

Article 1 - Agreement - Current Contract Language (Name change only)

Article 2 – Witnesseth - Current Contract Language (Name change only)

Article 3 – Hours of Work

3.01 Hours of Work

3.01.01. It is hereby agreed that the hours of work shall be as arranged by agreement between the Company and the Union ~~Committee~~ with a view toward producing the maximum efficiency of production without creating undue inconvenience to the workers. It is hereby agreed that ~~eight (8) hours of work during a period not to exceed nine (9) consecutive hours shall be considered a normal working day, and that hours worked in excess of eight during any twenty four (24) hour period, shall be considered as overtime hours~~ **overtime hours (as defined in Article 4)** and shall be compensated as hereafter set forth.

3.01.02. The regular start time for the first shift schedule will not be earlier than 5:00 a.m. nor later than ~~7:30~~ **8:00** a.m. unless changed by mutual agreement of the parties (2nd and 3rd shift(s) may be adjusted accordingly based on the first shift schedule). Once a start time is established it cannot be changed again within a three (3) month period without mutual consent.

3.01.03. Workweeks are established as follows:

A. The normal workweek shall be 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 12:00 p.m.
- 2nd shift 3:36 p.m. to 12:06 a.m. with an unpaid lunch period from 8:00 p.m. to 8:30 p.m.
- 3rd shift 12:12 a.m. to 7:00 a.m. with an unpaid lunch period from 3:30 a.m. to 3:48 a.m. (Third shift receives 8 hours pay for 6 ½ hours worked.)

B. The substitute 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 12:00 p.m.
- 2nd shift 3:36 p.m. to 10:24 p.m. with an unpaid lunch period from 7:00 p.m. to 7:18 p.m. (Second shift receives 8 hours pay for 6 ½ hours worked.)
- 3rd shift 10:30 p.m. to 7:00 a.m. with an unpaid lunch period from 3:00 a.m. to 3:30 a.m.

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

- 1st Shift 7:00 a.m. to 3:00 p.m. with a paid lunch period from 11:40 a.m. to 12 Noon.**
- 2nd Shift 3:00 p.m. to 11:00 p.m. with a paid lunch period from 7:00 p.m. to 7:20 p.m.**
- 3rd Shift 11:00 p.m. to 7:00 a.m. with a paid lunch period from 3:00 a.m. to 3:20 a.m.**

D. The 4x10 workweek shall be consecutive days starting Monday or Tuesday with shifts of:

- 1st Shift 7:00 a.m. to 5:30 p.m. with an unpaid lunch period from 12:00 a.m. to 12:30 p.m.**
- 2nd shift 8:24 p.m. to 6:54 a.m. with an unpaid lunch period from 1:30 a.m. to 2:00 a.m.**

E. The 3x12 workweek shall be consecutive days starting Friday or Saturday with shifts of:

- 1st Shift** **7:00 a.m. to 7:00 p.m. with an unpaid lunch period from 12:00 a.m. to 12:30 p.m. (Receives 40 hours pay for 34 ½ hours worked).**
- 2nd shift** **7:00 p.m. to 7:00 a.m. with an unpaid lunch period from 1:30 a.m. to 2:00 a.m. (Receives 40 hours pay for 34 ½ hours worked).**

3.01.04. Current Contract Language

3.01.05. The Company may, as deemed necessary, schedule employees on a ~~an alternative~~ workweek consisting of either four (4) consecutive ten (10) hour days (~~4X10~~ ~~(Monday, Tuesday, Wednesday, Thursday)~~) or three (3) consecutive eleven and one-half (11-1/2) hour days (~~3X12~~ ~~(Friday, Saturday and Sunday)~~). Assignment to **either of these an alternative** workweek schedules shall be made from senior qualified volunteers within the affected occupation(s) and department or by employees hired on or after August 5, 1996, in accordance with Section 5.12 Shift Preference.

3.01.06 Workweek scheduling rules:

- A. Employees whose workweek includes Saturday or Sunday shall observe the regular holidays.**
- B. ETO, vacations, and holidays shall be paid in the same amount as their standard work day rate.**
- C. The Company may transition work areas from one workweek 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.**
- D. If a shift schedule is adjusted to start at a time other than the established starting time, lunch and rest periods may be adjusted accordingly.**

~~3.01.0607.~~ A special workweek may be established for abnormal production operations by mutual agreement between the Company and the Union.

~~3.01.0708.~~ The Company may adjust the starting time for certain second shift and third shift work crews up to one (1) hour in advance of the normal starting time for the shift. It is understood that such adjustment will not apply to more than 100 employees at any given time, without mutual consent.

~~3.01.0809.~~ Employees who report for work on their regular schedule while the plant is in regular operation shall be paid for not less than four (4) hours of work whether used or not, except where work is stopped by events beyond the control of the Company.

~~3.01.0910.~~ Nothing contained in the Agreement shall be construed to be a guarantee of hours of work per day or per week.

3.02 Rest Periods

3.02.01. There shall be two ten (10) minute rest periods for first and second shifts and one such rest period for the third shift. Employees working ~~an alternative on the 3x12 workweek of three (3) consecutive 11-1/2 hour days~~ will receive a third rest period of ten (10) minutes. In addition, employees who are scheduled to work overtime shall receive a six (6) minute rest period which will be scheduled such that their return to work will coincide with the beginning of the next work period.

