

2025 Negotiations Overview

United Launch Alliance
and
THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND
AEROSPACE WORKERS, AFL-CIO,
Districts 75 & 166
Locals 44, 610, & 2786



4-year Collective Bargaining Agreement

May 1, 2025 to May 2, 2029

*Language that will be deleted will be ~~struck through~~
and new language will be **underlined and bold.***

This summary only represents the sections of the CBA that have changes; the rest of the CBA remains unchanged

*****Must be a Member in Good Standing to Vote*****

Economic Highlights of Contract Offer

Wage Increases:

- All employees will receive a **\$0.35 equity adjustment** in pay, **plus an initial GWI of 4.0%** at the start of the contract. GWIs will be **3.5% in 2026, 3.5% in 2027, and 3.0% in 2028.**
- **The total immediate increase** (equity plus GWI) will be **4.84%** for the average employee.
- The cumulative GWI over the life of the agreement is **15.5%** on the maximum rates.
- Over the life of the contract, the average wage (including step progressions) will increase by **22.6%**—from **\$43.24 to \$53.02 per hour.**

First Year Increase (\$0.35 Equity Plus 4% GWI)			
	Current Rate	New Rate	Percent Increase
Lowest	\$21.25	\$22.46	5.71%
Average	\$43.24	\$45.33	4.84%
Highest	\$57.55	\$60.22	4.63%

Shrinking the Gap between Min and Max Pay:

- Rate Progression increases immediately from \$0.25 to **\$0.30** every 12 weeks. In January 2027, the rate increases to **\$0.35** for the remainder of the Agreement.
- Minimum Rates are increased immediately to **\$21.25** for Aerospace Inventory Specialist and **\$27.28** for All Other Classifications. The equity adjustment and GWIs each year are also added to the minimum rates.

Wages

Aerospace Inventory Specialist	Range Minimum	Range Maximum
Current	\$19.96	\$49.80
<i>Bump at Ratification</i>	\$21.25	--
May 10, 2025	\$22.46	\$52.16
May 9, 2026	\$23.25	\$53.98
May 8, 2027	\$24.06	\$55.87
May 8, 2028	\$24.79	\$57.55

All Other Classifications	Range Minimum	Range Maximum
Current	\$24.39	\$56.55
<i>Bump at Ratification</i>	\$27.28	--
May 10, 2025	\$28.74	\$59.18
May 9, 2026	\$29.74	\$61.25
May 8, 2027	\$30.78	\$63.39
May 8, 2028	\$31.71	\$65.29

Paid Time Off

- **New “PTO Launch Bonus”:** For every successful launch each year of the agreement, 1 hour of vacation will be added to each employee’s PTO bank in January of the following year. These hours are not subject to the 400 hour maximum.
- **Up to 2 weeks paid parental leave** will be given for birth, adoption, and/or foster care placement.
- **Any employee on an alternative workweek schedule will now receive the 3 days of bereavement leave** pay based on their total daily hours.

401(k) Plan

- The company’s 401(k) match rate is improved from 70% of the first 8% of pay to **75%** of the first 8%. This will increase the maximum match from 5.6% of pay to **6.0% of pay**.
- The Employer Retirement Savings Contribution remains at **\$1,100 per quarter** for all bargaining unit employees.

Medical and Insurance

- The **PPO and HRA plans will no longer have a percentage cost share**. The employee contribution rates will be **fixed**, with moderate increases each year, per the chart below. This will protect members from high health care inflation through the life of the agreement.

Plan	Tier	2025	2026	2027	2028	2029
PPO	Employee Only	\$130.00	\$135.00	\$140.00	\$145.00	\$150.00
PPO	Employee + Spouse or Domestic Partner	\$260.00	\$270.00	\$280.00	\$290.00	\$300.00
PPO	Employee + Child(ren)	\$260.00	\$270.00	\$280.00	\$290.00	\$300.00
PPO	Employee + Family	\$390.00	\$405.00	\$420.00	\$435.00	\$450.00
HRA	Employee Only	\$66.62	\$69.00	\$72.00	\$75.00	\$78.00
HRA	Employee + Spouse or Domestic Partner	\$133.20	\$139.00	\$145.00	\$151.00	\$157.00
HRA	Employee + Child(ren)	\$133.20	\$139.00	\$145.00	\$151.00	\$157.00
HRA	Employee + Family	\$199.33	\$208.00	\$217.00	\$226.00	\$235.00

- The **EPO plan is maintained** for those eligible. The company’s cost share caps will be reduced by \$100 for all tiers: \$800 for Employee Only, \$1,600 for Employee + Spouse / Children, \$2,400 for Family coverage.
- **Short-term disability** is improved to provide **\$850 per week** starting in 2026.

