

NOTE: If there are changes to an Article, they will either be in bold or struck through. If there are no changes to an Article or parts of an Article, it is not noted on this document and will remain as current contract language.

ARTICLE 1 – AGREEMENT

1.01 This AGREEMENT is made and entered into by and between HAWKER BEECHCRAFT CORPORATION, as Company, and DISTRICT LODGE NO. 70, and LOCAL LODGES 733 and ~~2328~~ of the INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, as Union, representing the employees at the Company's Wichita manufacturing facilities.

ARTICLE 3 – HOURS OF WORK

3.01.03

F. The 3 equal shift workweek shall be from Monday to Friday with shifts of:

- | | |
|------------------|--|
| 1st Shift | 7:00 a.m. to 3:30 p.m. with an unpaid lunch period from 11:30 a.m. to 12 Noon. |
| 2nd Shift | 3:00 p.m. to 11:30 p.m. with an unpaid lunch period from 7:00 p.m. to 7:30 p.m. |
| 3rd Shift | 11:00 p.m. to 7:30 a.m. with an unpaid lunch period from 3:00 a.m. to 3:30 a.m. |

3.01.06 C The Company may transition work areas from one workweek **and/or start times** to another with twenty eight (28) calendar days notice. Once a work area has been changed it cannot be changed again within a ninety (90) day period without mutual consent. **Start times may be adjusted for training with sufficient notice.**

ARTICLE 4 – OVERTIME PAYMENT PROVISIONS

4.01.01 All overtime shall be divided as equitably as practical on a calendar year basis ~~as follows in sequence: among qualified employees on the same shift and job code.~~ **Prior to requiring overtime, the Steward and immediate Supervisor may mutually agree to divide overtime among other established groups of qualified employees in different job codes and/or departments. Overtime worked outside the employee's current job code will be on a voluntary basis.**

~~A. Overtime will be divided among crews of qualified employees doing the same or similar work.~~

~~B. Overtime shall be divided among the department of qualified employees.~~

~~C. Prior to requiring overtime, the Steward and immediate supervisor may mutually agree to divide overtime among other established groups of qualified employees.~~

ARTICLE 5 – SENIORITY

5.01.01. **Once initial training is successfully completed or 14 calendar days have passed,** ~~D~~departmental seniority shall be established after—seventy-five (75) calendar days of accumulated service and shall be based on the employee’s last date of employment. The period from date of employment to date of establishing seniority shall be known as the probationary period for all new employees and former employees rehired after having lost seniority.

5.06.01. In layoffs, departmental seniority shall prevail where seniors are qualified. **The company may retain employees due to be laid off up to 90 days for training. Each immediate supervisor and steward will review the status of training personnel every thirty (30) days.**

5.07.03. Employees returning to a Home Department will do so on a Company request transfer and, upon being recalled to the department from which they were laid off, will be returned to that department on an employee request transfer if the original transfer were employee request; and the transfer will carry a notation to the effect that the employee’s proper seniority date in the department from which the employee has been laid off was the effective date of the original employee request transfer. If the employee had twelve (12) months or more work time in the department from which the employee is being laid off, or if the original transfer were Company request, transfers both to the Home Department and back to the department from which the employee is being laid off will be Company request transfers. **Qualified employees will be placed in the highest labor grade within automatic progression job codes they have held.**

5.10.01. In the event that an employee is laid off as a result of a reduction in force, the employee will accrue seniority during the period of layoff for a period equivalent to seniority accrued as of the date of the layoff **or a minimum of not to exceed** sixty (60) months, provided the employee notifies the Company by certified mail if they have a change of address.

5.11.06. After continuous layoff equivalent to the employee’s seniority as of the date of the layoff **or a minimum of not to exceed** sixty (60) months.

~~5.15 Super Seniority—The Company may retain a group of key employees, covered by this Agreement, who will have seniority rights, equal to those super seniority rights accorded to Union officials as follows:~~

~~5.15.01. Wichita Facilities.....Maximum of fourteen (14)~~

~~5.15.02. Salina Facility.....Maximum of four (4)~~

~~5.16 Number changes from this point on.~~

~~5.16.03~~ **5.15.03** The number of people who may be eligible are:

A. Wichita Facilities.....Maximum of fourteen (14)

~~B. Salina Facility.....Maximum of four (4)~~

ARTICLE 6 – UNION STEWARDS

6.05.01. Company paid time for one (1) Wichita First Shift Plant Chairperson and one (1) Wichita Second Shift Plant Chairperson ~~and one (1) Salina First Shift Plant Chairperson~~ shall be up to forty-four (44) hours per week.

