

COLLECTIVE BARGAINING AGREEMENT

Between

**ITT CORPORATION, SYSTEMS
DIVISION**



And

I.B.E.W LOCAL 543



At the

**DEEP SPACE NETWORK
GOLDSTONE, CALIFORNIA**

Effective

November 1, 2006 through October 31, 2009

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AGREEMENT

This Agreement is made by and between the ITT Industries, Systems Division (hereinafter referred to as the Company) and the I.B.E.W., AFL-CIO, Local Union No. 543 (hereinafter referred to as the Union).

WITNESSETH:

NOW, THEREFORE, it is agreed as follows:

ARTICLE 1

UNION RECOGNITION

1.01 Recognition

The Company hereby recognizes the Union as the exclusive representative of the employees in the bargaining unit defined in Section 2 below for the purpose of collective bargaining in respect to rates of pay, hours of employment, and other conditions of employment. It is expressly understood that this act of recognition is not intended to imply, nor is any third party to infer, any rights or obligations which would attach to either of the parties hereto arising from such act except as specifically provided in this Article.

1.02 Bargaining Unit

The bargaining unit consists of all hourly rated operations, supply and support employees employed in the Goldstone Support and Goldstone Deep Space Communications Complex Service Section of the Goldstone Complex, or other location established by the Company under the DSN O & M Contract number 1254038 as certified in National Labor Relations Board, Case No. 31-RC-201 1 and the DSS16, Facility as certified in the National Labor Relations Board Case No. 31-RC-1933, but excluding all salaried employees, office clerical employees, administrative employees, guards, professional employees and supervisors as defined in the ACT.

ARTICLE 2 UNION SECURITY

2.01 Union Shop

All employees presently covered by this Agreement and all employees hired or reinstated during the term of this Agreement shall be, or become, members of this Union as a condition of employment within thirty-one (31) days of the signing of this Agreement or the date of hire, whichever is the later.

In the event that any employee fails to acquire his membership in accordance with the provisions of this Section, the Union shall notify the Company in writing. Such written notice shall constitute a request to the Company to discharge said individual employee within forty-eight (48) hours (Saturdays, Sundays, days off and Holidays excluded). Such discharge would be for failure to maintain membership in the Union, as defined in the National Labor Relations Act, as amended.

2.02 Dues Deduction and Check-off

The Company, upon written request from a member of the bargaining unit on an agreed form, shall deduct from the first pay of each month the Union dues and initiation fees as specified by the Union and will remit the same to the Union by the end of the month in which the deduction is made.

- (a) After receipt of the Authorization for Check-off of dues form, of which the Union will be sent a copy, the Union membership dues for a calendar month shall be deducted from the first pay received by the employee in the succeeding months in which the employee has sufficient net earnings to cover the Union membership dues. In the case of employees returning to work after layoff or leave of absence, who previously have properly executed authorization

- (b) In cases where a deduction is made which duplicates a payment already made to the Union by an employee, or where a deduction is not in conformity with the provisions of the International Union Constitution and By-Laws, refunds to the employee will be made by the Union.
- (c) Deductions for any calendar month shall be remitted to the designated Financial Officer of the Union, no later than the end of the month in which the deduction is made. The Company shall furnish the designated Officer of the Union with a list of those for whom deductions have been made and the amounts of such deductions monthly.

2.03 IBEW-COPE

The Company agrees to provide for voluntary employee payroll deductions to the IBEW-COPE fund when such employee is within the scope of this bargaining unit as covered by this Agreement and such employee properly executes an authorization on a form as agreed to by the parties.

2.04 Indemnification

In consideration of the Company's agreement to the Union Shop and the check-off of the Union dues, the Union hereby agrees to indemnify and save the Company harmless from any liability, cost or expense arising out of the entering into or enforcement of such provisions.

ARTICLE 3 STRIKES AND LOCKOUTS

There shall be no strike, sympathy strike, work stoppage, slow down, sit down, refusal to work, boycott, picketing, or any other form of strike or curtailment of work by the Union or its representatives or members during the term of this agreement.

Inconsideration of the foregoing, the Company agrees not to cause or permit a lockout to occur during the term of this agreement.

ARTICLE 4
OFFICIAL NOTICE REQUIRED
BY AGREEMENT

In all cases where “Official Notices” are required by this Agreement such notices shall be considered as given when sent by certified mail, return receipt requested, and addressed as follows:

The Company:

ITT Corporation, Systems Division
DSN O & M Contract
1400 South Shamrock Ave.
Monrovia, CA 91016
Attention: Program Manager
(626) 305-6102

The Union:

International Brotherhood of Electrical Workers
Local Union No. 543
16519 Victor Street, Suite 304
Victorville, California 92395-3967
Attention: Business Manager
(760) 245-8147

ARTICLE 5
MANAGEMENT RIGHTS

The Company retains the sole right to manage its business including (without limiting the generality of the foregoing) the right to plan, direct and control operations; to schedule and assign work to employees; subcontract and sublet work; to maintain and insure the efficiency and effective utilization of the workforce; to establish and require employees to observe reasonable Company rules and regulations; to determine the starting and quitting time and the number of hours to be worked; to hire, layoff, transfer, promote or relieve employees from duty; to maintain order and to suspend, demote, discipline or discharge employees for just cause; subject only to such regulations and restrictions governing the exercise of these rights as are expressly provided in this Agreement.

ARTICLE 6
SUBCONTRACTING AND TEMPORARY
HELP

It is understood that as far as practical, the Company will use its own employees in the conduct of its business. However, it is also understood that in the conduct of its business, the Company may have the need to subcontract the performance of some aspects of its operations. If and when the Company should contemplate subcontracting or have temporary help perform some aspects of its operations previously performed by bargaining unit employees which would result in laying off bargaining unit employees or a reduction of the bargaining unit, representatives of the Company and the Union will meet for the purpose of discussing the feasibility of having the work performed by members of the bargaining unit.

The Company will not use its right to subcontract as a subterfuge or means to undermine the Union.

Temporary help as used in this Article is defined as those individuals whose service are used to temporarily supplement the efforts of employees in the bargaining unit. Whenever the Company utilizes temporary help for this purpose it shall make a good faith attempt to restrict the period of time involved up to a maximum of thirty (30) consecutive days in any one instance. Should such attempts and as a consequence additional time be required the Company shall promptly notify the Union prior to commencement of the additional time.

ARTICLE 7 CUSTOMER RELATIONS

It is understood that the Company is engaged in providing services under contract to customers who normally maintain ultimate program responsibility. It is not the intent of this Agreement to approve actions or to establish restrictions, which are outside the operating requirements for contract performance.

The Company is redirected, from time to time, in certain of its activities and must specifically reserve the prerogative of redirecting or reassigning personnel accordingly. In some circumstances, the Company is directed to relinquish certain normal functions to customer personnel or to personnel from other governmental agencies or the same or other Company organizations. Nothing in this Agreement is intended to preclude prompt and complete response by the Company to such direction.

ARTICLE 8

SECURITY RESPONSIBILITY

- 8.01** It is understood that if a security clearance is required by an agency of the United States Government in order to perform work in the job classifications covered by this Agreement, such security clearance shall be a condition of continued employment with the Company. Such employees shall be subject to investigation for security clearance under regulations prescribed by the Department of Defense or any other authorized and appropriate agency of the United States Government. A denial, non-approved, or withdrawal of such clearance by such governmental agency shall be just cause for discharge or suspension without pay, provided, however, that if the employee diligently pursues an appeal to the appropriate agency of the Government for revocation of such denial or withdrawal and, if upon review by such agency, clearance is granted or reinstated, the employee shall be reinstated in accordance with his seniority.
- 8.02** It is understood that there shall be no liability, financial or otherwise, on the part of the Company for any discharge or suspension growing out of a denial, non-approval or withdrawal of a security clearance. However, nothing in this Agreement shall preclude the individual from pursuing any legal remedy he may have against any person or organization outside the Company by virtue of his suspension under this clause.
- 8.03** Discharge or suspension because of denial, non-approval or withdrawal of a security clearance by the appropriate governmental agency shall not be subject to the grievance and/or arbitration procedure.

8.04 It is understood that an employee not able to obtain or retain a security clearance as may be required, shall be allowed to retain employment in such classifications which do not require said clearance in accordance with their abilities and seniority. The affected employee shall be laid off and allowed bumping rights as covered by this Agreement.

ARTICLE 9 UNION REPRESENTATION

9.01 The Business Manager of the Union or his Representative shall be allowed access to any shop or job at any reasonable time where workman are employed under the terms of this Agreement upon proper notification to a representative of Management designated by the Company.

9.02 There shall be one (1) Chief Steward appointed by the Union. Such Chief Steward shall be subject to the same rules and regulations affecting all other employees covered by this Agreement. The Union is responsible for notifying the Office of the Company in writing of the identity of the Chief Steward so appointed. In the absence of the Chief Steward, the Company will recognize one of the remaining Stewards as an Assistant Chief Steward. The Company recognizes that adequate and proper Union Representation is essential to proper administration of the terms of this Agreement. As such, the Chief Steward shall be allowed a reasonable amount of time to conduct Union business during working hours. Reasonable amount of time shall be defined by the Complex Manager or his designee with due consideration to Complex work requirements and the nature of the Union business.

9.03 In addition to the Chief Steward, the Union may appoint eight (8) stewards or 10% of the bargaining unit population whichever is more. Such stewards shall be selected from a cross section of work groups. Such stewards shall be allowed a reasonable amount of time to conduct Union business during working hours. Reasonable amount of time shall be defined by the Complex Manager or his designee with due consideration to Complex work requirements and the nature of the Union business. Stewards so appointed,

9.04 An employee's request that a Union representative be present at an interview, which the employee reasonably believes may result in disciplinary action against him, shall not be denied.

9.05 Bulletin Boards

The Company agrees to provide bulletin boards in suitable places mutually agreed upon. These bulletin boards shall be for the exclusive use of the Union and shall be clearly designated as such; provided, however, that information posted by the Union be restricted to the following:

- (a) Notices of Union recreational and social activities.
- (b) Official notices of Union elections, appointments, and election results.
- (c) Notices of official meetings and educational classes.

