COLLECTIVE BARGAINING AGREEMENT

BETWEEN

DELAWARE RESOURCE GROUP OF OKLAHOMA, LLC

and

THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, AFL-CIO

and

DISTRICT LODGE NO's. 4, 9, 54 and 98
and
LOCAL LODGE NO's. 4, 52, 313, 1471 and 2018

KC-135 TS PROGRAM

Effective
April 1, 2025 – March 31, 2028

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DOCUMENT STATUS PAGE

This page tracks all changes made to the subject document during the agreement's period of effectivity.

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ARTICLE 1 - PARTIES AND PREAMBLE

Section 1.1. This Collective Bargaining Agreement (hereinafter referred to as the "Agreement") is made and entered into as of the 8th day of March, 2025, by and between Delaware Resource Group of Oklahoma, LLC (hereinafter referred to as the "Employer") and the International Association of Machinists and Aerospace Workers, AFL-CIO, (hereinafter referred to as the "Union"). Employer facility locations covered by this agreement and Union lodges covering those facilities are: Scott AFB IL (District Lodge No. 9, Local Lodge 313), Pittsburgh ANGB PA (District Lodge 98, Local Lodge 52), Rickenbacker ANGB OH, (District Lodge 54, Local Lodge 1471), Grissom ARB IN (Local Lodge 2018), and the following Air National Guard sites represented by District Lodge and Local Lodge 4; Bangor ME, Birmingham AL, McGuire NJ, Meridian MS, Lincoln NE, Forbes Field KS, Sioux City IA, and Selfridge MI. The Employer and the Union agree to cooperate with one another in an effort to serve the needs and conditions specific to operations of all facilities, students and everyone who works at each facility, to assure efficient operations, and to meet the highest standards possible in the service provided.

ARTICLE 2 - RECOGNITION

Section 2.1. The Employer recognizes the International Association of Machinists and Aerospace Workers, AFL-CIO as the exclusive bargaining representatives for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment of all employees employed by Delaware Resource Group of Oklahoma, LLC at the following sites: Scott AFB IL, Rickenbacker ANGB OH, Grissom ARB IN and Pittsburgh ANGB PA. are included in the bargaining unit described herein.

INCLUDED: All full-time and part-time employees covered by the NLRB Elections 06-RC-208061, 09-RC-225852, 14-RC-12670and 25-RC-10399 as the Recognition agreements signed for Scott AFB, Grissom ARB, Rickenbacker ANGB and Pittsburgh ANGB, to include those classifications listed in Article 16 employed by the employer at each of the facilities. This also includes NLRB Election 06-RC-220867, (dated July 9, 2018) that incorporates the “East” KC-135 BOSS sites (Bangor ME, Birmingham AL, McGuire NJ, Meridian MS, Lincoln NE, Forbes Field KS, Sioux City IA, and Selfridge MI) now added to the KC-135 training system program.

EXCLUDED: All office confidential employees, Managerial employees, professional employees, guards and supervisors as defined in the Act, and all other employees of the Employer, including those employees on other contracts other than those identified above.

ARTICLE 3 - DEFINITIONS

Section 3.1. Employment Status.

(a) Full-Time – Employees A "full-time employee" is an employee in the bargaining unit who is regularly scheduled to work forty (40) hours per week.

(b) Part-Time – Employees A "part-time employee" is an employee in the bargaining unit who is regularly scheduled to work fewer than thirty (30) hours per week.

(c) No Automatic Conversion - There is no automatic conversion from one employment status to another.

Section 3.2. Probation. Ninety (90) calendar days for a newly hired or rehired employee, discounting any absence from scheduled work time, shall be considered a probationary period. This probationary period may be extended by mutual agreement of the parties. Employer shall evaluate an employee during the probationary period and may in its sole discretion terminate the employee's employment at any time, with or without advance notice to the employee or the Union. The termination of an employee during their probationary period is not subject to the grievance and arbitration procedure.

ARTICLE 4 - MANAGEMENT RIGHTS

Section 4.1. The management and the direction of the work force are vested exclusively in the Employer subject to the terms of this Agreement. All matters not specifically and expressly covered or treated by the language of this Agreement may be administered for its duration by the Employer in accordance with such policy or procedure as the Employer from time to time may determine. The Employer does have the right to subcontract work and designate the work to be performed by the Employer and the places where it is to be performed, which right shall not be subject to arbitration. The Employer agrees that no bargaining unit employees will be laid off as a direct result of subcontracting bargaining unit work.

ARTICLE 5 - UNION BUSINESS

Section 5.1. Union Security. All employees within the bargaining unit defined in Article 2 shall become members of the Union after completion of their probationary period as defined in Article 3 Section 2, or within thirty (30) days following the execution of this Agreement and shall thereafter maintain their membership in good standing in the Union during the life of this Agreement, as a condition of continued employment.

(a) **Satisfaction of Obligation**. Employees who, under Section 1 of this Article 5, are required either to become members of the Union or maintain membership in good standing in the union may satisfy that obligation by periodically tendering to the Union an amount equal to the Union's regular and usual monthly dues.

(b) **Failure to Satisfy Obligation**. In the event an employee, who as a condition of continued employment, is required under this Article 5 to become a member of the Union, or maintain their membership in good standing therein, but in any such case does not do so, the Union will notify the Employer in writing, through the corporate Human Resources, or through such other office as may be designated by the employer, of such employee's delinquency. The Employer, barring any state laws that prohibits these actions, agrees to advise such employee that their employment status with the Employer is in jeopardy and that their failure to meet their obligation under this Article 5 within thirty (30) days will result in their termination of employment.

(c) Nothing contained in this Article shall be construed to require the Employer to violate any applicable law. If this article or sections thereof is found to violate any state or federal law, those sections of this article shall not void the remainder of this article. It is understood and agreed that the Union will defend, save, hold harmless and indemnify the Employer from any and all claims, demands, suits or any other forms of liability that shall arise out of the execution, placing in effect or carrying out of the terms of this Article by the Employer.

(d) **Explanation to employees.** Either the Employer or the Union may explain to any employee or call to their attention, at any time, their rights and obligations under any or all provisions of this Article.

(e) **Dues Checkoff.** It is agreed between the Employer and the Union that any employee in the bargaining unit defined in Article 1 of this Agreement, who is or may hereafter become a member of the Union, or pays an agency fee, may authorize the collection of Union dues or agency fees by the signing of a payroll deduction form. The employee's authorization shall be irrevocable for a period of one year from the date they are signed or until this agreement expires whichever occurs sooner, irrespective of their membership status in the Union. Deduction of membership dues or agency fees shall be made in a flat sum provided there is a balance in the paycheck sufficient to cover the amount after all other deductions authorized by the employee and will be forwarded to the designated IAM&AW District Lodge by the 20th of the following month.

(f) The Employer shall issue all Union payments such as Union dues, Initiation Fees, Political Action Contributions, etc. via manual check. Accounts will be established for a focal designated by the Union. It will be the responsibility of the Union to submit all changes in locals to the Employer. The Union will indemnify and hold the Employer harmless from and against any and all claims, demands, charges, complaints, or suits instituted against the Employer which are based on or arise out of any action taken by the Employer in accordance with or arising out of the foregoing provisions of this Article 5.

Section 5.2. Shop Stewards. The Union may select not to exceed, except by mutual agreement, two (2) employees as shop stewards. The Union shall keep the Corporate Program Manager (CPM) informed in writing of the names of the accredited shop stewards. The Employer shall not be required to recognize any employee as a shop steward, unless the Union has informed the Employer, in writing, of the employee's name and designation as a shop steward. This Section shall not apply when designated shop stewards are off on vacation, illness, or on Employer or Union business away from the site, whereupon only verbal notification will be necessary to indicate the affected steward's replacement. An employee while serving as a shop steward shall not be subject to layoff, transferred or loaned from their job classification so long as other employees remain in their job classification and on the shift they is designated shop steward.

Section 5.3. Steward Representation. The appropriate shop steward may be present to discuss a grievance submitted to the Employer at a grievance meeting held pursuant to the grievance procedure set forth in Article 6. The appropriate shop steward may be present if requested by the employee at an investigatory meeting conducted by the Employer, which could result in the discipline or discharge of an employee, provided that such employee has requested shop steward representation.