3.02.02. Current Contract Language

3.03 Assignments Away From Facility

3.03.01. Employees sent away from a facility (Wichita and Salina manufacturing facilities) on a temporary assignment, when such travel is specified by the Company, shall be paid for travel and/or work time as follows:

- A. On the day of departure and arrival, if no work is performed on such day, payment for travel shall be at the ~~rate of~~ **number of hours they are regularly assigned** ~~eight (8) hours pay~~ at the employee's regular straight time hourly**

rate for this day when such travel occurs on any of the **regularly scheduled** ~~first five~~ days of an employee's regular workweek. When such day of departure and arrival **do not** occur on the **regularly scheduled days** ~~sixth (6th) and/or seventh (7th) day~~ of an employee's regular workweek, if no work is performed on such day, payment for such travel time shall be for the actual hours of travel time at the overtime premium rate applicable for such day, but in no event shall the hours paid be less than four (4) hours or more than eight (8) hours at such overtime premium rate.

B. Current Contract Language

3.03.02. Current Contract Language

3.03.03. Current Contract Language

3.03.04. Current Contract Language

Article 4 – Overtime Payment Provisions

4.01 Time worked in excess of **the designated shift hours as set forth in Article 3** ~~eight hours~~ during any 24-hour period, and time worked in excess of a total of 40 hours during a workweek, shall be construed as overtime and paid for at the rates herein provided. Stewards shall be entitled to information on overtime orders upon request.

4.01.01. Current Contract Language

4.01.02. Overtime records will be reviewed on a quarterly basis by the immediate supervisor and the Union Stewards **on their assigned shift**. Such quarterly reviews by the immediate supervisor and the Steward shall take place during the first week of the months of February, May, August and November. The Steward and the immediate supervisor will determine if the overtime distribution has been basically satisfactory for the period reviewed. If the distribution is satisfactory, the records, in effect, will be considered closed at that point, even though there may be a variation of the amount of overtime charged to the different employees involved. The immediate supervisor and Steward will sign off as approved the overtime distribution for the period involved.

4.01.03. Current Contract Language

4.01.04. Current Contract Language

4.01.05. Current Contract Language

4.02 If there are an insufficient number of qualified employees willing to work the overtime, the overtime shall be worked by the junior qualified employees in the department and shift. No employee working a five (5) day eight (8) hour workweek schedule shall work more than two (2) consecutive weekends without mutual agreement between the Company and the Union, provided however, any employee may, at their option, volunteer to work such overtime. Working a weekend **for employees assigned to a 5X8 work week** is defined as having worked either the sixth (6th) and/or seventh (7th) day of the employee's work week (a weekend off will consist of Saturday and Sunday). **Working a weekend for employees assigned to the 4X10 work week is defined as the 5th, 6th, and/or 7th day of the employees work week (a weekend off will consist of the 5th, 6th, and 7th day).** **Working a weekend for employees assigned to the 3X12 work week is defined as the 4th, 5th, 6th, and/or 7th day of the employees work week (a weekend off will consist of the 4th, 5th, 6th, and 7th day).** **All overtime on the 7th day for employees assigned to the 4X10 or 3X12 work weeks will be voluntary. Overtime required on weekends for 4X10 and 3X12 work weeks will not exceed the employees' scheduled hours (10 or 12) on any given day.**

4.03 Overtime shall be paid for at the rates **shown in the table below**; ~~of time and one half for the first three (3) hours and double time for any time over and above three (3) hours after a total of eight (8) the regularly scheduled~~ hours of work shall have been performed during any 24 hour period, and such hours of overtime shall be continuous hours.

Work Schedules							
Work Day	1st	2nd	3rd	4th	5th	6th	7th
5 x 8	Week Day	Week Day	Week Day	Week Day	Week Day	Weekend	Weekend
Up to 8	x 1	x 1	x 1	x 1	x 1	x 1.5	x 2.0*
8+ - 11	x 1.5	x 1.5	x 1.5	x 1.5	x 1.5	x 1.5	x 2.0*
11+	x 2.0	x 2.0	x 2.0	x 2.0	x 2.0	x 2.0	x 2.0*
4 x 10	Week Day	Week Day	Week Day	Week Day	Weekend	Weekend	Weekend
Up to 10	x 1	x 1	x 1	x 1	x 1.5	x 2.0*	x 2.0*
10+ - 12	x 1.5	x 1.5	x 1.5	x 1.5	x 1.5	x 2.0*	x 2.0*
12 +	x 2.0	x 2.0	x 2.0	x 2.0	x 2.0	x 2.0*	x 2.0*
3 x 12	Week Day	Week Day	Week Day	Weekend	Weekend	Weekend	Weekend
Up to 11.5	x 1	x 1	x 1	x 1.5	x 2.0*	x 2.0*	x 2.0*
11.5+	x 2.0	x 2.0	x 2.0	x 2.0	x 2.0	x 2.0	x 2.0

4.09 * Employees who work all scheduled hours up to a maximum of eight (8) per day on six (6) consecutive days of their regularly scheduled workweek **and scheduled weekend hours (as defined in paragraph 4.02 above)** will be paid double time for all hours worked on the ~~seventh (7th) consecutive day~~ **annotated with an asterisk (*) in the table above**. Holidays, **vacation, ETO, Military leave, jury duty, funeral leave bereavement,** and certain Company-approved Union business will be considered time worked.