The bulletin boards so provided shall not be used by the Union or its members for posting propaganda, political matter of any kind or advertising for any purpose.

9.06 Seniority List

A list of employees by job classification, rate date, rate of pay and seniority date will be supplied to the Union quarterly during March, June, September and December. Further, a list of newly accessed employees by job classification and seniority date will be supplied to the Union within five (5) working days from their date of hire.

ARTICLE 10 GRIEVANCE PROCEDURE

10.01 If a grievance or dispute should arise between the Company and the Union or between the Company and an employee or a group of employees with respect to rates of pay, wages, hours of employment, or other conditions of employment, such grievance or dispute shall be taken up only in accordance with the procedure outlined herein. Any employee wishing to present a grievance may do so personally to his supervisor or may request the Union Representative to act in his behalf. If the matter cannot be resolved with the supervisor, it shall be filed for processing according to the following procedure.

10.02 Step One

The Grievance shall be reduced to writing, setting forth the following:

- (a) A statement of the grievance and the facts upon which it is based.
- (b) A statement of the remedy or corrective action requested of the Company.
- (c) The Article and section of the Agreement claimed to have been violated.

Such written grievance shall be presented to the employee's immediate supervisor or supervision within seven (7) working days after the employee was aware of the acts or omission of the Company which are the basis of the grievance.

Supervision shall answer the grievance in writing within seven (7) working days following receipt of the grievance.

10.03 Step Two

If the grievance is not satisfactorily resolved in Step One of the procedure, the grievance may be appealed in writing to the Company within five (5) working days after receipt of the supervisor's answer on Step One, above.

A representative of the Company and the appropriate supervisor involved will meet with the Chief Steward and appropriate Steward, and or the Union Business Manager or Business Representative, within five (5) working days following receipt of the appeal to Step Two. A written response to the grievance will be given by the Company to the Business Manager or the Chief Steward within five (5) working days after the Step Two meeting. If the Chief Steward is not available, a steward will be given a copy of the response.

10.04 Step Three

If the grievance is not satisfactorily resolved in Step Two of the procedure, the grievance may be appealed in writing to the Complex Manager within five (5) working days after receipt of the answer in Step Two, above. The Complex Manager or his designated representative, and a representative of the Company will meet with the Union Business Manager or Business Representative and the Chief Steward, within five (5) working days following the receipt of the appeal to Step Three. A written response to the grievance will be given by the Company to the Business Manager or to the Chief Steward within ten (10) working days after the Step Three meeting. If the Chief Steward is not available, a steward will be given a copy of the response.

10.05 Witnesses

By mutual agreement of the parties, witnesses may appear at meetings provided in Step Two and Step Three of the Grievance procedure.

10.06 General Provisions

- (a) In the event of failure by the Union to appeal any grievance within the time limits provided in this Article, the case shall be considered settled on the basis of the answer or disposition so made, and the Company will have no responsibility to further consider the grievance.
- (b) In no event shall a decision or award upon a grievance be made effective retroactively for any period prior to three (3) working days beyond the date a written grievance was filed or a written extension was granted at the First Step, except in respect to a complaint or grievance relating to a payroll check, in which case the time limitation is equal in length to the payroll period covered by such check.
- (c) Periods within which any of the acts required in this Article are to be performed may be extended by written agreement between the Company and the Union Business Manager or his designated representative. Reasonable requests for extension shall not be denied. In computing the time within which said acts are required to be performed, scheduled off-duty days shall be excluded.
- (d) The Chief Steward and Stewards will be permitted to take time off from work, without loss of pay, to discuss grievances as defined in Section 1 above, with employee(s) concerned and supervisor(s) involved and to meet with the Company representatives in accordance with responsibilities as outlined in this grievance procedure.
- (e) In the event the Union is dissatisfied with the Company's final disposition, the grievance may be

- (f) Copies of grievance answers, shall be sent to the Chief Steward and the Union Office. Such requirement will not delay the grievance procedure.
- (g) The parties agree to act promptly and make every effort to settle a grievance at the lowest possible step. By mutual agreement, the second and third steps will be combined when the grievance involves a termination or suspension.
- (h) Grievances regarding discharges or disciplinary suspensions must be filed within three (3) working days (Saturdays, Sundays and Holidays excluded) from the date of discharge or the commencement date of suspension.

10.07 Discipline records will be retained for a period of three (3) consecutive years.

ARTICLE 11 ARBITRATION

11.01 The Arbitration Procedure hereinafter provided shall extend only to those issues, which are herein defined as arbitratable, it must:

(1) have been properly and timely processed through the Grievance Procedure; (2) involve the interpretation or application of a specified provision or provisions of this Agreement; (3) not rest on any alleged understanding, practice, or other matter outside the scope of this Agreement; and (4) not require the arbitrator, in order to rule in favor of the party requesting arbitration, to exceed the scope of his jurisdiction under this Agreement.

11.02 The provisions of a Grievance Procedure provided for elsewhere in this Agreement is not intended to imply nor is any third person to infer, that all grievances may be appealed to arbitration; and the fact that a controversy has been handled under the Grievance Procedure shall not preclude either party from raising the question of arbitrability with respect to such controversy.

11.03 Any grievance falling under the scope of this Contract which is not settled in Step 3 of the Grievance Procedure (Article 10, Section 10.04), herein may be submitted to an impartial arbitrator in accordance with the terms of these provisions. Notice of intent to appeal any such grievance to the arbitrator shall be filed in writing with the other party within ten (10) days after the final decision has been given by the Company in writing; otherwise, such grievance shall be considered settled.

Representatives of the Union and representatives of the Company will meet to select an arbitrator within thirty

(30) days, unless such time is extended by mutual agreement. In the event the parties are unable to agree on an arbitrator, either or both parties may request the Federal Mediation and Conciliation Service to submit a panel of seven (7) names to the parties. All such arbitrators must be members of the National Academy of Arbitrators and/or the American Arbitration Association. The parties shall alternately strike out two (2) names and the last remaining name shall be the Arbitrator for the hearing. The party to strike first will be determined by lot.

The Arbitrator shall serve for the duration of this Agreement, provided he continues to be acceptable to both parties.

In the event an arbitrator is not acceptable to either or both parties, the same procedure originally used in the selection or designation of an arbitrator shall apply.

After a case on which the arbitrator is empowered to rule hereunder has been referred to him, it may not be withdrawn by either party except by mutual consent.

The rules of the American Arbitration Association concerning the conduct of proceedings shall thereby be adopted by the parties. Unless otherwise mutually agreed, each arbitration proceeding shall deal with not more than one (1) issue.

11.04 The arbitrator shall have no power to add to, subtract from, or modify any of the terms of this Agreement or any other Agreement made supplementary hereto, it being the intent of the parties that the express and specific provisions of this Agreement shall govern the entire relationship of the parties and shall be the sole source of any and all rights or claims which either party may assert against the other.

- 11.05** The decision of the arbitrator upon the issues so submitted to arbitration shall be final and binding upon the parties to this Agreement.
- 11.06** The compensation and expense of the arbitrator and the arbitration proceeding shall be borne equally by the parties.
- 11.07** The Company and the Union agree that neither of them shall introduce new evidence in the arbitration hearing without notifying the other party at least two (2) days prior to the hearing.

ARTICLE 12 SENIORITY

12.01 Definition

(a) Company Seniority

Company seniority is defined as the length of an employee's unbroken service with the Company since the date of employment or reemployment, whichever is later, which shall include all continuous service with the previous and/or current contractor on the Goldstone DSN Complex. Company seniority shall apply for the purposes of determining vacation, holiday and paid absence allowance credit eligibility.

(b) Site Seniority

Site seniority is defined as the length of an employee's unbroken assignment with the Company at the Goldstone DSN Complex and the previous and/or current contractor on the Goldstone DSN Complex... Site seniority shall apply for purposes of promotion, layoff, bumping, recalls, and shift assignments, as provided in this Agreement.

12.02 Initial Review Period

New employees shall be on initial review for one hundred and twenty (120) calendar days. Upon satisfactory completion of the initial review period seniority shall be credited from the date of hire. Any employee with less than one hundred and twenty (120) calendar days of service who, in the sole opinion of the Company is not performing satisfactorily, shall be subject to disciplinary action and or dismissal and such

employee shall not have recourse to the grievance procedure or arbitration during the initial review period.

12.03 Promotions and Transfers

An employee who desires consideration for an available higher rated bargaining unit job opening shall make written application on a form specified by the Company, stating his qualifications and the position for which he is applying. The Company will consider all such written requests on the basis of skill, ability, experience, performance, and quality of work, conduct, and adherence to work rules and attendance in making promotions. When qualified employees exist and all such factors are equal, seniority will be the governing factor.

An employee who desires consideration for a transfer to an available bargaining unit job opening which is the same or lower Labor Grade shall make written application on a form specified by the Company stating his qualifications and the position for which he is applying. The Company will make reasonable efforts to accommodate such transfers considering such factors as skill, experience, performance, quality of work, conduct, adherence to work rules, attendance, and operational requirements. When qualified employees exist and all such factors are equal, seniority will be the governing factor.

All requests for promotions or transfers will be answered by the Company. Disputes arising between the parties as to the interpretation and/or application of this section shall be subject to the grievance procedure. The Company will then notify the Union and all applicants within five (5) working days of the resulting award. Employees transferred or promoted into a new classification must work in the classification for a minimum of six (6) months (excluding progression within a classification) before they are eligible for promotion or transfer to a different classification. This provision may be waived by mutual agreement.

Notwithstanding any other sections of this Agreement; promotions to, selection of new hires for, transfers from, or removal from the job classification of any of the Chief Console Operator, Chief Technician, Chief Inspector or Chief Mechanic positions shall be made at the sole discretion of the Company. The Company shall not exercise this right in a whimsical, capricious or arbitrary manner. It is understood and agreed, however, that the Company will not hire or transfer a Chief Console Operator, Chief Technician, Chief Inspector, or Chief Mechanic from outside the bargaining unit if there is a qualified member within the unit available to be promoted.

