AGREEMENT

between

SARGENT MANUFACTURING COMPANY

and

UNITED ELECTRICAL, RADIO, AND

MACHINE WORKERS OF AMERICA

LOCAL 243

March 3, 2025
through
March 4, 2028

Agreement entered into this 3rd day of March 2025 between Sargent Manufacturing Company; hereinafter referred to as the "Company", and Local 243, United Electrical, Radio and Machine Workers of America; hereinafter referred to as the "Union".

The parties hereto entered this Agreement to protect and improve relations between the Company and its employees.

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ARTICLE I
Recognition

Section 1. Recognition

The Company, its successors and assigns, recognizes the Union as the sole collective bargaining agency for employees within the occupational groups which were entitled to vote at the National Labor Relations Board Elections held on December 18, 1941, July 9, 1943, and March 13, 1943. The Company agrees that there shall be no discrimination against any employee because of his/her membership or non-membership in the Union and the Union agrees that there shall be no intimidation or coercion by the Union. Union activities shall not be carried on Company time.

Section 2. Union Security

Subject to compliance with all applicable provisions of the National Labor Management Relations Act of 1947 as amended and other applicable federal and state laws. The Company and the Union agree to the following Union Security provisions.

Section 3. Membership in the Union

a. Membership means membership in good standing, which is defined as requiring only payment of the Union initiation fee and the payment of dues herein provided for.

b. It shall be a condition of employment that all employees of Sargent Manufacturing Company covered by this Agreement, who are members in good standing on the effective date of this Agreement, shall remain members in good standing, and those who are not members on the effective date of this Agreement, shall, on or after the thirty-first day following the effective date of this Agreement, become and remain members in good standing in the Union.

c. It shall also be a condition of employment that all employees covered by this Agreement and hired on or after its effective date, shall, on or after the thirty-first day following the beginning of such employment, become and remain members in good standing in the Union.

d. The Company and the Union recognizes the possibility of questions arising over the application of this provision, and both parties pledge themselves to make an earnest effort to resolve any difficulties by referring such questions to the Chief Steward of the Union and the Human Resource Manager and/or Director of the Company. Such questions, however, shall not be subject to the grievance procedure and to arbitration.

Section 4. Dues

a. Whenever a Union member employee properly within the bargaining unit shall so request in writing, the Company shall deduct from his/her wages, from the pay check he/she receives each week, for Union dues in the amount specified in the written authorization. Such request shall be valid for the time period specified in the written authorization, until revoked in writing by the Union member employee or until the expiration of this Agreement, whichever is sooner.

b. It is understood that the amount of such deduction for Union dues may be changed without amending this Agreement if such change is made in an open membership meeting of the Union duly called in accordance with the constitution and by-laws of the Union and if the Company is notified in writing of such change in a reasonable period of time before the change is to take effect.

c. The Union agrees to indemnify and save the Company harmless against any and all claims, demands, suits or proceedings arising out of, or by reason of, any action taken by the Company in reliance upon the check off provisions of this Agreement or on the correctness of any dues deduction authorization furnished by the Union to the Company. The Company shall call upon the Union to defend any suits or proceedings arising out of the foregoing indemnity, and without cost to the Company, and in the event the Union fails to defend such suits or proceedings, The Company shall undertake such defense and all costs thereof shall be charged to the Union.

d. It is expressly agreed that the foregoing indemnity by the Union to the Company shall in addition apply to all federal and state laws pertaining to the payment of, or withholding of, wages.

e. The Union recognizes that the Company has agreed to these Union security provisions for the duration of this Agreement in order to promote the highest degree of employer-employee cooperation. These Union security provisions are subject to the conditions that the Union shall fully comply with the provisions of this Agreement as set forth in Article X, Section 1.

Article II
Wages

Section 1.

Labor Grade	Hourly Minimum	Hourly Maximum 3/3/2025	Hourly Maximum 3/2/2026 3%	Hourly Maximum 3/1/2027 3%
10	$ 18.00	$23.24	$23.94	$24.66
9	$ 18.00	$23.51	$24.22	$24.94
8	$ 18.00	$23.74	$24.45	$25.19
7	$ 18.00	$24.00	$24.72	$25.46
6	$ 18.00	$24.27	$25.00	$25.75
5	$ 18.00	$24.51	$25.25	$26.00
4	$ 18.00	$24.79	$25.53	$26.30
3	$ 18.00	$25.60	$26.37	$27.16
2	$ 18.00	$26.34	$27.13	$27.94
1	$ 18.00	$27.36	$28.18	$29.03
0	$ 18.00	$33.03	$34.02	$35.04

Section 3a

CONNECTICUT STATE LABOR DEPARTMENT
CONNECTICUT STATE APPRENTICSHIP COUNCIL

WAGE PROGRESSION CHART

Trade:	**Tool & Die Maker**	**Tool Setter**	**Die Repair**	**Screw Machine Set up & Operate**
Labor Grade	0	2	0	2
Training Period	8,000 hrs.	6,000 hrs.	8,000 hrs.	6,000 hrs.
Effective 3/3/25				
1st 1,000 hours	22.51	19.78	22.51	19.78
2nd 1,000 hours	23.12	20.23	23.12	20.23
3rd 1,000 hours	23.73	20.81	23.73	20.81
4th 1,000 hours	24.36	21.26	24.36	21.26
5th 1,000 hours	24.95	21.91	24.95	21.91
6th 1,000 hours	25.57	22.81	25.57	22.81
7th 1,000 hours	26.18		26.18	
8th 1,000 hours	26.93		26.93	
Journeyman Rate:	28.38	24.25	28.38	24.25
Maximum Rate	31.78	25.37	31.78	25.37

Trade:	**Tool & Die Maker**	**Tool Setter**	**Die Repair**	**Screw Machine Set up & Operate**
Labor Grade	0	2	0	2
Training Period	8,000 hrs.	6,000 hrs.	8,000 hrs.	6,000 hrs.
Effective 3/2/26				
1st 1,000 hours	23.19	20.37	23.19	20.37
2nd 1,000 hours	23.81	20.84	23.81	20.84
3rd 1,000 hours	24.44	21.43	24.44	21.43
4th 1,000 hours	25.09	21.90	25.09	21.90
5th 1,000 hours	25.70	22.57	25.70	22.57
6th 1,000 hours	26.34	23.49	26.34	23.49
7th 1,000 hours	26.97		26.97	
8th 1,000 hours	27.74		27.74	
Journeyman Rate:	29.23	24.98	29.23	24.98
Maximum Rate	32.73	26.13	32.73	26.13

Trade:	Tool & Die Maker	Tool Setter	Die Repair	Screw Machine Set up & Operate
Labor Grade	0	2	0	2
Training Period	8,000 hrs.	6,000 hrs.	8,000 hrs.	6,000 hrs.
Effective 3/1/27				
1st 1,000 hours	23.88	20.98	23.88	20.98
2nd 1,000 hours	24.53	21.46	24.53	21.46
3rd 1,000 hours	25.18	22.08	25.18	22.08
4th 1,000 hours	25.84	22.55	25.84	22.55
5th 1,000 hours	26.47	23.24	26.47	23.24
6th 1,000 hours	27.13	24.20	27.13	24.20
7th 1,000 hours	27.77		27.77	
8th 1,000 hours	28.57		28.57	
Journeyman Rate:	30.11	25.73	30.11	25.73
Maximum Rate	33.72	26.92	33.72	26.92

Zaya Oshana
Vice President, Human Resources
SARGENT Manufacturing Company

Section 4. Learning-time scheduled increases (below the minimum rate) and in-range scheduled increase (above the minimum rate) for employees may be granted in advance of the scheduled date of the merit review if, in the opinion of the supervisor, the employee has made unusual progress and is performing in accordance with the standards established for the next regularly scheduled rate.

