



# **Tentative Agreement**

**June 28, 2025 – Aug 19, 2028**

**UAW Local 967**

**Collective Bargaining Agreement 2025-2028**

## **Message from your UAW Local 967 Negotiating Committee:**

### **Brothers and Sisters,**

This week we reached a meaningful Tentative Agreement with the L3Harris Technologies that deserves your consideration for Ratification. The gains in this tentative agreement reflect the will of the membership and the support for your Union negotiations team. Included in this package are things that many thought were not possible, including:

- **Minimum base rate increase of at least 21% for all employees over the life of the CBA (Combination of GWI and AWP)**
- **Annual GWI's of 4.5%, 3.25%, 4.0%**
- **Labor grade maximums were increased by \$5; putting all employees back into AWP for the entire CBA**
- **Improvements to Auto Wage Progression, Jury Service, Military Leave, Bereavement Leave**
- **\$3,000 Ratification Bonus with 401k deferral option**
- **A seat at the table and a voice in what work leaves our facility**
- **Insurance premium increases will be capped at 8% each year; Front loaded Company HSA Contributions**
- **Improved pension multiplier; No Pension Freeze**
- **15 Minute Breaks and improved cell phone policy**
- **Layoff Improvement: 40 hours base pay for each year of Seniority if laid off during this Agreement; Company Subsidized Medical through COBRA; Retain recall rights for 3 years**
- **Special one-time \$750 bonus for non-pension eligible employees with option to defer 70% to 401k (Paid January 2026)**

This package has the full support of your Local Negotiations team and International Union. Any specific questions can and will be answered on request.

**In Solidarity,  
UAW Local 967 Negotiations Committee**



**Minimum wage increase in base rate wages of 21% for all employees** due to adjustments in labor grade maximums, GWI, and AWP  
**Labor grade maximums increased by \$5; putting all employees back into AWP for the entire CBA**

### GW (General Wage Increases)

- 4.5% (1% Market Adjustment + 3.5% GWI)
- 3.25%
- 4.0% (.75% Market Adjustment + 3.25% GWI)

### AWP Increase (Automatic Wage Progression)

- \$0.80/hr. Every 6 Months. (Was \$0.75/ hr.)

\*GWI pay raises will apply before AWP when they fall on same day.

	Year 1	Year 2	Year 3
Market Adjustment	1.00%	0.00%	0.75%
	+	+	+
GWI	3.50%	3.25%	3.25%
	+	+	+
AWP/Year	\$1.60	\$1.60	\$1.60

**25% TOTAL AVERAGE HOURLY RATE INCREASE (PREM.INCLUDED) OVER THE LIFE OF THE CONTRACT**  
 \$40.06/HR. (CURRENT)  
 \$50.12/HR. (AUGUST 2028)

Example: Average Incoming **Base Wage**: \$37.89

	GW	AWP	AWP	GW	AWP	AWP	GW	AWP	AWP	Net increase in %
Current Base	Jun-25			Jun-26			Jun-27			
\$37.89	\$39.61	\$40.41	\$41.21	\$42.55	\$43.35	\$44.15	\$45.92	\$46.72	\$47.52	25%

Wage examples by Labor Grade on following pages.  
 Personal estimated wage breakdown available upon request.

## Ratification Bonus

- **\$3000 for all active employees payable on August 1, 2025**  
**Option to Defer up to 70% or \$2,100 into 401k, make selection by July 7, 2025**  
**(Tax savings and Company Match at 5% for pension employees, or 6% for non-pension employees.)**  
Employees on Approved Leave of Absence will receive Bonus when they return to work.

## Labor Grade 6 Eliminated

- Buildings Workers and Grounds Workers now Labor Grade 5

## Pension Multiplier Increase

- No Pension Freeze. (Current - \$93)

	2026	2027	2028
Pension Multiplier	\$95	\$97	\$100

## Medical Insurance

- **Capped premium increases to 8% each year.**
- Due to inflation the **average** weekly premium increase in 2026 is projected to be ~\$8.



## 401k

- **\$750 one-time payment for non-pension eligible employees in January 2026.**  
**Option to Defer up to 70% of bonus into 401k (Tax savings and Company Match at 6%.)**

## Jury Service Gains

- Now counts towards Overtime
- Expanded to include Court Subpoena's

## Bereavement Pay Expanded

- Now includes Aunts and Uncles



## Holidays

- Retained Christmas Shutdown
- 12 Holidays per year
- Predictable schedule for weekend shift employees. See language for details.
- Relief for employees who previously have been forced to work. See language for details.

## Layoff Improvements

- Expanded and clarified language
- **40 hours base pay for each year of Seniority if they are laid off during this Agreement.**
- **Company Subsidy for Medical through COBRA.**
- Retain recall rights for 3 years.

## Premium Increases (Increases to Premiums cover 90% of the Bargaining Unit)

	Current	New	Difference
Secret Clearance Premium	50¢/hour	75¢/hour	\$0.25
Top Secret Clearance Premium	75¢/hour	\$1/hour	\$0.25
PQV Level 2 Certification	\$1.25/hour	\$1.50/hour	\$0.25
A&P Licenses	\$3.00/hour	\$3.25/hour	\$0.25
Aircraft Towing Premium	50¢/hour	75¢/hour	\$0.25
Receiving Certification Premium	50¢/hour	75¢/hour	\$0.25
EPA Certification Premium	\$1.25/hour	\$1.50/hour	\$0.25
Kitting Certification Premium	50¢/hour	75¢/hour	\$0.25
Journeyman License Premium	\$1.50/hour	\$1.75/hour	\$0.25
Crane Operations Premium	50¢/hour	75¢/hour	\$0.25
Commercial Driver's License Premium	\$1.25/hour	\$1.50/hour	\$0.25

## Emergency Plant Closure Pay

- \$400 additional for working during emergency plant closures each day.



**15-MINUTE PAID BREAKS**



UNION **HAS A SEAT** AT THE TABLE WHEN IT COMES TO **SUBCONTRACTING DISCUSSIONS** \*See attached Agreement.

## Work 8 and Hit-the-Gate

- On an overtime day you can skip lunch and go home 30 minutes early with Supervisor approval.

## Relaxed Cell Phone Rules

- See attached letter

## Onsite Benefits Coordinator

- Onsite Benefits Coordinator to help relieve issues with LOA, STD, LTD and other benefit issues.

## Improvements to Job Openings

- New jobs will be posted for 10 days and reposted every 120 days (Previously posted for 7 days and only reposted every 180 days)