An employee who has seniority in a classification within the bargaining unit, and who is subsequently transferred to a non-bargaining unit position, shall be deemed to have retained seniority rights in accordance with the provisions of this Agreement for a period of two (2) years from the date of transfer or promotion. If, in the opinion of the Company, it becomes necessary or advisable to return him to a position within the Bargaining Unit, all seniority rights accrued before such transfer or promotion will be restored within the two (2) year period. In no case shall he displace any member of the Unit.

12.04 Layoff

- (a) When it becomes necessary to reduce the work force the least senior employee(s) in the classification(s) will be laid off.
- (b) Where there are reductions in force involving job families having two or more classifications (A, B, C), the least senior employee in the job family will be laid off.
- (c) An employee who is laid off under the provisions of sub-sections (a) or (b) above may

displace the employee with the least Bargaining Unit seniority in any equal or lower rated occupational classification provided he has greater Bargaining Unit seniority than the employee being displaced and is qualified to perform the work. Employees in one classification attempting to bump into another classification must have the requisite certification and training requirements to bump into the “A” skill level. Otherwise the employee will bump into the “B” or “C” skill levels.

(d) The exercise of seniority rights in this section are dependant upon the individual employee’s availability to perform the available work.

12.05 Recall/Return from Downgrade

When the work force is increased following a layoff, employees will be recalled to any occupational classification provided that they have the qualifications and ability to perform available work. This provision shall also apply where the employee is working in a downgraded position as a result of the displacement procedure set forth in Section 12.04 (Layoff).

12.06 Breaking of Seniority

- (a) Resignation
- (b) Discharge
- (c) Layoff for a period of equal to the employee’s seniority or for two (2) years, whichever is less. To retain seniority, however, an employee must register with the Company by certified mail or in person to Employee Relations at least once each one hundred and eighty (180) calendar days following his layoff. If not registered, his seniority shall terminate.

- (d) Failure to notify the Company within five (5) working days after a recall notice has been sent, or failure to report to work within ten (10) working days of such notice. Notice of recall shall be sent by certified mail.
- (e) Refusal of reinstatement to the highest classification to which an employee has recall rights or to another classification at a rate of pay which is a least eighty percent (80%) of the rate of pay the employee was receiving while in the highest classification.
- (f) If the employee engages in other gainful employment without Company approval while on approved leave of absence.
- (g) Failure to report to work within five (5) working days following expiration of an approved leave of absence.
- (h) Settlement is reached with employee for total disability.
- (i) The employee retires, is retired or dies.
- (j) If the employee is absent from work, fails to report his absence from work; or overstays a vacation for three (3) consecutive working days, except for good cause.
- (k) If the employee fails to supply the Company with justification for the need of a Medical Leave of Absence within five (5) working days after the last days worked, except for good cause.
- (l) The employee is unable to return by the end of the reinstatement period as referenced in Article 20, Section (paragraph) 20.04 (Medical Leave).

12.07 Seniority on Recall

An employee who has been laid off, and who has been recalled and accepted for active employment with the Company, will receive full credit for the service during the period of layoff.

12.08 Seniority in Assignment of Shifts

Seniority shall be considered in the assignment of employees to shifts and days-off only in the case of employees assigned to fixed, non-rotating shifts. Since it is recognized that it is impossible to operate the facility with all of the senior employees on one shift or work schedule, seniority cannot be the only factor in such assignments.

All employees within a Work Group assigned to fixed shifts may request a shift change once every six (6) months. The Company will attempt to accommodate the request, operational efficiency and skill mix permitting.

ARTICLE 13 TEMPORARY TRANSFER AND ASSIGNMENT

13.01 Temporary Transfers

In order to meet varied work requirements of the operation, it may be necessary to temporarily transfer employees from one classification to another related classification due to absenteeism, to fill vacancies, or to meet increased work requirements. To the extent practicable, such assignment should be within the general area of knowledge and skill of the employee's current classification. It is understood, however, that no employee shall be temporarily transferred for periods, when accumulated, do not exceed thirty (30) days in any ninety (90) day period. The exception being that an employee who has been down-graded can be temporarily transferred multiple times during a ninety (90) calendar day period as long as no one transfer exceeds thirty (30) consecutive days. When such transfers are made for the convenience of the Company and continue for five (5) or more days, employees transferred will be paid their regular rate of pay or the rate of the new classification, whichever is higher. When such temporary transfers are made for five (5) or more days, the employee's personnel file will be documented with a copy of such documentation to the union.

13.02 Temporary Assignments (not to exceed five (5) working days)

Employees may be temporarily assigned to perform duties to another related classification and may be assigned duties that are supplemental or incidental to the primary duties of another classification.

This Article shall have no application to employees who may receive a temporary transfer or assignment for the purpose of receiving training.

It is understood that the Company shall not use temporary transfers or assignments on a continuous and recurring basis to avoid filling a bona fide permanent vacancy in a classification.

13.03 Extended Station Downtime

In the case of extended station downtime, employees at the station affected may be utilized for various work where ability or qualifications are sufficient. Such utilization shall not preclude the Company's right to determine the need for layoff. The Company will notify the Union whenever this section will be utilized.

ARTICLE 14 GENERAL PAY

14.01 Classifications and Wages

A schedule of classifications and wages is attached hereto as Appendix "A" and by this reference made a part hereof. It is expressly understood that the sole purpose of this schedule is to fix the rates of pay for employees in the various classifications. Appendix "A" shall have no other effect on the rights of the parties to this Agreement. The Company agrees that employees shall be properly classified in accordance with the work they are performing.

- (a) To be entitled to a classification, an employee must regularly and independently perform work operations which are an integral part of and representative of his normal and typical assignment and the requirements of the classification.

- (b) An employee will not be required to do work in more than one classification at a time. However, it is recognized that an employee may perform some of the work of higher rated classifications in order to qualify for advancement and some of the work of lower rated classifications when required; the normal duties of an employee may include some of the work of classification in the same grade; the normal duties of an employee may include assistance to others. No employee shall have the right to refuse to perform assigned work.

14.02 New Classification

When work operations involving new or substantially changed requirements result in the modification of classifications after the effective date of this Agreement, the Company may prepare and develop new classification(s), rate(s) of pay, notify the Union, and place them into effect. If

such actions fail to meet the satisfaction of the Union on the rate(s) of pay, then the matter may be made the subject of a grievance and appealed to arbitration as provided for elsewhere in this Agreement.

14.03 Bereavement Pay

A seniority employee shall be excused from work and suffer no loss of pay for up to three (3) regular working days to arrange for or attend the funeral of a member of the immediate family. If the employee has to travel in excess of 350 miles the employee will be granted one (1) additional working day off with pay. The employee shall furnish the Company satisfactory evidence of such death. Members of the immediate family shall be defined as: spouse, mother, father, sister, brother, son, daughter, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparent, grandchild, stepchild, stepparent, spouse's stepparent, and spouse's grandparent.

14.04 Jury Duty

Any employee who has passed his initial review period and is called to and reports for jury duty or is subpoenaed to appear in court as a witness shall be paid by the Company for each day partially or wholly spent in performing jury duty; if the employee otherwise would have been scheduled to work for the Company and does not work, an amount equal to the difference between the employee's regular rate, exclusive of shift premium, overtime premium, and any other premiums for the number of hours up to eight (8) that he otherwise would have been scheduled to work and the daily jury duty fee paid by the court (not including travel allowances for reimbursement of expenses). The Company's obligation to pay an employee for the performance of jury duty is limited to a maximum of thirty (30) days in any calendar year. In order to receive payment, an employee must give the Company prior notice that he has been summoned for jury duty and

must furnish satisfactory evidence that jury duty was performed in the days for which he claims such payment. Jury duty pay will be adjusted for shift personnel to ensure that personnel are not paid for more than 40 hours in a week. The provisions of this Article are not applicable to an employee who, without being summoned, volunteers for jury duty. However, when subpoenaed by a party other than the Company, the employee will not be compensated if the employee, the Company, or the Union is a party in the case, or if the employee has any direct interest or financial interest in the case.

14.05 Military Pay

Any employee who is a member of a military reserve component and has a mandatory training obligation shall be granted a maximum of fifteen (15) days leave each calendar year when ordered to short tours of active duty for such purpose. In such event, the Company will pay to such employee the difference, if any, between his military pay and the base rate of pay, exclusive of any premiums and differentials, which he would have received if he continued within the service of the Company for such period, not to exceed fifteen (15) days.

14.06 Lead Person Pay

Employees selected by the Company as a lead person will receive fifty (50) cents per hour above the minimum rate of the highest classification led.

14.07 Separation Pay

Any employee with one (1) or more years of GDSCC (Site Seniority) seniority will be entitled to separation pay in accordance with the schedule as stated below, provided he is laid off for lack of work for a period in excess of thirty (30) calendar days and provided he meets the eligibility requirements established herein.

Length of Seniority

Separation Allowance

Less than 1	None
1 but less than 2	50 hours
2 but less than 3	80 hours
3 but less than 4	120 hours
4 but less than 5	140 hours
5 but less than 6	170 hours
6 but less than 7	200 hours
7 but less than 8	230 hours
8 but less than 9	260 hours
9 but less than 10	290 hours
10 and over	320 hours

Payment shall be made on the basis of the employee's straight time base hourly rate at the time of layoff. No separation pay is due or payable until the employee has been on layoff for fifteen (15) consecutive calendar days. No employee shall receive separation pay when the layoff is due to natural causes beyond the control of the Company, such as but not limited to, the following examples: fire, flood, explosion, bombing, or earthquake.

Employees entitled to separation pay shall receive a lump sum payment after the expiration of thirty (30) consecutive calendar days.

Any employee who receives separation pay and is subsequently recalled to employment with the Company within one (1) year from the date of layoff, shall not again be eligible for separation pay until he has accumulated one (1) additional year of seniority. The separation pay made to a recalled employee shall be calculated as the separation pay applicable to the employee's total seniority less any separation pay previously paid.

