



GE AEROSPACE TENTATIVE AGREEMENT

LOCAL 647 - SEPTEMBER 2025



GE AEROSPACE

LOCAL 647 MEMBERS CONTRACT SUMMARY SEPTEMBER 2025

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A MESSAGE FROM PRESIDENT STRUNK

Together we stood like David against Goliath—shoulder to shoulder against a billion-dollar company, refusing to be treated as just numbers. We secured job security, more time with our families, money to offset health care costs, and we protected the core language that safeguards our future (Grievance, Arbitration, Strike, Successorship, Appendix E, etc.). We will continue to do the right thing, speak the truth, and stand firm in unity—and because of that, our families and our future will be stronger.

Every proposal came from your voice—real people with real needs. From honoring and remembering Ed Brown with the AED proposal to securing a new education program and more, we turned your voices into victories. Thank you to our members who stood side by side, and to our bargaining committee who never wavered.

In solidarity,

Brian Strunk
UAW Local 647 President

A MESSAGE FROM UAW REGION 2B DIRECTOR DAVE GREEN

I'd like to congratulate the 600 plus UAW Local 647 members at GE Aerospace for standing up and using your collective strength. For over two weeks, across Erlanger and Evendale, you never wavered. Your grit, resilience—and, of course, your solidarity—showed a multi-billion dollar company what power really looks like. Your bargaining committee had power at the bargaining table because of you!

When GE Aerospace tried to make you back down, you knew better. Instead of folding, you stood strong. And because of your bravery, you won a better agreement that makes major improvements on job security, time off, and protects the affordability of your health insurance.

While the power to decide what comes next is in your hands, this tentative agreement is the result of your sacrifice and solidarity.

In solidarity,

Dave Green
UAW Region 2B Director



Highlights

- ▶ **GENERAL WAGE INCREASES**
- ▶ **REAL JOB SECURITY**
- ▶ **IMPROVEMENTS TO HEALTH CARE**
- ▶ **FIXED COLA**
- ▶ **MAJOR INCREASES TO PAID TIME OFF**
- ▶ **NO CONCESSIONS ON MAJOR ISSUES**
- ▶ **NEW EMPLOYEE IN TRAINING (E.I.T.) PROGRAM**
- ▶ **NEW TECH ADVANCEMENT PROGRAM**
- ▶ **CLEAN DRINKING WATER**
- ▶ **WORKPLACE HEALTH AND SAFETY IMPROVEMENTS**
- ▶ **COLD WEATHER GEAR IMPROVEMENT**
- ▶ **INCREASED BENEFIT REP TIME**

GENERAL WAGE INCREASES

| | |
|-----------------|------|
| October 6, 2025 | 5% |
| October 5, 2026 | 5% |
| October 4, 2027 | 3% |
| October 2, 2028 | 3% |
| October 1, 2029 | 3.5% |

These general wage increases represent an increase of \$8.46 per hour, or an average of nearly \$17,600 per year more on straight time alone.

Cumulatively and compounded, these general wage increases constitute a 21.1% increase in pay over the life of the agreement.