Section 5. Effective March 3, 2022 employees hired at an hourly rate below the hourly maximum for their labor grade shall be brought up to the maximum of their grade within a period of 12 months from their hire date as a Sargent employee.

Section 6. The Company will pay employees attending company-sponsored meetings their total hourly rate.

Section 7. When the company combines jobs, the employee shall receive the rate of the highest applicable labor grade.

Section 8. Employees who are transferred to a job on which they have had previous experience in Sargent Manufacturing Company will receive after the transfer the same rate of pay for which they had qualified on that particular job previously.

Section 9. When, as a result of the introduction of new machine technology**,** outsourcing, or process improvement, an employee is displaced from his or her former position, that employee shall have the option of either carrying their add-on pay with them or having these add-ons bought-out based on the formula of hourly add-ons x 3000 hours. Employees so affected will assume the base wage of whichever job they bump into or assume, and add-ons will be applied to this base wage to determine new hourly wage rate. When an employee is displaced for other reasons and bumps into another job in the same classification, they shall have the same pay protection or opportunity to sell their add-ons/IDs.

Section 10. At the discretion of the Company, whenever there is a proposed change of method of pay, the Company will discuss with the Union the reasons therefore and the basis for this change at least 30 days in advance. Any employees who are directly affected by such change shall have the option to remain on the job involved, or to apply for a transfer to a job with comparable pay.

Section 11. Employees who report for work at their regular starting time and have not been notified by the Company not to do so on or before the previous day shall be guaranteed a sufficient number of hours work at the applicable rate to equal four hours pay at their straight time hourly wage rates. An employee affected as above may be assigned to other work which he/she is qualified to perform. An employee's refusal to carry out such an assignment relieves the Company of any responsibility of paying him/her more than for the actual numbers of hours worked. In the event there is a disagreement of such a work assignment, it shall be resolved as a grievance. The provisions of this Section 24 shall not be interpreted or applied contrary to Article V of this Agreement. The provisions of this Article shall not apply in the event of work stoppages, floods, fires, storms, breakdown of major equipment or services, or other causes beyond the control of the Company. If any of these events make a plant shutdown necessary, the Company will make every effort to notify local TV and/or radio stations by 5:00 a.m. In addition, the plant guard force will have been notified by 5:00 a.m. regarding any decision to close or delay openings as well.

Section 12.

a. On March 3, 2022 and for term of this contract, the Company agrees to pay night shift differentials of $1.00 per hour for the second and third shift, to be added after hours worked. The shift on which an individual works and is eligible for the shift bonus will be determined by whether the majority of his/her scheduled hours fall within the following times:

7:00 a.m.	to	3:30 p.m.	First Shift
3:30 p.m.	to	11:30 p.m.	Second Shift
11:30 p.m.	to	7:00 a.m.	Third Shift

Section 13. Employees called in to work because of an emergency after completing their regular shift shall be paid at the rate of double time for such hours worked, or four hours' pay, whichever is greater. Any employee called in shall be required to perform any work related to the emergency.

Section 16. Persons working on progressive assembly lines shall be elevated to labor grade 8 effective October 23, 2000. "Progressive assembly lines" shall, for the purposes of this provision, be defined as the final assembly and pack production lines producing door closer product; the 7800 & 8200 mortise lock; the 20 & 80 series exit devices; and the bored lock lines, the door holder & hospital latch lines, and the electrical assembly group (department 18).

Section 17. All employees hired before March 4, 2004 will receive the following general increase adder:

$1.50 per hour effective March 3, 2025
$1.55 per hour effective March 2, 2026
$1.59 per hour effective March 1, 2027

Section 18. Tool Setters, Set-up/Operators and Technicians who write CNC programs shall be elevated to labor grade 1 effective March 8, 2007. Any adders will be reduced by the amount equal to the increase in labor grade."

ARTICLE III
Overtime

Section 1. The Company agrees to pay wages at the rate of time and one-half for all work performed in excess of 40 hours at straight time in any one work week.

Section 2. The Company agrees to pay at the rate of time and one-half for all time worked over eight hours in any one day to all employees covered by this Agreement.

Section 3. The Company agrees to pay at the rate of time and one-half for all work performed on Saturday as such.

Section 4. The Company agrees to pay double time for work performed on Sundays as such.

Section 5. The normal work week shall start with the first shift on Monday and end at 7:00 a.m. Saturday.

Section 6. The Company agrees to pay at the rate of double time for all hours worked on the following holidays in addition to the holiday pay for which the employee is eligible:

Effective March 3, 2025 and for the duration of this contract:

New Year's Day
Martin Luther King's Birthday
President's Day
Good Friday
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Christmas Day
Eleventh Paid Holiday (Friday after Thanksgiving)
Twelfth Paid Holiday
Thirteenth Paid Holiday

Section 6a. The Company agrees to give to all eligible employees eight hours off to celebrate their birthday. These eight hours will be paid at the employee's straight time average hourly rate. Birthdays must be taken within each calendar year.

Section 7. Overtime work shall be divided as equally as possible among the employees engaged on their particular jobs.

Section 8. There shall be no compounding of overtime.

ARTICLE IV
Management Rights

Except as limited by any of the provisions of this Agreement, the management of the plant and the direction of the working forces, including the right to hire, promote, suspend or demote, discipline or discharge for proper cause, or transfer, and the right to relieve employees from duty because of lack of work or for other legitimate reasons, are vested exclusively in the Company. The Company will not, however, use the provisions of this Article for the purpose of discrimination against any member of the Union.

ARTICLE V
Seniority

Section 1. Seniority shall be defined as the total service in the bargaining unit from the date of hire except as modified hereinafter in this Article V.

Section 2. Employees having the longest departmental service, capable of doing the job efficiently, will have preference in all cases of decrease in forces.

Section 3. Whenever it is necessary to increase the plant force employees, employees eligible for recall, as covered in Section 17, who are capable of doing the available job efficiently, will be recalled in the order of their seniority irrespective of the department in which their seniority exists and such a recall shall be treated as a transfer as covered in Section 4 of Article V.

Section 4. In the case of transfer of an employee from one department to another, the employee shall retain his seniority in his/her old department for three months. Then his/her accumulated seniority shall be transferred totally to his/her new department.

Section 5. A new employee is defined as any person who shall have been in the employ of the Company for three consecutive months or less. Until a new employee shall have been in the employ of the Company for three consecutive months, he/she shall have no seniority rights, no benefits. When an employee has been in the employ of the Company for more than three months, his/her seniority rights shall be determined by computing the length of the period of his/her employment from the beginning of the three months.

Section 6. Any employee who shall leave the employ of the Company voluntarily for any reason except to enter the Armed Forces of the United States or the Maritime Service, or because of sickness, or for any reason provided in Article VII of this Agreement, shall lose his/her seniority. Any employee with more than twelve months' service, who shall leave the employ of the Company due to reduction in working forces and is off the company payroll for more than twelve months, shall lose his/her seniority. Employees with seniority rights, who are recalled to work within the twelve months' period, shall have their seniority accumulate during the period of the layoff. Any employee who has been laid off and does not report for work within seven calendar days after being notified to do so and does not give a satisfactory reason for such failure to report shall lose his/her seniority. Any employee who shall be discharged shall lose his/her seniority.

