

PROPOSAL NUMBER	UNION	SECTION	SUB-SECTION	PAGE
C21-A	SEA	IX – Seniority	6.C.(3) (a)	34

**2009 LANGUAGE**

(3) (a) if a position in an occupational progression cannot be filled by Paragraphs (1) and (2) above, it will be posted on all job posting Bulletin Boards for three (3) working days

**PROPOSED LANGUAGE**

(3) (a) if a position in an occupational progression cannot be filled by Paragraphs (1) and (2) above, it will be posted on all job posting Bulletin Boards for seven (7) working days. This process will remain until management and the union mutually agree to implement a newly formed electronic posting process. Following a pre-determined transition period, all jobs will only be posted electronically.

**TENTATIVE AGREEMENT 8/11/2015**

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PROPOSAL NUMBER	UNION	ARTICLE	SUB-SECTION	PAGE
C25-A	SEA	X-Miscellaneous Procedures	3. MILITARY SERVICE	49

**2009 LANGUAGE**

**Section 3. Military Service Leave**

Employees shall be subject to the Company's Military Service Leave Procedure (**H252**). Management retains the authority to alter, amend, modify or terminate **Procedure H252** and any such change will not be subject to the grievance procedure. To the extent that such actions affect the eligibility of SEA represented employees, the SEA shall be provided notice of any such change prior to its implementation.

**PROPOSED LANGUAGE**

**Section 3. Military Service Leave**

Employees shall be subject to the Company's Military Service Leave Command Media Procedure (~~H252~~). Management retains the authority to alter, amend, modify or terminate such procedure H252 and any such change will not be subject to the grievance procedure. To the extent that such actions affect the eligibility of SEA represented employees, the SEA shall be provided notice of any such change prior to its implementation.

**TENTATIVE AGREEMENT 7/14/2015**

COMPANY REPRESENTATIVE

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The image shows two handwritten signatures in blue ink. The top signature is for the Company Representative and the bottom signature is for the Union Representative. Both signatures are written over horizontal lines.

PROPOSAL NUMBER	UNION	SECTION	SUB-SECTION	PAGE
C27-A	SEA	XI -- OVERTIME	8.C	53

**2009 LANGUAGE**

8.

C. Overtime shall be equitably divided as far as practicable on a shift among employees in the same section equalization group who are on the same position and code level and are able to perform and maintain the continuity of the job without instruction.

**PROPOSED LANGUAGE**

8.

C. Overtime shall be equitably divided as far as practicable on a shift among ~~employees in the same section equalization group who are on the same position and code level and~~ those qualified employees normally performing the work who are in the same budget-center work area and who are able to perform and maintain the continuity of the job without instruction/training. Overtime shall be distributed as equitable as practicable between shifts.

**TENTATIVE AGREEMENT 8/4/2015**

COMPANY REPRESENTATIVE AR 3

UNION REPRESENTATIVE 690

PROPOSAL NUMBER	UNION	SECTION	SUB-SECTION	PAGE
C28-B	SEA	XI – Overtime	NEW (Required Overtime) 8.E.	54

2009 LANGUAGE
(None)

PROPOSED LANGUAGE
<p>8.</p> <p><b>E. Required Overtime</b></p> <p>If no qualified volunteers are available, employees will be identified to work overtime on a rotating basis beginning initially with the least senior qualified employee and continuing until all business needs are satisfied. The rotation will be continued with each subsequent need, moving upward on the seniority list, beginning with the name following the last appointed employee who worked.</p> <p>If an employee who is scheduled to work is absent during the required overtime, that employee must follow Section VII 5.A. (Reporting Absences) of the Agreement and will be considered to be the next employee in the rotation to be identified to work.</p> <p>Management acknowledges that extenuating circumstances may arise which would cause the next qualified employee to miss his/her turn, but in such a case, that person would be the next assigned to work the necessary overtime.</p> <p>Qualified is defined as an employee who is able to perform and maintain the continuity of the job with minimal additional instruction.</p> <p>Management will provide advanced notification.</p>

