



Howmet
Cleveland Operations
1600 Harvard Avenue
Cleveland, OH 44105

COMPANY PROPOSAL
HOWMET AEROSPACE & UAW AND ITS LOCAL NO. 1050
2024 CLEVELAND LABOR AGREEMENT NEGOTIATIONS

CO. PROPOSAL NO. 13
SUBMITTED ON: (February 12, 2024)

To: Brian Cole
From: Cleveland Operations

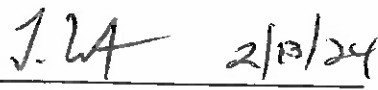
Re: Letter of Commitment – Gender Neutral Language


Brian,

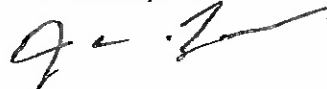
Pursuant to discussions between Howmet Aerospace – Cleveland Operations and the UAW Local 1050 during the 2024 contract negotiation, prior to printing of the updated CBA, the company and union will work together to update the language to be gender neutral. Unless the context otherwise requires, a reference to one gender shall include reference to the other genders.

Respectfully,

Tom Holbert – VP of HR


Tom Holbert, Howmet


Brian Cole, UAW



COMPANY PROPOSAL
HOWMET AEROSPACE & UAW AND ITS LOCAL NO. 1050
2024 CLEVELAND LABOR AGREEMENT NEGOTIATIONS

CO. COUNTERPROPOSAL NO. 11
SUBMITTED ON: (February 28, 2024)

Mr. James Burney
President, UAW Local 1050
2507 Harvard Avenue
Cleveland, OH 44105

Re: Wage Increases


Dear **Mr. Burney**:

This letter confirms the agreement reached between the Union and Company ("The Parties") during the 2024 contract negotiations regarding the Parties' ability to increase wages during the life of the contract. In instances where either Party believes it is necessary to address changing market and economic conditions or the staffing needs of the facility, either Party has the right to request a wage increase for the classification. The Parties will attempt in good faith to reach agreement on the rate, however the Company will retain the right to implement the rate should the Parties not reach an agreement. Wage increases administered under this agreement shall apply to all employees working within a specific job classification at the time of the increase.

Very truly yours,

Tom Holbert
VP of HR

Agreed to by:



James Burney - UAW



Thomas Holbert - Howmet

2/28/24

Dated



11:23
2/28/24

2/25/24
9:52 am



International Union, United Automobile, Aerospace & Agricultural Implement Workers of America - UAW

Local 1050

2507 Harvard Avenue (Rear) * Cleveland Ohio 44105
Phone: 216/341-7900 * Fax: 216/341-5545
James "Gappy" Burney, President

2/25/24

Counter Proposal

During the 2024 Contract negotiations the Union and the Company agreed to the following as it pertains to: Counter Proposal to Company proposal #10

ARTICLE X- Vacation

5. Upon retirement, the employee, regardless of vacation earned, will be considered to have earned their entire vacation allotment for the year. For the purpose of this section only, employees who do not participate in the defined benefits plan, retirement is considered age 62 59 1/2 with at least 5 years of service.

Tentative Agreement: Union: BC Howmet: JWA Date: 2/25/24
GUB
12:58
2/25/24

**COMPANY PROPOSAL
HOWMET AEROSPACE & UAW AND ITS LOCAL NO. 1050
2024 CLEVELAND LABOR AGREEMENT NEGOTIATIONS**

**CO. PROPOSAL NO. 4
SUBMITTED ON: (February 12, 2024)**

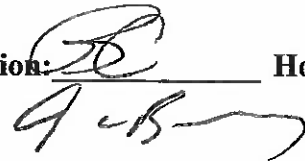
APPENDIX I

**APPRENTICESHIP AGREEMENT
ARTICLE XXII – RATIO OF APPRENTICES**

Ratio of Apprentices: To ensure adequate supervision and training, it shall be the policy of the Company to employ one apprentice to one journeyman. ~~for the first apprentice and one apprentice to two and one half (2.5) journeymen for each additional apprentice.~~ Should the overall ratio of apprentices to journeymen fall below this level, the Apprentice Committee will meet to evaluate the immediate need to replace journeymen. Factors to consider will include the size of the shortfall of journeymen, other means and opportunities to properly provide for the safety, training and supervision of apprentices during the duration of the shortfall, and others that the Committee deems relevant. Should these factors be favorable, the parties agree that the ratio may be reestablished over an acceptable period of time. The ratio will not be used to determine overall skilled trades staffing.

