



IUE-CWA / GE Aerospace - Tentative Agreement Summary

(June, 23 2025 - June, 23 2029)

Message from the Bargaining Committee:

It is June 23, 2025. After 21 days of negotiations your Bargaining Committee and General Electric have reached a Tentative Agreement, subject to membership vote on July 1st. The agreement secures percentage based wage increases, compounding to 16.9% over the contract, and protected with the now unfrozen Cost of Living Adjustment, making sure our wages outpace increased healthcare costs and inflation. The Pension was protected and Supplements restored for those who are pension eligible to retire under this contract; additionally Company ACRC 401k contributions to non pension eligible members were increased. The major concessions sought by the Company were beaten back. With improvements to the major issues identified by the membership, your IUE-CWA Bargaining committee recommends locking in these improvements, and ratifying this Tentative Agreement on July 1st. In our Union, the membership always has the final say. Keep on the look out for meeting and voting information from your local leadership in the coming days.

Ratification Vote July 1, 2025

See communications from your Local on the details.

Highlights

- **WAGES:** 16% Wage Increases during the life of the contract.
- **COLA:** Restored Cost of Living Adjustment formula.
- **PENSION:** NO PENSION FREEZE, Supplements Reinstated.
- **401k:** A total of \$4,200 Additional Company Retirement Contribution (ACRC) during the lifetime of the contract for non-pension-eligible members.
- **SUCCESSORSHIP:** Successorship Protection during the life of the contract.
- **PAID TIME OFF:** Improved Vacation Schedule, Additional Holiday, Improved Parental Bonding and Bereavement Time, and Immediate Access to 24hrs of Personal Time for New Hires, with No Changes and No Losses to Personal Time Accrual Schedule for Everyone Else.

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Signing Bonus

- **\$3,000** on or before August 4, 2025 if ratified before July 4, 2025.

Wages

- **General Wage Increases (GWI)** of **5%** July 2025, **5%** July 2026, **3%** July 2027, **3%** July 2028
- **COLA on Top of GWI:** The wage increases are higher than any other 4 year contract in our history and are protected with COLA language for the first time since 2015.

DOLLARS AND CENTS EXAMPLE

Members (such as Lynn - R16) currently earning \$38.56 hourly will begin earning:

- | | | |
|---------------------------------------|-----------------------|--------------------------------|
| ● \$40.49hr beginning July 7, 2025 | + \$1.93 hourly raise | + \$1.93hr compared to current |
| ● \$42.51hr beginning July 6, 2026, | + \$2.02 hourly raise | + \$3.95hr compared to current |
| ● \$43.79hr beginning July 5, 2027, | + \$1.28 hourly raise | + \$5.23hr compared to current |
| ● \$45.10hr beginning on July 3, 2028 | + \$1.31 hourly raise | + \$6.54hr compared to current |

An increase of +\$6.54/hour, which translates to ~17% increase in base hourly pay rate in the course of four years of the contract; much of it front-loaded in the first two years. Loading higher steps up front carries a larger total amount of cash into your pockets during the life of the contract, and does so earlier.

In other words members currently earning \$38.56 will go from a \$80,204.80 Current Annual Base Wage on Straight Time (before ratification) to \$84,215.04 in Year 1 (+\$4,040.24), to \$88,425.79 in Year 2 (+\$4,210.75), to \$91,078.57 in Year 3 (+\$2,652.78), and ending with a Final Annual Base Wage of \$93,810.9 in Year 4 (+\$2,732.33).

That's before taking COLA (Cost of Living Adjustment) into consideration.

COLA

The Cost of Living Adjustment Formula was fully restored to protect wages from Inflation, it will be applied twice a year. Inflation based increases will be applied to hourly rates. This win is 100% thanks to the members, campaign captains, and stewards that mobilized and campaigned for COLA, thanks to YOU the company knew we were going to reach a tentative agreement without it.

- 2015-2019 Contract - COLA Adjustment We Missed Out On: \$0.89 (In lieu of COLA we received \$0.80)
- 2019-2023 Contract - COLA Adjustment We Missed Out On: \$2.40 (In Lieu of COLA we received \$0.80)
- 2023-2025 Contract Extension- COLA Adjustment We Missed Out On: \$0.61 (No COLA Provisions during this agreement)
- 2025-2029 ORIGINAL COLA FORMULA RESTORED !!!