**TENTATIVE AGREEMENT 8/18/2015**

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PROPOSAL NUMBER	UNION	SECTION	SUB-SECTION	PAGE
C30-A	SEA	XII - VACATIONS	1	55

**2009 LANGUAGE**

1. The vacation periods of employees will be arranged so that they do not unreasonably interfere with the operation of the plant or office. Insofar as practical, the employee will be permitted to take a period satisfactory to him. Where more employees in the same position desire the same vacation period than can be permitted to be absent, preference will be based on seniority. However, in order to maintain orderly operations and facilitate work scheduling, and absent mutual agreement or extenuating circumstances, an employee will not be permitted to schedule or take three or more consecutive days of vacation without providing at least three working days notice to his immediate supervisor. Employees shall wherever practicable provide notice at least twenty-four hours prior to the start of their regularly scheduled shift of vacation of less than three consecutive days, and if an employee fails to notify his immediate supervisor of such vacation within one and one-half hours of the start of his shift, the Company shall have discretion to deny vacation pay for such absence.

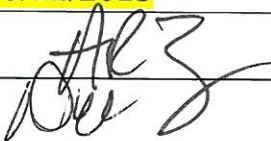
**PROPOSED LANGUAGE**

1. The vacation periods of employees will be arranged so that they do not unreasonably interfere with the operation of the plant or office. Insofar as practical, the employee will be permitted to take a period satisfactory to him. Where more employees in the same position desire the same vacation period than can be permitted to be absent, preference will be based on seniority. However, in order to maintain orderly operations and facilitate work scheduling, and absent mutual agreement or extenuating circumstances, an employee will not be permitted to schedule or take three or more consecutive days of vacation without providing at least (3) three working days notice to his immediate supervisor. Employees shall wherever practicable provide notice at least twenty-four hours prior to the start of their regularly scheduled shift of vacation of less than three consecutive days, and if an employee fails to notify his immediate supervisor of such vacation within one and one-half twenty-four (24) hours thirty (30) minutes prior to the start of his shift, the Company shall have discretion to deny vacation pay for such absence.

**TENTATIVE AGREEMENT 8/11/2015**

COMPANY REPRESENTATIVE

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PROPOSAL NUMBER	UNION	SECTION	SUB-SECTION	PAGE
C34	SEA	XIX – Modification	4 & 5	70

**2009 LANGUAGE**

4. Except as herein before provided in this Section XIX, the Company and the Union agree that neither of them will request consideration of any proposed changes in or additions to this Agreement, including any general wage or salary adjustments, before July 1, 2015. If this Agreement continues in effect for any subsequent contract term or terms beginning on or after August 30, 2015, the provisions of the last sentence above shall apply (substituting the year to which this Agreement is renewed for the figures "2015" wherever they appear). When any such request is received, a conference will take place within fifteen (15) calendar days for the purpose of considering it.

5. If the parties do not reach agreement prior to August 30, 2015, with respect to any requested contractual changes or additions or wage and salary adjustments submitted on or after July 1, 2015, or if the parties do not reach agreement prior to the end of any subsequent contract term, with respect to any requested contractual changes or additions or wage and salary adjustments submitted on or after July 1 of such subsequent contract term, the Union may strike after the beginning of the next succeeding contract term in support of any such requests

**PROPOSED LANGUAGE**

4. Except as herein before provided in this Section XIX, the Company and the Union agree that neither of them will request consideration of any proposed changes in or additions to this Agreement, including any general wage or salary adjustments, before July 1, 20??. If this Agreement continues in effect for any subsequent contract term or terms beginning on or after August 30, 20??, the provisions of the last sentence above shall apply (substituting the year to which this Agreement is renewed for the figures "20??" wherever they appear). When any such request is received, a conference will take place within fifteen (15) calendar days for the purpose of considering it.