TABLE OF WAGE INCREASES

| GW: | 5.0% | 5.0% | 3.0% | 3.0% | 3.5% | |
|--------------------|-----------------|-----------------|-----------------|-----------------|-----------------|--------------------|
| Labor Grade | Y1 Raise | Y2 Raise | Y3 Raise | Y4 Raise | Y5 Raise | Total Raise |
| R13 / K13 | \$1.90 | \$2.00 | \$1.26 | \$1.30 | \$1.56 | \$8.02 |
| R14 / K14 | \$1.92 | \$2.02 | \$1.27 | \$1.31 | \$1.57 | \$8.09 |
| R15 / K15 | \$1.94 | \$2.04 | \$1.29 | \$1.32 | \$1.59 | \$8.18 |
| R16 / K16 | \$1.97 | \$2.07 | \$1.30 | \$1.34 | \$1.61 | \$8.29 |
| R17 / K17 | \$2.00 | \$2.10 | \$1.32 | \$1.36 | \$1.64 | \$8.42 |
| R18 / K18 | \$2.03 | \$2.13 | \$1.34 | \$1.38 | \$1.66 | \$8.54 |
| R19 / K19 | \$2.09 | \$2.19 | \$1.38 | \$1.42 | \$1.71 | \$8.79 |
| R20 / K20 | \$2.14 | \$2.25 | \$1.42 | \$1.46 | \$1.75 | \$9.02 |
| R21 / K21 | \$2.21 | \$2.32 | \$1.46 | \$1.51 | \$1.81 | \$9.31 |
| R22 / K22 | \$2.27 | \$2.39 | \$1.50 | \$1.55 | \$1.86 | \$9.57 |
| R23 / M23 / K23 | \$2.33 | \$2.45 | \$1.54 | \$1.59 | \$1.91 | \$9.82 |
| R24 / K24 | \$2.42 | \$2.54 | \$1.60 | \$1.65 | \$1.98 | \$10.19 |

REAL JOB SECURITY

The proposed Agreement includes two components to real job security at both Evendale and Erlanger.

RENEWING MINIMUM HEADCOUNT GUARANTEES FOR FOUR YEARS

Once ratified, the Tentative Agreement renews the mandatory minimum headcount up through September 14, 2029 -- **that's four full years of guaranteed job security.**

NEW WORK COMMITMENTS FOR BOTH ERLANGER AND EVENDALE

The Tentative Agreement provides for substantial new work commitments from the Company.

For Erlanger the Company has agreed to add at least thirty-two (32) jobs.

For Evendale the Company has agreed to add at least fifty (50) new jobs.

FAR 145 - 10 new positions at Evendale -- 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. (Contingent on obtaining the certifications required to perform FAR145 work and the bargaining unit's commitment to Article XXV(6)(C) "Lean Events".)

EMO - 40 new positions at Evendale - New positions based upon additional NPI opportunities, including: GENx Fan Hub Frame, F414 Blisk, GE90, LMS100, LM2500 and LM6000 seals. (Contingent on successful execution of the NMI's and commitment to "Lean Events".)

Erlanger - 32 new positions to expand Erlanger as part of the Company's distribution footprint. (Contingent on on-going commitment to required customer service levels (Daily KPI's) 2 and commitment to "Lean Events".)



HEALTH INSURANCE INCREASES ARE OFFSET BY “ACCELERATED CASH PAYMENTS” (ACPs)

The Tentative Agreement adopts the increased health insurance coverage costs as adopted in the IUE and IAM agreements, which are set forth in detail at pages 24 through 33 of the White Book.

However, offsetting these increased costs was a primary member demand and the Bargaining Committee was able to secure a series of “accelerated cash payments” (or ACPs) to offset some if not all of these costs.

The ACPs will be paid as follows:

| | |
|------------------|---------|
| January 19, 2026 | \$1,000 |
| January 18, 2027 | \$1,000 |
| January 17, 2028 | \$1,500 |

**Employees are eligible for the ACP if they are on active payroll as of the date, or who were on active payroll prior to the date, and who return to active payroll from layoff without loss of service credits or continuity of service by not later than (about) three months later, or who are absent due to a Company-approved leave prior to the date and return to active payroll without loss of service credits or continuity (about) three months later.*

OTHER IMPROVEMENTS TO HEALTH CARE

- Chiropractic visits increased from 24 to 32
- Vision benefits increased from \$200 to \$250

IMPROVEMENTS TO THE DISABILITY BENEFITS

The new Agreement increases the benefit amount and increases the benefit weekly “cap.”

For short term disability, effective January 2026 the weekly benefit amount shall increase from 60% to 66 2/3% of Normal Straight-Time Weekly Earnings with the minimum weekly benefit for full-time employees increasing from \$400 to \$450 and the maximum weekly benefit for full-time employees shall increase from \$950 to \$1,050.