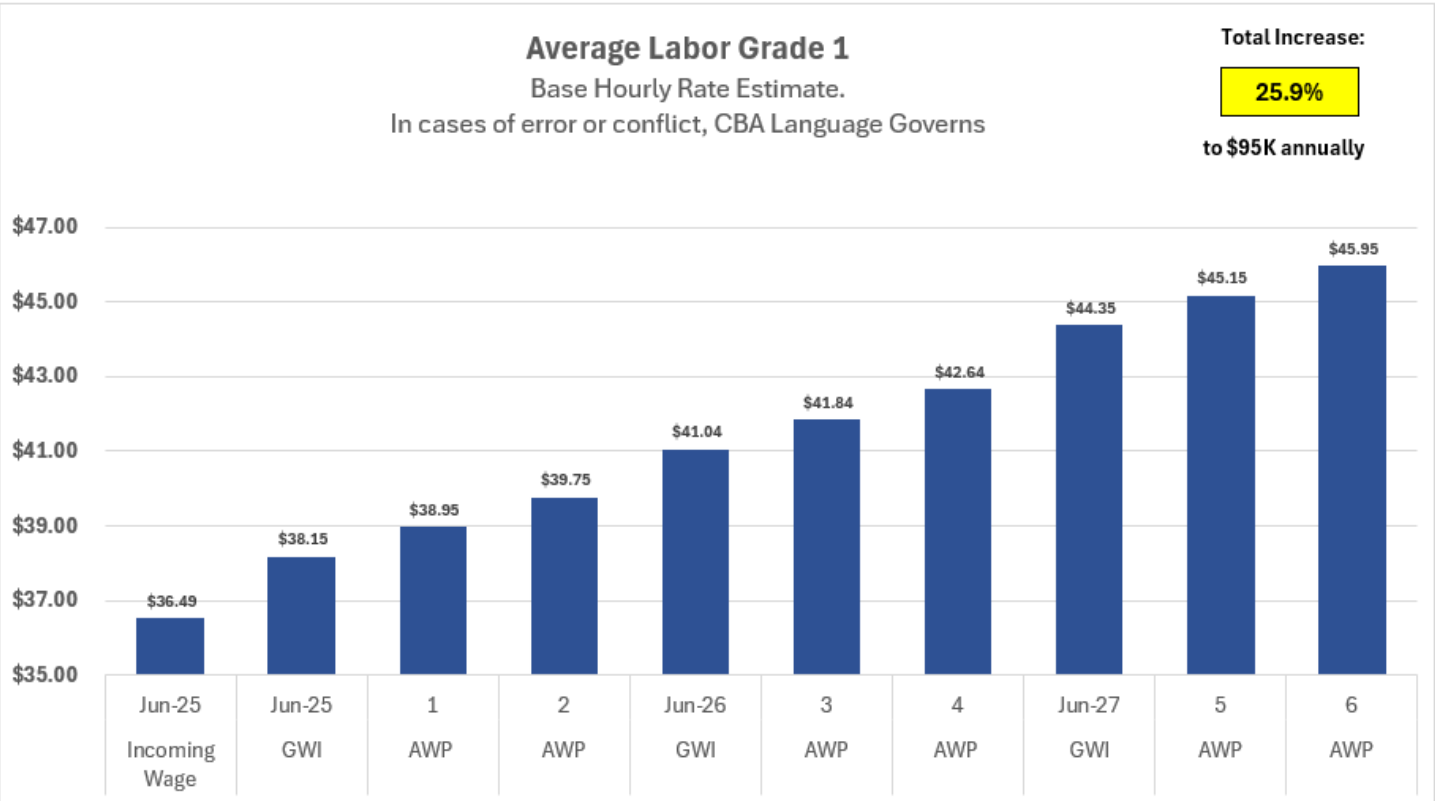
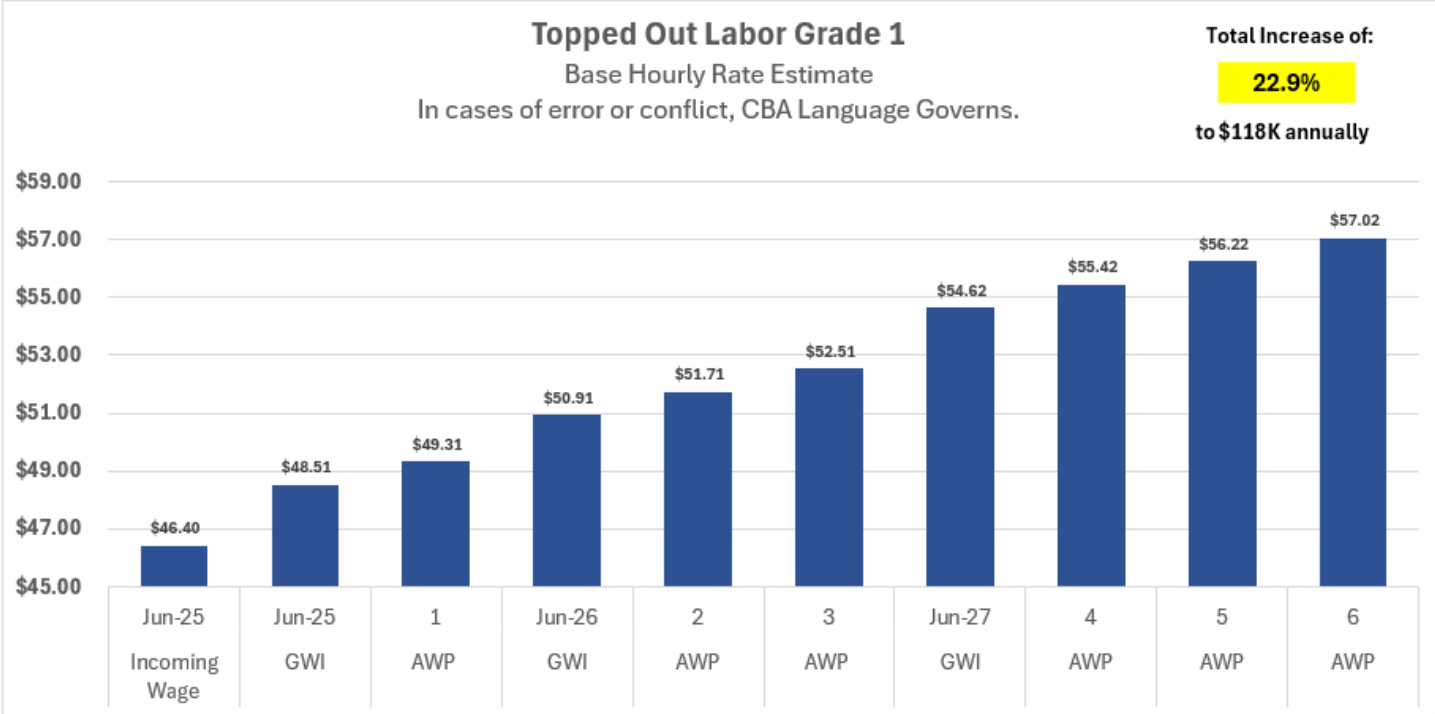
## Grievances/ Discipline

- Extended timeline to file Grievances
- Reduced timeline for the Company to issue discipline for weekend shift employees.