5. If the parties do not reach agreement prior to August 30, 20??, with respect to any requested contractual changes or additions or wage and salary adjustments submitted on or after July 1, 20??, or if the parties do not reach agreement prior to the end of any subsequent contract term, with respect to any requested contractual changes or additions or wage and salary adjustments submitted on or after July 1 of such subsequent contract term, the Union may strike after the beginning of the next succeeding contract term in support of any such requests

**TENTATIVE AGREEMENT 7/7/2015**

COMPANY REPRESENTATIVE



UNION REPRESENTATIVE



PROPOSAL NUMBER	UNION	SECTION	SUB-SECTION	PAGE
C35	SEA	X – Termination		71

**2009 LANGUAGE**

This Agreement having been in full force and effect since March 1, 1996, and having thereafter been renewed and extended, is further extended and renewed until August 30, 2015, and shall continue and remain in full force and effect from year to year thereafter (such period ending August 30, 2015, and such succeeding periods of one (1) year being sometimes referred to herein as a "contract term"), provided that either party may terminate this Agreement as of midnight, August 30, 2015, or at the end of any succeeding contract term, by giving the other party written notice of such termination not more than sixty (60) days and not less than thirty (30) days before the termination date.

**PROPOSED LANGUAGE**

This Agreement having been in full force and effect since March 1, 1996, and having thereafter been renewed and extended, is further extended and renewed until August 30, 20??, and shall continue and remain in full force and effect from year to year thereafter (such period ending August 30, 20??, and such succeeding periods of one (1) year being sometimes referred to herein as a "contract term"), provided that either party may terminate this Agreement as of midnight, August 30, 20??, or at the end of any succeeding contract term, by giving the other party written notice of such termination not more than sixty (60) days and not less than thirty (30) days before the termination date.

NORTHROP GRUMMAN CORPORATION  
ELECTRONIC SYSTEMS SECTOR  
BWI SITE

**TENTATIVE AGREEMENT 7/7/2015**

COMPANY REPRESENTATIVE

UNION REPRESENTATIVE

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PROPOSAL NUMBER	UNION	SECTION	SUB-SECTION	PAGE
C38	SEA	Appendix C Side Letters		82

2009 LANGUAGE		
4.	August 17, 1981	MAC Agreement (certification)

PROPOSED LANGUAGE		
<del>4.</del>	<del>August 17, 1981</del>	<del>MAC Agreement (certification)</del>
Delete number 4.		

**TENTATIVE AGREEMENT 8/4/2015**

COMPANY REPRESENTATIVE

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PROPOSAL NUMBER	UNION	SECTION	SUB-SECTION	PAGE
C39	SEA	Appendix C Side Letters		82

2009 LANGUAGE		
5.	July 19, 1982	MAC Certification Letter (certification)

PROPOSED LANGUAGE		
<del>5.</del>	<del>July 19, 1982</del>	<del>MAC Certification Letter (certification)</del>
Delete number 5.		

**TENTATIVE AGREEMENT 8/4/2015**

COMPANY REPRESENTATIVE

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UNION REPRESENTATIVE

*[Signature]*

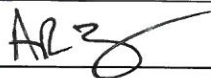
PROPOSAL NUMBER	UNION	SECTION	SUB-SECTION	PAGE
C40	SEA	Appendix C Side Letters		82

2009 LANGUAGE		
35.	August 30, 2009	Union Time

PROPOSED LANGUAGE		
<del>35.</del>	<del>August 30, 2009</del>	<del>Union Time</del>
Delete number 35.		

**TENTATIVE AGREEMENT 8/18/2015**

COMPANY REPRESENTATIVE



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PROPOSAL NUMBER	UNION	SECTION	SUB-SECTION	PAGE
C41-A	SEA	Appendix C Side Letters		82

**2009 LANGUAGE**

Not currently in Appendix C

**PROPOSED LANGUAGE**

**Delete 37**

**~~37. — May 3, 2010 — Memorandum of Understanding Special Compensation — Top  
Secret — SCI~~**

**~~AND~~**

**~~Addendum to Memorandum of Understanding Special  
Compensation — Top Secret — SCI~~**

**TENTATIVE AGREEMENT 8/18/2015**

COMPANY REPRESENTATIVE



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PROPOSAL NUMBER	UNION	SECTION	SUB-SECTION	PAGE
C43	SEA	Wage Supplement		85