Section 7. The provision of the Universal Military Training Service Act shall govern the relationship for the Company with employees serving in the Armed Forces of the United States and the Maritime Service, whether by voluntary enlistment or otherwise. Upon his/her return to civilian life any such employee shall be entitled to receive the same kind of a job as the job he/she left on entering such Armed Forces or Maritime Service without loss of his/her seniority rights provided the job shall be available, the employee shall be physically fit to perform the job and he/she shall apply to the Company for employment within 90 days next after his/her discharge. Further, any employee with seniority rights attending annual training camp with the reserve Armed Forces of the United States may receive matching funds.

Section 8. The Company shall continue its policy of hiring disabled veterans for available jobs consistent with their ability to perform such jobs.

Section 9. Employees with seniority rights who apply for transfer or promotion to other jobs will be given a reasonable opportunity to qualify for such jobs in preference to hiring new employees.

Section 10. Local union officers, including President, Vice-President, Chief Steward, Financial Secretary, Treasurer and Recording Secretary shall have top plant-wide seniority with respect to reductions in the working force.

Section 10a. The Company and the Union agree to inform each other at all times as to the identity and department of the full department heads, Union Officers and Stewards; respectively, and to give each other at least 10 days' notice of any change made in their respective lists.

Section 11. Department seniority lists shall be kept in the Human Resources Department of the Company and will be available to the Chief Steward of the Union and to the appropriate Department Steward at reasonable times and upon request by the Chief Steward of the Union to the Director of Human Resources. In the event of a recall of laid-off employees, the Chief Steward of the Union and the appropriate Departmental Steward will be advised by the Director of Human Resources of the Company as to the names and seniority status of the people being recalled.

Section 12. Any employee selected for extended layoff will be advised personally of the reason therefore, which advise shall be given at least three working days before such layoff becomes effective. The Steward in the department involved will also be notified in a similar manner. In case of a serious infraction of the Company rule causing immediate dismissal, the employee involved, the Department Steward and the Chief Steward will be notified of the reason therefore.

Section 13. In cases of transfer from one department to another at the direction of the Company to meet production requirements, consideration will be given the seniority and ability to do the job.

Section 14. Whenever it becomes necessary to discontinue the operations in a specific department, employees with seniority rights in that department will be given the same rights as laid-off employees.

Section 15. In the event of a reduction in the work force in a department, those employees with seniority rights who are scheduled for an extended layoff shall have the opportunity to transfer to jobs which they have the ability to do held by probationary employees in other departments.

Section 16. Employees who are affected by a temporary shortage of parts or material will be offered available work for such days in order of their seniority.

Section 17. All regular full time employees of SARGENT Manufacturing Company with between 180 days of service and one year of service shall be entitled to recall rights of one (1)t year. Employees with at least 1 year of consecutive service, shall have recall rights for three (3) years All such recalled employees will be required to keep the Company informed of updated contact information and will have up to 72 hours to respond upon receipt of a certified letter, or else forego their recall rights. The Union will receive a copy of the certified letter."

Section 17a. In the event of a reduction in the workforce, any employee with 1 or more years of seniority, who is affected by being bumped, shall have the opportunity to bump an employee with less seniority, providing they have the ability and skill to do the job. Shift preference will be determined by seniority.

Section 17b. Laid off employee's will be carried on their medical plan for the remainder of the month in which they were laid off as well as the entire month following the month in which they were laid off.

Section 18. The Company and the Union agree to meet during the contract year to discuss any seniority problems which may arise as the result of discontinuing a department.

Section 19. Job vacancies within the bargaining unit shall be posted on bulletin boards located in the Cafeteria and Canteen for a period of not less than 48 hours, during which time applications from all full time employees will be accepted by the Human Resources Department. An employee awarded a job may not rebid for another job within 12 months of previous award. If there are no qualified applicants the Company will fill the vacancy with a new hire.

Section 19a. If there are two or more applications for such open jobs, each with ability to do the job, the applicant with the most seniority will be awarded the job.

Section 19b. All job vacancies within the bargaining unit that are posted on bulletin boards will include the labor grade designation for that job vacancy.

Section 19c. Employees who have submitted an application to the Human Resources Department for job vacancies within the bargaining unit and have not been awarded the job will be notified of the decision.

Section 19d. Once the company posts a job vacancy, it shall select the most senior qualified applicant to fill the position within 15 days after the job was originally posted. If the Company decides not to immediately place the successful applicant on that job, such employee shall be considered the incumbent on that position and such job shall not be offered to any other employee(s) during a period of one (1) year from the date on which the job was originally posted. Job vacancies that have been posted on the bulletin boards and have not been filled after 60 days by a successful candidate or new hire will be reposted for a 48 hour period. The company shall notify the Chief Steward and all applicants of the identity of the successful bidder on the day it selects such bidder for the posted position.

Section 19e. An employee may rescind acceptance of the granting of a bid position within 24 hours of acceptance, by written notice to Human Resources and the Union Chief Steward. After 24 hours have passed, if the employee has not rescinded acceptance of the granting of the bid, they are obligated to assume the new position.

Section 19f. The Company shall select the most senior, qualified applicant. If after a reasonable period the employee or management feel the employee is not qualified for the job, the Company will make every effort to place the employee in a comparable job.

Section 19g. Employees who bid within the classifications of Machine Operator, Assembler, or Packer within their home Profit Center shall be permitted to carry their incentive differential pay with them to their new job.

Section 19h. Employees who bid on jobs within the classification Machine Operator/Assembler/Packer, who have earned an incentive differential hereafter referred to as I.D. under the piecework incentive system discontinued in 1995 as a Machine Operator, Assembler or Packer, shall be permitted to carry their I.D. with them on a successful bid. It is expressly understood that this I.D. transfer is a one-time event during the career of an employee. Any subsequent bids, regardless of when they occur, will result in forfeiture of an employee's I.D. Employees who are returned to their home departments within 6 months of having bid due to a layoff in the department into which they bid will carry their I.D. with them back to their home department.

Section 19i. All successful bidders will be transferred to their new position within 4 weeks of being awarded the job. Section 19j Successful bidders who are laid off from their newly bid job retain their right to return to that position if it becomes open again within one year from the date that the job was awarded to him/her.

Section 20. Employees who leave the bargaining unit for jobs with the Company outside the bargaining unit for periods longer than one year shall upon their return to the bargaining unit have seniority under the terms of this Article accumulated only for the period of time actually spent in the bargaining unit, subject to the other restrictions and limitations described in this Article. Employees who leave the bargaining unit for jobs with the Company outside the bargaining unit for periods of one year or less shall upon their return to the bargaining unit have seniority under the terms of this Article accumulated for the entire period of the employee's service from the first day worked, including time worked outside the bargaining unit, subject to the other restrictions and limitations described in this Article.

Section 21. If the Company must, in any six month period, find it necessary to schedule four days or less for more than four weeks, the Company and the Union agree to meet and explore alternatives.

Section 22. The company may assign recalled employees or temporary employees to temporary job assignments for a maximum of 90 days without posting job openings. Upon the completion of the 90 day period, the company will post jobs for filling in groups of 10 every 30 days. The purpose is to get the recalled employees into home departments. The Company and the Union will work together to facilitate this process.

Section 23. The company agrees to post all jobs filled by temporary employees within 90 days of temporary employee's first date of employment

ARTICLE VI
Vacation, Holidays and Bereavement

Section 1. The provisions of this Section apply to the vacation eligibility period(s). Employees qualify for vacation from date of permanent hire. Temporary employees who are on Sargent's payroll ('Sargent temps") and who are eventually made permanent shall have their seniority computed from the original date they are brought onto Sargent's payroll. The term *permanent,* as used in this section, is used to indicate full-time employee with benefits. Employees shall be given a one time lump sum bonus of one week's pay on the anniversary of their having worked for Sargent for 35 years.

The following schedule will apply:

a.

