

**MEMORANDUM OF SETTLEMENT**

**between**

**GENERAL ELECTRIC COMPANY d/b/a GE AEROSPACE**

**and**

**IUE-CWA, The Industrial Division of the Communications Workers of America,**

**AFL-CIO, CLC**

**June 23, 2025**

## APPENDIX A

### IUE

#### 2025-2029 Wage Agreement

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The Company will provide general wage and salary increases as follows:

■ 1. *Wages*

Effective Date*	Payment*
July 7, 2025	5.0% base wage increase applied to rates in effect on July 7, 2025
July 6, 2026	5.0% base wage increase applied to rates in effect on July 6, 2026
July 5, 2027	3.0% base wage increase applied to rates in effect on July 5, 2027
July 3, 2028	3.0% base wage increase applied to rates in effect on July 3, 2028

\*Increase effective dates and base rates contingent on ratification by July 4, 2025.  
Increase effective dates and base rates TBD if ratification after July 4, 2025.

Increases shall be paid no later than six (6) weeks after ratification.

■ 2. *Cost-of-Living Adjustments*

(a) Cost-of-Living Adjustments effective on the dates shown below in the amount of one cent (\$.01) per hour for hourly employees (forty cents (\$.40) per week for salaried employees) for each full .071429 of one percent (.071429%) by which the National Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W; Base 1982-84 = 100), as published by the United States Bureau of Labor Statistics, increases in the applicable measurement period.

<u>Effective Date</u>	<u>Measurement Period</u>
December 22, 2025	June 2025 through October 2025
June 22, 2026	October 2025 through April 2026
December 21, 2026	October 2025 through October 2026*
June 21, 2027	October 2026 through April 2027
December 20, 2027	October 2026 through October 2027*
June 26, 2028	October 2027 through April 2028
December 25, 2028	October 2027 through October 2028*
April 23, 2029	October 2028 through February 2029

(b) No adjustment, retroactive or otherwise, shall be made in pay or benefits as a result of any revision which later may be made in the published figures for the Index for any month on the basis of which the cost-of-living calculation shall have been determined.

(c) In the event that the Bureau of Labor Statistics issues a new or revised Index with either a conversion table, converted Index, or a conversion procedure by which the present formula can be made applicable to any change in such Index, the Union and the Company agree to accept such conversion method. If no such conversion method is provided by the BLS following any revision of the Index, the parties will promptly undertake negotiations solely with respect to agreeing upon a substitute formula for determining a comparable Cost-of-Living Adjustment, and failing agreement in such negotiations, the Union and the Locals shall, upon giving 10 days written notice, have the right to strike solely with respect to such issue.

\*(While the measurement period for the Cost-of-Living Adjustment effective December includes the entire period from October through October, the adjustment shall be the difference between the full amount calculated for the period and the amount of the Cost-of-Living Adjustment paid effective in June.)

NOTE: The amounts stated for salaried employees throughout the Wage Agreement are based on a normal workweek of 40 hours.

### 3. *Ratification Bonus*

On or before August 4, 2025, a Ratification Bonus of \$3,000 (three thousand dollars) will be paid in a lump sum to all eligible employees (both hourly paid and salaried) in union locals certified to the IUE/CWA, AFL-CIO, CLC Locals as of June 23, 2025, which, as of that date, are listed in the Preamble of the 2025-2029 GE-IUE/CWA, AFL-CIO, CLC National Agreement (National Agreement), provided the National Agreement is ratified on or before July 4, 2025.

Employees eligible to receive the Ratification Bonus shall be limited to those individuals within IUE-CWA union locals in the Preamble referenced above who are either (i) on active payroll as of June 23, 2025, or (ii) who were on active payroll prior to June 23, 2025 and, as of June 23, 2025, are on protected work status due to a Temporary Lack of Work layoff or a Company-approved leave of absence that began prior to June 23, 2025, including those employees who have a right to remain on leave and are entitled to reinstatement from leave pursuant to an applicable law or regulation. Employees on Long Term Lack of Work layoff status as of June 23, 2025 are not eligible for the Ratification Bonus. Employees who, prior to June 23, 2025, have been terminated from the Company or who have retired are not eligible for the Ratification Bonus.

The Ratification Bonus will be taxable. It will not be treated as creditable compensation or earnings for purposes of the GE Pension Plan, the GE Retirement Savings Plan or any other benefit plan or program.

## **APPENDIX B**

### **BENEFIT CHANGES 2025-2029**

<u>SECTION</u>	<u>BENEFIT PLANS AND OTHER PROGRAMS</u>
I.	PENSION
II.	JOB & INCOME SECURITY
III.	RETIREMENT SAVINGS PLAN
IV.	INSURANCE
	A. Medical
	B. Vision
	C. Dental
	D. Short-Term Disability
	E. Long-Term Disability
	F. Dependent Life Insurance
V.	OTHER PROGRAMS
	A. Voluntary Benefits: Group Legal Plan, Pet Insurance and ID Theft Protection
	B. Paid Bonding Time
	C. Sick and Personal Pay
	D. Bereavement
	E. Holidays
	F. Vacation

## **I. PENSION**

### **A. Improve Regular Pension Breakpoint**

Covered Compensation Breakpoint shall be established at \$65,000 for the calendar years 2026, 2027, 2028 and 2029. For subsequent calendar years, Covered Compensation Breakpoint shall be \$20,000 below IRS covered compensation (defined under Section 401(l) of the Internal Revenue Code) for an employee attaining age 65 in the year.

Note: Covered Compensation Breakpoint remains constant after age 65 based on the amount of the employee's Covered Compensation Breakpoint under the plan in the year in which the employee attained age 65.

### **B. Extend Payout Period of Supplements**

Payment of the Regular Supplement and Special Supplement will be extended from the age 62 date on which the applicable participant is first eligible to commence receiving old-age Social Security Benefits until the date on which the commencement of such benefits would result in exactly a 20% reduction. Such latter date, referred to as the "Age of Eligibility for 80% Social Security Benefits," will be determined under provisions of law in effect on June 1, 2025 (without regard to any amendments thereto) and is age 64 for all participants born after 1959.

No Regular or Special Supplement will be paid from the Plan on or after such date.

The extension also applies to any Supplement which may be payable under the Long Service Security Provisions of the Plan.

Example: A participant was born in 1962 and is eligible for the Regular Supplement when he retires. Based on his year of birth, the participant will be entitled to receive 80% of his Social Security benefits if he elects to start receiving them at age 64. The Regular Supplement will therefore be extended for such participant for an additional 24 months in comparison to the age 62 cutoff date that would otherwise apply.

Effective for applicable participants who terminate service on or after July 1, 2025 and on or before June 30, 2029 who are eligible for the Regular or Special Supplements covered by this extension.

### **C. Special Supplement**

Provide Special Supplement at a monthly amount of \$375. Special Supplement also continued beyond age 62 to the Age of Eligibility for 80% Social Security Benefits in accordance with the section entitled "Extend Payout Period of Supplements."

#### **1. Application**

Pay a special supplement of \$375 per month until the Age of Eligibility for 80% Social Security Benefits to the following eligible employees who retire

between age 60 and their Age of Eligibility for 80% Social Security Benefits.

2. Eligible Employees

Employees who terminate service after at least age 60 and prior to their Age of Eligibility for 80% Social Security Benefits who have also completed at least 25 years of Pension Qualification Service.

3. Effective Date

Employees who terminate service on or after July 1, 2025 and on or before June 30, 2029.

**II. JOB AND INCOME SECURITY**

**A. SERO/SERO 30: Provide a Special Early Retirement Option for Employees Impacted by a "Permanent Job Loss Event"**

1. Eligibility:

A. Applicable employees at least age 55 and under age 60 with 25 years or more of Pension Qualification Service (PQS) on the date of the "Permanent Job Loss Event" who

- i. are directly impacted by a "Permanent Job Loss Event", or
- ii. volunteer and are approved for the Special Early Retirement Option as a substitute for another employee in the same classification directly impacted (down through applicable displacement procedure) by a "Permanent Job Loss Event", and
- iii. who retire on the first day of the month following the "Permanent Job Loss Event" and on or before July 1, 2029.

B. An applicable employee under age 55 who also has completed at least 30 years of PQS on the date of the "Permanent Job Loss Event" who:

- i. is directly impacted by the "Permanent Job Loss Event" and has no right to displace to, or be placed in, a position with a rate of pay that is within 18% of such employee's current rate of pay. Such an employee must retire on the first day of the month following the "Permanent Job Loss Event" and on or before July 1, 2029; or
- ii. is directly impacted by the "Permanent Job Loss Event" and incurs a reduction in his rate of pay of 18% or more at any time during the 12-month period beginning on such Event. The 18% reduction will be measured against his rate of pay on the date of such "Permanent Job Loss Event." The employee must retire on the first day of the month following the date on which he incurs such 18% reduction and on or before July 1, 2029; or

- iii. volunteers and is approved for the Special Early Retirement Option as a substitute for another employee in the same classification who would otherwise be entitled to retire under the Special Early Retirement Option under circumstances described in paragraph 1.B.i. or 1.B.ii. above. Upon approval, the substituting employee must retire on the first day of the month following the "Permanent Job Loss Event" (if the substituting employee is retiring in lieu of an employee otherwise entitled to retire under paragraph 1.B.i. above), or on the first day of the month following the date on which the 18% pay reduction is incurred (if the substituting employee is retiring in lieu of an employee otherwise entitled to retire under paragraph 1.B.ii. above). In any event, the substituting employee must retire on or before July 1, 2029.

For purposes of applying this paragraph 1.B., an individual's rate of pay shall be his regular rate of pay. In no event shall rate guarantees or night shift differentials be considered.

No employee described in this paragraph 1.B. will be eligible to receive the Special Early Retirement Option unless he or she meets all of the conditions described in this paragraph 1.B. and such conditions continue to exist with respect to the employee after application of paragraph 1.A. above in its entirety (including, if applicable, the substitution provisions of paragraph 4.A. below).

C. Employees electing the Special Early Retirement Option are not eligible for the Plant Closing Pension Option, the Special Supplement Benefit Option or Long Service Security provisions.

- 2. "Permanent Job Loss Event" means Plant Closing, Work Transfer/Automation, Discontinuance of a Discrete, Unreplaced Product Line, or Reduction in Force of Indefinite Duration as such terms are used in the context of Job and Income Security.
- 3. Benefits for Applicable Employees electing the Special Early Retirement Option:
  - A. Except as provided in Paragraph 3.B below, the benefits shall consist of the following:
    - i. Unreduced Regular or Guaranteed pension benefits.
    - ii. Supplemental benefit until the Age of Eligibility for 80% Social Security Benefits equal to \$23.00 per month times the employee's years of Pension Benefit Service. Payment of the supplement extended to such 80% Age in the manner described in the section entitled "Extend Payout Period of Supplements."
    - iii. A special supplement of \$375 per month until the Age of Eligibility for 80% Social Security Benefits with payout until such 80% Age extended in the manner described in such section.

- iv. Pre-age 65 medical and dental benefits offered to similarly situated employees who retire at age 60. Notwithstanding the foregoing, in no event shall any individual be entitled to any retiree medical and dental benefits on or after age 65 pursuant to this section.

