 2019 and modifications to the 2016 agreement were made;

Whereas, in March 2021, the Union notified the Company of intent to enter into negotiations regarding modifications to the Market Based Wage (MBW) compensation agreement in Lynn;

Whereas, the Parties commenced negotiations on May 27, 2021 that resulted in a ratified and signed agreement on October 1, 2022 with a follow up negotiation on limited subject matter planned for June 2022;

Whereas, the Parties commenced negotiation on limited subject matter on June 28, 2022;

Whereas, this agreement is subject to ratification by the Local 201 membership and approval by GE Lynn executive team;

NOW THEREFORE, in settlement of the forgoing, the Parties hereby agree to the following

modifications:

1. At a date identified by management, the following job titles may be consolidated or changed:

a. M/R 17 Sheet Metal and M/R 17 Bench into Bench M/R 17

b. M/R 25 Tool Maker combined with R/M 25 Die Maker into Tool/Die Maker R/M 25

c. In Blue Cell, Production Machinist may be assigned full time to Dual Purpose machines such as the Okuma

d. Mechanics may perform disconnection and reconnection of Hydraulic lines in

production machines

2. Number 19 of the 2016 MBW agreement shall be changed to: If either the Company or the

Union desires to modify this Agreement after June 23, 2019, it shall not more than 60 days prior to March 1, 2023, or prior to March 1 of any subsequent year in two year intervals (i.e. 2025, 2027, etc.) so notify the other in writing. Collective bargaining negotiation shall commence between the parties at an agreed-upon time and place following such notice but not more than 30 days after notification for the purpose of considering changes in this agreement.

3. The TOM review shall be subject to bargaining. The Union must notify the Company of intent to bargain TOM review 60 days prior to the effectuation of the TOM adjustments. Bargaining will commence within 14 days of notification. The Union shall be entitled to information in accordance with the NLRA, however the following information shall be supplied at a minimum: Mercer Job Matches, the Mercer Output Model and the Company's TOM weighted average calculation. If no agreement is reached within 30 days after the commencement of bargaining, the TOM will be determined by the Company's TOM weighted average calculation.

4. Progression will be reduced from 7 years to 6 years. The company will redistribute the increase within each step making adjustments where necessary to avoid creating (where possible) instances where an employee could upgrade for less pay or instances where an employee may take a pay cut as a result of the redistribution. Employees new rate shall be effective not more than 30 days after ratification.

5. The Company will provide a partial retroactive payment in the amount of 251.60 to each member on step progression employed on the day the payment is paid. The formula used shall be 40x.37x17.

6. The Union and the Company shall have 30 days from the signing of this agreement to obtain ratification from the Union membership and approval from the GE executive team. If such ratification and approval is not obtained on or before 30 days after the tentative agreement of this agreement, no changes shall take place and the 2016, 2019 and 2021 MBW agreements shall remain in full force in effect until the next modification date of June 2023.

7. 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.

8. The signatories to this Agreement are authorized to bind their principles.

Agreed to and approved by the undersigned this \_\_\_\_ day of \_\_\_\_\_ , 2022

TENTATIVE AGREEMENT Subject to Membership Vote