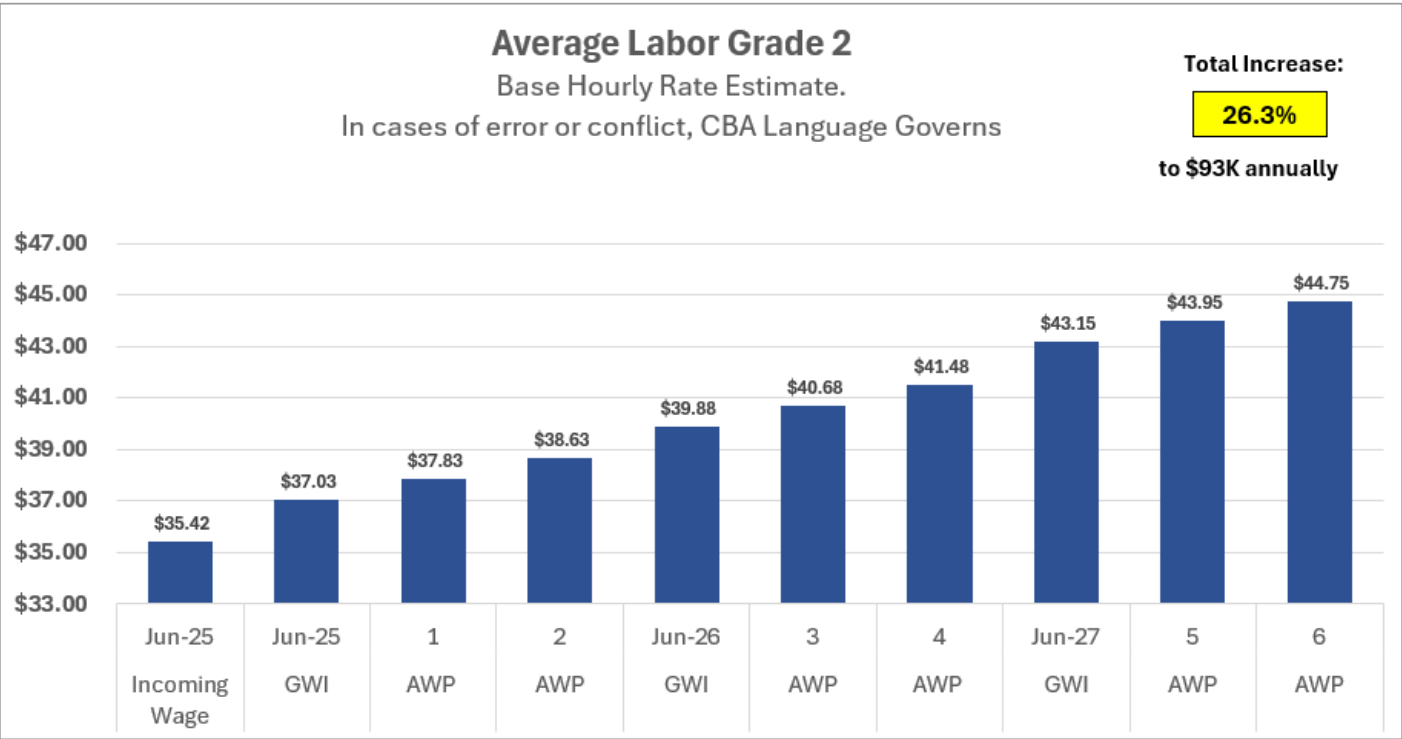
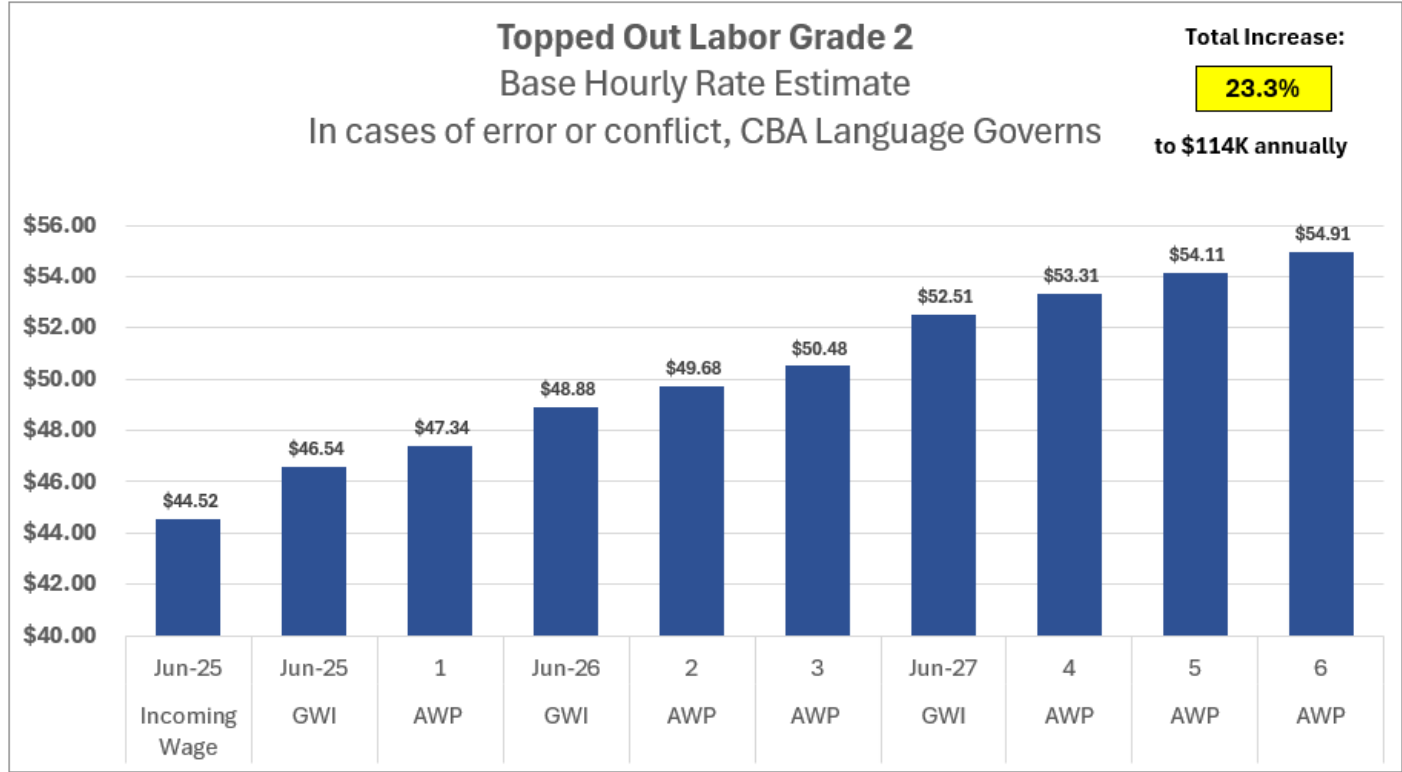
## Facilities 4-10 work Schedule

- Company and Union will begin meeting in July to attempt to offer 4-10 work schedule to Facilities.

