



**Lockheed Martin Missiles and
Fire Control, Ocala**

Contract Settlement Tentative Agreements

**UAW Local 1821
PO Box 830628
Ocala, FL 34483**

**Lockheed Martin Missiles and Fire Control, Ocala
and
The International Union, United Automobile, Aerospace & Agricultural Implement Workers of
America
And its Local Union 1821**

Memorandum of Agreement

October 17, 2025

Below are the new terms of the Agreement between Lockheed Martin Missiles & Fire Control, Ocala and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) and its Local #1821 to which the respective bargaining committees have agreed, subject to ratification. The Union bargaining committee has represented that it will recommend for ratification this Agreement.

Item #	Article/Section	Tentative Agreements
CHK-1	Article 5, Section 7(f) Rights (p. 12)	<p>The Parties agree to modify Article 5, Section 7(f) as follows:</p> <p>(f) This will confirm the understanding reached during negotiations regarding the recall of employees for periods of work anticipated to be less than thirty (30) consecutive days. The company agrees that Employees on recall may refuse if such recall is for a period of thirty (30) days or less without loss of seniority as referenced in Article 5, Section 9(d). However, if the employment need exceeds thirty (30) days, the employee will be required to return to work or forfeit their recall rights.</p>
CHK-2	Article 9, Section 2(b) (p. 31)	<p>The Parties agree to modify Article 9, Section 2(b) as follows:</p> <p>(b) In the event the MFC Ocala Operations salary holiday schedule(s) are revised to include additional holidays, the bargaining unit holidays will be adjusted to include the additional days. The Union will be notified of any adjustments to the holiday schedule(s).</p>
CHK-3	Article 10, Section 4 (p. 33)	<p>The Parties agree to modify Article 10, Section 4 as follows:</p> <p>Section 4. Determination of Start Times and Schedules</p>
CHK-4	Article 10, Section 7 (p. 36)	<p>The Parties agree to modify Article 10, Section 7 as follows:</p> <p>(b) If no work or the work that is available is less than the equivalent of one-half of the scheduled shift, the employee shall be paid the applicable rate for time worked and the straight-time rate for the remainder of the half shift, provided; however, that if work is not available for the employee as a result of circumstances beyond the control of management, the Company shall not be so obligated.</p> <p>(c) Employees may receive pay at their regular base hourly rate, including shift differential, if applicable, for a plant closure declared by the Company due to a weather-related calamity, a loss of utility service not negotiated with a utility provider, or other extreme circumstances. The decision to pay employees and the number of hours to be paid is at the sole discretion of the Company.</p> <p>(d) In the event of an emergency due to severe weather, utility loss, or other extreme circumstance, employees identified as critical to plant operations and safety will be asked to volunteer to report to work. In the event there are not a sufficient number of volunteers, employees may be required to work. Employees who volunteer or are required to work during a plant closure or outside their regularly scheduled shift in the event of an emergency will be paid at a rate of double their regular basic straight time rate. If the requisite number of employees do not report to work the Company may, in its discretion, use out-of-unit personnel to perform the work.</p>

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<p>CHK-5 UN-7</p>	<p>Article 10, Section 5 (p. 34-35)</p>	<p>The Parties agree to modify Article 10, Section 5 as follows:</p> <p>(a) When clocking attending in and out at the start and end of the work shift, employees must do so at their assigned workstation or work area. For any break taken off Company property, employees will record their break start and stop time in the time keeping system.</p> <p>(b) Employees will be allowed one (1) scheduled ten (10) minute paid rest period before and one (1) scheduled ten (10) minute paid rest period after lunch in each scheduled work shift at times designated by the Company. Employees will work up to the start of the rest period and be at work at the end of the rest period. For any break taken off Company property, employees will record their break start and stop time in the time keeping system.</p> <p>(b) (c) Employees on a 4/10 schedule will be allowed one (1) scheduled fifteen (15) minute paid rest period before and one (1) scheduled fifteen (15) minute paid rest period after their meal lunch in each scheduled work shift at times designated by the Company.</p> <p>(c) (d) Employees are required to take one (1) duty-free thirty (30) minute unpaid meal period during the middle of each regularly scheduled work shift at times designated by the Company. Employees will record their meal lunch start and stop time in the time keeping system at their assigned workstations to account for time at the meal period.</p> <p>[...]</p>
<p>CHK-6</p>	<p>Article 11, Section 1 (p. 37)</p>	<p>The Parties agree to modify Article 10, Section 7 as follows:</p> <p>This Article is for the sole purpose of providing a basis for the calculation and payment of overtime and premium pay and shall not be construed as a guarantee of hours of work per week, or of days of work per week. The overtime and premium pay provisions in this Agreement shall not in any way affect or increase the regular or basic straight-time rate of pay, which shall be calculated upon the principles and practices existing in the plant in accordance with this Agreement and be the basis for the computation of any overtime or premium payments provided herein. The premium pay for Sunday seventh (7th) day and Holidays provided herein is conditioned upon work in excess of bona fide standards and may be credited against any statutory compensation under the Fair Labor Standards Act, in accordance with the regulations and rulings of the Wage and Hour Administrator.</p> <p>It is the intent of the parties that overtime and premium pay computed as provided in this Article shall be in conformity with and in reliance on the regulations and rulings of the Wage and Hour Administrator, and shall be in full compliance with the Fair Labor Standards Act and any other requirements.</p>

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CHK-7	Article 11, Section 4 (p. 38)	<p>The Parties agree to modify Article 11, Section 4 as follows:</p> <p>Employees working on continuous operations which are normally classified as Seven (7) day operations or continuous Testing operations will not be paid overtime for Sunday work when the Sunday is a working day of their scheduled workweek, unless such hours exceed their regularly scheduled work hours in any regular workday or exceed forty (40) hours in any regular workweek for which overtime has not previously been paid. Such employees shall receive time and one-half for all authorized work in excess of forty (40) hours worked in their scheduled workweek, and double time for all authorized work performed on the seventh (7th) day in their scheduled workweek, and double time for all authorized work performed on any of the designated holidays for which premium pay is not otherwise provided.</p>
CHK-8	Article 12 (p. 41-44)	<p>The Parties agree to modify Article 12 as follows:</p> <p>Replace the words "Reprimand" within the Article to "Warning".</p> <p>Section 4 3. Professional Conduct and Workmanship Discipline (d) If an employee is reprimanded issued disciplined, or informal counseling per the Lost Time and Disciplinary Action Section, and a notation thereof is placed in their service record, the employee shall be given a copy of such notation within thirty (30) calendar days after the Company could reasonably have been expected to know of the occurrence giving rise to the notation provided that the employee acknowledges in writing receipt of such copy. Reprimands or suspensions antedating a period of twelve (12) months on the active payroll, during which no reprimand or suspension has been received, will not be considered for the purposes of further disciplinary action and will not be used to support the discipline issued during any arbitration.</p>
CHK-9	Article 12, Section 1 (d) (p. 41)	<p>The Parties agree to modify Article 10, Section 1 as follows:</p> <p>(d) An occurrence under the Attendance Program includes absences related to subsection (a) of this section.</p> <p>The following attendance disciplinary triggers will prompt a review of the circumstances of the occurrences that formed the trigger for possible disciplinary action, if an employee has:</p> <ol style="list-style-type: none"> 1) Three (3) or more occurrences within a two-week period or 2) Four (4) or more occurrences within a four-week period or 3) Six (6) or more occurrences within a rolling three-month period or 4) Twenty-two (22) or more hours of unexcused Lost tTime within the rolling calendar year or the last date of discipline.

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CHK-10	All Articles & Sections	<p>The Parties agree to modify Article 10, Section 7 as follows:</p> <p>Correct any punctuation, spelling, formatting, or grammatical errors throughout the CBA based on mutual agreement on changes prior to printing of new CBA.</p>
UHK-1	Article 17, Section 3(a) (p. 65-66)	<p>The Parties agree to modify Article 17, Section 3(a) as follows:</p> <p>(a) The LM HealthWorks Plan will be offered for those who were hired on/after April 1, 2017. The LM HealthWorks medical plan will be discontinued and no longer available as an option after December 31, 2020. The employee contributions for any enrolled employee LMHW plan will be 10%. Any improvements, modifications, reductions, eliminations or changes to the LM HealthWorks plan shall be automatically applicable to bargaining unit employees covered by this agreement.</p> <p>LMHealthWorks Health Fund — Employees enrolled in LM HealthWorks medical plan on or after January 1, 2020 will receive health fund credits in the amount of \$250 for Employee Only coverage and \$500 for Employee Plus One or More coverage. Effective January 1, 2021, balances for all employees remaining in the LM Health Fund will be converted to a limited purpose Health Reimbursement Account.</p>
UHK-2	Article 19, Section 1 (p. 75)	<p>The Parties agree to modify Article 10, Section 7 as follows:</p> <p>(a) The Company agrees to provide equal opportunity for employment and advancement to all qualified persons and there shall be no discrimination by the Company or the Union with regard to rate of pay or with respect to the application of the terms of this Agreement, due to, race, ethnicity, color, religion, national origin, age, sex, pregnancy, ancestry, sexual orientation, gender identity or express, marital status, family structure, genetic information, or veteran status, or disability – mental or physical so long as the essential functions of the job can be performed with or without reasonable accommodation. ancestry, sexual orientation, gender identity or express, marital status, family structure, genetic information, or veteran status.</p>
CN-1	Article 4, Section 2(a) (p. 5)	<p>The Parties agree to modify Article 5, Section 2(a) as follows:</p> <p>(a) Deductions from money due the employee pursuant to this Article will be made from the net earnings due the employee payable to the employee on the second regular payday in each month provided that the Company has received such authorization and notice from the Financial Secretary of the Local Union by the twenty-fifth (25th) fifteenth (15th) day of the month preceding the month in which such deductions are made. There shall be only one remittance per month by the Company.</p>