ARTICLE 7 – DISCIPLINE AND INVESTIGATIONS

7.01 No **non-probationary** employee ~~who has been in the service of the Company seventy five (75) calendar days or more,~~ **(See Section 5.01.01)** shall be dismissed or otherwise disciplined without just and sufficient cause, and not before responsibility has been established by conducting a fair and impartial investigation by the Company and the Union if requested by the employee; provided, however, that insubordination, intoxication, or being under the influence of intoxicating liquor while on duty, gross inefficiency, willful violation of Company safety rules or regulations, theft, willful destruction of Company property, or breach of trust including commission or concealment of errors, which could reasonably result in flight failures or destruction of the airplane in which the error was made, shall constitute sufficient cause for dismissal or suspension. When disciplinary action is to be taken, the employee will be informed by supervision that the employee is entitled to union representation if the employee elects to have such representation.

ARTICLE 10 – UNION SECURITY

10.01.01. In the Wichita ~~and Salina~~ facilities the "irrevocable cards" which apply to continuing the payroll deduction of union dues, provides that employees may choose whether or not to sign such cards. When signed, such cards are automatically renewable providing the employee does not present, within the timely period, a request that the payroll deduction of Union dues be discontinued.

10.04

G. The Company will provide an adequate number of printable kiosks for employees to use for viewing and printing their paycheck.

ARTICLE 12 – METHODS OF WAGE DETERMINATION

CODE	JOB TITLE	GRADE(S)	GRADE CHANGES
009	Operator, C.N.C. Rivet Machine	3,4,5,6,8	CCL
013	Analyst, Time Distribution	6	DELETE
017	Assembler, Aircraft - Final Line	5,8,10	CCL
019	Assembler, Aircraft -Power Plant	5 ,8,10	4 ,8,10
021	Assembler, Sheet Metal	5,8,10	CCL
025	Plumber, Airplane	5,8,10	CCL
026	Rigger, Landing Gear & Control Surface	4	CCL
027	Assembler, Model-200 Cargo Door	5	4
030	Mechanic, Experimental	1,2,4,5,7	CCL
034	Sheet Metal Worker -Experimental	3 ,4,5,6,8,10	B ,2,4,5,6,8,10
035	Nonmetallic Fabrication Specialist Experimental	3 ,5,7	B ,2,5,7
037	Machinist C.N.C. Tooling & Blue Streak	B ,1,2	SEE 517
040	Utility Worker, Flight	6 ,7,9	DELETE
041	Mechanic, Flight	2 ,4,5,7	DELETE
063	Heat Treater	3,6,8	CCL
065	Inspector, Assembly	3 ,4,6,8,10	2 ,4,6,8,10
066	Inspector, Machined Parts & M.P. Assembly	3,5,7,10	CCL
069	Inspector, Electrical	2,3,5,6	CCL
071	Inspector, Receiving	3,4,6,8,10	CCL
072	Inspector, Sheet Metal Parts	4,6,8,10	CCL
073	Inspector, Tooling	A,1,2,3,4,6	CCL
074	Inspector, Welding & Heat Treat	3,6,8,10	CCL
075	Inspector, Final Acceptance	2,4,6	B ,2,4,6
077	Inspector, Magnetic Particle/Fluorescent Penetrate	2 ,4,6	B ,4,6
078	MRB Representative, Quality Control	3,4,5,6	CCL
083	Operator, Drill – Radial & Precision	4 ,5,7,10	DELETE
084	Operator, Engine Lathe	3 ,5,7,10	DELETE
085	Operator, Excello	3,5,7,10	CCL
089	Operator, Milling Machine	3 ,5,7,10	DELETE
090	Operator, O.D. Grinder	3 ,5,7,10	DELETE
096	Operator, Turret Lathe	3 ,5,7,10	DELETE
097	Operator, Hone	4,6,8,10	CCL
101	Operator, Profile Mill	3,5,7,10	CCL
104	Operator, C.N.C. Machine Tools	2,3B,3,5,7,10	CCL
106	Carpenter, Maintenance	3,4,5,7,10	CCL
107	Electrician Maintenance	2,3,4,6,8	CCL
109	Mechanic, Maintenance	2,3,4,6,8,10	CCL
111	Painter, Maintenance	3 ,4,5,7,10	DELETE

