



Lockheed Martin's Latest Offer: Summary

May 21, 2025 • UAW Local 766 &
UAW Local 788 • 2025-2030



Message from the UAW Lockheed Martin Multi-Unit Bargaining Committee

Fellow UAW Members,

On May 21, your UAW Lockheed Martin negotiating committee received a meaningful proposal from the company that you deserve to vote on. The progress made in this offer is entirely thanks to the sacrifices that you've made on the picket line every day for over two weeks. This new offer includes:

- General Wage Increases (GWI) of 19.3% over the life of the agreement, compounded.
- Substantially higher starting pay. Under this deal, the lowest starting rate in our contract immediately comes up from \$15 to \$20 an hour in 2025.
- A shorter progression to top pay through regular increases to the minimum rate and increases to the automatic rate progression (ARP). For the first time, our GWIs are applied across the wage scale, including to the starting rate. The ARP—the rate at which we advance through the progression each year—has increased from 60 cents per year to \$1.25 in the first year, and \$1 for the remaining years. That means that all our members are moving through the progression around 40% faster.
- A number of other benefits including improved retirement security and parental leave.
- The agreement includes substantial lump sum payments, including \$3,000 upon ratification and \$1,000 per year in lump sums.

Your Bargaining Committee believes that this is a meaningful offer that deserves your consideration. It is up to you to decide whether this offer is strong enough to end our strike.

The higher starting wages were not on the table before our strike began—you have made progress on these demands by walking the picket line and standing united as a membership. We are proud of the fight that we have waged together, and we are seeing the results of our solidarity.

In Solidarity,

UAW Lockheed Martin Multi-Unit Bargaining Committee

WAGE INCREASES

- General Wage Increases (GWI) in each May of the contract including 4% in 2025, 4% in 2026, 3.5% in 2027, 3.5% in 2028, and 3% in 2029. **That is a 19.3% increase, compounded, over the life of the agreement.**
- In 2025, increases to all wage minimums by at least \$3.
- In 2026 and remaining years of contract, all minimums and maximums will be raised in accordance with GWI. This is the first time we have won a GWI that applies to the minimum rate.
- Any employee paid below the new minimum will receive an increase to the minimum before the General Wage Increases and any other adjustments.
- You can view the full wage table and a full list of location-specific wage adjustments and position upgrades at the end of this document.

PROGRESS ON THE BROKEN PROGRESSION

- Increased Automatic Rate Progressions from \$0.15 quarterly to \$1.25 in 2025 and \$1.00 each subsequent year.
The higher ARP means that we will move 40% faster through the progression than we did previously.

PAY PREMIUMS AND PROMOTIONS

Expanded and increased premiums:

- Shift premium increased to **\$0.75 per hour** for second shift and **\$1.00 per hour** for third shift.
- Seven-day Operator premium increased from **\$1.00** to **\$1.50 per hour**.

Peer Review Promotions

- Added a classification peer review promotion process, which may result in a larger increase than guaranteed minimums of **\$0.40** for 1 or 2 labor grade movement and **\$0.80** for 3 or more.

RATIFICATION BONUS

\$3,000 one-time ratification bonus.

COST OF LIVING LUMP SUM PAYMENTS

\$1,000 lump sum payments, paid annually 2025-2029.

RETIREMENT

- With the **General Wage Increases, 401k** contributions will increase concurrently.
- The pension multiplier for eligible employees increased from **\$88 to \$93**.
 - Level Income Special Allowance (LISA) benefit increased from **\$675 to \$700**.
 - Medicare Part B reimbursement increased from \$90 to \$100.
 - Retiree life insurance increased from \$3,000 to \$5,000.
 - Lockheed Martin will also continue to provide a **\$175 monthly contribution** (prorated up to \$2,100 for an employee and an additional \$2,100 for spouse) to a health reimbursement account for employees retiring after January 1, 2021 who are eligible for the post-retiree medical exchange through Via Benefits.
- Maintained a retirement notification incentive of **\$500** when the employee provides at least a 90-day notice.

Location — Labor Grade	Year 1 Wage Rates		Year 2 Wage Rates		Year 3 Wage Rates		Year 4 Wage Rates		Year 5 Wage Rates	
	Minimum Rate	Maximum Rate	Minimum Rate	Maximum Rate	Minimum Rate	Maximum Rate	Minimum Rate	Maximum Rate	Minimum Rate	Maximum Rate
Orlando — Labor Grade 1	\$26.00	\$41.75	\$27.04	\$43.42	\$27.99	\$44.94	\$30.00	\$46.51	\$30.90	\$47.91
Orlando — Labor Grade 2	\$24.00	\$40.05	\$24.96	\$41.60	\$25.83	\$43.06	\$28.00	\$44.57	\$28.84	\$45.91
Orlando — Labor Grade 3	\$23.00	\$39.36	\$23.92	\$40.93	\$24.76	\$42.36	\$27.00	\$43.84	\$27.81	\$45.16
Orlando — Labor Grade 4	\$22.00	\$27.91	\$22.88	\$29.03	\$23.68	\$30.05	\$26.00	\$31.10	\$26.78	\$32.03
Orlando — Labor Grade 5	\$21.00	\$27.29	\$21.84	\$28.38	\$22.60	\$29.37	\$25.00	\$30.40	\$25.75	\$31.31
Orlando — Labor Grade 6	\$20.00	\$26.96	\$20.80	\$28.04	\$21.53	\$29.02	\$24.00	\$30.04	\$24.72	\$30.94
Denver — Unit 1 & 2 — Labor Grade 1	\$20.50	\$40.70	\$21.32	\$42.33	\$22.07	\$43.81	\$22.84	\$45.34	\$23.53	\$46.70
Denver — Unit 1 & 2 — Labor Grade 2	\$20.25	\$39.78	\$21.06	\$41.37	\$21.80	\$42.82	\$22.56	\$44.32	\$23.24	\$45.65
Denver — Unit 1 & 2 — Labor Grade 3	\$20.00	\$39.12	\$20.80	\$40.68	\$21.53	\$42.10	\$22.28	\$43.57	\$22.95	\$44.88
Denver — Unit 1 & 2 — Labor Grade 4	\$20.00	\$37.86	\$20.80	\$39.37	\$21.53	\$40.75	\$22.28	\$42.18	\$22.95	\$43.45
Denver — Unit 4 & 6 — Labor Grade 1	\$25.00	\$40.70	\$26.00	\$42.33	\$26.91	\$43.81	\$27.85	\$45.34	\$28.69	\$46.70
Denver — Unit 4 & 6 — Labor Grade 2	\$24.00	\$39.78	\$24.96	\$41.37	\$25.83	\$42.82	\$26.73	\$44.32	\$27.53	\$45.65
Denver — Unit 4 & 6 — Labor Grade 3	\$23.40	\$39.12	\$24.34	\$40.68	\$25.19	\$42.10	\$26.07	\$43.57	\$26.85	\$44.88
Denver — Unit 4 & 6 — Labor Grade 4	\$22.00	\$37.86	\$22.88	\$39.37	\$23.68	\$40.75	\$24.51	\$42.18	\$25.25	\$43.45
Denver — Unit 4 & 6 — Labor Grade 5	\$21.50	\$37.19	\$22.36	\$38.68	\$23.14	\$40.03	\$23.95	\$41.43	\$24.67	\$42.67
Denver — Unit 4 & 6 — Labor Grade 6	\$21.00	\$36.84	\$21.84	\$38.31	\$22.60	\$39.65	\$23.39	\$41.04	\$24.09	\$42.27
Denver — Unit 4 & 6 — Labor Grade 7	\$20.50	\$35.43	\$21.32	\$36.85	\$22.07	\$38.14	\$22.84	\$39.47	\$23.53	\$40.65
Denver — Unit 4 & 6 — Labor Grade 8	\$20.00	\$35.15	\$20.80	\$36.56	\$21.53	\$37.84	\$22.28	\$39.16	\$22.95	\$40.33
Denver — Unit 4 & 6 — Photography	\$23.81	\$42.44	\$24.76	\$44.14	\$25.63	\$45.68	\$26.53	\$47.28	\$27.33	\$48.70
Denver — Unit 5 — Labor Grade 1	\$31.00	\$44.24	\$32.24	\$46.01	\$33.37	\$47.62	\$34.54	\$49.29	\$35.58	\$50.77
Denver — Unit 5 — Labor Grade 2	\$29.00	\$43.26	\$30.16	\$44.99	\$31.22	\$46.56	\$32.31	\$48.19	\$33.28	\$49.64
Denver — Unit 5 — Labor Grade 3	\$27.00	\$42.54	\$28.08	\$44.24	\$29.06	\$45.79	\$30.08	\$47.39	\$30.98	\$48.81
Denver — Unit 5 — Labor Grade 4	\$26.00	\$41.17	\$27.04	\$42.82	\$27.99	\$44.32	\$28.97	\$45.87	\$29.84	\$47.25
Denver — Unit 5 — Labor Grade 5	\$25.00	\$40.45	\$26.00	\$42.07	\$26.91	\$43.54	\$27.85	\$45.06	\$28.69	\$46.41
Denver — Unit 5 — Labor Grade 6	\$23.00	\$40.07	\$23.92	\$41.67	\$24.76	\$43.13	\$25.63	\$44.64	\$26.40	\$45.98
Denver — Unit 5 — Labor Grade 7	\$22.00	\$38.54	\$22.88	\$40.08	\$23.68	\$41.48	\$24.51	\$42.93	\$25.25	\$44.22
Denver — Unit 5 — Labor Grade 8	\$21.00	\$38.22	\$21.84	\$39.75	\$22.60	\$41.14	\$23.39	\$42.58	\$24.09	\$43.86

HEALTH CARE

- Maintained dental and vision core plans at no cost to employees.
- High Deductible Health Plan (HDHP) Cost Share is maintained at a **90/10 cost share** split: employees only pay **10%** of the premium cost.

Legacy Cigna POS

- Cigna POS will be discontinued **December 31, 2027**. Impacted employees will have the option to select one of the HDHPs.
- A one-time contribution of **\$1,250** for employee-only and **\$2,500** for family will be provided to employees who are currently enrolled in and transition from the Cigna POS to the HDHP.

LEAVE AND PTO

Improved Parental Leave

Employees may request Parental Leave up to **160 hours** in a rolling calendar year to bond with a newborn child(ren), a newly adopted child(ren), or a foster child(ren) that has been placed with the employee.

Additional Bereavement Coverage

Spouse's stepbrother and spouse's stepsister are now covered under bereavement.

Increased PTO Flexibility

Employees can now cancel vacations before the end of the shift prior to the scheduled vacation with notice to leadership.

OTHER IMPROVEMENTS

Life Insurance

Effective January 1, 2026, employees are eligible for up to one (1) times the employee's annual salary, at no cost to the employee.

New Hire Orientation

The Local Union will be invited to attend the New Hire Orientation, where the Labor and Employee Relations team meets with new employees.

Orlando-Specific Wage Adjustments and Position Upgrades

- One-time wage adjustment of \$0.50 per hour for LG 1 and \$0.25 for LG 2-6.
- Promotions/upgrades delivered with promotion pay of \$0.40, or adjustment to the minimum of the rate range, whichever is higher.
 - Optical Pattern Operator from LG 3 to LG 2.
 - Microelectronics Operator Sr from LG 4 to LG 3.

Denver-Specific Wage Adjustments and Position Upgrades, and Lump Sums

- One-time wage adjustment of up to \$0.40 per hour for employees making less than \$25 per hour.
- Numerous positions will be promoted/upgraded – all employees will receive promotional pay of \$0.40 or adjustment to the minimum of the rate range, whichever is higher.

SENIORITY UNIT 4

- Asset Specialist, Senior from LG 2 to LG 1
- Asset Specialist from LG 4 to LG 3
- Operator—Tractor/Trailer from LG 2 to LG 1
- Light Equipment Operator from LG 4 to LG 3

SENIORITY UNIT 5

- Mechanic, Maintenance B from LG 6 to LG 5
- Pipefitter/Plumber A from LG 2 to LG 1
- Pipefitter/Plumber B from LG 6 to LG 5
- Engineer, Stationary from LG 2 to LG 1
- Fireman from LG 6 to LG 5
- Electrician A—Maintenance

from LG 2 to LG 1

- Electrician B—Maintenance from LG 6 to LG 5
 - General Maintenance Specialist from LG 3 to LG 2
 - Utility Worker from LG 8 to LG 6
 - Sheet Metal Worker and Welder from LG 2 to LG 1
 - Operator – Heavy Field Equipment from LG 3 to LG 2
 - Maintenance Material Specialist from LG 6 to LG 5
 - Operator Light Equipment (maintenance) from LG 6 to LG 5
 - Millwright A from LG 2 to LG 1
 - Millwright B from LG 6 to LG 5
 - Operator Waste Treatment from LG 2 to LG 1
 - Mechanic A—HVAC/R from LG 2 to LG 1
 - Mechanic B—HVAC/R from LG 6 to LG 5
- OJT Premium: Employees in Unit 1, Job Family Group 12 – Senior Manufacturing Assembly Technician job classification and Unit 2, Job Family Group 2—Assembly—Electrical & Electric certified in the manufacturing work areas as determined by the Company will receive a \$2.50 pay premium in addition to their base rate.
 - Snow removal: Denver Roads and Grounds Unit 5 employees will receive an annual \$1,000 lump sum bonus effective every May to recognize snow removal duties. Expanded to allow for volunteers from Unit 4.
 - Expanded advancement pay for Facilities after 18 months of service: \$0.60 per hour up to the rate range maximum or lump sums for those receiving a partial increase (\$500) or already at the maximum (\$1,250).

NOTES