B. In the case of an employee who volunteers and is approved for the Special Early Retirement Option as a substitute for another employee, the benefits shall consist instead of the following:

- i. Unreduced Regular or Guaranteed pension benefits.
- ii. Pre-age 65 medical and dental coverage availability. Participant contributions will be set at 100% of pre-age 65 retiree cost. In no event shall any individual be entitled to any retiree medical and dental benefits on or after age 65 pursuant to this section.

This Paragraph 3.B shall apply to any substituting employee described in Paragraph 1.A.ii above who elects the Special Early Retirement Option in accordance with the Procedures set forth in Paragraph 4.A below. This Paragraph 3.B shall also apply to any substituting employee described in Paragraph 1.B.iii above who elects the Special Early Retirement Option in accordance with the Procedures set forth in Paragraph 4.B below.

4. Substitution Procedures for Electing the Special Early Retirement Option:

A. Applicable to Retirement under Paragraph 1.A.

- An applicable employee at least age 55 and under age 60 with 25 or more years of PQS on the date of the "Permanent Job Loss Event" who is assigned to a job classification concerning which the Company has announced a "Permanent Job Loss Event" may elect to be considered for termination and receive benefits under the Special Early Retirement Option as described in Paragraph 3.B above.
- To be eligible for the Special Early Retirement Option the employee must confirm acceptance immediately following the Company's approval of retirement under this Option.
- Eligibility for this Option and, as applicable, Special Voluntary Layoff Bonus, Special Retirement Bonus, Lump Sum Severance Pay, and Income Extension Aid will be integrated on the basis of seniority so that the number of eligible employees electing these options does not exceed the net number of positions to be eliminated as a result of the Company action.

B. Applicable to Retirement under Paragraph 1.B.

- An applicable employee under age 55 with 30 or more years of PQS on the date of the "Permanent Job Loss Event" who is assigned to a job classification in which another employee would otherwise be entitled to retire under the Special Early Retirement Option under circumstances described in paragraph 1.B.i. or 1.B.ii.



above may elect to be considered for termination and receive benefits under the Special Early Retirement Option as described in Paragraph 3.B above.

- To be eligible for the Special Early Retirement Option the employee must confirm acceptance immediately following the Company's approval of retirement under this Option.
- Eligibility for this Option will be determined on the basis of seniority so that the number of eligible employees electing the Special Early Retirement Option does not exceed the number of employees who would otherwise be entitled to retire under the Special Early Retirement Option under circumstances described in paragraph 1.B.i. or 1.B.ii. above.

5. SERO Offset:

- The value of pension and health (medical and dental) benefits resulting from the election of the Special Early Retirement Option will be offset against any severance or layoff pay from the Company under any other Company benefit plan or collective bargaining agreement to which an employee electing the Special Early Retirement Option is entitled.
- Interest rate discount assumption used to calculate the offset will be whichever of the following two interest rates applicable to the first day of the calendar year in which the participant retires produces the smaller offset: (1) the lump sum interest rate for private sector payments as may be published by the PBGC, or (2) the "Applicable Interest Rate" under the Pension Plan.
- The portion of offset attributable to health benefits will be calculated by multiplying \$10,189 by the number of whole years between the date of termination for retirement and the date when first eligible for Medicare. The resulting number shall be reduced by a factor equivalent to the percent of employee contributions toward the average value of health coverage at the time of the Special Early Retirement Option election. For Permanent Job Loss Events occurring after 2025, the \$10,189 figure shall be adjusted annually based on annual increases in the medical component of the Consumer Price Index for all urban consumers. The annual adjustment will be made at the end of the calendar year based on the year over year increases of the October index figures.
- Employees who are entitled to severance or layoff pay from the Company under any other Company benefit plan or collective bargaining agreement will be eligible for the Special Early Retirement Option only if the plan or collective bargaining agreement provides for the offset described in this paragraph 5.

6. Effective Date:

- All provisions of the Special Early Retirement Option for applicable employees impacted by Company actions are effective for "Permanent Job Loss Events" occurring on or after July 1, 2025 and on or before June 30, 2029. Such provisions are also effective with respect to an applicable employee in service on July 1, 2025 who was initially directly impacted by a "Permanent Job Loss Event" occurring before that date and who within the next 12 months from such initial Event suffers a reduction in his rate of pay of 18% or more that meets the requirements of paragraph 1.B.ii.

**B. PCPO: Provide a Plant Closing Pension Option for Employees who Meet the Age, Service and Contingent Event Requirements as Described Below**

1. Age, Service and Contingent Event Requirements:

- Applicable Employees who are directly impacted by a Plant Closing, and
- who meet the age and service requirements as set forth in the table below by the end of the calendar year in which their termination for Plant Closing occurs.

**TABLE OF MINIMUM AGE AND  
PENSION QUALIFICATION SERVICE (PQS) REQUIREMENTS**

<u>AGE</u>	<u>PQS</u>
less than 50	30
50	25
51	22
52	19
53	16
54	13
55+	10

All Plant Closing Pension Option applicable employees must retire on the first day of the month following the employee's Plant Closing Date and on or before July 1, 2029.

2. Benefits for Applicable Employees Electing the Plant Closing Pension Option:

- Unreduced Regular or Guaranteed pension benefits.
- Supplemental benefit until the Age of Eligibility for 80% Social Security Benefits equal to \$23.00 per month times the employee's years of Pension Benefit Service. Payment of the supplement extended to such 80% Age in the manner described in the section entitled "Extend Payout Period of Supplements."
- A special supplement of \$375 per month until the Age of Eligibility for 80% Social Security Benefits with payout until such 80% Age extended in the manner described in such section.

- Medical and dental benefit continuation as offered similarly situated laid off or plant closed employees; except that employees with 30 years or more PQS or employees age 50 or older with 25 through 29 years PQS will be eligible for pre-age 65 medical and dental benefits offered to similarly situated employees who retire at age 60. Notwithstanding the foregoing, in no event shall any individual be entitled to any retiree medical and dental benefits on or after age 65 pursuant to this section.

Such benefits shall in no event be duplicative to benefits otherwise provided.

3. Procedures for Electing Plant Closing Pension Option:

- To be eligible for the Plant Closing Pension Option an applicable employee must file an election prior to his or her Plant Closing Date.
- The Plant Closing Pension Option election will become effective on the employee's Plant Closing Date unless withdrawn by the employee prior to that date.
- Employees electing the Plant Closing Pension Option are not eligible for the Special Early Retirement Option, Special Supplement Benefit Option or Long Service Security provisions.

4. PCPO Offset:

- The value of pension benefits resulting from the election of the Plant Closing Pension Option, and retirement health benefits (medical and dental), if applicable, will be offset against any severance or layoff pay from the Company under any other Company benefit plan or collective bargaining agreement to which an employee electing the Plant Closing Pension Option benefit is entitled.
- Interest rate discount assumption used to calculate the offset will be whichever of the following two interest rates applicable to the first day of the calendar year in which the participant retires produces the smaller offset: (1) the lump sum interest rate for private sector payments as may be published by the PBGC, or (2) the "Applicable Interest Rate" under the Pension Plan.
- The portion of offset attributable to any health benefits will be calculated by multiplying \$10,189 by the number of whole years between the date of termination for retirement and the date when first eligible for Medicare. The resulting number shall be reduced by a factor equivalent to the percent of employee contributions toward the average value of health coverage at the time of the Plant Closing Pension Option election. For Permanent Job Loss Events occurring after 2025, the \$10,189 figure shall be adjusted annually based on annual increases in the medical component of the Consumer Price Index for all urban consumers. The annual

adjustment will be made at the end of the calendar year based on the year over year increases of the October index figures.

- Employees who are entitled to severance or layoff pay from the Company under any other Company benefit plan or collective bargaining agreement will be eligible for the Plant Closing Pension Option only if the plan or collective bargaining agreement provides for the offset described in this paragraph 4.

5. Definitions:

- "*Plant Closing*" and "*To Close a Plant*" mean the announcement and carrying out of a plan to terminate and discontinue all Company operations at any plant, service shop or other facility.

Such terms do not refer to the termination and discontinuance of only part of the Company's operations at any plant, service shop or other facility nor to the termination or discontinuance of all of its former operations coupled with the announced intention to commence there either larger or smaller other operations. Any Employees released by such latter changes will be considered as out for lack of work and will be subject to provisions applicable to those on layoff.

Also, such terms do not refer to the transfer or sale of such operations to a successor employer who offers continued employment to Company employees. Company employees who are not offered continued employment by the Company or by the successor employer will be considered as out for lack of work and will be subject to provisions applicable to those on layoff.

For employees covered by a collective bargaining agreement, such terms include termination or discontinuance of all those Company operations which would result in the termination of all employees represented by the union at that location when those employees do not have displacement rights.

- "*Plant Closing Date*" means the last day worked by an employee whose service was terminated because of a Plant Closing.

6. Effective Date:

- All provisions of the Plant Closing Pension Option are available for applicable employees terminated for Plant Closing on or after July 1, 2025 and on or before June 30, 2029.

**C. Special Supplement Benefit Option (SSBO)**

Provide the Pension Plan Special Supplement With an Accelerated Payout Alternative to Certain Long Service Employees Impacted by a "Permanent Job Loss Event."

1. Eligibility:

Employees with 25 years or more Pension Qualification Service (PQS) who are under age 60 on the date of a "Permanent Job Loss Event" and who are directly impacted by the "Permanent Job Loss Event" will be eligible for the Special Supplement Benefit Option. The "Permanent Job Loss Event" must occur on or after July 1, 2025 and on or before June 30, 2029.

2. "Permanent Job Loss Event" means Plant Closing, Work Transfer/Automation, Discontinuance of a Discrete, Unreplaced Product Line, or Reduction in Force of Indefinite Duration as such terms are used in the context of Job and Income Security.

3. Special Supplement Benefit Option - Payment Alternatives:

Alternative 1: The Special Supplement of \$375 per month will be made available to employees eligible for the Special Supplement Benefit Option and will commence at age 60 with payment continuing until the Age of Eligibility for 80% Social Security Benefits with payout until such 80% Age extended in the manner described in the section entitled "Extend Payout Period of Supplements," or

Alternative 2: Eligible employees may elect the Accelerated Payout Alternative as described below in lieu of monthly payments under Alternative 1.

Alternative 1 will not be available if the employee withdraws his pre-1989 contributions before age 60.

Employees electing the Special Supplement Benefit Option are not eligible for the Special Early Retirement Option or the Plant Closing Pension Option.

4. Effective Date:

All provisions of the Special Supplement Benefit Option are effective for eligible employees directly impacted by the Permanent Job Loss Event on or after July 1, 2025, and on or before June 30, 2029.

5. Special Supplement Benefit Option - Accelerated Payout Alternative:

Under the Accelerated Payout Alternative, an eligible employee can request payment of the Special Supplement prior to retirement at age 60. If this alternative is elected the individual will receive monthly payments of \$375 each, beginning the month after the individual's written request is received in accordance with established administrative procedures. The number of months over which such payments will be made to such individual will equal the number of monthly payments he is otherwise entitled to under Alternative 1 set forth in paragraph 3 above.