CODE	JOB TITLE	GRADE(S)	GRADE CHANGES
112	Plumber, Maintenance	3,4,6	CCL
113	Welder, Maintenance	3,6,8,10	CCL
118	Stationary Engineer	4,7,10	CCL
119	Mechanic, Air Cond & Refrig. -Maintenance	2,3,5,7	CCL
131	Analyst, Material Recap	4,6,8	CCL
140	Hand Former, Sheet Metal	5,6,8,10	CCL
141	Hand Former, Angle Form	4	CCL
142	Sheet Metal Worker	3,6,8,10	CCL
150	Operator, Band Table Saw -Metal	5,8,10	CCL
151	Operator, Brake	4,5,8,10	CCL
154	Operator, C.N.C Bender	4	CCL
155	Operator, Drill -Radial Arm Sheet Metal	7,9,10	CCL
157	Operator, Hydro Press	5,8,10	CCL
158	Operator, Nibbler	5,8,10	DELETE
160	Operator, Punch Press	5,8,10	CCL
161	Operator Router	5,8,10	CCL
162	Operator, Shear	5,8,10	CCL
163	Operator, Stretch Press	5,8,10	CCL
164	Operator, Roll	4,5,8	CCL
166	Operator, C.N.C. Router	4,6,8	CCL
172	Mechanic, Auto	3,4,6,8	CCL
173	Operator, Sander, Smooth & Burr	7,10	CCL
175	Plastics Worker	5,6,8,10	CCL
177	Technician, Avionics	2,3,5	CCL
183	Production Analyst. Shop	4,5	CCL
185	Anodizer	5,6,8	CCL
186	Buffer, Metal	4,6,8,10	CCL
188	Doper & Taper	8,10	DELETE
190	Screener, Control Panel	5	CCL
191	Painter, Spray	3,4,5,7,10	2,3,4,5
192	Processor, Chemical	3,4,6,8	CCL
193	Plater	4,5,7,10	CCL
194	Operator, Processing Tank	8,10	CCL
195	Sandblaster	5,6,8,10	CCL
196	Sander	7,10	CCL
199	Paint Layout Worker	4,6,8,10	CCL
234	Conservation & Sanitation Worker	10	DELETE
237	Salvage Worker	7,9,10	DELETE
238	Operator Control Tower	B,2,4	CCL
250	Planner, Process	A,B,1,2,3,4,6	A,B,4

CODE	JOB TITLE	GRADE(S)	GRADE CHANGES
253	Numerical Control Programmer	A,B,1,3	CCL
255	Jig Builder	B,1,2,3,5,7,10	SEE 517
256	Patternmaker	B,1,2,3,5,7	SEE 517
257	Wood Patternmaker & Model Builder	A,1,3,5,7,10	CCL
259	Tool & Die Maker	B,1,2,3,4,5,7,10	SEE 517
261	Tooling Layout	B,1,3,5,8,10	SEE 517
262	Tool Coordinator	A,B,1,3,5	CCL
265	Finisher, Die	1,2,3,5,7	SEE 517
268	Grinder, Tool	2,3,5,7,10	CCL
272	Operator, Power Sweeper	8B	DELETE
277	Truck Driver (Semi)	2,4,5,8,10	CCL
278	Trucker	7,9,10	DELETE
282	Operator, Sewing Machine	6,8,10	CCL
283	Upholsterer	5,6,8,10	CCL
286	Welder	3,5,6,8,10	CCL
300	Operator, Functional Test Equipment	4,6,8,10	CCL
301	Technician, Instrument	3,4,6	CCL
306	Metal Bonding Worker	5,6,8,10	5,8,10
309	Precision Parts Finisher -Hand	5,6,8,10	CCL
315	Operator, Bonding Equipment	4,5,6	2,4,5
350	Test Equipment Builder -Electronics	1,3,4,6	CCL
368	Inspector, Composite/Metal Bonding	3,4,6	CCL
369	Inspector, Conformity	2,3,4,6	CCL
381	Electronic Specialist, Maintenance	A,B	CCL
393	Material Handler	5,6,8	DELETE
394	Material Clerk	4,5,6,8	CCL
395	Operator, F.A.S.T.	2,4,5,7	CCL
396	Operator, Red Cell	2,5,7	CCL
397	Operator, Blue Cell	5,7,9	CCL
398	Operator, Green Cell	7,8,10	DELETE
399	Operator, CNC Turret Punch Press	3,4,6,8	DELETE
426	Utility Worker, Processing	9,10	CCL
427	Scribe and Trim Worker	6,7,10	CCL
465	Scheduler -Tool	2,4,5,8,10	CCL
470	Environmental Worker/Operator	3	CCL
471	Hazardous Chemical Worker	5	CCL
481	Composite Worker	5,8,10	3,5,8,10
482	Composite, Trim and Drill	5,8,10	2,5,8,10
483	Composite, Assembler	5,8,10	CCL
503	Technician, Egress	2,4	CCL