Upon conversion from Sargent Temp to full time employee to 3 years of service	1 week vacation
3 to 6 years of service	2 weeks vacation
6 to 10 years of service	2.5 weeks vacation
10 to 15 years of service	3 weeks vacation
15 to 20 years of service	4 weeks vacation
20 to 25 years of service	4.5 weeks vacation
25 years or more of service	5 weeks vacation

b. Vacation pay will be computed as follows: 2% of the employee's total yearly earnings, divided by 40 hours, or total earnings divided by the total hours for the year, whichever is higher. The vacation rate will not be less than the employee's total hourly rate. For employees hired or made full time after March 4, 2004, vacation pay will be computed at the employee's total hourly rate of pay. When an employee has been out on a workers' compensation leave, their vacation rate shall be calculated on the basis of either the standard formula as noted above; or the employees' vacation average the year prior to their workers' compensation leave, whichever is higher.

c. Employees who leave the Company because they are laid off from lack of work, on a Company approved leave of absence, to enter the military service, at the conclusion of twenty-six weeks of disability under the Company Group Insurance program, because of death, upon retirement or who leave voluntarily and give the Company two weeks' notice and who have not received all the vacation pay for which they are eligible during their vacation eligibility period in accordance with Paragraphs (a) and (b) of this Section 1, shall receive their unused vacation pay at the time they leave the Company as well as any earned accrued vacation time for which they would be eligible. Their earned accrued pay should be computed in accordance with Paragraphs (a) and (b) of this Section 1, with the exception that the individual's total hourly rate of pay as of the preceding year shall be used in the computation.

d. Employees who are discharged or leave the Company voluntarily for reasons other than those enumerated in Paragraph (c) above shall not be entitled to any vacation benefit for which they might otherwise have been eligible.

e. Individual vacation dates shall be determined by the Company. The Company will endeavor to announce vacation dates as soon as possible after the beginning of vacation eligibility period as practicable. Five (5) days mandatory vacation time will be requested for all employees at Summer Shutdown. In the event there is no Summer Vacation Shutdown, all employees with 4 or more weeks of vacation will be required to save and use 5 days at Year End Shutdown.

f. Sanitary Maintenance during Year End Shutdown will be done by volunteers.

g. All time lost while out on weekly disability due to illness to a maximum of twenty-six weeks will have this time counted in computation of the vacation pay in accordance with Paragraphs (a) and (b) of Article VI, Section 1.

h. Employees who elect to take vacation during a week on which a holiday falls will be eligible to receive four days vacation pay at their applicable vacation rate plus the one day holiday at their holiday rate on the Friday before vacation commences.

i. Employees shall be permitted to carry over up to 10 days of vacation time from one year to the next year. There shall be no compounding of vacation carry over time. This time may either be taken as vacation, or bought-out at the employees' vacation rate.

Section 2. Effective March 13, 2013,and for the duration of this contract, for each of the following holidays: New Year's Day, Martin Luther King's Birthday, Presidents' Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day the tenth paid holiday (the day after Thanksgiving), the eleventh paid holiday, and the twelfth paid holiday, employees with three months or more continuous service immediately preceding the holiday in question, employees shall be paid eight hours pay at their current hourly rate of pay for all holidays provided that the individual employee worked the last scheduled work day prior to and the next scheduled work day after such holiday unless absent for illness or other satisfactory reason.

Section 2a. Columbus Day shall be observed as a holiday on October 14, 2013 in the same manner as the holidays listed in Section 2. Effective January 1, 2014, each non-probationary employee shall be granted one (1) personal day for each calendar year and Columbus Day shall no longer be observed as a holiday. Employees may schedule their personal day each calendar year in the same manner that they schedule vacation days.

b. For employees using their personal day for Juneteenth or Three Kings Day, there will be no limitation on the number of employees who can take the(se) days off. Employees must follow the existing process for requesting these days off.

c. It is agreed that the Company can move labor to cover increased labor shortages on Juneteenth and Three Kings Day.

Section 3. Bereavement. Effective March 1, 2019 and for the term of this agreement, when a regular, full time employees is absent due to the death of their legal parent, current spouse or child, he/she shall receive 5 days bereavement (40 hours) at their present total hourly rate.

Section 3a. Effective March 1, 2019, and for the term of this contract, when a regular, full time employee is absent due to the death of their, brother, sister, father-in-law, mother-in-law, grandmother, grandfather, sister-in-law, brother-in-law, son-in-law, daughter-in-law, grandchildren or stepchildren, he/she shall receive 3 days bereavement (twenty-four hours) at their present total hourly rate.

It is further required that any employee seeking such bereavement pay must first provide satisfactory evidence substantiating the relationship to the deceased.

Under the terms of this provision, each employee will be granted bereavement pay for up to a maximum of two grandparents-in-law and/or two step-parents.

In the event an employee decides to attend the funeral of such deceased relative, he/she may postpone such leave to 3 consecutive days off to be held on or before or after the funeral, providing one such day is the day of the funeral.

Section 3a. When a full time employee is away from work on a scheduled vacation and a death occurs for any of the relatives listed in Section 3 (above), the Company agrees to credit the employee for any such vacation days used for bereavement. This credited vacation time will be granted at the discretion of the Company.

Section 4. Jury duty pay. Time lost by any employee who has completed his/her three-month probationary period, while serving in any Federal, State or County Jury at a trial, shall be paid for by the Company, computed at the difference between his/her jury earnings and his/her average hourly rate for not more than eight hours times the number of days on such jury trial service. Call-in work shall not be computed against jury duty pay. The employee shall notify his/her Supervisor of such jury trial service by showing his/her jury summons and will receive the differential pay upon furnishing to the Company a certificate of service duly signed by the Clerk of the Court indicating the days spent on jury service and the amount of his/her jury earnings. Further, any employee who goes to a qualification interview for jury duty and returns to work by 12 noon of the same day shall be paid for one-half day. The employee shall notify his department head or supervisor of the qualification interview by showing a signed certificate by the Clerk of the Court indicating time spent for the qualification interview.

ARTICLE VII
Leave of Absence, The Family and Medical Leave Act

Section 1. Under the Family and Medical Leave Act of 1993 (FMLA) employees are entitled to up to 12 weeks of unpaid leave in a 12 month period and under The Connecticut Family & Medical Leave Act employees are entitled to up to 16 weeks of unpaid leave in a 24 month period. Federal and State FMLA run concurrent FMLA is for specified circumstances, such as the birth or adoption of a child, a personal illness of a serious nature, or the need to care for a seriously ill child, spouse or parent. During the term of this leave employees will be covered by their existing medical coverage and will continue to contribute to the cost of this coverage if they are doing so at the time the leave begins. Upon returning from leave, employees are restored to the same position or equivalent position.

Effective January 1, 2022 the State of Connecticut will accept applications for Connecticut Paid Leave. The Connecticut Paid Leave Authority administers this program and makes all determinations on whether a worker is eligible for income replacement and the Connecticut Department of Labor handles the appeals process for workers who are denied their claim. Connecticut workers are eligible for a maximum of 12 weeks of Connecticut Paid Leave in a 12 month period from when they first utilized their leave entitlement. Any Connecticut Paid Leave will run concurrently with your Federal and State FMLA entitlement. It is the employee's responsibility to file their Connecticut Paid Leave claim. The Company's sole responsibility in the application process is to submit an employment verification to The Connecticut Paid Leave Authority in a timely manner.

Any employee seeking a leave must formally request such a leave from the Director of Human Resources. Advanced notice, when possible, is required (as in, say, the adoption of a child if the date of custody is to begin is known in advance.) At the time the request is made, the Director of Human Resources will review the specific terms of the leave with the employee.