Once commenced, payments will continue consecutively for such number of months, unless the individual returns to employment with GE Aerospace or a GE Aerospace Affiliate, in which case the individual shall cease to be eligible for any remaining payments.

To receive payment under the Accelerated Payout Alternative eligible employees must also meet the following conditions:

- Six months must have passed since the "Permanent Job Loss Event".
- The employees must not have withdrawn their pre-1989 contributions from the Pension Plan at the time the request for accelerated payment is made, or during the period the accelerated payments continue. In the event such contributions are withdrawn during this period, payments will cease. The prohibition against withdrawals will not apply once the individual attains age 60.
- The employees must not be employed by GE Aerospace or a GE Aerospace affiliate.

### **III. RETIREMENT SAVINGS PLAN**

#### **A. Increase to Certain Future Additional Company Retirement Contributions**

Increase the amount of the Additional Company Retirement Contribution ("ACRC") paid in January 2026 to each participant who meets the eligibility criteria for such contribution in accordance with normal plan rules by \$900 (from \$600 to \$1,500).

In addition, increase the amount of the ACRC paid in January 2028 to each participant who meets the eligibility criteria for such contribution in accordance with normal plan rules by \$900 (from \$600 to \$1,500).

The normal plan rules regarding valuation, investment, vesting and other administration of ACRCs shall apply.

### **IV. INSURANCE**

#### **A. Medical**

##### **1. Deductibles and Out-of-Pocket Maximum**

Increase the Annual Deductible and Annual Out-of-Pocket Maximum as follows:

- For Option 1 by \$100 (One Person Coverage); \$200 (Two Person Coverage); \$250 (Three or More Coverage).
- For Option 2 by \$150 (One Person Coverage); \$300 (Two Person Coverage); \$375 (Three or More Coverage).
- For Option 3 by \$200 (One Person Coverage); \$400 (Two Person Coverage); \$500 (Three or More Coverage).

Increases will be effective January 1, 2026 (Table 1) and continue through the contract. Option 3 deductibles are subject to further change through the contract period based on the IRS prescribed minimum deductible amounts for HSA-eligible high deductible health plans.

**Table 1**

Annual Pay	1 Person Deductible			1 Person Coinsurance Max			1 Person OOP Max		
	Option 1	Option 2	Option 3	Option 1	Option 2	Option 3	Option 1	Option 2	Option 3
<\$25,000	\$1,000	\$1,500	\$2,000	\$350	\$1,300	\$1,750	\$1,350	\$2,800	\$3,750
\$25,000-\$37,499	\$1,000	\$1,500	\$2,000	\$350	\$1,300	\$1,750	\$1,350	\$2,800	\$3,750
\$37,500-\$49,999	\$1,000	\$1,500	\$2,000	\$850	\$1,300	\$1,750	\$1,850	\$2,800	\$3,750
\$50,000-\$74,999	\$1,000	\$1,500	\$2,000	\$1,150	\$1,600	\$2,050	\$2,150	\$3,100	\$4,050
\$75,000-\$99,999	\$1,000	\$1,500	\$2,000	\$1,650	\$2,100	\$2,550	\$2,650	\$3,600	\$4,550
\$100,000-\$149,999	\$1,000	\$1,500	\$2,000	\$2,400	\$2,850	\$3,300	\$3,400	\$4,350	\$5,300
\$150,000 and above	\$1,000	\$1,500	\$2,000	\$2,400	\$2,850	\$3,300	\$3,400	\$4,350	\$5,300
Annual Pay	2 Person Deductible			2 Person Coinsurance Max			2 Person OOP Max		
	Option 1	Option 2	Option 3	Option 1	Option 2	Option 3	Option 1	Option 2	Option 3
<\$25,000	\$2,000	\$3,000	\$4,000	\$475	\$1,875	\$2,525	\$2,475	\$4,875	\$6,525
\$25,000-\$37,499	\$2,000	\$3,000	\$4,000	\$475	\$1,875	\$2,525	\$2,475	\$4,875	\$6,525
\$37,500-\$49,999	\$2,000	\$3,000	\$4,000	\$1,225	\$1,875	\$2,525	\$3,225	\$4,875	\$6,525
\$50,000-\$74,999	\$2,000	\$3,000	\$4,000	\$1,675	\$2,325	\$2,975	\$3,675	\$5,325	\$6,975
\$75,000-\$99,999	\$2,000	\$3,000	\$4,000	\$2,425	\$3,075	\$3,725	\$4,425	\$6,075	\$7,725
\$100,000-\$149,999	\$2,000	\$3,000	\$4,000	\$3,550	\$4,200	\$4,850	\$5,550	\$7,200	\$8,850
\$150,000 and above	\$2,000	\$3,000	\$4,000	\$3,550	\$4,200	\$4,850	\$5,550	\$7,200	\$8,850
Annual Pay	3 or More Deductible			3 or More Coinsurance Max			3 or More OOP Max		
	Option 1	Option 2	Option 3	Option 1	Option 2	Option 3	Option 1	Option 2	Option 3
<\$25,000	\$2,500	\$3,750	\$5,000	\$650	\$2,525	\$3,400	\$3,150	\$6,275	\$8,400
\$25,000-\$37,499	\$2,500	\$3,750	\$5,000	\$650	\$2,525	\$3,400	\$3,150	\$6,275	\$8,400
\$37,500-\$49,999	\$2,500	\$3,750	\$5,000	\$1,650	\$2,525	\$3,400	\$4,150	\$6,275	\$8,400
\$50,000-\$74,999	\$2,500	\$3,750	\$5,000	\$2,250	\$3,125	\$4,000	\$4,750	\$6,875	\$9,000
\$75,000-\$99,999	\$2,500	\$3,750	\$5,000	\$3,250	\$4,125	\$5,000	\$5,750	\$7,875	\$10,000
\$100,000-\$149,999	\$2,500	\$3,750	\$5,000	\$4,750	\$5,625	\$6,500	\$7,250	\$9,375	\$11,500
\$150,000 and above	\$2,500	\$3,750	\$5,000	\$4,750	\$5,625	\$6,500	\$7,250	\$9,375	\$11,500

## 2. Contributions

Weekly contributions will increase in 2026, 2027 and 2028 as set forth in the following Tables 1, 2, and 3, based on Annual Pay (effective January 1, 2026). No increase to contributions in 2029 (Table 4). Annual Pay will be as defined currently.

Applies to all eligible individuals whose contributions are currently based on the existing version of the Table below.

**Table 1**

1/1/2026 - 12/31/2026	Weekly Contributions		
Annual Pay	1 Person Contribution		
	Option 1	Option 2	Option 3
<\$25,000	\$26.12	\$16.54	\$11.67
\$25,000-\$37,499	\$30.96	\$21.37	\$13.82
\$37,500-\$49,999	\$33.89	\$27.18	\$15.68
\$50,000-\$74,999	\$42.57	\$35.86	\$22.44
\$75,000-\$99,999	\$53.19	\$46.48	\$31.15
\$100,000-\$149,999	\$66.76	\$60.05	\$44.24
\$150,000 and above	\$89.04	\$82.33	\$64.12
	2 Person Contribution		
<\$25,000	\$52.24	\$33.07	\$23.81
\$25,000-\$37,499	\$61.93	\$42.77	\$28.14
\$37,500-\$49,999	\$67.71	\$54.29	\$31.28
\$50,000-\$74,999	\$85.16	\$71.74	\$44.90
\$75,000-\$99,999	\$106.43	\$93.01	\$62.34
\$100,000-\$149,999	\$133.53	\$120.11	\$88.48
\$150,000 and above	\$178.06	\$164.64	\$128.22
	3 or More Contribution		
<\$25,000	\$65.23	\$41.26	\$30.09
\$25,000-\$37,499	\$77.42	\$53.46	\$35.54
\$37,500-\$49,999	\$84.77	\$67.99	\$39.18
\$50,000-\$74,999	\$106.43	\$89.65	\$56.11
\$75,000-\$99,999	\$133.16	\$116.38	\$77.99
\$100,000-\$149,999	\$166.82	\$150.05	\$110.56
\$150,000 and above	\$222.56	\$205.79	\$160.26
Note: Rates above are for Non-Smokers. Annual surcharge of \$625 (\$11.98 weekly) added to rates for smokers.			



**Table 2**

1/1/2027 - 12/31/2027	Weekly Contributions		
Annual Pay	1 Person Contribution		
	Option 1	Option 2	Option 3
<\$25,000	\$27.69	\$18.11	\$13.24
\$25,000-\$37,499	\$32.82	\$23.23	\$15.68
\$37,500-\$49,999	\$35.92	\$29.21	\$17.71
\$50,000-\$74,999	\$45.12	\$38.41	\$24.99
\$75,000-\$99,999	\$56.38	\$49.67	\$34.34
\$100,000-\$149,999	\$70.76	\$64.05	\$48.24
\$150,000 and above	\$94.38	\$87.67	\$69.46
	2 Person Contribution		
<\$25,000	\$55.37	\$36.20	\$26.94
\$25,000-\$37,499	\$65.64	\$46.48	\$31.85
\$37,500-\$49,999	\$71.78	\$58.36	\$35.35
\$50,000-\$74,999	\$90.27	\$76.85	\$50.01
\$75,000-\$99,999	\$112.82	\$99.40	\$68.73
\$100,000-\$149,999	\$141.54	\$128.12	\$96.49
\$150,000 and above	\$188.74	\$175.32	\$138.90
	3 or More Contribution		
<\$25,000	\$69.15	\$45.18	\$34.01
\$25,000-\$37,499	\$82.07	\$58.11	\$40.19
\$37,500-\$49,999	\$89.85	\$73.07	\$44.26
\$50,000-\$74,999	\$112.82	\$96.04	\$62.50
\$75,000-\$99,999	\$141.15	\$124.37	\$85.98
\$100,000-\$149,999	\$176.83	\$160.06	\$120.57
\$150,000 and above	\$235.91	\$219.14	\$173.61
Note: Rates above are for Non-Smokers. Annual surcharge of \$625 (\$11.98 weekly) added to rates for smokers.			

**Table 3**

1/1/2028 - 12/31/2028	<b>Weekly Contributions</b>		
<b>Annual Pay</b>	<b>1 Person Contribution</b>		
	<b>Option 1</b>	<b>Option 2</b>	<b>Option 3</b>
<\$25,000	\$29.35	\$19.77	\$14.90
\$25,000-\$37,499	\$34.79	\$25.20	\$17.65
\$37,500-\$49,999	\$38.08	\$31.37	\$19.87
\$50,000-\$74,999	\$47.83	\$41.12	\$27.70
\$75,000-\$99,999	\$59.77	\$53.06	\$37.73
\$100,000-\$149,999	\$75.01	\$68.30	\$52.49
\$150,000 and above	\$100.05	\$93.34	\$75.13
	<b>2 Person Contribution</b>		
<\$25,000	\$58.69	\$39.52	\$30.26
\$25,000-\$37,499	\$69.58	\$50.42	\$35.79
\$37,500-\$49,999	\$76.08	\$62.66	\$39.65
\$50,000-\$74,999	\$95.69	\$82.27	\$55.43
\$75,000-\$99,999	\$119.59	\$106.17	\$75.50
\$100,000-\$149,999	\$150.03	\$136.61	\$104.98
\$150,000 and above	\$200.07	\$186.65	\$150.23
	<b>3 or More Contribution</b>		
<\$25,000	\$73.30	\$49.33	\$38.16
\$25,000-\$37,499	\$86.99	\$63.03	\$45.11
\$37,500-\$49,999	\$95.25	\$78.47	\$49.66
\$50,000-\$74,999	\$119.59	\$102.81	\$69.27
\$75,000-\$99,999	\$149.62	\$132.84	\$94.45
\$100,000-\$149,999	\$187.44	\$170.67	\$131.18
\$150,000 and above	\$250.07	\$233.30	\$187.77

Note: Rates above are for Non-Smokers. Annual surcharge of \$625 (\$11.98 weekly) added to rates for smokers.