In the event of termination by JPL/NASA of its contract with ITT Industries, Systems Division, for work to be performed at

the Goldstone DSN Complex, as defined elsewhere in this contract, the separation pay allowance shall be observed as follows:

An employee shall not receive separation pay if the employee within thirty (30) calendar days after termination of his employment or completion of the Company's contract with JPL/NASA, whichever is later, is employed by or accepts employment, or enters into an agreement for subsequent employment with a succeeding contractor under a follow-on contract.

ARTICLE 15 HOURS OF WORK

15.01 Definitions

- (a) The normal shift will consist of eight (8) consecutive hours exclusive of a lunch period of
- (b) One-half (1/2) hour. Shift numbers and starting times are stated below solely for the purpose of categorizing shifts:

Shift 1: Midnight shift starts on or after 8:00 PM but before 6:00 AM.

Shift 2: Day shift starts on or after 6:00 AM but before 12:00 noon.

Shift 3: Afternoon shift starts on or after 12:00 noon but before 8:00 PM.

- (c) Work Day

A continuous 24 hour period beginning at 00:00:1 (calendar day).

- (d) Work Week

A workweek is a period of seven consecutive workdays starting at the beginning of Monday's #1 shift and ending at the completion of the following Sunday's #3 shift.

15.02 A weekly work schedule is defined as those hours an employee is scheduled to work and works during the course of a workweek. Employees will be given seven (7) days advance notice of any change in such schedule which shall be for good and sufficient reason, except in emergency situations. It is understood, however, that the employer will not use this seven

The duration of the change in the weekly work schedule may be unlimited, but not for a period of less than five (5) days. The employee may then be returned to his original schedule. There shall be a minimum of thirty (30) days between the end of one shift change and the beginning of another. Add: Employees may return to their regular schedule, by mutual agreement, if the requirement ends prior to the end of (7) days.

Notice of a change in the weekly work schedule shall be considered given by direct communication with the affected employee.

Where weekly work schedules must be changed without the above notice, employees will be compensated in accordance with Section 15.03 (a) of this Article. There are three (3) types of weekly work schedules:

- (a) Regular 5-day Operations Schedule
- (b) Special 5-day Operations Schedule
- (c) Continuous Operations Schedule

A regular 5-day Operations Schedule is a schedule that includes five (5) consecutive eight (8) hour daily work schedules Monday through Friday inclusive.

A Special 5-day Operations Schedule is a schedule that includes five (5) daily work schedules, which are eight (8) hours in duration and are other than Monday through Friday inclusive. The two (2) scheduled off-duty days in such week shall be consecutive, except by mutual agreement of the parties to this Agreement.

A Continuous Operations Schedule is a schedule that includes four (4) weekly work schedules on a rotational basis, or alternating weekly worked schedules composed of fixed or rotating shifts, designed to provide coverage on a twenty-four (24) hours per day, seven (7) days per week basis. Scheduled off-duty days in such week shall be consecutive, except by mutual agreement of the parties to this Agreement.

The Company and the Union agree that Friday and Saturday in the same workweek are considered as consecutive days off under the Special 5-day Operations Schedule. For purposes of overtime payments, the parties agree that the first scheduled day off will be considered the 6th day and second scheduled day off as the 7th. It is understood that this agreement is to maintain the number of weekly work schedule options available and not to exclude the availability of Saturday-Sunday or other scheduled off day options allowable under this section.

Nothing herein contained shall be construed as a guarantee of full time employment.

15:03 Trading Days Off

An employee may be permitted to trade scheduled days off with another employee in the same work group for any one week. Requests for such trade must be agreed to by the affected employees and submitted, in writing, to the immediate supervisor for approval at least seven (7) days in advance. The employees will assume full responsibility for reporting to work as agreed and for notifying any overtime premiums that would normally be paid for the sixth and seventh day.

15.04 Overtime and Premium Payments

- (a) Whenever the Company is unable to satisfy the weekly work schedule notice requirements as stipulated in Section 2 of this Article, then the

- (b) Time and one-half (1-1/2) shall be paid for time worked over eight (8) hours per workday.
- (c) Time and one-half (1-1/2) shall be paid for all hours worked over forty (40) hours per workweek.
- (d) Time and one-half shall be paid for all hours on the sixth day in the work week or on the first scheduled off-duty day, whichever is applicable.
- (e) Double time shall be paid for all hours worked on the seventh day in the work week or on the second off-duty day, whichever is applicable.
- (f) Double time shall be paid for all hours worked on the applicable holidays recognized under this Agreement
- (g) Double time shall be paid for all hours worked over twelve (12) hours in any continuous work period.
- (h) Wage payments at overtime or premium rates shall not be pyramided for the same hours worked, and hours for which compensation is paid at the overtime or premium rates under one provision hereof shall not be construed as hours worked for making payments under any other provision hereof.
- (i) Any other provision of this Agreement to the contrary notwithstanding it is the intent of the Company and Union that employees who are scheduled to work overtime shall be expected to work the overtime required provided, however, that if an employee has a justifiable reason, which is acceptable to the

- (j) A workweek will not break a workday to prevent overtime except for those employees assigned to shift number one.
- (k) Should an employee be scheduled to work and works on a non-overtime day which begins earlier than twenty four (24) hours from the starting time of the prior non-overtime work day, the employee shall receive time and one-half (1-1/2) for such hours that precede the time which is twenty four (24) hours from the starting time of the prior daily work schedule, providing he worked eight (8) hours in that twenty four (24) hour period.
- (l) When employees are traveling on company business or for training and their travel schedule exceeds their regular work schedule, the maximum paid travel time in any day is eight (8) hours. The employees will be paid the applicable overtime rate.

15.05 Lunch Periods

Where meal periods without pay are granted, they will be granted approximately mid-way through an eight (8) hour work schedule and during overtime periods where the workday exceeds twelve (12) hours.

Employees who work in excess of eight (8) continuous hours will not be required to take a meal break during the overtime period.

15.06 Break Periods

There shall be two (2) paid rest periods of fifteen (15) minutes each in duration, during each eight (8) hour workday. Such rest periods will be scheduled so that they fall during the first and second half of each work shift respectively.

15.07 Call-In/Report-In Pay

(a) An employee called to work or permitted to report to work as scheduled, without having been given reasonable notice that there will be no work, shall be given at least four (4) hours work, or if less than four (4) hours work is assigned, shall be paid four (4) hours pay at the applicable rate, except that if work is unavailable, as a result of a strike or other causes reasonably beyond the control of the Company, such as fire, explosion, general disaster, failure of power lines or utilities, or acts of God, no pay need be made. If an employee is not required to work a full four (4) for the call-in period, but is required to work a full shift thereafter, those call-in hours paid but not worked shall be credited towards the remaining work hours in the employee's shift and all hours worked on the regular shift in excess of the call-in hours shall be paid at the employee's regular straight-time rate of pay. For example, if an employee were to be called in but was only required to work two hours prior to his or her normal start time, that employee will nevertheless be paid four (4) hours of call-in pay (at time and one-half (1-1/2)) and the remaining six (6) hours of his or her regular shift at the employee's straight-time rate of pay. (However, at the discretion of the company, that employee made be relieved from work two (2) hours early and sent home. Under those circumstances, the employee will only be paid two hours at the prescribed overtime call-in rate.)

(b) When an employee is called at his home after or before his normally scheduled shift to assist a supervisor and/or to assist another bargaining unit member, at the request of a supervisor, he/she shall be paid in fifteen (15) minute

increments. It is agreed that the employee shall receive a minimum of fifteen (15) minutes of pay under this provision.

(c) Off-Duty is defined as any point when the employee is not being paid, regardless of location. An extension of work prior to end of the scheduled work hours is not considered Call-In/Report-In time.

15.08 Shift Premium

Employees regularly assigned to the afternoon or midnight shift will receive a shift premium of one dollar fifteen cents (\$1.15) per hour.

15.09 Height Premium

Employees working on unprotected towers and structures in excess of thirty (30) feet above the surrounding base area will receive premium pay of one and one-half (1-1/2) their applicable rate for such time as they are performing work. "Unprotected" refers to structures not normally intended for walking, climbing, or standing, or where stairways, ladders, or platforms are not equipped with protective railings or cages. Employees entitled to height premium will receive a minimum one (1) hour per occasion.

When overtime premium and height premium are due concurrently, both will be paid and calculated on the employee's base rate.

15.10 Variable Hour Work Program (VHWP)

To allow employees the option of utilizing a flexible schedule to make up lost time the Company and the Union agree to adopt a Variable Hour Work Program (VHWP). The VHWP may be used to make up unpaid time away from work for approved purposes, such as, medical appointments, personal business appointments, school meetings or programs, or to attend a class outside of normal working hours. It is not the

intent of the VHWP to permanently change scheduled work hours. This section does not alter the provisions for incidental paid absence or vacation.

The VHWP includes the following provisions and guidelines:

- Employees must make up time within the same pay period in which the absence occurs.
- Requests to make up lost time must be made to the supervisor at least twenty four (24) hours prior to shifting the work schedule.
- Transportation and resulting expense will be the responsibility of the employee requesting the variable work time.
- Employees will not be eligible for additional shift premium or payment of overtime premium.
- For safety reasons employees using select hazardous equipment must work with a buddy.

15.11 Stand-by Pay

The Company may elect to institute a voluntary stand-by program for personnel in critical technical areas. Employees who are on standby when they are off duty will be paid the applicable stand by premium. Management will attempt to equally distribute stand-by assignments among volunteers with the objective of equality for total time on standby per calendar year. Only Technicians at the “A” level and above will participate on standby.

The Company will provide emergency use vehicles from Barstow area to the Goldstone site. In the event employees are required to use their personal vehicles to drive to the Goldstone site they will be paid at the current GSA rate for

the miles driven between the Barstow parking lot and the Goldstone site.

