

Schedule A

February 5, 2024		
Labor Grade	Standard Rate	Max Rate
11	\$15.60	\$18.11
10	\$22.60	\$25.19
9	\$25.43	\$28.03
8	\$27.31	\$29.92
7	\$29.73	\$32.32
6	\$32.36	\$34.94
5	\$35.43	\$38.03
4	\$38.71	\$41.43
3	\$42.12	\$44.81
2	\$45.90	\$48.67
1	\$49.89	\$52.75
0	\$52.74	\$55.69

Schedule B

February 3, 2025		
Labor Grade	Standard Rate	Max Rate
11	\$16.15	\$18.74
10	\$23.39	\$26.07
9	\$26.32	\$29.01
8	\$28.27	\$30.97
7	\$30.77	\$33.45
6	\$33.49	\$36.16
5	\$36.67	\$39.36
4	\$40.06	\$42.88
3	\$43.59	\$46.38
2	\$47.51	\$50.37
1	\$51.64	\$54.60
0	\$54.59	\$57.64

Schedule C

February 2, 2026		
Labor Grade	Standard Rate	Max Rate
11	\$16.63	\$19.30
10	\$24.09	\$26.85
9	\$27.11	\$29.88
8	\$29.12	\$31.90
7	\$31.69	\$34.45
6	\$34.49	\$37.24
5	\$37.77	\$40.54
4	\$41.26	\$44.17
3	\$44.90	\$47.77
2	\$48.94	\$51.88
1	\$53.19	\$56.24
0	\$56.23	\$59.37

1 **ARTICLE XXVI**
2 **Duration**

3 SECTION 1. This Agreement shall be in full force and effect until midnight ~~January 31, 2024~~ **January 31,**
4 **2027**, and for additional periods of one (1) year thereafter unless either party hereto shall give written notice of its
5 intent to terminate the Agreement or modify any portion or any of the terms hereof by certified mail to the other
6 party not less than sixty (60) nor more than seventy (70) days prior to ~~January 31, 2024~~ **January 31, 2027**, or prior
7 to the end of any yearly period subsequent thereto.

8 SECTION 2. The parties, in consideration of the benefits, privileges, and advantages provided in this agreement
9 and as a condition to the execution of this Agreement suspend meetings in collective bargaining negotiations during
10 the life of this Agreement with respect to any further demands, including pensions or insurance for employees or
11 with respect to any questions of wages, hours, or working conditions, except as may be dealt with as a grievance
12 under Article VII hereof.

13 SECTION 3. Should notice of termination or modification be given by either party as provided in Section 1 of
14 this Article, this contract shall terminate as of its expiration date unless specifically extended by written agreement,
15 and, upon such termination, any and all obligations of either party to continue to maintain the grievance procedure
16 provided by the contract shall immediately terminate and become unenforceable; provided, however, that any
17 grievance which has, prior to the termination of the contract, been appealed to arbitration will be processed under
18 the terms of this contract.

19 SECTION 4. Notices shall be in writing and shall be sent by certified mail addressed, if to the Union, to the
20 International Association of Machinists and Aerospace Workers, Seminole Lodge 971, P. O. Box 419, Jupiter,
21 Florida 33468; and if to the Company, to ~~United Technologies Corporation~~ **RTX**, Care of Corporate Director,
22 Industrial Relations, Hartford, Connecticut.

23 SECTION 5. This Agreement supersedes any prior agreement or contract between the parties.

24 ~~SECTION 6. The Company and the Union agree and commit that for the term of the Agreement they will on the~~
25 ~~third anniversary of the Agreement or such other date either party may request will mutually sign and execute a~~
26 ~~written amendment to this Agreement which expressly reaffirms the terms and conditions of this Agreement.~~

27 It is understood and agreed that this Agreement has been ratified by the membership of Seminole Lodge 971. Dated
28 at West Palm Beach, Florida, this ~~17th day of December, 2018~~ ~~25th day of September, 2023~~ **February 5, 2024**.

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LETTER XIX
Savings Plan

Mr. ~~Robert Miller~~ **Ed Grabowski**
Assistant Directing Business Representative
District Lodge 166
International Association of Machinists
and Aerospace Workers
P. O. Box 419
Jupiter, FL 33468

Dear Mr. ~~Miller~~ **Grabowski**:

This is to confirm the understanding and agreement reached at recent contract negotiations between the Company and Seminole Lodge 971, International Association of Machinists and Aerospace Workers, AFL-CIO, concerning amendments to be made to the RTX Represented Savings Plan referred to in Article XXII of the new labor agreement.

