

RAYTHEON'S BEST AND FINAL OFFER

3-Year Contract

- Dual start times for each shift: 1st shift, 6:30 am and 7:30 am; 2nd shift, 3pm and 4pm. Effective date March 30.
- Change to overtime charging requirements. Must ask prior to 1pm on 1st shift, prior to 9pm on 2nd shift. Minimum 2 hrs prior to end of shift.
- Double time will be paid after 8 hours worked on State holidays and all holidays in article 13. Holiday schedule attached.
- Improved bereavement per company policy. Additional qualified relatives and days. Schedule attached.
- Safety shoes \$85 cash in March 2009, \$91 voucher for Boot-mobile effective March 2011.
- Improved benefits for members on Military Leave of Absence (USERRA). Pay differential up to six months.
- New Machine Shop Letter of Intent: Agreement for Company and Union to meet and discuss Machine Shop requirements.
- New Letter of Intent on Training: CCRI Training School
- New Security Clearance requirements for Promotions
- Change in Temporary Transfer language: From 3 to 6 week duration.
- Change to Minimum Skills Criteria for Level 5's.
- New revised letter of intent on snow removal.

RAYTHEON'S BEST AND FINAL OFFER

- List of Letters of Intent, MOU's and Working Agreements reviewed and carried forward.
- New Leave of Absence Policy. 24 Month limit to Administrative Termination.
- RISP (Pension Alternative) for new hires. Benefits and Holidays from day one.
- Pass-Through on benefits. Same benefits as salaried employees on a pass-through basis. Some improved benefits with some increased premiums and co-pays on the Medical, Dental, etc. Information attached.