Stand-By pay differential will be paid as follows:

Scheduled Work Days	\$8
Days off and Holidays	\$15
Work Week	\$70

15.12 Maintenance and Workmanship Assurance Pay

When performing maintenance activities, employees in the M&O Digital & RF classifications will be paid a premium of \$0.64 p/hr. When performing WA activities, employees in the WA classification will be paid a premium of \$1.00 p/hr.

ARTICLE 16 EQUALIZATION OF OVERTIME

Overtime will be equalized as far as practical among employees in a work area, classification and job family, The Company shall make reasonable effort to equalize overtime within designated groups insofar as practical. It is understood, however, that the requirement for overtime equalizations shall not apply during critical, special, or emergency conditions beyond the control of Management.

Overtime equalization records shall be posted or openly displayed and available to all employees of the group and to their Union representative. Overtime worked in a bi-weekly period shall be recorded not later than the end of the following week. Hours will be recorded on the basis of paid hours accepted or refused. At the end of each calendar quarter, these records will be reviewed and if an employee falls forty-two (42) hours behind the employee with the greatest amount of overtime in his group, the Union and the Company shall meet to discuss a scheduling method to adjust the imbalance. The Company will provide as much advance notice as is reasonable possible of the requirement for overtime work. If an employee in an overtime group should decline an overtime assignment, the qualified employee with the lowest amount of overtime will be assigned the work.

An employee excused for Union Business shall not be charged with overtime offered. A new employee meeting the minimum qualifications in a work group will begin with the group's number of average hours at the time assigned to the group.

An employee on an authorized leave beyond ninety (90) days shall be removed from the overtime group and assigned the group's average number of hours when returned.

Twenty-four (24) hours notice will be given to an employee(s) or no charge will be made for refusal. Overtime, which is

offered by telephone, which is refused, will be entered on the overtime record to reflect the refusal. Overtime will be charged as refusal to all employees not furnishing a telephone number.

If overtime is offered on an employee's day off, it must be offered twenty-four (24) hours prior to the employee's quitting time before going on break or no charge will be made for refusal.

When an overtime group is established or re-established, the appropriate Union Representative must be notified and acknowledge notification by his signature.

Employees shall remain on their designated overtime group until they are permanently assigned to another overtime group.

An employee shall not normally be required to work consecutive sixteen (16) hour shifts.

ARTICLE 17 VACATION

17.01 The Vacation year shall commence on the date of hire of a given calendar year and terminate on the employee's anniversary date. An employee who has attained seniority with the Company shall be eligible for vacation year according to the following schedule and conditions.

During the first year of employment the employee will earn five (5) days of vacation after his/her first six (6) months from his/her date of hire and will earn another five (5) days of vacation on his/her one (1) year anniversary date

Thereafter vacation will accrue on a biweekly basis at the rate corresponding to the employee's years of service.

1 but less than 5 years of service 10 days per year
5 but less than 15 years of service 15 days per year
15+ years of service days per year 20 days per year

All incumbent Union members will receive credit with respect to vacation accrual in accordance with Section 12.01 (a).

An employee who voluntarily terminates his/her employment or who is terminated from employment by the Company will be paid a lump sum for all unused vacation.

17.02 A day's vacation pay will be computed by multiplying eight (8) times the employee's straight time hourly pay rate in effect at the time the vacation is taken, including applicable premiums.

17.03 Employees entitled to vacation benefits may take such vacation during the vacation year at time designated by Management with due consideration, however, to the wishes of those employees requesting specific periods, provided this can be done without interfering with efficient operations.

If there is any conflict between employees who are working in the same classification senior employees will be given their preference. Add: Employees who have vacation approved shall not be bumped by more senior employees within ninety (90) days of the scheduled start date.

Employees may accrue vacation, including vacation accrued in the previous year and carried over, up to a maximum of two times their annual vacation entitlement.

It is understood, however, that nothing contained herein shall be construed to prevent Management from scheduling partial or total vacation shutdowns. Whenever such shutdowns are scheduled, Management will give the Union as much advance notice as is reasonably practicable but in no event less than thirty (30) calendar days.

17.04 If one of the holidays recognized by this Agreement should fall within an employee's vacation period, he/she will receive pay for such holiday.

17.05 Vacation requests exceeding one (1) day must be made and approved no less than seven (7) calendar days prior to the event. Requests for vacation of one (1) day or less must be made and approved no less than twenty-four (24) hours prior to the event. All earned vacation must be utilized, scheduled or a request for carryover shall be submitted not less than sixty (60) days prior to the end of the current vacation year. With appropriate justification, these notice requirements may be waived by the supervisor.

ARTICLE 18 HOLIDAYS

18.01 Employees will be paid eight (8) hours pay at their regular hourly rate of pay, plus any applicable shift premium for the following holidays:

HOLIDAYS

New Years Day	Thanksgiving day
Martin Luther King Day	Day After Thanksgiving Day
Presidents Day	Christmas Day
Memorial Day	New Years Eve
Independence Day	Personal Choice Holiday
Labor Day	

The Company will provide eleven (11) holidays each year. The Company will publish the holiday schedule each October. The Personal Choice Holiday must be taken prior to the end of the last full pay period of the calendar year. If the Personal Choice Holiday is not taken, employees will be paid for it within the first month following the end of the year.

18.02 To be eligible for holiday pay, an employee must have worked his last regularly scheduled workday prior to the holiday and his next regularly scheduled working day following the holiday, unless he has been excused by the Company from working on such days. Employees on an approved formal leave of absence during an entire week in which a holiday falls shall not be eligible for holiday pay.

18.03 An employee who works on one of the holidays designated above, shall receive two (2) times his hourly rate of pay for all hours worked on that day, in addition to the holiday pay. An employee who is properly scheduled to work on one of the designated holidays and fails to report for such work, however, will not be entitled to receive holiday pay unless his/her absence was reasonably beyond his/her control.

18.04 In the event a holiday falls on one of the scheduled days off of an employee working on a continuous operation schedule or on a special 5-day operations schedule, his next scheduled work day will be observed as the holiday.

18.05 An employee who is eligible for payment for jury duty and who must serve in court on a holiday will be scheduled for a day off in lieu of the holiday after he/she returns to work from jury duty service. The day will be selected by the employee's immediate supervisor in accordance with the requirements of the operation.

ARTICLE 19

PAID ABSENCE ALLOWANCE

19.01 Employees who have worked at least seventy-five percent (75%) of the pay periods, thirty nine (39) weeks, during a calendar year shall be entitled to eight (8) days of paid absence allowance on January 1 of the succeeding year.

Employees hired during the year, or employees returning from an authorized leave of absence, who do not qualify under the above provision, will be entitled to four (4) days of paid absence allowance on January 1 of the succeeding calendar year or when they have attained six (6) months seniority, whichever occurs last. However, any employee attaining six (6) months of seniority will be entitled to four (4) days of Paid Absence Allowance. Employees returning from Leave of Absence (LOA) will be credited for time worked from January 1 prior to LOA towards attaining six (6) month's seniority. Additionally, employees will not be eligible for payment of unused paid absence allowance as provided in Section 19.03.

19.02 A day of paid absence allowance will be computed on the basis of eight (8) hours per day times the employee's regular hourly rate of pay. Such paid absence allowance will not be granted in increments of less than one (1) hour. The Company may require verification of any claimed disability due to personal illness or accident and the employee shall furnish proof requested for this purpose.

19.03 Employees on the active payroll of the Company at the end of a calendar year, will be paid for any unused paid absence allowance to which they were entitled during that calendar year.

19.04 In the event an employee becomes eligible to receive payments under a Disability Insurance Plan, he will be permitted to use such insurance prior to his using any unused

19.05 An employee can elect to be paid for unused paid allowance or carry over paid absence allowance leave to a maximum of ten (10) days, excluding the current years eligibility. Once the unused paid absence allowance is carried over it can only be used for sickness, and the employee shall furnish any proof requested by the Company. The use of carryover Paid Absence Allowance for other than sickness must be approved, in advance, by the Company.

Additionally, the employee will no longer be eligible for payment of such paid absence allowance.

The employee must use his current calendar year paid absence allowance prior to using any carryover paid absence allowance.

The Union agrees the use of carryover paid absence allowance will not be abused and the Union will assist the Company to insure there is no abuse.

19.06 Paid Absence Allowance requests, where possible, must be made and approved no less than twenty-four (24) hours prior to the event. Where such notice is not possible, the employee must notify the supervisor of the intended absence, at least one (1) hour prior to the start of the scheduled shift. In the event of a substantiated unannounced freeway closure(s), or accidents that cause unforeseen delays, the one (1) hour prior notification may be waived. It is further understood that when this situation occurs the employee will be responsible for providing his/her own transportation to GDSCC.

19.07 The Company will not require the employee to use any of his/her accrued PAA, vacation and/or personal choice holiday for any absence due to a legitimate occupational injury. The employee may, solely at the employee's option, elect to make up the difference of the workers compensation benefit(s) up to his/her normal base pay (40 hours per week) by electing to use accrued PAA, vacation and/or personal choice holiday in one hour increments.

ARTICLE 20 LEAVE OF ABSENCE

20.01 Personal Leave of Absence

Leaves of absence for personal reasons may be granted for good and sufficient reasons, consistent with the operating requirements of the Company.

- (a) Absence for a period of over five (5) days must be approved by the Company as a leave of absence. The leave of absence shall not be granted for periods of more than thirty (30) days unless extended by the Company in writing.
- (b) An approved copy of the formal leave of absence will be furnished to the employee. A leave of absence may be extended upon the approval of the Management.
- (c) Seniority will accumulate during such leave, and upon return, the employee will be eligible for reinstatement in accordance with his seniority.
- (d) Provisions of the California Family Leave (Rights) Act (Re: Government Code Section 1294.52) will be administered under this section.