Lump Sums

- Ratification bonus of **\$6,000**. Employees will now have the option of depositing part or all of it into their 401(k).
- COLA Supplement will be **\$2,000** in 2025, **\$1,400** in 2026, **\$1,400** in 2027, and **\$1,400** in 2028.

Total Value of Contract*

	Current	Year 1	Year 2	Year 3	Year 4
Total labor cost per year	\$91.6 million	\$95.8 million	\$100.6 m	\$106.3 m	\$110.6 m
Labor cost per member per hr	\$74.17	\$77.57	\$81.46	\$86.03	\$89.48
<i>Increase from current cost</i>	--	<i>\$83.6 million</i>	<i>\$87.7 million</i>	<i>\$92.6 million</i>	<i>\$96.3 million</i>
Total labor cost increase over 4 years: \$46.7 million					
<i>* Estimated. Includes base wages, shift differentials, overtime, medical, dental, vision, 401(k) ESRC and match, vacation, paid personal leave, holidays, bereavement, jury duty, AD&D, life insurance, long and short term disability, and COLA supplement. Does not include ratification bonus or any payroll taxes.</i>					

Comparison to Previous Two Agreements

Provision	2018-2022 CBA	2022-2025 CBA	2025-2029 Offer
Wages			
General Wage Increases	\$0 equity 1.75% / 2% / 2.5% / 3% 9.6% over 4	\$0 equity 4.0% / 3.5% / 3.0% 10.9% over 3	\$0.35 equity 4.0% / 3.5% / 3.5% / 3.0% 15.5% over 4 on max
Rate Progression	\$0.25 all years	\$0.30 year 1 \$0.25 all other years	\$0.30 through 2026 \$0.35 in 2027 & 2028
Minimum Rates	\$15.21 / \$16.28 / \$18.83 Fixed through life	\$18.72 / \$22.88 (2022) \$19.38 / \$23.68 (2023) \$19.96 / \$24.39 (2024)	\$21.25 / \$27.28 initial \$22.46 / \$28.74 (2025) \$23.25 / \$29.74 (2026) \$23.95 / \$30.63 (2027) \$24.79 / \$31.71 (2028)
Retirement			
401(k) Employer Retirement Savings Contribution	\$900 per quarter	\$1,100 per quarter	\$1,100 per quarter
401(k) Match	60% of 8% (4.8%)	70% of 8% (5.6%)	75% of 8% (6.0%)
Health Care			
PPO Employee Only	18% up to \$130	18% up to \$130	\$150 in 2029
PPO Employee + Spouse / Children	18% up to \$260	18% up to \$260	\$300 in 2029
PPO Family	18% up to \$390	18% up to \$390	\$450 in 2029
HRA Employee Only	8% up to \$80	8% up to \$80	\$78 in 2029
HRA Employee + Spouse / Children	8% up to \$160	8% up to \$160	\$157 in 2029
HRA Family	8% up to \$240	8% up to \$240	\$235 in 2029
EPO Employee Only	\$800 employer cap	\$900 employer cap	\$800 employer cap

Provision	2018-2022 CBA	2022-2025 CBA	2025-2029 Offer
EPO Employee + Spouse / Children	\$1,600 employer cap	\$1,700 employer cap	\$1,600 employer cap
EPO Family	\$2,400 employer cap	\$2,500 employer cap	\$2,400 employer cap
Lump Sums			
Cost of Living Supplement	\$1,200 each year \$4,800 over 4	\$4,000 / \$1,400 x 2 \$6,800 over 3	\$2,000 / \$1,400 x 3 \$6,100 over 4
Ratification Bonus	\$3,000	\$6,000	\$6,000
Paid Time Off			
Vacation	6.67 for 0-8 YOS 10.0 for 8-18 YOS 13.34 for 18+ YOS	6.67 for 0-8 YOS 10.0 for 8-18 YOS 13.34 for 18+ YOS	Same accrual with “PTO Launch Bonus” of 1 hour added to bank for each successful launch
Paid Parental Leave	None	None	Two weeks fully paid leave for birth / adoption / foster

ARTICLE 3

3.01 ~~Business Representative~~ Union Access

The Business Representatives, Union Officers and Shop Stewards of the Union will have badged access to the Company's facilities during working hours for the purpose of investigating grievances, complaints or matters arising out of the application of this Agreement. They will obtain from Human Resources authorization for each visit and such visit will be subject to such regulations as may be made from time to time by the Company. The Company will provide a Union represented escort for the Business Representative where necessary and will not impose regulations which will exclude the Business Representatives from access to the facility except in classified locations requiring special access/training and areas during hazardous operations. During these visits, all International Traffic in Arms Regulations (ITAR) and NPSVI (Non-Public Space Vehicle Information) requirements will be observed.