Section 5.4. Investigating Complaints or Claims of Grievance. Each respective steward shall investigate complaints or claims of grievance on the part of employees or the Union to include contacting the business representative in regard to such claim or grievance. The appropriate supervisor may be present during any discussion relating to any complaint or grievance. However, upon the request of an employee or steward, the supervisor shall authorize a steward to participate in a private discussion with an employee, business representative, or their designee, relating to a complaint or grievance. A shop steward shall perform such duties in a manner as to minimize any work stoppage.

Section 5.5. Business Representatives, Access to Plant. Representatives of the Union may only enter the Employer's premises as follows:

(a) Authorized Union representatives may enter the Employer's premises for the purpose of attending scheduled meetings, including attending grievance hearings, with members of management.

(b) The Union representatives shall give advance notice the previous day to the Site Manager, or Site Focal if no Site Manager is present to enter the premises. Entry to work areas is not permitted without advance approval by the Site Manager. The right of entry shall at all times be subject to the Customer’s and the Employer's rules applicable to non-employees. The Union representative shall not interfere with Employer operations.

Section 5.6. Employer and Employee Discussions. Nothing in this Agreement is intended to abridge the right of a supervisor to privately discuss with any employee under their supervision topics pertinent to the workplace, including but not limited to, the employee's job performance as described in Article 20, Section 5.

Section 5.7. Joint Meetings. Should either party desire to discuss with the other any matter affecting generally the relationship of the parties, a meeting of Union and Management representatives shall be arranged upon request of either party. Such meeting shall take place at time mutually convenient to both parties. Any use of Employer time for attendance at such meetings shall be arranged in advance by mutual agreement. This Section is intended to provide a free avenue of communication between the Union and the Employer, and suggestions, complaints, or other matters may be presented by either party, provided that neither party shall be required to discuss any item brought up by the other party nor be bound to act upon any item presented. However, both parties agree to discuss informal grievances and complaints.

Section 5.8. Union Leave of Absence (LOA). The Employer agrees to grant a leave of absence without pay and without loss of seniority to any employee for the purpose of union business. The intent of this section is not to be in conflict with time spent by a steward conducting their functions as listed in this article when employees request a short-term LOA to attend Union-requested training/seminars. All time spent conducting union business in accordance with this section shall be counted as compensated time for benefit accruals.

ARTICLE 6 - GRIEVANCE PROCEDURE AND ARBITRATION

NOTE: For notifications regarding the Sections of this article, it is understood by both parties that read receipt email to the appropriate party(ies) is sufficient to serve as written notice for grievance process execution.

Section 6.1 - Establishment of Grievance and Arbitration Procedure. Grievances or complaints arising between the Employer and its employees subject to this Agreement, or the Employer and the Union, with respect to the interpretation or application of any of the terms of this Agreement, shall be settled according to the following procedure. Subject to the terms of this Article relating to cases of dismissal or suspension for cause or of involuntary resignation, only matters dealing with the interpretation or application of terms of this Agreement shall be subject to this grievance procedure.

Section 6.2 - Employee Grievances. In the case of grievances on behalf of employees and subject to the further provisions of Section 3 below, relating to cases of layoff or dismissal or suspension for cause of involuntary resignation:

STEP 1. Oral Discussion. The employee first shall discuss their grievance with the Steward and if the Steward considers the grievance to be valid then the employee and the Steward will contact the employee's supervisor and will attempt to effect a settlement of the complaint. To timely initiate the grievance process, this contact must occur within ten (10) workdays after the alleged incident. This procedure, however, will not prevent an employee from contacting their supervisor directly if he so chooses. If the purpose of the employee's contacting their supervisor is to adjust the grievance, the Steward shall be given an opportunity to be present and such adjustment shall be in conformity with this Agreement.

STEP 2. Grievance Reduced to Writing. If no settlement is reached in Step 1, the Steward, if he considers the grievance to be valid, may reduce to writing a statement of the grievance or complaint which the grievant must sign. This written grievance must contain, at a minimum, the following:

(a) The facts upon which the grievance is based.
(b) Reference to the section or sections of the Agreement alleged to have been violated
(c) A detailed explanation of the remedy sought.

If any of the criteria listed above are not met, the grievance will be considered invalid, and the clock will not re-start on a timely filing.

The Steward shall sign and submit the written statement of grievance to the Program Manager for consideration, with a copy to Human Resources within ten (10) workdays after the oral discussion in Step 1 has taken place. Failure to submit the written grievance in accordance with the terms and within the ten (10) workdays deadline of this Step 2 will be deemed an abandonment of the grievance, and the matter will be closed. After such submission, the Program Manager and the Steward may, within the next ten (10) workdays, unless mutually extended, settle the written grievance and, over their signatures indicate the disposition made thereof. Otherwise, promptly after the expiration of such ten (10) workdays, or agreed extension thereof, the Program Manager and the Steward shall sign the grievance and their signatures will indicate that the grievance has been discussed and reconsidered by them and that no settlement has been reached.

STEP 3. Written Grievance Handling at Business Representative/Employer Representative Level. If no resolution of the grievance is reached in Step 2 within the specified or agreed time limits, the Business Representative or their designee may initiate Step 3 by submitting the grievance to the Employer’s Vice President of Program Operations within ten (10) workdays after the signature of the written grievance as required in Step 2 has occurred. Failure to submit the written grievance in accordance with the terms and within the ten (10) workdays deadline of this Step 3 will be deemed an abandonment of the grievance, and the matter will be closed. After such submission, the designated representative of the Employer and the Business Representative or their designee may, within the next ten (10) workdays settle the grievance and, over their signatures, indicate the disposition made thereof. Otherwise, promptly after the expiration of such ten (10) day period the designated representative of the Employer and the Business Representative, or their designee, shall sign the grievance and their signatures will indicate that the grievance has been discussed and reconsidered by them and that no settlement has been reached.

STEP 4. Mediation. If resolution of the grievance is not reached under Step 3 above, the Union or the Employer wishing to take the grievance to Step 4 must notify the other party in writing of their desire to proceed to mediation and must formally request mediation in writing from the office of the Federal Mediation and Conciliation Service located nearest to the worksite. This request for Mediation and notice of request to the other party must be provided within ten (10) workdays after the signature of the written grievance as required in Step 3 has occurred. Failure to submit the request for mediation and notice of request for mediation in accordance with the terms and within the ten (10) workday deadline of this Step 4 will be deemed an abandonment of the grievance, and the matter will be closed. Mediation under this section is required before arbitration. The request for mediation must be served in writing by the party requesting it simultaneously on the Federal Mediation and Conciliation Service and the other party within this time period as a condition for processing the grievance up to and including arbitration. The mediation must be scheduled at a time and location mutually agreeable to the parties within thirty (30) calendar days of the request for mediation and notice of request for mediation, unless the parties mutually agree in writing to an extension of that 30-day period. If the Shop Steward's presence is requested by the Union, such request for time off without pay to attend the mediation will not be unreasonably denied.

STEP 5. Arbitration. If resolution of the grievance is not reached in Step 4 within the specified or agreed time limits, then either party may in writing, within ten (10) workdays thereafter, request that the matter be submitted to an arbiter for a prompt hearing as hereinafter provided in Sections 6 to 7, inclusive. Failure to submit the request for arbitration in accordance with the terms and within the ten (10) workday deadline of this Step 5 will be deemed an abandonment of the grievance, and the matter will be closed.

Section 6.3 - Dismissals, Suspensions, Layoff, etc. In cases of layoff or suspension for cause, or of involuntary resignation, the employee shall be given a copy of the layoff, suspension or termination of service slip, as the case may be, if he is available to be presented with such copy. If he is not available, copies of the slip will be sent to the employee and to the Union office. The employee shall have the right to appeal the action shown on the slip providing the Union files a written grievance with the designated representative of the Employer within seven (7) workdays after the date of layoff dismissal, or suspension for cause, or involuntary resignation, or within seven (7) workdays after the date of the mailing of the copy of the slip. The written grievance then may be processed through the grievance process set forth in Section 2 above.