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<p>CN-2a CN-2b</p>	<p>Article 5, Section 12 (p. 14)</p> <p>Article 13, Section 2 (p. 45)</p> <p>Article 14, Section 7 (p. 52-53)</p>	<p>The Parties agree to modify Article 5, Section 12 and Article 13, Section 2 as follows:</p> <p>Section 12. Union Officials Seniority</p> <p>During their terms of office under this Agreement:</p> <p>(a) The President, Members of the Bargaining Committee and Stewards shall be deemed to have more seniority in their classifications for layoff purposes than all other employees covered by this Agreement which shall prevail only if they are willing and qualified to perform available work.</p> <p>(b) Due to the necessity of properly manning the workforce of the Company, the above- enumerated union officials or representatives shall perform their assigned work each day; however, permission to leave their jobs will be granted in accordance with the provisions of this Agreement for the purpose of attending meetings with management representatives or as otherwise provided herein.</p> <p>(e) (b) The Company agrees that at times of demotion the Union officials described in this Section will be reclassified to lower-rated jobs pursuant to Section 8 of this Article in accordance with their natural seniority and thereafter will not be laid off so long as such work is available. No Steward or Committeeperson shall be transferred out of their respective area as long as there is work available which they are qualified to perform and to which they are entitled under the other provisions of this Article, except by agreement between the Company and the Union. All promotions of said Union officials shall be made pursuant to Article 6, Section 2 of the Collective Bargaining Agreement.</p> <p>Remove from Article 14, Section 7: When it is necessary for a Union representative to leave the job for the purpose of handling grievances at the request of an employee or for attending meetings with management pursuant to this Agreement, such Union representative must, in this connection, first obtain from their supervisor or designated lead permission to leave the job, and indicate the destination and approximate time off the job. The Union official shall clock off the job when leaving and back on the job when returning to work. Such permission will be granted to a Union representative for the purposes set forth in this Section within thirty (30) minutes after the request, or as quickly as possible in keeping with production efficiencies. Except in the case of an emergency, grievances shall not be presented by a Steward during the first hour after the start of said Steward's shift or during the last hour before the end of said shift.</p> <p>Add to Article 13, Section 2:</p> <p>(d) When it is necessary for a Union representative to leave their job for the purpose of handling grievances either at the request of an employee or upon presentation of a grievance signed by the employee or by the Steward as provided in Article 14, or for attending meetings with Company representatives, such Union representative shall notify their immediate supervisor (or when not available, the next higher leader) in</p>
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		<p>writing and obtain written permission to leave the job and shall report again to their immediate supervisor at the time of returning to work. Standing recurring meetings that are being held with management shall be approved, provided they were properly communicated to the supervisor. The Union representative will charge any Union business time through their timekeeping system. Union officials are expected to utilize the timekeeping system, including clocking in and out at the start and end of their shift, and meal periods. If the meeting involves other represented employees that are not Union officials, those employees will also obtain permission to charge Union business time through their timekeeping system appropriately. Such permission will be granted to a Union representative for the purposes set forth in this Section within thirty (30) minutes after the request, or as quickly as possible in keeping with production efficiencies.</p> <p>Except in the case of an emergency, grievances shall not be presented by a Steward during the first hour after the start of said Steward's shift or during the last hour before the end of said shift.</p> <p>(e) All union representatives shall adhere to all timekeeping procedures, including clocking in and out with the corresponding charge numbers when conducting union business.</p>
<p>CN-4 UN-2</p>	<p>Article 7, Section 5 (p. 22)</p>	<p>The Parties agree to modify Article 7, Section 5 as follows:</p> <p>An employee who is absent from work because of a death in the immediate family will be paid upon written application an allowance equivalent to their normally scheduled straight time hours of pay, not more than for forty (40) hours immediately following the date of death and/or in conjunction with the memorial service. The immediate family of the employee includes only spouse, parents, in loco parentis, step-parents, parents of spouse, child, great grandchild, stillborn child (with death certificate), brother, sister, grandparents, grandparents of spouse, great grandparents, great grandparents of spouse, half-brother, half-sister, step-brother, step-sister, step-grandparents, grandchildren, daughter-in-law, son-in-law, stepchildren, brother-in-law and sister-in-law. In order to approve compensated hours, the Supervisor has the right to request verification of the death and/or relationship to the employee.</p>

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CN-5	Article 7, Section 4 (p. 22)	<p>The Parties agree to modify Article 11, Section 4 as follows:</p> <p>The Company may grant an educational leave of absence for an employee enrolled in a program that qualifies under Corporate policy provided the employee has been on the active status for the preceding twelve (12) month period. Such leave will be on an inactive status and will be limited to a maximum of two (2) years. Upon return at the end of such leave the employee will be placed on the job said employee is eligible for under the terms of Article 5 and Article 6, Section 2.</p> <p>Education leaves will be administered in accordance with and on the same basis as applicable Corporate policies. Accordingly, any improvements, modifications, reductions, eliminations or changes to the Corporate policies will be applied in this plan on the same basis automatically applicable to bargaining unit employees covered by this agreement. Upon return at the end of such leave they will be placed on the job they are eligible for under the terms of Article 5 and Article 6 Section 2. All leaves granted under this Section shall be without pay.</p>
CN-6	Article 7, Section 8 (p. 22)	<p>The Parties agree to modify Article 7, Section 8 as follows:</p> <p>Leaves of absence without pay for relatively short periods may be granted by the Company to employees for personal reasons. In such cases, length of continuous service shall accumulate during such leave. Requests for such personal leaves of absence must be made in writing with specific rationale in a format mutually agreed upon by the union and company and will require the review and approval of Management and Labor and Employee Relations. The Company retains the right to request documentation to approve or deny the personal leave of absence and any denial of such leave shall be solely within the Company's discretion.</p> <p>[The Company will develop an electronic process by not later than six month from ratification]</p>
CN-7	Article 8, Section 2 (p. 6)	<p>The Parties agree that Article 8, Section 2 will be enforced:</p> <p>[All vacation hours will be paid at the employee's current base rate of pay including all pay additives. An employee that requests vacation of less than one (1) week may take vacation in one (1) hour increments provided the vacation is scheduled a minimum of twenty-four (24) hours prior to use. An employee's request for a vacation of one (1) week or more must be made at least by the close of business on the last regularly-scheduled work day of the week before the week for which vacation is requested, and the scheduling of such vacation will be granted by the Company on the basis of production schedule and the number of employees already scheduled for vacation during such timeframe. In cases of unforeseen circumstances that don't permit an employee to provide twenty-four (24) hour notice, employees will provide as much notice as possible.]</p>

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<p>CN-8 UN-4</p>	<p>Article 9, Section 2 (b) (p. 31)</p>	<p>The Parties agree to modify Article 9, Section 2 as follows:</p> <p>(b) The Company will not pay holiday pay to any employee who does not receive compensation for either the last scheduled workday before or the first scheduled workday after such holiday except that for an employee who receives an excused paid absence or an approved intermittent FMLA on either of those days. is absent the day before or the day after a holiday, and has worked the regularly scheduled hours of two work days in the week in which the holiday falls, and presents a doctor's certificate certifying the reason for the absence shall be paid.</p> <p>[...]</p> <p>(d) Holiday pay will be paid to employees based on their current assigned work schedule.</p>
<p>CN-9</p>	<p>Article 10, Section 3(c) (p. 33)</p>	<p>The Parties agree to modify Article 10, Section 3(c) as follows:</p> <p>(c) The 4/10 work schedule shall consist of four (4) consecutive ten (10) hour workdays, with three (3) consecutive scheduled days off: The primary schedule is a 4/10A (Monday – Thursday) and The 4/10B (Tuesday – Friday). also available in cases of hardship or as necessitated by business needs for a defined group of people/department for a defined period of time.</p> <p>(d) Seven (7) day operations shall consist of a flex schedule designated by management. for a defined group of people/department or individual for a defined period of time as necessitated by business needs.</p> <p>(e) The 3/12 work schedule shall consist of three (3) consecutive twelve (12) hour workdays, Friday through Sunday, with four (4) consecutive scheduled days off.</p> <p>For a 3/12 work schedule when a workweek or work hour is referenced, it will be considered 36 hours.</p> <p>Overtime pay at double time an employee's regular rate will be provided for hours worked for excess of twelve (12) hours on a workday based on the employee's regularly scheduled days of work. Overtime on the 4th, 5th and 6th day will be paid at one and one-half at employee's regularly rate, whereas the 7th day will be paid at double time at an employee's regular rate.</p> <p>[No employee will be forced to a 3/12 schedule with the seniority date prior to October 24, 2025]</p>

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CN-10	Article 10, Section 4 (p. 33)	<p>The Parties agree to modify Article 10, Section 4 as follows:</p> <p>(a) Determination of starting times shall be made by the Company, and work schedules including individual start times and schedules may be changed by the Company to suit varying conditions of business and to address employee hardship/accommodation requests, provided however that starting times and schedules for groups or departments shall be a proper subject of discussion between the Company and the Union before such changes are made. The Company shall notify the Union forty-five (45) days in advance of any group or department, work schedule changes except in cases of hardship or accommodation. This notice period does not apply to the Seven (7) day operations, however the Company will notify the Union when an individual or group is assigned to a Seven (7) day operation schedule. The parties agree, upon notification of a starting time or schedule change for the site or department or a group of employees, to meet and bargain over the effects of the change. The Company shall notify the Union of work schedule changes made for individuals.</p>
CN-11	Article 10, Section 6 (p. 35)	<p>The Parties agree to modify Article 10, Section 6 as follows:</p> <p>(a) Employees who are assigned to a seven-day operation and with at least one (1) year seniority may select their days off and shall promptly displace employees who have completed their probationary period and who are less senior in their classification and on the same shift, provided they are qualified and willing to perform the work.</p> <p>(b) Requests may be filed not more often than once in a twelve (12) month period on a form to be supplied by the Company and will be valid for the succeeding twelve (12) month period. An employee may withdraw their request any time prior to being notified of transfer. They may then file another request.</p> <p>(c) If an employee is offered a transfer in accordance with their request, they will not be allowed to file another request for a period of one (1) year.</p> <p>(d) An employee who is transferred pursuant to their request may not file another request for another year. However, if such employee is transferred due to a more senior employee selecting their days off, they may then file a transfer request and will be eligible immediately for transfer in accordance with this Section.</p> <p>(e) Requests shall be processed in order of seniority but shall not be valid for ten (10) working days from the time of filing.</p>