Article 5 – SENIORITY

G. An ~~promoted~~ employee enters entering the new classification does so on a temporary basis for a period of up to forty-two (42) calendar days ~~worked thirty (30) calendar days~~. If during this period the employee cannot satisfactorily perform the job classification, the employee will be returned to the last classification held, seniority permitting.

ARTICLE 7 – WAGE RATES

7.05 General Wage Increase and Lump Sum Payments

A. Method for First Year's Rate Adjustments: The rate range minimums will be increased to \$21.25 for Aerospace Inventory Specialist and \$27.28 for All Other Job Classifications.

7.10 Crane Operator Premium (Launch Operations)

Employees who perform Crane Operator duties during the lifting operations of flight hardware will receive an additive of \$.50 per hour ~~during the performance of those duties.~~ Employees who hold a Rigger/Director Certification for flight hardware on the same crane will receive an additional \$0.50 while holding both certifications.

7.11 SCAPE / SCBA / Level A, B, or C Hazmat Suits/Class A CDL w/Hazmat

Premium will be ~~\$50.00~~ \$200.00 per day when suited up. Also applies to Decatur acid-loading process and working with Hexavalent Chromium.

For Class A CDL w/Hazmat an additive of \$2.00 will be applied to the employee's base rate.

7.12 NDT

An additive of \$1.00 per certification up to \$2.00/hour base rate - Employees who hold relevant certification(s) identified by the Company, which will typically include but not be limited to ~~in~~ X-ray Level 2, ultrasound Level 2, Mag particle Level 2, Eddy Current Level 2. The additive only will

be paid so long as the employee is an assigned member of one of the organization units performing NDT operations.

7.13 Decatur Flight Hardware Welders

An additive of up to \$2.00/hour above base rate – ~~Three~~ **Two** opportunities for additive in welding:

\$1.00 – holds 3-5 specified **manual or machine** weld certifications (~~GTAW~~) **identified by the Company**

\$1.00 – holds 6 or more specified manual **or machine** weld certifications (~~GTAW~~) – **identified by the Company**, a minimum of 2 of the 6 must be for aluminum alloys

~~\$1.00 – holds 1 or more specified weld certifications (VPPAW)~~

The additive only will be paid so long as the employee is an assigned member of one of the organization units performing weld operations.

7.14 Decatur Flight Hardware CNC Machinists Operators

An additive of up to \$2.00/hour above base rate – Two opportunities for additive ~~in~~ **for** CNC **operating** machining:

\$1.00 – holds 1 **relevant** certification **identified by the Company** ~~in Gantry Skin Mill, Hemi Mill (or other 5-axis mill), or VTL operator~~

\$1.00 – holds 2 or more **relevant** certifications **identified by the Company** in Gantry Skin Mill, Hemi Mill (or other 5-axis mill), or VTL operator

The additive will only be paid so long as the employee is assigned as a member of the SRD Machining Center organization unit, or any ~~future~~ organization unit that may perform CNC ~~machining~~ operations.

7.15 An additional minimum pay adder, if not already defined previously, will be paid for the following operations once full certification and OJT is achieved:

a. \$2.00 per hour - Centaur V Welders (any one of the following: any type of C-gun, Bulkhead Skin Mate, Barrel Weld, Major Weld, Gore/Gas Tungsten Arc Weld)

b. \$2.00 per hour - Spin Form Operator

c. \$2.00 per hour - Friction Stir Welder (any one of the following: UWS, LFSW, CFSW)

d. \$2.00 per hour - Break Press Operator

e. \$1.00 per hour - Any robotic operation that builds flight hardware (i.e. SOFI)

Each certification will have a minimum value of \$1.00. The adder will only be paid so long as the employee is assigned as a member of the unit that may perform the operations. (Company Modified Proposal, Contingent upon acceptance of 7.06)

When requested by either party, the existing Labor/Management committee will discuss potential modifications to the list of certifications eligible for pay adders. Modifications shall only be implemented based upon mutual agreement.

ARTICLE 8 – HOURS OF WORK AND OVERTIME

B(1g) The Company may ask employees to stay on the job for up to ~~three~~ (~~3~~ **four (4)**) hours of overtime for continuity of critical tasks or completion of operations in progress. The Overtime Rotation List will be adjusted for employees working the overtime.

8.02 Definitions

C. **Standard** Schedule of Work (Cape Canaveral & Vandenberg)

4. The Company reserves the right to implement an alternate work week with a 90-day notification to the Union. The option to implement a second or third shift for the 4 X 10 schedule of work will be determined 30-days prior to implementing. The different start times between a second shift or a third shift may be changed based on the business case with a 30-day notification to the Union; should the Company decide to change from a second shift to a third shift, the personnel staffing both shifts will have an opportunity to change shifts within the 30-day period based on seniority and certification.