<p align="center"><b>2009 LANGUAGE</b></p> <p align="center"><b><u>2009</u> SALARY SUPPLEMENT</b>  between  NORTHROP GRUMMAN CORPORATION  ELECTRONIC SYSTEMS SECTOR  BWI SITE (Company)  and  FEDERATION OF INDEPENDENT SALARIED UNIONS  and  SALARIED EMPLOYEES ASSOCIATION  (Collectively the Union)</p> <p>The Company and the Union hereby agree to the following compensation increases for the period <u>August 31, 2009</u> through <u>August 30, 2015</u>:</p>
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<p align="center"><b>PROPOSED LANGUAGE</b></p> <p align="center"><b><u>2015</u> SALARY SUPPLEMENT</b>  between  NORTHROP GRUMMAN CORPORATION  ELECTRONIC SYSTEMS SECTOR  BWI SITE (Company)  and  FEDERATION OF INDEPENDENT SALARIED UNIONS  and  SALARIED EMPLOYEES ASSOCIATION  (Collectively the Union)</p> <p>The Company and the Union hereby agree to the following compensation increases for the period <u>August 31, 2015</u> through <u>August 30, 20??</u>:</p>
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**TENTATIVE AGREEMENT 7/7/2015**

COMPANY REPRESENTATIVE

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UNION REPRESENTATIVE

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PROPOSAL NUMBER	UNION	SECTION	SUB-SECTION	PAGE
C44	SEA	X – Termination	Signature Page	94

**2009 LANGUAGE**

Dated and signed August 27, 2009. Effective as of August 27, 2009.

**NORTHROP GRUMMAN CORPORATION  
ELECTRONIC SYSTEMS SECTOR  
BWI SITE**

**PROPOSED LANGUAGE**

Dated and signed August ??, 2015. Effective as of August ??, 2015.

**NORTHROP GRUMMAN CORPORATION  
ELECTRONIC SYSTEMS SECTOR  
BWI SITE**

**TENTATIVE AGREEMENT 7/7/2015**

COMPANY REPRESENTATIVE

UNION REPRESENTATIVE

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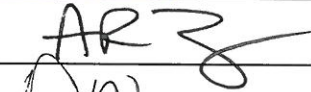
PROPOSAL NUMBER	UNION	SECTION	SUB-SECTION	PAGE
C47	SEA	Appendix C Side Letters		82

2009 LANGUAGE
None

PROPOSED LANGUAGE
<p>##.      September 14, 2010      Vacation Donor Program</p> <p><b>Add to Appendix C listing in CBA. Numbering TBD.</b></p>

**TENTATIVE AGREEMENT 8/18/2015**

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PROPOSAL NUMBER	UNION	SECTION	SUB-SECTION	PAGE
C48	SEA	Appendix C Side Letters		82

<b>2009 LANGUAGE</b>
None

<b>PROPOSED LANGUAGE</b>
<b>##.      October 3, 2011              Job Description – Material and Process Specialist</b>  <b>Add to Appendix C listing in CBA. Numbering TBD.</b>

**TENTATIVE AGREEMENT 7/14/2015**

COMPANY REPRESENTATIVE

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PROPOSAL NUMBER	UNION	SECTION	SUB-SECTION	PAGE
C49	SEA	Appendix C Side Letters		82

<b>2009 LANGUAGE</b>
None

<b>PROPOSED LANGUAGE</b>
<p>##.      <b>September 9, 2013</b>                      <b>Material and Process Specialist Positions</b></p> <p style="text-align: center;"><b>Add to Appendix C listing in CBA. Numbering TBD.</b></p>

<b>TENTATIVE AGREEMENT 7/14/2015</b>
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PROPOSAL NUMBER	UNION	SECTION	SUB-SECTION	PAGE
C50 Counter to U12	SEA	X – Miscellaneous Procedures	7 – Death in Immediate Family	50 - 51