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<p>CN-12</p>	<p>Article 11, Section 5(d)(5) (p. 50)</p>	<p>The Parties agree to modify Article 11, Section 5(d)5 as follows:</p> <p>(5) Effective the second Monday in January of each calendar year, the overtime chart will be zeroed out and then offered by employee seniority for the initial overtime offering. employee(s) in the overtime work groups with the lowest recorded overtime on their overtime distribution sheet will have their charged overtime hours reduced to zero (0) total hours. All other employee(s) in these overtime work groups will have their charged overtime hours reduced to the differential between their charged overtime hours and the employee(s) with the lowest overtime hours on the day prior to the second Monday in January.</p> <p style="text-align: center;">For example:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Employee</th> <th>Prior Offered OT Hours</th> <th>2nd Monday in January OT Hours</th> </tr> </thead> <tbody> <tr> <td>A</td> <td>40</td> <td>0</td> </tr> <tr> <td>B</td> <td>20</td> <td>40</td> </tr> <tr> <td>C</td> <td>50</td> <td>40</td> </tr> </tbody> </table>	Employee	Prior Offered OT Hours	2 nd Monday in January OT Hours	A	40	0	B	20	40	C	50	40
Employee	Prior Offered OT Hours	2 nd Monday in January OT Hours												
A	40	0												
B	20	40												
C	50	40												
<p>CN-13 A UN-9 UN-11 UN-13</p>	<p>Article 12, Section 1 (p. 41)</p>	<p>The Parties agree to modify Article 12, Section 1 as follows:</p> <p>Section 4 2. Lost Time and Disciplinary Action</p> <p>(a) All absences shall be considered as incidences of violation under the provisions of the Attendance Program, excluding contractually provided time off for vacation, paid absence allowance, approved leaves of absence, jury duty, bereavement, military duty, union business, FMLA/medical leave, and work-related injuries. Unexcused/unauthorized absences, reporting late to work, leaving early without approval from supervision which shall not be unreasonably denied, absences from scheduled overtime work, and excessive and/or extended breaks will also be considered as are elements of the Attendance Program.</p> <p>(b) Employees who volunteer to work overtime or are identified to work mandatory overtime and fail to report for some or all of the scheduled overtime, except where excused by management, may be charged an occurrence and the time not worked will be counted as lost time. During periods when employees are scheduled to work extensive amounts of overtime, the amount of overtime actually worked by an employee will be an important mitigating factor in management's consideration of whether disciplinary action is appropriate for an employee who is absent from work when scheduled on such overtime. Upon notification of mandatory overtime, employees who provide proof of pre-existing health related appointments to Labor & Employee Relations may be excused for the date of the appointment.</p>												

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		<p>(c) For employees who exhibit a pattern of excessive and/or extended their breaks, the responsible supervisor will first informally counsel the employee prior to administering disciplinary action.</p> <p>(d) When tracking absences, a note from a physician does not “excuse” an individual’s absence(s) from work unless it is associated with an approved medical leave of absence.</p> <p>(e) (d) An occurrence under the Attendance Program includes absences related to subsection (a) of this section. The following attendance disciplinary triggers will prompt a review of the circumstances of the occurrences that formed the trigger for possible disciplinary action, if an employee has:</p> <ol style="list-style-type: none"> 1) Three (3) or more occurrences within a two-week period. 2) Four (4) or more occurrences within a four-week period. 3) Six (6) or more occurrences within a rolling three-month period. 4) Twenty-two (22) or more hours of unexcused lost time within the rolling calendar year or the last date of discipline. <p>[Re-letter the other paragraphs]</p> <p>(f) (g) When an employee receives a disciplinary action under the Attendance Program, if they do not receive any additional disciplinary actions for twelve (12) months of active employment, all outstanding disciplinary actions under the Attendance Program will no longer be considered for purposes of further steps of discipline. However, if the employee incurs a new attendance disciplinary trigger within twelve (12) months of active employment from the date of the last disciplinary step, the next step of discipline in subsection (e) (f) will be applied.</p> <p>(g) (h) Employees attending in and out at the start and end of their respective shift, their lunch period, or when leaving the facility during break, are required to attend in and out at their designated workstation or assigned work area. Any generation of lost time of .1 (3:00 minutes or more) or greater will be considered an occurrence. Punches recorded by employees of less than .1 (2:59 minutes or less), excluding clocking out at the end of shift, will be considered a grace period and will not be considered an occurrence unless these punches constitute a pattern as defined in this Section.</p>
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CN-13 B	Article 12, Section 3 (p. 43)	<p>The Parties agree to modify Article 13, Section 2(b) as follows:</p> <p>Article 12, Section 3 4:</p> <p>(a) For all disciplinary matters other than attendance, which shall be covered under Article 12, Section 1, the parties agree that the following disciplinary procedures are to be used. Disciplinary actions shall be administered into two (2) categories: professional conduct and workmanship. While the parties agree that in administering progressive discipline the Company shall normally follow the steps below, it is understood that the Company may skip based on the nature and severity of the violation.</p>
CN-14	Article 12, Section 2 (p. 43)	<p>The Parties agree to modify Article 10, Section 6 as follows:</p> <p>Section 2-3. Recording Time</p> <p>If an employee fails to clock punch their time card, such employee will bring the matter to the attention of the employee's immediate supervisor.; and the employee will be required to prove to the immediate supervisor that they were at work during any time for which the employee wants credit. The card must bear the "O.K." of the immediate supervisor before any such credit is given. If it is established that the employee was not in their designated work area or there was an error in the employees clocking, the employee's time will be adjusted from the time the supervisor was made aware or to the time proven by the company.</p>
CN-15	Article 12, Section 3 (p. 44)	<p>The Parties agree to modify Article 12, Section 3(d) follows:</p> <p>Section 4-1. Investigation Process and Employee Notification</p> <p>(d) (a) If an employee is reprimanded and a notation thereof is placed in their service record, the employee shall be given a copy of such notation within thirty (30) calendar days after the Company could reasonably have been expected to know of the occurrence giving rise to the notation provided that the employee acknowledges in writing receipt of such copy. Reprimands or suspensions antedating a period of twelve (12) months on the active payroll, during which no reprimand or suspension has been received, will not be considered for the purposes of further disciplinary action and will not be used to support the discipline issued during any arbitration.</p> <p>(b) If an employee is on a leave of absence per Article 7 for more than seven (7)-calendar days, the duration of the annotation of the discipline on the employees record will be extended by the length of their leave of absence.</p> <p>(e) (c) When conducting an interview with an employee that said employee could reasonably believe lead to discipline, or when notifying an employee of a disciplinary action, the Company will notify the employee of their right to union representation. If the employee declines union representation, the Company will require the employee to sign a waiver of the employee's right to representation. If the employee refuses to sign the waiver, the Company will make note of</p>

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		<p>the refusal on the form. The Company shall provide the Union with the waiver form. Neither failure by management to notify an employee about their right to union representation nor failure to obtain a waiver if representation was refused may be used to overturn any disciplinary action taken by the Company.</p>
<p>CN-18 UN-14</p>	<p>Article 14, Section 1 (p. 49)</p>	<p>The Parties agree to modify Article 14, Section 1 as follows:</p> <p>(a) Any individual employee or group of employees shall have the right to present grievances to the Company and to have such grievances adjusted; but if the settlement of the grievance would affect the rights of other employees under this Agreement, the Union will be notified of such grievance; and the Company will negotiate with the Union concerning the disposition of such grievances except those grievances which the Union agrees may be adjusted without notification to it or without participation.</p> <p>Pre-Step. The complaint or grievance must be taken up by the employee with their immediate supervisor. The employee may request, if desired, the presence of the Shop Steward during the oral discussion. The supervisor shall give their response orally within eight (8) calendar days after the discussion. Any resolution of a Pre-Step grievance shall have no precedential value.</p> <p>Step 1. If the complaint or grievance has not been satisfactorily resolved under the Pre-Step hereof, the Shop Steward Union may, within eight (8) calendar days move the grievance to Step 1 by reducing the grievance to writing as set forth in Section 3. The grievance will be submitted to the Department Manager immediate supervisor. Said grievance now becomes the responsibility of the Bargaining Committee. The Shop Steward shall present the grievance to the Department Manager and/or Labor and Employee Relations Grievant's immediate supervisor for discussion, unless the supervisor's behavior or conduct is the subject of the grievance, which shall be scheduled to occur within eight (8) calendar days. In 2026, the relevant bargaining committee person may attend the grievance meeting along with a Labor and Employee Relations representative for training and to facilitate the transition of the grievance procedure. The Company answer shall be given in writing as promptly as possible but not to exceed eight (8) calendar days after the close of the meeting.</p> <p>Step 2. If the complaint or grievance has not been satisfactorily adjusted under Step 1 hereof, it may be appealed for discussion by the Union's Bargaining Committee person Chairperson to the Labor and Employee Relations Manager or designee one-over-leader or designee within eight (8) calendar days. The Step 2 meeting shall be scheduled to occur within eight (8) calendar days. The Company answer shall be given in writing as promptly as possible but not to exceed eight (8) calendar days after the close of the meeting.</p> <p>Step 3. If the complaint or grievance has not been satisfactorily adjusted under Step 2 hereof, it may be appealed within eight (8) calendar days for discussion by the Union's Chairperson of the Bargaining Committee President and Labor and Employee Relations Manager or designee. The Step 3 meeting shall be scheduled to occur within eight (8) calendar days. The Company answer shall be given in writing as promptly as possible but not to exceed eight (8) calendar days after the close of the meeting.</p>