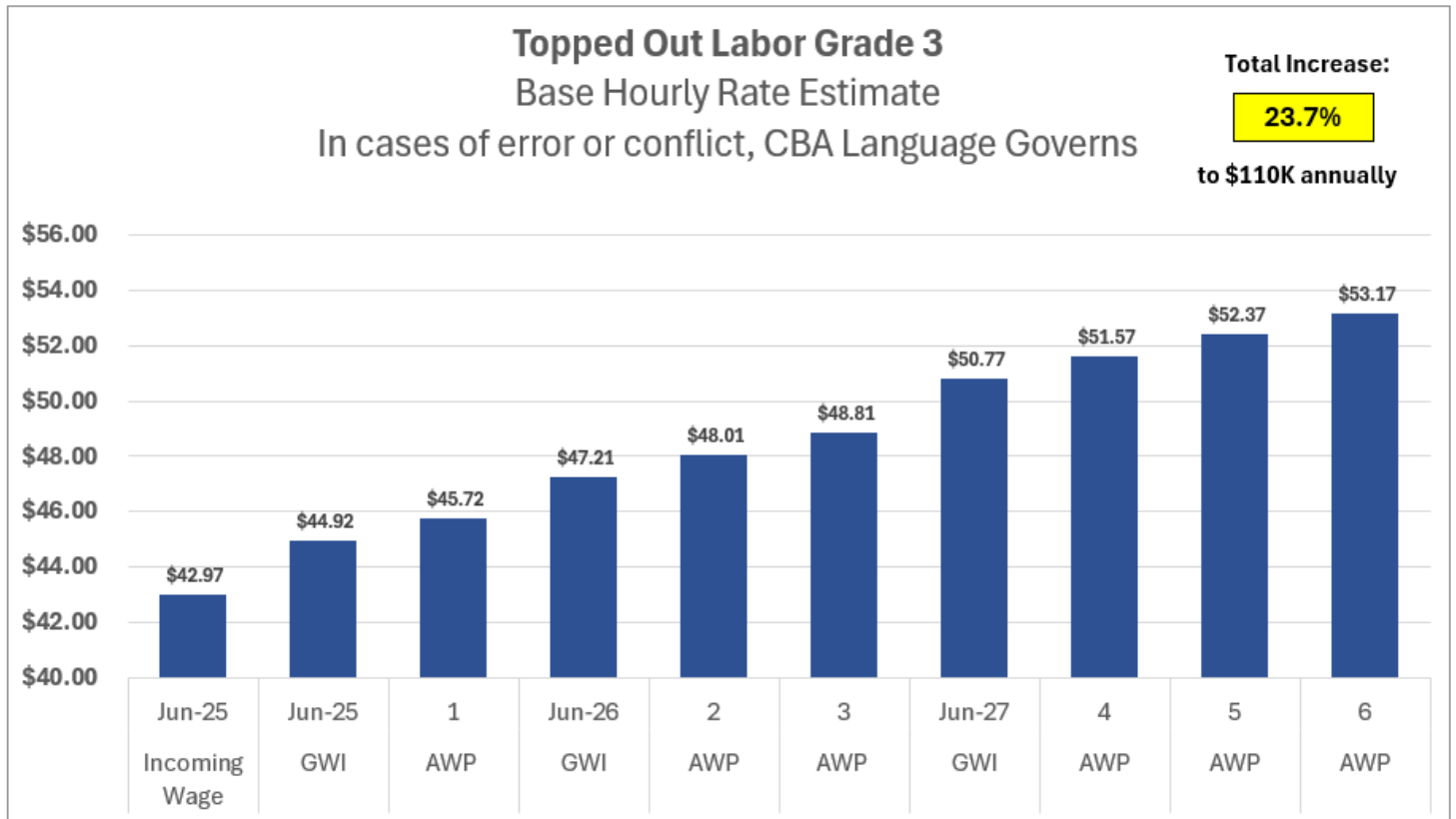
LABOR GRADE 1



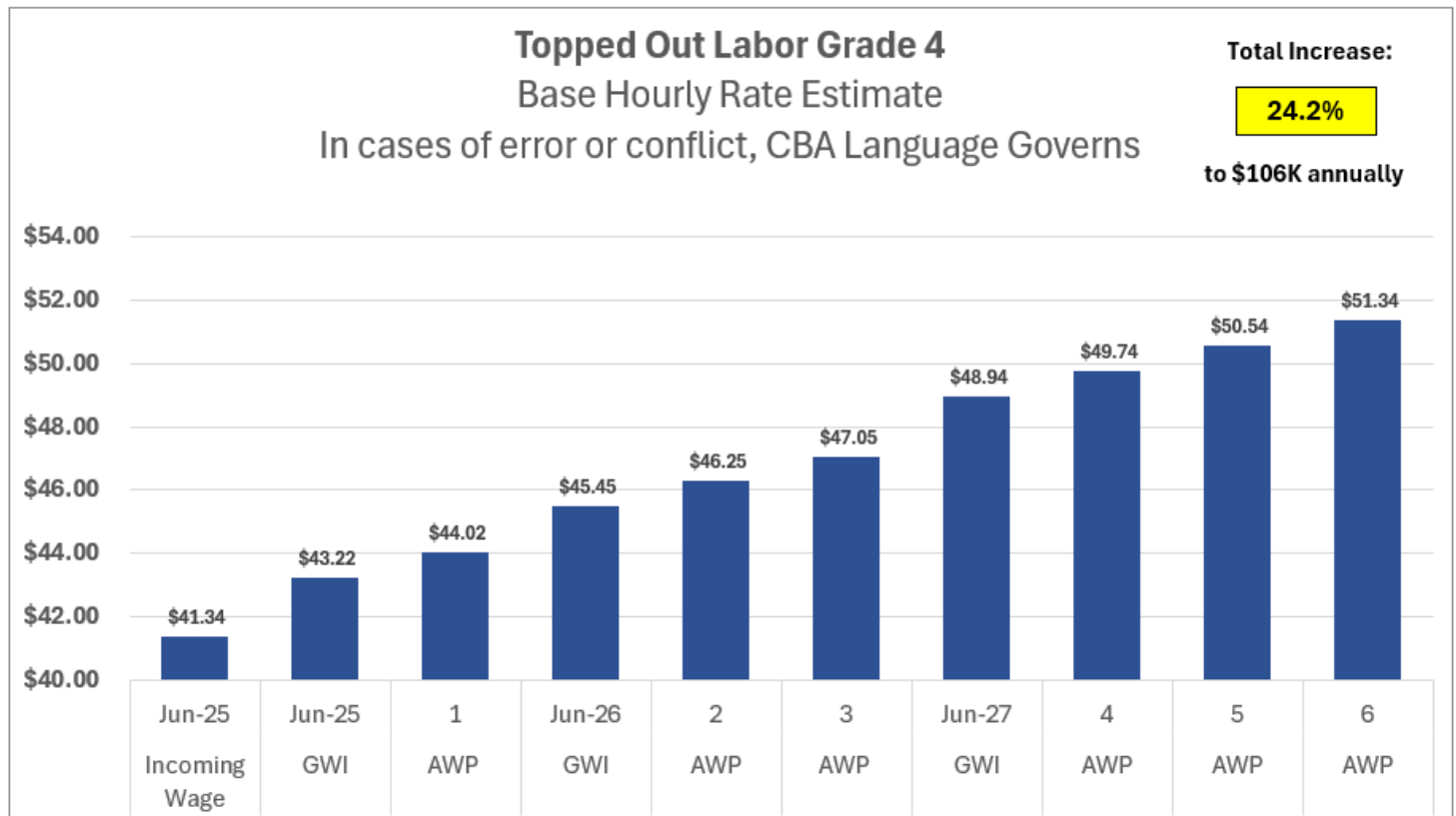
LABOR GRADE 2

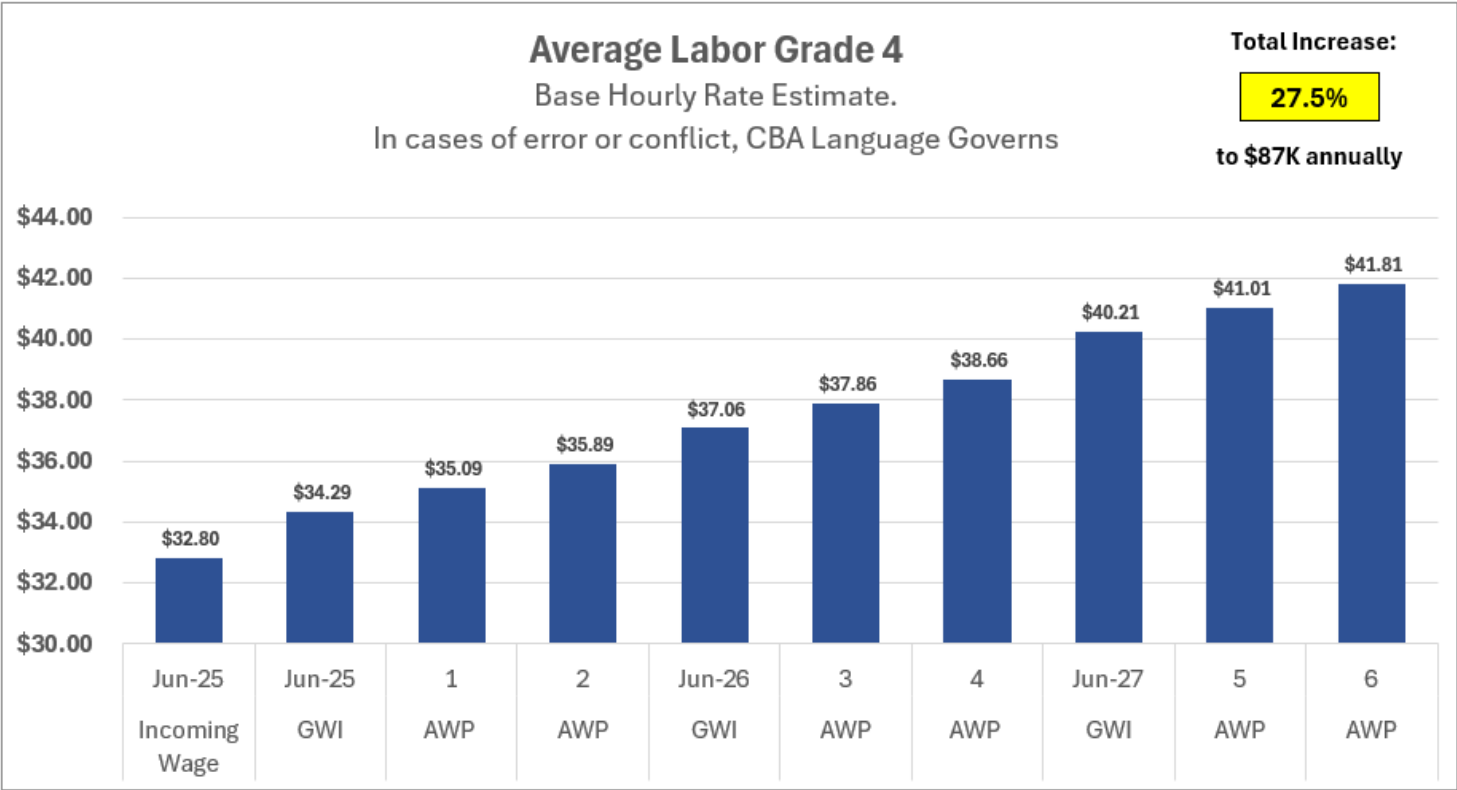


## LABOR GRADE 3

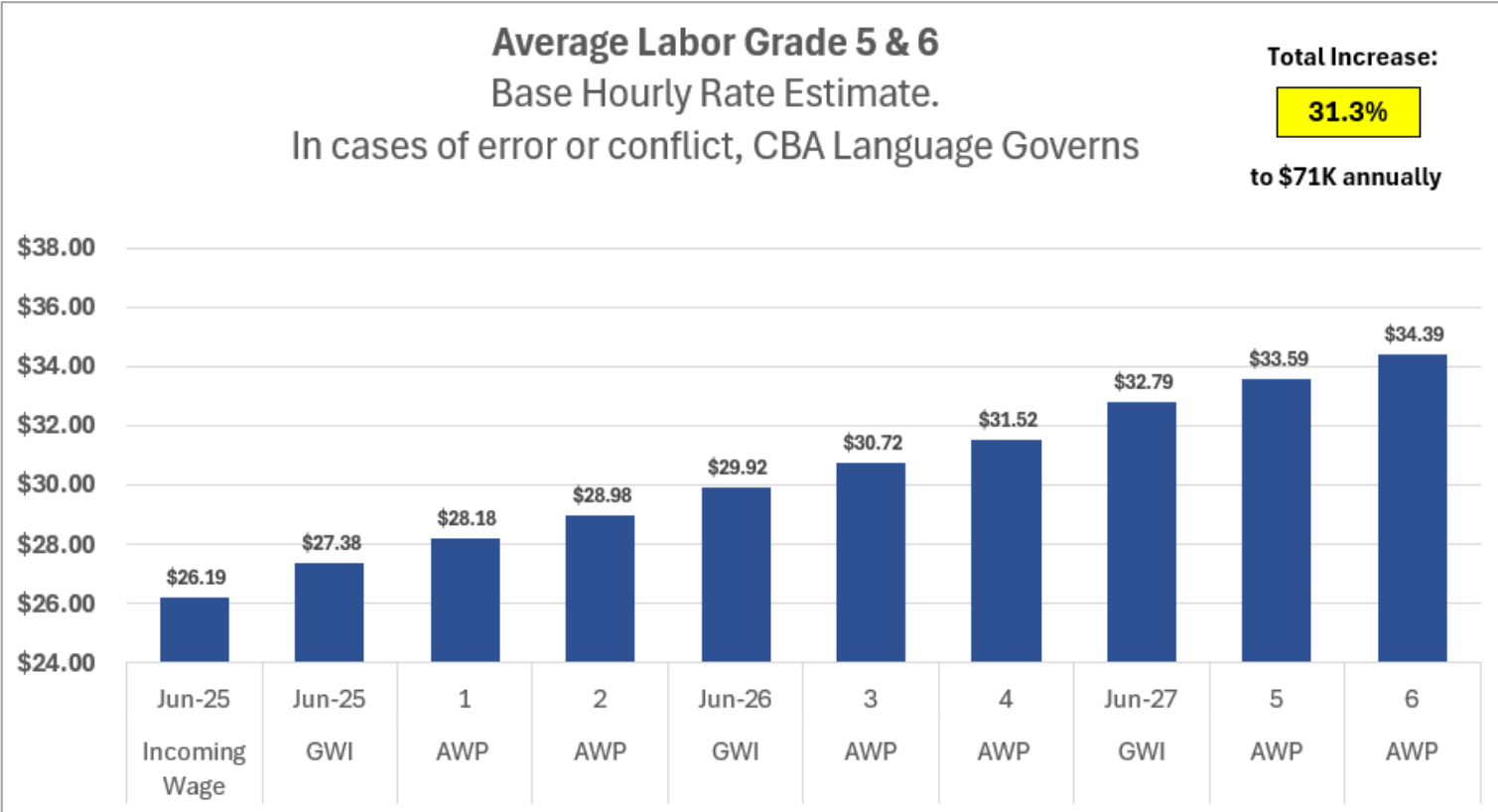


## LABOR GRADE 4





LABOR GRADE 5&6





## WAGE SCHEDULE

### Previous CBA August 17, 2024

<u>LABOR GRADE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
1	\$25.25	\$46.40
2	\$24.13	\$44.52
3	\$23.04	\$42.97
4	\$21.78	\$41.34
5	\$20.55	\$40.61
6	\$18.99	\$34.63

### Schedule 1 June 28, 2025

<u>LABOR GRADE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
1	\$26.40	\$53.73
2	\$25.23	\$51.77
3	\$24.09	\$50.15
4	\$22.77	\$48.44
5	\$21.48	\$47.68

### Schedule 2 June 27, 2026

<u>LABOR GRADE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
1	\$27.25	\$55.48
2	\$26.05	\$53.45
3	\$24.87	\$51.78
4	\$23.51	\$50.02
5	\$22.18	\$49.23

### Schedule 3 June 26, 2027

<u>LABOR GRADE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
1	\$28.35	\$57.71
2	\$27.09	\$55.60
3	\$25.87	\$53.86
4	\$24.45	\$52.03
5	\$23.07	\$51.21

## Summary of Language Changes:

Article	Changes
<b>Article 1 Agreement</b>	<ul style="list-style-type: none"> <li>Added clarity on conflicts between Company Policy and the CBA.</li> <li>Supervisor's work direction clarified.</li> <li>Longer Union New Hire Orientation for larger groups.</li> </ul>
<b>Article 2 Union Security</b>	<ul style="list-style-type: none"> <li>Minor wording change. No substantial changes.</li> </ul>
<b>Article 3 Representation</b>	<ul style="list-style-type: none"> <li>Clarification on Primary and Alternate language on training and working together on grievances.</li> <li>Removed requirement for "Grievance and Time Records forms" for Union Representatives</li> </ul>
