



# UAW Local 1821

LOCKHEED OCALA

TENTATIVE AGREEMENT

2025 - 2030

## Highlights

- ▶ **Ratification Bonus**
- ▶ **Higher Wages**
- ▶ **Additional PTO and Leave**
- ▶ **Cost of Living Adjustment**
- ▶ **Bereavement Leave**
- ▶ **Retirement Security**
- ▶ **Health Insurance**
- ▶ **Health & Safety Improvements**
- ▶ **Labor Grade Raises Increased**
- ▶ **Improved Equalization on Overtime Among Shifts and Schedules**
- ▶ **Labor Grade 10 for Waste Treatment**
- ▶ **Life Insurance Significant Increase**
- ▶ **Inspection Premium**
- ▶ **Differential Increases**
- ▶ **More Scheduling Options**

## A MESSAGE TO UAW MEMBERS AT LOCKHEED OCALA

To the Members of UAW Local 1821,

On behalf of President Charlie Coneeny and your elected Bargaining Committee, we want to thank each of you for your hard work, dedication, and remarkable support throughout these rounds of negotiations. From the start, your elected Bargaining Committee has said that growing our membership and standing together would be critical — and you answered that call. Your unity, public actions, and unwavering support made the difference.

Because of you, we were able to secure an offer from the Company that your Bargaining Team supports and that will be presented for your vote. Most importantly, we preserved and won Cost of Living Adjustments (COLA) for our members — a concrete gain that offsets inflation and helps secure our families' futures.

We also extend our sincere thanks to Region 8 Servicing Representative Craig Stout and UAW International Aerospace Department Representative Rickey Blair for their guidance and steady support throughout this process.

Next steps: please look for official communications on the membership vote and plan to participate. Your vote is what turns our collective power into the contract we deserve.

In Solidarity,

Charlie Coneeny  
President, UAW Local 1821  
**Your Bargaining Committee**

# RATIFICATION BONUS

**\$4,000**  
Ratification Bonus

Active members will receive a \$4,000 bonus upon ratification of the contract.

## HIGHER WAGES

Significant GWIs: A 19.3% compounded raise over the life of the contract, including:

- 4% in 2025
  - 4% in 2026
  - 3.5% in 2027
  - 3.5% in 2028
  - 3% in 2029
- Substantial increases to minimum wage rates at ratification
  - \$0.70/hour wage escalator to minimums up to maximums
  - Automatic Rate Progression increased to \$1/hour annually

Labor Grade	Dec. 6, 2025		Dec. 5, 2026		Dec. 4, 2027		Dec. 2, 2028		Dec. 1, 2029	
	Min Rate	Max Rate	Min Rate	Max Rate	Min Rate	Max Rate	Min Rate	Max Rate	Min Rate	Max Rate
10	\$26.00	\$40.66	\$26.00	\$42.29	\$26.91	\$43.77	\$26.91	\$45.30	\$27.72	\$46.66
9	\$23.00	\$35.91	\$23.00	\$37.35	\$23.81	\$38.66	\$23.81	\$40.01	\$24.52	\$41.21
8	\$22.00	\$30.60	\$22.00	\$31.82	\$22.77	\$32.93	\$22.77	\$34.08	\$23.45	\$35.10
7	\$21.50	\$28.20	\$21.50	\$29.33	\$22.25	\$30.36	\$22.25	\$31.42	\$22.92	\$32.36
6	\$21.00	\$26.17	\$21.00	\$27.22	\$21.74	\$28.17	\$21.74	\$29.16	\$22.39	\$30.03
5	\$20.00	\$24.76	\$20.00	\$25.75	\$20.70	\$26.65	\$20.70	\$27.58	\$21.32	\$28.41

## PTO AND LEAVE

- Usage of half hour PAA increments after the first hour
- Four times the amount of parental leave equaling 160 hours in two-week increments
- FMLA qualifying for holiday pay

## COST OF LIVING ADJUSTMENT

Employees on active payroll will receive a \$500 Cost of Living Allowance every year of the agreement.

## BEREAVEMENT LEAVE

Step-grandparents qualify for bereavement.

# **RETIREMENT SECURITY**

\$500 retirement notification bonus to employees with 10+ years of service.

# **HEALTH INSURANCE**

The CIGNA POS health plan will remain as an option until December 2027.

# **HEALTH & SAFETY IMPROVEMENTS**

Dedicated health and safety language for more involvement.

# **LABOR GRADE RAISES INCREASED**

All employees who are promoted from a lower grades job to a higher-grade job will receive an increase of thirty-five (\$0.35) per hour for a one (1) labor grade promotion, forty-five (\$0.45) per hour for two (2) labor grade promotion and fifty-five (\$0.55) per hour for a three (3) or more labor grade promotion.

# **IMPROVED EQUALIZATION ON OVERTIME AMONG SHIFTS AND SCHEDULES**

The company will insofar as is practicable with do in regard to operations equalized overtime amongst shifts and schedules.

# **LABOR GRADE 10 FOR WASTE TREATMENT**

Waste treatment employees now can get promoted to labor grade 10.

# **LIFE INSURANCE SIGNIFICANT INCREASE**

For employees that retire from active service during the life of this agreement, the retiree death benefit will be \$3,000 dollars for eligible employees who retire on or after January 1, 2026.

# **INSPECTION PREMIUM**

Inspectors will receive an inspection premium compensation increase to \$1.00.

# DIFFERENTIAL INCREASES

All employees assigned to 3/12 work schedules will receive an additional one - dollar (\$1.00) per hour and an eleven-and-one-tenth percent (11.1%) pay premium.

All employees assigned to the second shift will be paid a premium for each hour worked on that shift of seventy-five cents (\$0.75) an hour. Employees not on a 4/10 schedule assigned to the third shift will be paid a premium of one dollar (\$1.00) an hour. The said premium shall be an addition to the employees' regular earnings, including overtime.

# MORE SCHEDULING OPTIONS

The 3/12 work schedule shall consist of three (3) connective twelve (12) hour workdays, Friday through Sunday, with four (4) consecutive schedule days off. No current employees can be forced to the 3x12 schedule.



## 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 Local 1821, and only then on the appropriate dates specified. The new agreement, if ratified, will be effective from October 24, 2025 to October 25, 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 1821

**Charlie Coneeny**  
President

**Lee Womble**  
Chairperson

**Doug Powell**  
Bargaining Committee

**Jessica Miller**  
Bargaining Committee

**Matt Wypyszinski**  
Bargaining Committee

## UAW REGION 8

**Tim Smith**  
Director

**George Palmer**  
Assistant Director

**Craig Stout**  
Servicing Rep

## UAW STAFF

**Adam Stevenson**  
Director, Aerospace Department

**Andy Bertog**  
Assistant Director, Aerospace Department

**Rickey Blair**  
Servicing Representative,  
Aerospace Department

**Max Fazeli**  
Assistant Director, Research

**Jorge Rodriguez**  
Deputy Director,  
Department  
of Bargaining Strategies

**Stuart Shoup**  
Legal Department

**Eddie Gordish**  
Health & Safety Department

**Fredy Rosado**  
Health & Safety Department

**Mike Grant**  
Health & Safety Department