A. Alternate Schedule of Work (Launch Operations: 4 x 10 Schedule)

- (1) Four (4) Day Standard Schedule of Work: A four-day schedule of work for employees assigned shall consist of forty (40) hours, equaling four (4) ten (10) hour shifts, Monday through Thursday. The (10) hours shall generally be worked within eleven (11) consecutive hours. The Standard schedule is on first shift, and second or third shift will be staffed as deemed necessary by management. Even though employees working third shift may be assigned to start their shift before Midnight, they shall charge all hours worked during the shift to the day their shift ends.
- (2) Five (5) Day Operations: Should the Company determine the need for 5-day operations, a 4x10 schedule of Tuesday – Friday will be added to the Standard schedule and staffed.
- (3) Seven (7) Day Operations: Should the Company determine the need for 7-day operations in any work group(s), the Company may add the 3x12 weekend schedule of Friday – Sunday to the Standard schedule.
- (4) Six (6) Day Operations: In the event the Company wants to introduce 6-day operations, the Company will meet with the Union to discuss the business needs and schedule options. If the parties come to a mutual agreement, the schedule will be implemented.
- (5) The non-standard schedules listed above may be implemented in specific functions or work groups of Launch Operations, and not across the entire launch site. The need for non-standard schedules, second shifts, third shifts, duration, and number of employees needed on the schedules are at the sole discretion of management. The 5 or 7 day operational schedules may be implemented with a minimum of 30 days' notice.
- (6) Management may give employees a day off, including weekends, in advance of the fifteenth (15th) day, as required to support critical schedules. The employee directed off shall be paid straight time or premium time, as applicable. Employees not allowed to work their regular scheduled shift due to the fourteen (14) consecutive day LSP-ES-010, Management of Work Time Restrictions will be compensated ten (10) hours of straight time at their current rate.
- (7) When management determines a need to change the work schedule within a work group, assignments will be staffed by the most senior qualified volunteers within that work group. If an insufficient number of volunteers is obtained, management may direct employees to the new work schedule, by inverse seniority and certification within that work group. New hires may also be hired into a specific work schedule and/or shift.
- (8) Launch Operations Alternate Work Week normal start times:
 - (a) 1st shift - 05:00 a.m. through 08:00 a.m.

(b) 2nd shift – 4:00 p.m through 8:00 p.m.

(c) 3rd shift - 6:00 p.m. through 10:00 p.m.

8.04 Call-in and Report Time

B. Report Time:

(1) An employee reporting for work at the beginning of the shift shall receive four (4) hours work or four (4) hours pay **for the 5 x 8 shift, a minimum of five (5) hours work, or five (5) hours pay for the 4 x 10 shift, or a minimum of six (6) hours work, or six (6) hours pay for the 3 x 12 shift** at either the employee's working rate or the employee's working rate plus premium pay, whichever is applicable unless:

- (a) The employee leaves sooner of their own accord.
- (b) The employee is suspended for **just** cause.
- (c) The employee is discharged **for just cause.**

8.07 Distribution of Overtime

A. Selection of employees for overtime:

- (d) In the event enough qualified volunteers are not obtained, and the work group contains seven (7) or less employees, the manager shall offer the overtime to at least one (1) other overtime list on the same shift where there are employees with the specific skills, certifications, and qualifications needed to perform the work, in the same classification prior to directing overtime, unless necessary for job continuity. If enough qualified volunteers still are not obtained, the Company will direct overtime in the work group where the overtime is needed. **At** ~~For integrated operations at CCSFS and VSFB, or~~ for any work group at the launch sites larger than seven (7) employees, the requirement to go to another overtime list before directing overtime does not apply.

8.08 Distribution of Overtime

(2) Multi-Day Overtime Opportunities

At the launch sites, the Company may solicit for or assign employees to a multi-day overtime opportunity to include off-shift opportunities and consecutive contingency days (up to two (2) days) to support critical and/or major operations. **(A)** If a multi-day overtime opportunity begins on a weekday, the weekday overtime wheel will be run for the entire opportunity, even if it runs into a weekend. **(B)** If a multi-day overtime opportunity begins on a weekend, the weekend overtime wheel will be run for the entire opportunity, even if it runs into a weekday. Volunteers and directed employees must be able to work all days for the opportunity. Hardships will be coordinated between the Company and the Union. If launch contingency crosses the weekend (i.e. Friday, Saturday), the same group established on the first day will support the operations.