CODE	JOB TITLE	GRADE(S)	GRADE CHANGES
504	Operator, Fiber Placement	3,5,8	CCL
505	MRP Analyst	1,2,4,6	DELETE
507	Canopy Technician	4,6	CCL
508	Aircraft Maintenance Tech	1,2,4	DELETE
509	Modification Worker	4,5,8,10	CCL
510	Universal Machinist	1,2,3,5,7	DELETE
511	Universal Sheet Metal Worker	1,2,3,5,7,9	DELETE
512	Roll Over & High Irons Sheet Metal Worker	4,5,7	DELETE
513	Flight Technician, Avionics/Electrical	1,2,3,5	CCL
514	Aircraft Maintenance Technician	1,2,4,5	CCL
515	Aircraft Interiors Technician	4,5,8,10	CCL
516	Coordinator, GFE	3	CCL
517	Specialist, Tooling	A,B,1,2,3,5	NEW CODE
537	Specialist, Experimental Machinist	A,1,2,3,5,7	NEW CODE

CCL = Current Contract Language

ARTICLE 13 – RATES OF PAY AND REVIEW PERIODS

13.01 The minimum starting rate shall be ~~\$12.39~~ **13.41** per hour or as established by Federal Law.

13.04 Rate Ranges for Labor Grades

13.04.01. Effective August ~~4~~ **8**, 2008 ~~11~~ **through August 4, 2013**

Grade:	MIN	MAX
A	20.80	32.16
B	19.90	31.13
1	19.07	30.19
2	18.05	29.02
3B	17.20	28.05
3	16.80	27.59
4B	16.64	27.40
4	16.42	27.19
5	15.81	26.48
6	15.50	26.10
7	14.67	25.18
8B	14.31	24.73
8	14.10	24.53
9	13.94	24.27
10	13.41	24.27

13.04.02. Effective August ~~4~~ **5**, 200~~8~~**13**, grant a ~~4~~ **1**% general wage increase rounded to the nearest full cent, to all eligible employees on the payroll as of August ~~3~~ **4**, 200~~8~~**13**. The general wage increase when granted, does not change the established progression dates.

Effective August ~~4~~ **5**, 200~~8~~**13** the hourly rates of pay for the labor grades shall be as follows:
~~08/04/2008~~ **08/05/2013**

Grade:	MIN	MAX
A	21.01	32.48
B	20.10	31.44
1	19.26	30.49
2	18.23	29.31
3B	17.37	28.33
3	16.97	27.87
4B	16.81	27.67
4	16.58	27.46
5	15.97	26.74
6	15.66	26.36
7	14.82	25.43
8B	14.45	24.98
8	14.24	24.78
9	14.08	24.51
10	13.54	24.51

With the establishment of the above minimums and maximums, any employee properly classified in a labor grade shall receive a ~~4~~ **1**% general wage increase rounded to the nearest full cent or the minimum of the employee's labor grade whichever is higher.

13.04.023. Effective August 3 4, 200914

Effective August 3 4, 200914, grant a ~~4~~ 2% general wage increase rounded to the nearest full cent, to all eligible employees on the payroll as of August 2 3, 200914. The general wage increase when granted, does not change the established progression dates.

Effective August 3 4, 200914 the hourly rates of pay for the labor grades shall be as follows:
~~08/03/2009~~ 08/04/14

Grade:	MIN	MAX
A	21.43	33.13
B	20.50	32.07
1	19.65	31/10
2	18.60	29.90
3B	17.72	28.90
3	17.31	28.42
4B	17.14	28.23
4	16.92	28.01
5	16.29	27.28
6	15.97	26.89
7	15.11	25.94
8B	14.74	25.48
8	14.53	25.27
9	14.36	25.00
10	13.81	25.00

With the establishment of the above minimums and maximums, any employee properly classified in a labor grade shall receive a ~~4~~ 2% general wage increase rounded to the nearest full cent or the minimum of the employee's labor grade whichever is higher.