4.04 Current Contract Language

4.05 Current Contract Language

4.06 Current Contract Language

4.07 Current Contract Language

~~4.08 Employees who are required to work on the sixth and/or seventh day of their regularly scheduled workweek will be paid at the rate of time and one half for the first eleven (11) hours and double time for any time worked over and above eleven (11) hours of work during any 24 hour period, and such hours of overtime shall be continuous hours.~~

4.09 Moved to paragraph 4.03 above

4.10 Employees working a four day ten (10) hour alternative workweek schedule;

~~4.10.01. shall not be required to work more than ten (10) consecutive hours per work day nor shall they be required to work on the 5th, 6th or 7th day of their alternative workweek schedule. All such hours of overtime on the 5th, 6th or 7th day shall be worked on a voluntary basis only.~~

~~4.10.02. and who work on the 5th, 6th or 7th day of their alternative workweek schedule will be paid for such time worked at the rate of time and one half for the first eleven (11) hours and double time for any time worked over and above eleven (11) hours of work during any 24 hour period and such hours of overtime shall be continuous hours.~~

4.11 Employees working a three (3) day eleven and one half (11 1/2) hour alternative workweek schedule;

~~4.11.01. shall not be required to work more than eleven and one half (11 1/2) consecutive hours per work day nor shall they be required to work on the 1st, 2nd, 3rd or 4th day of their alternative workweek schedule. All such hours of overtime work shall be worked on a voluntary basis only.~~

~~4.11.02. and who work on the 1st, 2nd, 3rd or 4th day of their alternative workweek schedule will be paid for such time worked at the rate of time and one half for the first eleven (11) hours and double time for any time worked over and above eleven (11) hours of work during any twenty four (24) hour period and all such hours of overtime shall be continuous hours.~~

4.1208 Overtime pay shall not be pyramided or duplicated. In the event an employee claims pay for overtime work under one or more provisions of the agreement, he/she shall receive overtime pay under only one provision of this agreement. In no event shall overtime be paid at more than double time.

Article 5 – Seniority

5.01 Current Contract Language

5.02 Transfers - The seniority of employees transferring shall be affected as follows:

5.02.01. Transferred or New Operations – **Current Contract Language**

5.02.02. Loaned Transfers – **Current Contract Language**

5.02.03. Loaned Transfers Remaining in the New Department – **Current Contract Language**

5.02.04. Company Request Transfers – **Current Contract Language**

5.02.05. Employee Request Transfers

A. Current Contract Language

B. Employees transferred at employee request, after ~~eighteen (18)~~ **twelve (12)** months work time in the new department or occupation, may exercise all seniority in the new department.

5.02.06. Employee Request Transfers Between ~~Raytheon Aircraft Company~~ **Hawker Beechcraft Corporation** Facilities - Wichita and Salina.

A. All transfers of employees between facilities, except those employees directed to transfer by the Company, will require the accumulation of ~~eighteen (18)~~ **twelve (12)** months seniority in the new facility before such employees may exercise all of their seniority in the new facility.

5.03 Seniority List – **Current Contract Language**

5.04 Job Preference – **Current Contract Language**

5.04.01. Request for Transfer – **Current Contract Language**

5.05 Crew Chief and Leadman Positions – **Current Contract Language**

5.06 Reduction of Forces and Layoff

5.06.01. **Current Contract Language**

5.06.02. **Current Contract Language**

5.06.03. **Current Contract Language**

A. An employee having transferred from the employee's Home Department to an intermediate department at Employee Request, and who is being laid off from the employee's present department, may exercise seniority from the effective date of the employee request transfer to the intermediate department where the employee has had a year or more work time, or the employee's employment date as the seniority date in the employee's Home Department. If the employee in this instance has ~~eighteen (18)~~ **twelve (12)** months or more work time in an intermediate department following an Employee Request transfer, the employee may exercise the employee's employment date as the seniority date in that intermediate department.

B. Current Contract Language

5.06.04. **Current Contract Language**

5.06.05. **Current Contract Language**

5.06.06. **Current Contract Language**

5.06.07. **Current Contract Language**

5.06.08. **Current Contract Language**

5.06.09. **Current Contract Language**

5.06.10. **Current Contract Language**

5.06.11. **Current Contract Language**

5.06.12. In reduction of forces, after all other contractual provisions have been exhausted, in preference to layoff of seniority employees, senior employees shall bump employees within the same job code (defined as the last job code held by the employee in the employees' home department) across departmental lines where a minimum of one (1) years' seniority differential exists between the two employees involved. However, there shall be no greater loss than ~~20%~~ **25%** of a department within a six (6) month period. **The freeze will last no longer than ninety (90) days.** The employee must be qualified to perform the work or shall be returned to the employee's home department and be laid off therefrom.

5.06.13. **Current Contract Language**

5.06.14. **Current Contract Language**

5.07 Recall of Laid Off Employees

5.07.01. **Current Contract Language**

5.07.02. **Current Contract Language**

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 ~~eighteen (18)~~ **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.

5.07.04. **Current Contract Language**

5.07.05. **Current Contract Language**

5.07.06. Only one job offer to a given labor grade lower than the labor grade held at the time of layoff will be made to an employee relative to a given or lower labor grade while the employee affected continues on layoff. However, an employee who rejects a job offer to a given labor grade may later advise, in writing, the Employment Division of the ~~Raytheon Aircraft Company~~ **Hawker Beechcraft Corporation** that the employee is now ready to accept a job offer at any grade level involved. Upon receipt of this written notice, the employee will be returned to a status where such job offer will be made as suitable openings occur.