Tentative Agreement

Union:



Howmet:



Date:

2/13/24

Letter of Commitment Between the UAW 1050 and Howmet – February 28, 2024

As discussed during the 2024 contract negotiations, the Company agrees to work with the UAW Union Benefits Representative to facilitate educational sessions for retirees presenting plan and cost information. This on-site meeting will be conducted annually prior to open enrollment.

Agreed to by:



James Burney – UAW





Thomas Holbert – Howmet



Dated

10:12
2/28/24



International Union, United Automobile, Aerospace & Agricultural Implement Workers of America - UAW

Local 1050

2507 Harvard Avenue (Rear) * Cleveland Ohio 44105

Phone: 216/341-7900 * Fax: 216/341-5545

James "Gappy" Burney, President

During the 2024 Contract negotiations the Union and Company agreed to the following as it pertains to:

RE: Contract Printing

During the ~~2020~~ 2024 contract negotiations, the issue of reasonable time for the printing of the contract was discussed with the company to have the CBA printed within 90 days of the ratification. The company also agrees to assume all costs associated with the printing of the new CBA.

Tentative Agreement:

Union:

A handwritten signature in black ink, appearing to be 'Gappy Burney', written over a horizontal line.

Howmet:

A handwritten signature in black ink, appearing to be 'JZA', written over a horizontal line.

Date:

A handwritten date in black ink, '2/13/24', written over a horizontal line.

**COMPANY COUNTER PROPOSAL
HOWMET AEROSPACE & UAW AND ITS LOCAL NO. 1050
2024 CLEVELAND LABOR AGREEMENT NEGOTIATIONS**

COMPANY COUNTERPROPOSAL TO UNION PROPOSAL NO. 21
SUBMITTED ON: (February 19, 2024)

During the 2024 Contract negotiations the Union and Company agreed to the following as it pertains to: Apprenticeship Schooling



**ARTICLE VIII - RELATED INSTRUCTION
AND SCHOOL ATTENDANCE**

Apprentices shall attend classes within the limits prescribed in the schedule of related training. All classroom hours shall be considered as part of the total hours required to complete the overall training program.

Apprentices will be graded on all phases of related classroom work. ~~All textbooks will be furnished by the apprentice and special text reference books will be furnished by the Company. Any apprentice who opts out of the program will reimburse the cost of textbooks.~~

The schedule of related training shall be outlined in Appendix III attached hereto. Apprentices will be paid at their straight time rates for related training class hours actually spent in the classroom. Such hours shall not be considered hours worked for overtime or premium time computations.

The location and quality of the classroom instruction shall meet with the approval of the Joint Apprenticeship Committee.

Tentative Agreement: Union:  Howmet:  Date: 2/27/24

Proposal 21

6:40
2/27/24

**COMPANY COUNTER PROPOSAL
HOWMET AEROSPACE & UAW AND ITS LOCAL NO. 1050
2024 CLEVELAND LABOR AGREEMENT NEGOTIATIONS**

UNION PROPOSAL NO. 19.1
SUBMITTED ON: (February 27, 2024)

During the 2024 Contract negotiations the Union and the Company agreed to the following as it pertains to: Re: Local Market Craft Adjustment

During the 2024 contract negotiations the parties discussed the lack of skilled trades journeymen candidates in the NE Ohio Metropolitan Labor Market. The parties Agreed to offer a **one-time** local market craft adjustment of **\$1.75 an hour** (35¢ ~~\$2.50~~ base-rate increase each year of agreement to all incumbent Millwrights, Electricians, Electrical Technicians, and Mechanical Technicians, **Toolmakers, Powerhouse Engineers, Facility Maintenance Specialists** who are employed at Cleveland Operations as of September 30, 2001. **February 28th 2024**. All parties agree that this is a one-time increase and not intended to be increased in the future unless otherwise agreed to through future negotiations between The Company and The Union.