13.04.034. Effective August 2 3, 2015

Effective August 2 3, 2015, grant a 43% general wage increase rounded to the nearest full cent, to all eligible employees on the payroll as of August 1 2, 2015. The general wage increase when granted, does not change the established progression dates.

Effective August 2 3, 2015, through August 7, 2016, the hourly rates of pay for the labor grades shall be as follows:

Grade:	MIN	MAX
A	22.07	34.13
B	21.12	33.03
1	20.24	32.03
2	19.15	30.79
3B	18.25	29.76
3	17.83	29.76
4B	17.66	29.07
4	17.42	28.85
5	16.78	28.10
6	16.45	27.69
7	15.57	26.72
8B	15.18	26.24
8	14.96	26.03
9	14.79	25.75
10	14.23	25.75

With the establishment of the above minimums and maximums, any employee properly classified in a labor grade shall receive a 4 3% general wage increase rounded to the nearest full cent or the minimum of the employee's labor grade whichever is higher.

ARTICLE 16 – HOLIDAYS

(1) Contract year **August 8, 2011** through **August 5, 2012** - Eighty-eight (88) hours of paid holidays, observed and paid as follows:

HOLIDAY	DAY	DATE	WORK SCHEDULE		
			5 - 8 hr days	4 - 10 hr days	3 - 11.5 hr days
LABOR DAY	Mon	9/5/11	8	10	---
THANKSGIVING	Thur	11/24/11	8	10	---
	Fri	11/25/11	8	---	11.5
	Sat	11/26/11	---	---	11.5
	Sun	11/27/11	---	---	11.5
CHRISTMAS EVE	Sat	12/24/11	---	---	11.5
CHRISTMAS DAY	Sun	12/25/11	---	---	11.5
	Mon	12/26/11	8	10	---
	Tue	12/27/11	8	10	---
	Wed	12/28/11	8	10	---
	Thur	12/29/11	8	UNP/VAC	---
	Fri	12/30/11	8	---	UNP/VAC
NEW YEAR'S EVE	Sat	12/31/11	---	---	11.5
NEW YEAR'S DAY	Sun	1/1/12	---	---	11.5
NEW YEAR'S DAY (observed)	Mon	1/2/12	8	10	---
MEMORIAL DAY	Mon	5/28/12	8	10	---
JULY 4TH	Tue	7/4/12	8	10	---
HOLIDAY HOURS OBSERVED AND PAID			88	80	80.5
HOLIDAY HOUR PAID - NOT OBSERVED			0	8	7.5
TOTAL HOLIDAY HOURS PAID			88	88	88

(2) Contract year **August 6, 2012** through **August 4, 2013** - Eighty-eight (88) hours of paid holidays, observed and paid as follows:

HOLIDAY	DAY	DATE	WORK SCHEDULE		
			5 - 8 hr days	4 - 10 hr days	3 - 11.5 hr days
LABOR DAY	Mon	9/3/12	8	10	---
THANKSGIVING	Thur	11/22/12	8	10	---
	Fri	11/23/12	8	---	11.5
	Sat	11/24/12	---	---	11.5
	Sun	11/25/12	---	---	11.5
CHRISTMAS EVE	Mon	12/24/12	UNP/VAC	UNP/VAC	---
CHRISTMAS DAY	Tue	12/25/12	8	10	---
	Wed	12/26/12	8	10	---
	Thur	12/27/12	8	10	---
	Fri	12/28/12	8	---	11.5
	Sat	12/29/12	---	---	11.5
	Sun	12/30/12	---	---	11.5
NEW YEAR'S EVE	Mon	12/31/12	8	UNP/VAC	---
NEW YEAR'S DAY	Tue	1/1/13	8	10	---
MEMORIAL DAY	Mon	5/27/13	8	10	---
JULY 4TH	Thu	7/4/13	8	10	---
JULY 4TH (observed)	Fri	7/5/13	---	---	11.5
HOLIDAY HOURS OBSERVED AND PAID			88	80	80.5
HOLIDAY HOUR PAID - NOT OBSERVED			0	8	7.5
TOTAL HOLIDAY HOURS PAID			88	88	88

(3) Contract year **August 5, 2013** through **August 3, 2014** - Eighty-eight (88) hours of paid holidays, observed and paid as follows:

HOLIDAY	DAY	DATE	WORK SCHEDULE		
			5 - 8 hr days	4 - 10 hr days	3 - 11.5 hr days
LABOR DAY	Mon	9/2/2013	8	10	---
THANKSGIVING	Thur	11/28/2013	8	10	---
	Fri	11/29/2013	8	---	11.5
	Sat	11/30/2013	---	---	11.5
	Sun	12/1/2013	---	---	11.5
CHRISTMAS EVE	Tue	12/24/2013	UNP/VAC	UNP/VAC	---
CHRISTMAS DAY	Wed	12/25/2013	8	10	---
	Thur	12/26/2013	8	10	---
	Fri	12/27/2013	8	---	11.5
	Sat	12/28/2013	---	---	11.5
	Sun	12/29/2013	---	---	11.5
	Mon	12/30/2013	8	10	---
NEW YEAR'S EVE	Tue	12/31/2013	8	10	---
NEW YEAR'S DAY	Wed	1/1/2014	8	10	---
MEMORIAL DAY	Mon	5/26/2014	8	10	---
JULY 4TH	Fri	7/4/2014	8	---	11.5
HOLIDAY HOURS OBSERVED AND PAID			88	80	80.5
HOLIDAY HOUR PAID - NOT OBSERVED			0	8	7.5
TOTAL HOLIDAY HOURS PAID			88	88	88

(4) Contract year **August 4, 2014** through **August 2, 2015** - Eighty-eight (88) hours of paid holidays, observed and paid as follows:

HOLIDAY	DAY	DATE	WORK SCHEDULE		
			5 - 8 hr days	4 - 10 hr days	3 - 11.5 hr days
LABOR DAY	Mon	9/1/14	8	10	---
THANKSGIVING	Thur	11/27/14	8	10	---
	Fri	11/28/14	8	---	11.5
	Sat	11/29/14	---	---	11.5
	Sun	11/30/14	---	---	11.5
CHRISTMAS EVE	Wed	12/24/14	UNP/VAC	UNP/VAC	---
CHRISTMAS DAY	Thur	12/25/14	8	10	---
	Fri	12/26/14	8	---	11.5
	Sat	12/27/14	---	---	11.5
	Sun	12/28/14	---	---	11.5
	Mon	12/29/14	8	10	---
	Tue	12/30/14	8	10	---
NEW YEAR'S EVE	Wed	12/31/14	8	10	---
NEW YEAR'S DAY	Thur	1/1/15	8	10	---
	Fri	1/2/15	UNP/VAC	---	UNP/VAC
MEMORIAL DAY	Mon	5/25/15	8	10	---
July 4th (observed)	Fri	7/3/15	8	---	---
July 4th	Sat	7/4/15	---	---	11.5
HOLIDAY HOURS OBSERVED AND PAID			88	80	80.5
HOLIDAY HOUR PAID - NOT OBSERVED			0	8	7.5
TOTAL HOLIDAY HOURS PAID			88	88	88

(5) Contract year **August 3, 2015** through **August 7, 2016** - Eighty-eight (88) hours of paid holidays, observed and paid as follows:

HOLIDAY	DAY	DATE	WORK SCHEDULE		
			5 - 8 hr days	4 - 10 hr days	3 - 11.5 hr days
LABOR DAY	Mon	9/7/15	8	10	---
THANKSGIVING	Thur	11/26/15	8	10	---
	Fri	11/27/15	8	---	11.5
	Sat	11/28/15	---	---	11.5
	Sun	11/29/15	---	---	11.5
CHRISTMAS EVE	Thur	12/24/15	UNP/VAC	UNP/VAC	---
CHRISTMAS DAY	Fri	12/25/15	8		11.5
	Sat	12/26/15	---	---	11.5
	Sun	12/27/15	---	---	11.5
	Mon	12/28/15	8	10	---
	Tue	12/29/15	8	10	---
	Wed	12/30/15	8	10	---
NEW YEAR'S EVE	Thur	12/31/15	8	10	---
NEW YEAR'S DAY	Fri	1/1/16	8	---	11.5
	Sat	1/2/16	---	---	UNP/VAC
	Sun	1/3/16	---	---	UNP/VAC
MEMORIAL DAY	Mon	5/30/15	8	10	---
JULY 4TH	Mon	7/4/15	8	10	---
HOLIDAY HOURS OBSERVED AND PAID			88	80	80.5
HOLIDAY HOUR PAID - NOT OBSERVED			0	8	7.5
TOTAL HOLIDAY HOURS PAID			88	88	88

ARTICLE 21 – EARNED TIME OFF

21.01 The Company will grant earned time off pay on an annual basis for all employees with over one year continuous employment (actual work time). This benefit is for the purpose of providing income security for employees who are absent from work. Employees will be paid earned time off for each day they properly report their absence to their department. Proper reporting of absences is defined as reporting prior to the beginning of their shift. **Employees taking ETO in conjunction before or after a holiday or plant wide vacation must notify their department 24 hours in advance of the start of the holiday, or plant wide vacation.** Employees taking a leave of absence must use all eligible earned time off.