**Table 4**

1/1/2029 - 12/31/2029	<b>Weekly Contributions</b>		
<b>Annual Pay</b>	<b>1 Person Contribution</b>		
	<b>Option 1</b>	<b>Option 2</b>	<b>Option 3</b>
<\$25,000	\$29.35	\$19.77	\$14.90
\$25,000-\$37,499	\$34.79	\$25.20	\$17.65
\$37,500-\$49,999	\$38.08	\$31.37	\$19.87
\$50,000-\$74,999	\$47.83	\$41.12	\$27.70
\$75,000-\$99,999	\$59.77	\$53.06	\$37.73
\$100,000-\$149,999	\$75.01	\$68.30	\$52.49
\$150,000 and above	\$100.05	\$93.34	\$75.13
	<b>2 Person Contribution</b>		
<\$25,000	\$58.69	\$39.52	\$30.26
\$25,000-\$37,499	\$69.58	\$50.42	\$35.79
\$37,500-\$49,999	\$76.08	\$62.66	\$39.65
\$50,000-\$74,999	\$95.69	\$82.27	\$55.43
\$75,000-\$99,999	\$119.59	\$106.17	\$75.50
\$100,000-\$149,999	\$150.03	\$136.61	\$104.98
\$150,000 and above	\$200.07	\$186.65	\$150.23
	<b>3 or More Contribution</b>		
<\$25,000	\$73.30	\$49.33	\$38.16
\$25,000-\$37,499	\$86.99	\$63.03	\$45.11
\$37,500-\$49,999	\$95.25	\$78.47	\$49.66
\$50,000-\$74,999	\$119.59	\$102.81	\$69.27
\$75,000-\$99,999	\$149.62	\$132.84	\$94.45
\$100,000-\$149,999	\$187.44	\$170.67	\$131.18
\$150,000 and above	\$250.07	\$233.30	\$187.77
Note: Rates above are for Non-Smokers. Annual surcharge of \$625 (\$11.98 weekly) added to rates for smokers.			

3. Specialty Drugs - Co-Pays

Effective January 1, 2026, modify the Plan to increase specialty prescription drug co-pays for all participants:

Retail: \$150 per 30-day supply

Mail Order: \$450 for up to a 90-day supply

4. Chiropractor Care/Spinal Treatment

Effective January 1, 2026, modify the Plan to increase the maximum visits per calendar year from 24 to 32.

**B. Vision**

1. GE Aerospace Vision Premium Option Benefits

Effective January 1, 2026, the annual allowance for lenses, frames and contacts for eligible individuals enrolled in the GE Aerospace Vision Premium Option shall increase from \$200 to \$250.

**C. Dental**

1. Employees Will Share the Cost of the Dental Premium Option

If an employee is enrolled in the Dental Premium Option, the employee will be charged a contribution amount. Contribution rates for the Dental Premium Option will be as set forth in Tables A - D, below.

Table A  
Effective January 1, 2026

Coverage Tier	Monthly Rate
1-person	\$16.50
2-person	\$33.00
3 or more	\$49.00

Table B  
Effective January 1, 2027

Coverage Tier	Monthly Rate
1-person	\$16.50
2-person	\$33.00
3 or more	\$49.00

Table C  
Effective January 1, 2028

Coverage Tier	Monthly Rate
1-person	\$17.50
2-person	\$35.00
3 or more	\$52.00

Table D  
Effective January 1, 2029

Coverage Tier	Monthly Rate
1-person	\$17.50
2-person	\$35.00
3 or more	\$52.00

**D. Short-Term Disability**

1. Benefit Amount

Effective for eligible employees with new disabilities commencing on or after January 1, 2026, the weekly benefit amount shall increase from 60% to 66 2/3% of Normal Straight-Time Weekly Earnings, the minimum weekly benefit for full-time employees shall increase from \$400 to \$450 and the maximum weekly benefit for full-time employees shall increase from \$950 to \$1,050.

**E. Long Term Disability**

1. New Coverage Option

A new coverage option shall be added that provides Long Term Disability Benefits equal to 60% of the participant's Normal Straight-Time Annual Earnings ("NSTAE") available to eligible employees effective January 1, 2027. During 2027 open enrollment (in the fall of 2026), eligible employees (whether or not currently enrolled) will be able to enroll in either the 50% or 60% option without providing proof of good health. Newly hired employees and employees rehired within five years who do not make an enrollment election within 63 days after the date they first become eligible for coverage will automatically be enrolled in the 50% option. Participants may elect to decrease benefits to a lower coverage option at any time by completing a new enrollment form and without providing evidence of insurability, and such decrease will be effective as of the date of the change.

**F. Dependent Life Insurance**

1. Spousal Coverage Options

Effective January 1, 2027, a new Flexible Choice spousal coverage option in the amount of \$150,000 shall be made available.

**V. RETIREE MEDICAL**

**A. GE Aerospace Health Benefits for Production Retirees**

1. New Hire Contributions

Require eligible Retirees whose first day of work for the company as an Employee (or date of rehire) is on or after January 1, 2028, and who retire directly from the company after attaining age 60 with 10 or more years of Continuous Service, to pay contributions equal to 100% of the cost of coverage for the Plan for the applicable coverage tier. The cost of coverage will be determined without taking into account the cost of coverage for the GE Aerospace Health Benefits for Employees Plan.

Effective January 1, 2028.

**VI. OTHER PROGRAMS**

**A. Voluntary Benefits: Group Legal Plan, Pet Insurance and ID Theft Protection**

Effective January 1, 2026, the GE Aerospace Group Legal Plan, Pet Insurance and ID Theft Protection benefits shall be made available. Eligible employees who elect these benefits must pay for the cost of these benefits on an after-tax basis.

**B. Paid Bonding Time**

Effective with births or placements for adoption occurring on or after January 1, 2026, eligible employees shall become immediately eligible for Paid Bonding Time, regardless of their years of Continuous Service or acquired service. In addition, eligible employees who are approved for Paid Bonding Time will receive up to six weeks (rather than three weeks) of time off to be used within 12 months of a birth or placement for adoption occurring on or after January 1, 2026.

**C. Sick and Personal Pay**

Effective January 1, 2026, eligible employees shall become immediately eligible for up to 24 hours of Sick and Personal Pay time as of their date of hire, regardless of their years of Continuous Service or acquired service.

**D. Bereavement**

Effective for deaths or miscarriages occurring on or after January 1, 2026, the period of up to three days of paid time off for certain deaths in the family shall be increased to a period of up to four days, and miscarriage shall qualify as an eligible event.

**E. Holidays**

Two additional listed holidays are to be designated by each location (instead of one), for a total of 13 paid holidays each year, effective January 1, 2026. The designation of this holiday shall follow the processes described in Section I of Article VII of the National Agreement.

**F. Vacation**

Effective January 1, 2026, provide 3 weeks and 3 days of paid vacation for eligible employees with at least 10 but less than 15 years of continuous service, and 5 weeks and 3 days of paid vacation for eligible employees with at least 20 but less than 30 years of continuous service, under either the Annual Vacation Allotment Method or the Earn As You Go Method.

## **APPENDIX C**

### **GE-IUE/CWA**

#### **CONTRACT LANGUAGE CHANGES**

In Appendix C Contract Language Changes are indicated as shown below.

#### **DELETED LANGUAGE:**

~~THIS IS DELETED LANGUAGE~~

#### **NEW LANGUAGE:**

**THIS IS NEW LANGUAGE**

#### **ARTICLE NUMBERS:**

#### **Preamble**

Modify the language of the Preamble to: 1) reflect a 4-year agreement beginning on June 23, 2025; and 2) revise the list of covered locations, where appropriate, to account for changes since 2019.

#### **II. Union Security: Section 3 (e)**

Modify the language in Section 3 (e) to add that with at least two weeks' advanced written notice the Union may request up to 2 IUE-CWA Staff members be provided access to plant public spaces for up to 16-hours for administering the CWA-PAF-PCC consistent with the Company's third-party access policies and procedures.

#### **VII. Holidays**

Modify the language to reflect two additional listed holidays to be designated by each location (instead of one), for a total of 13 paid holidays each year, effective January 1, 2026. The designation of this holiday shall follow the processes described in Section I of Article VII of the National Agreement.

#### **IX. Vacations**

Modify the language to provide that, beginning January 1, 2026, 3 weeks and 3 days of paid vacation for eligible employees with at least 10 but less than 15 years of continuous service (under either the Annual Vacation Allotment Method or the Earn As You Go Method), and 5 weeks and 3 days of paid vacation for eligible employees with at least 20 but less than 30 years of continuous service (under either the Annual Vacation Allotment Method or the Earn As You Go Method).

Modify the language in Section 2(c) to update eligibility requirements to allow an employee on an approved leave of absence during the last full calendar week of the year to qualify for a vacation or vacation allowance under the provisions of Article IX.



## **XI. Reduction or Increases in Forces**

Modify the language in Section 2 to 1,000 from 10,000.

## **XIII. Grievance Procedure**

Modify Section 2 (c) (1) paragraph three to reflect that emergency meetings on grievances involving a discharge, unpaid suspension, hazardous working conditions or an alleged violation concerning a contractual timeline will take place within one week after Company receives the request unless next Step 3 is within 21 days of the date of request.

Modify Section 2 (c) (2) paragraph two to reflect that time limits set forth in Step 3 may be extended by mutual agreement.

## **XIV. Strikes and Lockouts**

Modify Section 1 (c) to reflect that there shall not be a grievance strike unless the Union has provided at least 30 days' advance written notice.

## **XV. Arbitration**

Modify the language in Section 1 (a) to reflect that an alleged violation of a specific provision of the Agreement may be submitted to arbitration upon written request of either the Union or the Company, provided such request is made within 60 calendar days after final decision of the Company given to the Union pursuant to Article XIII, Section 2 (c).

Additional paragraph added in Section 1 that if an employee (or Union on behalf of an employee) files or pursues a charge or complaint of discrimination, harassment, or retaliation with the Equal Opportunity Commission (or state agency equivalent) or any court, the Union and employee agree that they waive any right to pursue a grievance or arbitration under this Agreement.

Modify the language in Section 2 (a) such that a request for arbitration shall be in writing and shall state in reasonable detail the nature of the dispute, the specific provisions of the Agreement that are alleged to have been violated. The request shall be submitted to the location's Union Relations manager.