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		<p>Step 4. If the complaint or grievance has not been satisfactorily adjusted under Step 3 hereof, it may be appealed within eight (8) calendar days for discussion by the UAW International Representative to the MFC Labor and Employee Relations Lead and/or designee. The Union Chairperson of the Bargaining Committee President and Labor and Employee Relations Manager may attend the meeting. The Step 4 meeting shall be scheduled to occur within eight (8) calendar days. The Company answer shall be given in writing as promptly as possible but not to exceed eight (8) calendar days after the close of the meeting.</p> <p>The grievance procedure shall remain as it is prior to ratification until the triennial elections are held and concluded, no later than June 30th, 2026.</p>
CN-19	Article 14, Section 9 (p. 53)	<p>The Parties agree to modify Article 14, Section 9 as follows:</p> <p>[...]</p> <p>(b) A grievance arising out of a disciplinary suspension must be filed in writing in Step 2 3 of the grievance procedure, within eight (8) calendar days after such suspension. A written decision shall be made within eight (8) calendar days after the grievance has been filed.</p> <p>(c) A grievance arising out of a discharge must be filed in writing in Step 3 of the grievance procedure, within eight (8) calendar days after such discharge. A written decision shall be made within eight (8) calendar days after the grievance has been filed.</p> <p>(d)(f) Policy and group grievances must be filed in writing in Step 3 of the grievance procedure, within eight (8) calendar days of the date of occurrence. A written decision shall be made within eight (8) calendar days after the grievance has been filed.</p>
CN-20	Article 16, Section 5 (p. 61)	<p>The Parties agree to modify Article 16, Section 5 as follows:</p> <p>If an employee performs the duties of a higher classified job for 30% of the time during twenty (20) consecutive days of work, the employee shall be reclassified to the higher classified job. All related work which is necessary in performing the higher classified job shall be included in the time period. "Related work" as used herein shall mean only those duties which are definitely described and recognized as incident to and directly connected with the immediate performance of the higher classified work. The selected Employee(s) se reclassified shall receive at least the minimum rate for the higher classification. Reclassification under this provision shall be subject to the promotional rights of employees under Article 6, Section 2. Said provision shall not be used in such a manner as to deprive employees of higher-rated jobs when the productive requirements of the Company justify the reclassification of employees.</p>

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CN-21	Article 17, Section 6 (p. 70)	<p>The Parties agree to modify Article 17, Section 6 as follows:</p> <p>(i) Tuition Assistance will be administered in accordance with and on the same basis as applicable Corporate policies. Accordingly, any improvements, modifications, reductions, eliminations or changes to the Corporate policies will be applied in this plan on the same basis automatically applicable to bargaining unit employees covered by this agreement.</p>
CN-22	Article 18, Section 6 Safety (p. 74)	<p>The Parties agree to modify Article 7, Section 6 as follows:</p> <p>Article 18, section 6 as follows:</p> <p>LETTER OF UNDERSTANDING PREVENTATIVE DRUG TESTING/SAFETY SENSITIVE JOBS</p> <p>January 30, 2012 Lorone Edwards UAW Local No. 1821 Ocala, Florida</p> <p>Dear Mrs. Edwards</p> <p>Section 6. Drug and Alcohol Testing</p> <p>This letter will serve to confirm our discussion on the issue of Random drug and alcohol testing will be administered for those employees in Security and Safety Sensitive positions. The Safety Sensitive employees to be selected for random drug testing include those who operate a forklift on a regular basis and additionally those employees possessing a CDL in JFG 400 (Production Control), and JFG 501 (General Maintenance). Also included are all employees of JFG 502 (Waste Treatment).</p> <p>Security Sensitive employees shall continue to be those employees that hold a secret clearance or higher.</p> <p>Any post-accident and reasonable suspicion drug testing procedure will continue to be administered in accordance with and on the same basis as applicable Corporate policies. The value that triggers drug and alcohol testing will be no less than \$3000. The company may perform a yearly review and notify the union of any increase.</p> <p>Accordingly, any improvements, modifications, reductions, eliminations or changes to the Corporate policies will be applied in this plan on the same basis automatically applicable to bargaining unit employees covered by this agreement.</p> <p>Under the Drug-Free Workplace Act of 1988, Lockheed Martin is subject to Department of Defense policies, procedures and regulations. The effort to provide a drug-free environment included the establishment of a joint EAP program and enforcement of the rules and regulations regarding drug and alcohol use.</p>

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		<p>The Union and Company agrees to support the participation of random drug testing by the above-mentioned groups of employees.</p> <p>Very truly yours,</p> <p>_____</p> <p>Allen Lachowicz</p>
CN-23	Discussion	<p>The Parties agree to stop the practice outlined below:</p> <p>[Company will stop the practice of excusing the lost time for employees that attend the monthly union meeting at union hall. Employees will need to use PTO to cover for that time].</p>
UN-3	Article 8, Section 10 (p. 27)	<p>The Parties agree to modify Article 8, Section 10 as follows:</p> <p>Paid Absence Allowance time may be taken in one (1) hour increments or half-hour (1/2) increments, provided such half-hour (1/2) increments is not utilized at the beginning of the employee's shift. increments. To receive PAA, an employee who is going to be absent or late must notify the Company as soon as is practicable prior to the start of their scheduled shift, except in extenuating circumstances, and/or must notify their Supervisor prior to leaving before the end of their scheduled shift.</p>
UN-8	Article 11, Section 5(c)3 (p. 38-39)	<p>The Parties agree to modify Article 11, Section 5(c)3 as follows:</p> <p>(a) The Company will, insofar as is practicable, with due regard to production, equalize overtime among employees working in the same classification and work group. The Company will, insofar as is practicable, with due regard to operations, equalize overtime among and on the same shifts and schedules. It is understood that based on production requirements, the Company may require employees to work overtime.</p> <p>[...]</p> <p>(c) Overtime will be offered to the employees in the same classification, workgroup, and shift in the following order:</p> <ol style="list-style-type: none"> 1) Employees with seniority will be first offered overtime beginning with the employee with the least accumulated overtime hours and continuing through the employees with the highest accumulated overtime hours. Such employees will be charged for the overtime offered. 2) Probationary employees will then be offered available overtime and likewise will be charged for the overtime offered. 3) 4) If overtime requirements continue to exist, the employee(s) with the least accumulated overtime hours will be required to perform the overtime work. The company will provide notice as soon as practicable. 4) 5) An employee need not be selected for overtime work unless they can perform the necessary work with full efficiency.

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UN-10	Article 12, Section 1(c) (p. 41)	<p>The Parties agree to entertain more discussion to modify Article 12, Section 1(c) as follows:</p> <p>[The Company is willing to entertain non-monetary recognition discussions post 1LMX implementation and Apriso upgrade, as long as the system can accurately reflect perfect attendance employee records on an annual basis.]</p>
UN-17	Article 5, Section 18 (p. 15)	<p>The Parties agree to modify Article 5, Section 18 as follows:</p> <p>Section 18. Shift and Schedule Change</p> <p>(a) The Company agrees to the principle that seniority of employees will be applied when transferring employees within the same Job Family Group and classification to jobs on the various shifts and/or schedules. In no case shall the Company be required to transfer an employee who is not qualified under Article 5, Section 16.</p> <p>(b) Employees with one (1) year or more of service may file a request for a change of shifts and/or schedule no later than three (3) weeks prior to the effective date of the change three (3) times each year. This change will be made on a seniority preference basis commencing on the first Monday of April, August and December. An employee on probation as of the first Monday in April, August and December will not be displaced prior to completing the probationary period but will be displaced immediately thereafter.</p>
UN-18	Letter of Agreement (LOA)	<p>The Parties agree to the Letter of Agreement on mutual cooperation in extension requests.</p> <p>See attachment C</p>
CE-1	Article 17, Section 3(c) (p. 67)	<p>The Parties agree to modify Article 17, Section 3(c) as follows:</p> <p>(c) CIGNA POS — CIGNA POS is available to employees hired prior to April 1, 2017. Effective January 1, 2021 the employee contributions for the CIGNA POS will be 13%. Effective January 1, 2022 the employee contributions for the CIGNA POS will be 14%. Effective January 1, 2023 the employee contributions for the CIGNA POS will be 15%.</p> <p>The CIGNA POS health plan will be discontinued and no longer available as an option after December 31, 2027. In the event the carrier eliminates the CIGNA POS plan earlier than December 31, 2027, the Company will be under no obligation to negotiate and/or offer a replacement plan. If the plan is eliminated prior to December 31, 2027, employees participating in the CIGNA POS plan will be given the option of selecting coverage from the remaining insurance plans offered by the Company.</p> <p>Employees will receive a one-time Company contribution to a Health Savings Account (HSA) upon initial HDHP enrollment from the CIGNA POS plan. The one-time Company contribution will be effective January 1, 2026 or January 1, 2027, dependent on initial</p>

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		<p>HDHP enrollment. Employees not enrolled in the CIGNA POS plan on October 25, 2025 will not be eligible for this one-time contribution.</p> <p>The contribution for Employee Only coverage is \$1,250. The contribution for Employee Plus One or More coverage is \$2,500. Employees must open an HSA to receive the Company contribution. Such contribution will be deposited as soon as administratively practicable.</p> <p>[...]</p>
CE-2	Article 17, Section 4 (p. 67)	<p>The Parties agree to modify Article 17, Section 4 as follows:</p> <p>Section 4. Vision</p> <p>The Vision Plan Core and the Vision Plan Enhanced will be offered on the “same basis as” available to non-bargaining unit employees and will be administered by the carrier(s) offered by the Company. currently offered as options for all employees through EyeMed will be administered through VSP effective January 1, 2021. The current weekly contribution formula in effect immediately prior to the effective date of the Agreement shall remain in effect through December 31, 2020.</p> <p>Effective January 1, 2021, the Vision Plan Core and the Vision Plan Enhanced will be offered on the “same basis as” offered to non-bargaining unit employees.</p> <p>[...]</p>
CE-3	Article 17, Section 5 (p. 68)	<p>The Parties agree to modify Article 17, Section 5 as follows:</p> <p>The Comprehensive Dental Plan and the Comprehensive Plus Dental Plan currently offered as options will be discontinued and no longer available effective January 1, 2021. The current weekly contribution formula in effect immediately prior to the effective date of the Agreement shall remain in effect through December 31, 2020.</p> <p>Effective January 1, 2021, the Dental Plan Core and Dental Plan Enhanced will be offered to employees on the “same basis as” offered to non-bargaining unit employees. Plans will be administered by the carrier(s) offered by the Company and will be dependent upon the employee’s home zip code.</p> <p>[...]</p>
CE-4	Article 17	<p>The Parties agree to modify Article 17, Section 4 as follows:</p> <p>[Remove all 2017 referenced language]</p>