20.02 Military Leave

An employee with one (1) or more years of seniority who is called to and performs short-term active duty of thirty (30) days or less, including annual active duty training as a member of the United States Armed Forces Reserve or National Guard, shall be paid by the Company for each day partially or wholly spent in performing such duty, if the employee otherwise would have been scheduled to work for the Company and does not work, an amount equal to the difference, if any, between (I) the employee's regular rate on the last day worked, exclusive of any premiums, for the

number of hours up to eight (8) that he otherwise would have been scheduled to work and (ii) his daily military earnings (including all allowance except for rations, subsistence, and travel). The Company's obligation to pay an employee for performance of military duty under this Article is limited to a maximum of ten (10) scheduled working days in any calendar year, except where the days of such active duty are the result of local state of emergency or riot, in which case they shall not be chargeable against the ten (10) scheduled working day maximum.

In order to receive payment under this Article, an employee must give prior notice of such military duty, and upon his return to work, must furnish the Company with a statement of his military pay while on such duty.

20.03 Union Leave

- (a) For the conduct of Union Business only and upon written request of the Union, any employee holding office in the Local Union shall be granted a leave of absence for a period not to exceed one (1) year. Any such leave may be extended for an additional one (1) year by mutual agreement. Seniority will accumulate during such leave, and upon return, the employee will be eligible for reinstatement in accordance with his seniority.

- (b) Any employee selected for a position with the Union which takes him/her away from their work at the Goldstone Complex for a period greater than six (6) months shall, upon written request from the Union, receive a leave of absence for a period not to exceed one (1) year, renewable for successive one (1) year periods; it being understood that not more than two (2) employees at the one time will be granted LOA without pay to accept such full time positions with the Union. The employee must apply for reinstatement within thirty (30) days of leaving the employ of the

- (c) Not more than two (2) employees may be granted a leave of absence upon request from the Union for the purpose of attending the International Convention of the Union as elected delegates of the Local Union. Seniority will accumulate during such leaves and employees will be eligible for reinstatement in accordance with their seniority.

20.04 Medical Leave

Leave for medical reasons will be granted for up to thirty (30) days, upon approval of the Company. Such leaves may be extended for two additional thirty (30) day periods. Such medical leaves of absence must be supported by satisfactory medical evidence attesting to the reasons for the leave. Upon completing a medical leave, the Company may require the employee to be examined by the Company physician prior to return to work. After examination by the Medical Department, the employee will be returned to his previously held job, then to work which he can perform in accordance with his seniority.

If any employee is unable to return to work at the expiration of his medical leave of absence, he will be removed from the active rolls, but shall continue to accrue seniority. If the employee establishes that he was and has remained unable to return since the expiration of his medical leave of absence, he will be reinstated in accordance with his seniority and medical restrictions after examination by the Company physician. The reinstatement period will exist for a period of eighteen (18) months, or equal to one-half of the employee's seniority, whichever is greater, not to exceed five (5) years, provided the employee completes a medical leave of absence request and

furnishes acceptable medical documentation to support the extension, once every six (6) months.

For a period of twelve (12) months from the start of the medical leave of absence, the employee will pay the same health insurance premium that he/she would normally pay as an active employee. After twelve (12) months, the employee will pay 100% of the medical insurance premiums for the duration of the reinstatement period. The employee may then choose to continue his/her health insurance benefits through COBRA at the rate of 102% of the premium.

20.05 Failure to report to work within five (5) working days following the expiration date of an authorized leave of absence will result in termination of employment unless the employee's leave of absence is extended by the Company.

20.06 Educational Leave

Educational leave of absence may be granted to an employee for a period of up to one (1) year to attend a recognized and accredited college or university and to pursue a full time course of instruction related to the employee's current or future job assignments with the Company.

ARTICLE 21
JOB POSTING – TRAINING - PROMOTIONS

21.01 Job Posting

Available bargaining unit job openings shall be electronically posted for a period of ten (10) working days, holidays excepted. Employees wishing to be considered for such openings shall submit a bid to their immediate supervisor on a Company supplied form. There shall, however, be no obligation to post bargaining unit jobs to which employees on layoff or downgrade have recall rights and have accepted such recall in accordance with Article 12, Sections 12.04 and 12.05 of this Agreement. All qualified bidders shall be interviewed.

21.02 Training

The Company shall provide periodic training opportunities necessary to meet maintenance and operational requirements. Such training will include classroom/OJT format led by an engineer, subsystem engineer, vendor representative, chief technician, or other qualified person. A record of such training will be included in the employee's training record.

The Company will consider employee's requests when determining training need and scheduling attendance for training courses.

The Company will select employees for training based on classification seniority, longevity, performance, and desire to receive the training.

21.03 Training and Promotions

Personnel in technical and operational classifications are expected to progress through the associated classification levels (C, B, A & Space Operations Controller to Lead Space Operations Controller) and complete annual re-certification in accordance with training program requirements. Personnel who fail to meet expectations will be given remedial training opportunities. Continued failures may result in administrative actions only if personnel refuse to comply with program requirements.

ARTICLE 22 MISCELLANEOUS PROVISIONS

22.01 Safety and Health

The Company shall continue to make reasonable provisions for the safety and health of its employees during the hours of their employment on Company operated facilities. The Company shall provide proper protective devices and other equipment necessary to protect the employees from injury and sickness.

An employee shall have the right to petition the ESH Supervisor or Complex Manager or, in ~~his~~ their absence, the Senior Supervisor on the Complex, whenever he reasonably believes a job assignment, the working environment or supplied equipment is unsafe or hazardous to his health.

22.02 Change of Address

Employees shall notify the Company of their proper post office address. The Company shall be entitled to rely upon its record.

22.03 No Discrimination

Neither the Company nor the Union shall discriminate against an employee because of age, sex, race, color, religion, or national origin, because of Union activity, or being disabled veterans or veterans of the Vietnam War era, or because of a certified mental or physical handicap with respect to a position, the duties of which can be performed efficiently by an individual with such mental or physical handicap without danger or the health or welfare of the mentally or physically handicapped person or to others. It is understood wherever in this Agreement employees or jobs are referred to in the male gender, it shall be recognized as referring to both male and female employees.

22.04 Work by Excluded Personnel

Employees excluded from the Bargaining Unit as defined in Article 1 of this Agreement shall not perform work which is the work of employees in the Bargaining Unit except for the purpose of instructing employees or in clear and present emergencies when no qualified Bargaining Unit employees are available. It is understood, however, that excluded personnel may utilize equipment for instruction, experimentation and modification. Research and Advanced Development work performed on DSS-13, DSS-12, DSS-14, DSS-28 may be performed by non bargaining unit personnel.

22.05 Outside Work Assignments

Assignments of work to be performed on open structures outside will not be made if weather conditions would make such work hazardous. Questionable instances of such assignments will be resolved on the basis of the decision of the ESH Supervisor or Complex Manager or his representative and the circumstances involved.

22.06 Tools

Necessary tools, equipment and materials as determined by the Company will continue to be furnished to employees. No employee will be disciplined for not being able to complete an assigned task due to the unavailability at the facility of such necessary tools, equipment and materials.

22.07 Goldstone Complex

To administer provisions of this contract at the locations where Bargaining Unit personnel are utilized, the current Goldstone Complex is defined as follows:

SPC – 10

DSS – 12

DSS – 13

DSS – 14

DSS – 15

DSS – 16/17

DSS – 24

DSS – 25

DSS – 26

DSS – 27

DSS – 28

Communications

Support Services

Complex Maintenance Facility (CMF Goldstone)

Logistics

RARG

DSS – 14 High Power Transmitter

Off Site (In accordance with contract requirements)

22.08 Educational Assistance

(1) Statement of Policy

A Bargaining Unit employee who is pursuing a course of study conducted by a recognized non profit college or university or by an educational institution accredited by nationally recognized agencies or associations (May include correspondence courses, trade courses, technical courses, and related courses) may be reimbursed for the costs of tuition and fees incidental to such course of study. Educational assistance awards fall into two categories.

- (a) GENERAL AWARD – reimbursement is made for one hundred percent (100%) of the costs of tuition and fees (including books, lab fees and other required materials) up to a maximum of \$2,500 per school year upon attaining a course grade of “C” or above.
- (b) ADVANCED DEGREE AWARD – Employees in pursuit of an advanced degree (Masters Degree, Doctorate Degree, etc.) may be reimbursed one hundred percent (100%) of the costs of tuition and fees (including books, lab fees and other required materials) up to a maximum of \$2,500 per school year upon attaining a grade of “A” or “B”.

(2) Eligibility

The following requirements must be met in order for a bargaining unit employee to be eligible for reimbursement under this provision.

- (a) The applicant must be a full-time bargaining unit employee working forty (40) hours per week while participating in the program.
- (b) Courses of study must be related to an employee’s current work assignments or probable future work assignment and taken outside scheduled working hours.
- (c) The applicant is not eligible for educational benefits under the GI Bill of Rights or any type of scholarship or fellowship offered by an educational institution.
- (d) Courses for which reimbursement is sought under this provision will be approved prior to enrollment by the Senior Manager of the station.
- (e) Courses for which reimbursement is sought under this provision will be restricted to those

conducted by recognized non-profit colleges or universities. The Senior Manager of the station may, at his discretion, approve courses offered by other schools such as electronic, drafting or design when such courses are not available through colleges or universities but are offered by specialized institutions recognized by national accrediting agencies.

- (f) Correspondence courses and extension courses will be approved under this program only if they are conducted by recognized, non-profit colleges or universities or other institutions that are approved by nationally recognized accrediting agencies.

22.09 Drug-Free Workplace

Both the Company and the Union support the goal of a drug-free work force. Towards that end, both the Company and the Union will work cooperatively to achieve this goal.

Further, it is recognized that the Company may establish and implement reasonable policies and procedures, including testing procedures to comply specifically with federal regulations.

Employees who disclose they have a drug problem may request rehabilitation services.

22.10 Lifting Device Requirements

All employees required to operate lifting device equipment will be required to take and pass a medical screening evaluation in accordance with NASA regulations.

Employees who are unable to pass the medical screening, specified in the Physical Examination Requirements for Certifying Operators of Lifting Devices and Equipment, Mobile Aerial Platform and Powered Industrial Trucks, may be accommodated within their current job classification. The

Company shall meet with the union prior to making a final decision on accommodations.

