

# 2022 Contract

# Negotiations



# Attachments

**May 1, 2022**

# New 3 year contract effective May 2, 2022 – May 4, 2025.

## Wage Schedules

### SCHEDULE A

*Effective May 2, 2022*

LABOR GRADE	NORMAL STARTING RATE	STANDARD RATE	MAXIMUM RATE
11	\$27.87	\$28.65	\$31.80
10	\$28.84	\$29.71	\$32.82
9	\$29.99	\$30.88	\$34.18
8	\$31.26	\$32.34	\$35.64
7	\$32.81	\$33.94	\$37.28
6	\$34.40	\$35.67	\$39.04
5	\$36.10	\$37.46	\$40.93
4	\$38.07	\$39.54	\$43.00
3	\$40.13	\$41.67	\$45.20
2	\$42.53	\$44.17	\$47.73
1	\$45.02	\$46.75	\$50.36
0	\$47.57	\$49.41	\$53.06

### SCHEDULE B

*Effective May 1, 2023*

LABOR GRADE	NORMAL STARTING RATE	STANDARD RATE	MAXIMUM RATE
11	\$28.71	\$29.51	\$32.75
10	\$29.71	\$30.60	\$33.80
9	\$30.89	\$31.81	\$35.21
8	\$32.20	\$33.31	\$36.71
7	\$33.79	\$34.96	\$38.40
6	\$35.43	\$36.74	\$40.21
5	\$37.18	\$38.58	\$42.16
4	\$39.21	\$40.73	\$44.29
3	\$41.33	\$42.92	\$46.56
2	\$43.81	\$45.50	\$49.16
1	\$46.37	\$48.15	\$51.87
0	\$49.00	\$50.89	\$54.65

**SCHEDULE C**  
*Effective May 6, 2024*

LABOR GRADE	NORMAL STARTING RATE	STANDARD RATE	MAXIMUM RATE
11	\$29.57	\$30.40	\$33.73
10	\$30.60	\$31.52	\$34.81
9	\$31.82	\$32.76	\$36.27
8	\$33.17	\$34.31	\$37.81
7	\$34.80	\$36.01	\$39.55
6	\$36.49	\$37.84	\$41.42
5	\$38.30	\$39.74	\$43.42
4	\$40.39	\$41.95	\$45.62
3	\$42.57	\$44.21	\$47.96
2	\$45.12	\$46.87	\$50.63
1	\$47.76	\$49.59	\$53.43
0	\$50.47	\$52.42	\$56.29

**Cost of Living Allowance (COLA)**

Adjust \$0.85 COLA to \$0.92 and roll into first General Wage Increase (GWI). Increase cap on COLA to \$0.25.

**Ratification Bonus**

\$2,500 cash bonus paid no later than June 30, 2022.

**Pension Plan**

Effective January 1, 2022, the monthly retirement benefit is \$94 per year of Credited Service.

**Savings Plan**

Weekly employee matched contribution increased by \$2 per year to \$88/\$90/\$92.

Effective January 1, 2023, employees will become eligible for Company matching contributions immediately.

Company automatic contribution to the Savings Plan each pay period will be \$87.55 effective May 2, 2022; \$90.18 effective May 1, 2023; and \$92.89 effective May 6, 2024.

## **Medical & Dental Plan Overview**

Current High Deductible Health Plan (HDHP) w/ Health Savings Account (HSA) plan design and employee premiums (listed below) continue through 12/31/22.

	Option	EE	EE + S	EE + C	EE + F
High Deductible Health Plan with HAS	1	\$25.70	\$86.30	\$63.20	\$122.20
	2	\$13.05	\$46.55	\$33.90	\$77.45
	3	\$0.00	\$18.60	\$14.15	\$33.85

Continue current dental plan design and employee premiums (listed below) through 12/31/22.

	Effective 5/2/22 – 12/31/22
Employee Only	\$5.37
Employee plus Spouse	\$10.98
Employee plus Child(ren)	\$12.63
Employee plus Family	\$18.58

Effective January 1, 2023, plan follows standard salary Medical, Rx, dental, vision, and voluntary/wellness benefits programs. Details of plan designs and premiums will be released in the fall during Annual Open Enrollment. Employee premiums are based on Base Pay Rate ranges (excluding shift premiums, COLA, and OT). Plan includes a Company contribution to HSA.