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CE-5	Article 17, Section 6(h) (p. 70)	<p>The Parties agree to modify Article 17, Section 6(h) as follows:</p> <p>(h) Voluntary Benefits and Discount Programs – As soon as administratively practicable, Employees covered under this agreement will be eligible for voluntary benefits and discount programs. Voluntary benefits currently Additional benefits will be offered include as follows effective April 1, 2017: Voluntary Accident Insurance, Voluntary Hospital Indemnity Insurance and Voluntary Critical Illness Insurance, Identity Theft Protection and Legal Services. Any additional voluntary benefits or discount programs offered to the salaried exempt and non-exempt employees will be offered on a “same as” basis and shall be subject to the eligibility and limitations applicable to coverage.</p>
CE-6	Article 23, Section 2 (p. 81)	<p>The Parties agree to modify Article 23, Section 2 as follows:</p> <p>This Agreement shall remain in full force and effect without change and without reopening rights for any purpose by either party until Midnight of October 24, 2025 October 25, 2030. This Agreement shall automatically renew itself as of Midnight October 24, 2025 October 25, 2030 for a period of one (1) year and shall continue from year to year thereafter unless written notice of desire to terminate or to amend any provisions of this Agreement other than those contained in this Article is given by either party to the other not less than sixty (60) nor more than ninety (90) days prior to October 24, 2025 October 25, 2030, or of succeeding years, in which event this Agreement shall be open, effective as of Midnight of October 24, 2025 October 25, 2030, or succeeding years for termination or amendments as the notice may indicate. If such notice of desire to terminate or amend this Agreement is given, negotiations for a new or amended Agreement shall begin not later than fifty (50) days prior to October 24, 2025 October 25, 2030, or of succeeding years and shall continue until an agreement has been reached. During such negotiations this Agreement shall remain in full force and effect provided, however, that if an Agreement has not been reached by Midnight of October 24, 2025 October 25, 2030, or of succeeding years, the Company or the Union may at any time thereafter give ten (10) days' written notice to the other of intent to terminate this Agreement; and upon expiration of such ten (10) day period, this Agreement shall terminate.</p> <p>IN WITNESS WHEREOF, the parties have executed this Agreement this 23rd 24th day of March October 2025.</p>
CE-7	Article 6, Section 3 (p. 20)	<p>The Parties agree to modify Article 6, Section 3 as follows:</p> <p>Section 3. Hiring Programs</p> <p>The Company may identify UAW Bargaining Unit positions in Ocala for signing bonuses, relocation packages and employee referral programs based on the need to access non-local talent pools, increased hiring activity or other staffing limitations. The guidelines, eligibility, monetary amount(s) and other elements of these staffing-related programs will be at the sole discretion of Lockheed Martin Missiles and Fire Control.</p>

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CE-8	Article 8, Section 6 (p. 26)	<p>The Parties agree to modify Article 8, Section 6 as follows:</p> <p>Employees recalled during the same calendar year in which they were laid off shall be credited with the total hours worked during the calendar year and shall receive a vacation based on the above schedule.</p> <p>Employees recalled during the same calendar year in which they were laid off shall start accruing vacation immediately based on the above schedules.</p>				
CE-9	Article 8, Section 9 (p. 27)	<p>The Parties agree to modify Article 8, Section 9 as follows:</p> <p>Section 9. Vacation Accruals After Recall If an employee is laid off for what the Company determines will be a period of less than one (1) month, the employee may elect via written request to the Labor and Employee Relations Manager or their designee to not accept payment for the accumulated vacation in their bank. The written request must be submitted by the end of the employee's last shift prior to the layoff effectively. These hours will remain credited to the employee and available for use upon their recall to active status. If such a layoff should exceed one (1) month, all deferred vacation will be paid to the laid off employee.</p>				
CE-10	Article 16, Section 12 (p. 62)	<p>The Parties agree to modify Article 16, Section 12 as follows:</p> <p>On April 17, 2020 November 28, 2025, a lump sum payment of two thousand \$4,000 will be paid to all active employees and those on Short Term Disability or an approved leave of absence as of March 23, 2020 October 25, 2025. The lump sum payment may be deferred into the Before Tax — PSP.</p> <p>The lump sum bonus may be deferred in \$500 increments, without Company matching contribution, to the Performance Sharing Plan (PSP) 401(k) or the employee's Health Savings Account (HSA) upon completion and timely submittal of the appropriate form provided by the Company, subject to applicable IRS Regulations and Plan provisions.</p>				
UE-1	Article 6, Section 1 (p. 18-19)	<p>The Parties agree to modify Article 6, Section 1 as follows:</p> <table border="1" data-bbox="418 1629 1344 1692"> <tr> <td data-bbox="418 1629 618 1661">JFG 502</td> <td data-bbox="618 1629 1344 1661">Waste Treatment</td> </tr> <tr> <td data-bbox="418 1661 618 1692">10 9</td> <td data-bbox="618 1661 1344 1692">Waste Treatment Operator, Sr</td> </tr> </table>	JFG 502	Waste Treatment	10 9	Waste Treatment Operator, Sr
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UE-2	Article 6, Section 2(d) (p. 20)	<p>The Parties agree to modify Article 6, Section 2(d) as follows:</p> <p>d) All employees who are promoted from a lower-graded job to a higher-graded job will receive an increase of thirty cents (\$0.30) thirty-five (\$0.35) per hour for a one (1) labor grade promotion, forty cents (\$0.40) forty-five cents (\$0.45) per hour for a two (2) labor grade promotion, and fifty cents (\$0.50) fifty-five cents (\$0.55) per hour for a three (3) or more labor grade promotion or the minimum of the new labor grade whichever is higher, providing said increase does not exceed the maximum of the labor grade rate range to which they are promoted. Rates of pay as provided by Article 6, Section 2(b) of this Agreement shall not be affected by this provision.</p>
UE-8	Article 9 (p. 29)	<p>The Parties agree to modify Article 9 as follows:</p> <p>See Attachment F</p>
UE-10 CN-16 UE-11	Article 13, Section 1 (p. 45-46)	<p>The Parties agree to modify Article 13, Section 1 as follows:</p> <p>Section 1. Steward-Representation</p> <p>(a) Steward Representation</p> <p>Representation shall be by geographical area mutually agreed upon between the Company and the Union. There shall be shop stewards designated by the Union on the basis of one (1) steward for up to one hundred (100) in-unit employees for each building geographical area and shift. No steward shall be transferred from the area in which said steward is elected unless mutually agreed upon between the Company and the Union.</p> <p>Stewards will be allowed to spend such time as may be necessary in handling grievances and complaints in accordance with this Article, up to but not exceeding seven (7) hours in any week without deduction of pay.</p> <p>Stewards numbers and areas shall remain the same as they are prior to the date of ratification until the triennial elections are held and concluded, but no later than June 30th, 2026.</p>

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Below are the new terms of the Agreement between Lockheed Martin Missiles & Fire Control, Ocala and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) and its Local #1821 to which the respective bargaining committees have agreed, subject to ratification. The Union bargaining committee has represented that it will recommend for ratification this Agreement.

(b) Bargaining Committee Representation

~~(a) Stewards and~~ The Bargaining Committee will each be allowed to spend such time as may be necessary in handling grievances and complaints in accordance with this Article as outlined below:

	Number of Represented Employees in the Bargaining Unit	
	600 or More	599 or Less
President	30 40 Hours/Week	15 20 Hours/Week
Chairman person of the Bargaining Committee	30 20 Hours/Week	15 10 Hours/Week
Bargaining Committee Members	10 Hours/Week	5 Hours/Week
Stewards	6 Hours/Week	3 Hours/Week

There shall be no more than three (3) Committeepersons on first shift and one (1) Committeeperson on second shift. In the event other off shifts or schedules become fully staffed, the parties agree to discuss the need for an additional Committeeperson.

Section 2. Union Business

(ba) Hours are exclusive of all grievance procedure meetings (i.e. Step 1 and Step 2) and other contractually required meetings, but do not include special meetings called by the Company.

(cb) All of the above are to observe all the conditions and provisions set forth in this Agreement. No part of such time or any other time during working hours shall be spent in soliciting grievances. Any other time spent by the Union representatives or officials shall be without pay from the Company.

(dc) Geographical areas for representation shall be designated and agreed upon as soon as possible after the date of this Agreement, but in no event later than sixty (60) days thereafter.

(d) Bargaining unit employees responsible for grievances (Stewards, Committeepersons and Chairperson of the Bargaining Committee) will be compensated by the Company for time spent performing such duties for only one position.

[...]