<b>Article 4 Grievance Procedure</b>	<ul style="list-style-type: none"> <li>Expanded time to file Grievances from 5 working days to 10 working days. (6 working days for weekend shift employees)</li> <li>Clarified Union Representational rights for drug and alcohol screenings</li> <li>Reinstatement of Grievance Language for Appeals under UAW Constitution.</li> <li>Reduced time for the Company to issue discipline for weekend shift employees. Now 6 working days.</li> <li>Limits on when the Company can suspend employees pending investigation.</li> <li>Clarified that a 1 day suspension is 8 hours loss of pay.</li> </ul>
<b>Article 5 Arbitration</b>	<ul style="list-style-type: none"> <li>Restructured sections for language clean up</li> <li>Clarified International Union Pre-Arbitration meeting process.</li> </ul>
<b>Article 6 Strikes, Stoppages and Lockouts</b>	<ul style="list-style-type: none"> <li>No change</li> </ul>
<b>Article 7 Seniority</b>	<ul style="list-style-type: none"> <li>Separated Layoff/ Recall language from the Seniority Article. Layoff/recall will be in its own Article.</li> <li>Improved and clarified Probationary Period language. <ul style="list-style-type: none"> <li>90 calendar days for employees that do not have formalized training.</li> <li>90 calendar days from when they begin normal work duties for employees that have formalized training. 120 calendar day maximum limit from date of hire.</li> </ul> </li> <li>Bidding procedure improved. <ul style="list-style-type: none"> <li>Bid sheets posted longer. Was 7 calendar days, now 10 calendar days.</li> <li>Bid sheets posted more often. Was 180 Calendar days, now 120 calendar days.</li> </ul> </li> <li>Improved language for shift changes when entire work groups are removed from a shift. Filled by AVO list, then volunteers, then by low seniority under 3<sup>rd</sup> level of Supervision.</li> <li>Minor changes to Seniority lists and reports provided to the union to include more information.</li> </ul>
<b>Article 8 Working Hours</b>	<ul style="list-style-type: none"> <li>Expanded 3rd shift language to D shift. (Weekend nights)</li> <li>15-minute paid breaks</li> <li>Ability to work through lunch on an overtime day when approved by Supervisor.</li> <li>Expanded language for being called in to offer overtime if absent during work that day.</li> </ul>