FMLA leave shall run concurrent to any leave other than paid A&S leave. Available vacation time will be applied to any otherwise unpaid FMLA leave. However, an employee who has taken a leave for approved care-giving purposes shall be entitled at his/her option to retain one (1) week of vacation for use later in that vacation year.

ARTICLE VIII
Grievances

Section 1. In the event of any difference between the Company and the employee as to hours, working conditions or terms of employment, an earnest effort will be made to settle such difference as soon as possible according to the following sequence and procedure:

a. An employee may present his grievance directly to his Department Head or to his/her Union Steward, whichever he prefers. In the event that the employee elects to take up his/her grievance with his/her Steward, the Steward and the employee will endeavor to settle the grievance directly with the Department Head.

b. In the event that the Steward, employee, and Department Head are unable to settle a grievance satisfactorily within 48 hours, it shall be reduced to writing, and the Department Head will answer the written grievance. The employee or Steward will also give their written answer to the written disposition by the Department Head.

c. In the event that the grievance has not been settled satisfactorily, it will be submitted by the Department Head to the Human Resources Manager and/or Director, and by the Steward to the Chief Steward. The Human Resources Manager and/or Director shall investigate the grievance with the Department Head and shall meet with the Chief Steward within 24 hours after the grievance has been submitted to him/her, to dispose of this grievance, at which time the Human Resources Manager and/or Director will state the Company's position in the applicable section of the Grievance Report. The Chief Steward of the Union will state in writing the Union's position on the disposition by the Human Resources Manager and/or Director.

d. In the event that the grievance cannot be settled satisfactorily between the Chief Steward and the Human Resources Manager and/or Director, the matter will be referred to the General Manager of Sargent and any other interested Company representatives, and the Chief Steward of the Union. The Union Shop Committee and a representative of the International Union may be present at such meetings.

e. In the event that the grievance cannot be settled satisfactorily between the General Manager of Sargent and the Chief Steward of the Union, the matter will be referred to a meeting between the representatives of the Company and the Union. The Company at such meetings will be represented by the General Manager of Sargent, the Director of Human Resources and any other person deemed necessary to help in the settlement. The Union will be represented by the Shop Committee which shall consist of not more than five members who may be accompanied by the International Representative of the Union. Such meetings shall be held no more frequently than twice a month.

f. In the event that the grievance cannot be settled satisfactorily between the Shop Committee and the Company representative, it shall be submitted to arbitration -- one arbitrator to be selected by the Company, one arbitrator to be selected by the Union, one arbitrator to be selected by the first two. The decision and the award of the arbitrators shall be binding and final. If the original arbitrators fail to agree upon a third within 48 hours after the second arbitrator shall have accepted the appointment, they shall request the Federal Mediation and Conciliation Service to appoint the third arbitrator

Section 2. Any employee involved in a grievance submitted by the Union may upon request appear personally in any of the steps listed in the Grievance Procedure and any Supervisor or Company employee concerned may appear personally in any steps in the Grievance Procedure.

Section 3. Employees' individual rates of pay, if in accordance with the established Wage Rate Schedule, may be discussed in accordance with the Paragraphs (a), (b), (c) and (d) of Section 1 of the Grievance Procedure, but such questions are not arbitrable.

The arbitration procedure herein provided for shall extend only those issues which are arbitrable under the Grievance Procedure. Arbitrable grievances are limited to those arising out of the interpretation and application of the contract. The arbitrator shall not have jurisdiction to make an award which has the effect of amending, altering, enlarging or ignoring the provision of this Agreement. Questions of general raises of wages, wage scales and labor grades are not subject to the Grievance Procedure.

Section 4. All costs involved in settling grievances through mediation or arbitration are to be borne equally by the Union and the Company.

Section 5. In instances of claimed violation of the terms of this Agreement pertaining to and limited to hours, working conditions or terms of employment when the claimed violation is plant-wide and not confined to one employee or one department, the Chief Steward of the Union may submit a grievance at Step (d) of the Grievance Procedure. All such grievances if not settled satisfactorily may follow the Grievance Procedure through Steps (e) and (f).

Section 6. Union Stewards will discuss with their Department Heads any problems which may develop. If the Steward and the Department Head cannot solve the problem, upon request of either, the Department Head will notify the Human Resource Manager and/or Director at that time who, in turn, will notify the Chief Steward.

ARTICLE IX
Health, Welfare and Pensions

Section 1. For permanent, full-time, active employees with continuous service of more than three months but with less than the service required to qualify for membership in the Pension Plan for Employees of Sargent Manufacturing Company, the Company will provide a $5,000 death benefit, providing the employee is actually at work on the day he/she becomes eligible. If not actually at work on the date he/she becomes eligible, the death benefit will become effective on the date he/she returns to active employment.

Section 2. For full-time, permanent employees with at least three months of continuous service, the Company shall provide health and accident insurance coverage as follows:

a. Effective March 3, 2022 and for the term of the contract, when disabled as a result of a non-occupational sickness or accident, benefits of one-half the employees' average weekly earnings with a maximum of $600.00 shall be paid starting with the first day after an accident or the fourth day of a sickness, continuing up to a maximum of twenty-six weeks. Weekly health insurance contributions will be suspended after the 4th week of each period of disability and will resume within the week the employee returns to work.

b. The attendance of a physician is required in the event of sickness or pregnancy.

c. A two (2) week notice period is required for any non-work related elective scheduled surgery that results in lost work time. Failure to comply with this requirement will result in having the time missed from work count against the employee's attendance record.

d. When an employee becomes permanently disabled and separates from the company due to their inability to return to work, and after they have been formally accepted for Social Security disability, the company will pay for the continuation of their health insurance (as well as eligible dependents covered at the time of employee's separation) under COBRA during the eligibility waiting period, up to a maximum of 24 months

Section 3 Effective March 1, 2019 the Sargent Medical Plan will terminate. All current members will be enrolled into the Sargent High Option Plan.

Section 4.

a. Effective January 1, 2020 and for the term of this agreement, all eligible employees who elect dental coverage will be enrolled in the ASSA ABLOY dental program. For the term of this agreement there will be no change to the current weekly contributions towards the cost of this program.

b. Effective January 1, 2020, employees shall have the right to enroll in the VSP Vision Plan which will be the sole vision program offered to the bargaining unit. For the term of this agreement there will be no weekly contributions towards the cost of this program.

c. Effective January 1, 2020, employees will utilize the VSP Vision Program to purchase their OSHA approved prescription eyeglasses. Any costs which exceed the in-network price for frames, lenses, etc. shall be borne by the employee. This benefit shall only apply to OSHA approved safety eyeglasses with side-shields.

d. Effective March 3, 2022, bi-focal and progressive lens coverage for safety glasses will be included in the VSP Vision Plan.

e. All Medical plans sponsored by Sargent will cover children according to the provisions outlined in the federal Affordable Care Act. In the event that the Affordable Care Act is repealed in full or partially as it pertains to coverage for employee's children, the company shall cover dependent children who are not full time students until age 23 with hospitalization, surgical and office visit coverage, provided they qualify as dependents, and will cover dependent children who are full time students until age 25 or until they no longer qualify as dependents. Dental coverage will be available on separate riders and shall only cover dependent children who are not full time students until age 19 while those that are full time students will be eligible to retain coverage until reaching age 25 or until they no longer qualify as dependents.

Any charge for conditions incurred before you and your dependents are eligible for this Plan is not covered until you have completed a period of six consecutive months of being covered under the Plan.

Section 4. Full time employees who have completed three months of continuous service shall be covered by a hospital plan plus Semi-Private Room Credit Rider Plus Outpatient Hospital Benefits Rider plus $75 additional Maternity Credit Rider. The same Hospitalization benefits shall be available to eligible dependents (wife, husband and unmarried children under 23 years of age) of covered employees.