Tentative Agreement:

Union: *[Signature]*
gcos

Howmet: *[Signature]*

Date: 2/27/24

Proposal 19.1

*6:30
2/27/24*

**COMPANY COUNTER PROPOSAL
HOWMET AEROSPACE & UAW AND ITS LOCAL NO. 1050
2024 CLEVELAND LABOR AGREEMENT NEGOTIATIONS**

COMPANY COUNTERPROPOSAL TO UNION PROPOSAL NO. 18
SUBMITTED ON: (February 27, 2024)

During the 2024 Contract negotiations the Union and the Company agreed to the following as it pertains to: Apprenticeship Agreement

APPENDIX I

APPRENTICESHIP AGREEMENT

HowmetInc. and the UAW recognize their respective responsibilities under federal and state laws relating to fair employment practices.

The Company and the Union recognize the moral principles involved in the area of civil rights and have reconfirmed in their Collective Bargaining Agreement their commitment not to discriminate because of race, religion, color, age, sex, national origin, or against any employee with disabilities.

NOTE:

The material in this booklet contains portions of the Collective Bargaining Agreement dated September 30, 2001, as they relate to the Skilled Trades and the Works Engineering departments and classifications, including Apprenticeships.

The contractual language in this document has been compiled from excerpts of the Master Agreement and Letters of Understanding between HowmetInc. and the UAW.

The purpose of this booklet is to place under one cover information affecting Skilled Trades and Works Engineering employees. Information that is common to all hourly employees, such as Retirement, SUB, Group Life and Disability Insurance, Hospital-Surgical-Medical-Prescription Drug-Dental-Vision and the Collective Bargaining Agreement, etc., is not reproduced in its entirety in this document. This general information applicable to all hourly employees has, however, been reproduced in other booklet forms.

Classifications covered by this agreement are as follows:

Skilled Apprenticeable Trades

Electricians

Millwrights
Toolmakers
*Facility Maintenance Specialist
*Power House / Refrigeration Engineer

~~*During the 2024 Negotiations the parties discussed in the event that there is a vacancy in the Facility Maintenance Specialist or Power House and Refrigeration Engineer positions that cannot be filled through internal and external efforts, the Company and Union agree to explore all options including adding apprenticeships for these roles. at length adding Facility Maintenance Specialist and Power House / Refrigeration Engineer to the apprenticeable Trade Classifications. In the event a need arises due to the company's inability to hire qualified candidates the parties agree the parties agree to explore all options including apprenticeships.~~

Non-Apprenticeable Trades and Classifications

Environmental Servicer
Environmental Servicer Trainee
Facilities Generalist
~~Facility Maintenance Specialist~~
Heavy Equipment Operator
Janitor
~~Power House / Refrigeration Engineer~~
Stores and Receiving Clerk
Tool Crib Attendant – Maintenance

Tentative Agreement:

Union:

[Handwritten signature]
[Handwritten signature]
6:58
2/27/24

Howmet:

[Handwritten signature]

Date:

[Handwritten date: 2/27/24]

LVD Blöde
2/28 11:28

Letter of Commitment Between the UAW 1050 and Howmet – February 28, 2024

As discussed during the 2024 contract negotiations, the Company agrees to add the ten (10) new apprentices, which were discussed with the Union prior to contract negotiations, in 2024. The Company also agrees to enroll a minimum of 25 additional apprentices in the program over the life of the 2024 contract.

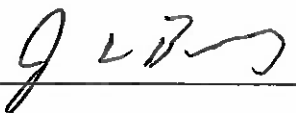
The three craft applicants (John Kinney, Tom Myer and Brian Klingshirn) who have been accepted into the apprenticeship program as of the date of this agreement will remain eligible to participate in the program.


It is further agreed that all remaining (18) apprentices from the 2018 Apprenticeship Class who are still with the company as of the ratification date of the 2024 contract:


- Will not be eligible for the \$5,000 retention payment agreed to during 2024 contract negotiations.
- Will be eligible for employer-paid books agreed to in the 2024 contract.
- Will not be subject to the repayment provisions described in the contract.