ARTICLE 9 – TRAVEL

9.02 Per Diem Subsistence Allowance

- A. Employees on travel will be paid a per day subsistence allowance equal to the current published GSA rate for the travel location plus reasonable actual lodging expense. The subsistence allowance is not paid to employees while traveling on the ~~Mariner~~ **RocketShip or the SpaceShip.**

9.06 Employee Selection

- A. The Company will notify the CBU personnel within the needed classification in writing or by Company e-mail with required dates of travel. This notification starts the 48- hour volunteer window. If different travel dates are required by the Company a new 48 hour period will begin. Volunteers can withdraw at any time up to ~~72~~ **96** hours before the travel period commences or, in case of emergency, during the travel period.
- B. In the event the Company cannot identify the actual dates for travel, the travel notification may define a start date range (e.g. a three day trip to a customer facility beginning during a 7 calendar day window) and the employees who volunteer agree to be available to travel at any time during the window. The Company will notify the employees who volunteer promptly after the actual travel dates are determined. If different travel start dates are required by the Company outside the 7 calendar day window, a new 48 hour period will begin. Volunteers can withdraw at any time up to ~~72~~ **96** hours before the travel period commences or, in case of emergency, during the travel period.
- C. The notification will state the certifications and qualifications, if any, needed to perform the work. During this 48 hours, the Company will identify those volunteers who meet the certifications and qualifications needed to perform the work and those who do not. The Company will select employees needed in the following manner:
- (1) Volunteers: By classification in seniority order. The Company may bypass any volunteer if he or she is a lead, possesses critical skills, certifications, or qualifications, and/or is needed at the home work location during the travel dates in order to meet business requirements. ~~Effective upon ratification of this agreement, if~~ **If** a volunteer is bypassed for travel (excluding critical skills), the Company will pay a lump-sum of \$600.00 to that employee for each occasion the volunteer is bypassed for the aforementioned reasons.

ARTICLE 10 – PERSONAL AND BEREAVEMENT

F. Bereavement Pay

Up to three (3) days bereavement leave with pay will be granted to an employee on the active payroll who, because of death in his immediate family, takes time off from work during his normal work schedule as such term is defined in this Agreement. Such pay shall be for **hours equal to the employee's normal work schedule of** eight (8) hours, **ten (10), or twelve (12)** hours at his **their** straight time base rate and shift differential where applicable for each such day off; however, such pay will not be applicable if the employee receives pay for such days

off under any other provision of this Agreement. Bereavement leave must be taken on consecutive workdays as selected by the employee. The Company may request documentation, supporting the need for bereavement pay.

10.02 Personal Leave and Bereavement

G. Effective, as soon as administratively possible, all represented full-time employees are eligible for up to two (2) consecutive weeks of paid time off within a 12-month period following the birth or adoption of a child or placement of a foster child.

- **To be eligible, employees must be employed by the company for at least three consecutive months immediately preceding the start of leave.**
- **This paid benefit may be used once every 12 months.**
- **Employees eligible for Paid Parental Leave are biological parents, domestic partner parents, an individual who stands in loco parentis (or in place of a parent), or parents of a legally adopted child under the age of six (6) or a foster child under the age of six (6).**
- **This benefit will not run concurrently with FMLA, or any applicable state parental leave program and benefits paid under such program will offset the company Paid Parental Leave benefits. For employees eligible for any applicable state parental leave program, the company's Paid Parental Leave program will only be responsible the portion not paid by the state program, for the first two weeks of leave.**

An employee who intends to request Paid Parental Leave must contact their manager and ULA's Leave Administrator as far in advance as possible. When feasible, notice should be given at least 30 days in advance and provide an anticipated leave date and anticipated return to work date. The procedure for how an employee requests a leave, including their benefit coverage while on leave and the return-to-work process will follow the LOA request process.

**Holidays
Holidays May 2025 - May 2029**

<u>Date</u>	<u>Year</u>	<u>Note</u>
<u>Monday, May 26, 2025</u>	<u>2025</u>	<u>Holiday</u>
<u>Friday, July 4, 2025</u>	<u>2025</u>	<u>Off Friday/Holiday</u>
<u>Monday, September 1, 2025</u>	<u>2025</u>	<u>Holiday</u>
<u>Thursday, November 27, 2025</u>	<u>2025</u>	<u>Holiday</u>
<u>Friday, November 28, 2025</u>	<u>2025</u>	<u>Holiday</u>
<u>Wednesday, December 24, 2025</u>	<u>2025</u>	<u>Holiday</u>
<u>Thursday, December 25, 2025</u>	<u>2025</u>	<u>Holiday</u>
<u>Friday, December 26, 2025</u>	<u>2025</u>	<u>Holiday</u>
<u>Monday, December 29, 2025</u>	<u>2025</u>	<u>Holiday</u>
<u>Tuesday, December 30, 2025</u>	<u>2025</u>	<u>Holiday</u>
<u>Wednesday, December 31, 2025</u>	<u>2025</u>	<u>Holiday</u>
<u>Thursday, January 1, 2026</u>	<u>2026</u>	<u>Holiday</u>