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		<p style="text-align: center;">Section 5. Union President Compensation</p> <p>The President of the local Union will be compensated by the Company while on leave of absence for Union business as defined in Article 7, Section 1. Such compensation shall be paid for each regular workday, Monday through Friday inclusive, on the basis of one regularly scheduled workday at his regular basic straight time hourly rate of pay, as noted on the records of the Company, exclusive of night shift premium.</p> <p style="text-align: center;">Section 6. Union President Hourly Rate</p> <p>Upon assuming the Office of Union President, the incumbent will be elevated to the maximum rate of the highest labor grade within their job family group for the period of their tenure in the position. Upon completion of the term of office, the employee will return to the labor grade held at the time of assuming the office of Union President. The hourly compensation rate of said employee will be that employee's rate of pay at the time of election, plus any Automatic Rate Progressions due in accordance with Article 16 of the CBA. The individual's opportunity for overtime pay will be determined by business need and governed by Article 11 of the CBA. Overtime will be compensated for work performed in job family group only. No overtime will be granted for Union Business except for alleged contract violations which arise while the President is working overtime.</p> <p>[...]</p>
<p>UE-12 CN-17</p>	<p>Article 13, Section 2 (p. 47-48)</p>	<p>The Parties agree to modify Article 10, Section 10 as follows:</p> <p>When hiring new employees, or recalled employees from a lay-off, it is agreed to jointly involve UAW Local 1821 in the employee orientation process including an opportunity to jointly address newly hired hourly employees along with a senior Company leader, upon mutual agreement.</p> <p>UAW Local 1821 will be provided one (1) hour during this orientation to educate the new and recalled employees on issues that will assist in the development of a cooperative and productive working relationship and the Union's role with Lockheed Martin for the new and recalled employee/member of UAW Local 1821.</p> <p>The union will be provided four (4) two (2) hours during a time mutually agreed upon by the Company and Union for all new represented employees the last week of training for Seniority Group 1 to review and educate newly hired employees on important contract areas that are mutually agreed upon by the Company and the Union. Union officials will utilize the union business hours provided in Article 13, Section 2 during the presentation.</p> <p>[Within 30 days of ratification, the Company and the Union will meet to review the mutually agreed upon contract areas to be covered]</p>

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<p>UE-13</p>	<p>Article 16, Section 1 (p. 58)</p>	<p>The Parties agree to modify Article 16, Section 1 as follows:</p> <p>General wage increases shall apply to the maximum of a labor grades pay range. The minimum will increase December 6, 2025, with the negotiated minimums, and again in 2027 and 2029 by the General Wage Increase.</p> <p>[Any employee paid below the minimum will be moved to the new minimum effective December 6, 2025]</p> <p>Effective December 6, 2025, employees on an active payroll or an approved leave of absence shall receive a seventy cents (\$0.70) wage escalator increase if they do not receive at least seventy cents (\$0.70) as part of the increase to minimum up to the maximum of the pay range.</p> <p>[The Wage Escalator will be processed prior to the GWI]</p> <p>Effective April 25, 2020 December 6, 2025, employees on the active payroll shall receive a general wage increase of \$1.00 four percent (4%) to the individual's base rate.</p> <p>Effective December 12, 2020 December 5, 2026, employees on the active payroll shall receive a general wage increase of \$1.00 four percent (4%) to the individual's base rate.</p> <p>Effective August 14, 2021 December 4, 2027, employees on the active payroll shall receive a general wage increase of \$1.00 three and a half percent (3.5%) to the individual's base rate.</p> <p>Effective March 5, 2022 December 2, 2028, employees on the active payroll shall receive a general wage increase of \$1.00 three and a half percent (3.5%) to the individual's base rate.</p> <p>Effective April 8, 2023 December 1, 2029, employees on the active payroll shall receive a general wage increase of three percent (3%) three percent (3%) to the individual's base rate.</p> <p>Effective April 6, 2024 employees on the active payroll shall receive a general wage increase of three percent (3%) three percent (3%) to the individual's base rate.</p> <p>Effective April 5, 2025, employees on the active payroll shall receive a general wage increase of one and one-half percent (1.5%) one and one-half percent (1.5%) to the individual's base rate.</p>
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**Lockheed Martin Missiles and Fire Control, Ocala
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Section 2. Labor Grade Wage Rates

Effective ~~April 5~~ **December 6, 2025**, the Labor Grades shall be as follows:

Labor Grade	Minimum	Max
10	\$26.00	\$40.66
9	\$23.00	\$35.91
8	\$22.00	\$30.60
7	\$21.50	\$28.20
6	\$21.00	\$26.17
5	\$20.00	\$24.76

Effective **December 5, 2026**, the Labor Grades shall be as follows:

Labor Grade	Minimum	Max
10	\$26.00	\$42.29
9	\$23.00	\$37.35
8	\$22.00	\$31.82
7	\$21.50	\$29.33
6	\$21.00	\$27.22
5	\$20.00	\$25.75

Effective **December 4, 2027**, the Labor Grades shall be as follows:

Labor Grade	Minimum	Max
10	\$26.91	\$43.77
9	\$23.81	\$38.66
8	\$22.77	\$32.93
7	\$22.25	\$30.36
6	\$21.74	\$28.17
5	\$20.70	\$26.65

Effective **December 2, 2028**, the Labor Grades shall be as follows:

Labor Grade	Minimum	Max
10	\$26.91	\$45.30
9	\$23.81	\$40.01
8	\$22.77	\$34.08
7	\$22.25	\$31.42
6	\$21.74	\$29.16
5	\$20.70	\$27.58

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		<p>Effective December 1, 2029, the Labor Grades shall be as follows:</p> <table border="1" data-bbox="743 621 1206 873"> <thead> <tr> <th>Labor Grade</th> <th>Minimum</th> <th>Max</th> </tr> </thead> <tbody> <tr> <td>10</td> <td>\$27.72</td> <td>\$46.66</td> </tr> <tr> <td>9</td> <td>\$24.52</td> <td>\$41.21</td> </tr> <tr> <td>8</td> <td>\$23.45</td> <td>\$35.10</td> </tr> <tr> <td>7</td> <td>\$22.92</td> <td>\$32.36</td> </tr> <tr> <td>6</td> <td>\$22.39</td> <td>\$30.03</td> </tr> <tr> <td>5</td> <td>\$21.32</td> <td>\$28.41</td> </tr> </tbody> </table>	Labor Grade	Minimum	Max	10	\$27.72	\$46.66	9	\$24.52	\$41.21	8	\$23.45	\$35.10	7	\$22.92	\$32.36	6	\$22.39	\$30.03	5	\$21.32	\$28.41
Labor Grade	Minimum	Max																					
10	\$27.72	\$46.66																					
9	\$24.52	\$41.21																					
8	\$23.45	\$35.10																					
7	\$22.92	\$32.36																					
6	\$22.39	\$30.03																					
5	\$21.32	\$28.41																					
UE-14	Article 16, Section 7 (p. 61)	<p>The Parties agree to modify Article 16, Section 7 as follows:</p> <p>(a) All employees assigned to the second shift will be paid a premium for each hour worked on that shift of sixty cents (\$0.60) 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 seventy cents (\$0.70) one dollar (\$1.00) an hour. The said premium shall be in addition to the employee's regular earnings, including overtime.</p>																					
UE-15	Article 16, Section 9 (p. 62)	<p>The Parties agree to modify Article 16, Section 9 as follows:</p> <p>Effective April 8, 2017, Automatic Rate Progression increases shall be effective the second Saturday in January, April, July and October for all employees on the active payroll who are below the maximum of their respective classification's rate range. The base rate of pay shall be increased fifteen cents (\$0.15) one dollar (\$1.00) per hour on the above (or such lesser amount as is necessary to bring the rate to the maximums) until the employee reaches the maximum for the classification.</p>																					
UE-16	Article 16, Section 14	<p>The Parties agree to modify Article 16, Section 14 as follows:</p> <p>Section 14. Cost-of-Living Allowance (COLA)</p> <p>Employees on the active payroll, including employees on an approved leave of absence, as of November 22, 2025, shall receive a \$500 lump sum payment payable December 5, 2025.</p> <p>Employees on the active payroll, including employees on an approved leave of absence, as of November 21, 2026, shall receive a \$500 lump sum payment payable December 4, 2026.</p> <p>Employees on the active payroll, including employees on an approved leave of absence, as of November 20, 2027, shall receive a \$500 lump sum payment payable December 3, 2027.</p>																					

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		<p>Employees on the active payroll, including employees on an approved leave of absence, as of November 18, 2028, shall receive a \$500 lump sum payment payable December 1, 2028.</p> <p>Employees on the active payroll, including employees on an approved leave of absence, as of November 24, 2029, shall receive a \$500 lump sum payment payable December 7, 2029.</p> <p>The entire COLA lump sum payment may be deferred, without Company matching contribution, to the Performance Sharing Plan (PSP) 401(k) or the employee’s Health Savings Account upon completion and timely submittal of the appropriate form provided by the Company subject to applicable IRS Regulations and Plan provisions.</p>
UE-17	Article 17, Section 1(a) (p. 64)	<p>The Parties agree to modify Article 17, Section 1(a) as follows:</p> <p>(a) For employees who are on the active payroll on or after March 31, 2020 October 25, 2025, the following provisions will take effect:</p> <p>1) The current pension rate will increase to be \$66.00 \$72.00 effective January 1, 2026. This rate increase will apply to normal, early and total and permanent disability retirements from active service, and to employees who terminate employment on or after March 31, 2020 December 31, 2025, with “terminated vested” pension status.</p> <p>[...]</p> <p>(b) Effective July 1, 2002 the pre-retirement surviving spouse benefit for future surviving spouses of active or terminated vested employees will be modified to provide an Automatic Joint and Survivor Annuity of 55% (from 50%).</p> <p>[...]</p>
UE-18	Article 17, Section 2 (p. 65)	<p>The Parties agree to modify Article 17, Section 2 as follows:</p> <p>(a) The Company will match 50% of the first 8% of weekly contributions. Weekly contributions will be subject to the definition of “Base Pay” noted below in subsection (c). These changes will be implemented as soon as administratively practicable.</p> <p>(b) The Company will contribute 6% of eligible employees’ base pay into the PSP for employees hired or rehired on or after January 30, 2012. These changes will be implemented as soon as administratively practicable, but not to exceed ninety (90) days after the effective date of this Agreement.</p> <p>(c) Base Pay – Base wages includes regular pay, pay for holidays, pay while on vacation, and pay for short-term disability or sick leave. It also includes lump sum merit payments given in lieu of pay increases and before-tax contributions for flexible benefits or fringe benefit plans.</p>