2023 medical and dental employee premiums will not increase by more than 5% of 2022 premiums listed below:

### 2022 Employee Weekly Contributions by Base Pay Rate:

Base Pay Rate ≤ \$75,000 (\$36.06/hour)	HDHP Gold	HDHP Silver	Dental Plus	Dental Basic
EE Only	\$19.38	\$7.85	\$3.51	\$0.90
EE + Spouse	\$40.62	\$16.38	\$7.38	\$1.89
EE + Child(ren)	\$36.92	\$15.00	\$7.73	\$1.98
EE + Family	\$58.15	\$23.54	\$11.61	\$2.98

Base Pay Rate >\$75,000 (\$36.06/hour) - ≤\$100,000 (\$48.08/hour)	HDHP Gold	HDHP Silver	Dental Plus	Dental Basic
EE Only	\$26.31	\$14.77	\$3.51	\$0.90
EE + Spouse	\$55.15	\$30.92	\$7.38	\$1.89
EE + Child(ren)	\$50.08	\$28.15	\$7.73	\$1.98
EE +Family	\$78.92	\$44.31	\$11.61	\$2.98

Base Pay Rate >\$100,000 (\$48.08/hour)	HDHP Gold	HDHP Silver	Dental Plus	Dental Basic
EE Only	\$30.92	\$19.38	\$3.51	\$0.90
EE + Spouse	\$64.85	\$40.62	\$7.38	\$1.89
EE + Child(ren)	\$58.85	\$36.92	\$7.73	\$1.98
EE + Family	\$92.77	\$58.15	\$11.61	\$2.98

2023 HSA Company contributions will be no less than 2022 contributions listed below:

2022 HSA Company Contributions:

EE Only	\$750
EE + Spouse	\$1,125
EE + Child(ren)	\$1,125
EE + Family	\$1,500

## **Reimbursement Accounts**

Effective May 2, 2022, Health Care Spending Account limit increases to \$2750 per year.

Effective January 1, 2023, Health Care Spending Account limit increases to \$2850 per year.

## **Individual Medical Account (IMA)**

Continue current contributions from \$1 to \$16 per week, matched by the Company at 75%.

Continue current catch-up contributions of \$8/\$9/\$10 per week based on age category, matched by the Company at 75%.

## **Life/Accidental Death & Dismemberment/Weekly Disability and Total and Permanent Disability**

Effective January 1, 2023, Life/Accidental Death & Dismemberment/Weekly Disability and Total and Permanent Disability amounts increase as follows:

Life/Accidental Death & Dismemberment/Weekly Disability and Total and Permanent Disability Table -- Effective January 1, 2023

Base Rate Wage Class	Life & AD&D	Weekly Disability	TPD
\$24.00 and Under	\$73,500	\$490	\$1,331.82
\$24.01 - \$25.00	\$75,000	\$500	\$1,359.00
\$25.01 - \$26.00	\$78,000	\$520	\$1,413.36
\$26.01 - \$27.00	\$81,000	\$540	\$1,467.72
\$27.01 - \$28.00	\$84,000	\$560	\$1,522.08
\$28.01 - \$29.00	\$87,000	\$580	\$1,576.44
\$29.01 - \$30.00	\$90,000	\$600	\$1,630.80
\$30.01 - \$31.00	\$93,000	\$620	\$1,685.16
\$31.01 - \$32.00	\$96,000	\$640	\$1,739.52
\$32.01 - \$33.00	\$99,000	\$660	\$1,793.88
\$33.01 - \$34.00	\$102,000	\$680	\$1,848.24
\$34.01 - \$35.00	\$105,000	\$700	\$1,902.60
\$35.01 - \$36.00	\$108,000	\$720	\$1,956.96
\$36.01 - \$37.00	\$111,000	\$740	\$2,011.32
\$37.01 - \$38.00	\$114,000	\$760	\$2,065.68
\$38.01 - \$39.00	\$117,000	\$780	\$2,120.04
\$39.01 - \$40.00	\$120,000	\$800	\$2,174.40
\$40.01 and Above	\$123,000	\$820	\$2,228.76

## **Survivor Income**

Effective January 1, 2023, Survivor Income benefit increases to \$425 per month.