It is also agreed that the repayment periods and amounts shown in Appendix 1-A (Apprenticeship Commitment) will be updated to match what was agreed to in Company Proposal #16 from 2024 contract negotiations (regarding the Apprenticeship Training Reimbursement letter in the CBA)

Agreed to by:


James Burney – UAW


Thomas Holbert – Howmet


Dated



2:59
2/28/24

COMPANY COUNTER PROPOSAL
HOWMET AEROSPACE & UAW AND ITS LOCAL NO. 1050
2024 CLEVELAND LABOR AGREEMENT NEGOTIATIONS

UNION PROPOSAL NO. 16
SUBMITTED ON: (February 19, 2024)

During the 2024 Contract negotiations the Union and the Company agreed to the following as it pertains to:

Re: Apprenticeship Training Reimbursement

Dear ~~Mr. Mohn~~ Mr. Burney:

This letter will confirm the understandings reached during our 2001 negotiations regarding the craft apprenticeships. The Company and Union are committed to developing and maintaining successful craft apprenticeship programs. However, both parties agree that neither party's interests are served by investing in training that will be lost to other employers. Therefore, in recognition of the investment the Company will make in its apprentices, each apprentice will be required to sign a promissory note prior to entering the apprenticeship program for a total of ~~\$16,000.00~~ \$14,000. This note will become payable to the Company only if the individual ceases employment, either voluntarily or involuntarily, prior to the completion of four (4) years of service following completion of the apprenticeship program. The repayment schedule is as follows:

1. 0-1 year completion of the program	\$16,000.00 <u>\$14,000</u>
2. 1-2 years completion of the program	\$14,000.00 <u>\$12,000</u>
3. 2-3 years completion of the program	\$ 8,000.00
4. 3-4 years completion of the program	\$ 4,000.00

The parties agree that this training reimbursement proposal will affect ~~only those~~ all craft apprentices ~~who have entered or will enter an apprenticeship program between October 1, 2001 and September 29, 2006~~. The parties recognize that some journeypersons may be unable to complete their four (4) year service obligation due to reasons of personal hardship. The Company agrees to review, on a case-by-case basis, the reimbursement schedule of such individuals. In the event a journeyperson is laid off during the four-year period, he/she will be absolved from his/her repayment obligation.

Apprenticeship Program Retention Payment

Gross payment of \$5,000 if still employed with the company 24 months after completion of the program.

In addition to the above understandings, the parties agree to maintain the one-time tool allowance for apprentices at \$800.00.

In the course of discussing each party's needs with respect to the recruiting, training, and retaining of craftsmen, the Company and the Union agreed on the desirability of monitoring and improving the performance of the Works Engineering Department

including productivity and morale concerns. The Company and the Union also agree that more extensive training should be developed and delivered to craftsmen. The Company commits to developing a plan to deliver such training to all interested incumbent mechanics and electricians. This plan should include a realistic schedule for assessment of needs and existing skills, as well as a beginning and end date. Therefore, the parties agree to establish a Works Engineering Training Committee to be composed of an equal number of persons from both the Company and the Union. The Skilled Trades Chairman and the Maintenance Manager shall agree upon the number of persons to serve on the committee.

Lastly, both parties agree that nothing in this Agreement may be interpreted as restricting the Company from exercising its right to hire qualified journey person candidates off the street or requiring the Company to populate the skilled apprentice classifications with apprentices.

Tentative Agreement: Union: [Signature] Howmet: JWA Date: 2/27/24
[Signature]
2:58
2/28/24



International Union, United Automobile, Aerospace & Agricultural Implement Workers of America - UAW

2/19 2:23
2/20/24 @ 10:05

Local 1050

2507 Harvard Avenue (Rear) * Cleveland Ohio 44105

Phone: 216/341-7900 * Fax: 216/341-5545

James "Gappy" Burney, President

2/19/24

Counter Proposal

During the 2024 Contract negotiations the Union and the Company agreed to the following as it pertains to:

COMPANY COUNTER PROPOSAL TO UNION PROPOSAL #14 SUBMITTED ON: February 14, 2024

During the 2024 Contract negotiations, the Union and the Company agreed to the following as it pertains to payroll.

Employees who perform work for the Company, Howmet Aerospace Inc will be compensated for their work in a proper and timely manner.

In situations where, due to an error by the Company, or there is an error outside of the employees' control, employees' clockings, upgrades, overtime, etc are not entered properly in time to be paid for the hours and duties they performed, the Company will rectify these issues as soon as possible. No later than three business days after the pay date that the employee should have received the pay or, if later, three days after being notified of the problem.

In situations where the pay error was within the control of the employee, failing to clock in or out, including forgotten or lost badge situations, the correction will be made with the next pay period.