<b>Article 9</b> <b>Wages</b>	<ul style="list-style-type: none"> <li>• GWI <ul style="list-style-type: none"> <li>○ 4.5% - 2025 (1% Market Adjustment + 3.5% GWI)</li> <li>○ 3.25% - 2026</li> <li>○ 4.0% - 2027 (.75% Market Adjustment + 3.25% GWI)</li> </ul> </li> <li>• AWP: \$0.80 / 6 Months. (Was \$0.75)</li> <li>• Labor Grade 6 Eliminated <ul style="list-style-type: none"> <li>○ Grounds Workers moved to Labor Grade 5</li> <li>○ Buildings Workers moved to Labor Grade 5</li> </ul> </li> <li>• Maximum range of Labor Grades 1-5 increased by \$5. All employees are now eligible for AWP for the life of the CBA.</li> <li>• Premiums increased by \$0.25/ Hour <ul style="list-style-type: none"> <li>○ PQV Level 2</li> <li>○ A&amp;P</li> <li>○ Towing/ Tow Chief</li> <li>○ Crane Operator</li> <li>○ CDL</li> <li>○ Journeyman's License</li> <li>○ EPA</li> <li>○ Receiving</li> <li>○ Kitting</li> <li>○ Secret</li> <li>○ Top Secret</li> </ul> </li> <li>• Job Description Language moved to own Article</li> </ul>
<b>Article 10</b> <b>Call in Pay</b>	<ul style="list-style-type: none"> <li>• No Change</li> </ul>
<b>Article 11</b> <b>Holiday Pay</b>	<ul style="list-style-type: none"> <li>• Retained Christmas Shutdown</li> <li>• 12 Holidays a year</li> <li>• Relief for Employees forced to work on Holidays. See Language in Holiday Pay Section 5.</li> <li>• "Employees who normally are scheduled to work on a holiday per Section 1, may request to be excused from work without pay through their Third Level Manager. Requests must be made at least two weeks in advance. Requests will not be unreasonably denied and will be granted in seniority order to the extent possible."</li> <li>• Predictable weekend Shift Holiday Schedule. See language in Holiday Pay Section 6.</li> <li>• "For the holidays listed below, weekend shift employees (C &amp; D) will be excused from work without pay without affecting their holiday pay eligibility. In addition, employees may use up to 4 hours of available PTO at their discretion for the weeks identified, to ensure they are made whole for their normal 36 hour week. The designated shifts will not be changed during this time and the employees will return to work as scheduled below: <ul style="list-style-type: none"> <li>○ December 27, 2025 – excused from work without pay</li> <li>○ December 28, 2025 – excused from work without pay</li> <li>○ January 2, 2026 – return to regular work schedule</li> <li>○ December 26, 2026 – excused from work without pay</li> <li>○ December 27, 2026 – excused from work without pay</li> <li>○ January 2, 2027 – return to regular work schedule</li> <li>○ December 18-24, 2027 – employees may use up to 4 hours of PTO</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>○ December 25, 2027 – excused from work without pay</li> <li>○ December 26, 2027 – excused from work without pay</li> <li>○ January 1, 2028 – return to regular work schedule/however they may choose to take no pay no penalty”</li> </ul>
<b>Article 12 Jury Service</b>	<ul style="list-style-type: none"> <li>• Counts towards overtime</li> <li>• Includes Subpoena’s/ witness</li> </ul>
<b>Article 13 Paid Time Off</b>	<ul style="list-style-type: none"> <li>• Minor Language change to secure premium payments when using PTO.</li> <li>• Probationary period employees may use PTO that they have purchased with Supervisor Approval.</li> </ul>
<b>Article 14 Shift Differentials</b>	<ul style="list-style-type: none"> <li>• Clarified Language. D Shift will now receive Third Shift Differential.</li> </ul>
<b>Article 15 Leave of Absence</b>	<ul style="list-style-type: none"> <li>• Military Leave Aligned with Company Policy. One year of Military Pay Differential.</li> <li>• Letter securing that Policy will not pay less than one year of Military Pay Differential.</li> </ul>
<b>Article 16 Illness and Health</b>	<ul style="list-style-type: none"> <li>• Union receives list for Random and for Cause testing annually.</li> <li>• Company will pay for business-related examinations. See language for details.</li> <li>• Employees going on Leave of Absence will receive a checklist to aid in processing claims.</li> </ul>
<b>Article 17 Assignability</b>	<ul style="list-style-type: none"> <li>• No Change</li> </ul>
<b>Article 18 Specific Performance</b>	<ul style="list-style-type: none"> <li>• No Change</li> </ul>
<b>Article 19 Waiver</b>	<ul style="list-style-type: none"> <li>• No change</li> </ul>
<b>Article 20 Management Rights</b>	<ul style="list-style-type: none"> <li>• Subcontracting Threshold in facilities changed to 150 hours per occupation.</li> </ul>
<b>Article 21 Qualifications</b>	<ul style="list-style-type: none"> <li>• No change</li> </ul>
<b>Article 22 Safety</b>	<ul style="list-style-type: none"> <li>• Minor Language change</li> <li>• Pay for Union Safety Council</li> <li>• Quarterly safety meetings and walkthroughs</li> <li>• Contractors held to same safety standards as Bargaining Unit Employees</li> </ul>
<b>Article 23 Notice</b>	<ul style="list-style-type: none"> <li>• No change</li> </ul>
<b>Article 24 Bulletin Board</b>	<ul style="list-style-type: none"> <li>• Improved posting language</li> <li>• Employees not restricted from distribution under section 7 of NLRA</li> </ul>
<b>Article 25 Non-Bargaining Unit Employees</b>	<ul style="list-style-type: none"> <li>• No change</li> </ul>
<b>Article 26 Retirement and 401k</b>	<ul style="list-style-type: none"> <li>• No Pension Freeze. Pension increased to \$100</li> <li>• \$750 non-pension holder bonus with deferral option to 401k</li> </ul>
<b>Article 27 Bereavement</b>	<ul style="list-style-type: none"> <li>• Added Aunts and Uncles</li> </ul>

<b>Article 28 Benefits</b>	<ul style="list-style-type: none"> <li>• Minor language. Added “Employee Referral” to passthrough</li> <li>• Option to use PTO or take unpaid for first week of STD.</li> <li>• Education assistance. 50 Demerits or less considered Employee in good standing.</li> <li>• HSA funding is 100% up front. (Not in Quarterly installments)</li> <li>• Letter securing a onsite benefit coordinator</li> </ul>
<b>Article 29 Emergency Curtailment of Operations</b>	<ul style="list-style-type: none"> <li>• Minor Language Clarification</li> <li>• \$400 emergency plant closure pay. See language for details.</li> </ul>
<b>Article 30 Duration</b>	<ul style="list-style-type: none"> <li>• June 28, 2025- August 19, 2028.</li> </ul>
<b>Article 31 Job Descriptions</b>	<ul style="list-style-type: none"> <li>• Language Separated from Wages Article.</li> <li>• Union and Company will meet if changes are needed.</li> <li>• See language for details.</li> <li>• Job Description changes</li> <li>• Minor Language clean up</li> <li>• Added “Aircraft Mechanic Apprentice”</li> <li>• Maintenance Painter- Added “Removes, installs, and repairs flooring as needed.”</li> <li>• Master Aircraft Painter</li> <li>• No posting needed for jobs</li> <li>• Added minimum requirement of one year as Aircraft Painter at Majors Field to apply.</li> <li>• Added Written and Practical skills process for becoming a Master Aircraft Painter with Paint Management recommendation.</li> <li>• Master Welder- Combined job with Tool Builder occupation</li> <li>• Maintenance Mechanic- Added “Ceiling grid work”</li> <li>• Plastic Fabricator- name changed to “Composite Technician”</li> <li>• Tool Builder/ Master Welder</li> <li>• Merged Master Welder Job Description.</li> <li>• “Etc.” Removed from job overlap into other occupations.</li> <li>• Added 3D Scanning to Job Description.</li> </ul>
<b>Article 32 Layoff/ Recall</b>	<ul style="list-style-type: none"> <li>• Moved Layoff/Recall language onto its own Article. Revised language for clarity, see language for details.</li> <li>• Improved process for Transferring on Lieu of Layoff</li> <li>• Improved language for Seniority Layoff/ Recall</li> <li>• Longer Notification Period. Now 5 days, was 3 days.</li> <li>• Informational Packet provided</li> <li>• Removed “out of Seniority” Layoff language from CBA</li> <li>• Severance payments secured in Letter. 40 hours/ year of seniority and Company subsidized Medical insurance.</li> </ul>



**L3HARRIS™**

June 18, 2025

Pre-Apprenticeship Program

Whereas, the parties recognize that L3Harris is a major employer in Greenville and Hunt County, Texas area; and,