Effective ~~December 17, 2018 September 25, 2023 December 31, 2023 February 5, 2024~~:

- (a) All active employees are eligible to participate in the Savings Plan. Employees will become eligible for Company matching contributions after they have attained 12 months of continuous service.
- (b) Employees hired after January 31, 2016, including employees hired at another ~~UTC~~ **RTX** location after January 31, 2016 who transfer to the facilities covered by this agreement, will receive a Company automatic contribution to the Savings Plan each pay period equal to 4% of their Savings Plan eligible pay for that pay period. Company automatic contributions will start no later than the first pay period after 45 days from any such employee's date of hire or transfer.
- (c) Employees hired at another ~~UTC~~ **RTX** location before February 1, 2016, but who do not participate in the ~~UTC~~ **RTX** Represented Pension Plan at that location, who transfer to the facilities covered by this agreement, will also receive a Company automatic contribution to the Savings Plan as described in paragraph (b).
- (d) No employee accruing a benefit under the ~~UTC~~ **RTX** Represented Pension Plan in accordance with Article XXI and Letter X of this agreement shall be eligible for a Company automatic contribution to the Savings Plan as described in paragraph (b).

Effective ~~March 1, 2019 September 25, 2023 December 31, 2023 February 5, 2024~~ **March 18, 2024**:

- (a) The maximum employee matched contribution shall ~~be increased to remain \$84 \$92~~ **be increased to \$94** per week.
- (b) Employees may contribute from \$1 to the maximum amount allowable by law per week, unmatched, to the Savings Plan in addition to their matched contribution.
- (c) Employees may elect to put all or part (in whole dollar amounts) of their contributions into the plan on a before-tax basis in accordance with Section 401(k) of the Internal Revenue Code.
- (d) Employees may transfer their savings plan account balances only out of the Represented Employees Savings Plan (and only if they do not participate in the Individual Medical Account [IMA]) into the Salary Savings Plan if they are transferred out of the bargaining unit.
- (e) Employees may continue to invest money in the funds available under the Represented Employee Savings Plan.

- 1 (f) Employees may transact unlimited plan transfers of part or all of their account values, in one percent (1%)
 2 increments (with a \$250 minimum), from one investment fund to another. Contributions into accounts (funds)
 3 may be directed in 1% increments.
- 4 (g) Retirement payment options provide that account balances can be paid in annual installments over a period of 2
 5 to 20 years after retirement. Once installments start, the amount of each payment is determined by the size of
 6 the account balance divided by the number of annual installments remaining to be paid. Subject to the
 7 following limitations:

<i>Age of Member</i>	<i>Maximum Number of Installment Payments</i>
55-65	20
66	19
67	18
68	17
69	16
70	16
71	15
72	14

- 10
- 11 (h) Retirees may leave balances in the Represented Employee Savings Plan and take partial withdrawals. These
 12 partial withdrawals can occur in conjunction with annual installment payments (2 year to 20 year) listed above.
- 13 (i) Upon retirement, employees may leave account balances over \$5000 in the plan until ~~April 1 following the~~
 14 ~~calendar year in which they reach age 70 1/2 at which time payments must start.~~ **they reach the required**
 15 **minimum distributions (RMD) age, as defined by the IRS.**
- 16 (j) Active Savings Plan members may transfer the taxable portion of their distribution from a qualified savings plan
 17 of a former employer into the Represented Employee Savings Plan, provided that a lump sum distribution is the
 18 normal form of distribution under such other plan.
- 19 (k) Employees may borrow up to 50% of their savings plan balance, exclusive of their Company automatic
 20 contribution balance, if they have been a plan participant for two years and have a savings plan balance of at
 21 least \$2,000, exclusive of their Company automatic contribution balance. The minimum amount which can be
 22 borrowed is \$1,000 and the maximum loan amount is \$50,000. Loans involve no tax penalty or suspension of
 23 savings, as long as it is paid back. Payment is by payroll deduction or direct payment if payroll deduction is not
 24 possible. The loan period is 1, 2, 3, 4 or 5 years. Full or partial prepayment can be made after the first six (6)
 25 months of the loan. The interest paid on the loan is the prime rate as published in the Wall Street Journal plus
 26 1% fixed for the term of the loan. All payments, including interest, go into the employee's account. A loan
 27 processing fee will be charged. Employees may have only one loan open at time, and there is a 3-month
 28 waiting period between loans.
- 29 (l) ~~Employees have the ability to use the "UTC Access" touchtone telephone information system or web internet~~
 30 ~~access can access their Savings Plan account by calling the RTX Benefits Center at 1-800-243-8135 and~~
 31 ~~following the prompt for "Savings and Retirement," or by visiting Your Gateway from empowerU,~~
 32 ~~internally on RTX network, or externally at www.yourttotalrewards.com/rtx. The system requires every~~
 33 ~~employee to select a confidential six digit Personal Identification Number (PIN). The use of this PIN and~~
 34 ~~Social Security Number (SSN) will allow~~ **From there, employees can** obtain savings plan account balances,
 35 current investment fund balances and fund performance, amounts available for withdrawal, general plan
 36 information and to process savings plan loans, inter fund transfers, and payroll deduction amounts.
 37