For long term disability, the new Agreement adds a new coverage option providing long term disability benefits equal to sixty percent (60%) of the participant’s Normal Straight-Time Annual Earnings effective January 1, 2027. During open enrollment in Fall of 2026 all eligible employees (whether or not enrolled in any plan) 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.

FIXED COLA

Once ratified, the new collective bargaining agreement will provide for an automatic \$0.15 increase in wages to accommodate for any cost of living increases. The wage increases will occur as follows:

| | |
|------------------|-----------------|
| January 19, 2026 | \$0.15 increase |
| January 18, 2027 | \$0.15 increase |
| January 21, 2028 | \$0.15 increase |
| January 17, 2028 | \$0.15 increase |
| January 15, 2029 | \$0.15 increase |

The total value of these fixed COLA increases is \$0.75 over the five years of the Agreement, representing nearly two additional percentage points in GWI.

Two things are notable about these fixed COLA increases.

1. They are added to the GWI no matter what, without regard to whether or not there is a cost of living increase.
2. They are added directly to the wage rate and are therefore included in all compensation (overtime, etc.) and also will be subject to the percentage GWIs over the years.



MAJOR INCREASES TO PAID TIME OFF

VACATION

The new Agreement, once ratified includes major improvements to vacation including a new milestone for ten (10) year employees.

The new vacation allotment is as follows.

| Years of Continuous Service | Vacation |
|-----------------------------|--------------------|
| Less than 1 year | 2 weeks (pro rata) |
| 1 year | 2 weeks |
| 5 years | 3 weeks, 3 days |
| 10 years | 4 weeks |
| 15 years | 4 weeks, 3 days |
| 20 years | 5 weeks, 3 days |
| 30 years | 6 weeks |

SICK AND PERSONAL TIME

Effective January 2026, the new Agreement increases the amount of available sick and personal pay for each calendar year as follows.

| | |
|-----------|----------|
| New Hires | 24 hours |
| 1 year | 32 hours |
| 15 years | 40 hours |
| 25 years | 48 hours |

The new Agreement also eliminates the need for new hires to accrue personal and sick time, and instead provides the time immediately upon hire.

IMPROVEMENT ON UNPAID LEAVE

Under the new Agreement, all non-probationary employees may now utilize their unpaid excused days each year in four hour increments - rather than need to burn an entire day of the allotment.

NO CONCESSIONS ON GRIEVANCE, ARBITRATION OR OUR RIGHT TO STRIKE

The Company continuously demanded dramatic changes to our grievance, arbitration and right to strike language. The Bargaining Committee held firm and all of the language in Articles XXI, XXII, and XXIII remain unchanged in the new Agreement.

We maintain our absolute right to strike on all of those disputes that the Company refuses to agree to arbitrate.

PENSION & RSPs

There are no concessions on the pension, supplements and RSPs.

The new Agreement, once ratified renews all pension and supplements including SERO, PCPO, and SSBO for the life of the five year agreement.

The new Agreement, once ratified, renews the RSPs for the life of the five year agreement.

The RSP ACRC will be \$600 per year of the agreement, and an additional \$600 in years 2026 and 2028. This is a total of \$4,200 dollars of total annual company contributions into the RSP (retirement savings plan).

For new employees who start January 1, 2028 or later, and who retire directly from the Company after attaining age 60 with 10 or more years of Continuous Service, will be allowed the opportunity to participate in the Company's Benefits Plan by paying 100% of the cost of coverage.

MORE IMPROVEMENTS IN THE NEW AGREEMENT

Increased Eligibility in Benefits. The new Agreement will modify the Company's benefit plan to require that all bargaining unit members be offered participation in 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.

Spousal Life Insurance. The new Agreement provides \$150,000 spousal life insurance coverage.

