

NOC Customer Planner Tentative Agreement Highlights

- Transition wage scale with an 8% wage increase on the Date of Ratification, effective 1st full pay period. (True Up)
- December 15, 2026, pay increase of 3%
- New wage scale with Anniversary pay increases
- 3% of the current wage from March 1, 2025, to Date of Ratification paid in a lump sum
- 401 (k) Non-Elective Contribution 4% % match and up to 5.3% retroactive from January 1st, 2025, paid 120 days after DOR in a lump sum
- 8-hour holiday pay for those scheduled off Thanksgiving and Christmas
- Those scheduled to work Thanksgiving and Christmas Day will receive time and ½ pay in addition to regular pay on Thanksgiving and Christmas
- Mandatory Overtime (JA) paid at double-time rate
- Picking up Mandatory Overtime paid at double-time rate
- Shift differential pay
- Premium pay (time and ½) for shifts beginning 0100-0500
- Grievance Procedure
- Memorialized shift trading practices
- Memorialized equalization overtime practices
- Mandatory Overtime protection of shift-traded off days
- Earn 1 refusal MOT per quarter, to use in subsequent quarters, 32 hours of Voluntary Overtime (Accrual up to 2)
- Supervisors' vacancies filled within the classification
- Yearly option for blocked vacation weeks
- Guaranteed DAT (Day at a Time) allotment of vacation requests up to 72 hours prior
- Language to allow DATs above the allotment
- Memorialized ROC mileage reimbursement
- Freedays converted to 10 bankable Flexible Days Off (FTOs) throughout the year
- Paid Parental Leave, short-term/long-term disability pay.
- Reduction in Force-Severance pay and 5-year recall rights