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		<p>Base pay does not include overtime, incentive compensation, bonuses, commissions, rate guarantees, severance, relocation pay, lump sum payments in lieu of vacation pay, variable rate compensation, shift differentials, or other special pay.</p> <p>(d) As soon as administratively practicable, employees hired or rehired will be automatically enrolled in the Performance Sharing Plan with a 3% before-tax contribution of eligible weekly base pay. Automatic enrollment is effective thirty (30) days from the hire or rehire date, unless they opt out within the first thirty (30) days of employment before contributions begin.</p>
UE-19	Article 17, Section 2(b) (p. 66)	<p>The Parties agree to modify Article 17, Section 2(b) as follows:</p> <p>(a) (b)-High Deductible Health Plans – Effective January 1, 2021, the Corporate-wide High Deductible Health Plans (HDHP) will be offered to all employees on the “same basis as” offered to non-bargaining unit employees, including insurance offerings, vendors, plan designs, and any successors and/or additions.</p> <p>1) Effective January 1, 2021, the Company will pay 90% of the premium cost of the medical plan selected. The employee will contribute 10% of the premium cost.</p> <p>2) Effective January 1, 2021 for the duration of the CBA, employees will receive a one-time Company contribution to a Health Savings Account (HSA) upon initial HDHP enrollment. Employees who are hired, rehired or transferred into the bargaining unit on or after January 1, 2021 will not be eligible for this one-time contribution. The contribution for Employee Only coverage is \$1,500. The contribution for Employee Plus One or More coverage is \$3,000.</p> <p>Employees must open an HSA to receive the Company contribution. Such contribution will be deposited as soon as administratively practicable. Employees may make a pre-tax contribution from their paycheck to their HSA. Employees may defer all or part of their eligible lump sum payments to their HSA. Contributions to HSA are subject to annual IRS limits, including contributions received from Lockheed Martin.</p> <p>2) 3) “Same basis as” is understood to mean that any improvements, modifications, reductions, discontinuations, eliminations or changes to the plan(s) including, without limitation the Health Savings Account for non-bargaining unit employees shall be automatically applicable to bargaining unit employees covered by this Agreement. Same basis applies to any and all aspects of the plan(s) including but not limited to eligibility, plan offerings, Health Savings Account contributions, effective dates and plan designs.</p> <p>3) 4) Effective January 1, 2021, none of the medical plan premium costs will exceed 15% above the previous year’s premium cost.</p>

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UE-20	Article 17, Section 6 (p. 69)	<p>The Parties agree to modify Article 17, Section 6 as follows:</p> <p>[...]</p> <p>(c) Sickness and Accident – For employees who are actively at work or who are on sick leave on or after April 1, 2020 the schedule of benefits will be 50% of an employee’s base pay or \$320 weekly, whichever is greater. Effective January 1, 2026, the schedule of benefits will be 50% of an employee’s base pay or \$400 weekly, whichever is greater.</p> <p>[...]</p>
UE-21 UN-16	Article 18 p. 72	<p>The Parties agree to modify Article 18 as follows:</p> <p>See attachment B</p>
UE-22 CN-24	Job Descriptions	<p>The Company counters the proposal to Job Description as follows:</p> <p>See attachment A</p>
UE-23	Article 7, Section 9 P. 23	<p>The Parties agree to modify Article 7, Section 9 as follows:</p> <p>An employee may request Parental Leave to bond with a newborn child, a newly adopted child, or a foster child that has been newly placed with the employee. Parental Leave may be taken in one (1) day two (2) week increments up to forty (40) one hundred and sixty hours (160) hours paid in a rolling calendar year. The employee must give management forty-eight (48) hours’ notice, or as soon as practicable, and provide appropriate documentation of the birth, adoption, or foster care placement of a new child to the Company or its designated vendor. Employees may also qualify for Family Medical Leave (FML) which will run concurrently with Parental Leave.</p> <p>[The Company will implement as soon as practicable, but no later than January 1, 2026]</p>
UE-24	Article 16, Section 11 (p. 62)	<p>The Parties agree to modify Article 16, Section 11 as follows:</p> <p>Section 11. Seven-Day Ops Schedule Premiums</p> <p>(a) All employees assigned to Seven (7) day operations will receive an additional one dollar (\$1.00) per hour.</p> <p>(b) All employees assigned to 3/12 work schedule will receive an additional one-dollar (\$1.00) per hour and an eleven-and-one-tenth percent (11.1%) pay premium.</p>
UE-25	Article 17, Section 1(a)6 (p. 65)	<p>The Parties agree to modify Article 17, Section 1(a)6 as follows:</p> <p>6) Employees who are eligible to retire from active status will receive a Supplemental Payment of \$250 per month up to age 65.</p>

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UE-26	Article 17, Section 6(d) (p. 69)	<p>The Parties agree to modify Article 17, Section 6(d) as follows:</p> <p>(d) 7 7) Medicare Part B – Effective March 1, 2017 January 1, 2026 and throughout the term of this agreement, the company will reimburse future employees who retire from active service with 10 years of credited service and their surviving spouses, upon attainment of age 65, a monthly amount equal to \$92.00 \$98.00 towards the monthly premium rate for Medicare Part B.</p>
UE- 27	Article 17, Section 6 (p. 69)	<p>The Parties agree to modify Article 17, Section 6 as follows:</p> <p>(a) Life Insurance – \$35,000 1x their base salary. The Living Benefit Option is 50%.</p> <p>Move to Article 17, Section 1(a)8 – Pension Plan</p> <p>8) For employees that retire from active service during the life of this agreement, the retiree death benefit will be \$3,000 for eligible employees who retire on or after January 1, 2026.</p>
UE-28	Letter of Agreement (LOA)	<p>The Parties agree to the letter of agreement on retirement incentive</p> <p>See Attachment E</p>
UE-29	Article 16, Section 12 (p. 62)	<p>The Parties agree to modify Article 16, Section 12 as follows:</p> <p>Section 12. Inspection Stamp Premium</p> <p>Inspection Premium compensation of \$1.00/hr will only occur if assigned an inspection stamp. The stamp and premium may be unilaterally removed by the Company if there is a refusal to inspect or if the Company deems the inspector to be unfit based on proficiency or integrity.</p> <p>[renumber other paragraphs]</p>

**Lockheed Martin Missiles and Fire Control, Orlando
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October 17, 2025

For the Union:


For the Company:

UAW Region 8 International Representative

Manager, Labor and Employee Relations

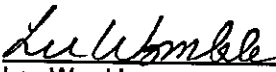
IN WITNESS WHEREOF, the parties have executed this Agreement the day and year first above written.

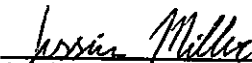
For the Union:



Craig Stout
International Representative
UAW Region 8 Department

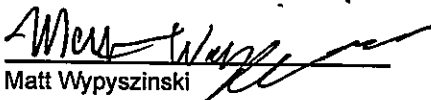

Rickey Blair
International Representative
UAW Aerospace Department


Charles Coneeny
President
UAW Local 1821

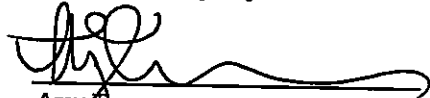

Lee Womble
Chairperson of the Bargaining Committee
UAW Local 1821

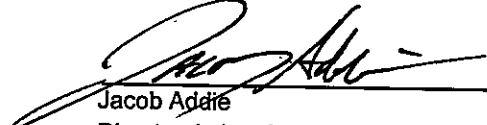

Jessica Miller
Manufacturing Committee Person
UAW Local 1821

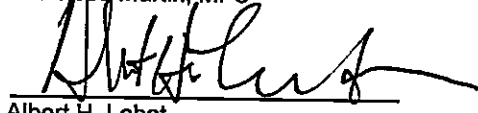

Doug Powell
PPC/Waste/Facilities/Machinist Committee Person
UAW Local 1821



Matt Wypyszinski
2nd Shift Committee Person
UAW Local 1821

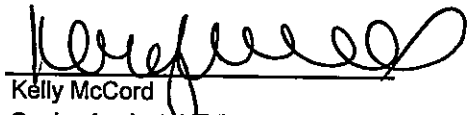
For the Company:



Amy Tanner
Manager, Labor & Employee Relations
Lockheed Martin, MFC

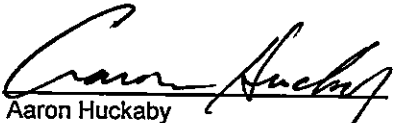

Jacob Adair
Director, Labor & Employee Relations
Lockheed Martin, MFC

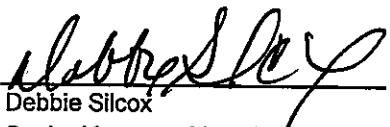

Albert H. Labat
Senior Manager, Labor & Employee Relations
Lockheed Martin, MFC


Alex Gonzalez Carbonell
Analyst, Labor & Employee Relations
Lockheed Martin, MFC


Kelly McCord
Senior Analyst, HR/Labor & Employee Relations
Lockheed Martin, MFC

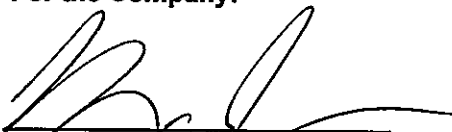

Matthew Rainey
Staff, Labor & Employee Relations
Lockheed Martin, MFC


Aaron Huckaby
Director, Production Operations
Lockheed Martin, MFC


Debbie Silcox
Senior Manager, Manufacturing
Lockheed Martin, MFC

IN WITNESS WHEREOF, the parties have executed this Agreement the day and year first above written.

For the Company:



Ryan Johnson
Senior Analyst, Labor & Employee Relations
Lockheed Martin, MFC



Shaylynn Velez
Senior Analyst, Talent Acquisition
Lockheed Martin, MFC

ARTICLE 18
SAFETY

Safety Introduction

The Company and the Union recognizes that health and safety is a priority for the well-being of all employees. To that end, the parties agree that a successful safety program depends on a relationship of trust, respect and a joint commitment between the parties to resolve issues collaboratively.

Section 1. Joint Safety Committee

(a) The Union ~~may~~ shall select four (4) of its ~~members~~ employees to serve on the Joint Safety Committee. The Company may select up to four (4) of its employees to serve on the Joint Safety Committee. Either party may invite additional participants by mutual agreement to support the topics discussed. ~~which shall be co-chaired by the Union President, or designee, and the Labor and Employee Relations Manager, or designee.~~ The Joint Safety Committee will represent the safety interests of the entire workforce at the Ocala site and shall work on health and safety issues in a proactive fashion.