Tentative Agreement:

Union:

Howmet: _____

Date: _____

Proposal 14.1

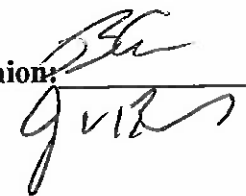
2/17/24
@ 10:29

**COMPANY PROPOSAL
HOWMET AEROSPACE & UAW AND ITS LOCAL NO. 1050
2024 CLEVELAND LABOR AGREEMENT NEGOTIATIONS**

**COMPANY COUNTER PROPOSAL TO UNION PROPOSAL #13 SUBMITTED ON:
February 16, 2024**

During the 2024~~06~~ Contract negotiations, the Company and the Union agreed to allow employees to take up to ~~threewe~~ (32) weeks of their contractually entitled vacation in increments of one (1) day at a time. Additionally, employees may take up to ~~tenfive~~ (105) days of that day at a time vacation in one half (1/2) day increments.

Tentative Agreement
Date: 2/20/24

Union: 

Howmet: 



Local 1050

2507 Harvard Avenue (Rear) * Cleveland Ohio 44105

Phone: 216/341-7900 * Fax: 216/341-5545

James "Gappy" Burney, President

2/13/24

Counter Proposal

During the 2024 Contract negotiations the Union and the Company agreed to the following as it pertains to:

All proposed changes in the workplace, including the introduction of different substances including but not necessarily limited to (chemicals, acids, caustic substances, disinfectants, glues, heavy metals, including mercury, lead, cadmium and aluminum, paint, pesticides and petroleum products) or processes including new equipment or changes to current processes will be reviewed by the UAW Health & Safety Committee in a timely manner before they are implemented so that the Committee may make recommendations concerning the possible impact on safety and health.

Tentative Agreement:

Union:

Two handwritten signatures are present. The top signature is in blue ink and appears to be "Blair". The bottom signature is in black ink and appears to be "G. Burney".

Howmet:

A handwritten signature in black ink, appearing to be "J. A.", is written over a horizontal line.

Date:

The date "2/14/24" is handwritten in black ink over a horizontal line.



International Union, United Automobile, Aerospace & Agricultural Implement Workers of America - UAW

Local 1050

2507 Harvard Avenue (Rear) * Cleveland Ohio 44105

Phone: 216/341-7900 * Fax: 216/341-5545

James "Gappy" Burney, President

Re: Update all Letters, Names

During the 2024 negotiations the parties agreed that all previous contractual language and letters not discussed or bargained will remain in effect and shall be updated to reflect the new date and names.

Tentative Agreement: Union: _____ Howmet: _____ Date: _____

Proposal #9

**COMPANY PROPOSAL
 HOWMET AEROSPACE & UAW AND ITS LOCAL NO. 1050
2024 CLEVELAND LABOR AGREEMENT NEGOTIATIONS**

**MODIFIED CO. PROPOSAL NO. 5 AND
 COUNTER TO UNION PROPOSAL NO. 15
 SUBMITTED ON: (February 25, 2024)**

The following language will be added to Appendix I of the Apprenticeship Agreement:

“Unless the Company determines that there is an excess of Electricians and Millwrights that exists, currently classified Electricians and Millwrights will not be eligible to be placed in an apprenticeship opening.”

Also, Appendix I-C of the Apprenticeship Agreement will be amended as follows:

**APPRENTICE RELATED WORK SCHEDULE
 NEW ELECTRICIAN APPRENTICE ROTATION SCHEDULE**

<u>AREA</u>	<u>ROTATION HOURS</u>
H-Aero Primary/Coverage (Presses, Manipulators, Pumps)	1,250
H-Aero Secondary/Coverage (Cranes, Hoists, Etch Lines, Other)	750
A -Aero Primary/Coverage (Presses, Manipulators)	1,250
A-Aero Secondary/Coverage (Cranes, Hoists, Etch Lines, Other)	750
A – 202 Die Shop/Production Machines	250
Furnace Control (Heat treat, Age, Die Heaters)	1,000

FSW (X & Y Plants)	1,000
(Presses, Pumps, Cranes, Furnaces, Robots, Other)	
8002/8003 Complex	1,000
Robot Operations/Maintenance	250
S-Wheel Lines	250
Instrument Repair	250
Related Schooling	576
Total Hours	8576