Section 6.4 - Union Versus Employer. Processing of grievances which the Union may have against the Employer shall begin with Step 3 and shall be limited to matters dealing with the interpretation or application of terms of this Agreement. Such grievance shall be submitted in writing to the designated representative of the Employer, and shall contain the following:

(a) Statement of the grievance setting forth the facts upon which the grievance is based.

(b) Reference to the section or sections of the Agreement alleged to have been violated.

(c) The correction sought.

The grievance shall be signed by the designated representative of the Union. If no settlement is reached within ten (10) workdays from submission of the grievance to the designated representative of the Employer, both shall sign the grievance and indicate that it has been discussed and reconsidered by them and that no settlement has been reached. Within ten (10) workdays thereafter the Union may in writing request that the matter be submitted to an arbiter for a prompt hearing as hereinafter provided in Article 6, Section 6 to Article 6, Section 7, inclusive. Failure to submit the request for arbitration within this ten (10) workday deadline will be deemed an abandonment of the grievance, and the matter will be closed.

Section 6.5 - Retroactive Compensation. Grievance claims involving retroactive compensation shall be limited to thirty (30) calendar days; prior to the written submission of the grievance to Employer representatives, provided, however, that this thirty (30) day limitation may be waived by mutual consent of the parties. This does not however limit compensation going forward after a grievance is filed.

Section 6.6 - Selection of Arbiter - From Federal Mediation and Conciliation Service. The parties shall jointly request the Federal Mediation and Conciliation Service to submit a panel of seven (7) arbiters. Such request shall state the general nature of the case and ask that the nominees, be qualified to handle the type of case involved. When notification of the names of the panel of seven (7) arbiters is received, the parties in turn shall have the right to strike a name from the panel until only one name remains. The right to strike the first name shall be determined by lot. The parties agree to strike the panel three (3) days after receipt of such panel.

Section 6.7 - Arbitration - Rules of Procedure. Arbitration pursuant to Step 4 shall be conducted in accordance with the following

(a) The arbiter shall hear and accept pertinent evidence submitted by both parties and be empowered to request such data as he deems pertinent to the grievance and shall render a decision in writing to both parties within thirty (30) days, unless mutually extended, after the completion of the hearing.

(b) The arbiter shall be authorized to rule and issue a decision in writing on the issue presented for arbitration which decision shall be final and binding on both parties.

(c) The arbiter shall rule only on the basis of information presented in the hearing before them and shall refuse to receive any information after the hearing except when there is a mutual agreement, in the presence of both parties.

(d) Each party to the proceedings may call such witnesses as may be necessary in the order in which their testimony is to be heard. Such testimony shall be limited to the matters set forth in the written statement of grievance. The arguments of the parties may be supported by oral comment and rebuttal. Either or both parties may submit written briefs with a time period mutually agreed upon. Such arguments of the parties, whether oral or written, shall be confined to and directed at the matters set forth in the grievance.

(e) Each party shall pay any compensation and expenses relating to its own witnesses or representatives.

(f) The Union and the Employer shall equally share payment for the compensation of the arbiter including their necessary.

(g) The total cost of the stenographic record (if requested) will be paid by the party requesting it. If the other party also requests a copy, that party will pay one half of the stenographic costs.

Section 6.8 - Extension of Time Limits by Agreement. Time limits designated in this Article for processing grievances and for bringing a matter to arbitration may only be extended by mutual written consent.

Section 6.9 - Agreement Not to be Altered. In arriving at any settlement or decision under the provisions of this Article, neither the parties nor the arbiter shall have the authority to alter this Agreement in whole or in part.

Section 6.10 - Conference During Working Hours. All conferences resulting from the application of provisions contained in this Article shall be held during working hours.

Section 6.11 - Business Representative, When Not Available May Authorize Designee. For any period that the Business Representative is unavailable to serve in that capacity under this Article 6, he may designate an accredited Steward or another accredited Business Representative to act for them, as their designee. As to each such period of unavailability, authorization of the designee will be accomplished by the Business Representative informing the appropriate Employer representative of the expected period of the Business Representative's unavailability to perform their duties under this Article 4, he shall promptly notify the Employer representative of the fact and such notice will terminate the period during which the designee is authorized to act.

Section 6.12 - Signing Grievance Does Not Concede Arbitral Issue. The signing of any grievance by any employee or representative either of the Employer or of the Union shall not be construed by either party as a concession or agreement that the grievance constitutes an arbitral issue or is properly subject to the grievance machinery under the terms of this Article.

ARTICLE 7 - DISCIPLINE AND DISCHARGE

Section 7.1. Employee discipline prior to termination generally will be in the form of an oral warning, a written warning, and a suspension. However, depending on the nature of the incident, nothing herein should be construed as requiring the Employer to utilize all or any steps of progressive discipline in any given situation. Upon the Employers' discovery of unsatisfactory conduct by an employee, the Employer shall begin any counseling or discipline process immediately after the discovery

Section 7.2. The Employer may discipline and discharge employees who have not completed the probationary period set forth in Article 3, Definitions, for any reason without recourse by the employee or the Union pursuant to Article 6, Grievance Procedure.

Section 7.3. The Employer may discipline and discharge non-probationary employees for just cause. Just cause for discipline or discharge including progressive discipline shall include all, but not limited to the offenses listed in Delaware Resource Group of Oklahoma, LLC Employee Manual. The Employer will notify the Union/Business Representative of any changes/updates to the Employee Manual.

Section 7.4. The Employer will make reasonable efforts to notify the shop steward about the discharge or discipline prior to the discharge or discipline. In no event shall this reasonable effort to notify the shop steward delay imposition of the discharge or discipline.

ARTICLE 8 - SENIORITY

Section 8.1. All employees at each location have seniority defined as their length of service to include the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same federal facility. Employees with breaks in service are credited with seniority for their time worked with the Employer. All benefits, vacation, and administrative actions will recognize the longevity and/or accrued benefits of current employees based on this seniority date. Seniority dates of all current employees are established and maintained in Employer electronic time keeping/personnel management system. Part Time employees who subsequently become full time employee shall establish their seniority date on the date of conversion for the purposes of layoff and recall. The Union will be responsible for maintaining accuracy of this date and the Employer will not be subject to grievance for failure to supply the correct dates.

Section 8.2. Layoffs. The necessity for layoffs or other reductions of staff shall be at the sole discretion of the Employer, including the number of employees to be laid off and the job classification, which will be affected. The Employer agrees that in the event of a layoff of bargaining unit employees, probationary employees within a classification shall be laid-off first without regard to their individual period of employment. Part-time employees within a classification shall be the next to be laid-off based upon seniority. Full-time employees within a classification shall be the next to be laid-off based upon seniority. In lieu of layoff or for other business reasons, the Employer may also assign an employee to perform any task or work in another job classification on a temporary basis. Employees shall continue to receive their regular rate of pay for any such temporary assignment. If DRG chooses to transfer, move, close, renovate, or shut down any site, employees at these sites will have the right of first refusal to any other DRG locations provided there are openings and the employee meets the qualifications of the job classification.

Section 8.3. Recall. Whenever a vacancy occurs in a job classification, non-probationary employees who are on layoff shall be recalled in the reverse order in which they were laid-off, i.e., the last employee laid off in the job classification shall be the one first recalled, The Employer shall be under no obligation to recall any probationary employee who has been laid off. In the event the Employer does recall a probationary employee, the employee must satisfactorily complete the remainder of their probationary period.

Section 8.4. Accumulation Seniority. Seniority shall accumulate to:

(a) Employees who are on the active payroll of the Employer and in the bargaining unit defined in Article 1 of this Agreement:

(b) Employees while on active military service and reinstated in compliance with applicable law;

(c) Time spent on authorized leave of absence for Union business in accordance with this Agreement;

(d) Time lost by reason of industrial injury, or industrial illness not to exceed the time limits on layoff statue provided in paragraph (g);

(e) Time spent on authorized leave of absence granted because of pregnancy or to cover periods of non-industrial injury or illness, not to exceed 12 months during any such period;

(f) The first 30 days of any other authorized leave of absence;

(g) Employees (who have completed their initial probation period) on layoff for up to two (2) years.