1 ~~Effective January 1, 2020:~~

2
3 ~~(a) The maximum employee matched contribution shall be increased to \$86 per week.~~

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5 ~~(b) Employees may contribute from \$1 to the maximum amount allowable by law per week, unmatched, to the~~
6 ~~Savings Plan in addition to their matched contribution.~~

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8 ~~Effective January 1, 2021:~~

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10 ~~(a) The maximum employee matched contribution shall be increased to \$88 per week.~~

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12 ~~(b) Employees may contribute from \$1 to the maximum amount allowable by law per week, unmatched, to the~~
13 ~~Savings Plan in addition to their matched contribution.~~

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15 ~~Effective January 1, 2022:~~

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17 ~~(a) The maximum employee matched contribution shall be increased to \$90 per week.~~

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19 ~~(b) Employees may contribute from \$1 to the maximum amount allowable by law per week, unmatched, to the~~
20 ~~Savings Plan in addition to their matched contribution.~~

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22 ~~Effective January 1, 2023:~~

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24 ~~(a) The maximum employee matched contribution shall be increased to \$92 per week.~~

25 ~~(b) Employees may contribute from \$1 to the maximum amount allowable by law per week, unmatched, to the~~
26 ~~Savings Plan in addition to their matched contribution.~~

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28 ~~Effective January 1, 2024:~~

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30 ~~(a) The maximum employee matched contribution shall be increased to \$94 per week.~~

31 ~~(b) Employees hired after January 31, 2016, including employees hired at another RTX location after~~
32 ~~January 31, 2016 who transfer to the facilities covered by this agreement, will no longer be eligible to~~
33 ~~participate in the Savings Plan as described in this Letter. These employees will be eligible to participate~~
34 ~~in the Savings Plan described in Letter XIX.A.~~

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36 ~~(c) Employees hired at another RTX location before February 1, 2016, but who do not participate in the~~
37 ~~RTX Represented Pension Plan at that location, who transfer to the facilities covered by this agreement,~~
38 ~~will no longer be eligible to participate in the Savings Plan as described in this Letter. These employees~~
39 ~~will be eligible to participate in the Savings Plan described in Letter XIX.A.~~

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41 ~~(d) Employees hired before February 1, 2016 who participate in the RTX Represented Pension Plan will~~
42 ~~remain eligible to participate in the Savings Plan as described in this Letter through December 31, 2024.~~

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44 ~~Effective January 1, 2025:~~

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46 ~~(a) The maximum employee matched contribution shall be increased to \$96 per week.~~

47 ~~(b) Employees may contribute from \$1 to the maximum amount allowable by law per week, unmatched, to~~
48 ~~the Savings Plan in addition to their matched contribution.~~

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50 ~~Effective January 1, 2026:~~

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52 ~~(a) The maximum employee matched contribution shall be increased to \$98 per week.~~

53 ~~(b) Employees may contribute from \$1 to the maximum amount allowable by law per week, unmatched, to~~
54 ~~the Savings Plan in addition to their matched contribution.~~

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~~(c) Employees hired before February 1, 2016 who participate in the RTX Represented Pension Plan will remain eligible to participate in the Savings Plan as described in this Letter through December 31, 2025 2026.~~

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LETTER XIV
Ratification Bonus

Mr. ~~Robert Miller~~ Ed Grabowski
~~Directing~~ Business Representative
District Lodge 166
International Association of Machinists
and Aerospace Workers
P. O. Box 419
Jupiter, FL 33468

Dear Mr. ~~Miller~~ Grabowski:

~~This letter will confirm the understanding and agreement reached between the Company and the Union concerning the payment of a \$2,500 Ratification Bonus in 2019 and the payment of a \$1,000 Ratification Bonus in 2022.~~

~~Following the ratification of this Agreement, employees who are both on the payroll of the Company and covered by this agreement as of December 17, 2018 shall receive a \$2,500 cash bonus. No other employee or former employee shall be eligible for this bonus. The cash bonus will be paid under the following guidelines:~~

- ~~1. Employees will be given the opportunity to place some, or all, of this bonus in the Savings Plan or Health Savings Account~~
- ~~2. Employees must elect in writing to put some, or all, of the bonus, in \$500 increments, into the Savings Plan or Health Savings Account no later than January 15, 2019.~~
- ~~3. The Company will match at 50% the portion of the ratification bonus placed in the Savings Plan or Health Savings Account.~~
- ~~4. Employees who do not make such election will be paid a ratification bonus of \$2,500 (Gross) no later than January 31, 2019.~~