**APPRENTICE RELATED WORK SCHEDULE
NEW MILLWRIGHT APPRENTICE ROTATION SCHEDULE**

<u>AREA</u>	<u>ROTATION HOURS</u>
H-Aero Primary/Coverage	1,250
(Presses, Manipulators, Pumps, Hydraulics)	
H-Aero Secondary/Coverage	1,250
(Cranes, Hoists, Etch Lines, Hammers, Other)	
A -Aero Primary/Coverage	1,250
(Presses, Manipulators)	
A-Aero Secondary/Coverage	1,250

(Cranes, Hoists, Etch Lines, Other)	
A – 202 Die Shop/Production Machines	250
Furnaces	250
(Heat treat, Age, Die Heaters)	
FSW (X & Y Plants)	1,250
(All Mechanical)	
8002/8003 Complex	1000
S-Wheel Lines	250
Related Schooling	592
Total Hours	8592

Tentative Agreement: Union: [Signature] Howmet: JJA Date: 2/27/24
[Signature]
6:31
2/27/24

**COMPANY PROPOSAL
HOWMET AEROSPACE & UAW AND ITS LOCAL NO. 1050
2024 CLEVELAND LABOR AGREEMENT NEGOTIATIONS**

COMPANY COUNTER PROPOSAL TO UNION PROPOSAL #6 SUBMITTED ON: February 25, 2024

The company intends to populate the role of Maintenance Supply/Tool Crib Attendant with (1) employee following 2024 negotiations. The effectiveness of this position will be reviewed periodically and the Company maintains the right to determine staffing levels..

The roles/responsibilities of this position will be developed by the Company with input from the Union, and not necessarily match the historic definitions of this position. The job grade for this position will be determined in accordance with Article 24 Section 48 of the CBA.

Tentative Agreement

Union: *SDA* Howmet: *JH* Date: *2/25/24*
g n b - s

**COMPANY COUNTER PROPOSAL
HOWMET AEROSPACE & UAW AND ITS LOCAL NO. 1050
2024 CLEVELAND LABOR AGREEMENT NEGOTIATIONS**

UNION PROPOSAL NO. 20
SUBMITTED ON: (February 28, 2024)

During the 2024 Contract negotiations the Union and the Company agreed to the following as it pertains to: Vacations

ARTICLE X – VACATIONS

The following regulations shall govern the Vacation Plan for Hourly Rated Employees effective January 1, 2018 and shall replace the vacation language applicable to the 2017 vacation period.

A. Eligibility

1. For vacation taken on or after January 1, 2018 vacation is earned during the same calendar year it is taken. There shall be no advance accrual of vacation time. Vacation shall be earned on a monthly basis at the rate of 1/12th of the employee's annual length of vacation for each calendar month in which the employee has one (1) or more actual hours worked. Time lost during the calendar year due to an injury arising out of company employment, leave of absence, short term disability, FMLA, ~~Layoffs~~ or due to Jury or Witness Duty (Article XX), or due to absence from work while on vacation or due to Bereavement Pay (Article XXVI) shall be considered hours of actual work for determining vacation eligibility.

An employee otherwise eligible, who on November 30 lacks 31 days or less of the required accumulated departmental seniority will be deemed to have satisfied the seniority requirements for eligibility and for length of vacation.

2. An employee, who in any calendar year obtains a leave of absence for the purpose of entering the Armed Forces, and who provides proof of having entered the Armed Forces, in such year, will be credited with actual hours worked during such leave up to the date of having entered the Armed Forces, for the purpose of determining vacation eligibility. Should such hours not equal one (1) hour in the calendar month, due to the leave of absence for entering the Armed Forces, employee will be eligible to accrue vacation for said month. The employee will be credited with accumulated departmental seniority for the balance of such year for the purpose of satisfying the seniority requirements for eligibility and length of vacation for that year.

An employee who, after being honorably discharged from the Armed Forces, is reinstated pursuant to the Company's Military Service Regulations, shall in the year of his/her reinstatement to active employment without regard to the hours or weeks worked requirement be entitled to a regular vacation.