Section 8.5 - Loss of Seniority. An individual shall lose seniority rights for the following reasons:

(a) Resignation. In addition to normal resignations, an individual who, while on leave of absence, engages in other employment without prior written approval by the Employer, or fails to report for work or to obtain renewal of their leave on or before its expiration, will be considered as having resigned;

(b) Discharge for just cause;

(c) The employee fails to report for work within ten (10) working days, or fails to notify the Human Resources representative within three (3) working days of their intention to return to work after notice of recall from layoff;

(d) Failure to keep the Employer advised of any changes in current mailing address. The

Employer will fulfill its obligation for notice of recall by mailing a certified notice to the employee's last address of record;

(e) The employee is on layoff for a period of four (4) years in accordance with Section 4(g) above.

(f) Retirement;

(g) The employee is absent from work for three (3) or more consecutive working days without notifying the Employer or without adequate reason if he or she does notify the Employer;

Section 8.6- Definitions:

(a) Employees hired or transferred into the unit after ratification shall have seniority established upon entrance into the KC-135 TS site bargaining unit;

(b) When two or more employees are hired on the same day, the last four digits of their Social Security number shall then be used for purposes of lay off, recall and promotion (i.e., if two (2) employees have the same seniority date, the employee that has the lowest number shall be considered to be the most senior of the employees hired on the same day);

(c) Except in circumstances of delayed Government notifications or upon contract changeover (successor), employees shall be given thirty (30) calendar days notice in the event a status change from full time to part time.

ARTICLE 9 - HOURS OF WORK AND OVERTIME

Section 9.1. The normal payroll week and normal work week is the period from Friday at 0001 hours through Thursday at 2400 hours.

Section 9.2. Each employee will be assigned to a shift with designated times for beginning and ending.

Section 9.3. Determination of starting time, hours of work, lunch periods, and days of rest, will be made by the Employer and such schedules may be changed from time to time to suit varying conditions of business.

Section 9.4. Shifts The starting time of the various shifts will be as follows for sites running twenty-four (24) hours a day:

First Shift	Beginning at or after 4:00 am but before 12:00 noon
Second Shift	Beginning at or after 12:00 noon but before 8:00 pm
Third Shift	Beginning at or after 8:00 pm but before 4:00 am

9.4(a) For sites running less than twenty-four (24) hours a day, shift hours will be at the discretion of Management/Site focal as needed to ensure adequate support for training and maintenance activities.

Section 9.5. Non Standard Work: It is agreed that the Employer may schedule employees to work a non-standard work schedule consisting of shifts of longer duration than those specified in Section 3 above, work weeks of less than five full consecutive days, or non-consecutive days off, as set forth in this Article, for a total work week of 40 hours. By way of illustration, but not in limitation, a non-standard work schedule could be four 10-hour days. Saturdays and Sundays are also considered non-standard workdays, but customer requirements may occasionally require employees to support operations on these days. It is not the Employer’s intent to use non-standard workdays to circumvent the ability for employees to earn overtime as set forth in this article. Any other matters relating to non-standard work schedules will be subject to mutual agreement by the parties.

Section 9.6. The Employer will provide as much advance notice as possible when changing employees' shifts. However, employees will not be scheduled to work within twelve (12) hours of their previously scheduled work period without their concurrence.

Section 9.7. Employees may be required to work Saturdays or Sundays, or any other day of the week. Employees who have scheduled vacation in any work week will not be required to work overtime but may by choice work available hours at the employee's appropriate hourly rate.

Section 9.8. Employees may be required to work holidays and on their day off.

Section 9.9. The Employer may require employees to work overtime.

Section 9.10. No employee may work overtime without the prior approval of their supervisor.

Section 9.11. An employee who is unable to report for work at their scheduled start time must notify their immediate supervisor at least one (1) hour before their regularly scheduled start time, if possible. If the absence exceeds one (1) day, the employee must contact their immediate supervisor each day at least one (1) hour before their regularly scheduled start time, if possible.

Section 9.12. If an employee is required by the Employer to attend a meeting, training or testing, which is held during their off-duty hours, the employee will be paid for the time spent in attendance in accordance with their applicable rate of pay.

Section 9.13. Employees shall be paid for time worked computed to the nearest one- tenth hour.

Section 9.14. The Employer will attempt to meet its overtime requirements on a voluntary basis among the employees who normally perform the work on a straight time basis. In the event there are insufficient volunteers to meet the requirement, the supervisor may designate and require the necessary number of employees to work the overtime, and a reasonable effort will be made to equalize overtime between employees within a work group, such work groups to be determined by the Employer.

Section 9.15. Time worked within an assigned shift period shall be compensated at straight time rates. Overtime, at one and a half times the regular straight time rate, will be paid for time in excess of forty (40) hours worked in a work week. Holiday pay will be used in the computation of overtime. All other paid absences will not be used in the computation of overtime. State Law governs overtime. The employee will maintain the option to clock the overtime or flex the time within the forty (40) hour week that it occurred in.

Section 9.16 Full time and Part-time employes shall have first preference for work schedules. Individual employees on military leave who are available to work shall only be assigned to work after schedules for full time and part-time employees are assigned.

ARTICLE 10 - DRUG FREE WORKPLACE/HEALTH EXAMINATIONS

Section 10.1. The Employer and the Union are committed to providing employees with a drug-free and alcohol-free workplace. It is our goal to protect the health and safety of employees, to promote a productive workplace, and to protect the reputation of the Employer, Union, and employees. Consistent with these goals; the Employer prohibits the use, possession, distribution or sale of drugs, drug paraphernalia or alcohol on the premises. A program of testing, if necessary to comply with Federal and State regulations, will be instituted upon mutual consent of the Employer and the Union. Pre-employment drug testing is a condition of employment.

Section 10.2. The Employer has the existing right to require employees to submit to health examinations in the following circumstances: for any workplace health issue, such as workplace injury or as may be required by the contracting authority.

Section 10.3. The Employer has the existing right to require employees to undergo drug and/or alcohol screening using urinalysis, if reasonable suspicion exists that an employee is using or under the influence of drugs and/or alcohol.

Section 10.4. Health Examination required by the Employer or Government shall occur during the hours of 9:00 a.m. to 5:00 p.m., except where the Employer or Government determines that its business interests would be better served if the examination is conducted outside of these hours. Drug and/or alcohol screening will take place as soon as possible after the Employer has reasonable suspicion that an employee is using or under the influence of drugs and/or alcohol. If required outside of the stated work shift, employees will be compensated for time spent at their straight time rate, and compensated at overtime rates if he/she has worked more than forty (40) hours in that pay period.

Section 10.5. Bargaining unit employees shall be compensated at their normal hourly rate for time spent in an examination or drug/alcohol screening required by the Employer, as well as reasonable travel time and expenses to and from the examination. The Employer shall pay for any health examination or drug/alcohol screening it requires a bargaining unit employee to submit to.

ARTICLE 11 - NON-DISCRIMINATION/NON-HARASSMENT

Section 11.1. The Employer and the Union separately and jointly recognize their obligation to abide by applicable state and federal laws. The Agreement will be applied fairly and equitably among all bargaining unit employees and will not in any way be used to discriminate against employees on account of race, color, religious affiliation, sex, sexual orientation, gender identification, age, national origin, veteran or disabled status. It is understood that wherever in this Agreement employees or jobs are referred to in the male or female gender, it will be recognized as referring to both male and female employees.

Section 11.2. The Employer and the Union have adopted a separate complaint procedure set forth in Section 3 of this Article, providing for resolution of complaints alleging a violation of a specific section of this Article. Employees are encouraged to utilize this procedure prior to taking their complaints outside of the Employer.

Section 11.3. Employees who feel they have been unlawfully discriminated against or harassed as set forth in Section 1, and any employee having information concerning alleged unlawful harassment, should present that information, without fear of reprisal, to their Corporate Program Manager, General Counsel, and/or Human Resources. The matter will receive prompt attention, and when required, appropriate disciplinary action will be taken against the offender(s). Human Resources will be available to facilitate any necessary investigation. Violations of this policy will not be tolerated and will result in disciplinary action up to and including termination.

