AGREEMENT

by and between

TINIUS OLSEN TESTING MACHINE COMPANY

and

MACHINE TOOL & DIE LOCAL 155 OF THE UNITED ELECTRICAL, RADIO & MACHINE WORKERS OF AMERICA

February 9, 2024

to

February 12, 2027

Table of Contents

AGREEMENT

THIS AGREEMENT, made and entered into this 9th day of February 2024, between the TINIUS OLSEN TESTING MACHINE COMPANY (hereinafter referred as the "Company") and MACHINE TOOL & DIE LOCAL 155 OF THE UNITED ELECTRICAL, RADIO & MACHINE WORKERS OF AMERICA (hereinafter referred to as the "Union"), is for the purpose of establishing equitable conditions of employment and for the further promotion of cooperation and harmony between the Company and employees as represented by these contracting parties.

ARTICLE I
RECOGNITION, UNION SECURITY AND CHECK-OFF

1.1 In accordance with the certification of the National Labor Relations Board dated March 15, 1996, and the voluntary recognition of the storeroom clerks on January 10, 2024, the Company recognizes the Union as the duly authorized and sole collective bargaining agency for all production and maintenance employees and storeroom clerks at the Employer's facility at Easton Road, Horsham, Pennsylvania, excluding salaried foremen, office clerical employees, the shipper, the receiver, salaried machine checkers, salaried repairmen, testing laboratory employees, draftsmen, professional employees, guards, watchmen and supervisors as defined in the Act. It agrees to deal and negotiate with the authorized representatives of said Union in the adjustment of all grievances that may arise in regard to hours, wages and working conditions.

1.2 The Company will in no way discriminate against any employee for service on committees or any other Union activity. Union activities shall not be conducted during actual working hours, except the settlement of grievances or the taking off of time for Union activities outside the plant, at the employee's own expense. Permission to take off time shall be arranged between the Shop Committee and Company.

The provisions of this Agreement shall be applied to all employees without discrimination on account of race, color, sex, age, religion, disability or national origin, and there shall be no discrimination in the wages, hours or other terms and conditions of employment as required by Federal, State or Local Law.

1.3 All employees who are members of the Union upon the effective date of this Agreement, or who subsequently become members thereof must remain members of the Union in good standing to the extent permitted by law, as a condition of employment during the term of this contract.

1.4 The Company shall deduct initial and monthly Union dues from the pay of all employees who shall individually and voluntarily authorize it to do so. Such authorization shall remain in effect until February 12, 2027, and shall be irrevocable until that time, or for a period of one year from the date of the authorization, whichever event shall first occur. Thereafter such authorization shall remain effective until such employees shall revoke it in writing by notice given to the Company and the Union.

All such monies shall be deducted from the first pay in each month and remitted to the Union on or about the fifteenth (15th) day of the current month.

ARTICLE II
HOURS AND OVERTIME

2.1 A regularly established shift of eight (8) hours between 7:00 a.m. and 3:30 p.m. (*shift pattern "A"*), or 9:00 a.m. and 5:30 p.m. (*shift pattern "B"*) shall constitute a day's work. A shift pattern is for a full pay period and must be elected on Thursday for the following pay period.

2.2 The regular working week shall consist of five (5) days from Monday to Friday inclusive.

2.3 Any work performed in excess of eight (8) hours on any day Monday through Friday shall be considered overtime and paid for at one and one-half (1-1/2) times the regular rate, except where changes from night shift to day shift are involved. Double time shall be paid for all hours in excess of four (4) hours overtime in any one day or ten (10) in any one working week, as defined in Section 2.2 hereof.

All hours worked in excess of forty (40) hours in any one week or eight (8) hours in any one day shall be considered overtime and paid for at one and one-half times the regular rate.

All hours worked on Saturday shifts shall be considered as overtime and paid for at time and one-half for the first eight (8) hours. Hours worked on such shifts after eight (8) shall be paid for at double time.

All hours worked on Sunday and holiday shifts shall be considered as overtime and paid for at double time.

Under normal conditions when overtime is offered it will be offered in one or more of the following ways:

An overtime shift during the regular work week will be scheduled in one (1) hour increments between 7:00 a.m. and 9:00 a.m. or 3:30 p.m. and 5:30 p.m.

A four (4) hour to eight (8) hour overtime shift on Saturday will be scheduled to be from 7:00 a.m. to 3:30 p.m. with one-half (1/2) hour for lunch if necessary.

If employees fail to work the overtime schedule, then the Company shall have the option to cancel all overtime on that shift.

All rules and procedures shall remain in effect for all overtime, including but not limited to, the scheduling of lunch and breaks. In particular, for all employees scheduled to work a morning overtime shift, the times in the Work Rules including the lateness rules in the Attendance Policy are moved up by the amount of overtime scheduled to work.

Plant opening procedures will be performed by assigned employees at that employee's rate of pay.

2.4 A trainee who has completed 360 hours of paid work shall be allowed to work overtime so long as all employees in his classification are first offered the opportunity to perform the overtime. An employee during the trial period shall be allowed to work overtime so long as all employees in his classification are first offered the opportunity to perform the overtime.

2.5 Under normal circumstances, employees being requested to work overtime shall be notified on Thursday for overtime requirements for the following week, Monday through Saturday. A list of overtime will be issued to the Shop Steward by the end of the day on Friday. Otherwise, the employees being requested to work overtime will be given as much advanced notice of the offered overtime as is practical. It is expected that employees will work all overtime hours to which they commit, recorded on the overtime list provided to the shop steward. If an employee does not work the overtime to which he has committed, the Company shall not be required to offer the employee the next opportunity to sign up for overtime.

ARTICLE III
RATES OF PAY

3.1 Appended hereto, marked Exhibit "A" and made a part hereof is a classification rate sheet, with the rate changes for each classification as have been agreed upon.

Definitions of the several classifications have been agreed upon by the parties hereto and are set forth in the Company's memorandum dated February 9, 2024. Copies of the memorandum and supplements shall be available at all times in the Company's office and copies have been delivered to the Union. Such definitions are made part hereof by reference.

3.2 During previous negotiations the parties hereto undertook a joint revision of the current job classifications as set forth in Exhibit "A" hereof in order to eliminate any inequities which might exist.

Since it is the purpose of the parties to eliminate existing inequities in the rate structure by reason of the joint revision, the Union agrees that it will process no grievances during the term of this Agreement arising out of any alleged inequities, except in those cases in which a change in job content occurs, or in which an employee alleges he is performing work of a higher classification.