## **Vacation**

Effective May 2, 2022, five (5) paid vacation days in year of hire, following completion of probationary period.

Current vacation accrual schedule continues through December 31, 2022.

Effective January 1, 2023, new vacation accrual schedule as follows:

<u>Completed Period of</u> <u>Employment</u>	<u>Vacation Time</u> <u>(Working Days)</u>	<u>Hours Paid</u>
One (1) year	Ten (10)	80
Five (5) years	Fifteen (15)	120
Eighteen (18) years	Twenty (20)	160
Twenty-five (25) years	Twenty-five (25)	200

Effective January 1, 2023, employees with service award dates later than December 31, 2015 will not be eligible for pro-rata vacation.

Effective January 1, 2023, unused vacation for terminated employees with service award dates after December 31, 2015 shall be computed by multiplying the employee's annual vacation hours by one-twelfth (1/12) for each month in which the employee worked in the calendar year of termination, less the number of vacation hours used prior to termination.

## **Voluntary Purchased Vacation**

Each year during annual enrollment, employees can purchase up to forty (40) additional vacation hours in eight (8) hour increments with pre-tax dollars. Purchased vacation cannot be changed or elected outside of annual enrollment. Employees must use all their regular vacation time before they can use purchased vacation time. Employees will not be reimbursed for unused purchased vacation under normal circumstances. Purchased vacation time is managed through payroll deductions.

## **Sick/Personal Time**

Effective May 2, 2022, employees will receive 3 paid days in the year of hire, following the completion of the probationary period.

Effective May 2, 2022, employees will receive 5 paid days in anniversary year, following the completion of the probationary period.

## **Holiday Schedule (Including the Alternate Work Weeks)**

<b>Year</b>	<b>Contractual Holidays</b>	<b>Fri, Sat, Sun Observed by 3x12 Shift</b>	<b>Sat, Sun, Mon Observed by 3x12 Shift</b>
2022	Mon, May 30, 2022 Mon, July 4, 2022 Mon, September 5, 2022 Thurs, November 24, 2022 Fri, November 25, 2022 Mon, December 26, 2022 Tues, December 27, 2022 Wed, December 28, 2022 Thurs, December 29, 2022 Fri, December 30, 2022	Sun, May 29, 2022 Mon, July 4, 2022 Mon, September 5, 2022 Thurs, November 24, 2022 Fri, November 25, 2022 Fri, December 23, 2022 Sat, December 24, 2022 Sun, December 25, 2022 Fri, December 30, 2022 Sat, December 31, 2022	Mon, May 30, 2022 Mon, July 4, 2022 Mon, September 5, 2022 Thurs, November 24, 2022 Sat, November 26, 2022 Sat, December 24, 2022 Sun, December 25, 2022 Mon, December 26, 2022 Sat, December 31, 2022
2023	Mon, January 2, 2023 Fri, April 7, 2023 Mon, May 29, 2023 Tues, July 4, 2023 Mon, September 4, 2023 Thurs, November 23, 2023 Fri, November 24, 2023 Mon, December 25, 2023 Tues, December 26, 2023 Wed, December 27, 2023 Thurs, December 28, 2023 Fri, December 29, 2023	Sun, January 1, 2023 Sun, April 9, 2023 Sun, May 28, 2023 Tues, July 4, 2023 Sun, September 3, 2023 Thurs, November 23, 2023 Fri, November 24, 2023 Sun, December 24, 2023 Mon, December 25, 2023 Fri, December 29, 2023 Sat, December 30, 2023 Sun, December 31, 2023	Sun, January 1, 2023 Mon, January 2, 2023 Sun, April 9, 2023 Mon, May 29, 2023 Mon, July 3, 2023 Mon, September 4, 2023 Thurs, November 23, 2023 Sat, November 25, 2023 Sun, December 24, 2023 Mon, December 25, 2023 Fri, December 29, 2023 Sat, December 30, 2023 Sun, December 31, 2023
2024	Mon, January 1, 2024 Fri, March 29, 2024 Mon, May 27, 2024 Thurs, July 4, 2024 Mon, September 2, 2024 Thurs, November 28, 2024 Fri, November 29, 2024 Wed, December 25, 2024 Thurs, December 26, 2024 Fri, December 27, 2024 Mon, December 30, 2024 Tues, December 31, 2024	Mon, January 1, 2024 Sun, March 31, 2024 Sun, May 26, 2024 Thurs, July 4, 2024 Sun, September 1, 2024 Thurs, November 28, 2024 Fri, November 29, 2024 Wed, December 25, 2024 Fri, December 27, 2024 Sat, December 28, 2024 Sun, December 29, 2024 Tue, December 31, 2024	Mon, January 1, 2024 Sun, March 31, 2024 Mon, May 27, 2024 Thurs, July 4, 2024 Mon, September 2, 2024 Thurs, November 28, 2024 Sat, November 30, 2024 Wed, December 25, 2024 Sat, December 28, 2024 Sun, December 29, 2024 Mon, December 30, 2024 Tue, December 31, 2024
2025	Wed, January 1, 2025 Fri, April 18, 2025	Wed, January 1, 2025 Sun, April 20, 2025	Wed, January 1, 2025 Sun, April 20, 2025