ARTICLE 12 - TRANSFER OF TITLE

Section 12.1. The Employer agrees to provide the required notice under the WARN Act, if applicable.

Section 12.2. The Employer agrees to bargain with the Union over the effects of that decision on bargaining unit employees.

ARTICLE 13 - NO STRIKES/NO LOCKOUTS

Section 13.1. During the life of this Agreement, or any written extension thereof, the Union, on behalf of its officers, officials, agents and members, or any employee, whether on or off duty, will not directly or indirectly, engage in, authorize or threaten any strike, sit-down, sit-in, boycott, walkout, sick out, slow-down, sympathy strike, or leafleting of any kind, including, but not limited to, leafleting or picketing of any kind at any residence housing any supervisor, board member, or employee of the Employer or at any Delaware Resource Group of Oklahoma affiliate, subsidiary or any other related entity, or in any other way interfere with or interrupt the Employer's operations for any reason. In addition, the Union will not directly or indirectly authorize, encourage or approve any refusal on the part of employees to proceed to the location of normal work assignment where no rare or unusual physical hazard is involved in proceeding to such location.

Section 13.2. The Union, it's officers, officials and agents, shall be immediately accessible to the Employer and shall immediately take all prompt and effective measures to prevent and stop any acts described in Section 1 of this Article, including, but not limited to, immediately contacting by telephone, telegram, overnight mail, or any other manner which would assure immediate contact to each individual engaged in such acts a notice signed by an authorized representative of the Union stating that the individual's action is in violation of the Agreement and instructing all such individuals to cease those actions which are or may be a violation of Section 1 of this Article.

Section 13.3. An employee who engages in any conduct, which violates the provisions of this Article, shall be subject to discipline up to and including discharge notwithstanding the provisions of Article 7, Discipline and Discharge. Said conduct shall constitute just cause for discharge.

Section 13.4. If the Union or any employee engages in conduct prohibited by Section 1 the Employer may immediately and on a permanent basis take any and all actions which in its sole discretion it deems prudent, including, but not limited to, any action pursuant to Article 4-Management Rights.

Section 13.5. The Employer will not lockout employees during the term of the Agreement and will be liable in damages to the Union for conducting a lockout during the term of the Agreement.

ARTICLE 14 - BULLETIN BOARD

Section 14.1. The Employer shall install and maintain a glass enclosed bulletin board. The Employer and Union shall jointly determine the location, size and type of the bulletin board. The bulletin board shall remain the property of the Employer. Only notices or other information postings regarding the Union's internal matters involving this bargaining unit shall be posted.

Section 14.2. The Union will not post, permit the posting of, or condone the posting of material which is inflammatory or in any way derogatory to the Employer, its board, administration, or any of its supervisors, managers, employees, or any Delaware Resource Group of Oklahoma, LLC affiliate, subsidiary, or any other related entity, or which casts any of the foregoing in a negative light. The Site Manager will monitor the bulletin boards for compliance with this Section.

Section 14.3. The bulletin board will be the exclusive location for any and all Union notices authorized by this Article. No Union notices of any kind shall be posted anywhere at the facility besides the bulletin boards as authorized in this Article. Notices must be given to and approved by the Site Manager or his designee prior to posting, and such approval shall not be unreasonably denied.

ARTICLE 15 - SAFETY

Section 15.1. The Employer agrees to provide a safe and healthy workplace in compliance with federal and/or state law. In the interest of resolving health and safety issues at the earliest opportunity, the parties agree that such issues shall be brought to the attention of the employee's immediate supervisor on an informal basis and thereafter pursuant to the grievance and arbitration procedure, if necessary.

ARTICLE 16 - WAGES

Section 16.1 – Basic Wage Rates. The table below presents the basic wages paid to employees as an hourly rate according to this Agreement. All increases in basic wages will become effective with the first full pay period after the dates indicated in the Basic Wages table.

Basic Wages					
KC-135 TS - Multiple Locations (EAST)		**Starting with the first full pay period after the indicated date below**			
Job Classifications					
Grissom ARB	**Current**		**1-Jan-26**	**1-Jan-27**	**1-Jan-28**
Instructor Pilot	$ 78.64		$ 82.18	$ 84.85	$ 87.61
Boom Operator Inst	$ 64.74		$ 67.65	$ 69.85	$ 72.12
Sim Tech III	$ 59.31		$ 61.98	$ 64.00	$ 66.08
Sim Tech II	$ 55.39		$ 57.88	$ 59.76	$ 61.71
Sim Tech I	$ 51.64		$ 53.96	$ 55.72	$ 57.53
Site Security Spec	$ 37.38		$ 39.06	$ 40.33	$ 41.64
Scott AFB	**Current**		**1-Jan-26**	**1-Jan-27**	**1-Jan-28**
Instructor Pilot	$ 89.52		$ 93.55	$ 96.59	$ 99.73
Boom Operator Inst	$ 73.68		$ 77.00	$ 79.50	$ 82.08
Sim Tech III	$ 62.72		$ 65.54	$ 67.67	$ 69.87
Sim Tech II	$ 59.35		$ 62.02	$ 64.04	$ 66.12
Sim Tech I	$ 55.60		$ 58.10	$ 59.99	$ 61.94
Site Security Spec	$ 37.38		$ 39.06	$ 40.33	$ 41.64

Pittsburgh ANGB	Current		1-Jan-26	1-Jan-27	1-Jan-28
Instructor Pilot	$ 78.64		$ 82.18	$ 84.85	$ 87.61
Sim Tech III	$ 66.27		$ 69.25	$ 71.50	$ 73.83
Sim Tech II	$ 60.08		$ 62.78	$ 64.82	$ 66.93
Sim Tech I	$ 56.34		$ 58.88	$ 60.79	$ 62.76
Site Security Spec	$ 37.38		$ 39.06	$ 40.33	$ 41.64
Rickenbacker ANGB	**Current**		**1-Jan-26**	**1-Jan-27**	**1-Jan-28**
Instructor Pilot	$ 78.64		$ 82.18	$ 84.85	$ 87.61
Sim Tech III	$ 61.53		$ 64.30	$ 66.39	$ 68.55
Sim Tech II	$ 57.28		$ 59.86	$ 61.80	$ 63.81
Sim Tech I	$ 52.98		$ 55.36	$ 57.16	$ 59.02
Site Security Spec	$ 37.38		$ 39.06	$ 40.33	$ 41.64
Bangor ANGB	**Current**	**EA Note 1**	**1-Jan-26**	**1-Jan-27**	**1-Jan-28**
Sim Tech II	$ 46.97	$ 2.00	$ 51.08	$ 52.74	$ 54.46
Birmingham ANGB					
Sim Tech II	$ 45.89	$ 2.00	$ 49.96	$ 51.58	$ 53.25
Meridian ANGB					
Sim Tech II	$ 44.42	$ 2.00	$ 48.42	$ 49.99	$ 51.62
Lincoln ANGB					
Sim Tech II	$ 47.95	$ 2.00	$ 52.11	$ 53.80	$ 55.55
Forbes Field ANGB					
Sim Tech II	$ 46.76	$ 2.00	$ 50.86	$ 52.52	$ 54.22
Sioux City ANGB					
Sim Tech II	$ 46.05	$ 2.00	$ 50.12	$ 51.75	$ 53.43
Selfridge ANGB					
Sim Tech II	$ 50.88	$ 2.00	$ 55.17	$ 56.96	$ 58.81
NOTE 1: The $2.00 EA is already included in the 1 Jan 26 wage rate.					
Employees in Simulator Technician I positions will be promoted after six months to Simulator Technician II					

16.1(a) - Shift Differential: $2.50/hour for shifts beginning after 1400L and before 0500L.