Modify the language in Section 2 (b) to remove the obligation to provide a copy to the American Arbitration Association.

Modify the language in Section 2 (c) such that the parties will mutually select an arbitrator from the list of Contact Arbitrators.

Modify the language in Section 2 (d) such that if arbitrability is disputed, either part may request a conference to discuss arbitrability of dispute.

Modify the language in Section 3 (a) such that the parties will mutually select an arbitrator from the list of Arbitrators in the Agreement. Include an updated list of Arbitrators pending the new arbitrators' acceptance of the panel appointments. Remove language that provides that the parties and the Association shall expedite the handling of all discharge and upgrading cases.

Remove the language in Section 3(c) referring to the Voluntary Labor Arbitration Rules of the Association controlling.

Remove the language in Section 3(e)(i) and (ii) regarding untimely cancellation fees.

Remove the language in Section 4(a) referring to the Association processing the request for arbitration and appointing an arbitrator.

Modify the language in Section 6(b) to provide that a request for arbitration must allege a direct violation of an express contractual provision and remove the language referring to an indirect or implied purpose.

Remove the entirety of Section 8 referring to requesting transcripts and the arbitrator giving an Award without an Opinion.

Remove the entirety of Section 9 referring to supplemental arbitration provisions when an arbitration case is limited to a disciplinary penalty other than discharge.

#### **XXVI. Absence for Death in Family**

Modify the language such that employees absent from work because of the death and funeral of certain relations, including in the event of a miscarriage, will be compensated for 4-days for each such absence, up to 8-hours per day. Modify the language such that in the event of death of the employee's spouse, child, parent or stepparent, stepchild, foster child, grandchild, or legal guardian an additional day instead of two days of paid absence (up to eight hours per day).

#### **XXVII. Sick and Personal Pay**

Modify the language in Section 1 so that effective January 1, 2026, all eligible hourly employees shall receive a maximum of 24 hours of sick and personal pay per calendar year as of their date of hire.

Modify the language in Section 6 so that effective January 1, 2026, eligible employees will be allowed paid leave time up to 6 weeks within 12 months of the birth or placement for adoption of a child or children.

Modify the language in Section 6(a) so that effective January 1, 2026, there will be no continuous or acquired service requirement to be eligible for paid bonding time.

#### **XXIX. Responsibility of the Parties**

Modify the language to provide a new Section (c) such that if Company determines through grievance process that a manager (or their delegate) performed bargaining unit work in ordinary course, the Company shall pay employee deprived of work opportunity a minimum of 1 hour's pay and maximum of 8 hours' pay as the remedy.

#### **XXX. Issues of General Application**

Update to reflect a 4-year National Agreement between GE Aerospace and the IUE/CWA effective from June 23, 2025 through June 23, 2029.

**XXXI. Duration of Agreement**

Update to reflect a 4-year National Agreement between GE Aerospace and the IUE/CWA effective from June 23, 2025 through June 23 2029.

**XXXII. Modification and Termination**

Update to reflect a 4-year National Agreement between GE Aerospace and the IUE/CWA effective from June 23, 2025 through June 23, 2029.

**XXXIII. Notices**

Modify Article XXXVIII to provide current addresses for GE Aerospace and the IUE/CWA where notices shall be sent under the provisions of the National Agreement.

Changes to the GE-IUE/CWA Agreement are as follows:

#### Preamble

This Agreement (referred to as the ~~202519-202923~~ GE-IUE/CWA, AFL-CIO, CLC NATIONAL AGREEMENT) is entered into as of the ~~23rd19th~~ day of June 202519, by and between the General Electric Company (hereinafter referred to as the "Company") and IUE-CWA, The Industrial Division of the Communications Workers of America, AFL-CIO, CLC (hereinafter referred to as the "Union"), acting for itself and in behalf of each of the below-listed IUE-CWA, AFL-CIO, CLC Locals currently certified as collective bargaining representatives of Company employees and such other IUE-CWA, AFL-CIO, CLC Locals as may hereafter be certified as collective bargaining representatives of Company employees (each referred to individually as the "Local").

The Locals which are initially parties to this National Agreement and the bargaining units represented by such Locals and the Union are listed below:

LOCAL NO.	LOCATION	CLASSIFICATION
<del>161</del>	<del>Salem, VA</del>	<del>P &amp; M</del>
201	Lynn River Works, MA	P & M
201	Lynn River Works, MA	Salaried
301	Schenectady, NY	P & M
<del>301</del>	<del>Schenectady, NY</del>	<del>Powerhouse</del>
<del>303</del>	<del>Albany, NY</del>	<del>P &amp; M</del>
	(GEI, Inc., Apparatus Service Center)	P & M
701	Madisonville, KY	P & M
<del>704</del>	<del>Bucyrus, OH</del>	<del>P &amp; M</del>
	(GE Lighting, Inc. Bucyrus Lamp Plant)	
<del>707</del>	<del>Cleveland, OH</del>	<del>Boiler Room</del>
	(Facilities and Security Services Operation — NELA)	
<del>707</del>	<del>Cleveland, OH</del>	<del>Maintenance</del>
	(Facilities and Security Services Operation — NELA)	
<del>707</del>	<del>Cleveland, OH</del>	<del>Grounds Crew</del>
	(Facilities and Security Services Operation — NELA)	

~~788 — Dallas, TX ————— P & M~~  
~~(GEI, Inc., Apparatus Service Center)~~

1004 — Arkansas City, KS            P & M  
(GE Engine Services, Inc.)

~~1140 — Minneapolis, MN ————— P & M~~  
~~(GEI, Inc., Apparatus Service Center)~~

## II. Union Security

### 3. *Contributions to CWA COPE FUND*

#### (a) Employee Authorization.

The Company agrees to deduct from the pay of each employee voluntary contributions to the CWA PAF Fund ("CWA-PAF-PCC"), provided that each such employee executes or has executed an "Authorization for Assignment and Check-Off of Contributions to CWA-PAF-PCC" form and provided further that such authorization has not been revoked.

Deductions shall be made only in accordance with the provisions of and in the amounts designated in said form, together with the provisions of this Section of the Agreement.

A properly executed copy of "Authorization for Assignment and Check-Off of Contributions to CWA-PAF-PCC" form for each employee for whom voluntary contributions to CWA-PAF PCC are to be deducted hereunder, shall be delivered to the Company before any such deductions are made. All deductions shall be made pursuant to such properly executed forms for so long as they remain in effect. Such deductions shall be made from the employee's regular pay each pay cycle that the authorization remains in effect.

#### (b) Termination of Company Obligations

The Company's obligation to make such deductions shall terminate automatically upon the termination of the employee who signs the authorization, upon written request, or upon his transfer to a job or location not covered by this Agreement.

#### (c) Remittance to the Union

The Company agrees to remit said deductions monthly to the Union as follows:

- (1) The total amount of CWA-PAF-PCC contributions deducted.
- (2) The names, social security number and amounts from whose wages such deductions have been made.
- (3) The Company shall, at the same time remit to the Union its check for the amount shown under item (a) above, care of IUE-CWA, The Industrial Division of the Communications Workers of America, AFL-CIO, CLC (IUE-CWA).

- (d) Subject to applicable law, individual authorizations executed after the effective date of this Agreement shall be signed cards in the form agreed to by the Company and the Union.
- (e) **With at least two-weeks' advanced written notice to the Company, the Union may request that up to two (2) IUE-CWA staff members be provided with access to the plant public spaces such as a breakroom or the cafeteria for up to sixteen (16) hours for the sole purpose of administering the CWA-PAF-PCC. Such requests may be made no more than twice a year and shall not be unreasonably denied by the Company. The parties agree that prior to providing plant access to the IUE-CWA staff members, such staff members will comply with all applicable building security and access procedures applicable to other visitors while on the Company's premises and agree not to disrupt or interfere with the Company's normal business activities or interrupt employees during their working time.**

## VII. Holidays

An additional listed holiday is to be designated by each location. **Effective January 1, 2026, there will be a total of two additional listed holidays designated by each location.** (These holidays will be mutually selected by the local union and local management prior to December 31 of the year preceding the year in which the holiday will occur. In the absence of mutual agreement by such December 31, the holiday will be designated by local management.)

## IX. Vacation

Modify the language as follows:

**Beginning on January 1, 2026,** ~~V~~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
<b>10</b>	<b>3 Weeks, 3 Days</b>
15	4 Weeks

20	5 Weeks, <b>3 Days</b>
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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	<b>3 Weeks, 3 Days</b>
15	4 Weeks
20	5 Weeks, <b>3 Days</b>
30	6 Weeks

## *2. Eligibility Requirements – Annual Allotment*

An employee whose continuity of service is unbroken as of December 31 or his last scheduled workday in the last week of the year immediately preceding the vacation year shall qualify for a vacation or vacation allowance under the provisions of this Article if he:

- (a) Actually performs work as an active employee of the Company during the last full calendar week of the year immediately preceding the vacation year;
- (b) Receives earnings from the Company directly applicable to all or part of such week;
- (c) is on an approved leave of absence during such last full calendar week of the year immediately preceding the vacation year.**

~~If an employee has not qualified under (a) and (b) above, but returns to work without loss of continuity of service during the vacation year, he will become entitled to a vacation or vacation allowance in the vacation year after he shall have worked in the vacation year for one month or for a period equal to that of his absence if his absence was less than one month. Any such employee reemployed too late to work for one month in the vacation year will be paid his vacation allowance and may have a portion of the time out considered as the vacation to which he is otherwise eligible.~~

## XXVII. Sick and Personal Pay

Modify the language in Section 1 as follows:

An hourly employee with one or more years of continuous service, absent because of (a) personal business, or (b) personal illness for which weekly disability benefits are not payable under the General Electric Insurance Plan, or under Workmen's Compensation, will be paid Sick and Personal Pay for each absence of an hour or longer, up to the number of hours applicable in accordance with the following schedule:

*Maximum Hours of  
Sick and Personal Pay for  
Continuous Service Each Calendar Year*

1 through 14 years.....	24 Hours
<b>As of 1/1/26 – 0 through 14 years...</b>	<b>24 Hours</b>
15 through 24 years.....	32 Hours
25 years and over.....	40 Hours

**Effective January 1, 2026, all eligible hourly employees shall receive a maximum of 24 hours of sick and personal pay per calendar year as of their date of hire.**

Modify the language in Section 6 as follows:

Effective with births or placements for adoption occurring on or after January 1, 2020, biological or adoptive parents will be allowed paid leave time up to 3 weeks within 12 months of the birth or placement for adoption of a child or children. **Effective January 1, 2026, eligible employees will be allowed paid leave time up to 6 weeks within 12 months of the birth or placement for adoption of a child or children.**

(a) Eligibility Criteria:

- (1) 1 year of continuous or acquired service\*;
- (2) Eligible to participate in a GE medical plan;
- (3) On the active payroll in the U.S. of General Electric Company;
- (4) Not on a leave of absence, other than disability leave for the birth month following the delivery; and
- (5) The biological parent on the birth certificate of a child or children born in the 12 months preceding the leave or the adoptive parent of a child or children under the age of 18 at the time of placement, on the documentation evidencing the adoption placement which occurred in the 12 months preceding the leave. However, leave may be granted to a GE employee in a same-sex relationship



when the employee is not the biological or adoptive parent and is living in a place that does not legally permit adoption to same-sex couples.

