

RAYTHEON'S BEST AND FINAL OFFER

4-Year Contract

- \$2,500 Sign on bonus immediately followed by another \$1,000 on 7/7/05, then 3% General Wage Increases effective March 4, 2006, March 3, 2007 and March 1, 2008.
- Voluntary Flexible start time (6:30 am) will be offered during the summer (Memorial Day through Labor Day). Those who want this schedule will have to punch out for lunch.
- Double time will be paid after 8 hours worked on State holidays.
- Double time will be provided for time worked prior to normal starting time when called in 2 hours or less before start of shift.
- One overtime period per year will end on last working day prior to Christmas, and will not include end of year holiday shutdown. Overtime worked during the holiday period will be worked by seniority and will be exempt from overtime charges.
- 3 days of bereavement leave is extended to legal guardians.
- Level 5 training will be offered through the Community College of Rhode Island. Tuition reimbursement provided. In-house skills upgrade training for promotional opportunities will also be provided.
- Job posting system for Group Leaders and union notification for instructors.
- Shift change notice from 5 days to 10 days except in emergency situations.
- Company paid Smoking Cessation Program, nicotine replacement therapy and 5 counseling sessions
- Management commitment regarding maintenance subcontracting addressed.

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- Overtime averaging system improved.
- Temporary transfers from level 8 to level 5 language.
- 5 new jobs added immediately / layoff prevented.
- No more 10-cent check cashing allowance.
- Modified PTO per company policy (2 ½ weeks for first year & carryover used by Aug. 31 of following year.)
- Modified benefits: STD, LTD, Life Insurance, AD&D, RAYSIP, RAYSOP, Long Term Care, Pre-Paid Legal, Flexible Spending Account Card.
- Pension improvements \$2 first year, \$1 third and fourth years. Nothing on 2nd year.
- 10-cent shift differential 2nd and 3rd shifts.
- Limiting union time hours.
- Progression letter of intent addressed.
- Flex time letter of intent addressed.
- New joint letter on safety.
- Updated / deleted obsolete letters of intent.