3. Any employee otherwise entitled to a vacation pursuant to this Agreement in the calendar year in which he/she retires under the terms of the Pension Agreement between the Company and the Union, which makes him/her eligible for a special retirement

payment, but who has not taken such vacation prior to the date of such retirement, shall not be required to take a vacation in that calendar year and shall not be entitled to vacation pay for that calendar year or in any subsequent year.

4. An employee may take vacation in advance of having earned it within the calendar year. However, if employment with the Company is terminated for any reason, other than death, an employee is entitled to pay only for vacation time that is earned and unused as of the date of termination. In the event of a death of an employee, the employee's annual length of vacation eligibility for the year in which the death occurs will be paid to their legal representative. If an employee has been paid for vacation that has not yet been earned as of the date of termination, for any reason other than death the employee will be required to reimburse the Company for such unearned vacation.

5. Upon retirement, the employee, regardless of vacation earned, will be considered to have earned their entire vacation allotment for the year.

B. Length of Vacation

An eligible employee who has attained the years of accumulated departmental seniority indicated in the following table in any calendar year during the continuation of this Agreement shall receive a vacation (except as otherwise provided) corresponding to such years of accumulated departmental seniority as shown in the following table:

<u>Accumulated Departmental Seniority</u>	<u>Weeks of Vacation</u>
6 months but less than 3 years	1 week
3 years but less than 10 years	2 weeks
10 years but less than 17 years	3 weeks
17 years but less than 25 years	4 weeks
25 years or more	5 weeks

The vacation taken shall consist of seven (7) consecutive days beginning on Monday and ending on Sunday and shall include holidays; however, vacations of two, three, four, or five weeks may consist of separate periods of one week each.

1. An employee will not be required to work mandatory overtime on the weekend immediately prior to or during a scheduled full week of vacation, but he/she may elect to work a mandatory or voluntary weekend during such periods at their option.

C. Return from Vacation

Notwithstanding any provisions of Section 28, an employee who overstays his/her vacation leave without first notifying his/her plant Management and securing permission for the extension, unless such notification proves to be impractical, may be subject to disciplinary action.

D. Vacation Scheduling

1. The vacation period shall be from January 1 to December 31, inclusive.
2. Time lost by an employee for a period of at least an entire payroll week during the vacation period due to the necessity of reducing the working forces or due to bona fide sickness or injury or due to leave of absence may be applied to any vacation time to which such employee is entitled if the employee so requests.
3. It is the intent and purpose of the Vacation Plan that all eligible employees shall receive benefit of a vacation from work. However, the employee who is required to work instead of taking time off for vacation shall be entitled to vacation pay in addition to his/her regular pay provided he/she has not had time lost as described applied to all vacation time to which he/she is entitled.
4. In light of the amount of vacation provided by this Article, the local Union and the local Management will meet as necessary to review vacation scheduling procedures for the purpose of arriving at mutually satisfactory scheduling arrangements.
5. If no local agreement exists at a plant concerning vacation scheduling procedures, the following provision shall apply:

The employee shall take his/her vacation as scheduled by the Management but with consideration being given to the employee's wishes as to the time his/her vacation is to be scheduled.

E. Reports

From time to time during the term of this Article, the Company shall furnish the Union on forms and at times to be agreed upon, with such information as may be reasonably required for the purpose of enabling it to be properly informed concerning the operation of this Article.

F. Vacation Pay

1. The vacation pay for a vacation of one week shall be the employee's average hours worked per week (not less than 40 hours and not more than 48 hours) multiplied by the employee's average earnings per hour (exclusive of overtime earnings). The vacation pay for two, three, etc., weeks shall be twice, three times, etc., that amount, respectively. The employee's average earnings per hour, as well as the employee's average hours worked per week are averaged over the last payroll quarter which ended 28 days or more prior to the date on which the vacation period begins or the date the vacation is considered as starting. Excluded from such period will be any week in which a paid holiday is observed, or any week during which the employee receives Jury or Witness Pay, or any week during which he/she was on a paid vacation. Vacation pay computed on the basis of a calculation period prior to a general wage increase for a vacation, or portion thereof, scheduled after such wage increase in such year shall be adjusted for such increase.

A week shall be deemed to fall in the period in which it commences.