ARTICLE 22 – GROUP LIFE, MEDICAL, ACCIDENT AND SICKNESS DISABILITY BENEFIT, DENTAL AND VISION PLANS*

22.01.01. **The Medical Plan Coverage and employee contributions will remain the same though 2011.** ~~is that negotiated between the parties and the employee monthly contribution rate for this coverage is as follows:~~ **Employees will move to the Company Medical Plan design effective 1/1/12 and share in the cost of the total premium as follows:**

Effective January 1, 2012 = 15% share of total premium, with guaranteed monthly rates in 2012 as indicated below:

- **Blue Cross/Blue Shield**
 - Employee = \$63.20
 - Employee + 1 = \$126.35
 - Family = \$170.58

- **PHS**
 - Employee = \$68.60
 - Employee + 1 = \$137.20
 - Family = \$185.21

- **Dental**
 - Employee = \$5.65
 - Employee + 1 = \$12.35
 - Family = \$15.54

- **Vision**
 - All levels = \$1.73

Effective January 1, 2013 = 20% share of total premium.

Effective January 1, 2014 = 25% share of total premium.

Effective January 1, 2015 & after = 30% share of total premium.

~~Employee Only~~ ~~Employee & Employee+1 Dependents~~

~~Effective January 1, 2008~~

~~Through December 31, 2011~~ ~~\$60.41~~ ~~\$105.16~~ ~~\$157.48~~

~~A. If the monthly salaried contribution amount in any given year is less than the maximum rate that is listed on the chart above, the employee shall contribute the lower of the two.~~

~~BA. Effective January 1, 1997, active employee contributions may be made on a pre-tax basis in accordance with IRS regulations.~~

~~CB. Unmarried Dependents, between the ages 19 – 23 26, will be considered an eligible dependent as required by Federal regulations. long as the employee certifies that the dependent is a full-time student at an accredited educational institution.~~

22.03.01 Effective January 1, 2009, the orthodontic benefit provided for dependent children up to age 23 will be increased to 50% of \$4,000 up to a lifetime maximum of \$2,000. **The Dental Plan Coverage and employee contributions will remain the same though 2011 and share in the cost of the total premium as noted above.**

22.04.01 Effective January 1, 2006, provides one (1) exam every twelve (12) months and lens and frame one (1) time every twenty-four (24) months for each family member utilizing a network provider. **The Vision Plan Coverage and employee contributions will remain the same though 2011 and share in the cost of the total premium as noted above.**

22.09.01. Effective January 1, ~~2009~~ **2012**, other selected provisions of the Hawker Beechcraft Corporation Group Life, Medical, Disability Benefit Plans, Dental and Vision Plans will be revised as agreed between the parties as noted in the ~~2009~~ **2012** group benefits Summaries. The Company agrees to notify the union at least thirty (30) days in advance of any changes in medical carrier or claims administrator.

ARTICLE 23 – RETIREMENT PROGRAM

23.01.02. Effective January 1, ~~2009~~**16**, retirement income benefits will be ~~\$51.00~~ **\$52.00** per month per year for all credited service for employees who retire on or after January 1, ~~2009~~**16**.

ARTICLE 24 – HBCSIP 401(K)

24.01 Effective ~~January 1~~ **August 8, 2009****11**, the ~~Company will continue to match employee contributions to the Hawker Beechcraft 401(k) plan. at the rate of 100% of the employee's contributions up to 4%.~~ **Hawker Beechcraft 401(k) plan will provide a minimum of 50% Company match of the first 4% of employee contributions.**

ARTICLE 29 – Job Security

29.01 The Union and the Company understand and agree that they have a strong and mutual interest in the long-term financial success and the growth of the Company's Wichita Operations. An essential component of that success and growth is the maintenance of a strong, highly skilled, and sustainable workforce in Wichita consistent with the Company's need to remain viable and cost competitive over the long term in the global aerospace industry. To this end, the Union and the Company commit as follows:

29.01.01 For the term of this Agreement, the Company will maintain an aircraft manufacturing presence in Wichita, Kansas for composites, assembly, test, paint, inspection, planning, and aircraft completion and delivery.