3.3 The hiring rate for trainees shall be $18.00 per hour. After each 520 hours of hours paid,* the rate shall be increased 25 cents per hour, and after 4160 hours of hours paid, such trainees shall be placed in their appropriate "rate" classification and paid the minimum rate thereof. The trainee rate will apply to all occupations except the laborer, and will apply to new trainees only.

3.4 If, during the life of this Agreement, it is necessary to establish new classifications, the Company shall set rates for such new classifications, subject to the Union's right to object to such rates, and in the event no agreement is reached, to seek such redress as is available under the grievance procedure.

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* Hours paid is defined as all hours worked and hours paid for under the existing Agreement, i.e., includes holidays, funeral leave, jury duty, and paid vacations.

3.5 Any employee receiving more than the minimum rate for his classification shall suffer no reduction as a result of this Agreement. Nothing herein shall preclude the payment of a higher rate at the discretion of the Company. The employer shall have the discretion to give employees a monetary reward for exceptional performance. In such case, the Shop Committee shall be notified by the Company.

3.6 Employees working on regularly assigned night shifts shall receive a night shift bonus of ten percent (10%) of their hourly rate when working on that shift.

3.7 When an employee is selected to work in a higher-paid classification than his regular classification, which shall not be for more than twenty (20) consecutive days at any one time, without agreement from the shop committee, he shall be paid the rate of the higher classification for the actual hours worked in the higher classification at the same rate range level he is regularly paid. The employee will not be transferred again within a five (5) working day period after returning to their original classification. The Company will not use this section to avoid the filling of a permanent job vacancy, except when Production Support employees are assigned Laborer's work.

An employee selected to work in a lower-paid classification than his regular classification shall continue to receive his regular rate.

3.8 An employee injured on the job and unable to finish his regular shift will be paid for the hours remaining on his shift.

ARTICLE IV
COST OF LIVING

Effective the first pay period after the February 2025 Index is published, and retroactive to February 9, 2025, each employee covered by this Agreement shall receive a cost-of-living adjustment, if applicable, based upon the percentage increase in the Consumer Price Index published by the Bureau of Labor Statistics, U.S. Department of Labor (1967 = 100), United States, All Items, All urban consumers, herein referred to as "Index" between the February 2024 Index and the February 2025 Index under the following terms and conditions:

4.1 No cost-of-living increase shall be payable by the Company unless the Index for February 2025 exceeds the February 2024 Index by 6% or more. In the event the February 2025 Index exceeds the February 2024 Index by six percent (6%) or more, a cost-of-living adjustment shall be paid as follows:

6% = 10 cents per hour	9% = 25 cents per hour
7% = 15 cents per hour	10% = 30 cents per hour
8% = 20 cents per hour	

(The following example illustrates how the percentage change shall be figured from the Index point change. The figures used in this example are for demonstration purposes only):

Example:

February previous year Index	202.0
February current year Index	220.5
Index Point Change	18.5
Percentage Change	18.5 x 100 = 9% 202.0
Increase in COL Adjustment:	9% = 25 cents/hour

4.2 A cost of living adjustment shall be paid in the third year of this Agreement based upon the difference between the February 2026 Index and the February 2025 Index under the same terms and conditions as set forth in Paragraph 1 above.

4.3 In the event of a decline in the Index, any cost-of-living allowance shall be reduced from any cost-of-living adjustment previously given in accordance with the same formula.

4.4 In the event the Index is not published on or before the beginning of the effective payroll period, any adjustment will be made effective retroactive in accordance with Paragraph 1.

4.5 The amount of any cost-of-living adjustment in effect shall be included in computing overtime payments, vacation, holidays, pay for jury duty and funeral leave and for no other purposes. The cost-of-living adjustment shall not be added to the classification base rates.

4.6 The continuance of the cost-of-living adjustment is dependent upon the continued monthly publication of the Index in its present form and calculated on the same basis as at the time of the execution of this Agreement, unless otherwise agreed upon by the Company and Union.

4.7 In no event shall the cost-of-living adjustment exceed 30 cents per hour.

ARTICLE V
APPRENTICESHIP

5.1 Apprenticeship standards for training of machinists and toolmakers when agreed upon by the representatives of the Company and the Union and registered with the Pennsylvania Apprenticeship Council shall become a part of this Agreement.

5.2 An apprentice after completing his eight thousand (8,000) hours of work, if retained by the Company, shall have his rate of pay increased (automatically) to the minimum rate of pay for the classification they are assigned.

5.3 Apprentices retained after completing their apprenticeship shall be given one year's seniority.

ARTICLE VI
CALL-IN AND REPORTING TIME

6.1 Any employee who is required to report for work shall be given four (4) consecutive hours of work from the time he reports each day, in any classification for which he is qualified, unless the job on which he is engaged is stopped by direction of the customer for any reason, and shall receive full-time pay for all time thereafter that he is required to remain at work or on the premises ready for work. If an employee refuses to perform work for which he is qualified and provided it does not affect men who are laid off, he shall be paid only for time actually worked. This rule will particularly apply to employees in classifications in which only one man is assigned.

This provision, however, shall not apply where an employee after reporting for work is prevented from working a minimum of four (4) hours because of breakdown, stoppages of production or other emergencies beyond the control of the Company. In such case, employees shall be paid only for the time actually worked by them, if no other work for which they are qualified shall be available.

ARTICLE VII
DISTRIBUTION OF WORK, SENIORITY, LAYOFFS AND TRANSFER

7.1 Seniority is defined as the length of an employee's service with the Company dating from the time of his most recent hiring, and it shall apply as to layoffs by classification.

For purposes of lay-off; the first five (5) pay steps of a classification shall be considered a separate classification from the last five (5) pay steps of the same classification. Within the classification rate range 1 thru 5 skill and present ability shall be considered equal. Within the classification rate range 6 thru 10 skill and present ability shall be considered equal.

If a laid-off employee has greater Company seniority than an employee in the same or lower-paid classification rate range, he may bump that employee if he has the skill and present ability to perform the job and shall be paid the same rate as the employee whom he bumped, or the rate the bumping employee was paid just prior to the bump whichever is less. An employee may not bump into a higher-rate classification.

7.2 The Shop Chairman and three (3) committeemen while serving in that capacity automatically shall receive top seniority in their classifications and shall be the last persons laid off in such classifications, provided each has been in the Company's employ for a period of eleven (11) months. The Union shall notify the Company, in writing, of the names of the Chairman and Committeemen.

7.3 Seniority shall be lost for the following reasons:

(a) if the employee resigns;

(b) if the employee is discharged for proper cause;

(c) if the employee fails to return to work within forty-eight (48) hours after being requested to do so by the Company by registered mail, without notifying the Company and getting an extension; unless the employee's failure to return to work is attributed to uncontested certification of physical disability and inability to perform his job or any other duties which the Company might make available under the light duty policy.

