

DATE PROPOSED: JULY 7, 2015

| PROPOSAL NUMBER | UNION | SECTION | SUB-SECTION | PAGE |
|--------------------|-------|------------------------|-------------|------|
| U1 | SEA | SECTION VI SALARIES | 2.F. | 16 |

2009 LANGUAGE

The Union will notify the S.E.A. Labor Relations Manager of any material and substantial change in job duties of specific bargaining unit employee(s). Such notice shall be in writing and shall list the changes in duties or deviations from the job description relied upon. Labor Relations will investigate the Union's claim promptly and respond to the Union within forty-five (45) calendar days.

PROPOSED LANGUAGE 2015

The Union will notify the S.E.A. Labor Relations Manager of any material and substantial change in job duties of specific bargaining unit employee(s). Such notice shall be in writing and shall list the changes in duties or deviations from the job description relied upon. Labor Relations will investigate the Union's claim promptly and respond to the Union within forty-five (45) calendar days. **In the event that the Company and the S.E.A. fail to agree on the evaluation, the S.E.A. may process a grievance at the final step of the grievance procedure with respect thereto.**

TENTATIVE AGREEMENT 8/18/2015

UNION REPRESENTATIVE

N.W.

COMPANY REPRESENTATIVE

ARZ

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|--------------------|-------|------------------------|-------------|------|
| U14 | SEA | SECTION XI OVERTIME | 9. | 54 |

2009 LANGUAGE

In the event that management decides to close the BWI facility, employees directed to continue working or directed to report to work will be paid an overtime rate (i.e., the employee's salary converted to an hourly rate plus an additional payment for each hour so worked equal to one-half the employees average earned rate for the payroll period) for the actual hours worked during the period that the BWI facility is closed.

PROPOSED LANGUAGE 2015

In the event that management decides to close the BWI facility, employees directed to continue working or directed to report to work will be paid an overtime rate (i.e., the employee's salary converted to an hourly rate plus an additional payment for each hour so worked equal to **double time** of the employees average earned rate for the payroll period) for the actual hours worked during the period that the BWI facility is closed.

TENTATIVE AGREEMENT 7/14/2015

UNION REPRESENTATIVE

NDW

COMPANY REPRESENTATIVE

ARC

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| PROPOSAL NUMBER | UNION | SECTION | SUB-SECTION | PAGE |
|--------------------|-------|------------------------|-------------|------|
| U15 | SEA | SECTION VI SALARIES | 2.F. | 16 |

2009 LANGUAGE

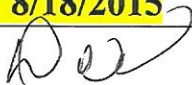
The Union will notify the S.E.A. Labor Relations Manager of any material and substantial change in job duties of specific bargaining unit employee(s). Such notice shall be in writing and shall list the changes in duties or deviations from the job description relied upon. Labor Relations will investigate the Union's claim promptly and respond to the Union within forty-five (45) calendar days.

PROPOSED LANGUAGE 2015

The S.E.A. is proposing and increase in code for the Transportation Clerks of PA25. The Union has cited increased responsibilities, along with higher coded jobs with similar job duties. A prior description proposal was submitted by management, with the support of upper level management at the ATL facility. The S.E.A. is pursuing these negotiations per previous conversations with the Labor Relations Department. Agree to implement with new job description by December 1, 2015.

TENTATIVE AGREEMENT 8/18/2015

UNION REPRESENTATIVE



COMPANY REPRESENTATIVE



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|--------------------|-------|------------------------|-------------|------|
| U16 | SEA | SECTION VI SALARIES | 2.F. | 16 |

2009 LANGUAGE

The Union will notify the S.E.A. Labor Relations Manager of any material and substantial change in job duties of specific bargaining unit employee(s). Such notice shall be in writing and shall list the changes in duties or deviations from the job description relied upon. Labor Relations will investigate the Union's claim promptly and respond to the Union within forty-five (45) calendar days.

PROPOSED LANGUAGE 2015

The S.E.A. is proposing and increase in code for the Maintenance Technicians of PA14. The Union has cited higher coded jobs with similar job duties at the BWI site and Oceanic. The S.E.A. is pursuing these negotiations per previous conversation with the Labor Relations Department and Management. A previous audit had been performed and neglected to consider other similar jobs, even within Northrop Grumman.

TENTATIVE AGREEMENT 8/18/2015

UNION REPRESENTATIVE Will

COMPANY REPRESENTATIVE ARZ

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|--------------------|-------|----------------------------|---------------------------------|------|
| U18 | SEA | Appendix C Side Letters | #18 Contract Coordinators | 82 |

2009 LANGUAGE

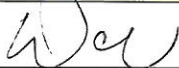
Side Letter #18 in Appendix C. Contract Coordinator Agreement dated September 1, 1998.

PROPOSED LANGUAGE 2015

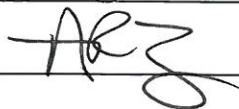
The S.E.A. wishes to eliminate the Contract Coordinator agreement from September 1, 1998 and to reinstate the Code 17R110 in PR15.

TENTATIVE AGREEMENT 8/18/2015

UNION REPRESENTATIVE



COMPANY REPRESENTATIVE



DATE PROPOSED: JULY 21, 2015

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|--------------------|-------|----------------------------|-------------|------|
| U20 | SEA | Appendix C Side Letters | NEW | 82 |

2009 LANGUAGE

None

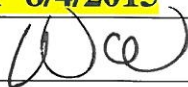
PROPOSED LANGUAGE 2015

NEW

The MOU dated November 26, 1984 between the IUE Local 130, Federation of Westinghouse Independent Salaried Unions and Westinghouse Electric Corp. should be added to the Side Letters. Side Letter number TBD.

TENTATIVE AGREEMENT 8/4/2015

UNION REPRESENTATIVE



COMPANY REPRESENTATIVE



DATE PROPOSED: August 4, 2015

| PROPOSAL NUMBER | UNION | SECTION | SUB-SECTION | PAGE |
|--------------------|-------|-------------|-------------|------|
| U21 C27A | SEA | XI-OVERTIME | 8.C | 53 |

2009 LANGUAGE

8.

C. Overtime shall be equitably divided by far as practicable on a shift among employees in the same 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 2015

8.

C. Overtime shall be equitably divided by far as practicable on a shift among employees in the same 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. **To ensure that overtime is distributed in a consistent manner, it shall be equitably divided as far as practicable on a shift among those qualified employees normally performing the work. Overtime shall also be divided as equitably as practicable between shifts.**

TENTATIVE AGREEMENT 8/4/2015

UNION REPRESENTATIVE

COMPANY REPRESENTATIVE