<u>Friday, January 2, 2026</u>	<u>2026</u>	<u>Off Friday/Holiday</u>
<u>Monday, May 25, 2026</u>	<u>2026</u>	<u>Holiday</u>
<u>Friday, July 3, 2026</u>	<u>2026</u>	<u>Off Friday/Holiday</u>
<u>Monday, September 7, 2026</u>	<u>2026</u>	<u>Holiday</u>
<u>Thursday, November 26, 2026</u>	<u>2026</u>	<u>Holiday</u>
<u>Friday, November 27, 2026</u>	<u>2026</u>	<u>Holiday</u>
<u>Thursday, December 24, 2026</u>	<u>2026</u>	<u>Holiday</u>
<u>Friday, December 25, 2026</u>	<u>2026</u>	<u>Holiday</u>
<u>Monday, December 28, 2026</u>	<u>2026</u>	<u>Holiday</u>
<u>Tuesday, December 29, 2026</u>	<u>2026</u>	<u>Holiday</u>
<u>Wednesday, December 30, 2026</u>	<u>2026</u>	<u>Holiday</u>
<u>Thursday, December 31, 2026</u>	<u>2026</u>	<u>Holiday</u>

<u>Friday, January 1, 2027</u>	<u>2027</u>	<u>Off Friday/Holiday</u>
<u>Monday, May 31, 2027</u>	<u>2027</u>	<u>Holiday</u>
<u>Monday, July 5, 2027</u>	<u>2027</u>	<u>Holiday</u>
<u>Monday, September 6, 2027</u>	<u>2027</u>	<u>Holiday</u>
<u>Thursday, November 25, 2027</u>	<u>2027</u>	<u>Holiday</u>
<u>Friday, November 26, 2027</u>	<u>2027</u>	<u>Holiday</u>
<u>Friday, December 24, 2027</u>	<u>2027</u>	<u>Holiday</u>
<u>Monday, December 27, 2027</u>	<u>2027</u>	<u>Holiday</u>
<u>Tuesday, December 28, 2027</u>	<u>2027</u>	<u>Holiday</u>
<u>Wednesday, December 29, 2027</u>	<u>2027</u>	<u>Holiday</u>
<u>Thursday, December 30, 2027</u>	<u>2027</u>	<u>Holiday</u>
<u>Friday, December 31, 2027</u>	<u>2027</u>	<u>Off Friday/Holiday</u>
<u>Monday, January 3, 2028</u>	<u>2028</u>	<u>Holiday</u>
<u>Monday, May 29, 2028</u>	<u>2028</u>	<u>Holiday</u>
<u>Monday, July 3, 2028</u>	<u>2028</u>	<u>Holiday</u>
<u>Tuesday, July 4, 2028</u>	<u>2028</u>	<u>Holiday</u>
<u>Monday, September 4, 2028</u>	<u>2028</u>	<u>Holiday</u>
<u>Thursday, November 23, 2028</u>	<u>2028</u>	<u>Holiday</u>
<u>Friday, November 24, 2028</u>	<u>2028</u>	<u>Holiday</u>
<u>Monday, December 25, 2028</u>	<u>2028</u>	<u>Holiday</u>
<u>Tuesday, December 26, 2028</u>	<u>2028</u>	<u>Holiday</u>
<u>Wednesday, December 27, 2028</u>	<u>2028</u>	<u>Holiday</u>
<u>Thursday, December 28, 2028</u>	<u>2028</u>	<u>Holiday</u>
<u>Friday, December 29, 2028</u>	<u>2028</u>	<u>Off Friday/holiday</u>
<u>Monday, January 1, 2029</u>	<u>2029</u>	<u>Holiday</u>

- D. (1) that they have been on the Company's payroll for at least thirty (30) calendar days since their last date of hire, including the designated Holiday **not applicable to recalled employees**
- E. If employees are otherwise eligible for Holiday pay, but due to a reduction in force are laid off during the workweek in which the designated Holiday falls, such employees will be paid the Holiday pay in accordance with Section 10.04BB of this Article, provided they work at least one full shift during such workweek.

(3) An employee who works on a day designated as a Holiday under this Agreement will receive Holiday pay as described in 10.04B, and will, in addition, be compensated at double the employee's working rate of pay for all hours of work performed on the Holiday.

10.04.F.(5)

The Company schedules the following protected days off without pay for employees working the 3x12 schedule.