(d) if the employee is out of the service of the Company continuously for a period of twelve (12) months, unless he has volunteered or has been drafted into the Armed Forces of the United States wherein his length of absence from service with the Company will be governed by The Uniformed Services Employment and Reemployment Rights Act of 1994.

7.4 Trial Period. The Company shall be entitled to a trial period of forty-five (45) days worked for all new employees. In the event that any employee is retained after such trial period of forty-five (45) days worked, his seniority shall date back to the original date of employment.

7.5 The Shop Chairman shall be notified before any notice of layoff for lack of work is given to affected employees. Employees laid off for lack of work shall be given five (5) working days notice prior to layoff, unless the layoff is due to any reason beyond the Company's control or is due to a customer's direction to stop work on the job on which such employees are engaged. In lieu of such five (5) working days notice, employees so laid off shall be paid the equivalent of twenty-four (24) hours pay. The provisions of this Section shall apply only to layoffs of more than one (1) week's duration.

7.6 Recalls shall be made on the basis of seniority as provided for in Section 1 of this Article, subject to the provisions of Article I, Section 3, and no new employees are to be hired until all former employees on similar work have been given an opportunity to return to work. Any employee who thus has been recalled is to receive no less than the current prevailing rate of pay, provided he is employed on similar work.

7.7 No employee shall be discharged, suspended, or otherwise disciplined without just and sufficient cause. The Company shall notify the Shop Committee of a discharge or suspension of an employee and state the cause thereof prior to taking such action when circumstances allow.

7.8 Working foremen designated by the Company as such shall receive not less than ten per cent (10%) above the maximum rate in their classifications when using the tools of the trade. Foremen in executive positions, not using the tools of the trade, will not be required to be members of the Union. Foremen, managers, supervisors or other non-unit employees shall not do any work normally done by members of the bargaining unit except for experimental purposes, for purposes of instruction, research and development or emergency conditions requiring immediate action regarding production when all practical means to have bargaining unit members do the work have been exhausted.

7.9 Within thirty (30) days from the effective date of this contract, the Company shall supply the Union with a list of employees, noting the length of service of each employee, his classification and hourly rate. The Company shall forward to the Union's office a statement of each hiring and separation of its employees to enable the Union to keep its records in order.

7.10 A written statement setting forth the classification and starting wage rate shall be given to each employee when hired, and upon reclassification a copy of such statement shall be sent to the Union and a copy given to the Shop Chairman.

7.11 Senior employees working on night shifts shall have the right to transfer to open dayshift jobs in their same classification, if such day shift jobs are held by new employees who have just completed their probationary period, as set forth in Section 4 of this Article.

7.12 Permanent Job Openings.

(a) Whenever a permanent job vacancy occurs, the Company shall post a notice of such vacancy, specifying the job and rate of pay for a period of five (5) days. The company will specify any particular job skill requirements within a classification. Applicants interested in bidding on the job shall notify the Plant Superintendent in writing.

(b) The employee with the greatest skill and present ability to perform the job will be awarded the job. Company seniority shall govern where skill and present ability to perform the job are considered to be equal by the Company. In the event no employee has the skill and present ability to perform the job, the Company may hire from outside the bargaining unit.

(c) An employee may only bid on a job which rate range is the same as the one he holds so long as a replacement with the skill and present ability is willing to bid on his job or the Company is able to hire a replacement with the skill and present ability from outside the bargaining unit.

(d) An employee may not bid on a job which rate range is lower than the one he holds except for reasons of health, which must be verified by a physician, or any other reason acceptable to the Company so long as a replacement with the skill and present ability is available.

ARTICLE VIII
SAFETY

8.1 The Company is firmly committed to providing and maintaining a safe and healthy work environment for all employees. A comprehensive safety program, for the health and well-being of all employees, is an integral part of being in business. Safety must be a part of everything that takes place within our organization and must be part of everyone's responsibility.

Accident and Loss Prevention is the responsibility of management and every manager, supervisor, and foreman bears direct responsibility for the safety of the employees under his or her direction.

While the Company will provide for safe and healthy conditions in which all our employees work, we expect and even insist that, in return, all employees must recognize their obligation to conduct themselves in such a manner as to show due regard for not only their own safety but the safety of fellow employees.

Consistent with this policy, it is the duty of each employee to follow all applicable safety policies, rules and regulations.

The Company agrees to continue to abide by all applicable laws relating to safety of employees, and laws relating to work place injuries.

The Company shall continue to furnish general comfort and sanitary conditions for the employees.

8.2 The Company agrees to supply the Union with a list of all chemicals used in the plant.

The Company shall recognize a Union Safety Committee consisting of three Union

members.

The Committee will meet once a month with the Company, if necessary. Prior to the meeting the Committee will present an agenda of the matters to be discussed.

8.3 The Company shall abide by all applicable federal, state and local government laws,

8.4 Workers Compensation procedures and forms are to be posted on the Company Bulletin Board.

ARTICLE IX
WORK DONE DURING STRIKE

9.1 No employees shall be required to work when other employees of the Company are involved in a strike or lockout, nor shall any employee be required to do any new work for any other company whose employees may be involved in a strike or lockout. "New work" is defined as any order for work coming into the shop after the outbreak of a strike. However, the Union agrees that all work on hand of such customers that may be involved in such a labor dispute shall be completed, and the Union shall not interfere with the completion of such orders.

ARTICLE X
MISCELLANEOUS

10.1 The Union shall have the right to post copies of this Agreement and notices dealing with meetings or other Union matters on the Union's bulletin board to be furnished by the Company. Each member and all future members of the Union will be given a copy of the effective Collective Bargaining Agreement. One (1) copy will be given to the Union for their bulletin board.

10.2 Employees must abide by the shop rules and regulations posted in a conspicuous place accessible to all employees. The Company agrees to meet and discuss any new or modified rules with the Union Shop Committee prior to the effective date of such rule. The Union shall have the right to grieve the reasonableness of any Company work rule.

10.3 Any employee elected or appointed as a delegate to Union's convention shall be granted a leave of absence, not exceeding one (1) week, for the purpose of attending the Union's convention.

ARTICLE XI
SETTLEMENT OF DISPUTES

11.1 When any differences arise between the Company and the Union or its members employed in the shop, an earnest effort shall be made, and reasonable time allocated for meetings among the parties to settle such matters in the following manner:

STEP ONE. The employee or employees affected shall take the grievance up with the departmental foreman within five (5) days of its occurrence or when the grievant should have known of its occurrence along with his departmental committeeman in an attempt to effect a satisfactory settlement. The departmental foreman shall have three (3) days to settle the matter. If not satisfactorily adjusted, the grievant or Union may, within three (3) days after the departmental foreman's answer was due, reduce the grievance to writing and submit it to Step Two.