Section 16.2 - Site Focal. The term "Site Focal" does not designate a job classification but identifies an employee whose assigned duties are to assist the Corporate Program Manager (CPM) in scheduling work and is responsible for instructing and aiding a group of employees. The "Site Focal" may be required to perform technical evaluations, assist the CPM in maintaining a smooth flow of work, and manage records. The "Site Focal" may be required to report to the CPM the reason for failure to maintain the flow of work. The Employer exclusively reserves the right to appoint a Site Focal. If utilized, the Employer's selection of a Site Focal is not subject to the grievance process. When designated, the Site Focal shall earn a premium pay as noted below for all hours paid.

Site Focal Pay: $3.00/hr. above Basic Wages rate

Section 16.3 – Premium Pays The decision to designate, eliminate or remove an employee from a position that earns an established Premium Pay shall be at the sole discretion of the Employer, and such Employer decision to designate, eliminate, or remove an employee from a position that earns an established Premium Pay shall not be subject to the grievance procedures. Employees assigned (in writing) by the Employer to Lead positions shall be paid a premium pay at the rate in the table below per hour above their Basic Wages rate.

Position Title	Premium Pay	Pay Standard
Lead Instructor/Technician	$3.00/hr.	For all hours paid
Test Instructor/Technician	$2.50/hr.	Only for hours accomplishing directed Test responsibilities
Site Security Collateral Duty	$2.50/hr.	For all hours paid
Quality Assurance/Check Airman Program Examiner	$2.50/hr.	Only for hours accomplishing QA/Examiner responsibilities
Distributed Mission Ops (DMO)	$2.00/hr.	Only for hours accomplishing direct DMO aircrew responsibilities

Section 16.4 - Report and Call Back Pay. If an employee reports for work in accordance with their assigned shift or other instructions, they shall receive a minimum of four (4) hours' pay at their regular rate of pay. Any employee who has completed work left the Employer's premises, and who is called back to work, shall receive either four (4) hours work or four (4) hours pay at their regular rate of pay plus applicable overtime rates as defined in Article 9. An employee called to work on their regular day off or on a paid holiday shall receive a minimum of four (4) hours pay at their regular rate of pay plus applicable overtime rates and holiday rates as defined in Articles 9 and 18 respectively. An employee shall not be required to stand by for a call back to work after the termination of their regular shift. An employee who leaves work of their own volition, or is discharged or suspended after beginning work, will be paid only for the number of hours actually worked during that day.

Section 16.5 Part-Time Pay-In-Lieu (PIL) of Benefits for Vacation/Holiday/Sickpay and Personal Time Off. Part time employees will be provided a Pay-in-Lieu (PIL) rate on all hours worked up to, but not exceeding, 40 hours per week in place of these benefits. Cash-in-Lieu rates for benefits are paid as noted in Article 17, Group Benefits.

16.5(a) Pay-in-Lieu of Holiday, Vacation, Personal Time Off and Sick – Part-time employees are compensated on a pro-rata basis for holiday, vacation, Personal Time Off/Sick – this practice shall be referred to as “Pay-in-Lieu” (PIL). The rate for each employee will be calculated based on their anniversary date. Part-time employees will not receive paid holidays, vacation, or paid Personal Time Off/Sick days. PIL pay calculations for part-time employees will be based on the formula specified below:

PIL Calculation - Current	
Years of Service Completed	**PIL Calculation**
Less than 4 years (47 months or less)	(Hourly rate X 248)/2080
Equal to or greater than 4 years less than 9 years (48 – 107 months)	(Hourly rate X 288)/2080
Equal to or greater than 9 years (108 months +)	(Hourly rate X 328)/2080

Example:
Pilot Instructor at Grissom with 3 years of Completed Service
Pilot Instructor (Grissom ARB) Pay Rate (31 Jan 2026): $82.18x 248/2080
Part-Time Holiday/Vacation In Lieu Pay: $9.80/hr.

Section 16.6. Promotions. Employees promoted on a temporary or regular basis shall receive the rate of the new labor grade. Any such promotion must be documented by the Employer on a Personnel Status Change (PSC) form in order to be considered effective.

Section 16.7. Severance. If, during the term of this Agreement and in the Employer's sole discretion, the Employer experiences conditions which require the permanent elimination of bargaining unit job position(s), the affected employees(s) will be separated (in lieu of layoff) and given severance pay equal to eighty (80) hours of paid work at their basic wage rate.

16.7(a) When receiving sufficient notice from the PCO, the Employer shall, within four weeks notify affected employee(s) in writing which will include the expected date of separation, explanation of separation, name, telephone number of the Employer official to contact for further information.

16.7(b) The Employer and Union agree that they have negotiated in good faith regarding the effects of severance pay related to any permanent elimination of bargaining unit job positions as provided for in this Section and that this Section represents the complete and final understanding between the parties as to such effects. Accordingly, the Union voluntarily and unqualifiedly waives the right, and agrees that the Employer shall not be obligated, to bargain regarding the decision or effects of severance pay on bargaining unit employees of any future permanent elimination of bargaining unit job positions.

Section 16.7. Travel. If the Employer finds it necessary to temporarily reassign an employee to another geographic location, wages and expenses will be paid by the Employer in accordance with Delaware Resource Group of Oklahoma, LLC's Travel and Entertainment Expense Management Procedure. All travel shall be on a voluntary basis and awarded based on seniority. Should there not be enough qualified volunteers, this will result in the lowest senior qualified employee being assigned to travel for a period not to exceed twenty-one (21) days. An employee may volunteer to a travel assignment for a period greater than twenty-one (21) days. Once an employee has been forced to travel, they will be moved to the top of the travel list and cannot be forced to travel, unless voluntary, until all other qualified employee(s) have taken a forced travel assignment. Bargaining unit members in travel status will earn their current classification wage rate or the destination wage rate, if higher. All hours accrued during travel will be paid as normal work hours until arrival at the destination site or until arrival at home station. In the event traveler gets stranded enroute due to unforeseen circumstances not self-inflicted, they will be compensated at normal wage rates if hotel accommodations cannot be made, if accommodations can be afforded the traveler and they chose to not use them, they will be compensated for eight (8) hours of normal wage rates per day during the duration of the "stranded" period.

ARTICLE 17 – GROUP BENEFITS

Section 17.1. The Employer will provide basic group term life insurance for full employee(s) of two (2) times your annual salary, accidental death and dismemberment, short term disability (180 days) of sixty percent (66.67%) of your weekly salary up to two thousand ($2,000) dollars plans at no cost to the employee. Long term disability will be covered with a 75%/25% (Employer/Employee) cost share at 60% of basic wages up to seven thousand ($7,000) per month for two (2) years according to the plan limitations.

Section 17.2. Employees may elect to purchase the IAM Benefit Trust Medical Plan A. The Employer will also make available the current National IAM Benefit Trust dental and vision plans.

17.2(a) – Cash in lieu (CIL). Employees will be paid an hourly CIL for each hour paid (Maximum of 80 hours per pay period and to a maximum of 2080 hours per year) to purchase all elected IAM Benefit coverages. The Employee will pay 100% of elected medical, dental and vision coverages. Employee CIL for all election categories are noted in the table below: Any CIL monies left over after elected benefit premiums are covered will be paid out to the employee.

17.2(b) – **Part time Cash in lieu (CIL)**. Part time employees will receive CIL at the Opt Out rate for all hours worked.

Health and Welfare Plan - CIL Benefits				
KC-135 TS - Multiple Locations (East)		Starting with the first full pay period after the indicated date below		
Classification	Current	1-Jan-26	1-Jan-27	1-Jan-28
Opt Out/Decline*	$ 3.12	$ 5.64	$ 5.92	$ 6.22
Employee Only	$ 4.94	$ 5.64	$ 5.92	$ 6.22
Employee/Child	$ 9.21	$ 10.00	$ 10.70	$ 11.45
Employee/Spouse	$ 11.03	$ 12.00	$ 12.84	$ 13.74
Family	$ 14.93	$ 16.25	$ 17.39	$ 18.60
H&W/CIL is paid for all hours paid to a maximum of 80 hours per pay period and a maximum of 2,080 hours annually. H&W/CIL is not paid on Overtime hours.				