5.07.07. An employee who is recalled under the terms and provisions of the seniority clause and fails to notify the Company, within ~~four (4)~~ **seven (7)** calendar days after receipt of ~~registered~~ **certified** recall notice, that the employee will report for work within ~~ten (10)~~ **fourteen (14)** ~~workdays~~ **calendar days** of the postmark date of the recall notice, shall have the employee's name stricken from the seniority list and the employee shall lose seniority rights unless sickness or other valid reasons can be shown. This shall not prevent the Company from temporarily filling any vacancies with available employees until the laid off employee can report for work.

5.07.08. **Current Contract Language**

5.08 Notice of Layoff – **Current Contract Language**

5.09 Correct Mailing Address - **Current Contract Language**

5.10 Extension of Seniority

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 not to exceed 60 months, provided the employee notifies the Company ~~during the month of January each year of layoff of the employee's correct address and desire to return to work.~~ **by certified mail if they have a change of address.**

5.10.02. **Current Contract Language**

5.10.03. **Current Contract Language**

5.10.04. **Current Contract Language**

5.10.05. **Current Contract Language**

5.10.06. **Current Contract Language**

5.11 Loss of Seniority - **Current Contract Language**

5.11.01. **Current Contract Language**

5.11.02. **Current Contract Language**

5.11.03. **Current Contract Language**

5.11.04. Fails to notify the Company within ~~four (4)~~ **seven (7)** calendar days after receipt of ~~registered~~ **certified** recall notice that the employee will report for work within at least ~~ten (10)~~ **fourteen (14) calendar days** ~~workdays~~ of postmark date of the recall notice.

5.11.05. **Current Contract Language**

5.11.06. **Current Contract Language**

5.11.07. **Current Contract Language**

5.11.08. **Current Contract Language**

5.12 Shift Preference - **Current Contract Language**

5.13 Temporary Appointment of Crew Chiefs - **Current Contract Language**

5.14 Supervisory Seniority - **Current Contract Language**

5.15 Super-Seniority - **Current Contract Language**

5.16 Union Officials Seniority

5.16.01. Any employee appointed to any position with the Union as the representative of the employees shall be granted leave of absence, if requested, from the Company for the duration of such appointment, and shall ~~retain and~~ accumulate ~~all~~ **seniority for retirement benefits upon their return to work. Not more than six (6) such leaves of absence may be in effect at one time** ~~during such appointment.~~

5.16.02. **Current Contract Language**

5.16.03. **Current Contract Language**

5.17 Military Service Veterans - **Current Contract Language**

Article 6 – Union Stewards - Current Contract Language

Article 7 – Discipline and Investigations

7.01 **Current Contract Language**

7.02 **Current Contract Language**

7.03 **Current Contract Language**

7.04 **Current Contract Language**

7.05 **Current Contract Language**

7.06 Reprimands or disciplinary notices (**except clocking**) shall be removed from the employee's folder after six (6) months from date of issue. Provided, however, that reprimands or disciplinary notices for ~~absenteeism~~ **Step 2 attendance** shall remain active in the employee's folder for one (1) year from date of issue. **Any breaks in service** ~~If the one (1) year period is broken by a leave of absence or layoff of over thirty (30) days, the remainder of the one (1) year period~~ will **result in the disciplinary action being** completed upon the employee's return to work.

7.07 **Current Contract Language**

Article 8 – Grievance and Arbitration Procedure – Current Contract Language

Article 9 – Filling Temporary Vacancies – Current Contract Language

Article 10 – Union Security

10.01 Membership - **Current Contract Language**

10.02 Discrimination - **Current Contract Language**

10.03 Membership Solicitation - **Current Contract Language**

10.04 Payroll Deduction

A. **Current Contract Language**

B. Any employee of the Company may authorize the collection of Union dues by the signing of a payroll deduction form which will be specified by agreement between the Union and the Company. Payroll deduction may also be authorized for initiation fees. Such authorized Union dues deductions shall be deducted from the employee's weekly paycheck **beginning on the Monday following receipt of the signed deduction form** and shall be remitted to the Union on the tenth day of the following month. A list of members from whom dues were collected shall be attached to the report given to the Union with the remittance.

C. **Current Contract Language**

D. **Current Contract Language**

E. **Current Contract Language**

F. **Current Contract Language**

10.05 Bulletin Boards - **Current Contract Language**

Article 11 – Training and Apprentices – Current Contract Language

Article 12 – Methods of Wage Determination

12.01 Current Contract Language

12.01.01. Current Contract Language

12.01.02. Current Contract Language

12.01.03. Current Contract Language

12.01.04. Current Contract Language

12.01.05. Current Contract Language

12.01.06. Current Contract Language

12.01.07. The following is a list of all job classifications and grade assignments now in effect and which are covered by this Agreement:

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

Code	Job Title	Grade(s)
111	Painter, Maintenance	3,4,5,7,10
112	Plumber, Maintenance	3,4,6
113	Welder, Maintenance	3,6,8,10
118	Stationary Engineer	4,7,10
119	Mechanic, Air Cond & Refrig. - Maintenance	2,3,5,7
131	Analyst, Material Recap	4,6,8
140	Hand Former, Sheet Metal	5,6,8,10
142	Sheet Metal Worker	3,6,8,10
150	Operator, Band Table Saw - Metal	5,8,10
151	Operator, Brake	4,5,8,10
154	Operator, C.N.C Bender	4
155	Operator, Drill - Radial Arm Sheet Metal	7,9,10
157	Operator, Hydro Press	5,8,10
158	Operator, Nibbler	5,8,10
160	Operator, Punch Press	5,8,10
161	Operator Router	5,8,10
162	Operator, Shear	5,8,10
163	Operator, Stretch Press	5,8,10
164	Operator, Roll	4,5,8
166	Operator, C.N.C. Router	4,6,8
172	Mechanic, Auto	3,4,6,8
173	Operator, Sander, Smooth & Burr	7,9,10
175	Plastics Worker	5,6,8,10
177	Technician, Avionics	2,3,5
183	Production Analyst. Shop	4,5
185	Anodizer	5,6,8
186	Buffer, Metal	4,6,8,10
188	Doper & Taper	8,10
190	Screener, Control Panel	5
191	Painter, Spray	3,4,5,7,10
192	Processor, Chemical	3,4,6,8
193	Plater	4,5,7,10
194	Operator, Processing Tank	8,10
195	Sandblaster	5,6,8,10
196	Sander	7,10
199	Paint Layout Worker	4,6,8,10
234	Conservation & Sanitation Worker	10
237	Salvage Worker	7,9,10
238	Operator Control Tower	B,2,4
250	Planner, Process	A,B,1,2,3,4,6
253	Numerical Control Programmer	A,B,1,3
255	Jig Builder	B,1,2,3,5,7,10
256	Patternmaker	B,1,2,3,5,7
257	Wood Patternmaker & Model Builder	A,1,3,5,7,10
259	Tool & Die Maker	B,1,2,3,4,5,7,10
261	Tooling Layout	B,1,3,5,8,10
262	Tool Coordinator	A,B,1,3,5
265	Finisher, Die	1,2,3,5,7
268	Grinder, Tool	2,3,5,7,10
272	Operator, Power Sweeper	8B
277	Truck Driver (Semi)	2,4,5,8,10
278	Trucker	7,9,10
282	Operator, Sewing Machine	6,8,10

Code	Job Title	Grade(s)
283	Upholsterer	5,6,8,10
286	Welder	3,5,6,8,10
300	Operator, Functional Test Equipment	4,6,8,10
301	Technician, Instrument	3,4,6
306	Metal Bonding Worker	5,6,8,10
309	Precision Parts Finisher - Hand	5,6,8,10
315	Operator, Bonding Equipment	4,5,6
350	Test Equipment Builder - Electronics	1,3,4,6
368	Inspector, Composite/Metal Bonding	3,4,6
369	Inspector, Conformity	2,3,4,6
381	Electronic Specialist, Maintenance	A,B
393	Material Handler	5,6,8
394	Material Clerk	4,5,6,8
395	Operator, F.A.S.T.	2,4,5,7
396	Operator, Red Cell	2,5,7
397	Operator, Blue Cell	5,7,9
398	Operator, Green Cell	7,8,10
399	Operator, CNC Turret Punch Press	3,4,6,8
426	Utility Worker, Processing	9,10
427	Scribe and Trim Worker	6,7,10
465	Scheduler - Tool	2,4,5,8,10
470	Environmental Worker/Operator	3
471	Hazardous Chemical Worker	5
481	Composite Worker	5,8,10
482	Composite, Trim and Drill	5,8,10
483	Composite, Assembler	5,8,10
503	Technician, Egress	2,4
504	Operator, Fiber Placement	3,5,8
505	MRP Analyst A	1,2,4,6
507	Canopy Technician	4,6
508	Aircraft Maintenance Tech	1,2,4
509	Modification Worker	4,5,8,10
510	Universal Machinist	1,2,3,5,7
511	Universal Sheet Metal Worker	1,2,3,5,7,9
512	Roll Over & High Irons Sheet Metal Worker	4,5,7

Article 13 – Rates of Pay and Review Periods

13.01 The minimum starting rate shall be ~~\$11.85~~ **\$12.39** per hour or as established by Federal Law.

13.02 Progression - **Current Contract Language**

13.03 Periodic Rate and Performance Review - **Current Contract Language**

13.04 Rate Ranges for Labor Grades – See Table on following page:

August 4, 2008 – GWI 4%

August 3, 2009 – GWI 4%

August 2, 2010 – GWI 4%

	8/4/2008		8/3/2009		8/2/2010	
Grade	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
A	19.23	29.73	20.00	30.92	20.80	32.16
B	18.39	28.78	19.13	29.93	19.90	31.13
1	17.63	27.91	18.34	29.03	19.07	30.19
2	16.69	26.83	17.36	27.90	18.05	29.02
3B	15.90	25.93	16.54	26.97	17.20	28.05
3	15.53	25.51	16.15	26.53	16.80	27.59
4B	15.38	25.34	16.00	26.35	16.64	27.40
4	15.18	25.13	15.79	26.14	16.42	27.19
5	14.62	24.48	15.20	25.46	15.81	26.48
6	14.33	24.13	14.90	25.10	15.50	26.10
7	13.57	23.28	14.11	24.21	14.67	25.18
8B	13.23	22.87	13.76	23.78	14.31	24.73
8	13.04	22.68	13.56	23.59	14.10	24.53
9	12.88	22.44	13.40	23.34	13.94	24.27
10	12.39	22.44	12.89	23.34	13.41	24.27

~~13.05 Longevity Program~~

~~13.05.01 Effective August 1, 2005, longevity pay was added to the maximum hourly rates of pay for all labor grades.~~

~~13.0605~~ Shift Differentials

13.06.01. Effective August 1, ~~2005~~ **4, 2008**, the differential for second shift **and the eight (8) hour 3rd shift** will be ~~forty cents (40¢)~~ **forty-five cents (45¢)** per hour.