- 1) Meetings of the Joint Safety Committee will be held monthly. Matters relating to safer working conditions will be taken up and acted upon by the committee. Minutes of such meetings will be made in writing by the Company, with a copy to the local union. The Union shall provide, in writing, the concerns and recommendations raised during the meeting to the Environmental, Safety and Health (ESH) Manager or their representative as soon as practicable after each Joint Safety Committee meeting for inclusion in the meeting minutes.**

- 2) Periodic plant safety inspection tours will be conducted by the Joint Safety Committee, which inspections shall include at least one (1) union representative.
- 3) Time spent in meetings of the Joint Safety Committee and on plant safety inspections will be paid for by the Company.
- 4) **Appropriate training for Union safety committee representatives will be made available by mutual agreement between the parties.**

(b) The Company will continue to maintain first aid facilities at the plant which shall be under the direction of a licensed physician.

(c) The Company shall continue to make reasonable provisions for the safety and health of its employees during the hours of their employment. Protective wear, safety devices and other equipment necessary to properly protect employees from injury shall be provided by the Company. **The Company agrees to notify, as soon as is practicable, the Local Union President and Health and Safety Representative or their designees about any fatalities, serious accidents, explosions, or fires.**

(d) By mutual agreement, representatives of the International Union may be present for the Joint Safety Committee meeting.

(e) The Joint Safety Committee shall conduct an annual safety audit as agreed by the Committee. The Union may invite at its own expense ~~a health and safety expert~~ **International Union representatives** to participate in the audit with advance notice.

The above paragraphs of this section are subject to the first ~~three (3)~~ **four (4)** steps of the grievance procedure but are not subject to arbitration. ~~All local dispute resolution processes shall be exhausted prior to elevating any dispute under this Section to the International Union or Corporate Headquarters.~~

[If the Williams-Steiger Occupational Safety and Health Act of 1970 is repealed, the Company agrees to meet with the Local and International Union Representatives to discuss health and safety policies and procedures that will be followed in the Ocala facility.]

Section 2. Day of Injury Pay

Employees who suffer an injury while working on the job and are sent home or to a hospital by the Company shall receive pay at their regular hourly rates for the balance of their regular shifts but not to exceed the regularly scheduled work hours. Employees will not be paid more than one (1) partial day for any one (1) injury. Employees who are required to leave the plant to receive medical treatment due to an occupational injury will be paid at their regular rate of pay, not to exceed their regularly scheduled work hours. ~~An employee who is required by the Company to report to a doctor or medical facility on an off shift for a work-related injury shall be paid their straight time hourly rate of pay for actual time spent in medical up to but not exceeding half of the scheduled shift.~~

[...]

10/17/25

Letter of Understanding

Lockheed Martin

And

United Auto Workers Local 1821

Re: Granting of Extensions

This Letter of Understanding is intended to support a fair and reasonable approach to time-sensitive processes and to encourage cooperative relations between the parties.

The parties recognize that, from time to time, circumstances may arise where an extension of time is necessary to fulfill obligations under the Collective Bargaining Agreement, or to complete procedures initiated under the agreement (e.g., company investigations, filing of grievances, responses, or other timelines as defined in the Collective Bargaining Agreement).

The Company and the Union agree that:

- 1. Extensions of time may be granted by either party upon request, subject to mutual agreement as long as such extensions were requested within prescribed time limits.**
- 2. Such extensions shall not be unreasonably denied by either party.**
- 3. This understanding shall remain in effect for the life of the current Collective Bargaining Agreement.**

This Letter of Understanding is entered into on this 25th day of October, 2025, and forms part of the Collective Bargaining Agreement (CBA) between the Company and the Union.

Attachment E

10/17/2025

**Letter of Understanding
Between
Lockheed Martin Ocala operations
And
UAW Local 1821**

RE: Notification of Intent to Retire

Retirement Incentive

It is hereby agreed between Lockheed Martin Missiles and Fire Control, and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) and Local No. 1821, as follows:

The Company will grant \$500 to employees who provide at least a 90- day advance notice of their intent to retire with at least 10 years of continuous service with the Company

Employees planning to retire with at least 10 years of continuous service with the Company during the life of this Agreement are eligible to receive \$500 by submitting the notification form at least 90 days prior to their retirement.

Participating employees will be expected to cross-train existing and/or new employees prior to their retirement.

The \$500 will be paid on the following pay period of the employee's actual retirement.

Employees leaving the Company through the Retirement program waive any rights to recall as outlined in the Collective Bargaining Agreement.

**Lockheed Martin Missiles and Fire Control, Ocala
and
United Automobile, Aerospace and Agricultural Implement Workers of America
Local Union 1821**

October 17, 2025

4x10A						
	2025	2026	2027	2028	2029	2030
New Year's Day	-	1/1	1/4	1/3	1/1	1/1
Martin Luther King Day	-	1/19	1/18	1/17	1/15	1/21
Memorial Day	-	5/25	5/31	5/29	5/28	5/27
Independence Day	-	7/2	7/5	7/4	7/4	7/4
Labor Day	-	9/7	9/6	9/4	9/3	9/2
Thanksgiving Day	11/27	11/26	11/25	11/23	11/22	-
	12/25	12/28	12/27	12/25	12/25	-
Holiday Shutdown	12/29	12/29	12/28	12/26	12/26	-
Holiday Shutdown	12/30	12/30	12/29	12/27	12/27	-
Holiday Shutdown	12/31	12/31	12/30	12/28	12/31	-

4x10B						
	2025	2026	2027	2028	2029	2030
New Year's Day	-	1/1	1/1	1/4	1/2	1/1
Memorial Day	-	5/26	6/1	5/30	5/29	5/28
Independence Day	-	7/3	7/2	7/4	7/4	7/4
Labor Day	-	9/8	9/7	9/5	9/4	9/3
Thanksgiving Day	11/27	11/26	11/25	11/23	11/22	-
Day after Thanksgiving	11/28	11/27	11/26	11/24	11/23	-
Holiday Shutdown	12/25	12/25	12/28	12/26	12/25	-
Holiday Shutdown	12/26	12/29	12/29	12/27	12/26	-
Holiday Shutdown	12/30	12/30	12/30	12/28	12/27	-
Holiday Shutdown	12/31	12/31	12/31	12/29	12/28	-

**Lockheed Martin Missiles and Fire Control, Ocala
and
United Automobile, Aerospace and Agricultural Implement Workers of America
Local Union 1821**

October 17, 2025

9/80A						
	2025	2026	2027	2028	2029	2030
New Year's Day	-	1/1	1/4	1/3	1/1	1/1
Martin Luther King Day	-	1/19	1/18	1/17	1/15	1/21
Memorial Day	-	5/25	5/31	5/29	5/28	5/27
Independence Day	-	7/2	7/5	7/4	7/4	7/4
Labor Day	-	9/7	9/6	9/4	9/3	9/2
Thanksgiving Day	11/27	11/26	11/25	11/23	11/22	-
Day after Thanksgiving	11/28	11/27	11/26	11/24	11/23	-
Holiday Shutdown	12/25	12/25	12/27	12/25	12/25	-
Holiday Shutdown	12/26	12/28	12/28	12/26	12/26	-
Holiday Shutdown	12/29	12/29	12/29	12/27	12/27	-
Holiday Shutdown	12/30	12/30	12/30	12/28	12/28	-
Holiday Shutdown	12/31	12/31	-	-	12/31	-

9x80B						
	2025	2026	2027	2028	2029	2030
New Year's Day	-	1/1	1/1	1/3	1/1	1/1
Martin Luther King Day	-	1/19	1/18	1/17	1/15	1/21
Memorial Day	-	5/25	5/31	5/29	5/28	5/27
Independence Day	-	7/2	7/5	7/4	7/4	7/4
Labor Day	-	9/7	9/6	9/4	9/3	9/2
Thanksgiving Day	11/27	11/26	11/25	11/23	11/22	-
Day after Thanksgiving	11/28	12/28	12/27	12/25	12/25	-
Holiday Shutdown	12/26	12/29	12/28	12/26	12/26	-
Holiday Shutdown	12/29	12/30	12/29	12/27	12/27	-
Holiday Shutdown	12/30	12/31	12/30	12/28	12/31	-
Holiday Shutdown	12/31	-	12/31	12/29	-	-

**Lockheed Martin Missiles and Fire Control, Ocala
and
United Automobile, Aerospace and Agricultural Implement Workers of America
Local Union 1821**

October 17, 2025

5x40						
	2025	2026	2027	2028	2029	2030
New Year's Day	-	1/1	1/1	1/3	1/1	1/1
Martin Luther King Day	-	1/19	1/18	1/17	1/15	1/21
Memorial Day	-	5/25	5/31	5/29	5/28	5/27
Independence Day	-	7/3	7/5	7/4	7/4	7/4
Labor Day	-	9/7	9/6	9/4	9/3	9/2
Thanksgiving Day	11/27	11/26	11/25	11/23	11/22	-
Day after Thanksgiving	11/28	11/27	11/26	11/24	11/23	-
Holiday Shutdown	12/25	12/25	12/27	12/25	12/25	-
Holiday Shutdown	12/26	12/28	12/28	12/26	12/26	-
Holiday Shutdown	12/29	12/29	12/29	12/27	12/27	-
Holiday Shutdown	12/30	12/30	12/30	12/28	12/28	-
Holiday Shutdown	12/31	12/31	12/31	12/29	12/31	-

3/12 (Friday – Sunday)						
	2025	2026	2027	2028	2029	2030
New Year's Day	-		1/1	1/1		
Martin Luther King Day	-	1/18	1/17	1/17	1/14	1/20
Memorial Day	-	5/24	5/30	5/28	5/27	5/26
Independence Day	-	7/4	7/4			
Labor Day	-	9/6	9/5	9/3	9/2	9/1
Day after Thanksgiving	11/28	11/26	11/26	11/24	11/24	-
Holiday Shutdown	12/26	12/25	12/25	12/29	12/28	-
Holiday Shutdown	12/27	12/26	12/26	12/30	12/29	-
Holiday Shutdown	12/28	12/31	12/31	12/31	12/30	-