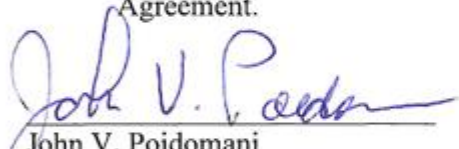
Whereas, the parties believe there is a significant advantage to both the company and the union in recruiting and retaining employees from this local area;

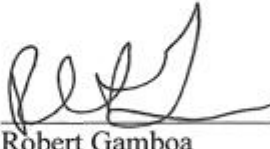
The Parties Agree to establish a Pre-Apprenticeship Program at the L3Harris Greenville facility in order to provide job opportunities for Greenville/Hunt County youth and to establish a pipeline of local folks to fill future employment needs in accordance with the following:

1. The parties hereby establish a Pre-Apprenticeship Program in conjunction with Greenville/Hunt County ISDs, Co-op's and Homeschool programs for each of the following occupations:
  - Assembler- Electrical, Electronics
  - Composite Technician
  - Shop/Materials Processor
2. Participants in the Program will come from the ranks of High School Juniors and Seniors who demonstrate aptitude and ability to likely be successful in the Program.
3. Participants in the Program will be considered to be part-time temporary employees, with a maximum of 20 hours on-site work per week.
4. Students will be eligible to participate in the Program for up to 2 years. The minimum age to begin the program is 16 years old. Upon successful completion of the Program, the Pre-Apprentice will be eligible to be hired into the Bargaining Unit occupation they are training for, if available within the calendar year, for external hiring. If no full-time jobs are available at the end of the calendar year when they have completed the Program, the pre-apprentice will be removed from the Program. New hire High School Seniors may continue in the program up to 2 full calendar years.

If hired, the Union will meet with the employee(s) following new hire orientation. Seniority will begin from the first date of hire into the Bargaining Unit; the probationary period is waived by the Company.

5. The Program will include a combination of hands on and academic training, the ratio of each to be determined by the Company. The Company will provide a written copy of the Program details to each Pre-Apprentice and the Union.
6. The Company will not utilize Pre-Apprentices in occupations that have employees on layoff status. Any Pre-Apprentices that may be affected will be transferred as needed at the Company's discretion to other available Non-Bargaining Unit position on the field and/or back to other Pre-Apprentice positions which do not have employees on layoff status.
7. It is understood that Pre-Apprentices are not subject to the CBA between the parties, but may perform bargaining unit work as part of their training provided such work is performed in conjunction with a volunteering, qualified bargaining unit member on a 1:1 ratio.
8. Pre-Apprentices will start at the minimum of Labor Grade 5 and receive an 80¢ increase after each 26 weeks of paid employment as a Pre-Apprentice.
9. The Company will maintain and provide the Union with a list of Pre-Apprentices including name, occupation, PERNR number, hire date, and shift details, and hourly pay rate.
10. This agreement will remain in effect unless cancelled by either party with 60 days notice to the other. Modifications to this Program may be made by mutual agreement between the Company and the Union and will not constitute a reopener of the Collective Bargaining Agreement.

  
John V. Poidomani  
Company Negotiations Team

  
Robert Gamboa  
President, UAW Local 967





**L3HARRIS™**

**June 18, 2025**

**Aircraft Mechanic Apprentice Occupation and Apprenticeship Program**

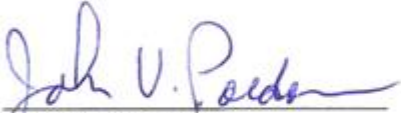
Whereas, the parties recognize that L3Harris is a major employer in Greenville and Hunt County, Texas area; with interest in recruiting and retaining employees from this local area;


The Parties Agree to establish a new Occupation of Aircraft Mechanic Apprentice and an Apprentice Program at the L3Harris Greenville/Hunt County and to establish a pipeline of local folks to fill future employment needs in accordance with the following:

1. The parties hereby establish an Aircraft Mechanic Apprentice Occupation and Apprenticeship Program in conjunction with Paris Junior College as full time employees offered 40 hours per week.
2. Apprentices will be members of the Bargaining Unit and covered by the CBA with the following exceptions:
  - a. Article 7- Seniority (Section 3).
  - b. Article 8- Working Hours (Sections (1b, 2-4).
  - c. Article 14- Shift Differentials.
3. When an employee successfully bids into the Apprentice occupation, as provided in Article 7, Section 3a, he shall retain his seniority in the original occupation for a period of 60 calendar days and thereafter his entire seniority shall apply only in the Apprentice occupation. Employees bidding into an Apprentice occupation will have a qualifying period of 60 calendar days. Apprentices who are new hires will have a probationary period as defined in Article 7, Section 2 of the CBA.
4. Employees will be eligible to participate in the Program for up to 2 years or successful completion of the Program.
5. The Program will include a combination of hands on and academic training, all such hours will be considered "worked time." The ratio of Academic to hands on training will be determined by L3Harris and the Participating academic institution;
6. Apprentices will be employed by L3Harris and then enroll in the academic institution. Program tuition and book costs will be covered through the Company's Education Assistance Program process.



7. It is understood that Apprentices will work in conjunction with a volunteering, qualified bargaining unit member, Apprentices will not be eligible for PQV Level 1 or 2 certification while participating in the Program.
8. Apprentices wages for new hires will start at the minimum of Labor Grade 4, and receive subsequent General Wage Increases (GWI) and Automatic Wage Progression (AWP) as provided in the CBA. An employee filling the position through the internal bid process will enter at the maximum of Labor Grade 4 or his present rate, whichever is lower.
9. Minimum academic and workmanship requirements to maintain program eligibility will be 70% for each semester grading period. Upon successful completion of the Apprenticeship Program, employees will be promoted to Aircraft Mechanic occupation when they meet the minimum experience requirements as defined by the higher job description. When promoted, pay will be at their current rate of pay, or the minimum of Labor Grade 1, whichever is higher.
10. Modifications to this Program may be made by mutual agreement between the Company and the Union and will not constitute a reopener of the Collective Bargaining Agreement.

  
John V. Poidomani  
Company Negotiations Team

  
Robert Gamboa  
President, UAW Local 967

  
Jason Thomas, Chairperson  
Union Negotiations Team

## Tentative Agreement

### Subcontracting Commitment

This is to confirm the understanding and agreement reached between L3Harris Technologies and the United Automobile, Aerospace, and Agricultural Implement Workers of America, Local 967 concerning the subcontracting or other transfer of work out of the Bargaining Unit.

Both the Company and Union recognize that it is in their mutual interest to provide for the job security of employees covered by the terms of this Agreement. The Company intends, insofar as competitive forces permit, to prefer employees covered by the current Collective Bargaining Agreement (CBA) for production and inspection work currently performed at Majors Field. This expression of preference is no promise or guarantee to maintain any number of jobs in the work-force nor a restriction in any sense on the Company's right and need to subcontract, or otherwise transfer work out of the Bargaining Unit. Rather, it is intended to convey the Company's good faith desire to prefer Bargaining Unit employees for such work, insofar as that desire is compatible with good business judgment.

For that reason, the Company agrees to make every effort not to subcontract work that has historically and typically been performed by Bargaining Unit employees if doing so would directly lead to layoffs of Bargaining Unit employees. In cases where the Company believes it needs to subcontract such work due to operational needs such as unexpected production surges, emergency situations, lack of necessary equipment or skills within the workforce, cost competitiveness, or outside requirements from customers or regulators, it will give the Union reasonable advance notice when feasible. If the Union asks, the Company will meet as soon as practicable to explain the reasons, what the impact might be, and discuss any alternatives that could avoid harm to Bargaining Unit employees.

The Company agrees, whenever reasonable and practical, to utilize its employees who are within the Bargaining Unit, including such employees who are on layoff, if such employees are qualified. The Company agrees that it will not subcontract work in any classification for the purposes of avoiding overtime.

If the subcontracting or other transfer of work out of the Bargaining Unit results in the displacement of employees, it is the Company's intent, where business and economic conditions permit, to offer to transfer such employees to other available work, rather than resorting to layoffs.

The Union will be invited to quarterly SIOP meetings to discuss the work flow movement which may include offload activities. Subsequent to the meeting, should any of the discussed actions change with regard to the action, the timing, the scope, or other changes resulting from evolving business conditions, the Company shall provide updated data to the Union. The Union will protect the confidentiality of any company-sensitive and/or proprietary information that might be disclosed during such meetings.