Section 5. **(Applies only to participants of the Sargent Medical Plan**) For full-time, employees with at least three months of continuous service and who are covered by group accident and sickness, medical and surgical and hospitalization insurance, the Company shall provide Major Medical insurance for the individual employee:

a. Effective March 5, 1998, and for the term of this contract, as a supplement to the above named benefits and subject to a deductible amount of $75.00 for individual $125.00 for two persons and $175.00 for families - reimbursement of 80% of medical, hospital and surgical expenses up to a maximum of $500,000.00.

b. Participants in the Sargent Medical Plan may cover the spouse and children according to the provisions outlined in the Federal Affordable Care Act. Dental coverage will be available on separate riders and shall cover dependent children who are not full time students until age 19 while those that are full time students will be eligible to retain coverage until reaching age 25 or until they are no longer qualified as dependents. In the event that the Affordable Care Act is repealed in full or partially as it pertains to health coverage for employee's dependent children, unmarried children from birth and under age 23 years of age residing in the United States or Canada may be included.

c. Certain limitations and specific requirements applying to this coverage are fully explained in the certificate issued to each covered employee.

d. Maternity shall be covered under the terms of the Major Medical Coverage.

Section 6 **(Applies to employees who meet eligibility requirements for health care benefits and who are <u>not</u> participants of the Sargent Medical Plan)** Effective June 1, 2004, and for the duration of this agreement, active employees on the payroll as of March 4, 2004 shall be provided with the "high option" health insurance coverage (currently referred to as Blue Care). This plan will require some out-of-pocket expenses for office visits ($15) and prescriptions ($10/$20/$30 for 30-day supply of generic, preferred, non-preferred or $20/$40/$60 for 90-day supply mail-order maintenance drugs, respectively).

Section 6a. The "standard" 80/20 medical plan design will be closed to new members effective June 30, 2019. That plan is subject to the following out-of-pocket expenses: Office visits ($15), prescriptions ($10/$20/$30 for 30-day supply of generic, preferred, non-preferred or $20/$40/$60 for 90-day supply mail-order maintenance drugs, respectively) and the following calendar year deductibles:

	In Network	Out-of-Network	Out-of-Pocket Max
Single	$150	$200	$ 750
Two-Party	$250	$400	$1,000
Family	$350	$500	$2,000

Applies to all expenses except physician office visits and well care.

Section 6b. Effective January 1, 2020 all active employees will have the option to enroll in the "standard" 80/20 medical plan or the Sargent Union Platinum plan. From that point forward, employees may move from the "high option" plan into the 80/20 plan or the Platinum plan during open enrollment periods. Those that enroll in the 80/20 plan or the Platinum plan will remain in that plan from that point forward.

Section 6c. Those employees who are enrolled in the Sargent Medical Plan, the Sargent High Option Plan or the Sargent 80/20 medical plan or the Sargent Platinum plan as of March 11, 2019 will be given the option to "opt out" of the medical plan and receive a $1,000 gross annual payment, paid out weekly. The opt out option will be available during the open enrollment period and will be in effect for the course of the benefit year. Employees will be eligible to opt back into the plan during open enrollment periods.

Section 7. Effective June 30, 2019, all new hired employees, upon eligibility, will be offered the Sargent Union Platinum medical plan. Beginning with the second year of the contract, January 1, 2021, employees shall make weekly contributions towards the cost of their health insurance in accordance with the following:

Single Coverage: $10 per week
Two Person Coverage: $12 per week
Family Coverage: $14 per week

Section 7 The Company maintains the right to change carriers and plans, including to self insured, for any of the benefits covered by the contract, so long as the resultant plan, on an overall basis, is substantially comparable to the prior plan.

Section 8. Whenever a change to health insurance providers is contemplated, the company and the union will work together in selecting the most comprehensive and cost effective carrier.

Section 9. Employees who have health insurance through a locally based HMO or other provider, which does not offer coverage on a nationwide basis, shall be given the opportunity to seek out comparable coverage if they relocate after they retire, and have the cost of this coverage, up to the amount of the premium that Sargent is then paying for the retiree under the locally based provider, paid directly by Sargent.

Section 10. Subject to approval by the Internal Revenue Service, the Pension Plan for Employees of Sargent Manufacturing Company shall be amended effective March 5, 2001, to provide:

PENSION:

a. Normal retirement after 5 years of service and 65 years of age.

b. Effective March 3, 2025, and for the term of this contract, monthly pensions shall be calculated on the basis of $48.00 per year of service.

c. All options available to deferred vested pensioners at the time pensions are payable.

ACTIVE EMPLOYEE DEATH BENEFIT:

a. Effective March 5, 1998 and for the term of this contract, a death benefit of $60,000 for active employees with 10 or more years of service will be provided. Employees having more than 1 but less than 10 years of service will be provided with a death benefit of $50,000. Effective March 8, 2007 and for the term of this contract, a death benefit of $70,000.00 for active employees with 35 or more years of service will be provided.

PENSION ELIGIBLE EMPLOYEE DEATH BENEFIT:

a. Effective March 5, 1998 and for the term of this contract, pension eligible employees who retire with 5 years but less than 10 years of service will receive a death benefit of $10,000.00.

b. Effective March 5, 1998, and for the term of this contract, pension eligible employees who retire with 10 or more years of service will receive a death benefit of $25,000.00.

c. Effective March 5, 1998, and for the term of this contract, employees shall be eligible for disability pension after 5 years' participation in the pension plan. Employees hired after March 7, 2007 are not eligible for a disability pension benefit.

POST RETIREMENT BENEFITS:

a. Effective March 4, 2004, and for the term of this contract, for employees having a minimum of **15** years of service who retire between the ages of 62 and 65 will be provided with health insurance and will continue to pay the contribution rate applicable to them at the time of their retirement. Health insurance contributions will be waived for employees having a minimum of 25 years of service who retire between the ages of 62 and 65.

b. Effective March 4, 2004, and for the term of this contract, employees retiring between the ages of 62 and 65, with at least **15** years of service, will be provided $100.00 per month towards the costs for supplemental insurance. When they reach age 65 they will be eligible for this supplement for 5 years. Employees retiring at age 65 or beyond, with at least **15** years of service, will also receive this supplement for five years. Effective March 8, 2007, and for the term of this contract, employees with at least 35 years of service will be provided $100.00 per month for 6 years. Effective March 11, 2010 and for the term of this contract, employees with at least 40 years of service will be provided $100.00 per month for 10 years.

Section 11. Effective March 8, 2007, for full time employees who retire with 15 or more years of service, the Company agrees to pay for prescription drugs, up to a maximum benefit of $1,000.00 as a combined total for retiree and spouse, every 12 months. Coverage will cease 5 years from the date of retirement, unless employee retires between ages 62 and 65, at which time this five year clause will begin at age 65 and coverage will cease at age 70. Employees with at least 35 or more years of service will receive this benefit for 6 years from the date of retirement, unless employee retires between ages 62 and 65, at which time this 6 year clause will begin at age 65 and coverage will cease at age 71 . Employees with at least 40 years or more of service will receive this benefit for 10 years from the date of retirement, unless employee retires between ages 62 and 65, at which time this 10 year clause will begin at age 65 and coverage will cease at age 75.