**\*Effective January 1, 2026, there will be no continuous or acquired service requirement to be eligible for paid bonding time.**

#### XI. Reduction or Increase in Forces

Modify the language as follows:

2. Since the number of employees in the individual bargaining units covered under this Agreement varies from less than 50 to more than ~~1,000~~<sup>10,000</sup>, each Local shall negotiate with local management a written agreement covering the layoff and rehiring procedure for the employees represented by the Local.

#### XII. Grievance Procedure

Modify Section 2 (b) (2):

(2) Meetings between representatives of the Local and local management shall be arranged at mutually agreeable times for the purpose of discussing such grievances. In those cases where it is mutually agreed by Management and Local representatives that an inspection of the job would be helpful in settling the case, a subcommittee of the Local with Management representatives shall be allowed to make an inspection of the job. Local representatives may include the Business Agent or his assistant or officers of the Local.

Grievances referred to Step Two will be scheduled and discussed as expeditiously as possible but not later than forty-five (45) **calendar** days after the grievance has been presented to Step Two. Such time limits may be extended by mutual agreement.

Modify Section 2 (c) (1):

(1) Any grievance, having been processed through Step Two without satisfactory settlement, may be referred to the National Officers of the Union for submission to an Executive Officer of the Company or his designated representative, who shall arrange meetings for the purpose of discussing such grievances.

Such grievances shall be submitted to the Company not less than two weeks prior to the date of any discussion and not more than three months after the completion of discussions and the final decision of local management at Step Two.

When the Union requests an emergency meeting on a ~~particular~~ grievance or grievances **involving a discharge, unpaid suspension, hazardous working conditions or an alleged violation concerning a contractual timeline** such a meeting shall take place within one week after the Company receives the request for such an emergency meeting, **unless the next regularly scheduled Step 3 meeting will occur within twenty-one (21) days of the date of the request.**

Modify Section 2 (c) (2):

- (2) A grievance filed on behalf of a candidate for preferential placement under Article XXII which arises solely due to the failure of Company management at a designated location to select such candidate, where such designated location employs no employees represented by the Union, may be filed at the Headquarters level. A grievance filed on behalf of a candidate for preferential placement under Article XXII which arises solely due to the failure of Company management at a designated location to select such candidate, where the candidate's original location has closed, may also be filed at the Headquarters level, provided the grievance arises following the original location's plant closing date. The Company shall give its final decision to the Union in writing within a reasonable time after discussions with the Union and an opportunity to investigate the facts.

**The time limits set forth in Step 3 may be extended by mutual agreement.**

#### XIV. Strikes and Lockouts

Modify Section 1:

1. There shall be no strike, sit-down, slowdown, employee demonstration or any other organized or concerted interference with work of any kind in connection with any matter subject to the grievance procedure, and no such interference with work shall be directly or indirectly authorized or sanctioned by a Local or the Union, or their respective Officers or Stewards, unless and until all of the respective provisions of the successive steps of the grievance procedure set forth in Article XIII shall have been complied with by the Local and the Union. The foregoing exception will not apply if (a) the matter is submitted to arbitration as provided in Article XV, or (b) 12 months shall have elapsed after receipt by the Union of the Company's final decision on the grievance at Step Three, or (c) the Company shall not have received written or telegraphic notice of such strike from the Local more than ~~24 hours~~ **30 days** prior to the commencement of such strike, which notice will specify the exhausted grievance over which the strike is being called. Upon receipt by the Company of such a strike notice, the Company and the Union will meet immediately to discuss the dispute and the contemplated action so that management may assess the situation.

#### XV. Arbitration

Modify as follows:

1. Any grievance which remains unsettled after having been fully processed pursuant to the provisions of Article XIII, and which involves either,
  - (a) ~~the interpretation or application of~~ **an alleged violation of a specific** provision of the Agreement, or
  - (b) a disciplinary penalty (including discharge) imposed on or after the effective date of this Agreement, which is alleged to have been imposed without just cause, or

- (c) a nondisciplinary termination occurring after the effective date of this agreement,

may be submitted to arbitration upon written request of either the Union or the Company, provided such request is made within 60 **calendar** days after the final decision of the Company has been given to the Union pursuant to Article XIII, Section 2(c). For the purpose of proceedings within the scope of (b) above, the standard to be applied by an arbitrator to cases involving disciplinary penalties (including discharge) is that such penalties shall be imposed only for just cause.

**If an employee (or the Union on behalf of an employee) elects to file or pursue a charge or complaint of discrimination, harassment, or retaliation with the Equal Employment Opportunity Commission (or a state agency equivalent) or in any court, the Union and the employee agree that they waive any right to also pursue a grievance or the arbitration of those claims with respect to that individual under this Agreement. Nothing in this provision affects any rights to pursue claims of discrimination, harassment or retaliation before any appropriate federal, state or local tribunals.**

2. (a) A request for arbitration shall **be in writing and shall** state in reasonable detail the nature of the dispute, **the specific provisions of the Agreement that are alleged to have been violated**, and the remedy requested. **The request shall be submitted to the location's Union Relations manager.** ~~A copy of the request shall be sent to the American Arbitration Association.~~
- (b) Within 30 days after receipt of a request to arbitrate, the receiving party will give its response thereto in writing, ~~with a copy to the Association,~~ stating whether or not it believes the stated dispute to be arbitrable. If the receiving party believes the dispute not to be arbitrable, it will state its reasons in reasonable detail.
- (c) If the response agrees to the arbitrability of the dispute, the **parties will mutually select an arbitrator from the list of Contract Arbitrators below.** ~~Association will proceed to process the request in accordance with Section 3.~~
- (d) If a response to a request for arbitration ~~disagrees as to~~ **contests** arbitrability of the dispute, either party may request a conference to discuss the arbitrability of the dispute, and to seek to resolve the differences between the parties.
3. (a) When a request for arbitration involves only relief from a disciplinary penalty or discharge alleged to have been imposed without just cause, or involves a dispute which the ~~Company admits to be~~ **parties agree is** arbitrable, or when a final court judgment shall have ordered arbitration of a request **the parties will mutually select an arbitrator,** ~~the Association shall submit the appropriate matter promptly to one of the Contract Arbitrators listed below for scheduling of a hearing thereon.~~ **from the list of Contract Arbitrators below who shall** serve for the duration of this Agreement. ~~The Association will assign~~ **parties shall select each**

~~arbitration case in rotation~~, in the order of ~~the~~ **Contract Arbitrators** list below. If a Contract Arbitrator states that ~~he~~ **they are** is unable to accept a case, it will be referred to the next Contract Arbitrator in line **on the list**.

Whenever the number of unresolved arbitration requests assigned to a Contract Arbitrator shall exceed three, any additional requests which would otherwise be assigned him in order of rotation shall be referred to the next Contract Arbitrator in line.

**[CONTRACT ARBITRATORS]**

Larry Dias    Joan W. Parker

Phillip Dunn    Marsha Saylor

**Sarah Espinosa**

**Cary Morgen**

~~Lawrence T. Holden, Jr.~~

**Steve Bierig** ~~Janet M. Spencer~~

Mark L. Irvings

Michael Jedel

Jay Nadlebach

~~Craig E. Overton~~

**Samantha E. Tower**

**Michael Whelan** *[Arbitrator list to be updated pending arbitrators accepting panel appointments.]*

~~In all discharge and upgrading cases, the Association shall expedite the handling of such cases as follows:~~

- ~~(i) Request from the Contract Arbitrator, at the time of appointment, two or three proposed alternative hearing dates for hearing days within sixty (60) days of appointment.~~
  - ~~(ii) Communicate proposed alternative hearing dates to designated representatives of the parties promptly and secure a firm commitment on a hearing date.~~
  - ~~(iii) Schedule agreed upon hearing date in accordance with regular procedure.~~
- (b) Only one request shall be scheduled for the same arbitration hearing, except by mutual agreement of the parties.

- (c) ~~In the conduct of an arbitration hearing, the applicable provisions of the Voluntary Labor Arbitration Rules of the Association shall control, except that~~ **Neither party may, if it desires, be represented by counsel.**
  - (d) The dispute as stated in the request for arbitration shall constitute the sole and entire subject matter to be heard by the arbitrator, unless the parties agree to modify the scope of the hearing.
  - (e) In the event that a party initiating a request to cancel or postpone a hearing fails to provide notice to avoid incurring a cancellation fee, and no good cause can be shown for the untimely cancellation, such party shall be responsible for payment of the applicable fee.:
    - (i) ~~1-2 weeks prior to hearing date~~  
~~50% per diem rate~~
    - (ii) ~~less than 1 week prior to hearing date~~  
~~100% per diem rate~~
4. (a) In the event the receiving party has asserted that the dispute contained in a request for arbitration is not arbitrable, ~~the Association shall have authority to process the request for arbitration and appoint an arbitrator~~ **will be selected** in accordance with the procedure set forth in Section 3 above only after a final judgment of a court has determined that the grievance upon which arbitration has been requested raises arbitrable issues and has directed arbitration of such issues. The foregoing part of this section shall not be applicable if the request for arbitration involves only relief from a disciplinary penalty or discharge alleged to have been imposed without just cause.
- (b) In the consideration and decision of any question involving arbitrability (including any application to a court for an order directing arbitration), it is the specific agreement of the parties that:
- (i) Some types of grievance disputes which may arise during the term of this Agreement shall be subject to arbitration as a matter of right, enforceable in court, at the demand of either party. (See Section 6 below.)
  - (ii) Other types of disputes shall be subject only to voluntary arbitration, i.e., can be arbitrated only if both parties agree in writing, in the case of each dispute, to do so. (See Section 7 below.)
  - (iii) This Agreement sets out expressly all the restrictions and obligations assumed by the respective parties, and no implied restrictions or obligations inherent in this Agreement ~~or were assumed by the parties in entering into this Agreement.~~
  - (iv) In the consideration of whether a matter is subject to arbitration as a matter of right, a fundamental principle shall be that the Company retains all its rights to manage the business, including (but not limited to) the right to determine the methods and means by which

its operations are to be carried on, to direct the work force and to conduct its operations in a safe and effective manner, subject only to the express limitations set forth in this National Agreement, Local Seniority Supplements executed under the provisions of Article XI thereof, and Local Understandings executed in accordance with Section 3 of Article XXI thereof; and it is understood that the parties have not agreed to arbitrate demands which challenge action taken by the Company in the exercise of any such rights, except where such challenge is based upon a violation of any such express limitations (other than those set out in Section 7 below).

(v) No matter will be considered arbitrable unless it is found that the parties clearly agreed that the subject involved would be arbitrable in light of the principles of arbitrability set forth in this Article and no court or arbitrator shall or may proceed under any presumption that a request to arbitrate is arbitrable.

- (c) If a final judgment of a court has determined that a request raises arbitrable issues, the court's decision shall specify in reasonable detail the issues as to which arbitration is directed. The arbitration shall thereafter proceed only upon the issues specified in such final court judgment and the arbitrator shall have no authority or jurisdiction to consider issues other than those specified.