STEP TWO. The written grievance shall be discussed by the Shop Committee (i.e., not more than three (3) members of the Union plus the grievant if the three members of the

Union so decide) of the Union and superintendent or plant manager. The superintendent or plant manager will answer the written grievance in writing within three (3) days. If the grievance is not satisfactorily adjusted, the Union may within three (3) days after the answer of the superintendent or plant manager was due, appeal the grievance to Step Three.

STEP THREE. The written grievance shall be referred to the Company representative by the Union representatives (i.e., not more than three (3) members of the Union, the Union International Representative plus the grievant if the three members of the Union and International Representative so desire). The Company shall have three (3) days to answer the grievance in writing after the meeting with the Union. If the matter is not satisfactorily adjusted, the Union may, within thirty (30) days of the Company's answer attempt to mutually agree on an arbitrator before referring the grievance to an arbitrator appointed in accordance with the procedures of the American Arbitration Association, The arbitrator's expenses shall be borne jointly, and his decision shall be final and rendered within fifteen (15) days after the matter has been turned over to him for a decision.

11.2 In the event no appeal is taken to the succeeding step of the grievance procedure within the time limits set forth therein, the decision so rendered shall be final.

11.3 Saturdays, Sundays and holidays shall be excluded from the computation of time limitations under the grievance and arbitration procedure.

11.4 The Union agrees not to call any strike during the life of this Agreement unless the grievance procedure has been exhausted, or unless the employer fails or refuses to abide by the terms of an arbitration award. Such arbitration award, however, shall be subject to clarification by the arbitrator in the event of a dispute as to the meaning of the award.

ARTICLE XII
DISCHARGES

12.1 Employees shall be discharged only for just causes. Such employees or the Union shall have the right within seventy-two (72) hours from the time of the discharge to challenge in writing the propriety of the discharge. If a grievance in writing is not filed within seventy-two (72) hours, the discharge shall be considered final.

Grievances for discharge filed within seventy-two (72) hours shall be dealt with in accordance with the grievance and arbitration procedures herein above set forth in Article XI.

ARTICLE XIII
VACATIONS AND HOLIDAYS

13.1 Vacation is accrued and earned as follows.

Vacation is accrued monthly from an active employee's date of hire until December 31st of the employee's year of hire. Each calendar month the employee works (hours paid) a minimum of 80 hours, the employee accrues one (1) day of vacation with pay. No vacation is awarded until the employee completes his trial period of forty-five (45) days worked. This

forty-five (45) day waiting period will be waived in the case of plant shut-down in December.

An active employee's vacation entitlement is determined as of January 1st of each year.

Active employees of the Company, who have been in the Company's employ continuously for a period of less than one (1) year on January 1st, shall be entitled to fifteen (15) day's vacation with pay on January 1st, however, no vacation is awarded until the employee completes his trial period of forty-five (45) days worked.

Active employees who have been in the Company's employ continuously for a period greater than one (1) year on January 1st, accrue vacation during the prior year and earn it on January 1st.

The maximum vacation entitlement (as of January 1st) as determined below shall be adjusted by a factor equal to the number of months worked in the previous calendar year divided by twelve (12). If the employee has worked (hours paid) a minimum of 80 hours in a calendar month in the previous year, that month shall be included in the calculation.

All active employees of the Company who have been in the Company's employ continuously for a period of one (1) year or more but less than five (5) years shall be entitled to a maximum of seventeen (17) days vacation with pay.

All active employees of the Company who have been in the Company's employ continuously for a period of five (5) years or more but less than fifteen (15) years shall be entitled to a maximum of twenty-two (22) days vacation with pay.

All active employees of the Company who have been in the Company's employ continuously for a period of (15) fifteen years or more shall be entitled to a maximum of twenty-seven (27) days vacation with pay.

13.2 Except for paragraph 13.5, an employee must be an active employee in order to accrue and earn vacation time.

13.3 Daily vacation pay shall be computed as eight (8) hours at the employee's current classification pay rate. Weekly vacation pay is equal to five (5) times the daily vacation pay.

13.4 Vacation Overtime Bonus – is paid to all employees the last pay date in January of each year and is based on the employee's current classification pay rate, their vacation entitlement in the previous calendar year, and the overtime hours paid in the previous calendar year. It is calculated as follows:

(a) Average Overtime Hours per Normal Working Hour – are calculated by dividing the number of overtime hours paid in the previous calendar year by 2000, but shall not be more than 0.125 .

(b) Vacation Overtime Bonus Hours – are calculated by multiplying the Average Overtime Hours per Normal Working Hour by the Vacation hours earned for use in the previous calendar year. If an employee was temporarily laid off or drafted into the Armed Forces of the United States and has returned to work, hours of vacation for which he was paid at the time of his lay off or drafting that normally would have been earned and used in the previous calendar year, will be included for the purposes of this calculation.

(c) The Vacation Overtime Bonus is calculated by multiplying the Vacation Overtime Bonus Hours by 1.5 times the employee's classification pay rate at the end of the

previous calendar year.

13.5 Any employee hereafter laid off by the Company for lack of work or drafted into the Armed Forces of the United States, shall receive pay for the proportional part of the vacation to which he would have been entitled if he had been working at vacation time. Such vacation pay shall be apportioned in units of one (1) month. If the employee has worked (hours paid) a minimum of 80 hours in the calendar month, that month shall be included in the calculation, but if he has not worked a minimum of 80 hours in the calendar month, that month shall be excluded from the calculation. Vacation Overtime Bonus will be calculated using 13.4 above, and paid for any vacation time the employee has earned for use in the year he is being laid off or drafted into the Armed Forces of the United States except using the overtime hours worked in that same year and the employee's ending classification pay rate. If the employee is rehired in that same year, he will only receive Vacation Overtime Bonus the following January for the overtime hours worked since his rehire date.

In the event of an employee's death or his resignation with two (2) weeks' notice, he shall be entitled to proportional vacation pay as computed above. In case of death, such vacation pay, if any, shall be paid to his widow or his estate. Payment to either shall relieve the Company of any further liability hereunder.

An employee absent on worker's compensation shall receive vacation credit up to a maximum of eight (8) months for a single injury for time lost during an employee's vacation year due to a work related injury covered by worker's compensation, regardless of the vacation year in which time is lost. This includes consecutive months lost for the same injury or situations where an employee misses time, returns to work, and then misses more time. In every case, if the Workers Compensation carrier declares the injury as a continuation of the initial injury, the maximum total credit given will be eight (8) months. The maximum amount of credit an Employee will be given for multiple injuries, also as defined by the Workers Compensation carrier, in any one Vacation Year is eight (8) months total.