Section 17.3. Federal or State Programs. If during the term of this Agreement, there is mandated by federal or state government a program that affords to employees covered by this Agreement similar benefits (such as but not limited to medical and dental benefits) to those that are afforded by this Agreement, benefits afforded by this Agreement shall be replaced by such federal or state program. The Employer will comply with the provisions for the furnishing of such program to the extent required by law. No question or issue regarding the level of benefits under the state or federal program will be subject to the grievance and arbitration procedure of Article 6.

Section 17.4. Machinists custom choice worksite benefits program. It is understood and agreed between the parties that the Machinists Custom Choice Worksite Benefits Program of supplemental insurance benefits will be offered to employees in the bargaining unit through their designated agent, Employee Benefit Systems, Inc. (EBS). The Employer will honor payroll deduction requests and remit deductions to the underwriting insurance Employer designated by EBS on a schedule, which is mutually agreed to by the Employer and EBS. The Union will defend, save, and hold harmless and indemnify the Employer from any and all claims, demands, suits or any other forms of liability that shall arise out of the execution of this letter by the Employer. The Employer agrees to implement the provisions of this letter as soon as possible after the administrative, systems and financial requirements are worked out between the Employer and EBS. The parties agree that the provisions of this Letter of Understanding will be effective for the term of the current Collective Bargaining Agreement between the parties unless rescinded or amended earlier by mutual agreement between the parties.

Section 17.5. Changes in Health Care Legislation. The Employer and the Union will meet to make changes to the existing Agreement for the sole purpose to address any changes by the U.S. Government in healthcare laws or mandates which require changes to the Benefits stated within this Article 19.

Section 17.6 Savings Plan (EAST)

17.6(a) – 401(k) Savings Plan: The Employer shall provide a 401(k) plan. Employees will receive a Employer contribution of three (3%) percent of their annual base salary into the DRG Fidelity 401k plan on their behalf (see 17.6(b) below). In addition, the Employer will match fifty percent (50%) of employee deferrals of compensation of up to eight percent (8%) of employee's basic annual salary. All conditions of participation, eligibility, vesting and distribution of benefits will be governed by the plan document. In no event will the Employer matching contributions exceed the maximum matching contribution permitted by the language of the 401(k) plan.

ARTICLE 18 - PAID TIME OFF

Section 18.1 - The Employer agrees to provide the following categories of time away from the job in a paid status: vacation, holidays, sick/personal leave, bereavement leave, jury duty/witness service, military leave, emergency/base closing and voting time. The benefits will only apply to Full Time employees unless noted otherwise.

Section 18.2 - PTO. Full-time employees, will accrue PTO each pay period as follows:

Paid Time Off (PTO) Accrual Schedule		
KC-135 Training System - EAST		
Years of Service Completed (See NOTE 1)	Annual Vacation Hours Earned *	Pay Period Accrual Rate (hours)
0 through 4 years	160	6.15
5 through 9 years	200	7.69
10 years and greater	240	9.23
* Denotes the maximum annual PTO hours that can be accrued each year. NOTE 1: Years of Service Completed is recognized according to Employee Anniversary Month		

18.2(a). There will be no pay in lieu of time off for vacation. The intent of this provision is to cause each employee to use the vacation awarded for time off. Employees will be allowed to carry over a maximum of one year's worth of vacation accrual to the next benefit anniversary year. For example, if an employee earns 200 hours of vacation, he may carry over a maximum of 200 hours of vacation to the next benefit anniversary year.

18.2(b) - Sick Leave/Vacation Award Date. The parties agree that when an employee transfers within the Employer, their sick leave/vacation award date will not change as a result of the transfer.

18.2(c). If, at the time of separation from employment, an employee has unused PTO they will be paid the value of unused vacation based on the termination date, according to the Basic

Wages table, less any balance of used vacation advance.

Section 18.3. Holidays. The Employer each fiscal year recognizes the following holidays as observed:

New Years Day	Juneteenth** 18.3(c)	Veterans Day
Martin Luther King Jr. Day	Independence Day	Thanksgiving Day
President's Day	Labor Day	Friday after Thanksgiving
Memorial Day	Columbus Day	Christmas Day

18.3(a). When Christmas and New Year's Day fall on a Tuesday or Thursday, the adjacent Monday or Friday, as the case may be, will also be observed as a holiday. When any of the above-named holidays falls on a Saturday, it will be observed on the preceding Friday. When it falls on a Sunday, the holiday will be observed on the following Monday. Holidays will be observed in accordance with guidance for the customer's Office of Personnel Management.

18.3(b) Holidays falling on a weekend day (Saturday or Sunday) will be observed in accordance with guidance for the customer's Office of Personnel Management (OPM).

18.3(c) The Company and Union agree to enter into good faith negotiations if the PCO formally modifies the PWS/SOW to incorporate additional holidays. Juneteenth**

Section 18.4. Full-time employees receive eight hours of holiday pay at their regular hourly rate, plus pay at their regular hourly rate for any hours worked on the holiday. In order to be paid for an observed holiday, the employee must have worked their regularly scheduled workday the day before and the day after the holiday, and the day of the holiday if scheduled to work, unless such absence qualifies for one of the following other types of paid time-off: vacation, sick/personal leave, bereavement leave, jury duty/witness service, or emergency/base closing.

18.4(a) – Unworked Holidays. Eligible employees shall receive eight (8) hours pay for unworked holidays (those holidays designated above), at their base rate in effect at the time the holiday occurs.

18.4(b) – Worked Holidays. Employees who are required to work on the above-named holidays shall receive the pay due them for the holidays at double their base rate for all hours worked on such holiday.

18.4(c) – Holiday/Suspension of Operations. In the event of a customer decision to declare an additional Holiday, and to suspend operations, the Employer will, if the "direct charge" to the contract is allowed, compensate employees at their present rate for all hours lost.

Section 18.5. Bereavement. In the event of a death in an employee's immediate family, the employee will be granted up to three (3) days bereavement leave with pay. Immediate family shall be considered as follows: Spouse, parent, parent of spouse, legal guardian, child, brother, sister, stepparent, stepparent of spouse, stepchild, stepbrother, stepsister, grandchild, grandparent, and grandparent of spouse. Employees who are required to travel over 300 miles from the individual work site will receive two (2) additional days.

Section 18.6. Jury Duty. Employees who are required by proper court order or summoned to be absent from work in connection with jury duty or testimony will be paid the difference between the gross fee he received from the court and the earnings he would have received for a regular scheduled eight (8) hour shift. Employees called for jury duty or testimony and released by the court with less than four (4) hours service will be expected to return to work for the remaining portion of their normal workday. Payment will be made at the employee's regular straight time rate. Jury pay differential will not exceed eighty (80) hours per calendar year.

Section 18.7. Military Leave. Any employee of the Employer who is inducted into or recalled to military service of the United States and who by reason of such service is entitled under the law to be regarded as a veteran, shall, upon their discharge and their receipt of a certificate of the satisfactory completion of their military obligation, be accorded all rights of The Uniformed Services Employment and Reemployment Rights Act of 1994.

Section 18.8. Abnormal Plant Closures. When approved by the PCO, the Employer will continue to comply with its present practice of compensating employees for those periods of time when safety stand downs, government/customer shutdowns, government mandated holidays, periods of national mourning, inoperable simulator devices, technology upgrades, or weather-related incidents and other acts of God, necessitate a partial workday(s) or temporary closing of facilities.

Section 18.9. Time off to Vote. Time off to vote will be determined by the state statute that regulates the state the site location resides. If paid time off to vote is mandated by state statute then the Employer will abide by this regulation and allow for time to be taken with pay; otherwise employees are asked to vote during non-scheduled work shifts and/or to take paid vacation or sick/personal leave time to go and vote.

ARTICLE 19 - LEAVE WITHOUT PAY

Section 19.1. Authorized Leaves of Absence. Employees may request a personal leave of absence (for individuals not eligible for FMLA or for reasons not FMLA-eligible) by submitting a Leave of Absence Request Form to the DRG Corporate Program Manager (the Leave of Absence Request Form is available from the DRG Corporate Program Manage or DRG Human Resources). Such requests will be considered for approval, and the Employer has the sole discretion to grant or deny any such leave requests. For any such DRG-approved leave of absence, employees must use and exhaust all down to forty (40) of accrued time off before taking LWOP during the leave of absence. Employees may request certain employee benefits be continue while on an unpaid leave of absence on the condition the employee continues to make full payment of premium for those benefits.