5. The powers of an arbitrator shall include the authority to render a final and binding decision with respect to any dispute brought before him including the right to modify or reduce or rescind any disciplinary action taken by the Company but excluding the right to amend, modify or alter the terms of this Agreement, or any Local Understanding.

The expense of the arbitration will be borne equally by both parties.

Individuals who are covered by this Agreement do not have the right to invoke the arbitration procedure on their own initiative. The arbitration procedure can only be invoked by the Company on its behalf or the Union on behalf of the employees.

6. (a) Arbitration as a matter of right includes only requests to arbitrate which involve:

- (i) Disciplinary action (including discharge) or non-disciplinary terminations but with certain exceptions spelled out in this article;
- (ii) The claimed violation of a specific provision or provisions of the National Agreement (with the limitations and exceptions set out in this Article);
- (iii) The claimed violation of a provision or provisions of a signed Local Seniority Supplement entered into in accordance with Article XI, Section 2 of this National Agreement or of a provision or provisions of a Local Understanding entered into in accordance with Article XXI, Section 3 of this National Agreement.

- (b) A request for arbitration, in order to be subject to arbitration as a matter of right under the provisions of Subsections (a) (ii) and (a) (iii) above, must allege a direct violation of ~~the~~<sup>an</sup> express purpose of the contractual provision in question, rather than of an indirect or implied purpose. For example, a request which claims incorrect application of the method of computing overtime pay under the provisions of Section 2 of Article V would be arbitrable as a matter of right, whereas a request which questioned the right of the Company to require the performance of reasonable overtime work, on the claimed ground that Article V contains an implied limitation of that right, would be subject only to voluntary arbitration. A request that Article XI and the appropriate Local Seniority Supplement had been violated by the layoff of a senior employee in preference to a junior employee would be arbitrable as a matter of right but a request that subcontracting of work in the plant while bargaining unit employees are on layoff violated a claimed implied limitation of Article XI and the applicable Local Seniority Supplement would be subject only to voluntary arbitration.

7. All requests for arbitration which are not subject to arbitration as a matter of right under the provisions of Section 6 above, are subject only to voluntary arbitration. In particular, it is specifically agreed that arbitration requests shall be subject only to voluntary arbitration, by mutual agreement, if they

- (a) Involve the existence or alleged violation of any agreement other than those described in 6(a) above.
- (b) Involve issues which were discussed at national level negotiations, but which are not expressly covered in this National Agreement.
- (c) Involve claims that an allegedly implied or assumed obligation of this National Agreement has been violated.
- (d) Involve claims that Article I, or Section 3 of Article IV of this National Agreement has been violated; provided, however, that grievances which claim that a disciplinary action, discharge, upgrading action or transfer action violates Section 3 of Article IV will be subject to arbitration as a matter of right.
- (e) Would require an arbitrator to consider, rule on or decide the appropriate hourly or, salary rate at which an employee shall be paid, or the method (day or salary) by which his pay shall be determined. (See footnote)
- (f) Would require an arbitrator to consider, rule on or decide any of the following (See footnote):
  - (i) The elements of an employee's job assignment;
  - (ii) The level, title or other designation of an employee's job classification;
  - (iii) The right of management to assign or reassign work or elements of work.

Footnote: Subsections e. and, f reflect the fact that this National Agreement does not set out specific rates or classifications for jobs, and are designed to confirm the intent of Article VI, Section 1 and Article VI, Section 4 (first sentence) that disputes over individual job classifications, rates of pay, etc., are assigned by the parties to local negotiations, and not to arbitration.

- (g) Involve claims of violation of Sections 1 and 2 of Article XI, in locations in which a Local Seniority Supplement has not been signed in accordance with Section 2 of Article XI.
- (h) Pertain in any way to the establishment, administration, interpretation or application of Insurance, Pension or Savings Plans, or other Benefit plans in which employees covered by this Agreement are eligible to participate.
- (i) Involve discipline or discharge imposed on employees having less than six months of service credits with the Company, provided that if by Local Understanding a period of less than six months has been agreed upon as the probationary period for new employees, and such Local Understanding is applicable to the particular employee involved, such agreed upon shorter period of time shall be substituted for "six months" in the foregoing; and provided further that nothing in this subsection shall limit the authority of an arbitrator with respect to disciplinary penalties or discharges imposed in violation of Section 1 of Article IV.
- (j) Pertain in any way to Article XXII of this Agreement or its interpretation or application.
- (k) Pertain in any way to the provisions of any local agreement covering a retraining program under the provisions of Article XXIV hereof, or the interpretation or application thereof.

~~8. (a) The parties shall refrain from requesting transcripts for those hearings where the submission to arbitration meets the following criteria:~~

- ~~(i) The interpretation of one or more provisions of the collective bargaining agreement is not involved; and~~
- ~~(ii) There is no "procedural" question such as arbitrability or due process; and~~
- ~~(iii) There is no claim alleging discrimination in violation of Section 3 of Article IV of this Agreement; and~~
- ~~(iv) The only issue in a discharge or discipline case is whether the discharge or discipline was imposed for just cause.~~

~~(b) An arbitrator shall give his Award without an Opinion in certain arbitration cases in accordance with the following:~~

- ~~(i) An Award without an Opinion shall consist of a summary statement by an arbitrator of no more than two pages which briefly sets forth the basis of the Award.~~



~~(ii) — An Award without an Opinion shall be given in all discipline or discharge cases meeting the criteria in Section 8(a), above, under the following procedure:~~

- ~~(1) — If the party requesting arbitration believes the grievance meets the criteria, that party would so indicate in its written request for arbitration.~~
- ~~(2) — If the party requesting arbitration does not indicate in its written request for arbitration that it believes the case meets the criteria, the other party may indicate that it believes the grievance meets the criteria in its written agreement to arbitrate.~~
- ~~(3) — If the party requesting arbitration indicates that it believes the grievance meets the criteria in 8(a), above, in its request for arbitration, or if the other party so indicates in its written agreement to arbitrate, the Association will instruct the designated arbitrator to issue an Award without an Opinion subject to the discretion given the arbitrator in (4) below.~~
- ~~(4) — If either party disagrees with the indication of the other party (provided for in (1) and (2), above) that the grievance meets the criteria set forth in 8(a), above, that party may request a written Opinion from the arbitrator so long as such request is made before the hearing is closed. When such a request is made by either party, the arbitrator shall rule whether a written Opinion is waived under the criteria set forth in 8(a) above.~~
- ~~(5) — If evidence is admitted during the hearing at the instance of either party which, in the judgment of the other party, would change the case from one meeting the criteria in 8(a), above, to a case not meeting the criteria, the other party may then demand a written Opinion so long as such demand is made before the oral hearing is closed — notwithstanding prior agreement to waive the Opinion. This provision, however, should not be interpreted in any way to imply that either party would agree to the introduction of evidence at the hearing which would change the nature of the case.~~

~~9. Any arbitration case between the Company and the Union which is limited to a disciplinary penalty other than discharge is covered by the supplemental arbitration procedure set forth below:~~

~~(a) — The following rules shall apply in cases covered by this section:~~

- ~~(i) — The only issue before the arbitrator shall be whether the discipline was imposed for just cause.~~
- ~~(ii) — There shall be no transcript of the hearing.~~
- ~~(iii) — There shall be no post-hearing briefs or other written arguments by the parties.~~
- ~~(iv) — If either party so requests, there shall be a thirty (30) minute recess before any closing oral argument by the parties.~~

~~(v) — The arbitrator shall render an Award without an Opinion no more than twenty-four (24) hours after the closing of the oral hearing.~~

~~(b) — The compensation for an arbitrator for hearing a case under this procedure shall be a fee of \$1,750.00 for each case. The arbitrator shall also be entitled to travel expenses in accordance with the regular procedures of the American Arbitration Association.~~

~~(c) — A special panel of arbitrators shall be established to hear cases under this procedure by mutual agreement of the parties.~~

~~(d) — Whenever a request for arbitration meets the criteria set forth above, the Association shall designate an arbitrator from the special panel of arbitrators, as provided for herein, to hear the case instead of a regular Contract Arbitrator, as provided for in Section 3 (a) of this Article, as follows:~~

~~(i) — Assignments will be made by the American Arbitration Association based on the arbitrators' geographical proximity, the availability of the arbitrators, and the number of cases assigned particular arbitrators at given locations. No arbitrator will be assigned to more than 25% of the cases at a given location under this procedure without the mutual consent of the parties.~~

~~(ii) — A date for a hearing shall be scheduled within sixty (60) days of the appointment of the arbitrator.~~

#### XXVI. Absence for Death in Family

An hourly paid employee who is absent from work solely because of the death and funeral of his or her spouse, child, stepchild, stepbrother, stepsister, foster child (if living in the employee's home), grandchild, step-grandchild, son-in-law, daughter-in-law, parent, stepparent, grandparent, step-grandparent, grandparent-in-law, brother, brother-in-law, sister, sister-in-law, mother-in-law, father-in-law, or legal guardian, **or in the event of a miscarriage** will be compensated, on the basis of his average straight-time earnings, for the time lost by him from his regular schedule by reason of such absence, for **four** ~~three~~ days for each such absence and up to eight hours per day. In the event of death of the employee's spouse, child, parent or stepparent, stepchild, foster child, grandchild, or legal guardian an additional ~~two~~ days paid absence (up to eight hours per day) shall be allowed. For the purposes of this provision, a same-sex domestic partner (as that term is defined in the GE Life, Disability and Medical Plan) shall be considered the equivalent of a spouse. This provision shall also apply to the deaths of comparable family members of the same-sex domestic partner.

#### XXIX. Responsibility of the Parties

Addition of Section (c) as follows:

**(c) If the Company determines through the grievance process that a manager (or their delegate) has performed bargaining unit work in the**

ordinary course, the Company shall pay the employee deprived of the work opportunity a minimum of one hour's pay and a maximum of eight hours' pay at the employee's applicable rate depending on the circumstances, including, but not limited to, the amount of time it took to do the work. Any grievances alleging a violation of this provision shall be subject to voluntary arbitration only as set forth in Article XV.7 and the parties agree that the sole remedy in any such arbitration shall be as set forth in this Article XXIX(c).

#### XXX. Issues of General Application

This Agreement, the ~~202519-202923~~ Settlement Agreement, the ~~202519-202923~~ Wage Agreement, and the ~~202519-202923~~ Pension and Insurance Agreement between the parties are intended to be and shall be in full settlement of all issues which were the subject of collective bargaining between the parties in national level collective bargaining negotiations in ~~202519~~. Consequently, it is agreed that none of such issues shall be subject to collective bargaining during the term of this Agreement and there shall be no strike or lockout in connection with any such issue or issues; provided, however, that this provision shall not be construed to limit or modify the rights of the parties hereto under Article VI, Section 1, and Article XIV of this Agreement.

#### XXXI. Duration of Agreement

This National Agreement shall be effective as of June ~~2324~~, ~~202519~~, between the Company, the Union, and each of the IUE-CWA, AFL-CIO, CLC Locals now certified as the representative of Company employees, as set forth in the Preamble to this Agreement, and shall continue in full force and effect to and including the ~~48th-23rd~~ day of June, ~~202923~~, and from year to year thereafter unless modified or terminated as hereinafter provided.