22.11 Dress Code

Employees are required to report to work dressed appropriately for the job. Footwear must also be appropriate for the job being performed. Jogging outfits, shorts, sweat shirts/pants, halter tops, tube tops, midriff shirts or tank tops are examples of inappropriate attire. Goldstone, NASA/JPL, and Union logo t-shirts and sweat shirts are acceptable.

Clothing will be in good repair and will not reflect inappropriate language or images. Piercings deemed excessive by management will be removed during work hours. The Company reserves the right to implement uniforms at no cost to the employee, a joint discussion will be held with the union to determine uniform design and shifts required. Uniforms are mandatory for day shift operations staff.

ARTICLE 23
INSURANCE, PENSION, SAVINGS PLAN

23.01 The parties have provided for an insurance program, pension, savings plan, and dependant care reimbursement account, the provisions of which are covered in separate documents. No matter respecting the provisions of the programs and plans shall be subject to the grievance procedure established in this Agreement. The Company shall have the responsibility for the administration of the programs and plans.

23.02 Medical Insurance Contribution

The employees contribution shall be as follows:

Single	18%
Single Plus One	25%
Family	30%

23.03 Medical Benefits “Opt-Out” Credit

Employees who elect not to enroll themselves or their eligible dependents in a Company sponsored medical plan or HMO will be eligible for an annual “opt-out” credit of five hundred dollars (\$500). This credit will be given to the employee on the first February paycheck. In order to be eligible for this credit, the employee will be required to provide satisfactory evidence of medical coverage upon request.

23.04 Group Universal Life Insurance

ITT will provide a 1X times the annual base salary in life insurance benefit to each bargaining unit employee at no cost to the employee. If the employee elects to purchase additional coverage (up to 5X their annual salary or the maximum allowable by the plan) under this plan for himself/herself and/or to include his/her lawful dependants, the employee will be responsible for the additional premium costs for

himself/herself and/or 100% of the total premium costs for his/her lawful dependants. All contributions will be collected through normal payroll deductions.

23.05 Hourly Savings Plan (HSP) Company Match 401(k) and Pension Plan 401k(a)

The Company agrees to continue the Company matching contribution to the Hourly Savings Plan (HSP) 401K of 50 cents for every \$1.00 contributed by the employee, up to a maximum of eight (8) percent of base pay.

The Company will continue a 401K(a) pension plan. ITT will make a monthly contribution into the 401K(a) for each bargaining unit employee in the amount of \$200.00 monthly.

23.06 Long Term Disability (LTD)

The Company agrees to continue a Long-Term Disability (LTD) Plan subject to the following provisions:

1. Regular full-time employees are eligible to participate in the LTD plan, subject to the following requirements:
 - Eligibility begins from the date of hire
 - Enrollment during the first thirty (30) days of employment (new hires)
 - Enrollment during the initial Company-designated enrollment period (30 days)
 - Enrollment during periods not mentioned and/or when opting up or increasing the LTD benefit level additionally require employees to submit evidence of good health at their expense and approval by the Plan Administrator
 - The disability is not caused by participation in an assault, crime or illegal occupation, an

- If the disability does not result from pre-existing conditions that existed within twelve (12) consecutive months after the coverage effective date
 - Contributions are continuously paid following enrollment
2. The cost of the LTD Plan coverage will be paid by the employee. Contributions may change from time to time. Should this occur, the Company agrees to notify the Union in writing, within fifteen (15) calendar days prior to the date of modification, specifying the cause for any change in the contribution rate.
 3. The LTD Plan shall pay monthly benefits as follows:
 - Up to 50% of the employee's basic monthly earnings, up to a maximum of \$5,000 per month.
 - Monthly benefits shall be coordinated and reduced by any amount received by Workers Compensation (or its equivalent), primary and dependant disability or retirement benefits from Social Security, payments
 - Under any other State or Federal disability benefits law, ITT pension plan, or any other plan which provides income benefits.

During the period LTD benefits are paid, eligible employees will continue to receive life, medical, dental, and vision insurance coverage in accordance with the Collective Bargaining Agreement between the Company and the Union.

The amount and availability of benefits under the LTD Plan are governed by the provisions of the Plan and the insurance contract. Any benefits received will be determined under the terms of the Plan in effect at the time eligible employees receive the benefits in question. The operation and administration of the LTD Plan, selection of the insurance carrier, eligibility for the benefits, cost of coverage, eligibility requirements, all terms and conditions related thereto and the resolution of any disputes involving the terms, conditions, interpretation, administration or benefits payable shall rest with the Company and shall not be subject to the grievance or arbitration procedures set forth in the Collective Bargaining Agreement.

ARTICLE 24 SCOPE OF AGREEMENT

24.01 Right of Modification by Mutual Agreement

This Agreement expresses the complete understanding of the parties on the subject of wages, hours of work, and the conditions of employment; however, this Agreement may be amended in writing by mutual agreement at any time.

24.02 Legality of Provisions

Should any provision or provisions of this Agreement, of any application thereof, become unlawful by virtue of any Federal or State law, or Executive Order of the President of the United States, pursuant to law, or final adjudication of any court of competent jurisdiction, the provision or application of a provision(s) of this Agreement shall be modified in compliance with the law, order or final adjudication, but in all other respects the provisions of this Agreement shall continue in full force and effect for the life thereof.

The Company agrees to discuss the implications of a change in law with the Union.

ARTICLE 25
WAIVER OF BARGAINING

This Agreement constitutes the sole and entire Agreement between the parties hereto, including any and all prior agreements or practices whether oral or written, except where specifically changed or amended. It express all obligations of and restrictions upon the Company and the Union during its term. The Company and the Union each expressly acknowledge that the other party has no obligation or duty, and each hereby expressly waives any obligation or duty of the other party, to bargain collectively with said party pertaining to any term or conditions of employment, or any other matter covered, or not covered in this Agreement, during its term, even though such matter may not have been within the knowledge or contemplation of either party at the date of execution hereof.

This Article shall not operate to bar negotiations on those matters, which the Company and the Union may mutually agree to negotiate upon during the terms of this Agreement.

ARTICLE 26
Joint Work Teams

The Company and the Union hereby recognize the need to participate in cooperative team efforts. Accordingly, the Company and the Union will form joint Management/ Union committees, as necessary, to evaluate team proposals and make recommendations to GDSCC management for acceptance or implementation.

ARTICLE 27
AWARD FEE SHARING PLAN

The Company, in recognition of the importance of cooperative efforts and shared responsibilities and the necessity to sustain a partnership dedicated to providing on-time, accurate and continuous high quality workmanship, will share, equally, the gross award fee with all bargaining unit members in the same manner as it is done for non-bargaining unit employees.

ARTICLE 28
TERM OF AGEEMENT

28.01 The effective date of this Agreement shall be November 1, 2006 for all purposes, and this Agreement shall remain in full force and effect until 11:59 p.m. October 31, 2009.

28.02 This Agreement shall remain in full force and affect until 11:59 p.m. October 31, 2009 and shall thereafter be continued in full force and effect from year to year after October 31, 2009 unless a notice of termination or desire to modify or change this Agreement is given in writing by registered mail by either party to the other party at least sixty (60) days before the expiration date of October 31, 2009 or the anniversary of the effective date thereafter.

APPENDIX A
SCHEDULE OF CLASSIFICATIONS

<u>Labor Grd</u>	<u>Classification</u>
01	Kitchen Worker I
01	Janitor/Grounds Maintainer I
01	Warehouse Worker I
02	Kitchen Worker II
02	Janitor/Grounds Maintainer II
03	Maintenance Helper "C"
03	Cook Trainee
03	Warehouse Worker II
08	Driver/Deliveryman
08	Cook
08	Warehouse Worker III
08	Maintenance Helper "B"
08	Shipping/Receiving Clerk
10	Logistics Technician
10	Maintenance Helper "A"
10	General Maintenance "C"
10	Heavy Equip Mech/Opr "C"
10	Machinist, "C"
10	Resource Conservation/Recovery Tech "C"
10	Air Cond/Heating Tech "C"
10	Diesel Mechanic "C"
10	Maintenance Electrician "C"
10	Technician, RF "C"
10	Tech, Communications "C"
10	Technician, Facilities "C"
10	Technician Mechanical Structures "C"
10	Tech Ant Sys Hydraulic/Mech "C"
10	Technician, Digital "C"
10	Plumber/Pipe Fitter "C"
10	CMF Maser/CCR Technician "C"
10	CMF Hydraulic Technician "C"
13	Truck Driver- Medium
13	Space Operations Controller
16	General Maintenance "B"

16 Heavy Equip Mech/Opr "B"
 16 Machinist, "B"
 16 Resource Conservation/Recovery Tech "B"
 16 Air Cond/Heating Tech "B"
 16 Diesel Mechanic "B"
 16 Maintenance Electrician "B"
 16 Technician, RF "B"
 16 Tech, Communications "B"
 16 Technician, Facilities "B"
 16 Technician Mechanical Structures "B"
 16 Tech Ant Sys Hydraulic/Mech "B"
 16 Technician, Digital "B"
 16 CMF Maser/CCR Technician "B"
 16 Plumber/Pipe Fitter "B"
 16 CMF Maser/CCR Technician "B"
 16 CMF Hydraulic Technician "B"
 20 General Maintenance "A"
 20 Heavy Equip Mech/Opr "A"
 20 Truck Driver- Heavy
 20 Tech, Communications 'A"
 20 Tech, Mechanical Structure "A"
 20 Tech, Ant Sys Hydraulic/Mechanical "A"
 20 Machinist, "A"
 20 Plumber/Pipe Fitter A
 20 Air Conditioning/Heating Tech "A"
 20 Diesel Mechanic "A"
 20 Maintenance Electrician "A"
 20 Technician, Digital "A"
 20 Technician, RF "A"
 20 Technician, Facilities "A"
 20 Resource Conservation/Recovery Tech "A"
 20 M&O Operations/Training
 20 M&O Technician Trainee/RF
 20 M&O Technician Trainee/Digital
 20A CMF Maser/CCR Technician "A"
 20A CMF Hydraulic Technician "A"
 21 Chief Inspector, WA/Elect/Mechanical
 21 Chief Mechanic
 21 Chief Technician