Vacation credits will not be accumulated while the employee is on a leave of absence. The Employer will administer Leave of Absence in accordance with the Employee Policy Manual available on Paycom.

ARTICLE 20 - MISCELLANEOUS

Section 20.1 - A semi-annual seniority list will be provided by the Union to the Employer. The report will include the employee name, Employee Number, job classification and Seniority Date as described in Article 8, Section 1.

Section 20.2 - The Employer will maintain an environment in which employees can make known their interest in transferring to other positions for which they are qualified to perform including the posting of openings on the Employer website that will be maintained which will allow each employee to submit an internal application for transfer and receive consideration as a candidate for open positions for which qualified.

Section 20.3 - Dress Code. The Union agrees the employees shall dress in a professional, reasonable, and appropriate manner.

Section 20.4 - Job Descriptions. Each employee will receive a copy of their job description for their position. Corporate Human Resources will maintain a copy of the job description. The Supervisor, within two weeks of the Employee beginning work in a new position, or a revised position, will meet with the Employee to review each function and responsibility in the job description. The Supervisor will document the review by having the employee sign the job description. The Supervisor will also sign and date the job description, which will then be placed in the employee's personnel file. In the event a new or revised job description falls outside the scope of this Agreement, the Union has the right to initiate proceedings in accordance with Article 6 -Grievance Procedures.

Section 20.5 - Job Performance Communication. The Supervisor is responsible for providing regular, periodic feedback to the Employee as to their performance. The Supervisor should establish a regular manner of meeting with each Employee to provide an opportunity for the Employee to discuss their performance and to ask questions. If desired, the Employee may request a Union Representative to attend the meeting. An important element in conducting a meaningful periodic discussion of performance is documentation of the Employee's performance. This can be accomplished by example of work/product performance or detailed notes on the Employee's performance. The meeting provides the Supervisor with the opportunity to listen carefully to the Employee and to respond, while also providing feedback on areas of concern or commendation that the Employee did not raise initially. Dialogue with the employee should be constructive, candid, and non-confrontational.

Section 20.6 – Security. Nothing in this Agreement shall require the Employer to employ or continue to employ or give access to any of its facilities or work locations, any person or persons to whom the cognizant Security Agency, in the interest of security against espionage or subversive activity, refuses to give access to classified information. However, the Employer will give consideration to assigning an employee in their job title to an area for which they are qualified and a clearance is not required. Termination or reassignment due to inability to maintain a security clearance is not grievable under Article 6.

20.6(a). The Employer will reinstate the seniority of an employee who's denied security clearance is reinstated by the Federal Government. A non-probationary employee who loses their security clearance or site access for any reason will not lose their seniority until final adjudication of their appeal. Any employee whose seniority is reinstated within eighteen (18) months under this provision will be reinstated in their previously held occupational title.

Section 20.7 - New Jobs. When new bargaining unit jobs are required that cannot be properly encompassed within an existing job specialty, the Employer will notify the Union, in writing, of the requirements and will meet to discuss with the Union the rate of pay prior to the Employer establishing the new classification and rate of pay. The Union shall have thirty (30) days from the date of notification in which to challenge the rate of pay. This matter is subject to the grievance procedure up to and including arbitration.

Section 20.8 The Parties agree that a termination of employment or involuntary resignation that is based upon documented Employer's customer-directed or Government-directed restriction of the employee from working on the program or restriction from the worksite will not be subject to arbitration under Article 6.

ARTICLE 21 - NEW TECHNOLOGY

Section 21.1. The Union will be given advance notice of any intended technological changes affecting the work of the bargaining unit. An opportunity will be given to the Union to discuss the impact of such changes with the Employer prior to their implementation. For any new requirements/certifications/recertifications or continuing education units (CEUs) required by the Government, the Employer will support the initial cost for the additional training or certifications required for performance of duties. If an Employee fails certification testing, all future training expenses to earn a required certification will be borne by the Employee. Termination or reassignment due to inability to achieve/maintain a government-required certification or credentialing is not grievable under Article 5.

Section 21.2. In order that employees can better prepare themselves for the skill requirements of the future and in its fulfillment of its obligation to provide information to the Union, the Employer will provide notification to the Union of the Employer's plans for the introduction of new technology, which may affect the employees. This notification will inform the Union of anticipated schedules of introduction of new technology and will identify areas of skills impacts and any training programs associated with those impacts.

Section 21.3. The Union, and its representatives, will protect the confidentiality of Employer sensitive and proprietary information disclosed in the notification.

Sections 21.4. The Employer will provide employees in the affected classification(s) in the bargaining unit the opportunity to volunteer for the training. The Employer will select senior qualified employees utilizing bargaining unit seniority.

Sections 21.5. Employees in good standing at a site where training operations are reduced or terminated will be provided first opportunity to transfer to open positions at a new location.

ARTICLE 22 - LEGALITY/STABILITY OF AGREEMENT

Section 22.1. If any term or provision of this Agreement is at any time declared to be invalid by a court of competent jurisdiction, such decision shall not invalidate the entire Agreement. All other terms and provisions of this Agreement not declared invalid shall remain in full force and effect. If any section of the contract is declared invalid, the Employer and the Union will meet to discuss and negotiate that particular issue.

Section 22.2. No agreement, understanding, alteration or variation of any term or provision of this Agreement shall bind the Employer and the Union unless made and executed in writing by the Employer and the Union.

Section 22.3. The failure of the Employer to insist, in any one or more incidents, upon performance of any of the terms or provisions of this Agreement shall not be considered as a waiver or relinquishment of the right of the Employer to future performance of any such term or provision.

ARTICLE 23 - COMPLETE AGREEMENT

Section 23.1. This Agreement constitutes the entire agreement between the Employer and the Union, and no additions, waivers, deletions, changes or amendments shall be effective during the term of this Agreement with respect to any and all matters, unless evidenced in writing, dated and signed by the parties hereto.

Section 23.2. The Employer shall not be deemed to have agreed to any term or condition of employment not specifically set forth in this Agreement. Any alleged past practice of the Employer established prior to February 1, 2011 shall not be considered agreed to.

ARTICLE 24 - DURATION

Section 24.1. This Agreement shall remain in full force and effect and be binding on the Parties for the period beginning at 12:01 a.m. on April 1, 2025 and ending at 11:59 p.m. March 31, 2028.

Section 24.2. The Agreement shall thereafter automatically continue from year to year for a successive term of one (1) year unless the Employer or the Union shall give to the other written notice by certified mail of its desire to modify or terminate this Agreement at least ninety (90) days prior to its expiration date.

Section 24.3. If either party seeks to modify or terminate this Agreement, or the parties fail to reach an agreement on the proposed changes by the annual expiration date, the agreement shall terminate unless extended in writing by mutual consent of the parties hereto.

SIGNATURES OF THE PARTIES

IN WITNESS WHEREOF, each party has caused this Agreement to be executed on the day written by its proper officers or duly designated representatives.

Dated this 10th day of March 2025.

International Association of Machinists and Aerospace Workers, AFL-CIO

Denise Heath
Denise Heath
IAM&AW Aerospace Coordinator

Kevin Hallam
Kevin Hallam
Dir Business Rep, DL 98

Daniel Grzemkowski
Business Representative, DL 4

Delaware Resource Group of Oklahoma, LLC

Brian Busey
Chief Executive Officer

Brian O'Leary
Brian O'Leary
Labor Relations Representative

James Littlefield
James Littlefield
Associate General Counsel - Labor

Dwight Terry
Business Representative, DL 9

David Gault
Assistant Dir Business Representative
LL2018

Stacy Scott
Negotiations Committee, LL1471

John Knapik
Negotiation Committee, DL9/ LL313

David Urbas
Negotiation Committee, LL52

Daniel Rineer
Negotiations Committee, LL4