

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, May 2021, June 2022 and modifications to the 2016 agreement were made;

Whereas, in January 2023, the Union notified the Company of intent to enter into negotiations regarding modifications to the Market Based Wage (MBW) compensation agreement in Lynn;

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. Wages: The following progression increases shall take effect on the indicated effective dates:
 - a. Not more than 60 days after ratification the M18 Welder and MG18 Welder progression shall be changed as below:

M18 (existing)	26.00	27.59	29.18	30.77	32.36	33.95	35.55
M18 (new)	\$32.00	\$32.60	\$33.20	\$33.80	\$34.40	\$35.00	\$35.55
MG18Green(existing)	\$28.00	\$29.95	\$31.90	\$33.85	\$35.80	\$37.75	\$39.72
MG18 (new)	\$33.00	\$34.12	\$35.24	\$36.36	\$37.48	\$38.60	\$39.72

The company shall rename the M18 Welder rate as necessary to separate the job title from other M18 rates.

- b. Not more than 60 days after ratification progression for Rates B23 and M25 shall be changes as indicated below.

B23 Existing	\$37.00	\$37.62	\$38.24	\$38.86	\$39.48	\$40.10	\$40.74
B23 New	39.24	\$39.49	\$39.74	\$39.99	\$40.24	\$40.49	\$40.74

M25 Existing	38	38.79	39.58	40.37	41.16	41.95	42.75
M25 New	40.24	40.66	41.08	41.5	41.92	42.34	42.75

- c. Not more than 60 days after ratification the following starting wages shall change as indicated below:
 - i. M19 starting wage change from 25.50 to 27.00
 - ii. B20 starting wage change from 26.50 to 27.25
 - iii. M21 starting wage change from 26.50 to 27.50
 - iv. M22 starting wage change from 28.00 to 28.50
2. Effective not more than 60 days after ratification, Auto Lathe and VTL (boring mill vertical) operators in RPMO shall be paid at M/R21 special rates and shall run vertical Lathes, auto lathes and the VTM for turn only.
3. Effective not more than 60 days after ratification the lead hand rate will be increased to 2.00 per hour for anyone on market based wage progression. Upon completing Step 6, the lead hand rate shall follow the national contract terms.
4. Effective after ratification, only in situations where the company chooses to cancel the job the employee slotted for the position shall be eligible for a failure to release payment starting with the original liability date.
5. At a time convenient for the Company, the Company will create a Development Machinist M/R23 position. This position shall be subject to the terms and condition listed in Appendix 1.
6. Effective after ratification employees shall not be permitted to upgrade until they have been in their position for 6 months. This agreement shall end at the conclusion of the February 2027-March 2027 Market Based Wage negotiation.
7. Effective after ratification employees shall only be qualified for the M23/R23 Special Machinist position if they have experience on 2 different machine types (internal or external). This agreement shall end at the conclusion of the February 2025-March 2025 Market Based Wage negotiation period.
8. Effective not more than 60 days after ratification Tool and Die operators rate shall be adjusted to rate R27.
9. 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 ,2021 and 2022 MBW agreements shall remain in full force in effect until the next renegotiation period.

10. 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.

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

Agreed to and approved by the undersigned this _____ day of _____, 2023

For and on behalf of the UNION:

For and on behalf of the COMPANY:

APPENDIX 1

R/M 23 Development Machinist

Responsibilities: Assist and support development in all machining types by way of job assignment throughout the River Works such as, Auto lathe, VTL, Manual Lathe, VTM, Dual Purpose machines etc.

Min Quals/requirements

Operators must have held 2 types of machining. Operators will maintain their position in the job they are upgrading from and will maintain R/M 23 pay. When there is no development work operators will remain in their home cell, when there is development work operators will be assigned as such, and may return to their home cell for overtime purposes.

Any candidate must pass the all around entrance test

What this proposal does:

Provides the company dedicated hourly support without impacting production, or having to choose between production and development. Any operator upgrading into this classification will be responsible for assisting development and may be assigned to any cell in the plant for development purposes.