13.06.02. **Current Contract Language**

13.06.03. **Current Contract Language**

13.06.04. Employees assigned to the second shift of ~~an alternative~~ **a 4x10 or 3x12 workweek** schedule shall receive the ~~forty cents (40¢)~~ **forty-five cents (45¢)** per hour second shift differential.

13.07 Crew Chief and Leadman Rates

13.07.01 – **Current Contract Language**

13.07.02 – **Current Contract Language**

13.07.03 – **Current Contract Language**

13.07.04 – **Current Contract Language**

13.07.05 – **Current Contract Language**

13.07.06 – **Current Contract Language**

~~13.07.07 NOTE 2: Technicians' and Specialists' labor grades will not be considered in establishing Crew Chiefs' and Leadmen's labor grades unless the majority of the crew being supervised consists of Specialists or Technicians.~~

13.08 Set-Up Man - **Current Contract Language**

13.09 Temporary Service - Crew Chief, Leadman and Set-Up Man Rates - **Current Contract Language**

13.10 Pay for Time Not Worked - **Current Contract Language**

Article 14 – Cost-Of-Living Allowance – Current Contract Language (Date and Name changes only)

Article 15 – Vacations

15.01.01. **Current Contract Language**

15.01.02. **Current Contract Language**

15.01.03. All employees who complete ~~one hundred twenty (120)~~ **ninety-six (96)** months' work time shall receive three weeks' vacation with 120 hours' straight time pay, provided they worked 1040 hours or more during the prior calendar year.

15.01.04. All employees who complete ~~two hundred forty (240)~~ **two hundred sixteen (216)** months' work time shall receive four weeks' vacation with 160 hours' straight time pay, provided they worked 1040 hours or more during the prior calendar year.

15.01.05. **Current Contract Language**

15.01.06. **Current Contract Language**

15.01.07. **Current Contract Language**

15.02 **Current Contract Language**

15.03 **Current Contract Language**

15.04 **Current Contract Language**

15.05 **Current Contract Language**

15.06 Any time left from above will be paid on the second (2) pay day in the month of ~~December~~ **January**.

15.07 Vacation Shutdown - **Current Contract Language**

15.08 **Current Contract Language**

15.09 **Current Contract Language**

Article 16 – Holidays

16.01 Employees who fulfill the following requirements:

~~16.01.01 They are employed by the Company seventy five (75) days prior to the holiday, except that in no event will an employee miss more than eight hours holiday pay during the employee's probationary period.~~

16.01.~~02~~**01**. Recalled employees who have reported for work prior to the holiday.

16.01.~~03~~**02**. They do report to work on holidays or day observed as a holiday if required.

16.01.0403. They have performed work during the week in which the holiday occurs, or are on scheduled vacation, or are on earned time off, or are on previously excused absence which does not exceed one week, or are absent and receiving Workers' Compensation, except that no more than two (2) days' holiday pay may be received while off work and receiving Workers' Compensation, will be eligible for the following paid holidays.

16.01.0504. ~~(See charts on following pages)~~ **The charts on the following pages depict a typical Holiday schedule. When a shift schedule is to be implemented different from that depicted both parties agree to meet and mutually establish a Holiday schedule for such shift schedule.**

(1) Contract Year August 1, ~~2005~~ **4, 2008** through August 6, ~~2006~~ **2, 2009** - Eighty-eight (88) hours of paid holidays, observed and paid as follows:

WORK SCHEDULE					
HOLIDAY	DAY	DATE	5-8 hr days	4-10 hr days	3-11.5 hr days
LABOR DAY	Mon	9/1/08	8	10	---
THANKSGIVING	Thu	11/27/08	8	10	---
	Fri	11/28/08	8	---	11.5
	Sat	11/29/08	---	---	11.5
	Sun	11/30/08	---	---	11.5
CHRISTMAS EVE	Wed	12/24/08	UNP/VAC	UNP/VAC	---
CHRISTMAS DAY	Thu	12/25/08	8	10	---
	Fri	12/26/08	8	---	11.5
	Sat	12/27/08	---	---	11.5
	Sun	12/28/08	---	---	11.5
	Mon	12/29/08	8	10	---
	Tue	12/30/08	8	10	---
NEW YEAR'S EVE	Wed	12/31/08	8	10	---
NEW YEAR'S DAY	Thu	1/1/09	8	10	---
	Fri	1/2/09	UNP/VAC	---	UNP/VAC
MEMORIAL DAY	Mon	5/25/09	8	10	---
JULY 4 th (Observed)	Fri	7/3/09	8	---	---
JULY 4 th	Sat	7/4/09	---	---	11.5
	Sun	7/5/09	---	---	UNP/VAC
HOLIDAY HOURS OBSERVED AND PAID			88	80	80.5
HOLIDAY HOURS PAID - NOT OBSERVED			0	8	7.5
TOTAL HOLIDAY HOURS PAID			88	88	88

(2) Contract Year August 7, 2006-3, 2009 through August 5, 2007-1, 2010 - Eighty-eight (88) hours of paid holidays, observed and paid as follows:

			WORK SCHEDULE		
HOLIDAY	DAY	DATE	5-8 hr days	4-10 hr days	3-11.5 hr days
LABOR DAY	Mon	9/7/09	8	10	---
THANKSGIVING	Thu	11/26/09	8	10	---
	Fri	11/27/09	8	---	11.5
	Sat	11/28/09	---	---	11.5
	Sun	11/29/09	---	---	11.5
CHRISTMAS EVE	Thu	12/24/09	UNP/VAC	UNP/VAC	---
CHRISTMAS DAY	Fri	12/25/09	8	---	11.5
	Sat	12/26/09	---	---	11.5
	Sun	12/27/09	---	---	11.5
	Mon	12/28/09	8	10	---
	Tue	12/29/09	8	10	---
	Wed	12/30/09	8	10	---
NEW YEAR'S EVE	Thu	12/31/09	8	10	---
NEW YEAR'S DAY	Fri	1/1/10	8	---	11.5
	Sat	1/2/10	---	---	UNP/VAC
	Sun	1/3/10	---	---	UNP/VAC
MEMORIAL DAY	Mon	5/31/10	8	10	---
JULY 4 TH (Observed)	Mon	7/5/10	8	10	---
HOLIDAY HOURS OBSERVED AND PAID			88	80	80.5
HOLIDAY HOURS PAID - NOT OBSERVED			0	8	7.5
TOTAL HOLIDAY HOURS PAID			88	88	88

(3) Contract Year August 6, ~~2007~~ **2, 2010** through August 3, ~~2008~~ **7, 2011** - Eighty-eight (88) hours of paid holidays, observed and paid as follows:

WORK SCHEDULE					
HOLIDAY	DAY	DATE	5-8 hr days	4-10 hr days	3-11.5 hr days
LABOR DAY	Mon	9/6/10	8	10	---
THANKSGIVING	Thu	11/25/10	8	10	---
	Fri	11/26/10	8	---	11.5
	Sat	11/27/10	---	---	11.5
	Sun	11/28/10	---	---	11.5
CHRISTMAS EVE	Fri	12/24/10	8	---	UNP/VAC
CHRISTMAS DAY	Sat	12/25/10	---	---	11.5
	Sun	12/26/10	---	---	11.5
	Mon	12/27/10	8	10	---
	Tue	12/28/10	8	10	---
	Wed	12/29/10	8	10	---
	Thu	12/30/10	8	10	---
NEW YEAR'S EVE	Fri	12/31/10	8	---	UNP/VAC
NEW YEAR'S DAY	Sat	1/1/11	---	---	11.5
	Sun	1/2/11	---	---	11.5
MEMORIAL DAY	Mon	5/30/11	8	10	---
JULY 4 TH	Mon	7/4/11	8	10	---
HOLIDAY HOURS OBSERVED AND PAID			88	80	80.5
HOLIDAY HOURS PAID - NOT OBSERVED			0	8	7.5
TOTAL HOLIDAY HOURS PAID			88	88	88

16.02 Current Contract Language

16.03 Current Contract Language

~~16.04 To qualify for “holiday pay not observed” employees on the alternative workweek schedule must have one (1) year’s work time on or before July 4th of each contract year. When an employee receives holiday pay not observed and fails to complete one (1) year’s work time on the alternative workweek schedule, the amount of holiday pay not observed will be deducted from wages due.~~

~~16.05~~**16.04** No employee may receive more than 88 hours holiday pay in a contract year.

Article 17 – Management – Current Contract Language

Article 18 – Company Rules – Current Contract Language

Article 19 – Occupational Safety and Health – Current Contract Language

Article 20 – Leave of Absence

20.01 Current Contract Language

20.02 Current Contract Language

20.03 Current Contract Language

20.04 Current Contract Language

20.05 Current Contract Language

20.06 Current Contract Language

20.07 Current Contract Language

20.08 Current Contract Language

20.09 Current Contract Language

20.10 Bereavement - Employees who have successfully completed their seventy-five (75) day probationary period and who are on a normal workweek schedule and who are actively at work shall be given time off work with pay for three (3) consecutive days, for the purpose of attending the funeral of a member of the employee’s immediate family defined as (mother, father, husband, wife, children, step children, step parents, brothers, sisters, mother-in-law and/or father-in-law, grandparents, grandchildren, **son-in-law, daughter-in-law**)

20.10.01. Current Contract Language

Article 21 – Earned Time Off

21.01 Current Contract Language

21.01.01 Current Contract Language

21.01.02 Current Contract Language

21.01.03 Current Contract Language

21.01.04 Current Contract Language

21.01.05 Current Contract Language

21.01.06 Current Contract Language

21.01.07 **Current Contract Language**

21.01.08 **Current Contract Language**

21.01.09 **Current Contract Language**

21.01.10 Employees will be allowed to schedule ~~up to twenty four (24) hours of~~ their ETO in increments of not less than one (1) hour. Such requests will be granted on the same basis as provided for in this Article for full day ETO.

21.01.11 **Current Contract Language**

21.02 Earned Time Off

21.02.01 **Current Contract Language**

21.02.02 Full accumulated unused earned time off will be paid when an employee dies, takes disability retirement, **retires** at age **55** or after, **or is laid off**.