2. The vacation pay will be paid as follows:

~~(a) For employees with less than 1 year of service, vacation will be paid at the employee's current straight time hourly rate.~~

(b) Vacation pay will be paid on the paydays for the period of the employee's vacation. However, an employee may receive vacation pay in a lump sum for vacation time off provided such request is made in writing to the Company at least 14 days prior to the date he/she wishes each lump sum; however, such lump sum shall not be paid prior to the last day worked before his/her vacation is scheduled to start.

(c) For the employee who requests that regular vacation be applied because of time lost or who works instead of taking time off, as described under D-2 and D-3, the vacation pay shall be paid him/her on the first regular pay day occurring not less than ten days following the date the employee makes such request.

G. In the event of a war or other national emergency, or federal legislation designed to reduce the normal work week below 40 hours, either party may notify the other of a desire to negotiate with respect to an appropriate modification of this Plan or its termination. In the event of failure to agree within 120 days from such notice, if given as a result of the above-described type of federal legislation, the Plan shall remain in effect subject to the termination provision of the Agreement, but the parties shall be free to strike or lockout in support of their positions with respect to such matters (and no other) notwithstanding the provisions of any other agreement between the parties.

Tentative Agreement: Union: *[Signature]* Howmet: *J.2A* Date: *2/28/24*
[Signature]

*10:10
2/28/24*



International Union, United Automobile, Aerospace & Agricultural Implement Workers of America - UAW

2/16/24
10:40am

Local 1050

2507 Harvard Avenue (Rear) * Cleveland Ohio 44105
Phone: 216/341-7900 * Fax: 216/341-5545
James "Gappy" Burney, President

2/14/24

Counter Proposal

During the 2024 Contract negotiations the Union and the Company agreed to the following as it pertains to: Company Proposal 3

APPENDIX VI

FORGER TRAINING STANDARDS

**ARTICLE V - STANDARDS USED
FOR FORGER TRAINEE SELECTIONS**

A. Eligibility

In order to be eligible for Forger Training under these standards, the applicant must meet the following minimum requirements:

1. Physically capable of performing the work of the classification.
2. The specific tests and other evaluation procedures.

B. Posting

1. Classified Forgers as defined in Article I, Section H, will be polled individually prior to the posting for forger trainees to determine if any of those forgers would like to switch from open to closed or vice versa.
2. Posting for Hydraulic Press Forger Trainee will be posted by the Human Resources Department for seven (7) days. Those applying shall be considered applicants.

At the beginning of the Forger Trainee program, management will decide who will be Open/Closed Die Forgers.

C. Selection

1. After receiving further information on the Forger training program applicants will have a seven (7) day period to indicate if they wish to be considered further in the process. This will occur through the same process they elected to become applicants.
2. Consideration of applicants meeting the eligibility requirements shall be given on the basis of qualifications alone and without regard to race, creed, color, national origin, sexual orientation, or sex.
3. Selection of applicants shall be made on the basis of relative qualification. Where qualifications are not significantly different, the senior applicant shall be selected.
4. The Personnel Human Resources Department will screen the applications and disqualify applicants for the following reasons:

a. Poor Work Record:

-- Any employee who has been suspended in the last year from the date the posting was made.

-- Any 7-day or greater suspension within the last two (2) years from the date the posting was made.

-- Any 30-day or greater suspension within the last three (3) years from the date the posting was made (next instance would be discharge under Standard Penalties).

b. Poor Attendance Record:

~~-- Any employee who is currently on a
"modified tracker/
Pattern violator".~~

~~-- Any employee who has 10 points
Or more in the current or most
recent attendance period.~~

c. Health (acrophobia, claustrophobia, allergies, etc.).

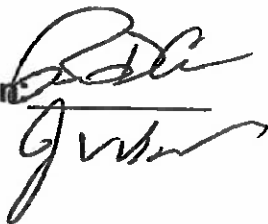
4. Those applicants who have made it through the screening process will then be given the Phase I test. The tests will be graded by Cuyahoga Community College, and those applicants who pass the test will move on to the Interview Phase.

5. Interviews will be conducted by two company members of the Forger Training Committee and one Union member of the Forger Training Committee. The Union may also have one member of the Forger Training Committee as an observer. Interviewers will not match or compare each other's evaluation sheets. The interview sheets will be given to the Human Resources Department who will count the scores of each candidate and determine the point values.

6. Selections will then be made.

Tentative Agreement:

Union:



Howmet:



Date:

