



**GE AEROSPACE
TENTATIVE AGREEMENT
UAW Local 647**

SUMMARY OF COMPANY COMPREHENSIVE PACKAGE PROPOSAL
PROVIDED TO UNION ON SEPTEMBER 12TH, 2025

Job Security

- Co51-2: Headcount minimum renewed at combined 620 between Evendale & Erlanger for 4 years until September 14, 2029 contingent on ratification by 9/19/25
- EMO revised letter - 40 heads - contingent on the work/part numbers coming to Evendale, ratification by 9/19/25 and commitment to the Lean Principles section/LOI of the CBA
- Erlanger letter – 32 heads - contingent on the work/part numbers coming to Erlanger, ratification by 9/19/25 and commitment to the Lean Principles section/letter of the CBA
- FAR145 letter – 10 heads - contingent on the work/part numbers coming to Evendale, ratification by 9/19/25 and commitment to the Lean Principles section/letter of the CBA
- All other open Union Job Security proposals rejected

Paid Time Off

- Co30-4: Sick and Personal Pay
Effective 1/1/26:
 - o No waiting period for new hires
 - o 24 total hours for eligible employees with <1 years of continuous service, 32 total hours for eligible employees with 1-14 years of continuous service, 40 total hours for eligible employees with at least 15 years of continuous service but less than 25 years, and 48 hours for eligible employees with more than 25 years of continuous service
- Co45-5: Vacation Pay (*the previous 45-5 was a typo – should have been 45-4*)
Effective 1/1/26
 - o At least 1 year continuous service – 2 weeks
 - o At least 5 years of continuous service - 3 weeks + 3 days
 - o At least 10 years of continuous service – 4 weeks
 - o At least 20 years of continuous service – 5 weeks + 3 days
 - o At least 30 years of continuous service – 6 weeks
- JE2.1 – holidays – rejected
- T/A on 4-hour increments on unpaid personal in JE11
- All other open Union PTO proposals rejected

T/A
BRS
T/A
RM

Healthcare

- Co 15-6: Effective 1/1/26: Contribution increases: 6%, 6%, 6% for Option 1 - \$ amount equivalent increase for the other options
- Co 16 – 4: Deductibles and OOP Max - +\$100 (1 person), +\$200 (2 person), +\$250 (3 or more) for term of the contract (for Option 1)
- Co 14-4: Dental - +\$1 (1 person), +\$2 (2 person), +\$3 (3 or more) in 2026 and 2028
- O 17-4: Retiree Health - eliminate company subsidy for new hires on/after 1/1/28
- Co 12-4: Vision – increase coverage to \$250 effective 1/1/26
- Co 13-4: Specialty Drug Copay – increase to \$5/day effective 1/1/26
- Co 48-3: Chiro – increase annual visits from 24 to 32 effective 1/1/26

Other benefits

- Co 20-3: Dependent Life – add \$150K spousal coverage option effective 1/1/27
- Co 50-3: STD – increase benefit to 66 2/3%, increase minimum to \$450, increase maximum to \$1,050, effective 1/1/26
- Co 19-3: LTD -Add 60% coverage option effective 1/1/27, with special enrollment
- Co 47-3: Offered the GE Aerospace Group Legal Plan, Pet Insurance, and ID Theft Protection as after-tax benefit options for union employees on the same terms as those available to non-union employees.

Retirement

- Co49-3: ACRC – A \$600 payment in 2026, and a \$600 payment in 2028 in addition to the payments already provided in the contract
- Co21-3: Pension breakpoint at \$65K for the term of the contract (T/A)
- Co25-3, 26-3, 27-3, 28-3 and 29-3: Supplements extended for the term of the contract (special supplement, supplemental extension, SSBO, SERO, and PCPO)

Wages

- Five-year term with an expiration of September 15, 2030.
- Co44-6: Base wage increases – 5% Y1, 5% Y2, 3% Y3 , 3% Y4, 3.5% Y5– effective dates contingent on ratification by September 19, 2025 with early October effective dates
- Co44-6: .15 cent/hr/yr COLA
- Co44-6: ACPs: \$1,000 Y1, \$1,000 Y2, \$1,500 Y3 – dates as proposed contingent on ratification by September 19, 2025
- All other open union proposals on wages rejected (e.g. - JE8.1, JE9.2, JE10)

Grievance, Arbitration, No-Strike

- Revert to current CBA language on Grievance, Arbitration and No-Strike language contingent on Union acceptance of flat rate COLA in Co.44-6

All proposals that have not been T/A'd or specifically countered are rejected. All T/As remain in place subject to ratification of the full package. All T/As updated to reflect a five-year contract.

MEMORANDUM OF SETTLEMENT

between

GENERAL ELECTRIC COMPANY d/b/a GE Aerospace

and

**INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL
IMPLEMENT WORKERS OF AMERICA, LOCAL 647, UNIT 2**

General Electric Company *d/b/a* GE Aerospace for its Plant located in Erlanger, Kentucky, hereafter referred to as the "Company" and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America and its Local No. 647 Unit 2 of hereafter referred to as the "Union," in settlement of their current collective bargaining negotiations, hereby agree as follows:

(1) The provisions of the 2023-2025 Agreement will remain unchanged, except as expressly modified by the attached Settlement Agreement.

(2) The 2025-2030 Settlement Agreement is in full settlement of all the parties' outstanding bargaining issues under the 2023-2025 Agreement.

(3) The Company and the Union will finalize and sign definitive agreements reflecting the modifications set forth in the 2025-2030 Settlement Agreement. The effective date of the 2025-2030 Settlement Agreement will be September 19, 2025 and it will continue in effect until September 15, 2030.

(4) Unless otherwise expressly stated, no change in benefits or change in contract language shall be: (a) effective prior to September 19, 2025, and (b) applicable to individuals who are not GE Aerospace employees on active payroll as of September 19, 2025

(5) This Agreement will be subject to ratification by the Union not later September 19, 2025.

(6) This Settlement Agreement has the unanimous support and recommendation of the UAW Union Bargaining Committee and will be submitted to a ratification vote prior to September 19, 2025.

In Witness Whereof, the parties through their duly authorized representatives have executed this Settlement Agreement, subject to ratification, this 19th day of September, 2025.

For the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America and its Local 647, Unit 2:

For General Electric Company d/b/a GE Aerospace:

Ben Strand

J.S. Johnson

Russell T. Moses

MEMORANDUM OF SETTLEMENT

between

GENERAL ELECTRIC COMPANY d/b/a GE Aerospace

and

**INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL
IMPLEMENT WORKERS OF AMERICA, LOCAL 647**

General Electric Company *d/b/a* GE Aerospace for its Plant located in Evendale, Ohio, hereafter referred to as the "Company" and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America and its Local No. 647, hereafter referred to as the "Union," in settlement of their current collective bargaining negotiations, hereby agree as follows:

(1) The provisions of the 2023-2025 Agreement will remain unchanged, except as expressly modified by the attached Settlement Agreement.

(2) The 2025-2030 Settlement Agreement is in full settlement of all the parties' outstanding bargaining issues under the 2023-2025 Agreement.

(3) The Company and the Union will finalize and sign definitive agreements reflecting the modifications set forth in the 2025-2030 Settlement Agreement. The effective date of the 2025-2030 Settlement Agreement will be September 19, 2025 and it will continue in effect until September 15, 2030.

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(5) This Agreement will be subject to ratification by the Union not later September 19, 2025.

(6) This Settlement Agreement has the unanimous support and recommendation of the UAW Union Bargaining Committee and will be submitted to a ratification vote prior to September 19, 2025.

APPENDIX E

2025 MEMORANDUM OF AGREEMENT ON EMPLOYEE BENEFITS

This Memorandum of Agreement entered into between the General Electric Company, operating as GE Aerospace (hereinafter referred to as "Company"), and UAW Local 647 (hereinafter referred to as "Union"), shall be applicable to and binding up on the Company, the Union and employees represented by the Union as set forth in the Union Recognition provision of the 2025 Collective Bargaining Agreement between the parties.

I. Incorporation of Benefit Plans

The Company shall continue to make available to employees represented by the Union the benefit plans listed below as they may be amended in accordance with their terms and as they are made available to represented eligible employees. Copies of the applicable revised Summary Plan Descriptions and plan documents will be given to the Union upon request when available. These plans are incorporated by reference herein.

- a. GE Aerospace Pension Plan
- b. GE Retirement Savings Plan
- c. GE Aerospace Life, Disability & Medical Plan
- d. GE Aerospace Health Benefits for Production Employees
- e. GE Aerospace Health Benefits for Production Retirees Plan
- f. GE Aerospace Retiree Medical Plan
- g. GE Aerospace Personal Accident Insurance Plan for Accidental Death and Dismemberment
- h. GE Aerospace Long Term Disability Income Plan for Salaried Employees
- i. GE Aerospace Long Term Disability Income Plan for Hourly Employees
- j. GE Aerospace Dependent Life Insurance Plan for Hourly & Nonexempt Salaried Employees
- k. GE Aerospace Emergency and Family Aid Plan
- l. GE Aerospace Individual Development Program

The Company shall continue to make available to employees represented by the Union the benefit plans listed below as they may be amended in accordance with their terms and to the extent they are made available to eligible employees.

- GE Aerospace A Plus Life Insurance Plan
- GE Aerospace Survivor Support Program
- GE Aerospace Work/Life Connections
- GE Aerospace Adoption Assistance Program
- GE Aerospace Transit and Parking Account Services
- GE Aerospace Educational Loan Program
- GE Aerospace Group Legal Plan, Pet Insurance and ID Theft Protection

- II. The claim of an employee concerning rights under the terms of these listed benefit plans, as they may be amended, may be processed in accordance with the grievance procedure as set forth in the collective bargaining agreement between the parties but shall not be subject to arbitration except by mutual agreement.

T/A
BRS
TA
RM

III. This Agreement constitutes the entire agreement between the parties, is the controlling agreement in the event of conflict with any other document and supersedes or replaces any and all obligations and/or agreements concerning the subjects addressed herein.

The Company and the Union, having negotiated concerning the subject of employee benefits, each waives the right to require that the other bargain collectively concerning any and all matters relating thereto during the term of this Agreement and agree that there shall be no employee demonstration, strike, or lockout in connection with such matters during the term of the Agreement.

IV. Modification and Termination

The Memorandum of Agreement on Employee Benefits may be modified or terminated on the same basis as the 2025 Collective Bargaining Agreement between the Company and the Union.

Agreed to on behalf of Local 647
UAW Union

By:  _____

Agreed to on behalf of GE Aerospace

By:  _____

APPENDIX E

2025 MEMORANDUM OF AGREEMENT ON EMPLOYEE BENEFITS

This Memorandum of Agreement entered into between the General Electric Company, operating as GE Aerospace (hereinafter referred to as "Company"), and UAW Local 647 (hereinafter referred to as "Union"), shall be applicable to and binding up on the Company, the Union and employees represented by the Union as set forth in the Union Recognition provision of the 2025 Collective Bargaining Agreement between the parties.

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- e. GE Aerospace Health Benefits for Production Retirees Plan
- f. GE Aerospace Retiree Medical Plan
- g. GE Aerospace Personal Accident Insurance Plan for Accidental Death and Dismemberment
- h. GE Aerospace Long Term Disability Income Plan for Salaried Employees
- i. GE Aerospace Long Term Disability Income Plan for Hourly Employees
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- GE Aerospace Educational Loan Program
- GE Aerospace Group Legal Plan, Pet Insurance and ID Theft Protection

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T/A
BRS
ZA
RM

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IV. Modification and Termination

The Memorandum of Agreement on Employee Benefits may be modified or terminated on the same basis as the 2025 Collective Bargaining Agreement between the Company and the Union.

Agreed to on behalf of Local 647, Unit 2
UAW Union

By: 

Agreed to on behalf of GE Aerospace

By: 

Proposal Number: 51-2
Proposal Date: 9/11/2025
Proposal Time: _____

The Company reserves the right to amend, modify, or rescind, in whole or part, any proposal or counterproposal.

2025 Contract Proposal

T/A
BRS
T/A
RM

MEMORANDUM OF AGREEMENT ON MINIMUM WORKFORCE*

General Electric d/b/a GE Aerospace (the "Company") and UAW Local 647 (the "Union") hereby make the following agreement for bargaining unit employees at the Evendale and Erlanger Plants:

I. Minimum Workforce Guarantee

~~During the term of the 2025 2025 Collective Bargaining Agreement ("CBA"), the The~~ Company guarantees that ~~through September 14, 20298,~~ it shall maintain a Minimum Workforce in the UAW Bargaining Unit equal to ~~the a~~ total number of 620 UAW-represented employees employed at the Evendale and Erlanger Plants. ~~as of the date on which the 2023 CBA was ratified, which shall constitute the Minimum Workforce Guarantee. Immediately following ratification of the 2023 2025 Agreement, the Company will certify in writing to the Union the total number of UAW employees employed at the Evendale and Erlanger Plants; that number shall constitute the Minimum Workforce Guarantee. Thereafter, a~~All employees employed by the Company in the bargaining unit shall count toward compliance with the Minimum Workforce Guarantee, including employees on disability, FMLA, workers compensation, authorized (paid and unpaid) leaves of absence, TLOW, or temporary layoff. During the first fourthree (34) years of the term of the 2023 2025 CBA, the Minimum Workforce Guarantee will not be reduced by attrition through permanent layoff, retirement, death, quit, or discharge. When necessary, the Company will hire employees to remain in compliance with the Minimum Workforce Guarantee; the Company has a sixty (60) day grace period in which to restore compliance.

The Job Competitiveness and Growth Committee will review compliance with the Minimum Workforce Guarantee and review actions necessary to ensure compliance, including the need to hire additional employees into the bargaining unit. In those circumstances where the Company is unable to hire sufficient, qualified employees to remain in compliance with the Minimum Workforce Guarantee, the Company is deemed to be in compliance so long as it has taken those steps that a reasonably prudent employer in the Greater Cincinnati, Ohio area would take to fill such vacancies.

II. Suspension of Minimum Workforce Guarantee

~~During the term of the 2023 2025 CBA, the The~~ Minimum Workforce Guarantee shall continue in full force and effect through September 14, 20298, unless there is an extraordinary event, such as a natural disaster, act of God, airline industry disaster, pandemic or endemic, strike by employees, or governmental order that interferes with the continued operation of a department, facility, or operation of the Erlanger Plant and/or the Evendale Plant to which a bargaining unit employee is assigned. In such an extraordinary event, the Company may suspend the Minimum Workforce Guarantee for the number of employees directly and immediately affected by the extraordinary event. The Company shall return to compliance with the

Proposal Number: 51-2
Proposal Date: 9/11/2025
Proposal Time: _____

The Company reserves the right to amend, modify, or rescind, in whole or part, any proposal or counterproposal.

2025 Contract Proposal

Minimum Workforce Guarantee as soon as reasonably practicable following the cessation of the extraordinary event.

III. Enforcement

The parties agree that this Memorandum of Agreement may be enforced through the mandatory arbitration provisions of Article XXII, Arbitration, Section 1. Such grievances may only be filed by the UAW. If such a grievance is arbitrated, the arbitrator's authority is exclusively limited to a determination whether the Company is in compliance with the Minimum Workforce Guarantee and the issuance of a cease-and-desist order should it be determined that the Company is not in compliance. No award of back pay, benefits, or other remedies are within the arbitrator's jurisdiction and authority.

IV. Duration

This Memorandum of Agreement expires on ~~August 17, 2025~~ September 14, 2029 and shall be declared null and void from that date forward absent express, written agreement by the parties to the contrary.

Signed this day of September, 2025 ~~16th day of June, 2023~~

Russell T Moses

Russ Moses
Sr. Labor Relations Leader, US

Brian Strunk

Brian Strunk
President, UAW Local 647

*The company's offer to renew the Memorandum of Workforce Guarantee for the first four (4) years of the term of the parties' collective bargaining agreement until September 14, 2029 is contingent on ratification by September 19, 2025.

September 12, 2025

Brian Strunk, President
Local 647 - UAW
11177 Reading Road
Sharonville, OH 45241-1955

Re: FAR145 Work

T/A
BRS

T/A
RM

Dear Mr. Strunk:

During 2025 negotiations, the parties discussed the return of FAR145 work to the Evendale campus. This work will be focused on support of LEAP/Passport 20 field returns, including work such as module replacement, service bulletin compliance, performance restoration and supporting field campaigns. This work will initially bring 10 new positions to the Evendale site, the Development Assembly area. The work would also bring approximately 20,000 hours per year to the site.

A commitment to Article XXV.6(C) – Lean Events – Guiding Principles is a cornerstone for executing on this new work. These commitments exemplify the spirit of our proprietary lean operating model and are essential for achieving part cost targets, maintaining competitiveness, and creating and maintaining opportunities for future growth. The Evendale workforce must remain committed to these essential principles.

The headcount commitment described above is expressly contingent on 1) obtaining the certifications required to perform FAR145 work, 2) the bargaining unit's commitment to Article XXV.6(C) – Lean Events – Guiding Principles, and 3) ratification of the 2025 UAW Agreement on or before September 19, 2025. If these three conditions are not achieved, this letter shall become null and void. This letter is not subject to Articles XXI or XXII of the UAW Agreement.

Sincerely,

Nate Roedig

Executive Director – Engineering/Technology
GE Aerospace

9/12/25

September 12, 2025

Brian Strunk, President
Local 647 - UAW
11177 Reading Road
Sharonville, OH 45241-1955

T/A
BBS

Td
RM

Re: Hiring of Bargaining Unit Members in Evendale Manufacturing Operations

Dear Mr. Strunk:

During 2025 negotiations, the parties discussed the importance of Evendale Manufacturing Operations (“EMO”) to the success of GE Aerospace and the Company’s desire to invest in Evendale. With a commitment by UAW Local 647 to a collaborative and productive relationship in support of this success, the Company will be best positioned to obtain new work through new product introduction (“NPI”).

EMO has historically and continues to produce structured components across various engine lines. Recently we have successfully insourced multiple part numbers while improving EMO culture. With these recent successes we have identified additional NPI opportunities for EMO, including: GEnx Fan Hub Frame, F414 Blistk, GE90, LMS100, LM2500 and LM6000 seals.

If we successfully execute these NPIs, it will position us for additional opportunities in the future and the Company commits to adding a minimum of forty (40) bargaining unit positions during the term of the 2025 collective bargaining agreement subject to the terms of this letter.

A commitment to Article XXV.6(C) – Lean Events – Guiding Principles is a cornerstone for executing on these NPIs. These principles exemplify the spirit of our proprietary lean operating model and are essential for achieving part cost targets, maintaining competitiveness, and creating and maintaining opportunities for future growth. The Evendale workforce must remain committed to these essential principles.

The headcount commitment described above is expressly contingent on 1) obtaining the specific NPIs identified in this letter, 2) the bargaining unit’s commitment to Article XXV.6(C) – Lean Events- Guiding Principles and 3) ratification of the 2025 UAW Agreement on or before September 19, 2025. If these three conditions are not achieved, this letter shall become null and void. This letter is not subject to Articles XXI or XXII of the UAW Agreement.

Sincerely,

John Lyons

Plant Leader, EMO
GE Aerospace

9/14/25

September 12, 2025

Brian Strunk, President
Local 647 - UAW
11177 Reading Road
Sharonville, OH 45241-1955

T/A
BRS

T/A
RW

Re: Hiring of Bargaining Unit Members in Erlanger Distribution

Dear Mr. Strunk:

During 2025 negotiations, the parties discussed the importance of the Erlanger Distribution Center to the success of GE Aerospace and the Company's desire to maintain Erlanger as part of our distribution footprint. Erlanger has a reputation of success with our customer base and has a track record of improved performance.

Erlanger supports our commercial business, internal and external, along with assembly operations in Evendale, Durham, Lafayette, Peebles and Batesville. Our workforce has showed growth in the recent years in line with our customers growth.

To position Erlanger for future success it would require a collaborative commitment to meeting customer expectations along with consistent commitment to the parties' mutual efforts to achieve stable and expanding operations as set forth in Article XXV.6(C) – Lean Events – Guiding Principles and Letter of Intent #15 are cornerstones for executing this plan. These commitments exemplify the spirit of our proprietary lean operating model and are essential for improving performance in productivity, on time delivery and internal material flow. The Erlanger workforce must remain committed to these essential principles.

To fulfill this capability, the Company commits to adding a minimum of thirty-two (32) bargaining unit positions during the term of the 2025 collective bargaining agreement subject to the terms of this letter.

The headcount commitment described above is expressly contingent on 1) on-going commitment to required customer service levels (Daily KPI's) 2) the bargaining unit's commitment to the principles set forth in Article XXV.6(C) – Lean Events – Guiding Principles and Letter of Intent #15, and 3) ratification of the 2025 UAW Agreement on or before September 19, 2025. If these three conditions are not achieved, this letter shall become null and void. This letter is not subject to Articles XXI or XXII of the UAW Agreement.

Sincerely,

Jo Davies

Plant Leader, Erlanger
GE Aerospace

Proposal Number: Co30-4
Proposal Date: 9/10/2025
Proposal Time: _____

2025-2030 Contract Proposal

T/A
BRS

T/B
Ran

GE Aerospace Sick and Personal Pay

Amount of Paid Time

Change the "Maximum Hours of Sick and Personal Pay for Each Calendar Year" to 24 hours for all eligible union employees as of the date of hire and eliminate the requirement to have any amount of continuous service prior to receiving 24 hours of Sick and Personal Pay time. Effective January 1, 2026.

Increase the "Maximum Hours of Sick and Personal Pay for Each Calendar Year" from 24 to 32 hours for eligible employees with at least 1 year but less than 15 years of continuous service, from 32 to 40 hours for eligible employees with at least 15 years but less than 25 years of continuous service, and from 40 to 48 hours for eligible employees with 25 or more years of continuous service. Effective January 1, 2026.

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) to any other individual.

Proposal Number: Co 45-5
Proposal Date: 9/12/2025
Proposal Time: _____

2025-2030 Contract Proposal

GE Aerospace Vacation Pay

T/A
BES

TA
R/M

Vacation

Effective January 1, 2026, provide 3 weeks and 3 days of paid vacation for eligible employees with at least 5 but less than 10 years of continuous service, 4 weeks of paid vacation for eligible employees with at least 10 but less than 15 years of continuous service, 4 weeks and 3 days of paid vacation for eligible employees with at least 15 but less than 20 years of continuous service, and 5 weeks and 3 days of paid vacation for eligible employees with at least 20 but less than 30 years of continuous service, under either the Annual Vacation Allotment Method or the Earn As You Go Method.

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) to any other individual.

Proposal Number: Co45-5
Proposal Date: 9/12/2025
Proposal Time: _____

The Company reserves the right to amend, modify, or rescind, in whole or part, any proposal or counterproposal.

2025 Contract Proposal

Evandale

ARTICLE
XVII
VACATIONS

1. Paid Vacation Periods

For hourly employees first eligible for GE benefits prior to June 18, 2007, vacation will be provided in an Annual Allotment subject to the eligibility requirements set forth in paragraph (a) below.

For hourly employees first eligible for GE benefits on or after June 18, 2007, vacation will be earned on a pro rata basis with a fractional portion of the annual vacation period being earned each month subject to the eligibility requirements set forth in paragraph (b) below.

Beginning January 1, 2026, ~~V~~vacations with pay will be granted in each calendar year (hereinafter called the "vacation year") to eligible employees as follows:

- (a) For hourly employees hired before June 18, 2007. (Annual Allotment)

Years of Continuous Service	Vacations
1	2 Weeks
5	3 Weeks, 3 Days
<u>10</u>	<u>4 Weeks</u>

Proposal Number: Co45-5
Proposal Date: 9/12/2025
Proposal Time: _____

The Company reserves the right to amend, modify, or rescind, in whole or part, any proposal or counterproposal.

2025 Contract Proposal

15	4 Weeks, <u>3 Days</u>
20	<u>5 Weeks, 3 Days</u>
30	<u>6 Weeks</u>

- (b) For hourly employees hired on or after June 18, 2007. Earn As You Go ("EAYG")

Years of Continuous Service	Vacations
<1	2 Weeks(pro rata)
1	2 Weeks
5	3 Weeks, <u>3 Days</u>
<u>10</u>	<u>4 Weeks</u>
15	4 Weeks, <u>3 Days</u>
20	5 Weeks, <u>3 Days</u>
30	6 Weeks

Erlanger

ARTICLE XVII VACATIONS

1. Paid Vacation Periods

For employees first eligible for GE benefits prior to June 18, 2007, vacation will be provided in an Annual Allotment subject to the eligibility requirements set forth in paragraph (a) below.

For employees first eligible for GE benefits on or after June 18,

Proposal Number: Co45-5

Proposal Date: 9/12/2025

Proposal Time: _____

The Company reserves the right to amend, modify, or rescind, in whole or part, any proposal or counterproposal.

2025 Contract Proposal

2007, vacation will be earned on a pro rata basis with a fractional portion of the annual vacation period being earned each month subject to the eligibility requirements set forth in paragraph (b) below.

Beginning January 1, 2026, Vvacations with pay will be granted in each calendar year (hereinafter called the "vacation year") to eligible employees as follows:

- (a) For Employees Hired Before June 18, 2007. (Annual Allotment)

Years of Continuous Service	Vacation
1	2 Weeks
5	3 Weeks, <u>3 Days</u>
<u>10</u>	<u>4 Weeks</u>
15	4 Weeks, <u>3 Days</u>
20	5 Weeks, <u>3 Days</u>
30	6 Weeks

- (b) For employees Hired On or After June 18, 2007. Earn As You Go ("EAYG")

Years of Continuous Service	Vacation
<1	2 Weeks (pro-rated)
1	2 Weeks
5	3 Weeks, <u>3 Days</u>

Proposal Number: Co45-5

Proposal Date: 9/12/2025

Proposal Time: _____

The Company reserves the right to amend, modify, or rescind, in whole or part, any proposal or counterproposal.

2025 Contract Proposal

<u>10</u>	<u>4 Weeks</u>
15	4 Weeks, <u>3 Days</u>
20	5 Weeks, <u>3 Days</u>
30	6 Weeks



Letter of Intent #15

June 19, 2023 **September 19, 2025**

Brian Strunk, President
Local 647 - U.A.W.
11177 Reading Road
Sharonville, OH 45241-1955

T/A
BRS
T/A
RM

Subject: Unpaid Excused Absence

Dear Mr. Strunk:

During the 2023 negotiations, the parties discussed unpaid excused absences. The Company agreed to provide unpaid excused absence days as follows:

A non-probationary employee absent because of personal business or personal illness will be provided with two (2) unpaid excused days each calendar year, which must be used in ~~full-day~~ **four-hour** increments. An employee is expected to notify his/her Manager in advance of the absence whenever possible, in order that the Manager may have an opportunity to arrange for a replacement or to reschedule the work. Such unpaid excused days must be used by December 31 of each calendar year and will not carryover to the next calendar year.

Sincerely,

Russell T Moses

Russ Moses
Sr. Labor Relations Leader, US
GE Aerospace

Proposal Number: Co15-6
Proposal Date: 9/9/2025
Proposal Time: _____

2025-2030 Contract Proposal

T/A
BES
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RM

GE Aerospace Health Benefits for Production Employees
GE Aerospace Health Benefits for Production Retirees

Contributions

Weekly contributions will increase in 2026, 2027, and 2028 as set forth in the attached Tables 1, 2, and 3, based on Annual Pay (effective January 1, 2026). No increase to contributions in 2029 and 2030 (Tables 4 and 5). Annual Pay will be as defined currently.

Applies to all eligible individuals whose contributions are currently based on the existing version of the Table below.

Table 1

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement.

The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) to any other individual.

Proposal Number: Co15-6
Proposal Date: 9/9/2025
Proposal Time: _____

2025-2030 Contract Proposal

1/1/2026 - 12/31/2026	Weekly Contributions		
Annual Pay	1 Person Contribution		
	Option 1	Option 2	Option 3
<\$25,000	\$26.12	\$16.54	\$11.67
\$25,000-\$37,499	\$30.96	\$21.37	\$13.82
\$37,500-\$49,999	\$33.89	\$27.18	\$15.68
\$50,000-\$74,999	\$42.57	\$35.86	\$22.44
\$75,000-\$99,999	\$53.19	\$46.48	\$31.15
\$100,000-\$149,999	\$66.76	\$60.05	\$44.24
\$150,000 and above	\$89.04	\$82.33	\$64.12
	2 Person Contribution		
<\$25,000	\$52.24	\$33.07	\$23.81
\$25,000-\$37,499	\$61.93	\$42.77	\$28.14
\$37,500-\$49,999	\$67.71	\$54.29	\$31.28
\$50,000-\$74,999	\$85.16	\$71.74	\$44.90
\$75,000-\$99,999	\$106.43	\$93.01	\$62.34
\$100,000-\$149,999	\$133.53	\$120.11	\$88.48
\$150,000 and above	\$178.06	\$164.64	\$128.22
	3 or More Contribution		
<\$25,000	\$65.23	\$41.26	\$30.09
\$25,000-\$37,499	\$77.42	\$53.46	\$35.54
\$37,500-\$49,999	\$84.77	\$67.99	\$39.18
\$50,000-\$74,999	\$106.43	\$89.65	\$56.11
\$75,000-\$99,999	\$133.16	\$116.38	\$77.99
\$100,000-\$149,999	\$166.82	\$150.05	\$110.56
\$150,000 and above	\$222.56	\$205.79	\$160.26

Note: Rates above are for Non-Smokers. Surcharge (\$11.98 weekly) added to rates for smokers.

Table 2

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) any other individual.

Proposal Number: Co15-6
Proposal Date: 9/9/2025
Proposal Time: _____

2025-2030 Contract Proposal

1/1/2027 - 12/31/2027	Weekly Contributions		
Annual Pay	1 Person Contribution		
	Option 1	Option 2	Option 3
<\$25,000	\$27.69	\$18.11	\$13.24
\$25,000-\$37,499	\$32.82	\$23.23	\$15.68
\$37,500-\$49,999	\$35.92	\$29.21	\$17.71
\$50,000-\$74,999	\$45.12	\$38.41	\$24.99
\$75,000-\$99,999	\$56.38	\$49.67	\$34.34
\$100,000-\$149,999	\$70.76	\$64.05	\$48.24
\$150,000 and above	\$94.38	\$87.67	\$69.46
	2 Person Contribution		
<\$25,000	\$55.37	\$36.20	\$26.94
\$25,000-\$37,499	\$65.64	\$46.48	\$31.85
\$37,500-\$49,999	\$71.78	\$58.36	\$35.35
\$50,000-\$74,999	\$90.27	\$76.85	\$50.01
\$75,000-\$99,999	\$112.82	\$99.40	\$68.73
\$100,000-\$149,999	\$141.54	\$128.12	\$96.49
\$150,000 and above	\$188.74	\$175.32	\$138.90
	3 or More Contribution		
<\$25,000	\$69.15	\$45.18	\$34.01
\$25,000-\$37,499	\$82.07	\$58.11	\$40.19
\$37,500-\$49,999	\$89.85	\$73.07	\$44.26
\$50,000-\$74,999	\$112.82	\$96.04	\$62.50
\$75,000-\$99,999	\$141.15	\$124.37	\$85.98
\$100,000-\$149,999	\$176.83	\$160.06	\$120.57
\$150,000 and above	\$235.91	\$219.14	\$173.61

Note: Rates above are for Non-Smokers. Surcharge (\$11.98 weekly) added to rates for smokers.

Table 3

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) to any other individual.

Proposal Number: Co15-6
Proposal Date: 9/9/2025
Proposal Time: _____

2025-2030 Contract Proposal

1/1/2028 - 12/31/2028	Weekly Contributions		
Annual Pay	1 Person Contribution		
	Option 1	Option 2	Option 3
<\$25,000	\$29.35	\$19.77	\$14.90
\$25,000-\$37,499	\$34.79	\$25.20	\$17.65
\$37,500-\$49,999	\$38.08	\$31.37	\$19.87
\$50,000-\$74,999	\$47.83	\$41.12	\$27.70
\$75,000-\$99,999	\$59.77	\$53.06	\$37.73
\$100,000-\$149,999	\$75.01	\$68.30	\$52.49
\$150,000 and above	\$100.05	\$93.34	\$75.13
	2 Person Contribution		
<\$25,000	\$58.69	\$39.52	\$30.26
\$25,000-\$37,499	\$69.58	\$50.42	\$35.79
\$37,500-\$49,999	\$76.08	\$62.66	\$39.65
\$50,000-\$74,999	\$95.69	\$82.27	\$55.43
\$75,000-\$99,999	\$119.59	\$106.17	\$75.50
\$100,000-\$149,999	\$150.03	\$136.61	\$104.98
\$150,000 and above	\$200.07	\$186.65	\$150.23
	3 or More Contribution		
<\$25,000	\$73.30	\$49.33	\$38.16
\$25,000-\$37,499	\$86.99	\$63.03	\$45.11
\$37,500-\$49,999	\$95.25	\$78.47	\$49.66
\$50,000-\$74,999	\$119.59	\$102.81	\$69.27
\$75,000-\$99,999	\$149.62	\$132.84	\$94.45
\$100,000-\$149,999	\$187.44	\$170.67	\$131.18
\$150,000 and above	\$250.07	\$233.30	\$187.77

Note: Rates above are for Non-Smokers. Surcharge (\$11.98 weekly) added to rates for smokers.

Table 4

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) any other individual.

Proposal Number: Co15-6
Proposal Date: 9/9/2025
Proposal Time: _____

2025-2030 Contract Proposal

1/1/2029 - 12/31/2029	Weekly Contributions		
Annual Pay	1 Person Contribution		
	Option 1	Option 2	Option 3
<\$25,000	\$29.35	\$19.77	\$14.90
\$25,000-\$37,499	\$34.79	\$25.20	\$17.65
\$37,500-\$49,999	\$38.08	\$31.37	\$19.87
\$50,000-\$74,999	\$47.83	\$41.12	\$27.70
\$75,000-\$99,999	\$59.77	\$53.06	\$37.73
\$100,000-\$149,999	\$75.01	\$68.30	\$52.49
\$150,000 and above	\$100.05	\$93.34	\$75.13
	2 Person Contribution		
<\$25,000	\$58.69	\$39.52	\$30.26
\$25,000-\$37,499	\$69.58	\$50.42	\$35.79
\$37,500-\$49,999	\$76.08	\$62.66	\$39.65
\$50,000-\$74,999	\$95.69	\$82.27	\$55.43
\$75,000-\$99,999	\$119.59	\$106.17	\$75.50
\$100,000-\$149,999	\$150.03	\$136.61	\$104.98
\$150,000 and above	\$200.07	\$186.65	\$150.23
	3 or More Contribution		
<\$25,000	\$73.30	\$49.33	\$38.16
\$25,000-\$37,499	\$86.99	\$63.03	\$45.11
\$37,500-\$49,999	\$95.25	\$78.47	\$49.66
\$50,000-\$74,999	\$119.59	\$102.81	\$69.27
\$75,000-\$99,999	\$149.62	\$132.84	\$94.45
\$100,000-\$149,999	\$187.44	\$170.67	\$131.18
\$150,000 and above	\$250.07	\$233.30	\$187.77

Note: Rates above are for Non-Smokers. Surcharge (\$11.98 weekly) added to rates for smokers.

Table 5

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) to any other individual.

Proposal Number: Co15-6
Proposal Date: 9/9/2025
Proposal Time: _____

2025-2030 Contract Proposal

1/1/2030 - 12/31/2030	Weekly Contributions		
Annual Pay	1 Person Contribution		
	Option 1	Option 2	Option 3
<\$25,000	\$29.35	\$19.77	\$14.90
\$25,000-\$37,499	\$34.79	\$25.20	\$17.65
\$37,500-\$49,999	\$38.08	\$31.37	\$19.87
\$50,000-\$74,999	\$47.83	\$41.12	\$27.70
\$75,000-\$99,999	\$59.77	\$53.06	\$37.73
\$100,000-\$149,999	\$75.01	\$68.30	\$52.49
\$150,000 and above	\$100.05	\$93.34	\$75.13
	2 Person Contribution		
<\$25,000	\$58.69	\$39.52	\$30.26
\$25,000-\$37,499	\$69.58	\$50.42	\$35.79
\$37,500-\$49,999	\$76.08	\$62.66	\$39.65
\$50,000-\$74,999	\$95.69	\$82.27	\$55.43
\$75,000-\$99,999	\$119.59	\$106.17	\$75.50
\$100,000-\$149,999	\$150.03	\$136.61	\$104.98
\$150,000 and above	\$200.07	\$186.65	\$150.23
	3 or More Contribution		
<\$25,000	\$73.30	\$49.33	\$38.16
\$25,000-\$37,499	\$86.99	\$63.03	\$45.11
\$37,500-\$49,999	\$95.25	\$78.47	\$49.66
\$50,000-\$74,999	\$119.59	\$102.81	\$69.27
\$75,000-\$99,999	\$149.62	\$132.84	\$94.45
\$100,000-\$149,999	\$187.44	\$170.67	\$131.18
\$150,000 and above	\$250.07	\$233.30	\$187.77

Note: Rates above are for Non-Smokers. Surcharge (\$11.98 weekly) added to rates for smokers.

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) any other individual.

Proposal Number: Co16-4
Proposal Date: 9/9/2025
Proposal Time: _____

2025-2030 Contract Proposal

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GE Aerospace Health Benefits for Production Employees
GE Aerospace Health Benefits for Production Retirees

Deductibles and Out-of-Pocket Maximum

Increase the Annual Deductible and Annual Out-of-Pocket Maximum as follows:

- For Option 1 by \$100 (One Person Coverage); \$200 (Two Person Coverage); \$250 (Three or More Coverage).
- For Option 2 by \$150 (One Person Coverage); \$300 (Two Person Coverage); \$375 (Three or More Coverage).
- For Option 3 by \$200 (One Person Coverage); \$400 (Two Person Coverage); \$500 (Three or More Coverage).

Increases will be effective January 1, 2026 (Table 1) and continue through the contract.

Option 3 deductibles are subject to further change through the contract period based on the IRS prescribed minimum deductible amounts for HSA-eligible high deductible health plans.

Table 1

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Proposal Number: Co16-4
Proposal Date: 9/9/2025
Proposal Time: _____

2025-2030 Contract Proposal

Annual Pay	1 Person Deductible			1 Person Coinsurance Max			1 Person OOP Max		
	Option 1	Option 2	Option 3	Option 1	Option 2	Option 3	Option 1	Option 2	Option 3
<\$25,000	\$1,000	\$1,500	\$2,000	\$350	\$1,300	\$1,750	\$1,350	\$2,800	\$3,750
\$25,000-\$37,499	\$1,000	\$1,500	\$2,000	\$350	\$1,300	\$1,750	\$1,350	\$2,800	\$3,750
\$37,500-\$49,999	\$1,000	\$1,500	\$2,000	\$850	\$1,300	\$1,750	\$1,850	\$2,800	\$3,750
\$50,000-\$74,999	\$1,000	\$1,500	\$2,000	\$1,150	\$1,600	\$2,050	\$2,150	\$3,100	\$4,050
\$75,000-\$99,999	\$1,000	\$1,500	\$2,000	\$1,650	\$2,100	\$2,550	\$2,650	\$3,600	\$4,550
\$100,000-\$149,999	\$1,000	\$1,500	\$2,000	\$2,400	\$2,850	\$3,300	\$3,400	\$4,350	\$5,300
>\$150,000	\$1,000	\$1,500	\$2,000	\$2,400	\$2,850	\$3,300	\$3,400	\$4,350	\$5,300
	2 Person Deductible			2 Person Coinsurance Max			2 Person OOP Max		
<\$25,000	\$2,000	\$3,000	\$4,000	\$475	\$1,875	\$2,525	\$2,475	\$4,875	\$6,525
\$25,000-\$37,499	\$2,000	\$3,000	\$4,000	\$475	\$1,875	\$2,525	\$2,475	\$4,875	\$6,525
\$37,500-\$49,999	\$2,000	\$3,000	\$4,000	\$1,225	\$1,875	\$2,525	\$3,225	\$4,875	\$6,525
\$50,000-\$74,999	\$2,000	\$3,000	\$4,000	\$1,675	\$2,325	\$2,975	\$3,675	\$5,325	\$6,975
\$75,000-\$99,999	\$2,000	\$3,000	\$4,000	\$2,425	\$3,075	\$3,725	\$4,425	\$6,075	\$7,725
\$100,000-\$149,999	\$2,000	\$3,000	\$4,000	\$3,550	\$4,200	\$4,850	\$5,550	\$7,200	\$8,850
>\$150,000	\$2,000	\$3,000	\$4,000	\$3,550	\$4,200	\$4,850	\$5,550	\$7,200	\$8,850
	3 or More Deductible			3 or More Coinsurance Max			3 or More OOP Max		
<\$25,000	\$2,500	\$3,750	\$5,000	\$650	\$2,525	\$3,400	\$3,150	\$6,275	\$8,400
\$25,000-\$37,499	\$2,500	\$3,750	\$5,000	\$650	\$2,525	\$3,400	\$3,150	\$6,275	\$8,400
\$37,500-\$49,999	\$2,500	\$3,750	\$5,000	\$1,650	\$2,525	\$3,400	\$4,150	\$6,275	\$8,400
\$50,000-\$74,999	\$2,500	\$3,750	\$5,000	\$2,250	\$3,125	\$4,000	\$4,750	\$6,875	\$9,000
\$75,000-\$99,999	\$2,500	\$3,750	\$5,000	\$3,250	\$4,125	\$5,000	\$5,750	\$7,875	\$10,000
\$100,000-\$149,999	\$2,500	\$3,750	\$5,000	\$4,750	\$5,625	\$6,500	\$7,250	\$9,375	\$11,500
>\$150,000	\$2,500	\$3,750	\$5,000	\$4,750	\$5,625	\$6,500	\$7,250	\$9,375	\$11,500

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) to any other individual.

Proposal Number: Co14-4
Proposal Date: 9/9/2025
Proposal Time: _____

T/A
BRS
T/A
RM

2025-2030 Contract Proposal

GE Aerospace Life, Disability & Medical Plan – Part V

Dental Premium Option

Contributions

Monthly contributions will increase in 2026 and 2028 as set forth in the attached Tables 1 and 3. No increase to contributions in 2027, 2029 and 2030 (Tables 2, 4 and 5). Applies to all eligible individuals whose contributions are currently based on the existing version of the Table below.

Effective January 1, 2026.

Table 1 (1/1/2026 – 12/31/2026)

<u>Coverage Tier</u>	<u>Monthly Rate</u>
1-person	\$16.50
2-person	\$33.00
3 or more	\$49.00

Table 2 (1/1/2027 – 12/31/2027)

<u>Coverage Tier</u>	<u>Monthly Rate</u>
1-person	\$16.50
2-person	\$33.00
3 or more	\$49.00

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) to any other individual.

Proposal Number: Co14-4
Proposal Date: 9/9/2025
Proposal Time: _____

2025-2030 Contract Proposal

Table 3 (1/1/2028 – 12/31/2028)

<u>Coverage Tier</u>	<u>Monthly Rate</u>
1-person	\$17.50
2-person	\$35.00
3 or more	\$52.00

Table 4 (1/1/2029 – 12/31/2029)

<u>Coverage Tier</u>	<u>Monthly Rate</u>
1-person	\$17.50
2-person	\$35.00
3 or more	\$52.00

Table 5 (1/1/2030 – 12/31/2030)

<u>Coverage Tier</u>	<u>Monthly Rate</u>
1-person	\$17.50
2-person	\$35.00
3 or more	\$52.00

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) to any other individual.

Proposal Number: Co17-4
Proposal Date: 9/9/2025
Proposal Time: _____

2025-2030 Contract Proposal

T/A
BRS

T/A
RM

GE Aerospace Health Benefits for Production Retirees

New Hire Contributions

Require eligible Retirees whose first day of work for the company as an Employee (or date of rehire) is on or after January 1, 2028, and who retire directly from the company after attaining age 60 with 10 or more years of Continuous Service, to pay contributions equal to 100% of the cost of coverage for the Plan for the applicable coverage tier. The cost of coverage will be determined without taking into account the cost of coverage for the GE Aerospace Health Benefits for Employees Plan.

Effective January 1, 2028.

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) to any other individual.

Proposal Number: Co12-4
Proposal Date: 9/9/2025
Proposal Time: _____

2025-2030 Contract Proposal

T/A
BRS

TA
RM

GE Aerospace Health Benefits for Production Employees and Retirees

Vision Premium Option

The annual Allowance for eligible individuals enrolled in the GE Aerospace Vision Premium Option will increase from \$200 to \$250.

Effective January 1, 2026.

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) to any other individual.

Proposal Number: Co13-4
Proposal Date: 9/9/2025
Proposal Time: _____

2025-2030 Contract Proposal

T/A
BRS

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GE Aerospace Health Benefits for Production Employees and Retirees

Specialty Drugs - Co-Pays

Modify the Plan to increase specialty prescription drug co-pays for all participants as follows:

Retail: \$150 per 30-day supply

Mail Order: \$450 for up to a 90-day supply

Effective January 1, 2026.

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) to any other individual.

Proposal Number: Co48-3
Proposal Date: 9/9/2025
Proposal Time: _____

T/A
BRS

T/A
RM

2025-2030 Contract Proposal

GE Aerospace Health Benefits for Production Employees and Retirees

Chiropractor Care/Spinal Treatment

Modify the Plan to increase the maximum visits per calendar year from 24 to 32.

Effective January 1, 2026.

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) to any other individual.

Proposal Number: Co20-3
Proposal Date: 9/9/2025
Proposal Time: _____

2025-2030 Contract Proposal

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GE Aerospace Dependent Life Insurance Plan for Hourly and Non-Exempt Salaried Employees

New Flexible Choice Spousal Coverage Option

Effective January 1, 2027, one new spousal coverage option (\$150,000) will be available.

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) to any other individual.

Proposal Number: Co50-3
Proposal Date: 9/9/2025
Proposal Time: _____

2025-2030 Contract Proposal

T/A
BRS

T/A
RN

GE Aerospace Short-Term Disability Benefits (For Hourly Employees)

Benefit Amount

Effective for eligible employees with new disabilities commencing on or after January 1, 2026, the weekly benefit amount shall increase from 60% to 66 2/3% of Normal Straight-Time Weekly Earnings, the minimum weekly benefit for full-time employees shall increase from \$400 to \$450 and the maximum weekly benefit for full-time employees shall increase from \$950 to \$1,050.

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) to any other individual.

Proposal Number: Co19-3
Proposal Date: 9/9/2025
Proposal Time: _____

T/A
BRS

TA
RIM

2025-2030 Contract Proposal

GE Aerospace Long-Term Disability Income Plan for Hourly Employees

Plan Options

Add a new coverage option that provides Long Term Disability Benefits equal to 60% of the participant's Normal Straight-Time Annual Earnings ("NSTAE") available to eligible employees effective January 1, 2027. During 2027 open enrollment (in the fall of 2026), eligible employees (whether or not currently enrolled) will be able to enroll in either the 50% or 60% option without providing proof of good health. Newly hired employees and employees rehired within five years who do not make an enrollment election within 63 days after the date they first become eligible for coverage will automatically be enrolled in the 50% option. Participants may elect to decrease benefits to a lower coverage option at any time by completing a new enrollment form and without providing evidence of insurability, and such decrease will be effective as of the date of the change.

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) to any other individual.

Proposal Number: Co47-3
Proposal Date: 9/9/2025
Proposal Time: _____

2025-2030 Contract Proposal

T/A
BRS

T/A
RW

**GE Aerospace Voluntary Benefits: GE Aerospace Group Legal Plan,
Pet Insurance and ID Theft Protection**

Plan Availability

Modify the language to offer the GE Aerospace Group Legal Plan, Pet Insurance, and ID Theft Protection as after-tax benefit options for union employees on the same terms as those available to non-union employees. Eligible union employees who elect these benefits must pay for the cost of these benefits on an after-tax basis.

Effective January 1, 2026.

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) to any other individual.

Proposal Number: Co49-3
Proposal Date: 9/10/2025
Proposal Time: _____

2025-2030 Contract Proposal

T/A
BES

T/A
RM

RSP Increase to Certain Future Additional Company Retirement Contributions

Increase the amount of the Additional Company Retirement Contribution ("ACRC") paid in each of January 2026 and January 2028 to each participant who meets the eligibility criteria for such contribution in accordance with normal plan rules by \$600 (from \$600 to \$1,200).

The normal plan rules regarding valuation, investment, vesting and other administration of ACRCs shall apply.

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) to any other individual.

Proposal Number: Co21-3
Proposal Date: 9/9/2025
Proposal Time: _____

2025-2030 Contract Proposal

T/A
BRS

TA
RM

GE Aerospace Pension Plan

Regular Pension Breakpoint

Covered Compensation Breakpoint shall be established at \$65,000 for the calendar years 2026 - 2030. For subsequent calendar years, Covered Compensation Breakpoint shall be \$20,000 below IRS covered compensation (defined under Section 401(I) of the Internal Revenue Code) for an employee attaining age 65 in the year.

Note: Covered Compensation Breakpoint remains constant after age 65 based on the amount of the employee's Covered Compensation Breakpoint under the plan in the year in which the employee attained age 65.

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) to any other individual.

Proposal Number: Co 25-4
Proposal Date: 9/12/2025
Proposal Time: _____

2025-2030 Contract Proposal

GE Aerospace Pension Plan

T/A
BPS

T/A
RN

Special Supplement

Provide Special Supplement at a monthly amount of \$375. Special Supplement also continued beyond age 62 to the Age of Eligibility for 80% Social Security Benefits in accordance with the section entitled "Extend Payout Period of Supplements."

1. Application

Pay a special supplement of \$375 per month until the Age of Eligibility for 80% Social Security Benefits to the following eligible employees who retire between age 60 and their Age of Eligibility for 80% Social Security Benefits.

2. Eligible Employees

Employees who terminate service after at least age 60 and prior to their Age of Eligibility for 80% Social Security Benefits who have also completed at least 25 years of Pension Qualification Service.

3. Effective Date

Employees who terminate service on or after September 1, 2025 and on or before September, 2030.

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) to any other individual.

Proposal Number: Co 26-4
Proposal Date: 9/12/2025
Proposal Time: _____

2025-2030 Contract Proposal

T/A
BRS

TA
Dm

GE Aerospace Pension Plan

Extend Payout Period of Supplements

Payment of the Regular Supplement and Special Supplement will be extended from the age 62 date on which the applicable participant is first eligible to commence receiving old-age Social Security Benefits until the date on which the commencement of such benefits would result in exactly a 20% reduction. Such latter date, referred to as the "Age of Eligibility for 80% Social Security Benefits," will be determined under provisions of law in effect on June 1, 2025 (without regard to any amendments thereto) and is age 64 for all participants born after 1959.

No Regular or Special Supplement will be paid from the Plan on or after such date.

The extension also applies to any Supplement which may be payable under the Long Service Security Provisions of the Plan.

Example: A participant was born in 1962 and is eligible for the Regular Supplement when he retires. Based on his year of birth, the participant will be entitled to receive 80% of his Social Security benefits if he elects to start receiving them at age 64. The Regular Supplement will therefore be extended for such participant for an additional 24 months in comparison to the age 62 cutoff date that would otherwise apply.

Effective for applicable participants who terminate service on or after September 1, 2025 and on or before September, 2030 who are eligible for the Regular or Special Supplements.

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) to any other individual.

Proposal Number: Co 27-4
Proposal Date: 9/12/2025
Proposal Time: _____

2025-2030 Contract Proposal

T/A
BRS

T/A
Bm

GE Aerospace Pension Plan

Extend Special Supplement Benefit Option (SSBO)

1. Provide the Pension Plan Special Supplement With an Accelerated Payout Alternative to Certain Long Service Employees Impacted by a "Permanent Job Loss Event."

2. Eligibility:

Employees with 25 years or more Pension Qualification Service (PQS) who are under age 60 on the date of a "Permanent Job Loss Event" and who are directly impacted by the "Permanent Job Loss Event" will be eligible for the Special Supplement Benefit Option. The "Permanent Job Loss Event" must occur on or after September 1, 2025 and on or before September 30, 2030.

3. "Permanent Job Loss Event" means Plant Closing, Work Transfer/Automation, Discontinuance of a Discrete, Unreplaced Product Line, or Reduction in Force of Indefinite Duration as such terms are used in the context of Job and Income Security.

4. Special Supplement Benefit Option - Payment Alternatives:

Alternative 1: The Special Supplement of \$375 per month will be made available to employees eligible for the Special Supplement Benefit Option and will commence at age 60 with payment continuing until the Age of Eligibility for 80% Social Security Benefits with payout until such 80% Age extended in the manner described in the section entitled "Extend Payout Period of Supplements," or

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) to any other individual.

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Alternative 2: Eligible employees may elect the Accelerated Payout Alternative as described below in lieu of monthly payments under Alternative 1.

Alternative 1 will not be available if the employee withdraws his pre-1989 contributions before age 60.

Employees electing the Special Supplement Benefit Option are not eligible for the Special Early Retirement Option or the Plant Closing Pension Option.

5. Effective Date:

All provisions of the Special Supplement Benefit Option are effective for eligible employees directly impacted by the Permanent Job Loss Event on or after September 1, 2025, and on or before September, 2030.

6. Special Supplement Benefit Option - Accelerated Payout Alternative:

Under the Accelerated Payout Alternative, an eligible employee can request payment of the Special Supplement prior to retirement at age 60. If this alternative is elected the individual will receive monthly payments of \$375 each, beginning the month after the individual's written request is received in accordance with established administrative procedures. The number of months over which such payments will be made to such individual will equal the number of monthly payments he is otherwise entitled to under Alternative 1 set forth in paragraph 4 above.

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) to any other individual.

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Once commenced, payments will continue consecutively for such number of months, unless the individual returns to employment with GE Aerospace or a GE Aerospace Affiliate, in which case the individual shall cease to be eligible for any remaining payments.

To receive payment under the Accelerated Payout Alternative eligible employees must also meet the following conditions:

- Six months must have passed since the "Permanent Job Loss Event."
- The employees must not have withdrawn their pre-1989 contributions from the Pension Plan at the time the request for accelerated payment is made, or during the period the accelerated payments continue. In the event such contributions are withdrawn during this period, payments will cease. The prohibition against withdrawals will not apply once the individual attains age 60.
- The employees must not be employed by GE Aerospace or a GE Aerospace Affiliate.

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) to any other individual.

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Proposal Time: _____

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T/A
BRS

T/M
M

GE Aerospace Pension Plan

SERO/SERO 30: Special Early Retirement Option for Employees Impacted by a "Permanent Job Loss Event"

1. Eligibility:

A. Applicable employees at least age 55 and under age 60 with 25 years or more of Pension Qualification Service (PQS) on the date of the "Permanent Job Loss Event" who

- i. are directly impacted by a "Permanent Job Loss Event", or
- ii. volunteer and are approved for the Special Early Retirement Option as a substitute for another employee in the same classification directly impacted (down through applicable displacement procedure) by a "Permanent Job Loss Event", and
- iii. who retire on the first day of the month following the "Permanent Job Loss Event" and on or before October 1, 2030.

B. An applicable employee under age 55 who also has completed at least 30 years of PQS on the date of the "Permanent Job Loss Event" who:

- i. is directly impacted by the "Permanent Job Loss Event" and has no right to displace to, or be placed in, a position with a rate of pay that is within 18% of such employee's current rate of pay. Such an employee must retire on the first day of the

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) to any other individual.

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month following the “Permanent Job Loss Event” and on or before October 1, 2030; or

- ii. is directly impacted by the “Permanent Job Loss Event” and incurs a reduction in his rate of pay of 18% or more at any time during the 12-month period beginning on such Event. The 18% reduction will be measured against his rate of pay on the date of such “Permanent Job Loss Event.” The employee must retire on the first day of the month following the date on which he incurs such 18% reduction and on or before October 1, 2030; or
- iii. volunteers and is approved for the Special Early Retirement Option as a substitute for another employee in the same classification who would otherwise be entitled to retire under the Special Early Retirement Option under circumstances described in paragraph 1.B.i. or 1.B.ii. above. Upon approval, the substituting employee must retire on the first day of the month following the “Permanent Job Loss Event” (if the substituting employee is retiring in lieu of an employee otherwise entitled to retire under paragraph 1.B.i. above), or on the first day of the month following the date on which the 18% pay reduction is incurred (if the substituting employee is retiring in lieu of an employee otherwise entitled to retire under paragraph 1.B.ii. above). In any event, the substituting employee must retire on or before October 1, 2030.

For purposes of applying this paragraph 1.B., an individual’s rate of pay shall be his regular rate of pay. In no event shall rate guarantees or night shift differentials be considered.

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) to any other individual.

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No employee described in this paragraph 1.B. will be eligible to receive the Special Early Retirement Option unless he or she meets all of the conditions described in this paragraph 1.B. and such conditions continue to exist with respect to the employee after application of paragraph 1.A. above in its entirety (including, if applicable, the substitution provisions of paragraph 4.A. below).

C. Employees electing the Special Early Retirement Option are not eligible for the Plant Closing Pension Option, the Special Supplement Benefit Option or Long Service Security provisions.

2. "Permanent Job Loss Event" means Plant Closing, Work Transfer/Automation, Discontinuance of a Discrete, Unreplaced Product Line, or Reduction in Force of Indefinite Duration as such terms are used in the context of Job and Income Security.

3. Benefits for Applicable Employees electing the Special Early Retirement Option:

A. Except as provided in Paragraph 3.B below, the benefits shall consist of the following:

- i. Unreduced Regular or Guaranteed pension benefits.
- ii. Supplemental benefit until the Age of Eligibility for 80% Social Security Benefits equal to \$23.00 per month times the employee's years of Pension Benefit Service. Payment of the supplement extended to such 80% Age in the manner described in the descriptor entitled "Extend Payout Period of Supplements."

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) to any other individual.

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- iii. A special supplement of \$375 per month until the Age of Eligibility for 80% Social Security Benefits with payout until such 80% Age extended in the manner described in such descriptor.
- iv. Pre-age 65 medical and dental benefits offered to similarly situated employees who retire at age 60. Notwithstanding the foregoing, in no event shall any individual be entitled to any retiree medical and dental benefits on or after age 65 pursuant to this section.

B. In the case of an employee who volunteers and is approved for the Special Early Retirement Option as a substitute for another employee, the benefits shall consist instead of the following:

- i. Unreduced Regular or Guaranteed pension benefits.
- ii. Pre-age 65 medical and dental coverage availability. Participant contributions will be set at 100% of pre-age 65 retiree cost. In no event shall any individual be entitled to any retiree medical and dental benefits on or after age 65 pursuant to this section.

This Paragraph 3.B shall apply to any substituting employee described in Paragraph 1.A.ii above who elects the Special Early Retirement Option in accordance with the Procedures set forth in Paragraph 4.A below. This Paragraph 3.B shall also apply to any substituting employee described in Paragraph 1.B.iii above who elects the Special Early Retirement Option in accordance with the Procedures set forth in Paragraph 4.B below.

4. Substitution Procedures for Electing the Special Early Retirement Option:

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) to any other individual.

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- A. Applicable to Retirement under Paragraph 1.A.
- An applicable employee at least age 55 and under age 60 with 25 or more years of PQS on the date of the "Permanent Job Loss Event" who is assigned to a job classification concerning which the Company has announced a "Permanent Job Loss Event" may elect to be considered for termination and receive benefits under the Special Early Retirement Option as described in Paragraph 3.B above.
 - To be eligible for the Special Early Retirement Option the employee must confirm acceptance immediately following the Company's approval of retirement under this Option.
 - Eligibility for this Option and, as applicable, Special Voluntary Layoff Bonus, Special Retirement Bonus, Lump Sum Severance Pay, and Income Extension Aid will be integrated on the basis of seniority so that the number of eligible employees electing these options does not exceed the net number of positions to be eliminated as a result of the Company action.
- B. Applicable to Retirement under Paragraph 1.B.
- An applicable employee under age 55 with 30 or more years of PQS on the date of the "Permanent Job Loss Event" who is assigned to a job classification in which another employee would otherwise be entitled to retire under the Special Early Retirement Option under circumstances described in paragraph 1.B.i. or 1.B.ii. above may elect to be considered for termination

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) to any other individual.

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and receive benefits under the Special Early Retirement Option as described in Paragraph 3.B above.

- To be eligible for the Special Early Retirement Option the employee must confirm acceptance immediately following the Company's approval of retirement under this Option.
- Eligibility for this Option will be determined on the basis of seniority so that the number of eligible employees electing the Special Early Retirement Option does not exceed the number of employees who would otherwise be entitled to retire under the Special Early Retirement Option under circumstances described in paragraph 1.B.i. or 1.B.ii. above.

5. SERO Offset:

- The value of pension and health (medical and dental) benefits resulting from the election of the Special Early Retirement Option will be offset against any severance or layoff pay from the Company under any other Company benefit plan or collective bargaining agreement to which an employee electing the Special Early Retirement Option is entitled.
- Interest rate discount assumption used to calculate the offset will be whichever of the following two interest rates applicable to the first day of the calendar year in which the participant retires produces the smaller offset: (1) the lump sum interest rate for private sector payments as may be published by the PBGC, or (2) the "Applicable Interest Rate" under the Pension Plan.

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) to any other individual.

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- The portion of offset attributable to health benefits will be calculated by multiplying \$10,189 by the number of whole years between the date of termination for retirement and the date when first eligible for Medicare. The resulting number shall be reduced by a factor equivalent to the percent of employee contributions toward the average value of health coverage at the time of the Special Early Retirement Option election. For Permanent Job Loss Events occurring after 2025, the \$10,189 figure shall be adjusted annually based on annual increases in the medical component of the Consumer Price Index for all urban consumers. The annual adjustment will be made at the end of the calendar year based on the year over year increases of the October index figures.
- Employees who are entitled to severance or layoff pay from the Company under any other Company benefit plan or collective bargaining agreement will be eligible for the Special Early Retirement Option only if the plan or collective bargaining agreement provides for the offset described in this paragraph 5.

6. Effective Date:

- All provisions of the Special Early Retirement Option for applicable employees impacted by Company actions are effective for "Permanent Job Loss Events" occurring on or after September 1, 2025 and on or before September 30, 2030. Such provisions are also effective with respect to an applicable employee in service on September 1, 2025 who was initially directly impacted by a "Permanent Job Loss Event" occurring before that date and who within the next 12 months from such

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) to any other individual.

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initial Event suffers a reduction in his rate of pay of 18% or more that meets the requirements of paragraph 1.B.ii.

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) to any other individual.

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T/A
BRS

T/A
M

GE Aerospace Pension Plan

PCPO: Plant Closing Pension Option for Employees who Meet the Age, Service and Contingent Event Requirements as Described Below

1. Age, Service and Contingent Event Requirements:

- Applicable Employees who are directly impacted by a Plant Closing, and
- who meet the age and service requirements as set forth in the table below by the end of the calendar year in which their termination for Plant Closing occurs.

TABLE OF MINIMUM AGE AND PENSION QUALIFICATION SERVICE (PQS) REQUIREMENTS

<u>AGE</u>	<u>PQS</u>
less than 50	30
50	25
51	22
52	19
53	16
54	13
55+	10

All Plant Closing Pension Option applicable employees must retire on the first day of the month following the employee's Plant Closing Date and on or before October 1, 2030.

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) to any other individual.

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2. Benefits for Applicable Employees Electing the Plant Closing Pension Option:

- Unreduced Regular or Guaranteed pension benefits.
- Supplemental benefit until the Age of Eligibility for 80% Social Security Benefits equal to \$23.00 per month times the employee's years of Pension Benefit Service. Payment of the supplement extended to such 80% Age in the manner described in the section entitled "Extend Payout Period of Supplements."
- A special supplement of \$375 per month until the Age of Eligibility for 80% Social Security Benefits with payout until such 80% Age extended in the manner described in such section.
- Medical and dental benefit continuation as offered similarly situated laid off or plant-closed employees; except that employees with 30 years or more PQS or employees age 50 or older with 25 through 29 years PQS will be eligible for pre-age 65 medical and dental benefits offered to similarly situated employees who retire at age 60. Notwithstanding the foregoing, in no event shall any individual be entitled to any retiree medical and dental benefits on or after age 65 pursuant to this section.

Such benefits shall in no event be duplicative to benefits otherwise provided.

3. Procedures for Electing Plant Closing Pension Option:

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) to any other individual.

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- To be eligible for the Plant Closing Pension Option an applicable employee must file an election prior to his or her Plant Closing Date.
- The Plant Closing Pension Option election will become effective on the employee's Plant Closing Date unless withdrawn by the employee prior to that date.
- Employees electing the Plant Closing Pension Option are not eligible for the Special Early Retirement Option, Special Supplement Benefit Option or Long Service Security provisions.

4. PCPO Offset:

- The value of pension benefits resulting from the election of the Plant Closing Pension Option, and retirement health benefits (medical and dental), if applicable, will be offset against any severance or layoff pay from the Company under any other Company benefit plan or collective bargaining agreement to which an employee electing the Plant Closing Pension Option benefit is entitled.
- Interest rate discount assumption used to calculate the offset will be whichever of the following two interest rates applicable to the first day of the calendar year in which the participant retires produces the smaller offset: (1) the lump sum interest rate for private sector payments as may be published by the PBGC, or (2) the "Applicable Interest Rate" under the Pension Plan.
- The portion of offset attributable to any health benefits will be calculated by multiplying \$10,189 by the number of whole years

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) to any other individual.

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between the date of termination for retirement and the date when first eligible for Medicare. The resulting number shall be reduced by a factor equivalent to the percent of employee contributions toward the average value of health coverage at the time of the Plant Closing Pension Option election. For Permanent Job Loss Events occurring after 2025, the \$10,189 figure shall be adjusted annually based on annual increases in the medical component of the Consumer Price Index for all urban consumers. The annual adjustment will be made at the end of the calendar year based on the year over year increases of the October index figures.

- Employees who are entitled to severance or layoff pay from the Company under any other Company benefit plan or collective bargaining agreement will be eligible for the Plant Closing Pension Option only if the plan or collective bargaining agreement provides for the offset described in this paragraph 4.

5. Definitions:

- "*Plant Closing*" and "*To Close a Plant*" mean the announcement and carrying out of a plan to terminate and discontinue all Company operations at any plant, service shop or other facility.

Such terms do not refer to the termination and discontinuance of only part of the Company's operations at any plant, service shop or other facility nor to the termination or discontinuance of all of its former operations coupled with the announced intention to commence there either larger or smaller other operations. Any Employees released by such latter changes will be considered as out for lack of work and will be subject to provisions applicable to those on layoff.

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) to any other individual.

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Also, such terms do not refer to the transfer or sale of such operations to a successor employer who offers continued employment to Company employees. Company employees who are not offered continued employment by the Company or by the successor employer will be considered as out for lack of work and will be subject to provisions applicable to those on layoff.

For employees covered by a collective bargaining agreement, such terms include termination or discontinuance of all those Company operations which would result in the termination of all employees represented by the union at that location when those employees do not have displacement rights.

- "*Plant Closing Date*" means the last day worked by an employee whose service was terminated because of a Plant Closing.

6. Effective Date:

- All provisions of the Plant Closing Pension Option are available for applicable employees terminated for Plant Closing on or after September 1, 2025 and on or before September 30, 2030.

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) to any other individual.

Proposal number: 44-6
Proposal Date: 9/12/2025
Proposal Time: _____

The Company reserves the right to amend, modify, or rescind, in whole or part, any proposal or counterproposal.

2025 Contract Proposal
(Counter to Union JE9.1)

T/A
BRS

T/A
M

WAGE AGREEMENT

The Company will provide general wage and salary increases as follows:

Section 1. Wages

The Company will provide general wage and salary increases and adjustments as follows:

1. Wages*

Effective October 6, 2025 5.0% base wage increase applied to rates in effect as of October 6, 2025.

Effective October 5, 2026, 5.0% base wage increase applied to rates in effect as of October 5, 2026.

Effective October 4, 2027, 3.0% base wage increase applied to rates in effect as of October 4, 2027.

Effective October 2, 2028 3.0% base wage increase applied to rates in effect as of October 2, 2028.

Effective October 1, 2029 3.5% base wage increase applied to rates in effect as of October 1, 2028. 2029

Proposal number: 44-6
Proposal Date: 9/12/2025
Proposal Time: _____

The Company reserves the right to amend, modify, or rescind, in whole or part, any proposal or counterproposal.

2025 Contract Proposal

(Counter to Union JE9.1)

*Increase effective dates and base rates contingent on ratification by September 19, 2025.

Increases shall be paid no later than six weeks after ratification.

2. Cost-of-Living Adjustments

Cost-of-Living Adjustments shall be effective in the amount of **fifteen cents (\$.15)** per hour on each of the dates shown below:

Effective Dates*

January 19, 2026 January 17, 2028

January 18, 2027 January 15, 2029

January 21, 2030

*Effective dates contingent on ratification by September 19, 2025.

3. Accelerated Cash Payments*

Effective January 19, 2026 - \$1,000 First Accelerated Cash Payment

Effective January 18, 2027 - \$1,000 Second Accelerated Cash Payment

Effective January 17, 2028 - \$1,500 Third Accelerated Cash Payment

Employees shall be eligible to receive lump sum, taxable payments as set forth below:

Proposal number: 44-6
Proposal Date: 9/12/2025
Proposal Time: _____

The Company reserves the right to amend, modify, or rescind, in whole or part, any proposal or counterproposal.

2025 Contract Proposal

(Counter to Union JE9.1)

First Accelerated Cash Payment: January 19, 2026

Employees eligible for the First Accelerated Cash Payment are those full time employees who are on active payroll as of January 19, 2026, or, who were on active payroll prior to January 19, 2026, and who return to active payroll from layoff without loss of service credits or continuity of service by not later than April 27, 2026, or who are absent due to a Company-approved leave prior to January 19, 2026, and return to active payroll without loss of service credits or continuity of service by not later than July 27, 2026. If a full time Employee on a Company- approved leave is unable to return to work by July 27, 2026, and the Employee has a right to remain on leave and to reinstatement pursuant to an applicable law or regulation, such Employee shall be eligible for the First Accelerated Cash Payment if the Employee returns to active payroll on the next scheduled work day after the expiration of the leave and that return date is not later than January 17, 2027.

Second Accelerated Cash Payment: January 18, 2027

Employees eligible for the Second Accelerated Cash Payment are those full time employees who are on active payroll as of January 18, 2027, or, who were on active payroll prior to January 18, 2027, and who return to active payroll from layoff without loss of service credits or continuity of service by not later than April 26, 2027, or who are absent due to a Company-approved leave prior to January 18, 2027, and return to active payroll without loss of service credits or continuity

Proposal number: 44-6
Proposal Date: 9/12/2025
Proposal Time: _____

The Company reserves the right to amend, modify, or rescind, in whole or part, any proposal or counterproposal.

2025 Contract Proposal

(Counter to Union JE9.1)

of service by not later than July 26, 2027. If a full time Employee on a Company- approved leave is unable to return to work by July 26, 2027, and the Employee has a right to remain on leave and to reinstatement pursuant to an applicable law or regulation, such Employee shall be eligible for the Second Accelerated Cash Payment if the Employee returns to active payroll on the next scheduled work day after the expiration of the leave and that return date is not later than January 16, 2028.

Third Accelerated Cash Payment: January 17, 2028

Employees eligible for the Third Accelerated Cash Payment are those full time employees who are on active payroll as of January 17, 2028, or, who were on active payroll prior to January 17, 2028, and who return to active payroll from layoff without loss of service credits or continuity of service by not later than April 24, 2028, or who are absent due to a Company-approved leave prior to January 17, 2028, and return to active payroll without loss of service credits or continuity of service by not later than July 24, 2028. If a full time Employee on a Company- approved leave is unable to return to work by July 24, 2028, and the Employee has a right to remain on leave and to reinstatement pursuant to an applicable law or regulation, such Employee shall be eligible for the Second Accelerated Cash Payment if the Employee returns to active payroll on the next scheduled work day after the expiration of the leave and that return date is not later than January 14, 2029.

Proposal number: 44-6
Proposal Date: 9/12/2025
Proposal Time: _____

The Company reserves the right to amend, modify, or rescind, in whole or part, any proposal or counterproposal.

2025 Contract Proposal

(Counter to Union JE9.1)

*Effective dates contingent on ratification by September 19, 2025.

Proposal Number: Co 42-3 Counter to LE1
Proposal Date: 8/27/2025
Proposal Time: _____

The Company reserves the right to amend, modify, or rescind, in whole or part, any proposal or counterproposal.

2025 Contract Proposal

Letter of Intent # _____

August __, 2025

T/A
BES
TJ
BN

Brian Strunk, President
Local No. 647 - U.A.W.
11177 Reading Road
Sharonville, OH 45241-1955

Evendale Preliminary Tech Progression Program

Dear Mr. Strunk,

During the course of the parties' 2025 contract negotiations, the Union emphasized job security as the top priority for their membership. Furthermore, the Union expressed concern with the decline in the volume of work being performed in Evendale.

The Company and the Union recognize the capabilities and the dedication of the Evendale workforce. The Company also shared that it views operational competitiveness as the optimal form of job security. Safely providing customers with high quality products in a timely manner is the foundation to operational stability.

To that end, and in response to the UAW's Tech Advancement Proposal, the Company and the Union agree to a three-step initiative that may result in the commencement of a Preliminary Tech Progression Program during the term of the 2025 agreement, allowing the Evendale workforce to compete for incremental and new work with the external supply base:

- As **Step One** of this process, the parties agree that the Quarterback Role, which was initially developed under the *Memorandum of Agreement – EMO Hourly Quarterback Pilot Program* executed in October 2024, will be expanded to additional areas as follows:
 - AEO: 4 Total Quarterbacks – 2 Rotor Shop and 2 Assembly
 - EMO: 3 Total Quarterbacks – 2 Flex Cell and 1 Mach 1
 - DEO: 2 Total Quarterbacks

- As **Step Two** of this process, and within the first year of the parties' 2025 labor agreement, the parties will work collaboratively utilizing JC&G meetings to eliminate the following Tech Progression barriers to entry:

Proposal Number: Co 42-3 Counter to LE1
Proposal Date: 8/27/2025
Proposal Time: _____

The Company reserves the right to amend, modify, or rescind, in whole or part, any proposal or counterproposal.

2025 Contract Proposal

1. The parties will negotiate discuss how to administer the Preliminary Tech Progression Program
2. The parties will negotiate discuss how the Preliminary Tech Progression Program becomes integral to how we do business
3. The parties will consider the economics of the program as they negotiatediscuss the appropriate compensation structure, including any applicable adders or other benefits.
4. The parties will reinforce the job descriptions as they are currently drafted. They will also re-evaluate how to revise the job descriptions in an effort to make them more competitive for the future.

If **Steps One** and **Two** are completed successfully within the first year of the parties' 2025 labor agreement, the Preliminary Tech Progression Program will commence in Evendale in EMO as **Step Three**.

This preliminary program is limited to the duration of the 2025 collective agreement and will not continue past expiration absent written agreement between the parties. Either party may withdraw from this preliminary program by providing ninety (90) days' irrevocable written notice to the other party.

Sincerely,

Russ Moses

Russell T. Moses
Sr. Labor Relations Leader, US
GE Aerospace



Letter of Intent #22

September 19, 2025

Brian Strunk, President
Local No. 647 - U.A.W.
11177 Reading Road
Sharonville, OH 45241-1955
RE: Downgrading Process

T/A
BRS

T/A
RM

Dear Brian:

The goal of the parties is to establish a pilot Employee-in-Training (E.I.T.) program (“E.I.T. Pilot Program”) for UAW Bargaining Unit Members on a trial basis. This pilot program is for UAW represented employees looking to upgrade or laterally move classifications that require higher education, a certificate, or a license to apply for these jobs. Examples of job within the scope of this E.I.T. Pilot Program include R-19 Production Assembly, R-21 Development Assembly, R-21 PCMO, R-21 Welder, and R-22 Tester positions. Pilot Program participants will be selected to enter the E.I.T. Pilot Program based on an application, selection, and training process as follows:

I. Applications for Employee-In-Training

A. Applicants – Any member seeking to enroll in the E.I.T Pilot Program must pass a mechanical aptitude test administered by the Company or its designee at the time of application. Other requirements may be established by the Company, including but not limited to education requirements, a review of discipline, performance, and attendance records.

B. All Employee-In-Training applications must be submitted two (2) weeks prior to the interview date to be considered for an opening.

II. Selection Procedure

A. Management will review its training and manpower needs. Management will notify the Union when openings arise. Openings will be posted thirty (30)

days prior to the anticipated vacancies in the E.I.T Pilot Program. Selection of program participants will be in the Company's sole discretion and limited to a total of eighteen (18) participants in the E.I.T. Pilot Program with a total of six (6) participants within the first twenty-four (24) month period of the parties' labor agreement and a total of twelve (12) participants during the remainder of the parties' labor agreement as outlined below:

	Year 1 + 2	Year 3-5	Total for Life of CBA
UAW			
EMO/Infrastructure	2	4	6
AEO/Development	2	4	6
Erlanger	2	4	6
	<u>6</u>	<u>12</u>	<u>18</u>

This distribution will be reviewed during the course of the E.I.T. Pilot Program and may be adjusted based on the needs of the business and the Company's ability to accommodate the participants' schedules.

B. Seniority

E.I.T. applications will be reviewed in Bargaining Unit Seniority order and based on the Company's training and manpower needs within each selected Career Path.

C. Interview

1. Applicants selected will be interviewed by the Manager of the area needing future manpower or his or her designated representative, and the Shop Committeeperson of the applicable area. Thereafter, one (1) employee will be scheduled for an interview for each additional E.I.T. opening up to the maximum number of participants per year. The committeeperson will be notified of the interview.

2. Interviews will be conducted during the employee's working hours.

3. During the interview process, the parties intend to discuss the nature of the work to be performed, as well as any unique features of the career path for which the employees are being interviewed.

4. Members that withdraw from the interview process for the selected career path must wait twelve (12) months before reapplying for the same career path. Members can immediately apply for a different career path when openings are available and will be interviewed in line with their Bargaining Unit Seniority.

E. Selection

After the interviews have been concluded, the Shop Committeeperson and the Manager/designee of the affected area will give their input on the candidates to the Evendale Site HR Leader or his or her designated representative. The Evendale Site HR Leader, or his or her designated representative, will then select the appropriate candidate(s) for placement in vacancies in the E.I.T. Pilot Program.

III. Placement

It is agreed between the parties that members who are selected to enroll in a higher education or vocational program will be enrolled into the selected higher education or vocational program at the next available opening that the school offers.

It is also agreed that the E.I.T. member will be allowed to adjust their work schedule on a quarterly basis with manager approval to attend classes as needed. If a work schedule adjustment is needed, the E.I.T. participant will provide their class schedule to the manager and committeeperson of the area to determine whether any necessary work schedule adjustments are required. The member that is enrolled in the E.I.T. Pilot Program will stay on their shift of record. Other bargaining unit members will be eligible to bump the E.I.T. member on record, but the E.I.T. member will continue to be allowed to work their adjusted schedule with manager approval until the higher education or vocational school is completed.

IV. Apprentice school/ Higher Education program

A. Members that are enrolled in a company approved regional Higher Education or vocational school will be provided with unpaid excused time off for attendance in class. Members will be expected to attend work when class is not in session. (Enough time for travel shall be considered)

a. Members that are enrolled in the E.I.T. Pilot Program will follow class rules and regulations.

b. When employees are not at a scheduled class M-F (e.g. Spring Break, Fall Break, etc.) they are expected to come to work on their respective shift of record.

c. Employees in this E.I.T. Pilot Program class will be eligible for overtime in their assigned overtime group.

NOTE: Classes are priority while enrolled in the EIT. The parties agree that OT shall not be accepted if it will interfere with class attendance or classwork.

B. The progress of Employees-In-Training Pilot Program participants will be reviewed by the Company on a monthly basis and an accurate record of the employee's training progress will be made by the employee's supervisor. The Union will also monitor the employee's progress regularly to ensure that he or she is receiving all required training.

V. Wages.

A member in the E.I.T. Pilot Program will remain at their current classification rate wage until the member can bid on an open job in a Higher or Lateral classification.

VI. Tuition

The costs of tuition for approved courses under the E.I.T. Pilot Program will be direct billed to the Company. If the Participant fails to successfully complete the coursework within two years or separates their employment from the Company within two years post-course completion, the Participant will be required to reimburse the Company for all amounts directly paid to the higher education institution by the Company. The parties agree the Participant will execute a repayment agreement that reflects these terms.

VI. Completion of Higher Education / Vocational Program

Upon successful completion of a higher education or vocational program the E.I.T. Pilot Program participant will return to work in their current classification and shift of record. The E.I.T. Pilot Program Participant will then be eligible to bid on any future job openings, but will not receive any preferential treatment. The current JOS (or equivalent system) procedure will be followed to fill openings. Erlanger E.I.T. Pilot Program participants that successfully complete the program and who meet minimum qualifications will have preferential placement after an internal posting goes unfilled in Evendale.

VII. Duration

This E.I.T. Pilot Program expires on September 14, 2030 and shall be declared null and void from that date forward absent written agreement by the parties to the contrary. During the term of the parties' 2025-2030 labor agreement either party may terminate this agreement by giving sixty days' notice in writing. If either party desires to modify or change the agreement, it shall, at least sixty (60) days prior to the date when it proposes that such change or modification becomes effective, give notice in writing of the proposed changes or modification. The other party, within ten days after receipt of said notice, shall either accept or reject the proposal or request a conference to discuss the proposal.

If this program is terminated, any E.I.T. Pilot Program participants in the program at the time of termination will be permitted to complete the program and be reimbursed as outlined in this document.

The E.I.T. Pilot Program and any related disputes or claims will not be subject to Articles XXII-XXIII of the parties' labor agreement.

Sincerely,

Russell T Moses

Russell T. Moses
Sr. Labor Relations Leader, US
GE Aerospace

Proposal Number: 36 Counter to JN13

Proposal Date: 8/14/2025

Proposal Time: 9:30 AM

The Company reserves the right to amend, modify, or rescind, in whole or part, any proposal or counterproposal.

Letter of Intent #__

August XX, 2025

Brian Strunk, President
Local No. 647 - U.A.W.
11177 Reading Road
Sharonville, OH 45241-1955

RE: Pay Errors

Dear Brian:

During the parties' 2025 negotiations, the parties discussed ongoing issues regarding pay errors and corrections. To provide a process to address potential payroll errors such as overpayments or underpayments in an employee's weekly paycheck, the employee should immediately bring the potential payroll error to the attention of the GE Aerospace People Operations HR Contact Center at 844-477-2200.

The Company will promptly investigate the potential error, and, if confirmed, the Company will initiate a correction as necessary. If underpayment of wages is confirmed, then an adjusted payment will be made in the next payroll period following confirmation of the error. In those cases where there is an overpayment to the employee, the Company will provide options to recover the overpayment via payroll deduction installments. If the proposed installment schedule will cause a financial hardship, the employee can request an extension. All reasonable requests will be considered.

In all cases, the Company will recover overpayments consistent with applicable law and in no case will an employee's wages drop below minimum wage for any payroll period as a result of the recovery of an overpayment.

Very truly yours,

Russ Moses

Russell T. Moses
Sr. Labor Relations Leader, US
GE Aerospace

TA
RTM
TA
BRS

Proposal: Co46
Proposal Date: 8-24-2025
Proposal Time:

The Company reserves the right to amend, modify, or rescind, in whole or part, any proposal or counterproposal.

2025 Contract Proposal

TA
RMT 8/24/25
TA
BES 8-24-25

UAW
Article XXIV, Section 4

4. Employees interested in changing shifts will have two (2) opportunities per year. These opportunities will consist of one (1) plantwide shift change and/or one (1) unit shift change as described below.

A. Employees interested in changing shifts will be offered one (1) opportunity per calendar year to submit a Plantwide Shift Change Request. This opportunity will be on a scheduled basis.

1). Anytime during the two (2) weeks preceding the third Monday in Fiscal August of each year, active employees may submit to **Human Resources** ~~the Hourly Staffing Office~~ their request to move and / or displace, seniority permitting, on a plantwide basis to the shift of their choice within their classification.

2). Requests must be submitted on the appropriate form and once submitted the employee will be required to move to the shift and area identified by **Human Resources** ~~the Hourly Staffing Office~~ if there is a corresponding Plant Wide Shift Change Request on file in **Human Resources** ~~the Hourly Staffing Office~~ or a junior employee in the classification on the shift the senior employee is electing. Employees will not be given a choice of areas.

3). The shift change will take place on the second Monday in the fiscal month of September unless a different date is mutually agreed to by both the Company and Union. Employees will be notified of their new area and shift starting time.

a) Management will not move employees three weeks prior to nor one week after the date of the plant wide shift change.

b) If **Human Resources** ~~hourly placement~~ determines that an employee awarded a recent JOS **or equivalent system** bid is not impacted by another employee's shift bid request, the employee may move to their new position under **JOS internal movement** guidelines during the plant wide shift change.

4). Any employee due to move on the plantwide shift change who is absent on the move date will report to his/her new area and shift immediately upon return to work or re-engagement.

Proposal: Co46

Proposal Date: 8-24-2025

Proposal Time:

The Company reserves the right to amend, modify, or rescind, in whole or part, any proposal or counterproposal.

2025 Contract Proposal

5). All requests, whether honored or not, are void after the plantwide change move date identified above and employees must submit a new request as identified in 4 (A) (1) above in order to be considered for future plantwide shift changes.

Note: Junior employees removed from the payroll for reasons other than lack-of-work are eligible to be displaced by a senior employee as long as the junior employee has not broken service at the time of the plantwide shift change opportunity.

B. Employees interested in changing shifts will be offered one (1) opportunity per year to submit a unit shift change request.

Unit Shift Change Requests on file the second Monday in the fiscal month of February each year will be considered for movement if there is a corresponding Unit Shift Change Request on file or a junior employee within the unit in the classification on the shift the senior employee is electing.

The shift change will take place on the fourth Monday in the fiscal month of February of each year. Management will not move employees three weeks prior to nor one week after the date of the unit wide shift change, **unless Human Resources hourly placement determines that an employee awarded a recent JOS or equivalent system bid is not impacted by another employee's shift bid request, the employee may move to their new position under JOS or equivalent system guidelines during the unit shift change.**

All requests, whether honored or not, are void after each unit shift change move identified above and employees must submit a new request as identified above in order to be considered for future unit shift changes.

Note: Junior employees removed from the payroll for reasons other than lack-of-work are eligible to be displaced by a senior employee as long as the junior employee has not broken service at the time of the unit shift change opportunity.

Proposal: Co46

Proposal Date: 8-24-2025

Proposal Time:

The Company reserves the right to amend, modify, or rescind, in whole or part, any proposal or counterproposal.

2025 Contract Proposal

C. Employees will not be permitted to change their response to shift change offers once given to management.

D. Employees who know they will be absent (but not removed from the active payroll) during the second fiscal week in February and who have previously submitted a unit shift change request must notify their Supervisor in writing of their desire to accept or refuse their unit shift change request should an offer be made.

Management (along with the area steward) will make a reasonable effort to contact employees who are unexpectedly absent at the time unit shift change offers are being made. If contact is established, the employee's acceptance or refusal will be noted by area management and the area steward. If contact is not established after a reasonable effort, the request will be considered as refused.

Proposal Number: 37-2 (Counter to JN9.1)

Proposal Date: 8/23/2025

Proposal Time: _____

The Company reserves the right to amend, modify, or rescind, in whole or part, any proposal or counterproposal.

2025 Contract Proposal

Evendale

T/A
BRS

T/A
RIM

ARTICLE X REPRESENTATION

The Company agrees that it will recognize the Shop Steward System as the preliminary agency for negotiating the settlement of any grievance in regard to wages, hours or working conditions.

Generally, there shall be one Steward for each Supervisor, and his/her activities will be limited to the Supervisor's area he/she represents. In any case where the regular Shop Steward is not working, the Supervisor will recognize a Steward from an adjoining area for the discussion and processing of any grievance which may arise. For the purpose of this Article the Supervisor is defined as the area's First Line Management Representative who is administratively responsible for the hourly employee and/or who normally assigns work direction.

The Company agrees to recognize the Bargaining Committee, which shall consist of not more than nine members as the agent or representatives for negotiating with Company management. The Union may designate the President as Chairman of the Bargaining Committee.

In the absence of the President, the Union may designate the Vice-President, Recording Secretary or one member of the Bargaining Committee as Chairman who will be free to contact any representative of the Union concerning grievances. The Union will not designate Committeepersons or Bargaining Committeepersons, in excess of nine within the term of this Agreement except by mutual agreement.

Proposal Number: 37-2 (Counter to JN9.1)

Proposal Date: 8/23/2025

Proposal Time: _____

The Company reserves the right to amend, modify, or rescind, in whole or part, any proposal or counterproposal.

2025 Contract Proposal

Committeepersons shall be permitted to contact Stewards in their designated areas concerning grievances.

Stewards, Committeepersons, Bargaining Committee members and the Chairman of the Bargaining Committee shall be bona fide employees of the Company.

The Union agrees to furnish the Company a written list of the names of all Stewards, Committeepersons, Bargaining Committee members and officers of the Union; and the Union agrees to promptly advise the Company in writing of any change in such office or position.

The Company will keep Committeepersons advised in writing of all temporary and permanent changes in management personnel with whom he/she meets. The Surplus Group Manager or his/her designate will keep the Steward advised in writing of all temporary and permanent changes ~~in their~~ in the Supervisors of Bargaining Unit employees in his/her area. However, under emergency situations (i.e., a Supervisor fails to report for scheduled overtime or a truly emergency situation where the scheduled Supervisor is not on the premises) another salaried person may designate himself/herself to act for the Supervisor until such time the scheduled Supervisor reports to work.

The Surplus Group Manager will designate an Area Representative, for such matters as an employee's need to leave the area, a Steward reporting off on Union time and other matters which may require immediate action.

Payment for Time Spent on Union Activities:

Proposal Number: 37-2 (Counter to JN9.1)

Proposal Date: 8/23/2025

Proposal Time: _____

The Company reserves the right to amend, modify, or rescind, in whole or part, any proposal or counterproposal.

2025 Contract Proposal

- A. For time spent by Shop Stewards whose names are furnished as provided above in this Article, during their regular working schedule in processing grievances within the Grievance Procedure, the Company will pay up to three hours per week during each General Electric fiscal week. This time may only be used while in the Evendale facility.
- B. For time spent by Committeepersons, whose names are furnished as provided above in this Article, within their regular working schedule in processing grievances within the Grievance Procedure, the Company will pay during each General Electric fiscal month, up to an amount equal to the number of weeks in such fiscal month multiplied by twenty-four hours per week.
- C. Irrespective of the number of changes in Bargaining Committeepersons, the Company shall not under any circumstances be obligated to pay in any General Electric fiscal month more than an amount equal to the number of weeks in such fiscal month multiplied by twenty-four hours per week multiplied by nine, the maximum size of the Bargaining Committee.
- D. For time spent by the Chairman and the Recording Secretary of the Union who are bona fide employees of the Company and whose names are furnished as provided above in this Article, within their regular working schedule are engaged in activities on Company property undertaken for the benefit of the Company, the Company will pay during each General Electric fiscal month, up to an amount equal to the number of weeks in such fiscal month multiplied by eight hours per week.

Additionally, the Company will provide up to a total of ~~sixteen (16)~~ ~~twenty (20)~~ **twenty four (24)** hours per week to the Committee for benefits-related activities,

Proposal Number: 37-2 (Counter to JN9.1)

Proposal Date: 8/23/2025

Proposal Time: _____

The Company reserves the right to amend, modify, or rescind, in whole or part, any proposal or counterproposal.

2025 Contract Proposal

regardless of whether a grievance has been filed. This time must be used solely and specifically for dealing with employee-related benefits issues, training on benefits programs or conducting employee education.

- E. Payment for time spent on grievances under the above (A), (B), (C) and (D) will be allowed on a weekly basis using the General Electric fiscal calendar. Time not used by Shop Stewards in (A) above, during any fiscal week may not be accrued for any future time. Time not used by Committeepersons, the Chairman or the Recording Secretary of the Union may be accrued during and until the end of each fiscal month. Time provided to Committee members may only be used by that same Committee member.
- F. The payment for time spent processing and negotiating grievances as provided above is to compensate representatives receiving such payments for time lost from their regularly scheduled work shift and will be paid at the current straight time rate of record. Such time as paid

above will be considered as time worked for the purpose of qualifying a Union representative for overtime premium pay in accordance with Article VI.

- G. A member of the Bargaining Committee; Recording Secretary; the President, when acting as Chairman; or Vice President, when acting as Chairman; who are assigned to ~~a second~~ second or third shift who attend a Step Three meeting with the Company, or other Company initiated meeting which causes them to come in at least four hours early, and who are scheduled for overtime work as an extension of ~~their regularly~~ their regularly scheduled shift on that same day may, with the approval of their Supervisor, work such overtime

Proposal Number: 37-2 (Counter to JN9.1)

Proposal Date: 8/23/2025

Proposal Time: _____

The Company reserves the right to amend, modify, or rescind, in whole or part, any proposal or counterproposal.

2025 Contract Proposal

hours during their regularly scheduled shift on that same day. In the payment of such hours worked, the actual time spent on that calendar day in a Step Three meeting or other Company initiated meeting will be counted as hours worked for the sole purpose of determining premium pay, if any, applicable for hours worked that calendar day or, in the case of a third shift employee, the next calendar day during his/her regularly scheduled shift. In all other instances Company paid Union time as defined in Article X will be applied to make up hours lost from the employee's regular work shift while on Union business.

Proposal Number: 37-2 (Counter to JN9.1)

Proposal Date: 8/23/2025

Proposal Time: _____

The Company reserves the right to amend, modify, or rescind, in whole or part, any proposal or counterproposal.

2025 Contract Proposal

Erlanger

ARTICLE X REPRESENTATION

6. For time spent by Shift Committee persons whose names are furnished under (5) above processing grievances at Step One of the Grievance Procedure, the Company will pay during each fiscal week up to three hours per week.

Additionally, the Company will provide up to a total of eight (8) hours per week to the Committee for benefits-related activities, regardless of whether a grievance has been filed. This time must be solely and specifically for dealing with employee-related benefits issues, training on benefits programs or conducting employee education.



Pg. 43

Removing Assessments for Upgrades

Union withdraws proposal to remove assessments

Pg. 43

Bargaining unit members moving outside role within twelve months

Co. rejects E. below 8.23.25 @10:45a

Union T/A proposed Co# 6-4 language on section E

E. All new hires and rehires will not be eligible to apply for a new role ~~outside of the bargaining unit~~ for twelve (12) months unless the employee has been involuntarily displaced. **This includes positions outside the bargaining unit.**

Union counters

New LOI

Letter of Intent

August , 2025

T/A
BRS *T/A*
RM

Brian Strunk, President

Local No. 647 – U.A.W.

11177 Reading Road

Sharonville, OH 45241-1955

BS:pd
opeiu98/afl-cio
2023

EVN2.1 ART 12 Transfers and

8/23/2025 1:53 PM

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STATUS:

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UAW LOCAL 647
GE – EVENDALE – UNIT 7



PROPOSAL
ARTICLE

EVN2.1
XII

Re: Upgrading for new hires and rehires

Dear Mr. Strunk:

During the 2025 negotiations, the parties discussed the application of restrictions to new hires or rehires who have not yet completed twelve (12) months in their role.

It is understood that if a JOS opening occurs, and where restrictions under Article XII, Section 3. (D) would normally apply to such employees, the opportunity to be assessed for an upgrade shall first be offered to an internal candidate before being offered to an external candidate.

Sincerely,
Russell T. Moses
SR. Labor Relations Leader US
GE Aerospace

Union T/A Hourly Placement language change to HR
Union T/A JOS change to equivalent system as passed on Co. 6-4 passed 8/23/25

***** Union Reserves the Right to Add, Delete or Modify Proposals *****

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EVN2.1 ART 12 Transfers and

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Letter of Intent #25

Letter of Intent
September 19th, 2025

Brian Strunk, President
Local No. 647 – U.A.W.
11177 Reading Road
Sharonville, OH 45241-1955

Re: Upgrading for new hires and rehires

Dear Mr. Strunk:

During the 2025 negotiations, the parties discussed the application of restrictions to new hires or rehires who have not yet completed twelve (12) months in their role.

It is understood that if a JOS opening occurs, and where restrictions under Article XII, Section 3. (D) would normally apply to such employees, the opportunity to be assessed for an upgrade shall first be offered to an internal candidate before being offered to an external candidate.

Sincerely,

Russell T Moses

Russell T. Moses
SR. Labor Relations Leader US
GE Aerospace

SENT WHILE WE WERE
@ SIGNING

Counter Proposal to ERN 2

Proposal Date: 8/6/2025

Proposal Time: _____

The Company reserves the right to amend, modify, or rescind, in whole or part, any proposal or counterproposal.

2025 Contract Proposal

PG. 65 "D" Shift

7. An hourly paid employee who is absent from work solely because of the death and funeral of his or her spouse, child, stepchild, stepbrother, stepsister, foster child (if living in the employee's home), grandchild, stepgrandchild, parent, stepparent, grandparent, stepgrandparent, aunt, uncle, grandparent-in-law, brother, brother-in-law, sister, sister-in-law, spouse's brother-in-law or sister-in-law, son-in-law, daughter-in-law, mother-in-law, father-in-law, or legal guardian will be compensated, on the basis of his/her average straight time earnings, for the time lost by him/her from his/her regular schedule by reason of such absence, for three days for each such ~~and up to eight hours per day~~ absence **at hours equal to the employee's daily base schedule**. In the event of death of the employee's spouse, child, parent or stepparent, stepchild, foster child, grandchild, or legal guardian an additional two days paid absence **at hours equal to the employee's daily base schedule** shall be allowed. For the purposes of this provision, a same-sex-domestic partner (as that term is defined in the GE Life, Disability and Medical Plan) shall be considered the equivalent of a spouse. This provision shall also apply to the deaths of comparable family members of the same-sex domestic partner.

TA TA
Russ Morse [Signature]



Article XXIV

Erlanger Pg. 64

Corresponding Shift Change

4. An employee who wishes to change shifts may submit a request in writing to the Plant Leader. Open shift requests will close one (1) week prior to start date. A shift change request will be honored no later than the third Monday following the date on which the open shift requests closed. Moves will be made by filling the open requisition first, corresponding shift change second and then by bumping the junior person

In the absence of a job opening or a corresponding shift change request on file the employee will be allowed to bump the most junior employee on the shift of choice one time in a twelve-month period.

An employee who has exercised his/her right to bump to a shift of choice will not be allowed to move on a job opening or a corresponding shift change request within the twelve-month period unless no other employee has a shift change request on file

- a. Corresponding Shift Changes will be handled per the following:**
 - i. Employees shall submit shift change requests in writing to the Plant Leader detailing what shift they would like to move to.**
 - ii. The Plant Leader will review the shift change request to identify if there is a corresponding shift change request that matches the request.**
 - iii. Once two shift change requests align, the Plant Leader will notify both employees of their start date on their new shift per Article XXIV General Provisions Item 4.**
 - iv. The Plant Leader will post the corresponding shift change to notify employees of the change.**

BS:pd
opeiu98/afl-cio
2023

ERN4 Article XXIV Shift Change

8/4/2025 1:42 PM

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STATUS:

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JA *TA*
Rm *BS*



- v. An employee with higher seniority than an employee involved in a corresponding shift change that would like to take the place of the employee, may submit a shift change request in writing to the Plant Leader to take the place of the employee involved in the corresponding shift change.
- vi. The higher seniority employee will not be subject to the bumping provisions outlined in Article XXIV General Provisions Item 4 if they submit the shift change request prior to the two employees involved in the corresponding shift change starting on their new shifts.
- vii. An employee who has exercised his/her right to a corresponding shift change will not be eligible to exercise another corresponding shift change for another twelve months.

Employee pay rates and off shift differentials will be based on the new shift the employee moves to.

***** Union Reserves the Right to Add, Delete or Modify Proposals *****

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2023

ERN4 Article XXIV Shift Change

8/4/2025 1:42 PM

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UAW LOCAL 647
EVENDALE – ERLANGER



Counter to

Co. 1

ARTICLE

Agreement

Evendale

UAW

AGREEMENT

This Agreement is entered into this ~~XX day of August, 2025~~ **(DATE of AGREEMENT)**, by and between the General Electric Company for its Plant located in Evendale, Ohio (hereinafter referred to as the Company") and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, for itself and on behalf of its Local No. 647 (hereinafter referred to as the "Union").

Erlanger

AGREEMENT

This Agreement is entered into this ~~XX day of August, 2025~~ **(DATE of AGREEMENT)**, by and between GE Engine Services Distribution L.L.C. for its Plant located in Erlanger, Kentucky (hereinafter referred to as the "Company") and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, for itself and in behalf of its Local No. 647 (hereinafter referred to as the "Union").

***** Union Reserves the Right to Add, Delete or Modify Proposals *****

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opeiu98/afl-cio
2023

U. Counter Co. 1 Agreement

8/7/2025 10:03 PM

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*TA
RTW* *TA
BES*

Proposal Number: 19
Proposal Date: 8/5/2025
Proposal Time: 1:30 PM

2025 Contract Proposal

GE Aerospace Long-Term Disability Income Plan for Hourly Employees

Plan Options

Add a new coverage option that provides Long Term Disability Benefits equal to 60% of the participant's Normal Straight-Time Annual Earnings ("NSTAE") available to eligible employees effective January 1, 2027. During 2027 open enrollment (in the fall of 2026), eligible employees (whether or not currently enrolled) will be able to enroll in either the 50% or 60% option without providing proof of good health. Newly hired employees and employees rehired within five years who do not make an enrollment election within 63 days after the date they first become eligible for coverage will automatically be enrolled in the 50% option. Participants may elect to decrease benefits to a lower coverage option at any time by completing a new enrollment form and without providing evidence of insurability, and such decrease will be effective as of the date of the change.

TA
RTM
TA
BRS

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) to any other individual.

Proposal Number: 19
Proposal Date: 8/5/2025
Proposal Time: 1:30 PM

The Company reserves the right to amend, modify, or rescind, in whole or part, any proposal or counterproposal.

2025 Contract Proposal: (Welfare and Other Benefits)

GE Aerospace Long-Term Disability Income Plan for Hourly Employees

Number of Plan Options

- Currently, the 50% of Normal Straight-Time Annual Earnings ("NSTAE") coverage option is available to eligible employees.
- Employee contributions are made on an after-tax basis.
- The new design would introduce a 60% of NSTAE coverage option, in addition to the existing 50% of NSTAE coverage option.
- During 2027 open enrollment (in the fall of 2026), eligible employees (whether or not they are currently enrolled) will be able to enroll in either the 50% or 60% option without providing proof of good health.
- Effective January 1, 2027.

TA
RTM

Proposal Number: 20
Proposal Date: 8/5/2025
Proposal Time: 1:30 PM

The Company reserves the right to amend, modify, or rescind, in whole or part, any proposal or counterproposal.

2025 Contract Proposal: (Welfare and Other Benefits)

GE Aerospace Dependent Life Insurance Plan for Hourly and Nonexempt Salaried Employees

Number of Plan Options

- Currently, the GE Aerospace Dependent Life Insurance Plan for Hourly and Nonexempt Salaried Employees (Flexible Choice) makes eight coverage options available to eligible employees, including \$5,000, \$10,000, \$15,000, 20,000, \$25,000, \$50,000, \$75,000 and \$100,000.
- Employee contributions are made on an after-tax basis.
- The new design would introduce a \$150,000 coverage option, in addition to the existing eight coverage options listed above.
- Effective January 1, 2027.

TA
RTM

TA
BRS

Proposal Number: 20
Proposal Date: 8/5/2025
Proposal Time: 1:30 PM

2025 Contract Proposal

GE Aerospace Dependent Life Insurance Plan for Hourly and Non-Exempt Salaried Employees

New Flexible Choice Spousal Coverage Option

Effective January 1, 2027, one new spousal coverage option (\$150,000) will be available.

TA
RJM
TA
BRS

The Company reserves the right to add to, delete, and/or modify this proposal during the course of negotiations. The Company is required to apply the terms of the collective bargaining agreement that is currently being negotiated (including this provision) only to individuals who are subject to the collective bargaining agreement and employed by the Company during the term of the agreement. The Company is not required to apply the collective bargaining agreement that is currently being negotiated (including this provision) to any other individual.

Proposal Number: 32 Counter to JN17
Proposal Date: 8/8/2025
Proposal Time: 3:00 PM

The Company reserves the right to amend, modify, or rescind, in whole or part, any proposal or counterproposal.

2025-2029 Contract Proposal

August 8, 2025

Brian Strunk, President
Local No. 647 - U.A.W.
11177 Reading Road
Sharonville, OH 45241-1955

Dear Mr. Strunk,

During the parties' 2025 contract negotiations, the Company and the Union discussed their shared common interest in a safe, healthy and respectful workplace.

Proper hydration and the continued access to drinking water for our employees are enablers for a healthy lifestyle. The Company remains committed to ensuring continued access to safe drinking water for our employees in our facilities.

The Company also remains committed to ensuring the regular cleaning and maintenance of hydration stations on the plant floor.

Water at the Evendale site is provided by the City of Cincinnati water supply. In addition, the water is regularly tested to ensure safety. If requested, these water testing results will be made available to the Union within a reasonable time after the request.

Sincerely,

Russell T Moses

Russ Moses
Sr. Labor Relations Leader, US
GE Aerospace

TA
RTM
TA
BES

Proposal Number: 23-2
Proposal Date: 8/12/2025
Proposal Time: 9:30 AM

The Company reserves the right to amend, modify, or rescind, in whole or part, any proposal or counterproposal.

2025 Contract Proposal

(Company Proposal 23-2 counter to Union JN8.2)

August __, 2025

Brian Strunk
President, UAW Local 647

Subject: Badge Access

Dear Mr. Strunk:

This letter serves to document the discussions held during the 2025 negotiations regarding access for UAW elected and appointed representatives to the work areas of their represented employees.

During the negotiations, the Union raised concerns about restricted access to certain work areas and requested badge/key access to all locations where UAW-represented employees perform their duties.

To comply with programs such as UL294 (Underwriters - Access Control Requirements), ITC (International Trade Certification), and CUI (Controlled Unclassified Information) standards, the Evendale site must enforce access restrictions in specific areas.

While such limitations prevent the Company from granting unrestricted badge/key access to all areas, we acknowledge the importance of enabling Union Representatives to visit the workspaces of represented employees when necessary.

Representatives seeking additional access should submit an advanced written request for access to local management of the areas they represent. The request will be vetted through the required channels and will be granted or denied based on the area's restrictions. In the event badge/key access is denied, the Company is committed to using reasonable efforts to facilitateing situation specific access when needed to ensure effective representation and collaboration.

Sincerely,

Russ Moses
Union Relations
GE Aerospace – Evendale/Erlanger

TA
RIM
TIA
BRS

General Electric Company

Proposal Number: 41 Counter to JN7
Proposal Date: 8/15/2025
Proposal Time: _____ AM

The Company reserves the right to amend, modify, or rescind, in whole or part, any proposal or counterproposal.

Evendale Letter of Intent #2

Erlanger Letter of Intent #3

June 19, 2023 August __, 2025

Brian Strunk, President
Local No. 647 - U.A.W.
11177 Reading Road
Sharonville, OH 45241-1955

Dear Mr. Strunk,

During the term of the **2023-2025** Agreement, we will continue our practice of giving the affected employee a copy of all **disciplinary documentation** **Conversation Reports**. **The Company agrees to provide a copy of such disciplinary documentation to the Union upon request.**

Sincerely,

Russell T Moses

Russ Moses
Sr. Labor Relations Leader, US
GE Aerospace

T/A
R1M
T/A
BRS

Proposal Number: 24-4
Proposal Date: 8/17/2025
Proposal Time: ___ 11:30am ___

The Company reserves the right to amend, modify, or rescind, in whole or part, any proposal or counterproposal.

2025 Contract Proposal

(Company Proposal 24-4 – Counter to JN16.1)

Letter of Intent #__

August __, 2025

Brian Strunk, President
Local No. 647 - U.A.W.
11177 Reading Road
Sharonville, OH 45241-1955

Dear Mr. Strunk,

As discussed during our 2025 contract negotiations, the Company and the Union share a common interest in and a commitment to the health and safety of our employees.

The Company maintains rigorous business-wide Automated External Defibrillator (AED) programs at all of its operating sites.

The Evendale site also has a fully capable onsite paramedic team (available 24 hours a day seven days a week) trained in the use of AEDs. In addition, these paramedics ensure their continued maintenance and readiness in the event of an emergency. As a first course of action in response to any potential event of emergency, the Evendale campus operates an Emergency Line at 513-243-2323.

In addition to multiple existing stationary AEDs currently positioned around the site and on mobile first responder vehicles, the Company commits to adding incremental stationary AEDs with signage to visually locate the AEDs in the following locations:

- 700/1/A7 at Credit Union Lobby
- 700/1/L13 Main Aisle
- 800/1/N3 South Wall of the Crib
- 800/1/L9 Main Aisle
- 500 Development J10
- 500 Test X21

The Company will continue to evaluate whether stationary AEDs should be placed in additional locations. To further strengthen our first responder capability, up to 15 employees all APTLs, VPP Coordinator, Committee Persons, and Shop Stewards will be offered voluntary training in cardiopulmonary resuscitation (CPR), AED operation, and Bloodborne Pathogen Awareness Training annually on a first come first served basis during the life of the parties' 2025-2029 (DATE of AGREEMENT) labor agreement.

Sincerely,

Russell T Moses
Russ Moses
Sr. Labor Relations Leader, US
GE Aerospace

JA
RTM
JA
BES

Proposal Number: 35-2
Proposal Date: 8/17/2025
Proposal Time: _____

The Company reserves the right to amend, modify, or rescind, in whole or part, any proposal or counterproposal.

2025 Contract Proposal

(Company 35-2 counter to Union JN20)

Safety Practice 6C: Safety Shoe

A safety shoe allowance of ~~\$200~~ \$250 will be made available through a voucher system to all employees at an interval of every twelve months from their last voucher date.

RTM
TA

TA
BBS

Proposal Number: 39-2 Counter to EVN8
Proposal Date: 8/19/2025
Proposal Time: _____

The Company reserves the right to amend, modify, or rescind, in whole or part, any proposal or counterproposal.

Letter of Intent #__

August XX, 2025

Brian Strunk, President
Local No. 647 - U.A.W.
11177 Reading Road
Sharonville, OH 45241-1955

RE: Downgrading Process

Dear Brian:

The Company will allow employees one (1) opportunity during the 2025 – ____ Agreement to voluntarily downgrade to a lower rated classification.

To receive consideration for a voluntary downgrade, the following conditions must be met:

1. There must be an open requisition for the classification requested.
2. The request will be treated the same as a JOS (or equivalent system) request for the classification and will be slotted in order of seniority for consideration.
3. The employee must meet the minimum qualifications criteria for the requested classification.
4. If offered the opportunity for the to transfer to the requested downgraded classification, and if accepted, the employee must remain in the requested classification for a minimum of twelve (12) months unless displaced through the reduction in force provisions of the agreement –(ie: will not be considered for JOS action for twelve (12) months) or their employment is terminated pursuant to any other provision under the agreement.
5. If the downgrade opportunity is offered and refused, the employee recognizes no other will not have another opportunity to for voluntarily downgrade transfer will exist during the term of the agreement.
6. The employee recognizes that he/she gives up all recall rights to their classification held prior to a voluntary the transfer downgrade and will need to submit a JOS (or equivalent system) request to receive consideration in returning to that classification.
7. All other recall rights the employee had established to which the employee may be entitled remain intact and if offered may be accepted or refused by the employee.
8. If during the first twelve (12) months in the downgraded classification –the job transferred to, the employee is adversely impacted by a reduction in force he/she is eligible to be considered for any job through the JOS (or equivalent system) process procedure for which he/she meets the minimum qualifications criteria.

Sincerely,

Russ Moses

Russell T. Moses
Sr. Labor Relations Leader, US
GE Aerospace

TA
RJM
TA
BRS