Shoe Allowance. The shoe allowance is increased to \$250 per year, that's \$50 extra dollars each year of the Agreement.

THE NEW EMPLOYEE IN TRAINING (E.I.T.) PROGRAM

The Union bargained hard to secure this new program which will allow members in Evendale and Erlanger to go to school, even during their normal work day to attend classes.

This is different from the regular “tuition reimbursement” the Company currently offers.

The E.I.T. program offers many paths for employees during the life of the agreement to attend school to have the opportunity to achieve a higher classification.

In addition, the vocational schools or higher education institutions will direct bill the Company, so the member does not have to carry any cost burden while attending school.

The E.I.T. Program also offers flexibility to change schedule to work around school, and excused time during your shift so school can be the focus.

This Program is a great opportunity for eighteen (18) of our members to obtain the required training desired to advance their careers within the UAW.

THE NEW TECH ADVANCEMENT PROGRAM

Another hard bargaining achievement is the new Tech Advancement Program.

This program may drastically change the way we work at Evendale. The Tech Advancement Program may empower members that are willing to take on more responsibility for more pay.

Currently, we do not have hourly members that are able to truly run their shop. And we therefore must depend on others to ensure

accurate planning, disposition our parts, etc. This ultimately hurts our workforce when we are not in control of our own shops.

The Tech Advancement Program is a path for our members to take more ownership in the work that they perform daily, and opens up more opportunities for increased compensation.

MORE IMPROVEMENTS TO WORKING CONDITIONS, HEALTH AND SAFETY

ADDITIONAL AEDs

Six additional AED's will be centrally located in the plant where the majority of our members work. The company is committed to evaluating if more is needed. This improvement is necessary after having some members experience severe cardiac events on our own shop floor, the Bargaining Committee felt AED's, and training to some of our members is an extra layer of protection. This is not to take the place of any of our first responders that are onsite, but an added protection for our members, by our members.

CLEAN DRINKING WATER

The Company has committed to ensure hydration stations are cleaned regularly, and testing results will be made available if requested. Clean drinking water is a basic human necessity. Between members having to search the plant for a bottle of water, or avoiding the tap water or water towers because of sanitation issues, this is a commitment that holds the Company accountable for maintaining the clean water, and the access to clean drinking water for our members.

NEW LIMITS ON OVERPAYMENT RECOVERY

If our members are accidentally overpaid and the company demands repayment, this letter may extend the repayment process if it will cause our member financial hardship. Amidst all the major changes to our payroll systems, there have been many unforeseen or unexpected errors. This will add protection for our members, ensuring

that if the Company finds an "overpayment" made in error to an employee, they cannot just reach back and take the money—they must create a plan with the member so the payment doesn't cause financial hardship.

SAFETY EYEGLASS IMPROVEMENT

The new Agreement will include a commitment by the Company to ensure proper sized safety eyeglasses are available for our members. In addition, members needing transitional lenses will be made available with managers approval.

COLD WEATHER GEAR IMPROVEMENT

The new Agreement includes the Company's commitment to address sizing and delivery issues with the cold weather gear vendor. The Bargaining Committee made this demand based upon the member issues with sizing and timeliness in receiving their cold weather gear. This commitment addresses those issues .

INCREASED BENEFIT REP TIME

The new Agreement includes significant increases in benefit rep time on the shop floor. At Evendale the increase will be from sixteen (16) hours to twenty-four (24) hours. And Erlanger will now get eight (8) hours of benefit rep time.

Currently in Evendale, we have 2 committeepersons that have the ability to help members with benefits related issues/training. At Erlanger , they currently have zero time to dedicate to benefits related issues/training. This addition of hours will allow another committeeperson at Evendale

MORE IMPROVEMENTS TO WORKING CONDITIONS, HEALTH AND SAFETY

to help with benefits related issues, and allow Erlanger time to dedicate to helping members.