2025

- Friday, July 4**
- Friday, November 28**
- Friday, December 26**
- Saturday, December 27**
- Sunday, December 28**

2026

- Friday, January 2**
- Sunday, April 5**
- Saturday, July 4**
- Friday, November 27**
- Friday, December 25**
- Saturday, December 26**
- Sunday, December 27**

2027

- Friday, January 1**
- Sunday, March 28**
- Sunday, July 4**
- Friday, November 26**
- Friday, December 24**
- Saturday, December 25**
- Friday, December 31**

2028

- Saturday, January 1**
- Sunday, April 16**
- Friday, November 24**
- Friday, December 29**
- Saturday, December 30**
- Sunday, December 31**

2029

Sunday, April 1
Friday, November 23
Friday, December 28
Saturday, December 29
Sunday, December 30

If operational needs require coverage on any of these days, qualified volunteers will be solicited from the regularly schedule 3x12 shift first at straight time rates. In the event of insufficient volunteers then the OT process will be followed. These protected days off will not alter the holiday schedule and compensation established in section 10.04.

ARTICLE 12 – HEALTH AND WELFARE AND SUPPLEMENTAL BENEFITS

12.08 Short Term Disability Insurance

~~Income benefits will be \$600 week up to 26 weeks maximum.~~ Effective January 1, 2023 **2026**, income benefits will be **eight hundred and fifty dollars (\$850)** per week up to 26 weeks maximum. The benefit, as noted below, will be reduced by any payment the employee is eligible to receive under the Schedule for the California Unemployment Disability Insurance Code. Any other applicable offsets per the plan, will be applied.

- ~~CCAFS~~ **CCCSFS** \$750 **\$850**
- ~~VAFB~~ **VSFB** California State Disability Insurance
- Decatur \$750 **\$850**

ARTICLE 14 – 401(k) SAVINGS AND RETIREMENT PLAN

- A. Effective ~~January 1, 2023~~ **upon ratification of this Agreement**, the Company match for all employees will be ~~70%~~ **75%** of the first 8% deferred.

ARTICLE 17 – GENERAL PROVISIONS

17.01 Training

- A. When training is required, the Company will solicit volunteers by work group and shift as applicable who are interested in the necessary training opportunity and will allow employees two (2) calendar days to volunteer for the training opportunity. The Company will assign training opportunities as available to volunteers in order of seniority. If there are not sufficient volunteers within the workgroup, the Company will assign employees to train by order of seniority, beginning with the ~~most~~ **least** senior, by work group and shift.

MEMORANDUM OF UNDERSTANDING
Vendor Manage Material at LOPS

It is the Company's intent to expand the scope of the existing VMM Contracts currently in place at PROD Ops to the Launch Sites during renegotiation of said contracts in July of 2025. There will be no impact to employees in the classification as a result of implementing this initiative.

MEMORANDUM OF UNDERSTANDING

Aerospace Technician – Camp Blanding

As the launch rate increases, the Company will require a full-time resident team to support Camp Blanding Florida operations. This team's primary function will be to perform receipt, movement, storage, and handling of solid rocket booster (SRB) assemblies in and out of the facility. This will include the operation, repair, and limited maintenance of the handling equipment as necessary to continue operations. To meet the cost objectives to maintain an in-house team versus subcontracting the work, the following requirements will be a prerequisite:

- **Establish a new classification with a separate seniority list from that of other Launch Ops locations (Cape or VAFB)**
 - a. **Initial staffing will solicit qualified volunteers**
 - b. **If the operational requirements are not met with qualified volunteers, the company will post the remaining open positions**
 - c. **Employee transfers into that location will be per existing contract language 5.05**
 - d. **Travel to/from other locations per existing contract language 9.08**
- **Although the basic job requirements will not include all the requirements for a Launch Ops Aerospace Technician (AT), some basic certifications and skills will be required. (See Job Description, Appendix C).**
- **For the purpose of plugging and unplugging Over The Road Transporters (OTR), the operating crane and other potential disconnects > 120V, Blanding ATs will be required to hold a subset of Aerospace Maintenance (AM) FE-0 certifications related to work involving plugging in or unplugging power cables, mating cables and operating electrical disconnects in proper PPE with closed panels with incident energy less than 1.2 cal/cm² using PPE required per NFPA 70E.**
- **Due to a limited number of inspection opportunities, inspectors may double as working technicians when no inspection work is scheduled.**

LETTER OF UNDERSTANDING- X

Mark A. Adams
Director of Labor Relations
United Launch Alliance
44137 Merrywood CT
Ashburn, VA 20147

Mr. Adams,

Pursuant to our discussions during the 2025 negotiations, the parties mutually agree to continue the current practice at the Decatur facility regarding postings of vacancies and travel opportunities for Bargaining Unit employees as follows:

1. **All postings for vacancies and travel opportunities will be awarded through Company email and will**

be addressed to Decatur represented employees with intentions of reaching and responding to all eligible applicants.

