



**Letter of Agreement
2024-0005**

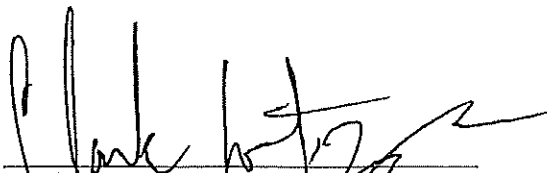
Wichita Service Center
.25¢

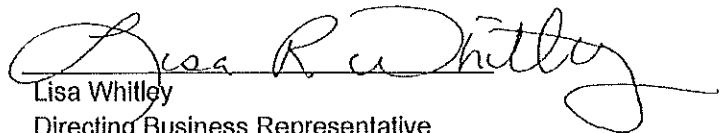
Representatives of the Company and Union are in agreement that employees holding one of the below listed job classifications on December 31, 2024, will be grandfathered under the language that states:

"Effective October 8, 1990, the maximums of the ranges of bargaining unit employees in Dept. 573 will be increased \$.25, with those employees' pay rates being adjusted \$.25 per hour"

Job Code	Business Title	Grade
105984	A&P Apprentice C-573	C
105882	Composites Technician B-573	B
42457	Customer Serv Painter B-573	B
06466	Interior Installer B-573	B
105887	Interior Installer C-573	C
04611	Line Svc Attendant C-573	C
105885	Sheet Metal Tech B-573	B

Dated this 20 day of September 2024.


 Clark Goetzinger
 Director, Labor & Employee Relations
 Human Resources
 Textron Aviation
 9/20/2024


 Lisa Whitley
 Directing Business Representative
 District 70, Local 774
 Machinists Union – IAM&AW

RA [Signature] Jg.
 CC. KC
 MA. BA
 RB

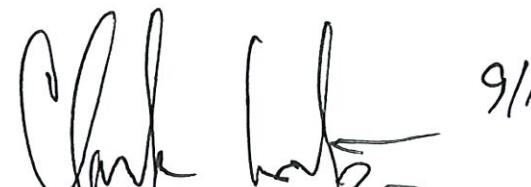
**Letter of Agreement
2024-0003**

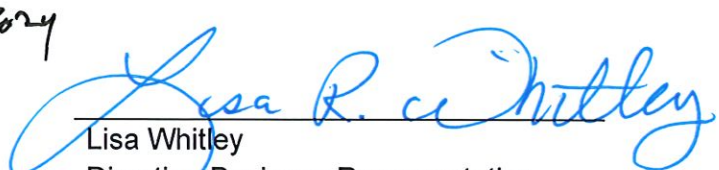
Plant Chair Pay

For the duration of the 2024 Collective Bargaining Agreement, representatives of the Company and Union are in agreement to the following terms and conditions concerning the Plant Chair pay.

- Plant Chairs will be paid at the top of the base rate for grade A
- Effective January 1, 2025, Plant Chairs will be paid the one dollar and fifty cent (\$1.50) Technical pay component
- Plant Chairs will be paid no more than forty-four (44) hours of straight time pay
- Plant Chairs will bring their own pay identity into the position (longevity etc.)

Dated this 19 day of September 2024.


Clark Goetzinger
Director, Labor & Employee Relations
Human Resources

9/19/2024

Lisa Whitley
Directing Business Representative
District 70, Local 774

Letter of Agreement 2024-0002

Article 17 Part-Time Employees

For the duration of the current Collective Bargaining Agreement (CBA), beginning September 23, 2024, to attract and retain a diverse manufacturing workforce, representatives of both parties agree to expand Article 17 for the duration of the 2024 Collective Bargaining Agreement (CBA). The parties agree that the Company may employ up to seventy-five (75) part-time employees in other Divisions outside of the Aftermarket Parts Division. The current CBA will govern the number of part-time employees in the Aftermarket Parts Division.

The Company agrees and acknowledges that it is not the intent of the Company to utilize part-time workers for the purpose of replacing or displacing full-time bargaining unit employees. These part-time employees will be covered under the CBA and will be subject to the terms of the CBA outlined in paragraphs 17.01 through paragraph 17.02 of the CBA.

TRANSFERS. Active full-time employees shall be given preference to filling part-time openings, pursuant to Article 11 of the CBA. If there is insufficient interest from current full-time employees to transfer to part-time openings, the Company may then hire new employees to fill such vacancies.

OVERTIME. When overtime is available within a department, classification and shift, full-time employees within the same, shall be given first preference to volunteer for such overtime. Should there be insufficient full-time volunteers to work overtime, the supervisor may then seek out volunteers to work from employees in part-time status.

SHIFTS. Employees on a part-time work schedule will work a fixed schedule. For example, eight (8) hour shifts on Tuesday, Wednesday and Thursday. Another example, four (4) hour shifts on Monday through Friday. It is not the intent of the Company to work part-time employees to prevent overtime being worked by full-time employees.

REDUCTION IN FORCE AND LAYOFF. In the event of a reduction in force, active part-time employees who previously held full-time status, will be allowed to exercise their seniority in a previously held full-time job classification. Additionally, no full-time employee shall be laid off while part-time employees, within the same classification, are on the payroll.

The parties further acknowledge that this is a pilot program and will agree to reconvene in, no more than, twelve (12) months to discuss this program, its continued viability and if changes need to be made.

Dated this 19th day of September 2024.

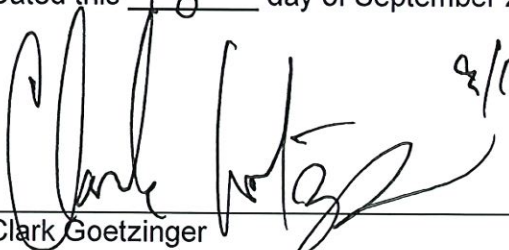
Letter of Agreement 2024-0003

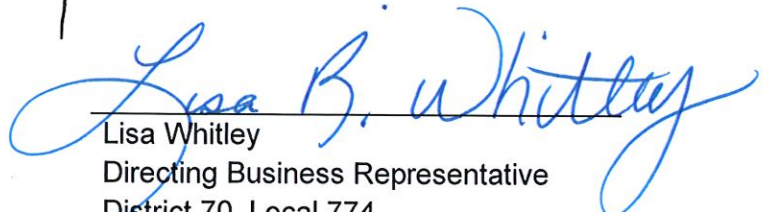
Article 42 Medical Benefits Plan

Notwithstanding the provisions outlined within Article 42 of the Collective Bargaining Agreement (CBA), the Company agrees to the following, effective January 1, 2025:

- 1) The low deductible HSA plan will be offered for the entire term of the new 2024 Agreement, for all bargained employees covered by this Agreement.
- 2) For the duration of the Agreement, the no deductible plan (Surest) premiums will be frozen at the 2025 Textron rates.
- 3) For the duration of the Agreement, there shall be no increase in premiums greater than 3% for the low, high and maximum deductible health plans.
- 4) For the duration of this Agreement, employees that are in the no deductible (Surest) health plan will have the following if the employee utilizes one of the Plane Healthy Wellness Center locations:
 - a. Free primary care visits
 - b. Free preventative care
 - c. Free mental health
 - d. Free health coaching
 - e. Free physical therapy
 - f. Free labs and x-rays
- 5) For the duration of this Agreement, the Company will include Adoption and Surrogacy enterprise benefits

Dated this 18th day of September 2024.


Clark Goetzinger
Director, Labor & Employee Relations
Human Resources
Textron Aviation

9/18/2024

Lisa Whitley
Directing Business Representative
District 70, Local 774
Machinists Union – IAM&AW