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Health Care

Our health plan premiums will increase, but our wage increases will more than offset rising healthcare, even before adding on COLA adjustments to our wages.

Comparing Annual Base Wage Increases to Increases in Medical Care Premiums: For example, members (such as Lynn - R16) currently earning \$38.56 hourly, (\$80,204.80 yearly at 40hr weekly base pay and in the \$74,599-\$99,999 bracket). Current Annual Base Wage on Straight Time (before ratification) vs. Medical Increases (Option 1, 3 Person Premiums):

Member Currently Earning \$38.56 Hourly Rate with Option 1 Medical Plan and 3 or More Dependents

Hourly Wage Rates	Annualized Straight Time Wage Increases (GWI) (increase in the hourly rate* 2080 hours)	Annualized Increase in Weekly Premiums (annual sum of the increase in the weekly premium)
\$40.49/hr starting July 7, 2025	+\$4,040.24	+\$391.93 (Jan-Dec 2026)
\$42.51/hr starting July 6, 2026	+\$4,210.75	+\$415.45 (Jan-Dec 2027)
\$43.79/hr starting July 5, 2027	+\$2,652.78	+\$440.38 (Jan-Dec 2028)
\$45.10/hr starting July 3, 2028	+\$2,732.33	No Increase (Jan-Dec 2029)

The Company demanded huge increases to healthcare contributions throughout negotiations, the bargaining committee was able to get them to come down to the following levels in the final offer:

Weekly Contribution Premium Increase Option 1 (applied to Option 2 and 3 same dollar amount as Option 1)

- 6% January 1, 2026.
- 6% January 1 2027
- 6%. January 1, 2028.
- 0% January 1, 2029

Out of Pocket Deductible: One time Increase in January 1, 2026

	1 person	2 person	3 person
Option 1	\$100.00	\$200.00	\$250.00
Option 2	\$150.00	\$300.00	\$375.00
Option 3	\$200.00	\$400.00	\$500.00

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Chiropractor Care/Spinal Treatment Visits Up: Effective January 1, increase from 24 visits previously to 32 visits per year under new contract. Coverage as usual.

Union and Company Healthcare Meeting: Company and Union will meet twice a year to review benefits, covered drugs, and other issues identified by the membership.

Vision:

Improved Vision plan: Cost and Plan Stay the same, Annual Glasses Allowance Increase from \$200 to \$250

Dental:

Dental Premium Monthly Increase 2026 & 2028

1-person \$1 per month

2-person \$2 per month

3-Person \$3 per month

No Increases 2027 & 2029

Retirement

Pension PROTECTED: The Company has frozen the pension in every GE spin off business, they held on a pension freeze until the very end of negotiations. The pension was protected and both the regular and special supplement have been restored, retained, and unchanged which faced a major attack from the Company. The pension breakpoint was updated to \$65,000, but the percentage calculations did not change. Pre-65 Healthcare for retirees was under major attack, again, and it was preserved for all current employees and all those hired before January 1st, 2028.

Added Cash Into 401k : Non Pension Eligible 401k ACRC improvements (75% improvement from 2019) \$1500 (Year 1), \$600 (Year 2), \$1500 (Year 3), \$600 (Year 4). No change to the rest of 401k: 50% match up to 8%, and 3% annual earning contribution from Company (regardless of employee contribution level).

Pension Eligible 401k plan: Company match remains at 50% up to 7%

Contract Provisions

Management Doing Bargaining Unit Work: Language added to the contract that protects our work and guarantees our members receive between a minimum of 1 and maximum of 8 hours of payment if management is caught performing our work.

Grievance Process: Minor updates clarifying language on emergency Step 3 and practices already in place.

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Arbitration: Removed third party administrator, American Association of Arbitrators (AAA), from contract language. This streamlines the arbitration process allowing the International and the Company to administer it directly. Outdated provisions dealing with expedited grievance processing were also removed.

Administering Political Action Fund (PAF): With 2 weeks notice, the Union will have access to public areas and breakrooms to administer PAF signup.

STD/LTDI Improvements

Short Term Disability Improvement: STD Pay increased from 60% to 66.67% of normal straight time weekly earnings. Raised the Maximum Cap for STD pay when injured from \$950 to \$1050, and the minimum was raised from \$400 to \$450.

