

Tentative Agreement Highlights

IAM 912 with GE Aerospace

Five-Year Contract Term: August 18, 2025 to August 18, 2030

19.5% General Wage Increases Over Five Years (Compounding to 21.1%)

Wages

General Wage Increases (GWI) 19.5% increase over term of contract:

Effective Date	GW
September 8, 2025	5%
September 7, 2026	5%
September 6, 2027	3%
September 4, 2028	3%
September 3, 2029	3.5%
Total	19.5%

Reinstatement of Prior Cost-of-Living Adjustment (COLA) Formula:

- The COLA is a built-in raise (in addition to the GWIs) that adjusts your wages, so when inflation goes up, your wages go up too – using the government's Consumer Price Index (CPI).
- The COLA formula will be applied twice a year throughout the term of the contract.

How is the COLA formula calculated?

- For eligible employees, their pay will increase by 1 cent (\$0.01) per hour for every 0.071429% increase in CPI. For example, if the CPI increases by ~2.8% over a given annual measurement period, a COLA of 40 cents per hour (\$0.40/hour) would be delivered in that year.

Paid Time Off

All changes effective January 1, 2026

Vacation

- Increased vacation time:

Current Vacation Plan eligibility (weeks)			Proposed Vacation Plan eligibility (weeks)		
Continuous Service of ...	Annual Allotment	Earn as You Go (EAYG)	Continuous Service of ...	Annual Allotment	Earn as You Go (EAYG)
Less than 1 year	None	Pro-rata portion of 2	Less than 1 year	None	Pro-rata portion of 2
1 year	2	2	1 year	2	2
5 years	3	3	5 years	3 weeks, 3 days	3 weeks, 3 days
10 years	3	3	10 years	4 weeks	4 weeks
15 years	4	4	15 years	4 weeks, 3 days	4 weeks, 3 days
20 years	5	5	20 years	5 weeks, 3 days	5 weeks, 3 days
30 years	6	6	30 years	6	6

Sick and Personal Pay

- Removed the waiting period for sick and personal pay, so that eligible employees now receive paid time off as of date of hire (effective on or after January 1, 2026), regardless of continuous service.

- Increased the maximum hours of sick and personal pay:

Current SPP eligibility			Proposed SPP eligibility		
Continuous Service	Hours	Days	Continuous Service	Hours	Days
1 through 14 years	24	3	1 through 14 years	24 32	3 4
15 through 24 years	32	4	15 through 24 years	32 40	4 5
25 years and over	40	5	25 years and over	40 48	5 6

Retirement Plans

The GE Aerospace Retirement Savings Plan (RSP)

Increase the amount of Additional Company Retirement Contribution (ACRC) for each year of the contract for employees not eligible for the GE Aerospace Pension Plan (GEAPP).

2026	2027	2028	2029	2030	Total
\$600 + \$900 = \$1,500	\$600 + \$300 = \$900	\$600 + \$900 = \$1,500	\$600 + \$300 = \$900	\$600 + \$900 = \$1,500	\$6,300 over the life of contract

GE Aerospace Pension Plan (GEAPP)

GEAPP and supplements extended for eligible employees through the term of the 2025-2030 Agreement.

Job and Income Security

SERO, SERO 30 and PCPO Renewed

- Special Early Retirement Option (SERO), SERO 30 and the Plant Closing Pension Option (PCPO) renewed for eligible long-service employees affected by permanent job-loss events through August 31, 2030.
- Special Supplement Benefit Option (SSBO) renewed for eligible long-service employees who are directly impacted by permanent job-loss events through August 31, 2030.

Health Care

Except where noted, all changes effective January 1, 2026.

Payroll Contributions for Medical Care

- Payroll contribution increases 6% in each of the first three years of the contract.
- No contribution increases in 2029 and 2030.

One Time Increase to Medical Deductibles and Out-Of-Pocket Maximums

- Option 1: \$100 for single, \$200 for 2 person, \$250 for 3 or more
- Option 2: \$150 for single, \$300 for 2 person, \$375 for 3 or more
- Option 3: \$200 for single, \$400 for 2 person, \$500 for 3 or more

Co-Pay Increases for Specialty Drugs from \$4 per day to \$5 per day, with no additional increases to co-pays for specialty drugs during the term of the agreement.

Increased the number of chiropractic visits from 24 to 32 annually

Payroll Contribution Increases for Dental Care

- Dental Premium Monthly Increase 2026 and 2028:
 - 1-person: \$1.00 per month
 - 2-person: \$2.00 per month
 - 3 or more: \$3.00 per month
- No increases in 2027, 2029 and 2030.

Vision Benefit Enhancements

- The annual allowance for lenses, frames and contacts for eligible individuals enrolled in the GE Aerospace Vision Premium Option will increase from \$200 to \$250.

Retiree Medical

- Eligibility for Company subsidized health care for pre-65 retirees will be maintained during the contract term for current eligible employees, and for eligible employees hired before January 1, 2028.

Disability Benefits

Short-Term Disability Benefit Enhancements (effective January 1, 2026)

- Increased the weekly benefit minimum for eligible full-time employees from \$400 to \$450.
- Increased the weekly benefit maximum for eligible full-time employees from \$950 to \$1,050.

Long-Term Disability Benefit Enhancements (effective January 1, 2027)

- Introduced a new 60% of pay coverage option in addition to the current 50% of pay option.

Other Benefit Improvements

- Added voluntary Group Legal, Pet Insurance, and Identification Theft Protection benefits, effective January 1, 2026.
- Added a new \$150,000 spousal coverage option for Dependent Life Insurance, effective January 1, 2027.
- Safety Shoe allowance increased to \$250 once every 12 months.
- Commitment to adding a minimum of 25 bargaining unit members during the term of the agreement.
- Renewed Successorship Letter.
- Renewed Two Unpaid excused absences letter, now available to use in 4-hour increments.

Non-Economic Language Changes

- Strike notice on an unresolved grievance increased from 24 hours to 21 days (does not impact the 10-day notice to terminate during contract negotiations)
- Arbitration procedure changes
- Grievance procedure timeline changes
- Vacation notification when utilizing more than four consecutive days

Ratification Vote

Ratification vote will be held on Wednesday August 20th, more details to come.