NEW HIRE RIGHTS TO MOVE IN THE BARGAINING UNIT

Currently, new hires or re-hires with less than 12 months of continuous service do not have the ability to upgrade to a new role. The new Agreement contains language that addresses that issue, ensuring that members that have less than 12 months of service are considered for a new role before the Company hires an external candidate. This honors our members seniority, even those with little time in the shop.

The new Letter of Intent will allow current members meeting the requirements an opportunity to upgrade prior to offering to an external candidate, with corresponding new language in Article XII.

UNION REP ACCESS TO ALL AREAS

In the past, it has been difficult for Union Representatives to gain access to areas that are restricted, even if we have members working in those areas. Regardless of location in the plant, these members are entitled to a safe environment, and fair representation by their leadership. This new contract language reinforces those rights, and helps strengthen the Union representatives' ability to represent their members.

UNION ACCESS TO CONVERSATION REPORTS

The new Agreement reflects what the

NLRA provides regarding the Union's right to relevant information when representing members. This language change alleviates delays when Union leaders are carrying out their representational duties, and offers members more protection.

ABILITY TO DOWNGRADE

Currently, there is no ability for members to voluntarily downgrade unless certain criteria are met. This language allows members across all classifications to downgrade. For example, someone that was hired in as an Engine Tester could downgrade into another classification. This new contract language allows for the downgrade one time during the term of the Agreement.

ERLANGER D SHIFT BEREAVEMENT

The new Agreement includes language added to Article XXIV to ensure that bereavement is paid out based on the Employee's daily schedule. This language corrects the contracts silence on the proper payout of bereavement for shifts other than eight (8) hours. This ensures protections that our members be paid correctly based upon their work-day.

ERLANGER CORRESPONDING SHIFT CHANGE

The new Agreement adds language to Article XXIV detailing how a "corresponding shift change" will work. This offers clarity and assurance that the process will be transparent, and equitable for members.



DURATION & RATIFICATION

The terms of this proposed agreement will not take effect until the tentative agreement is ratified by a majority of UAW members at GE Aerospace, and only then on the appropriate dates specified. The new agreement, if ratified, will be effective from September 15, 2025 through September 15, 2030.

DUES: A CONSTITUTIONAL MATTER

Dues are determined by UAW Constitutional Convention action and are not a subject of negotiations. Dues are based on the principle that they reflect each member's cash income, normally 2.5 hours of straight-time pay per month. Lump-sum cash payments are subject to dues because they also represent cash income and are assessed at the rate of 1.44%, which is equivalent to 2.5 hours of straight-time pay per month.

KNOW YOUR CONTRACT

This is a summary of the tentative agreement. In all cases actual contract language will apply.

UAW NEGOTIATING TEAM

UAW LOCAL 647

Brian Strunk
President

Mathew Starcher
Vice President

Bill Reynolds
Financial Secretary

Adam Russelburg
Recording Secretary

Greg Jordan
Erlanger Chairperson

Dave Sublet
Bargaining Committee Member

Gary Patrick
Bargaining Committee Member

Jerrod Butts
Bargaining Committee Member

Justin Dayton
Bargaining Committee Member

Kevin Hedge
Bargaining Committee Member

Lonnie Pittman
Bargaining Committee Member

Tim Groves
Bargaining Committee Member

Scottie Scott
Bargaining Committee Member

UAW REGION 2B

David Green
Region 2B Director

Rick Smith
Region 2B Assistant Director

Tod Turner
Region 2B Rep

UAW STAFF

Adam Stevenson
Director, Aerospace Department

Andy Bertog
Assistant Director, Aerospace Department

Jason Cribb
Servicing Representative, Aerospace Department

Rickey Blair
Servicing Representative, Aerospace Department

Max Fazeli
Assistant Director, Research Department

Adam McKenzie
Servicing Representative
Department of Bargaining Strategies

ATTORNEY'S

Nathaniel Charny
Counsel

Thomas Lamadrid
Counsel