An employee absent on FMLA leave and/or Sickness & Accident leave during his vacation accrual year shall receive vacation credit up to a maximum of three (3) months total.

13.6 Subject to the provisions of Section 13.1, vacations will, as far as practical, be granted at times most desired by employees, but the final right of approval of vacations is exclusively reserved to the Company in order to insure the orderly operation of the plant. Eight (8) days (64 hours) of vacation earned may be requested in 1 hour increments and all remaining vacation may be requested and will only be approved in full or in half-day increments.

For employees who have earned eighteen (18) or more vacation days in accordance with 13.1, five (5) days of that vacation time must be taken before July 15th.

Taking a day or part of a day of vacation time off that is required to be scheduled in advance without approval in writing by the Company, will count as an unapproved absence and be subject to disciplinary action in accordance with the work rules.

All vacation time that is not required to be scheduled in advance must be requested as follows.

- Employees are required to give advance written notice to their supervisor of their

vacation request or call-in notice within one-half (1/2) hour of their start time for two days, a single day, a half day, or 1 hour increment of vacation on a first-come, first-served basis.

- An employee who requests vacation time within one-half (1/2) hour of their start time on the day he intends to take it will have his vacation granted so long as two (2) other employees have not on that same day, within one-half (1/2) hour of their start time, requested vacation time and had the time approved by the Company. Employees who schedule and have time off approved in advance shall not count for the purposes of this two (2) man rule.
- If three (3) or more consecutive working days are requested, a written request must be received by the Company two (2) weeks in advance of the vacation time requested and the Company will approve/disapprove the request in writing within five (5) working days of the request.

13.7 All employees shall be required to take vacation time off between the Christmas and New Year's holidays.

An employee who is entitled eight (8) or more days of vacation must schedule and reserve three (3) days of his vacation for the plant shutdown between the Christmas and New Year's holidays before he is able to use the remainder of his vacation. Employees may take the remaining vacation days in half day increments.

13.8 Employees who have been in the Company's employ for a period of thirty (30) days and who work the regular scheduled plant working day before or the regular scheduled plant working day after New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving Day, the working day before Christmas Day, Christmas Day, and the working day before New Year's Day shall receive pay for eight (8) hours for such holidays at their regular base rates (including night shift bonus for employees currently working on the regularly-scheduled night shifts), although they shall not be required to work on those days.

The Company shall elect whether it will require employees to work the regular scheduled plant working day before or the regular scheduled plant working day after the holiday in order to qualify for holiday pay and shall post appropriate notice of its decision at least ten (10) days prior to the holiday. Eight (8) "hours paid" on the day selected shall constitute qualification. However, an employee shall be deemed to have worked "the regular scheduled working day" for holiday pay qualification purposes if he reports on the designated day of eligibility not more than four (4) hours late and the reason for his lateness is a compelling one and satisfactory to the Company.

If any holiday shall fall on Sunday, it shall be observed on Monday.

Any employee who is required to work on any of the above holidays shall receive pay at the rate of double time his regular rate in addition to his holiday pay.

13.9 Up to four (4) days or thirty-two (32) hours of vacation may be carried over to the next calendar year for use therein.

ARTICLE XIV
MILITARY SERVICE

14.1 Any employee who is called into the service of the Armed or similar forces of the United States Government shall be given a furlough by the Company. The seniority of such employee shall continue to accrue during the time of service to the Government. The length of the furlough shall be governed by the provisions of The Uniformed Services Employment and Reemployment Rights Act of 1994.

14.2 Upon completion of service with the Government, the employee shall apply for reinstatement in his respective classification and the Company shall respond in conformity with The Uniformed Services Employment and Reemployment Rights Act of 1994.

ARTICLE XV
INSURANCE AND HOSPITALIZATION

15.1 The Company agrees to provide, at its expense, insurance coverage of its employees in the bargaining unit only, in accordance with the following schedule:

(a) Life Insurance $50,000

(b) Accidental death and dismemberment insurance up to $5,000.00 payable for the accidental loss of life, limbs or sight, excluding losses resulting from occupational accidents.

(c) Non-compensable sickness and accident disability benefits at the rate of $500 per week for twenty-six (26) weeks for each disability.

Benefits shall begin on the first day of disability for accidents and on the eighth day of disability for illness, for employees under the treatment of a physician.

15.2 All of the above benefits are granted in accordance with the conditions set forth in booklets and copies of policies and/or certificates given each employee, the provisions of which are incorporated herein and made part hereof by reference.

15.3 The Company will contribute monthly towards the employee's health care insurance premiums in accordance with the following schedule based upon the level of coverage selected by the employee:

	Effective:		
# of Dependents Covered	March 2024	March 2025	March 2026
Employee	$925	$935	$945
Employee +1	$925	$935	$945
Employee + 2 (or more)	$1025	$1025	$1025

Until the bargaining unit employees are covered in the same health care plans as the non-bargaining unit employees, the health care plans offered are group plans selected by the Union and offered on behalf of the Company and subject to approval by the Company by executing the Participation Agreement. The Plans are also subject to the rules and

regulations of the health care insurance carrier selected and shall be at all times in compliance with the provisions of the Affordable Care Act ("ACA").

The Company will offer to the bargaining unit employees medical and dental plans that are the same as the plans offered to the non-bargaining unit employees. The plans will be offered as they may be amended or changed, so long as the amendments or changes also apply to the Company's non-bargaining unit employees who are enrolled in the plans or benefits. The specific provisions and procedures, governing choice of carrier/administrator, eligibility, enrollment, benefit coverage, co-pays for services, or any other aspect of the above named plans or benefits will apply equally to bargaining unit and non-bargaining unit employees enrolled in the above named plans or benefits. The Union waives its right to bargain collectively concerning any aspect of the above-named plans and benefits during the term of the Contract.

The Union can nominate two (2) members of the committee to participate in the plan review meetings.

The terms of each of the plans offered shall be incorporated by reference into the collective bargaining agreement.

The employee's contribution for health care will be withheld from their paychecks on a weekly basis calculated as follows:

Total current monthly premium for the plan and coverage selected minus the Company monthly contribution for the coverage selected. That amount is then multiplied by 12 and divided by 52 to calculate a weekly deduction.

15.4 An employee who is not covered by the Company's health insurance shall no longer have the Company deduct from his pay a contribution for health and welfare insurance.

15.5 The Company agrees that the Union may choose from among as many as four (4) plans, provided the health insurance carrier is willing to offer and administer four (4) different plans.

