

# 2025-2030 Agreement between Solar Turbines and IAM & AW

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## Change Highlights

- **Ratification Vote**
  - Voting will take place **Tuesday, May 13<sup>th</sup> from 4:30AM to 5:00PM.**
  - Employees will be provided 30 minutes to vote.
  - Voting locations will be the Fireside Conference Room at the Harbor Drive location and the Mars Conference Room at the Kearny Mesa location.
- **Duration**
  - **5-year** contract duration
  - May 19, 2025 – May 19, 2030
- **Lump Sum**
  - Lump Sum is conditioned on an on-time ratification, on or before May 19, 2025.
  - Each bargaining unit employee actively working on May 19, 2025, will receive a lump sum of **\$5,000** with the option of a cash payment, minus required deductions, or a one-time non-elective contribution into their 401(k).
  - Employees will be provided a form to make their choice. If employees do not return the form, the default will be the non-elective contribution into their 401(k).
  - Payment or 401(k) distribution will be made within 60 days of ratification.
- **Merit**
  - Annual merit minimums established for all classifications (merit “floors”).

| YEAR | MERIT FLOOR<br>(all classifications) |
|------|--------------------------------------|
| 2026 | 5.0%                                 |
| 2027 | 3.5%                                 |
| 2028 | 3.5%                                 |
| 2029 | 3.5%                                 |
| 2030 | 3.5%                                 |

- **STIP Plan**
  - STIP plan will continue without any changes.

- **401(K)**
  - No changes to current 401(K) benefit(s)
- **Vacation**
  - Employees can now use vacation hours in **two (2) hour increments**.
  - No other changes to vacation language
- **Holidays**
  - No changes to holiday schedule
  - **Sixty-two (62) paid holidays** during the life of the Agreement
- **Shift Differential**
  - Second (2<sup>nd</sup>) shift employees will receive an increase to **\$1.00/hr** shift differential pay.
  - Third (3<sup>rd</sup>) shift differential pay will remain at \$0.15/hr.
- **Safety**
  - One (1) Union Safety Representative will be added at each facility on Second (2<sup>nd</sup>) Shift
- **Grievance Procedure**
  - The third Thursday of every month has been established as the day for Step Three grievance hearings.
- **Subcontracting**
  - Change in language: All available qualified bargaining unit employees in affected classifications within their respective facility must be working or offered the overtime hours prior to any non-bargaining unit employee(s) performing the work.
- **Bereavement**
  - Employees may request time off from work without loss of pay for a maximum of three (3) regular scheduled working days during the **ninety (90) calendar days** beginning with the date of death.
  - Employees may request unpaid time off for a maximum of **two (2) additional** regular scheduled working days during the ninety (90) calendar days beginning with the date of death.

- Should services for an immediate family member be delayed, the employee may request for his/her excused absence from work be delayed by notifying his/her supervisor in advance or within the ninety (90) days.
- **Sick Leave**
  - Sick leave for the remainder of 2025 will continue to be administered under current contract language. (Articles 11.05-11.07 of the 2020-2025 agreement)
  - Starting on January 1, 2026, each employee will receive 40 hours of sick leave immediately available for use during the calendar year.
  - New hires will receive 40 hours of sick leave available upon their effective hire date; however, sick leave will not be available for use until these employees have completed 90 calendar days of employment.
  - Sick leave is available for use in one (1) hour increments
  - If the need to use sick leave is foreseeable, employees must make a good faith effort to provide reasonable advance notice to their supervisor.
  - If the need to use sick leave is unforeseeable, employees must provide notice as soon as practicable.
  - **Remaining sick leave up to 40 hours will be carried over to the next year. Any remaining hours greater than 40 hours will be paid out at the employee's current working rate.**
  - Employees will no longer be able to elect to receive pay in lieu of sick leave.
- **Volunteer Day**
  - Employees can use volunteer day to volunteer or as a **recharge** day.
- **Manufacturing Units**

| HARBOR DRIVE                  | KEARNY MESA                |
|-------------------------------|----------------------------|
| CMAS + Tooling + Cutter Grind | Pipes & Structures         |
| CMAN + Experimental Response  | Package Assembly & Test    |
| ACS                           | Controls                   |
| EPD                           | Maintenance                |
| Maintenance                   | Receiving & Central Stores |
| Demand Management             | Shipping                   |
|                               | Turbine Assy. & Test       |
|                               | Gas Comp. Assy. & Test     |

- **Voluntary Training Initiative**

- Employees participating in the Voluntary Training Initiative will be paid at their current working rate, including overtime if applicable.
- Any overtime hours as part of the Voluntary Training Initiative will be exempt from overtime distribution.