21A	Lead Space Operations Controller
21A	LSOC/M&O Trainee
21A	M&O Tech
21A	M&O Technician/Digital
21A	M&O Technician/RF
21B	Chief Space Operations Controller
21B	Chief M&O Technician/Digital
21B	Chief M&O Technician/RF
21B	CMF Chief Hydraulic Technician
21B	CMF Chief Maser/CCR Technician
22	CMF Chief Technician/ WA

**WAGE SCHEDULE/STEP PROGRAM
ATTACHMENT A**

Labor Grd	1-Jan 07	1-Jan 07	1-Jan 07	1-Jan 08	1-Jan 08	1-Jan 08	1-Jan 09	1-Jan 09	1-Jan 09
	80%	90%	100%	80%	90%	100%	80%	90%	100%
01	\$13.31	\$14.98	\$16.64	\$13.78	\$15.50	\$17.22	\$14.26	\$16.04	\$17.82
02	\$13.62	\$15.33	\$17.03	\$14.10	\$15.87	\$17.63	\$14.60	\$16.43	\$18.25
03	\$14.10	\$15.86	\$17.62	\$14.59	\$16.42	\$18.24	\$15.10	\$16.99	\$18.88
04	\$14.53	\$16.34	\$18.16	\$15.04	\$16.92	\$18.80	\$15.57	\$17.51	\$19.46
05	\$14.98	\$16.86	\$18.73	\$15.51	\$17.45	\$19.39	\$16.05	\$18.05	\$20.06
06	\$15.44	\$17.37	\$19.30	\$15.98	\$17.98	\$19.98	\$16.54	\$18.61	\$20.68
07	\$15.91	\$17.90	\$19.89	\$16.47	\$18.53	\$20.59	\$17.05	\$19.18	\$21.31
08	\$16.33	\$18.37	\$20.41	\$16.90	\$19.01	\$21.12	\$17.49	\$19.67	\$21.86
09	\$16.71	\$18.80	\$20.89	\$17.30	\$19.46	\$21.62	\$17.90	\$20.14	\$22.38
10	\$17.20	\$19.35	\$21.50	\$17.80	\$20.03	\$22.25	\$18.42	\$20.73	\$23.03
11	\$17.61	\$19.81	\$22.01	\$18.22	\$20.50	\$22.78	\$18.86	\$21.22	\$23.58
12	\$18.05	\$20.30	\$22.56	\$18.68	\$21.02	\$23.35	\$19.34	\$21.75	\$24.17
13	\$18.47	\$20.78	\$23.09	\$19.12	\$21.51	\$23.90	\$19.79	\$22.27	\$24.74
14	\$18.92	\$21.29	\$23.65	\$19.58	\$22.03	\$24.48	\$20.27	\$22.81	\$25.34
15	\$19.37	\$21.79	\$24.21	\$20.05	\$22.55	\$25.06	\$20.75	\$23.35	\$25.94
16	\$19.82	\$22.30	\$24.78	\$20.52	\$23.09	\$25.65	\$21.24	\$23.90	\$26.55
17	\$20.25	\$22.78	\$25.31	\$20.96	\$23.58	\$26.20	\$21.70	\$24.41	\$27.12
18	\$20.70	\$23.28	\$25.87	\$21.42	\$24.10	\$26.78	\$22.18	\$24.95	\$27.72
19	\$21.14	\$23.79	\$26.43	\$21.89	\$24.62	\$27.36	\$22.66	\$25.49	\$28.32
20	\$21.56	\$24.26	\$26.95	\$22.31	\$25.10	\$27.89	\$23.10	\$25.98	\$28.87
20A	\$22.12	\$24.89	\$27.65	\$22.90	\$25.76	\$28.62	\$23.70	\$26.66	\$29.62
20B	\$22.22	\$24.99	\$27.77	\$22.99	\$25.87	\$28.74	\$23.80	\$26.78	\$29.75
21	\$22.40	\$25.20	\$28.00	\$23.18	\$26.08	\$28.98	\$23.99	\$26.99	\$29.99
21A	\$22.78	\$25.62	\$28.47	\$23.58	\$26.52	\$29.47	\$24.40	\$27.45	\$30.50
21B	\$23.05	\$25.93	\$28.81	\$23.86	\$26.84	\$29.82	\$24.69	\$27.77	\$30.86
22	\$23.92	\$26.91	\$29.90	\$24.76	\$27.86	\$30.95	\$25.62	\$28.83	\$32.03

For employees hired after 11/1/06:

First year of employment 80% of the job classification wage rate

Second year of employment 90% of the job classification wage rate

Third year of employment 100% of the job classification wage rate

Employees at 100% of the job classification wage rate promoting into a higher rated Classification will be paid no less than their current rate of pay.

**WAGE SCHEDULE
ATTACHMENT B**

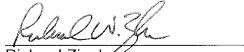
Labor Grd	1 Jan 07	1 Jan 08	1 Jan 09
01	\$16.64	\$17.22	\$17.82
02	\$17.03	\$17.63	\$18.25
03	\$17.62	\$18.24	\$18.88
04	\$18.16	\$18.80	\$19.46
05	\$18.73	\$19.39	\$20.06
06	\$19.30	\$19.98	\$20.68
07	\$19.89	\$20.59	\$21.31
08	\$20.41	\$21.12	\$21.86
09	\$20.89	\$21.62	\$22.38
10	\$21.50	\$22.25	\$23.03
11	\$22.01	\$22.78	\$23.58
12	\$22.56	\$23.35	\$24.17
13	\$23.09	\$23.90	\$24.74
14	\$23.65	\$24.48	\$25.34
15	\$24.21	\$25.06	\$25.94
16	\$24.78	\$25.65	\$26.55
17	\$25.31	\$26.20	\$27.12
18	\$25.87	\$26.78	\$27.72
19	\$26.43	\$27.36	\$28.32
20	\$26.95	\$27.89	\$28.87
20A	\$27.65	\$28.62	\$29.62
20B	\$27.77	\$28.74	\$29.75
21	\$28.00	\$28.98	\$29.99
21A	\$28.47	\$29.47	\$30.50
21B	\$28.81	\$29.82	\$30.86
22	\$29.90	\$30.95	\$32.03

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed this 13th day of October, 2006 by their duly authorized representatives.

IN WITNESS WHEREOF, the parties hereto have caused their names to be inscribed by their duly authorized officers and representatives.

FOR IBEW LOCAL 543


L.A. Dugger
Business Manager



Richard Ziegler
Committee Chairperson


Steven Runnels
Committee Chairperson

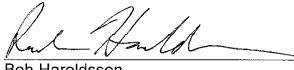

Larry Schradler
Committee Chairperson



Steven Stroup
Committee Chairperson

FOR ITT CORPORATION, SYSTEMS DIVISION


Duveen Rivera
Program Manager


Henry Girbux
Goldstone Complex Manager


Bob Haroldsson
O & M Manager


Leslee Premeaux
Human Resources Administrator


John Bligh
Director, Labor & Employee Relations

**MEMORANDUM OF AGREEMENT
BETWEEN
ITT CORPORATION, SYSTEMS DIVISION
AND
I.B.E.W. LOCAL NO.543
TRANSPORTATION**

This Memorandum of Agreement is effective November 1, 2006 and shall expire October 31, 2009.

The Company will make transportation available via the Transportation Equity Act to all Goldstone Employees from the Barstow area to the Goldstone Deep Space Communications Complex premises and return consistent with the regularly scheduled operating shifts. ITT will provide transportation for Goldstone personnel for the duration of the CBA and will continue to do so even if the Transportation Equity Act goes away.

This transportation will be by bus, van, or other multi-person carrier, or by any combination thereof, as determined by the Company. The cost of fuel associated with the commuter program will be borne by the participants.

At any point the Company elects to change the means of transportation from any vehicle to bus, van or other multi-person carrier, the routes, points of pick-up, and the number and kind of vehicle will be subject to discussion between the parties prior to the final determination which will be made by the Company.

The Company will notify the union thirty (30) days in advance of a scheduled change to allow the Union to enter into a discussion with the Company.

The Union will cooperate with the Company in meeting its objectives relative to transportation:

- Employee Safety
- Cost Containment

It is agreed that the Company may utilize any or all of the following approaches to resolve these concerns:

- More efficient use of vehicle (loading)
- Change of shifts, schedules, hours and locations
- Use of a database for vehicle servicing
- Increase in van size to 12 passenger (or larger)
- Use of alternative work schedules
- Establishment of a central pickup/drop off points(s)
- Use of alternate fuels
- Changes in administration of the vehicles
- Use of bus(es)
- Increase in loading efficiency on weekends
- Increase in discipline for vehicle misuse or abuse

With respect to discipline, the parties agree that the Company may base its decision on reliable information from:

- The Military Police
- Local, State or Federal Police Authority
- Speed control programs instituted by the Company
- Reasonable substantiated reports from the public at large
- Documented and witnessed management information

Actions taken by the Company relative to discipline shall not be subject to the grievance procedure when such actions pertain to the subject of transportation. Discipline, when

appropriate, shall be administered under the following progressive provisions:

1st offense – Written Warning

2nd offense – five (5) day suspension from the vehicle pool

3rd offense – ten (10) day suspension from the vehicle pool

4th offense – twenty (20) day suspension from the vehicle pool

5th offense – permanent removal from the vehicle pool

Personnel, who damage a GSA/JPL/ITT assigned vehicle or operate a GSA/JPL/ITT vehicle under the influence of alcohol or illegal substance, may be subject to disciplinary action in accordance with ITT Policy in addition to the disciplinary action identified above.

For The Company: ITT Corporation Systems Division

_____ **Date:** _____

For the Union: I.B.E.W Local Union 543

_____ **Date:** _____