15.6 Employees on Workers Compensation leave or on Sickness and Accident leave shall be required to pay their portion of the healthcare insurance premium for the plan in effect for them during such leave. However, the Company will pay the employee's contribution on their behalf subject to repayment by the employee to the Company. Upon the employee's return to work, the minimum amount withheld for healthcare during the repayment period shall be equal to 100% of the required withholding for the employee's current health care insurance selections in accordance with the deduction procedure above, plus 50% of the average health care deduction they would have normally paid if they were working, during the period they were on leave. If an employee does not return to work, the premiums owed will be deducted from any amounts due the employee from Tinius Olsen Testing Machine Company.

15.7 For all other leaves and periods of time where the employee is not paid enough to cover his deduction for health care insurance, the employee must arrange to pay the Company his contribution on or before each pay day.

15.8 An employee who is covered by the Company's health insurance may drop his Company health insurance under the following conditions:

(a) the employee's spouse or other employer must have health insurance that covers

the employee:

(b) the employee must prove to the Company that his/her spouse or other employer does in fact have health insurance that covers the employee, his/her children or family.

In the event the employee satisfies the above Conditions, the Company shall pay to the employee the following amount in their first weekly pay each month.

	Effective:		
	March 2024	March 2025	March 2026
Employee Insurance "Opt Out" payment	$525	$525	$525

Once an employee elects to drop his Company health insurance, he/she may only re-enroll in accordance with the rules and regulations of the health insurance carrier.

An employee, before he drops his health insurance, will be required to sign a release which must also be signed by his/her spouse, and any dependent eighteen (18) years or older, that he/she, on behalf of themselves and as parents of minor children, hold harmless the Company, its officers and directors, and the Union and its officers from any liability whatsoever because the employee has exercised his/her right to drop health insurance.

ARTICLE XVI
FUNERAL LEAVE

16.1 In the event of the death of an employee's spouse or child the Company will grant a leave of four (4) consecutive workdays, one of which must include the date of the funeral or memorial service. (If the date of the funeral or memorial service falls on Saturday or Sunday, such date shall be deemed to be the preceding Friday or the following Monday, as the affected employee may elect, for the purposes of this Section 1.) Any time lost during the said four (4) days will be compensated for at the employee's regular straight-time rate not exceeding eight (8) hours per day, provided the employee attends the funeral or memorial service.

16.2 In the event of the death of an employee's parent, brother or sister the company will grant leave of three (3) consecutive workdays, one of which must include the date of the funeral or memorial service. (If the date of the funeral or memorial service falls on Saturday or Sunday, such date shall be deemed to be the preceding Friday or the following Monday, as the affected employee may elect for the purposes of this Section 2.) Any time lost during the said three (3) days will be compensated for at the employee's regular straight-time rate not exceeding eight (8) hours per day, provided the employee attends the funeral or memorial service.

16.3 Any employee who attends the funeral or memorial service of his mother-in-law, father-in-law or grandparents on a regularly scheduled work day between Monday and Friday will be excused from work on that day and be paid at his current straight-time hourly rate for time lost, not exceeding eight (8) hours.

16.4 To be eligible for funeral leave, an employee must be on the active payroll.

ARTICLE XVII
PERSONAL LEAVE OF ABSENCE

17.1 Requests for personal leaves of absence in writing not to exceed thirty (30) days (subject to reasonable extension) may be granted by the Company, without pay, to employees for compelling personal reasons. If the Company grants such leave, the reasons for and the duration of the leave shall be set forth in writing. Employees shall not engage in gainful pursuits during such leave, either for self or other.

Any employee who does not report back to work by the expiration date set forth in his leave of absence notice, or any extension thereof, or who engages in gainful pursuit as above set forth while on leave, will be considered as having terminated his employment with the Company.

17.2 Family and Medical Leave (FMLA) shall be granted in accordance with the Company's policy.

ARTICLE XVIII
JURY DUTY

18.1 An employee who is called for jury service shall be excused from work for the days on which he serves and he shall receive for each such day of jury service on which he otherwise would have worked, the difference between eight (8) times his straight time hourly rate of pay and the payment he receives for jury service. The employee will present proof of service and of the amount of pay received therefore to the Company.

ARTICLE XIX
EMPLOYEE RETIREMENT BENEFITS

19.1 The Company agrees to maintain a 401K Plan. The Company will contribute fifty cents ($0.50) for each dollar of the first 6% of the employee's weekly gross pay that is contributed by the employee to their 401K account. The following vesting schedule applies to Company contributions.

Years of Vesting Service	Vesting Percentage
Less than One	0%
1	0%
2	20%
3	40%
4	60%
5	80%
6	100%

19.2 The Tinius Olsen Testing Machine Company Pension Plan (Pension Plan) is frozen as of June 30th, 2018. The Company will continue to make contributions to the Pension Plan pursuant to the annual funding notice. Employees hired prior to February 10th, 2018, but not yet fully vested under the Pension Plan will continue to get vesting credit. Employees hired after February 10th, 2018 will not be eligible for the Pension Plan.

19.3 The amounts of pension payable under the Pension Plan are as follows:

(a) The monthly amount of pension payable to a vested pensioner retiring pursuant to the provisions of the Pension Plan, shall be $31.50 for each year of credited service (as defined in the Pension Plan) until June 30th, 2018 subject to a maximum of thirty-four (34) years of service.

(b) The monthly amount of any disability pension payable to a vested pensioner, pursuant to the provisions of the Pension Plan, shall be
$16.50 for each year of credited service (as defined in the Pension Plan) until June 30th, 2018, subject to a maximum of twenty (20) years of service.

19.4 As amended, the Pension Plan shall remain in effect unless terminated by the Company or ceasing to do business, as provided in the Plan.

19.5 During the term of this Agreement, it is understood by the parties hereto that the current Pension Plan will be revised to bring it into conformity to the applicable legislative requirements upon their issuance by the appropriate governmental agencies; however, no changes in benefits as are set forth in the current Plan and this Agreement may be negotiated.

19.6 The Pension Plan shall provide that normal retirement shall occur the first of the month following the month on which the employee's sixty-fifth (65th) birthday occurs.

ARTICLE XX
PRESCRIPTION SAFETY GLASSES

20.1 For all employees, the Company will designate a Safety Glass Plan Provider and subsidize the purchase of Prescription Safety Glasses that provide maximum eye protection during working hours i.e. Polycarbonate or other "high impact" lenses with permanent side shields.

20.2 The Company will subsidize the purchase of prescription safety glasses (lenses and frame) in accordance with the following schedule:

(a) First pair of glasses:

- to a new employee or,
- to any bargaining unit employee receiving his first pair of prescription safety glasses.

(b) Second and subsequent glasses:

- employee must visit an optometrist and/or ophthalmologist and require a prescription change or,
- glasses damaged by accident during working hours while performing normal assigned duties.