Section 12. Effective March 1, 2019 employees shall contribute towards the cost of their health insurance in accordance with the following:

Hire Date	Plan Design	Single	Two	Family	Effective
Pre 3/4/1992	High Option	$45.00	$42.00	$45.00	3/1/2019
	Dental	$5.00	$8.00	$10.00	3/1/2019
Post 3/4/1992	High Option	$45.00	$47.00	$45.00	3/1/2019
	Dental	$5.00	$8.00	$10.00	3/1/2019
Post 3/4/2004	Standard 80/20	$23.00	$25.00	$23.00	3/1/2019
	Dental	$5.00	$8.00	$10.00	3/1/2019

Section 13a. **Effective March 8, 2007, the Pension Plan for Employees of Sargent Manufacturing Company shall be closed to new entrants. All permanent/full-time employees hired after March 7, 2007 will be eligible to make salary reduction contributions in the 401(k) plan after completion of 30 days of continuous service and will be eligible to share in employer contributions after completion of one year of service. These employees will not be eligible for any post-retirement benefits, including health insurance, other than the post retirement death benefit outlined in section 13b, 13c, 13d and 13e.**

b. All employees hired after March 7, 2007 who separate from the company between March 3, 2022 and March 4, 2025 with 15 years of service or more shall receive a $25,000 death benefit.

c. Effective March 8, 2007, and for the term of this contract, employees hired after March 7, 2007 who separate from the company with 25 years or more service shall receive a death benefit of $40,000.

d. Effective March 3, 2025, all employees hired after March 7, 2007 who separate from the company with 5 years but less than 15 years of service shall receive a $10,000 death benefit.

e. Effective March 3, 2025, all employees hired after March 7, 2007 who separate from the company with 15 or more years of service shall receive a $30,000 death benefit.

ARTICLE X
Miscellaneous

Section 1. There shall be no strikes, walkouts, slowdowns or lockouts during the term of this Agreement.

Section 2. It is agreed that in case a swing shift is instituted, both parties shall enter into negotiations on this question in order to come to a full and amicable understanding.

Section 3. The Company and the Union agree to continue their policy of not discriminating against any employee or potential employee because of race, creed, color, sex, age or national origin.

Section 3a. The Company and the Union agree to continue their policy of not discriminating against any employee or potential employee because of physical or mental disability.

Section 4. The Company agrees to permit the use of a reasonable number of bulletin boards for the use of the Union for the posting of notices of legitimate Union business. Such notices are to be approved by the Director of Human Resources before posting.

Section 5. In the event that any Article or any Section or Paragraph of any Article of this Agreement shall be held to be in whole or in part contrary to any applicable provisions of Federal or State laws or regulations, the remaining Articles and Paragraphs of this Agreement shall continue in full force and effect.

Section 6. Apprenticeship agreements between the Company and the apprentice and as approved by the Connecticut State Apprenticeship Council and the Union are recognized and become a part of this Agreement.

Section 7. It is the desire of the Company and the Union to continue their present policy of providing a safe place in which to work by doing those things necessary for the health and safety of the employees at work.

Section 7 a. As a matter of regulatory compliance, no employee shall be allowed to consume food or beverages neither in a toilet room nor in any area exposed to a toxic material. Such areas are defined as: Short Run, Plating, Cylinders, and any areas where brass machining or polishing operations are performed.

Section 8. Non-bargaining unit employees will not do bargaining unit work except in unusual circumstances, such as: training, new products, and an unusual emergency.

Section 9. All eligible employees absent on a non-work connected sick leave and who have not exhausted their weekly disability when authorized to return to work by the Medical Department, shall be returned to their job classification and department in accordance with their seniority.

Section 10. All paychecks will be distributed in envelopes.

Section 11. Employees who have Fridays off and night shift employees will receive their pay check on Thursdays. However, such employees shall not deposit, cash, use an ATM or cause **any** transactions of said paycheck until the actual pay date printed on the check. Effective September 30, 2010, an employee who causes any transaction of their paycheck prior to the actual pay check pay date printed on the check shall forfeit the right to receive their paycheck prior to the actual pay day for a period of three years.

Section 12. The Company will maintain a list of all chemicals and substances in use in the plant, and all pertinent data sheets which are issued by the manufacturer. The list will be made available to the Local Union President and Chief Steward upon a reasonable request.

Section 13. The Company agrees to inform the Union as soon as possible of the introduction of new machinery or processes that would displace bargaining unit employees; and in the event of a plant closing, will make every effort for a one-year notice. When the Company gives notice of a plant shutdown the Company and Union will negotiate a severance package.

Section 13a. The company agrees to notify the union in a timely fashion when it is considering the introduction of new technology. For the purposes of this article technology will be defined as any changes in techniques, machines, controls, materials, processes and work organization.

The company and the union agree to meet and discuss the design, implementation, and impact of the technology.

The union reserves the right to formulate a response and make an alternative proposal to the technology if the union so desires.

The company and the union agree to provide each other with information necessary to have productive discussions about the technology initiatives.

The company and the union agree that training is an essential part of all technological changes. The company and the union agree to participate in a joint training program. The union and the company will work together in the development of training course content, instructor selection, and all other training program elements.

Section 14. Management agrees to notify local president or departmental stewards in writing about the pending arrival of significant new production machinery.

Section 15. The Company agrees to give to the Chief Steward a copy of the job postings.

Section 16. The Company agrees to notify (in writing) the Chief Steward of any jobs being filled by temporary employees.

Section 17. The company, working in conjunction with the New Haven Department of Adult Education, shall provide English language classes to employees interested in participating. These classes will be offered after working hours, and will be held on-site, provided this does not conflict with any participation requirements imposed by the service provider.

Section 18. Screw machine set-up/operators having the ability to set-up & operate CNC's, Brown & Sharp's and New Britain Gridley machines, to the satisfaction of management, shall be elevated to labor grade 1 effective April 1, 1998.

Section 19. In the 1st, 2nd and 4th quarters, the company may bring in a maximum of 15 contract temps at any given time. In the 3rd quarter, this number may rise to 25. On the 91st day, a contract temp will be either (a) brought onto Sargent's payroll as a temporary employee and signed up with the union; (b) offered a full time position, should one be available after posting requirements have been met; or (c) suspended from service.

Section 19a. Any temporary employee that is laid off will be credited with all of their days worked towards their seniority upon their return to work.

Section 19b. All temporary employees (whether starting as agency temps or Sargent temps, become full time regular SARGENT Manufacturing Company employees after the completion of

180 days of employment and will eligible for all benefits that full time regular employees are eligible for**.**

Section 20. All Team Leaders (a.k.a. Group Leaders, Section Leaders, Cell Leaders, etc.), will be required to work during inventory periods if asked by their manager.

Section 21. All employees selected as Team Leaders will be provided with training.

Section 22: The Company agrees to pre-determine tuition reimbursement eligibility for those employees interested in taking work-related classes. Employees may apply for such reimbursement upon successfully completing such pre-approved classes with a grade of at least "B" or 3.0 GPA.
The Chief Steward or Vice President of the Union will be included in the discussion.

Section 23: Union members will be used for utility type work. Utility work, for the purpose of this section, shall be defined as non-skilled, non-production labor which is otherwise not a significant component of another work classification. Tasks performed may require the use of simple tools. Such utility work shall consist of activities which pose minimal risk of injury to the employee, co-workers, or property.

Section 24. The Company agrees to inform the Chief Steward in advance of any subcontracting.

Section 25: Position or Departmental Elimination. In the event the Company exercises its right to eliminate positions, functions or departments, including by outsourcing, subcontracting, or moving work (including to other ASSA ABLOY facilities), the Company agrees that affected employees who obtain new positions will maintain their labor grade wage rate for a period of 48months or, at the employee's decision, within two weeks of notification, receive a one time lump sum calculated by multiplying the difference in labor grade wage rate (not including any adders or IDs) x 3,000 hours. Any employee that has an Incentive Differential (ID) will be allowed to carry that ID with them if they bid only one time. If they bid for a position a second time, they will lose their ID

Section 26: Employees are allotted $125 per year for safety shoes. Reimbursement is eligible for employees that work in a position where safety shoes are required. Employees in those positions will be required to wear safety shoes while working.