21.02.03 **Current Contract Language**

21.03 Unused Earned Time Off - **Current Contract Language**

Article 22 – Group Life, Medical, Accident and Sickness Disability Benefit, Dental and Vision Plans*

22.01 Employee Medical Plan Contribution

22.01.01. The Medical Plan Coverage is that negotiated between the parties and the employee monthly contribution rate for this coverage is as follows:

	<u>Employee Only</u>	<u>Employee+1</u>	<u>Employee & Dependents</u>
Effective January 1, 2008 Through December 31, 2011	\$60.41	\$105.16	\$157.48

A. **Current Contract Language**

B. **Current Contract Language**

C. **Current Contract Language**

22.01.02. **Current Contract Language**

22.02 Group Life Insurance* - **Current Contract Language**

22.03 Group Dental Plan*

22.03.01 Effective January 1, ~~2002~~ **2009**, the orthodontic benefit provided for dependent children up to age 23 will be increased to 50% of ~~\$3,500~~ **\$4,000** up to a lifetime maximum of ~~\$1,750~~ **\$2,000**.

*See Dental Plan Summary for details regarding coverage and benefits.

22.04 Vision Plan* - **Current Contract Language**

22.05 Layoff Continuation Coverage

22.05.01. Effective July 31, 1972, employees placed on layoff may, at their option, continue coverage of the ~~Raytheon Aircraft Company~~ **Hawker Beechcraft Corporation** group life, medical and/or dental plans upon payment of the full monthly cost, which will include both the employee and the Company monthly contribution.

22.05.02. **Current Contract Language**

22.05.03. **Current Contract Language**

22.05.04. **Current Contract Language**

*See Group and Life, Medical and/or Dental Summaries for details

22.06 Early/Disability Retiree Coverage - **Current Contract Language (Name Change only)**

22.07 Short-Term Disability

22.07.01. Effective January 1, ~~2006~~, **2009**, a Short-Term Disability benefit of ~~\$375~~ **\$425** per week will be paid for up to 13 weeks for disabilities resulting from a non-work related accident or sickness. Such disability must have begun on or after January 1, ~~2006~~, **2009**. Payment will begin the first day after an accident or the eighth day of sickness. Employees must use all current and banked earned time off eligibility before disability payments begin.

22.08 Long-Term Disability - **Current Contract Language**

22.09 Other Plan Changes

22.09.01. Effective January 1, ~~2006~~ **2009**, other selected provisions of the ~~Raytheon Aircraft Company~~ **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** 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.

22.10 Employee Benefit Systems

22.10.01 This agreement acknowledges that Hawker Beechcraft Corporation has agreed to allow the International Association of Machinists and Aerospace Workers to offer the Machinists Custom Choices Worksite Benefits program of supplemental insurance benefits to their employees in the bargaining unit through their designated agent, Employee Benefit Systems, Inc. (EBS). Members will be given an opportunity to spend up to fifteen minutes with an EBS Counselor at the worksite during normal working hours, once per year. Further, Hawker Beechcraft Corporation will honor payroll deduction requests and make payments to the underwriting insurance companies for supplemental life, cancer, critical illness, accident and long term disability insurance. All policy holder service will be provided by the underwriter and Employee Benefit Systems Inc.

Article 23 – Retirement Program

23.01 The Company will provide retirement benefits for ~~Raytheon Aircraft Company~~ **Hawker Beechcraft Corporation** employees as follows:

23.01.01. **Current Contract Language**

23.01.02. Effective ~~August 1, 2005~~ **January 1, 2009**, retirement income benefits will be ~~\$42.00~~ **\$51.00** per month per year for all credited service for employees who retire on or after ~~August 1, 2005~~ **January 1, 2009**.

~~23.01.03 Effective August 7, 2006, retirement income benefits will be \$43.00 per month per year for all credited service for employees who retire on or after August 7, 2006.~~

~~23.01.04 Effective August 6, 2007, retirement income benefits will be \$44.00 per month per year for all credited service for employees who retire on or after August 6, 2007.~~

23.01.0503. Effective August 5, 1996, the early retirement reduction factors have been improved for participants who retire on or after August 5, 1996, after reaching age 55 with five (5) years of credited service with the Company, to the following percentages:

<u>Age When Pension Payments Begin</u>	<u>Percentage of the full Pension you will receive</u>
55	50%
56	55%
57	60%
58	65%
59	70%
60	80%
61	90%
62	100%

~~23.01.0604.~~ Effective August 7, 1978, for participants who retire on or after June 1, 1977, credit will be given for purposes of vesting and benefit accrual for periods of service with the Armed Forces of the United States into which the employee entered from active employment with the Company, provided such employee returns directly therefrom without any intervening employment within the period prescribed by the law for the retention of re-employment rights after the employee is first entitled to discharge from the Armed Forces to active employment with the Company.

~~23.01.0705.~~ Employees hired after August 1, 1993, will become eligible for plan participation upon completion of one (1) year's active service and being twenty-one (21) years old. Upon meeting eligibility requirements, participation date shall revert to the employee's latest date of hire.

*See current retirement summary for details of the retirement program.

Article 24 – RAYSIP HBCSIP (401K)

~~24.01 RAYSOP plan terminates July 31, 2005, with payout in March 2006.~~

~~24.0201~~ Effective January 1, **2009**, the Company will continue to match employee contributions to the Hawker Beechcraft 401k plan at the rate of **100%** of the employee's contributions up to **4%**.

Article 25 – Government Regulations – Current Contract Language

Article 26 – Technology Changes – Current Contract Language

Article 27 – Intent and Purpose – Current Contract Language

Article 28 – Subcontracting – Current Contract Language

Article 29 – Duration of Agreement – Current Contract Language (with date changes)