2. **All employees solicited for temporary postings will be documented along with an expected timeframe for the temporary assignment. This information will be submitted to the Chief Steward or an elected proxy in the case of the Chief Stewards absence.**



***Your Union Committee highly recommends “Acceptance”
of the Collective Bargaining Agreement***

VOTING PROCESS

- Each member will be given a Ratification Ballot and a Strike Ballot.
- The Ratification Ballot will be to vote to **ACCEPT** or **REJECT** Amentum’s offer. This vote must carry by a simple majority. If a majority of voting members across all sites vote to **ACCEPT** the Contract, the Contract is ratified.
- The Strike Ballot will be a **YES** or **NO** vote to strike. If a majority of voting members across all sites vote to **REJECT** the contract, but **LESS THEN TWO THIRDS** vote to strike, the contract is automatically accepted by default per the IAM Constitution.
- A Strike will only occur if a majority of voting members across all sites vote to **REJECT** the contract and **TWO-THIRDS (66 2/3%) OR MORE** vote **YES** to Strike.
- Once again, the IAM Constitution provides, in Article XVI, Section 2, that a secret ballot vote by the membership present and voting must carry by a two-thirds (2/3) majority in order to declare a strike. IAM policy further provides that thirty (30) percent of the eligible bargaining unit must participate in the strike vote.

**Your Negotiating Committee Recommends “Acceptance” of this
4 Year Collective Bargaining Agreement and to vote “No” on the Strike
Ballot**

Tentative Agreements - ULA IAM CBA Negotiations 4/11/2025

ARTICLE 5

SENIORITY

5.07 Promotions/Vacancies

- A. When an opportunity for promotion to a higher classification or pay grade arises within the bargaining unit covered by this Agreement, the most qualified, interested senior employee (except probationary employees) will be promoted from the bargaining unit before hiring externally to fill such position provided such employee is available on the Company's active payroll and has the necessary qualifications. Where the qualifications of two or more qualified employees are substantially equal, the most senior employee will be promoted. A promoted employee shall perform the position for a minimum of ~~twelve (12)~~ **twenty-four (24)** months before being considered for another promotion, unless the Company allows a lesser time period. The Company shall immediately announce promotion opportunities to all bargaining unit members at that specific geographical location via an all-employee email and Company web page for a minimum of five (5) business days, or a minimum of six (6) if necessary to touch upon two (2) workweeks. Employees shall apply and submit a formal resume for promotional opportunities and may be asked to interview as part of the selection process.

The Company and the Union have reached a Tentative Agreement on the proposed CBA language changes. 04/11/25

X 

Robert Barnwell
Coordinator IAM Aerospace Department

X 

Mark Adams
Director, Human Resources and Labor Relations

Tentative Agreements - ULA IAM CBA Negotiations 4/11/2025

ARTICLE 5

SENIORITY

5.07 Promotions/Vacancies

B. At Decatur ~~When~~ a vacant position or need for employee(s) arises within a workgroup, the Company will solicit trained volunteers from within the same classification ~~said workgroup first, then post the opening via an all-employee email including any required certifications or experience as determined by the Company and Company web page for a minimum of five (5) business days, or a minimum of six (6) if necessary to touch upon two (2) workweeks.~~ An employee filling such a vacancy shall perform the position for a minimum of twenty-four (24) months before being considered for another vacancy, unless the Company allows a lesser time period.

1. Qualified volunteers from other classifications will be considered ~~selected~~ if the vacancy remains unfilled after the initial solicitation.

2. At the Decatur site, a workgroup shall be defined as all Technicians that share the same classification, supervisor, shift and overtime rotation list.

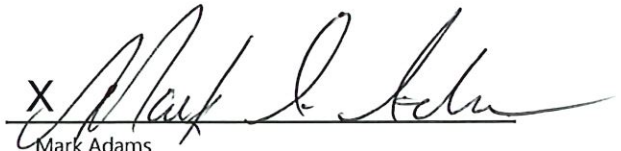
3. At the Decatur site, the company may solicit qualified volunteers or employees may be directed in inverse seniority beginning with the most junior qualified individual, to be loaned to any workgroup within their classification for up to ~~14~~ 27 Calendar days. Employees may be retained when needed to support operational needs.

4. In cases where the Company intends a temporary reassignment (~~15~~ 8-90 days or less):

The Company and the Union have reached a Tentative Agreement on the proposed CBA language changes. 04/11/25

X 

Robert Barnwell
Coordinator IAM Aerospace Department

X 

Mark Adams
Director, Human Resources and Labor Relations