After the effective date of this Agreement, the Company will not have subcontracted bargaining unit work performed on site at the Company's manufacturing facility which is located adjacent to Beech Field, unless otherwise mutually agreed upon by the Union and Company. Any work which is currently subcontracted and performed on site is excluded.

29.01.02 The Company and Union agree to conduct strategic briefings on an ongoing basis in order to ensure that all parties have sufficient information on subjects necessary to improve safety, quality, and manufacturing capabilities. These briefings are designed to drive action that will allow us to secure our future and advance workforce levels in Wichita. These quarterly briefings will be strategic in nature and will cover, but not be limited to: the Company's evolving plans for Wichita, competitive pressures and opportunities, new programs and resulting work statement, hiring plans, and expected or possible contingency plans or other mitigating actions to manage variations in production and customer requirements.

ARTICLE 30 – JOINT PARTNERSHIP COMMITTEE FOR SECURING OUR FUTURE

30.01 To help ensure future success, the Company and the Union agree to establish a Joint Partnership Committee (JPC) to support continuous improvement efforts and jointly address mutually agreed upon topics to further the health of the Company.

30.02 The JPC will promote a positive relationship that will ensure the parties' mutual desire to establish and maintain effective working relationships and a work environment that will facilitate improved safety, quality, cost, delivery, productivity, re-training, and competitiveness.

30.03 The Company and the Union shall each select three (3) employees to participate in the JPC. The Company and Union may need support from other specialized subject matter experts and in such case, both parties will agree to the attendance of and disclosure of information to subject matter experts prior to the meeting. The JPC shall meet at least

quarterly to discuss and resolve the full range of issues relating to the successful implementation and administration of the JPC.

30.04 The JPC will establish an ongoing robust communication process throughout all levels of the Company and the Union. Product Line/Operations Management and the shop Union Steward will meet regularly (but no less than monthly) to discuss methods of improving safety, quality, cost, delivery, shop performance, employee performance, employee morale, reduction of overtime and other mutually agreed topics that could improve overall performance.

30.05 Product Line/Operations Management and the Shop Steward shall conduct a crew meeting at least monthly to discuss items set out above.

30.06 The Company and the Union Plant Chairpersons shall meet at least twice per year to explore how the Steward-Manager Teams are functioning and whether other changes could be implemented to further improve the process.

30.07 JPC re-training efforts will be dedicated to the development of skills retraining for employees by seniority that are affected by technology changes, outsourcing of work, or elimination of jobs in Wichita KS. The Company and the Union agree to recognize:

30.07.01 The re-training and assessments received by employees from the JPC as being qualified for positions in which they have been trained.

30.07.02 The skills learned and validated by outside training or jobs to fill positions in which employees have the qualifications.

30.08 Employees being recalled into positions in which they have never formally held the job code will regain all of their Company seniority rights after three (3) years in the department.

30.09 The JPC will make recommendations to the Operations Senior Leadership Team on goals and other matters related to performance pay and will discuss the goals established by the Board of Directors. The JPC will meet quarterly to discuss the progress of the goals.

ARTICLE ~~29~~ **31** – DURATION OF AGREEMENT (Number changes)

~~29~~**31.01** This Agreement shall become effective August ~~4~~ **8**, 200~~8~~**11**, and shall supersede all previous Agreements and shall remain in force through August 7, 201~~4~~**6**.

~~29~~**31.03** In the event notice to the contrary is not given by either of the contracting parties to the Contract to the other contracting party to this Contract prior to sixty (60) days before August 7, 201~~4~~**6**, this Contract shall automatically continue in full force and effect for one year beyond August 7, 201~~4~~**6**, and will be extended in a like manner for each succeeding year thereafter.

31.05 Contract Reaffirmance

The Company and the Union agree and commit that they will, on the day of the third anniversary of this Agreement, or such other date as either party requests, mutually sign and execute a written amendment to this Agreement, which expressly reaffirms this Agreement for its remaining stated term.

~~29~~**31.056**

Dated and signed this ~~4~~ **8th** day of August, 200~~8~~**11**.