#### XXXII. Modification and Termination

- (a) Either the Company or the Union may terminate this National Agreement by written notice to the other not more than ninety days and not less than sixty days prior to June ~~2318~~, ~~202923~~, or prior to June ~~2318~~ of any subsequent year. Not more than 15 days following receipt of such notice, collective bargaining negotiations shall commence between the parties for the purpose of considering the terms of a new agreement, and a proposal for a revision of wages which may be submitted by either the Company or the Union.
- (b) If either the Company or the Union desires to modify this National Agreement, it shall, not more than ninety days and not less than sixty days prior to June ~~2318~~, ~~202923~~, or prior to June ~~2318~~ of any subsequent year, so notify the other in writing. Not more than 15 days following receipt of such notice, collective bargaining negotiations shall commence between the parties for the purpose of considering changes in this National Agreement, and a proposal for revision of wages which may be submitted by either the Company or the Union.

If settlement is not reached by June ~~2318~~, ~~202923~~, or prior to June ~~2318~~ of any subsequent year, this National Agreement shall continue in full force and effect

until the tenth day following written notice given by either the Company or the Union of its intention to terminate such Agreement, during which time there shall be no strike or lockout.

### XXXIII. Notices

All notices given under the provisions of this Agreement shall be in writing and shall be sufficient if sent by mail addressed, if to the Union, to IUE-CWA, 2701 Dryden Rd., Dayton, OH 45439 or to such other address the Union shall furnish the Company in writing; and if to the Company, to General Electric Company, **1 Neumann Way, Evendale, OH 45215** ~~901 Main Ave., The Towers At Merritt River, Norwalk, CT 06851-4127~~ or to such other address the Company shall furnish the Union in writing.

~~Dated: September 20, 2019~~

## APPENDIX D

June 22, 2025

Jerry Carney  
GE Conference Chair  
IUE-CWA  
2701 Dryden Road  
Dayton, Ohio 45439

Re: Northstar Aerospace

Dear Jerry:

The parties have agreed that as a result of General Electric Company's acquisition of Heligear Acquisition Holdings Co. d/b/a Northstar Aerospace, the bargaining unit represented by IUE Local 14430 located at 6006 West 73rd Street, Bedford Park, IL shall be covered by the GE Aerospace National Agreement beginning on July 28, 2027.

Sincerely,

John Burke  
Manager, Employee Relations

Agreed to on behalf of the IUE-CWA

By: \_\_\_\_\_  
Jerry Carney  
GE Conference Chair  
IUE-CWA

June 22, 2025

Jerry Carney  
Conference Board Chairman  
IUE-CWA, GE and Aerospace Conference Board  
2701 Dryden Rd.  
Dayton, OH 45439

RE: Joint Healthcare Committee

Dear Jerry:

During the 2025 IUE National Negotiations, the parties agreed to create a Joint Healthcare Committee to discuss healthcare benefit-related delivery issues. The Committee will consist of a maximum of five representatives for the Union and five representatives for the Company. The Committee will meet twice annually and may mutually agree to meet more often.

The parties will agree on meeting dates and the Company will circulate an agenda at least one week prior to the meeting. Prior to the meeting, the Union may propose additional topics to be discussed. Topics will include the state of benefits administration, utilization, education and related issues. The parties will agree on the agenda.

The Joint Healthcare Committee will not receive or adjudicate grievances. To facilitate open dialogue, discussions of the Joint Healthcare Committee will not be subject to Articles XIII-XV of the Agreement.

For the avoidance of doubt, the design and administration of the Company's benefit plans remain solely in the discretion of the Company.

Sincerely,

John Burke  
Manager, Employee Relations

Agreed to on behalf of the IUE-CWA

By: \_\_\_\_\_  
Jerry Carney  
GE Conference Chair  
IUE-CWA

June 22, 2025

Jerry Carney  
Conference Board Chairman  
IUE-CWA, GE and Aerospace Conference Board  
2701 Dryden Rd.  
Dayton, OH 45439

RE: Medical I&I Notification

Dear Jerry:

During the 2025 IUE National Negotiations, the parties discussed the Union's request for notification regarding Illness and Injury reports ("I&I Reports") that are created at an IUE represented site whenever a bargaining unit employee is involved in a workplace injury/illness situation.

It was agreed that the Company will provide the local Union with the name and SSO of any bargaining unit employee who has reported an injury or filed an I&I Report form at the medical center.

Sincerely,

John Burke  
Manager, Employee Relations

Agreed to on behalf of the IUE-CWA

By: \_\_\_\_\_  
Jerry Carney  
GE Conference Chair  
IUE-CWA

June 22, 2025

Jerry Carney  
Conference Board Chairman  
IUE-CWA, GE and Aerospace Conference Board  
2701 Dryden Rd.  
Dayton, OH 45439

RE: Pay Errors

Dear Jerry:

During the 2025 IUE National Negotiations, the parties discussed ongoing issues regarding pay errors and corrections. The parties agree that prompt and correct payment of wages is a fundamental principle of the employer-employee relationship. To provide a process to address potential payroll errors such as overpayments or underpayments in an employee's weekly paycheck, the employee should immediately bring the potential payroll error to the attention of GE Aerospace People Operations HR Contact Center at 844-477-2200.

The Company will promptly investigate the potential error, and, if confirmed, the Company will initiate a correction as necessary. If underpayment of wages is confirmed, then an adjusted payment will be made in the next payroll period following confirmation of the error. In those cases where there is an overpayment to the employee, the Company will provide options to recover the overpayment via payroll deduction installments. If the proposed installment schedule will cause a financial hardship, the employee can request an extension. All reasonable requests will be considered.

In all cases, the Company will recover overpayments consistent with applicable law and in no case will an employee's wages drop below minimum wage for any payroll period as a result of the recovery of an overpayment.

Sincerely,

John Burke  
Manager, Employee Relations

Agreed to on behalf of the IUE-CWA

By: \_\_\_\_\_  
Jerry Carney  
GE Conference Chair  
IUE-CWA



June 22, 2025

Jerry Carney  
GE Conference Chair  
IUE-CWA  
2701 Dryden Road  
Dayton, Ohio 45439

Re: Successorship

Dear Jerry:

In the event of the sale or transfer of assets of a plant covered by the 2025-2029 National Agreement, or a substantial portion thereof that impacts bargaining unit members, the Company shall notify the purchaser or transferee of the existence of the National Agreement. During the term of the National Agreement, the Company will require any purchaser or transferee of such assets to assume the National Agreement consistent with applicable law. This letter constitutes the parties' complete agreement on successorship and shall terminate and no longer be in effect as of June 22, 2029.

Sincerely,

John Burke  
Manager, Employee Relations

Agreed to on behalf of the IUE-CWA

By: \_\_\_\_\_  
Jerry Carney  
GE Conference Chair  
IUE-CWA

June 22, 2025

Jerry Carney  
Conference Board Chairman  
IUE-CWA, GE and Aerospace Conference Board  
2701 Dryden Rd.  
Dayton, OH 45439

Re: Appendix D

Dear Jerry:

This Agreement is entered into by and between General Electric Company, d/b/a GE Aerospace, ("the Company") and the IUE-CWA, The Industrial Division of the Communications Workers of America, AFL-CIO, CLC and its Local 1004, Arkansas City, KS ("the Union") as of the date set forth below.

Appendix D, titled "GE IUE-CWA Apparatus Service Centers Agreement" is currently part of the National IUE collective bargaining agreement ("National Agreement") between the Company and the Union effective through June 22, 2025.

The parties agree to modify Appendix D as follows:

Effective upon execution of this Side Letter, Appendix D is hereby removed from the main body of the National Agreement and shall no longer be considered an Appendix to the Agreement.

The terms and conditions previously contained in Appendix D shall remain in full force and effect through December 31, 2025, solely with respect to represented employees at the Arkansas City, KS location and will become the Strother Service Local Agreement.

In Q4 of 2025, a member of GE Aerospace's Union Relations team, along with local site leadership, and the Union agree to negotiate a new Strother Service Local Agreement, which shall be applicable solely to the employees represented by Local 1004 at the Arkansas City, KS location.

The Strother Service Local Agreement shall in effect through the expiration of the National Agreement, unless amended by mutual agreement.

The parties agree that the Strother Service Local Agreement shall not be cited as a precedent for any other facility or bargaining unit. It is entered into solely to address the unique operational issues at the Arkansas City, KS location.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2025.

Sincerely,

John Burke  
Manager, Employee Relations

Agreed to on behalf of the IUE-CWA

By: \_\_\_\_\_

Jerry Carney  
GE Conference Chair  
IUE-CWA

## APPENDIX E

### 2025 MEMORANDUM OF AGREEMENT ON EMPLOYEE BENEFITS

- I. The following benefit plans and programs are incorporated by reference into this Agreement, and such plans may be amended or terminated by the Company at any time in its sole discretion as plan sponsor. Copies of the benefit plan documents, as applicable, will be provided to the Union upon request.
  - a. GE Aerospace Pension Plan
  - b. GE Retirement Savings Plan
  - c. GE Aerospace Life, Disability & Medical Plan
  - d. GE Aerospace Health Benefits for Production Employees
  - e. GE Aerospace Health Benefits for Production Retirees Plan
  - f. GE Aerospace Retiree Medical Plan
  - g. GE Aerospace A Plus Life Insurance Plan
  - h. GE Aerospace Personal Accident Insurance Plan for Accidental Death and Dismemberment
  - i. GE Aerospace Long Term Disability Income Plan for Salaried Employees
  - j. GE Aerospace Long Term Disability Income Plan for Hourly Employees
  - k. GE Aerospace Dependent Life Insurance Plan for Hourly & Nonexempt Salaried Employees
  - l. GE Aerospace Emergency and Family Aid Plan
  - m. GE Aerospace Individual Development Program
  - n. GE Aerospace Survivor Support Program
  - o. GE Aerospace Work/Life Connections
  - p. GE Aerospace Adoption Assistance Program
  - q. GE Aerospace Transit and Parking Account Services
  - r. GE Aerospace Educational Loan Program
  - s. GE Aerospace Group Legal Plan, Pet Insurance and ID Theft Protection
- II. If a change to the terms of the plan document of one of the benefit plans or programs listed above would have a material adverse effect on benefit eligibility or coverage for the bargaining unit, the parties agree that, prior to making any such change, the Company shall notify the Union of the change and, upon request will discuss the change with the Union.
- III. A claim of a bargaining unit employee concerning any rights under the terms of the benefit plans and programs shall be brought under the plan's claims and appeals procedures. Any such claims will not be subject to Articles XIII-XV of the National Agreement.
- IV. This Agreement constitutes the entire agreement between the parties concerning the subjects addressed herein and supersedes any previous agreements or side letters relating to the plans and programs described above.
- V. The rights set forth in this Agreement shall remain in effect both during the term of this Agreement and during any status quo period after its expiration.

Agreed to on behalf of the IUE-CWA

Agreed to on behalf of the Company

By: \_\_\_\_\_  
Jerry Carney  
GE Conference Chair  
IUE-CWA

By: \_\_\_\_\_  
John Burke  
Manager, Employee Relations