Long Term Disability Improvement: A new option to enroll in LTDI for 60% pay. 50% pay LTDI still intact. In fall of 2026 there will be a one time window during the contract where anyone can enroll on LTDI without a clean bill of health for the 2027 benefit year and beyond. This is a major benefit to members with health issues that may anticipate being out work for illness for extended periods.

Vacation / Holidays / Sick Time

Vacation improvements for Mid Career Range: Members will be eligible for 3 additional vacation days at the 10 year and 20 year milestones.

Beginning on January 1, 2026, Vacations with pay will be granted in each calendar year (hereinafter called the "vacation year") to eligible employees as follows:

(a) For Employees Hired Before June 18, 2007. (Annual Allotment)

Years of Continuous Service	Vacation
1	2 Weeks
5	3 Weeks
10	3 Weeks, 3 Days
15	4 Weeks
20	5 Weeks, 3 Days
30	6 Weeks

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(b) For Employees Hired On or After June 18, 2007. Earn As You Go (“EAYG”)

Years of Continuous Service	Vacation
< 1	2 Weeks (pro rata)
1	2 Weeks
5	3 Weeks
10	3 Weeks, 3 Days
15	4 Weeks
20	5 Weeks, 3 Days
30	6 Weeks

Sick & Personal Time for New Hires: No waiting period for new hires to get 3 GE Personal Days effective 1/1/26. This provision improves life for new hires and is not taking anything away from anyone else already on payroll. No changes and no losses to Personal Time Accrual Schedule for Everyone Else.

Added a 13th “Listed” Holiday: (locally designated) Day off, or if worked, eligible for Double and Half time.

Improved Baby Bonding Leave: Company will pay full rate for 6 weeks of leave within 12 months following birth or adoption, up from 3 weeks. Starting 1/1/26 there is no longer a 1 year waiting period for new hires.

More Time for Death in the Family: Increase bereavement leave from 3 days to 4 days for relations, previously on the 3 day schedule. New: Four days off pay for parents following a miscarriage. Still 5 days off for the death of a spouse, child, parent, or step parent, step child, foster child, grandchild, or legal guardian.

Investment

Madisonville, IUE-CWA Local 701: Commitment to new t-901 blades work, \$6 million dollar investment in the new product line pending ratification.

Lynn IUE-CWA, Local 201: Manufacturing t-901 components: Disks, tie rod, and shaft work will be committed to Lynn pending ratification. The Company commits \$50 million dollars of investment over the contract, if ratified. The Company will hire a minimum of 5 seniors from Lynn Technical and Vocational School (Lynn Tech) every year of the contract, a total of 20 hires.

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Other Improvements

Successorship Protection from Changes in Corporate Control: If the Company sells off your business or plant, the new owner will have to accept the Contract. During the 2 year contract extension we achieved successorship as a MOU, but now this protection will be cemented into the contract.

Union Grows Its Footprint: GE Aerospace bought IUE Represented Northstar Aerospace on June 5th, 2025. This group of GE workers will be added into the GE National Contract during the term of the CBA, growing the Union's density and power at GE Aerospace for the first time in many years.

Health and Safety: Letter of Understanding states that Union will be notified of all workplace injuries, so reps can help guide people through the Sedgwick/Worker Comp Process sooner.

What Did the Company Get?

"Cooling Off Period"

In order to secure a 4 year successorship agreement the Union had to agree to modify grievance strike language. Currently the Union is required to give the Company 24 hour notice before a strike, under the Tentative Agreement the Union will have to give the Company 30 days notice to strike over a grievance during the term of this Contract. The Company wanted more time to be able to negotiate before a strike, and the bargaining committee feels like 30 days would give us the time to organize and execute an effective strike if called by the members. Unlike almost every single other contract in the U.S. we can still strike during the contract over a grievance.

Moderate Increases To Healthcare

Moderate increases to Premiums and deductibles, dental premiums, and \$1 increase per day for expensive specialty drugs.

Ratification Process

Each local will schedule a **membership vote for July 1st, 2025** and membership meeting on or before that date. Your Local will send out all necessary information.

In Solidarity, Your Bargaining Committee

Local 201	Adam Kaszynski	Jeff Cruz
Local 301	Marc Friedman	Tammy Hoke
Local 701	Kevin Christian	Bridgett Jones
Local 1004	Sheldon Wise	Josh Jacobs
Chief Negotiator	Jerry Carney	

||| 6/26/2025 1:21 pm edition |||