This letter of agreement does not amend or modify the provisions of the current collective bargaining agreement or give up the union's rights under the national labor relations act. Disputes are subject to the grievance procedure.

AGREED:

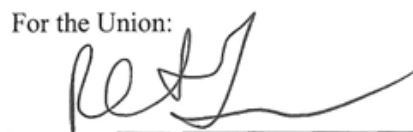
For the Company:



Jim Johnson, Sr, Manager Labor Relations

AGREED:

For the Union:



Robert Gamboa, President UAW Local 967



Date: June 16, 2025  
To: Robert Gamboa, President UAW Local 967  
From: John V. Poidomani, Chairperson Company Negotiations Team  
Subject: Onsite Benefits Coordinator

This letter memorializes discussions concerning the installment of a benefits coordinator in Greenville, TX.

The benefits coordinator will support and assist in facilitation of employees interacting with their benefits and the LHX benefits processes including leaves of absence, and will assist with benefit questions and issue escalations. This will be an onsite salaried non-bargaining unit role to be selected and managed solely by the company.

Regards,

A handwritten signature in blue ink, appearing to read "John V. Poidomani", written in a cursive style.

John V. Poidomani  
Chairperson Company Negotiations Team

Agreed:

A handwritten signature in black ink, appearing to read "Robert Gamboa", written in a cursive style, positioned above a horizontal line.

Robert Gamboa, President UAW Local 967



**L3HARRIS™**

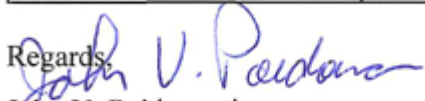
Date: June 18, 2025  
To: Robert Gamboa, President UAW Local 967  
From: John V. Poidomani, Chairperson Company Negotiations Team  
Subject: Layoff Severance

This memorializes discussions concerning Layoff Severance during our 2025 CBA negotiations. In the event that a surplus situation occurs, the Company will identify the occupations, quantity, and dates of such actions, in accordance with Article 32.

1. In accordance with Article 32 of the CBA, employees can volunteer for layoff under the following provisions:
  - a. Employees who volunteer for layoff and elect to receive severance payments will forfeit recall rights as outlined in Article 32.
  - b. Employees who volunteer for layoff and do not elect to receive severance payments will be placed in the lowest seniority position within the respective occupation for purposes of recall. In the event of multiple volunteers, the impacted employees' PERNR number will be the determining factor of seniority position.
2. Employees who do not volunteer for layoff and as such are considered involuntarily laid off will be separated from the company in accordance with the provisions of Article 32 of the CBA.

Non-probationary full-time employee can elect a voluntary separation and be paid in accordance with the below, prorated to the nearest 0.1 (tenth) for partial years of seniority.

UAW 967 Seniority	Severance Pay Plan Offer
2 years or fewer	2 weeks of base pay & company-subsidized COBRA coverage.
2.1 years – 51.9 years	1 week of base pay & company-subsidized COBRA coverage per year of seniority
52 years or more	52 weeks of base pay & company-subsidized COBRA coverage.

Regards,  
  
John V. Poidomani  
Chairperson Company Negotiations Team

Agreed:

  
Robert Gamboa, President UAW Local 967





**L3HARRIS™**

Date: June 1, 2025  
To: Robert Gamboa, Local 967 President  
From: Jim Johnson, Senior Manager, Labor Relations  
Subject: Cell Phone Use


It is the parties intent to relax the shop rules subject to Company policies regarding Safety and Security.

- 1) Effective June 28, 2025, employees will be authorized to carry their cell phones for business purposes and emergencies under the following conditions:
  - a) Use of a cell phone for business purposes is allowed.
  - b) Generally, use of cell phones for personal matters is not allowed except on breaks or meal times.
  - c) If an employee receives a text or phone call during work hours indicating a personal emergency (Such as family emergencies, imminent threat to health, safety, or significant property loss) the employee shall request permission from their supervisor to go to the break room to respond, normally in five minutes or less. If a supervisor cannot be reached or is unavailable, the employee may address the emergency right away and communicate to the supervisor when he returns.
  - d) Violations will normally be addressed under the Group 1, Rule 11, and egregious actions under Group 2, Rule 11 of the Company Rules of Conduct covering Bargaining Unit employees.
  - e) Management may grant additional authorizations as they deem appropriate.
- 2) This letter agreement may be cancelled by either party upon 60 days' Notice.

Regards,

  
Jim Johnson  
Senior Manager, Labor Relations

AGREED:

 5/30/2025  
Robert Gamboa, President UAW Local 967

# UAW Local 967

P.O. Box 1002, Greenville, TX 75403

601 West Jack Finney Boulevard, Greenville, TX 75402

Phone 903-455-2147

E-Mail [uawlocal967@hotmail.com](mailto:uawlocal967@hotmail.com) Fax 903-455-2767

Robert Gamboa, President  
Kevin Bowers, 1<sup>st</sup> Vice-President  
Dwayne Jones, 2<sup>nd</sup> Vice-President  
Tim Flaherty, Recording Secretary

Keegan Raulston, Financial Secretary  
Phillip Gentry, Trustee  
Francisco Hernandez, Trustee  
Juan Rodriguez, Trustee

Mo Soto, Sergeant-At-Arms  
Jose Valenzuela, Guide  
Wade Jones, Grievance Chair  
Henrietta Welch, Ret. Rep

## Memorandum of Agreement

June 18, 2025

Labor Relations  
L3Harris/Integrated Mission Systems  
P. O. Box 6056  
Greenville, TX 75403-6056

Mr. Poidomani,

This document memorializes our discussions during the 2025 negotiations concerning Facilities employees' work schedules.

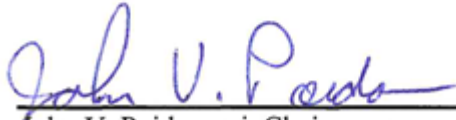
The Company and the Union agree to review the feasibility of offering 4-10 hour schedules to all or most Facilities employees and meet during the month of July 2025 to seek a mutually satisfactory solution.

Thank you,



Robert Gamboa  
President, UAW Local 967

AGREED:



John V. Poidomani, Chairperson  
Company Negotiations Team

Date:

6/18/25

# UAW Local 967

P.O. Box 1002, Greenville, TX 75403  
601 West Jack Finney Boulevard, Greenville, TX 75402  
Phone 903-455-2147 E-Mail uawlocal967@hotmail.com Fax 903-455-2767

Robert Gamboa, President  
Kevin Bowers, 1<sup>st</sup> Vice-President  
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Francisco Hernandez, Trustee  
Juan Rodriguez, Trustee

Mo Soto, Sergeant-At-Arms  
Jose Valenzuela, Guide  
Wade Jones, Grievance Chair  
Henrietta Welch, Ret. Rep

## **Memorandum of Agreement Military Leave Differential Pay**

June 4, 2025

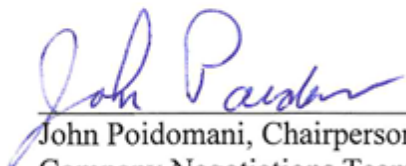
John Poidomani- Labor Relations  
L3Harris/Integrated Mission Systems  
P. O. Box 6056  
Greenville, TX 75403-6056

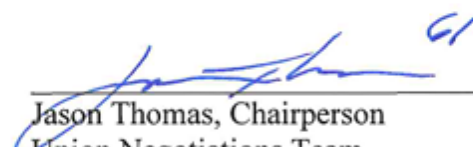
Mr. Poidomani,

The Company and the Union agree that during the duration of the Collective Bargaining Agreement, the Military Pay Differential will be administered in accordance with Company Policy. However, if the Company Policy changes, the Military Pay Differential will not be less than the difference between military pay earnings and forty (40) hours of base pay per week for Leave under USERRA, for up to one (1) continuous year for the duration of this Agreement.

If the Company's policy regarding Military Leave Pay changes and falls below this level, the Company shall notify the Union. Additionally, should the Company Policy change, each employee who applies for Military Leave of Absence will be provided with a copy of this letter to ensure proper payment.

AGREED:

  
John Poidomani, Chairperson  
Company Negotiations Team

  
Jason Thomas, Chairperson  
Union Negotiations Team