20.3 The *maximum* subsidies the Company will provide to the employee per calendar year for either 20.2 (a) or 20.2 (b) are:

$125.00 for LENSES = Polycarbonate or other high impact

$50.00 for FRAMES = Any frame offered by the plan provider

$5.00 for SIDE SHIELDS

Notes: The Company will attempt to schedule two on-site visits by the Safety Glasses Plan Provider per year. Any cost beyond the maximums set forth above will be borne by the employee and deducted from his net pay. The Company will not subsidize the cost of glasses with tinted or sunglass lenses.

ARTICLE XXI
OUTSOURCING

21.1 In the past, the Company has outsourced work usually and normally done by members of the bargaining unit. The Company shall continue to be allowed to outsource as in the past but prior to outsourcing, the Company will meet with the Union Committee to discuss whether any or all of such work may be brought back into shop: also to outsource in cases where the Company lacks the necessary skills, machinery, tools and in emergencies and for other sound business reasons. In the event the Company decides to outsource on the basis of significant cost savings, it will meet with the Union/Shop Committee to discuss the subject. The Company in its sole discretion will determine if work can be subcontracted.

ARTICLE XXII
ZIPPER CLAUSE

22.1 It is expressly understood by and between the Company, the Union and the Bargaining Unit employees that during the negotiations leading up to the execution of this Agreement, that all parties had full opportunity to bargain on any and all legitimate matters for such bargaining. Therefore, this Agreement is the complete summation of these matters, and each of the parties explicitly waives any rights to introduce for bargaining, or to insist on bargaining, on any issue which may arise during the life of this Agreement, except through the mutual written consent of the Union and the Company.

The preceding paragraph shall not affect the Company's rights under Article 10, Section 10.2 regarding reasonable Work Rules.

ARTICLE XXIII
TERMINATION

23.1 This Agreement shall be in force and effect from February 9, 2024, until Midnight, February 12, 2027. Thereafter it shall continue for one year, and so on from year to year, upon the same terms and conditions as are herein contained, unless sixty
(60) days" written notice previous to expiration, containing any proposed changes, is given by either party to the other. Within ten (10) days of receipt of notice, both parties to this Agreement, through their representatives, shall confer and negotiate on such matters.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals the day and year first above written.

MACHINE TOOL & DIE LOCAL #155 of the UNITED ELECTRICAL, RADIO and MACHINE WORKERS OF AMERICA

By: Dan Vargo

Jack Boyle

Michael Nice

Dan Quinones

Tara McCauley

TINIUS OLSEN TESTING MACHINE COMPANY

David Wheeler

George Lewman

Kathy Kraus

Exhibit "A"

2024 RATES

Rate Ranges Effective:
From: 09-Feb-2024
Through: 09-Feb-2025

2024 Classification	1	2	3	4	5	6	7	8	9	10
Instrument Maker	31.17	31.40	31.65	31.91	32.14	32.16	32.46	32.79	33.09	33.66
Engine Lathe	31.17	31.40	31.65	31.91	32.14	32.25	32.46	32.72	32.95	33.45
Lathe	29.87	30.13	30.46	30.71	30.98	31.12	31.38	31.68	31.98	32.25
Boring Mill	31.17	31.40	31.65	31.91	32.14	32.16	32.46	32.79	33.09	33.37
Milling Machine	29.83	30.11	30.43	30.71	30.98	31.12	31.38	31.68	31.98	32.54
Grinder	29.83	30.11	30.43	30.71	30.98	31.12	31.38	31.68	31.98	32.25
Machine Assembler	29.83	30.11	30.43	30.71	30.98	31.12	31.38	31.68	31.98	32.54
Painter	29.83	30.11	30.43	30.71	30.98	31.12	31.38	31.68	31.98	32.25
Millwright	30.46	30.71	30.98	31.29	31.54	31.61	31.91	32.18	32.46	32.77
Maintenance	30.46	30.71	30.98	31.29	31.54	31.61	31.91	32.18	32.46	33.06
Packer	29.07	29.33	29.62	29.90	30.16	30.20	30.53	30.80	31.12	31.38
Slotterhand	29.83	30.11	30.43	30.71	30.98	31.12	31.38	31.68	31.98	32.54
Electrician	30.46	30.71	30.98	31.29	31.54	31.61	31.91	32.18	32.46	33.06
CNC Lathe	31.31	31.54	31.80	32.04	32.28	32.39	32.60	32.85	33.08	33.79
CNC Vertical Machining Center	31.31	31.54	31.80	32.04	32.28	32.39	32.60	32.85	33.08	33.79
CNC Horizontal Machining Center	31.31	31.54	31.80	32.04	32.28	32.39	32.60	32.85	33.08	33.79
Piston & Cylinder Machinist	31.31	31.54	31.80	32.04	32.28	32.39	32.60	32.85	33.08	33.79
Production Support	-	-	-	-	-	30.20	30.53	30.80	31.12	31.38
Machine Shop Support	-	-	-	-	-	29.35	29.63	29.90	30.18	30.45
Laborer	19.64	21.23	22.83	24.42	26.01	28.65	28.84	29.00	29.18	29.34
Shop Floor Cleaner	18.98	19.08	19.19	19.45	19.76	-	-	-	-	-
Storeroom Clerk	-	-	-	-	-	18.72	19.24	19.66	20.70	21.07

Classification:

Grade 2, 7 - Automatic after 1,040 Hrs. Paid at Grade 1 or Grade 6, respectively
Grade 3, 8 - Automatic after 1,040 Hrs. Paid at Grade 2 or Grade 7, respectively
Grade 5,10 - Automatic after 1,040 Hrs. Paid at Grade 4 or Grade 9, respectively
Longevity add-on 1 - Automatic after 20 Year's Service - Add $0.20 per hour
Longevity add-on 2 - Automatic after 25 Year's Service - Add $0.20 per hour

All employees at Grade 3, 5, or 8 of their Classification will be reviewed on a six-month basis (April & October)
Promotions from Grade 3 to Grade 4, Grade 5 to Grade 6, and Grade 8 to Grade 9 classifications shall be determined solely by the Company. The Union shall have the right to grieve the reasonableness of Company denials of wage promotion.

Hours Paid is defined as all hours worked and hours paid for under the existing collective bargaining agreement:
i.e. includes holidays, funeral leave, jury duty, and paid vacations.