#### 2009 LANGUAGE

##### 7. Death in Immediate Family

An employee with thirty (30) days continuous service who is absent from work because of the death of a foster child or relative residing in the home, or of the employee's parent, brother, sister, child, spouse, mother-in-law, father-in-law, brother-in-law (which includes the employee's sister's husband, the employee's spouse's brother, and the husband of the employee's spouse's sister), sister-in-law (which includes the employee's brother's wife, the employee's spouse's sister, and the wife of the employee's spouse's brother), son-in-law, daughter-in-law, grandparent, grandparent-in-law, stepparent, stepbrother, stepsister, stepchild, grandchild, domestic partner or parent or child of domestic partner will be compensated for time lost by reason of such absence from the employee's regularly scheduled straight-time shift hours of the employee's work week, excluding holiday, and furlough days, up to a maximum of three (3) days for each such absence. Such paid leave will be limited to three (3) regular work days within a period of five (5) days starting on the day immediately following the day of death. In no case shall payment be made for more than the three (3) days described above; provided, however, that in the event an employee meeting the requirements listed above is absent from work because of the death of a foster child residing in the home, or of the employee's child, spouse, or stepchild or domestic partner or child of domestic partner the employee will be compensated for an additional two (2) work days for time lost by reason of each such absence within a period of seven (7) days starting on the day immediately following the day of death. In the case of an employee on swing, rotating or continuous shift, the above payment will be made for time lost during the employee's established five-day week. Employees will be compensated on the basis of their rate of record and in addition night-turn bonus where applicable, on the date before such absence.

#### PROPOSED LANGUAGE

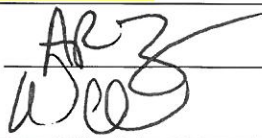

##### 7. Death in Immediate Family

An employee with thirty (30) days continuous service who is absent from work because of the death of a foster child or relative residing in the home, or of the employee's parent, brother, sister, child, spouse, mother-in-law, father-in-law, brother-in-law (which includes the employee's sister's husband, the employee's spouse's brother, and the husband of the employee's spouse's sister), sister-in-law (which includes the employee's brother's wife, the employee's spouse's sister, and the wife of the employee's spouse's brother), son-in-law, daughter-in-law, grandparent, grandparent-in-law, stepparent, stepbrother, stepsister, stepchild, grandchild, domestic partner or parent or child of domestic partner will be compensated for time lost by reason of such absence from the employee's regularly scheduled straight-time shift hours of the employee's work week, excluding holiday, and furlough days, up to a maximum of three (3) days for each such absence. Such paid leave will be limited to three (3) regular work days within a period of five (5) days starting on the day **designated by the employee within seven (7) days of the day of the death.** In no case shall payment be made for more than the three (3) days described above; provided, however, that in the event an employee meeting the requirements listed above is absent from work because of the death of a foster child residing in the home, or of the employee's child, spouse, or stepchild or domestic partner or child of domestic partner the employee will be compensated for an additional two (2) work days for time lost by reason of each such absence within a period of seven (7) days starting on the day **designated by the employee within seven (7) days of the day of the death.** In the case of an employee on swing, rotating or continuous shift, the above payment will be made for time lost during the employee's established five-day week. Employees will be compensated on the basis of their rate of record and in addition night-turn bonus where applicable, on the date before such absence.

#### TENTATIVE AGREEMENT 8/4/2015

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PROPOSAL NUMBER	UNION	SECTION	SUB-SECTION	PAGE
C51	SEA	Appendix C Side Letters		82

**2009 LANGUAGE**

18. September 1, 1998 Contract Coordinator Consolidation Agreement

**PROPOSED LANGUAGE**

~~18. September 1, 1998 Contract Coordinator Consolidation Agreement~~

Delete number 18.

**TENTATIVE AGREEMENT 8/18/2015**

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PROPOSAL NUMBER	UNION	SECTION	SUB-SECTION	PAGE
C52	SEA	Appendix C Side Letters		82

<b>2009 LANGUAGE</b>
None

<b>PROPOSED LANGUAGE</b>
<b>##.      August 19, 2008              Occupational Progression PA05</b>  <b>Add to Appendix C listing in CBA. Numbering TBD.</b>

**TENTATIVE AGREEMENT 8/18/2015**

COMPANY REPRESENTATIVE ARZ

UNION REPRESENTATIVE AW