ARTICLE XI
Letters of Understanding

LETTER OF AGREEMENT

OVERTIME POLICY

Sargent Manufacturing Company policy is that overtime will be requested 24 hours prior to scheduled overtime. If overtime is requested with less than 24 hours notice, it will not be mandatory. The Company will continue to schedule overtime so as to give appropriate notice. This does not apply to emergency situations.

Overtime of more than ten (10) hours per week is not mandatory.

Zaya Oshana
Vice President, Human Resources
SARGENT Manufacturing Company

LETTER OF UNDERSTANDING

OUT-OF-POCKET MAXIMUMS

The Company agrees to an out-of-pocket maximum of $2,000.00 within any 12 month period for any covered medical expense, except where specific exclusions on annual visit limits and/or dollar limits and/or lifetime limits apply in the plan, providing there is an attending physician's statement substantiating the conditions.

Zaya Oshana
Vice President, Human Resources
SARGENT Manufacturing Company

LETTER OF UNDERSTANDING

"RED CIRCLE" RATES

For all employees classified as millwright, cutter grinder, lift truck mechanic, and plumber there will be an additional 50¢ per hour added to the maximum of their Labor Grade (LG1) as a "Red Circle" rate.

Zaya Oshana
Vice President, Human Resources
SARGENT Manufacturing Company

LETTER OF UNDERSTANDING

CONTRACT OMMISSIONS

It is hereby agreed that any provisions of the Agreement between Sargent Manufacturing Company and The United Electrical, Radio and Machine Workers of America, Local 243, which was in effect during the period March 6, 1995 through March 4, 1998, not having been changed as the result of bargaining or established practice, and which has been omitted from this Agreement, shall be considered a part of this Agreement in the event of an issue arising which requires applicability of such omitted provision.

Zaya Oshana
Vice President, Human Resources
SARGENT Manufacturing Company

LETTER OF UNDERSTANDING

3rd SHIFT SCHEDULE

It is hereby agreed that the standard 3rd shift work schedule should be a full 8 hour shift with a paid meal period. The standard work week will start at 11:00 pm on Sunday night, and end at 7:00 am on Friday morning. During the 8 hour shift, employees are entitled to two paid 10 minute breaks as well as one paid 20 minute meal period.

It is further agreed that this revision is necessary to resolve a discrepancy found in Article 2, Section 12a. There was a typographical error in the 1986 contract which has since gone overlooked. The intent of this Letter of Understanding is to correct this shift schedule and ensure the same hours and working conditions which govern 2nd shift also apply to the 3rd shift as they were originally intended.

This revised schedule will go into effect August 4, 2002.

Zaya Oshana
Vice President, Human Resources
SARGENT Manufacturing Company

<u>LETTER OF UNDERSTANDING</u>

A&S WITHHOLDINGS

It is hereby agreed that **health insurance, voluntary life insurance** and **401(k)** contributions will be withheld from A&S pay, along with all applicable state and federal taxes on a weekly basis. Union dues, credit union loans and all other deductions not considered "employee contributions" will not be deducted. Garnishments will be deducted if specifically addressed in court orders.

It is further agreed that this procedural change is necessary to resolve a payroll discrepancy which has been an error of omission. A&S pay is considered "earnings" and therefore, these employee contributions should continue in order to comply with both authorized plan designs and IRS regulations. This revised procedure will go into effect for all newly disabled employees as of March 3, 2003. Anyone currently out on disability as of this date will not be affected.

Zaya Oshana
Vice President, Human Resources
SARGENT Manufacturing Company

LETTER OF UNDERSTANDING

INSURANCE FOR MARRIED COUPLES

It is hereby agreed that when a husband and wife are both Bargaining Unit members, the most senior employee will cover the spouse, and any eligible dependents, and will pay the applicable weekly contribution rate.

Upon separation, for any reasons other than retirement, the separating employee will become/remain a covered dependent of the spouse left working. Upon retirement, the remaining spouse will continue and/or commence contributing towards the health insurance plan for themselves and the retiring spouse as long as the spouse is not yet age 65. It is further understood that health insurance benefits for retired dependents will cease when the retiree turns age 65.

This revised procedure will go into effect for all married employees of the Bargaining Unit as of July 1, 2004. The same will apply to any current retirees under the age of 65 whose spouse is still an active member of the bargaining unit.

Zaya Oshana
Vice President, Human Resources
SARGENT Manufacturing Company

LETTER OF UNDERSTANDING

SATURDAY OVERTIME IN 24 HOUR OPERATION

It is hereby agreed that Saturday overtime will be offered on a rotational basis to anyone normally performing the same operation on 1st, 2nd or 3rd shifts during the regular workweek. Declining the overtime offer places the employee in the back of the rotation.

Zaya Oshana
Vice President, Human Resources
SARGENT Manufacturing Company

LETTER OF UNDERSTANDING

VACATION YEAR EARNINGS

It is hereby agreed to abandon the current practice of using six-months of earnings from any given year (July 1- December 31; January 1 – June 30, i.e. the vacation year period) to compute vacation averages and to use calendar year earnings instead.

Vacation averages for 2007 will be generated off of 2006 gross earnings, and the calendar year period will continue to be used in future years in computing vacation pay for employees hired before March 4, 2004. In accordance with past practice, vacation buy-outs and I.D. buy-outs will be excluded from gross earnings for the purpose of calculating vacation averages. Vacation averages will be computed using the preceding calendar year's gross earnings.

Zaya Oshana
Vice President, Human Resources
SARGENT Manufacturing Company

ARTICLE XII
Terms

Section 1. This Agreement shall remain in effect until 12:00 midnight March 4, 2028 and shall automatically renew itself from year to year thereafter unless written notice of desire to modify or terminate this Agreement is given by either party to the other at least 60 days prior to the expiration of such annual period.

Section 2. If such written notice is given, negotiations for a new Agreement shall begin at least 30 days before the expiration date and shall continue until a new Agreement is reached and during such negotiations this Agreement shall remain in full force and effect; if no Agreement has been reached within 60 days from the giving of the said notice, either party may terminate this Agreement on 10 days' notice in writing to the other party. The Agreement will thereupon terminate 10 days after receipt of said notice or upon the expiration date of the current contract period, whichever occurs later.

Section 3. This Contract represents the full and complete agreement of the parties with respect to all matters relative to wages, hours, and working conditions. The Union agrees that there has been full opportunity to bring up for negotiations any matter pertaining to wages, hours, and working conditions, and there will be no further negotiations with respect to wages, hours, and working conditions, during the term of this Agreement except as provided for in Section 2 of this Article XII above.

IN WITNESS WHEREOF the parties have hereunto affixed their signatures by their officers and agents hereunto duly authorized at New Haven, Connecticut, this 3rd day of March, 2025.

SARGENT MANUFACTURING COMPANY

Zaya B. Oshana

By: Zaya Oshana
It's Vice President, Human Resources

UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA

Christopher Fiorentino

By: Christoper Fiorentino
It's Local President

Steve Saunders

By: Steve Saunders
It's Local Vice President

McArthur Mention

By: McArthur Mention
It's Local Chief Steward

NEGOTIATING COMMITTEE

COMPANY	UNION
Zaya Oshana	Mitchell Cannon
Jeff Granath	Christopher Fiorentino
Brandon Bobinski	Dean Pacielo
Gigi Ivanovic	McArthur Mention
	Paul Fiondella
	Steven Saunders
	Richard Guarino
	Edward Piascik
	Terry Bacote