Exhibit "A"

2025 RATES

Rate Ranges Effective:
From: 10-Feb-2025
Through: 08-Feb-2026

2025 Classification	1	2	3	4	5	6	7	8	9	10
Instrument Maker	32.11	32.34	32.60	32.87	33.10	33.12	33.43	33.77	34.08	34.67
Engine Lathe	32.11	32.34	32.60	32.87	33.10	33.22	33.43	33.70	33.94	34.45
Lathe	30.77	31.03	31.37	31.63	31.91	32.05	32.32	32.63	32.94	33.22
Boring Mill	32.11	32.34	32.60	32.87	33.10	33.12	33.43	33.77	34.08	34.37
Milling Machine	30.72	31.01	31.34	31.63	31.91	32.05	32.32	32.63	32.94	33.52
Grinder	30.72	31.01	31.34	31.63	31.91	32.05	32.32	32.63	32.94	33.22
Machine Assembler	30.72	31.01	31.34	31.63	31.91	32.05	32.32	32.63	32.94	33.52
Painter	30.72	31.01	31.34	31.63	31.91	32.05	32.32	32.63	32.94	33.22
Millwright	31.37	31.63	31.91	32.23	32.49	32.56	32.87	33.15	33.43	33.75
Maintenance	31.37	31.63	31.91	32.23	32.49	32.56	32.87	33.15	33.43	34.05
Packer	29.94	30.21	30.51	30.80	31.06	31.11	31.45	31.72	32.05	32.32
Slotterhand	30.72	31.01	31.34	31.63	31.91	32.05	32.32	32.63	32.94	33.52
Electrician	31.37	31.63	31.91	32.23	32.49	32.56	32.87	33.15	33.43	34.05
CNC Lathe	32.25	32.49	32.75	33.00	33.25	33.36	33.58	33.84	34.07	34.80
CNC Vertical Machining Center	32.25	32.49	32.75	33.00	33.25	33.36	33.58	33.84	34.07	34.80
CNC Horizontal Machining Center	32.25	32.49	32.75	33.00	33.25	33.36	33.58	33.84	34.07	34.80
Piston & Cylinder Machinist	32.25	32.49	32.75	33.00	33.25	33.36	33.58	33.84	34.07	34.80
Production Support	-	-	-	-	-	31.11	31.45	31.72	32.05	32.32
Machine Shop Support	-	-	-	-	-	30.23	30.52	30.80	31.09	31.36
Laborer	20.23	21.87	23.51	25.15	26.79	29.51	29.71	29.87	30.06	30.22
Shop Floor Cleaner	19.55	19.65	19.77	20.03	20.35	-	-	-	-	-
Storeroom Clerk	-	-	-	-	-	19.28	19.82	20.25	21.32	21.70

Classification:

Grade 2, 7 - Automatic after 1,040 Hrs. Paid at Grade 1 or Grade 6, respectively
Grade 3, 8 - Automatic after 1,040 Hrs. Paid at Grade 2 or Grade 7, respectively
Grade 5,10 - Automatic after 1,040 Hrs. Paid at Grade 4 or Grade 9, respectively
Longevity add-on 1 - Automatic after 20 Year's Service - Add $0.20 per hour
Longevity add-on 2 - Automatic after 25 Year's Service - Add $0.20 per hour

All employees at Grade 3, 5, or 8 of their Classification will be reviewed on a six-month basis (April & October)
Promotions from Grade 3 to Grade 4, Grade 5 to Grade 6, and Grade 8 to Grade 9 classifications shall be determined solely by the Company. The Union shall have the right to grieve the reasonableness of Company denials of wage promotion.

Hours Paid is defined as all hours worked and hours paid for under the existing collective bargaining agreement:
i.e. includes holidays, funeral leave, jury duty, and paid vacations.

Exhibit "A"

2026 RATES

Rate Ranges Effective:
From: 09-Feb-2026
Through: 12-Feb-2027

2026 Classification	1	2	3	4	5	6	7	8	9	10
Instrument Maker	33.07	33.31	33.58	33.86	34.09	34.11	34.43	34.78	35.10	35.71
Engine Lathe	33.07	33.31	33.58	33.86	34.09	34.22	34.43	34.71	34.96	35.48
Lathe	31.69	31.96	32.31	32.58	32.87	33.01	33.29	33.61	33.93	34.22
Boring Mill	33.07	33.31	33.58	33.86	34.09	34.11	34.43	34.78	35.10	35.40
Milling Machine	31.64	31.94	32.28	32.58	32.87	33.01	33.29	33.61	33.93	34.53
Grinder	31.64	31.94	32.28	32.58	32.87	33.01	33.29	33.61	33.93	34.22
Machine Assembler	31.64	31.94	32.28	32.58	32.87	33.01	33.29	33.61	33.93	34.53
Painter	31.64	31.94	32.28	32.58	32.87	33.01	33.29	33.61	33.93	34.22
Millwright	32.31	32.58	32.87	33.20	33.46	33.54	33.86	34.14	34.43	34.76
Maintenance	32.31	32.58	32.87	33.20	33.46	33.54	33.86	34.14	34.43	35.07
Packer	30.84	31.12	31.43	31.72	31.99	32.04	32.39	32.67	33.01	33.29
Slotterhand	31.64	31.94	32.28	32.58	32.87	33.01	33.29	33.61	33.93	34.53
Electrician	32.31	32.58	32.87	33.20	33.46	33.54	33.86	34.14	34.43	35.07
CNC Lathe	33.22	33.46	33.73	33.99	34.25	34.36	34.59	34.86	35.09	35.84
CNC Vertical Machining Center	33.22	33.46	33.73	33.99	34.25	34.36	34.59	34.86	35.09	35.84
CNC Horizontal Machining Center	33.22	33.46	33.73	33.99	34.25	34.36	34.59	34.86	35.09	35.84
Piston & Cylinder Machinist	33.22	33.46	33.73	33.99	34.25	34.36	34.59	34.86	35.09	35.84
Production Support	-	-	-	-	-	32.04	32.39	32.67	33.01	33.29
Machine Shop Support	-	-	-	-	-	31.14	31.44	31.72	32.02	32.30
Laborer	20.84	22.53	24.22	25.90	27.59	30.40	30.60	30.77	30.96	31.13
Shop Floor Cleaner	20.14	20.24	20.36	20.63	20.96	-	-	-	-	-
Storeroom Clerk	-	-	-	-	-	19.86	20.41	20.86	21.96	22.35

Classification:

Grade 2, 7 - Automatic after 1,040 Hrs. Paid at Grade 1 or Grade 6, respectively
Grade 3, 8 - Automatic after 1,040 Hrs. Paid at Grade 2 or Grade 7, respectively
Grade 5,10 - Automatic after 1,040 Hrs. Paid at Grade 4 or Grade 9, respectively
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Hours Paid is defined as all hours worked and hours paid for under the existing collective bargaining agreement: i.e. includes holidays, funeral leave, jury duty, and paid vacations.