<b>Year</b>	<b>Contractual Holidays</b>	<b>Mon, Tues, Wed Observed by 3x12 Shift</b>	<b>Wed, Thurs, Fri Observed by 3x12 Shift</b>
2022	Mon, May 30, 2022 Mon, July 4, 2022 Mon, September 5, 2022 Thurs, November 24, 2022 Fri, November 25, 2022 Mon, December 26, 2022 Tues, December 27, 2022 Wed, December 28, 2022 Thurs, December 29, 2022 Fri, December 30, 2022	Mon, May 30, 2022 Mon, July 4, 2022 Mon, September 5, 2022 Thurs, November 24, 2022 Fri, November 25, 2022 Mon, December 26, 2022 Tues, December 27, 2022 Wed, December 28, 2022 Thurs, December 29, 2022 Fri, December 30, 2022	Mon, May 30, 2022 Mon, July 4, 2022 Mon, September 5, 2022 Thurs, November 24, 2022 Fri, November 25, 2022 Mon, December 26, 2022 Tues, December 27, 2022 Wed, December 28, 2022 Thurs, December 29, 2022 Fri, December 30, 2022
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2025	Wed, January 1, 2025 Fri, April 18, 2025	Wed, January 1, 2025 Fri, April 18, 2025	Wed, January 1, 2025 Fri, April 18, 2025

## **Juneteenth**

Employees who decide not to work on Juneteenth will not be disqualified from incentive vacation.

## **Bereavement**

Paid bereavement time for ex-spouse and ex-Civil Union Partner.

## **Job Security**

It is not the intent of the Company to place work presently and normally manufactured by employees in the bargaining unit in Asheville, North Carolina.

A joint committee will meet in the third quarter of 2022 to study the means that will allow the union to bid on Plant Engineering work that the Company intends to subcontract or transfer. It is the goal to implement a process by the end of the third quarter of 2022.

## **Promotions**

The Company intends to promote entry level employees within one year.

For Working Leader promotions, co-equal factor of seniority rated based on the following scale:

<u>Complete Years of Seniority</u>	<u>Points</u>
Zero (0) to Ten (10) years	Four (4)
Eleven (11) to Twenty (20) years	Eight (8)
Twenty-one plus (21+) years	Twelve (12)

## **Job Posting & Bidding**

Internal job openings will be posted for not less than 12 days. Company trial of electronic job posting system. If implemented, notification of electronic postings on bulletin boards and employees will apply through Company's electronic system and may attach resumes.

## **Military Leave Code for OT**

Employees who are asked and refuse overtime because of weekend duty in the Military Reserve or National Guard will not be charged for overtime.

## **Joint Apprentices Program**

New apprenticeship and/or school-to-work programs will be implemented.

## **Guide Dogs of America**

Employees may use Company's Matching Gift Program to make donations via Payroll deduction and receive Company match on employee donations.

## **Severance Benefits**

Improved severance schedule, as follows:

From 90 days to Four (4) years.....	Four (4) weeks
Five (5) through Thirty-four (34) years.....	One (1) week per year
Thirty-five (35) or more years.....	Thirty-five (35) weeks

Medical and dental insurance coverage continuation at no cost for three (3) months.

Employee Scholar Program (ESP) benefits available to employees whose positions are eliminated due to restructuring or layoff, per the RTX Employee Scholar Program provisions.