~~Following the ratification of this Agreement, employees who are both on the payroll of the Company and covered by this agreement as of January 1, 2022 shall receive a \$1,000 cash bonus. No other employee or former employee shall be eligible for this bonus. The cash bonus will be paid under the following guidelines:~~

- ~~1. Employees will be given the opportunity to place some, or all, of this bonus in the Savings Plan or Health Savings Account.~~
- ~~2. Employees must elect in writing to put some, or all, of the bonus, in \$500 increments, into the Savings Plan or Health Savings Account no later than January 14, 2022.~~
- ~~3. The Company will match at 50% the portion of the ratification bonus placed in the Savings Plan or Health Savings Account.~~
- ~~4. Employees who do not make such election will be paid a ratification bonus of \$1,000 (Gross) no later than January 27, 2022.~~

This letter will confirm the understanding and agreement reached between the Company and the Union concerning the payment of a ~~\$1,000~~ \$1,500 Ratification Bonus in ~~2023~~ 2024.

Following the ratification of this Agreement, employees who are both on the payroll of the Company and covered by this agreement as of ~~September 25, 2023~~ February 5, 2024 shall receive a ~~\$1,000~~ \$1,500 cash bonus. No other employee or former employee shall be eligible for this bonus. Payment (less all applicable withholdings) will be made as soon as administratively possible, but no later than March 7, 2024. ~~The cash bonus will be paid under the following guidelines:~~

- ~~1. Employees will be given the opportunity to place some, or all, of this bonus in the Savings Plan~~

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~~2. Employees must elect in writing to put some, or all, of the bonus, in \$500 increments, into the Savings Plan no later than October 20, 2023.~~

~~3. The Company will match at 50% the portion of the ratification bonus placed in the Savings Plan. The Company match will be deposited in the Savings Plan account as soon as administratively possible in January 2024.~~

~~4. Employees who do not make such election will be paid a ratification bonus of \$1,000 \$1,500 (Gross) no later than November 16, 2023.~~

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ARTICLE XI
Wages

SECTION 1. On ~~September 25, 2023~~ February 5, 2024, the base wage rate of each employee covered by this agreement will be increased by ~~\$0.50 \$0.75 \$1.00 \$1.67~~ \$2.00 and this new the base hourly wage rate of each employee covered by this agreement will be further increased to the amount by ~~2.5% 3.0% 3.5%~~ four (4.0) percent. as indicated in Schedule A shows the hourly rate schedule which will be effective February 5, 2024.

~~SECTION 1.2.~~ On January 14, 2019 ~~January 29, 2024~~, the base wage rate of each employee covered by this agreement will be increased to the amount by ~~2.5% 3.0% 3.5% 4.0%~~, as indicated in Schedule A ~~B~~.

~~SECTION 2.2.~~ On ~~January 27, 2020~~ ~~January 27, 2025~~ February 3, 2025, the base wage rate of each employee covered by this agreement will be increased to the amount by ~~2.0% 2.5% 3.0%~~ three and one-half (3.5) percent, as indicated in Schedule ~~B~~ ~~C~~ ~~B~~ shows the hourly rate schedule which will be effective February 3, 2025. Employees who are on the payroll of the Company and covered by this Agreement on January 1, 2020 will receive a \$500 lump sum payable in the January 16, 2020 paycheck, or may elect to put this lump sum into their Savings Plan or Health Savings Accounts. The Company will match at 50% lump sums put into employees' Savings Plan or Health Savings Accounts.

~~SECTION 3.3.~~ On ~~January 25, 2021~~ ~~January 26, 2026~~ February 2, 2026, the base wage rate of each employee covered by this agreement will be increased to the amount by ~~2.0% 2.5%~~ three (3.0) percent, as indicated in Schedule ~~C~~ ~~D~~ ~~C~~ shows the hourly rate schedule which will be effective February 2, 2026. Employees who are on the payroll of the Company and covered by this Agreement on January 1, 2021 will receive a \$500 lump sum payable in the January 14, 2020 paycheck, or may elect to put this lump sum into their Savings Plan or Health Savings Accounts. The Company will match at 50% lump sums put into employees' Savings Plan or Health Savings Accounts.

~~SECTION 4.~~ On January 31, 2022, the base wage rate of each employee covered by this agreement will be increased to the amount indicated in Schedule ~~D~~.

~~SECTION 5.~~ On January 30, 2023, the base wage rate of each employee covered by this agreement will be increased to the amount indicated in Schedule E. Employees who are on the payroll of the Company and covered by this Agreement on January 1, 2023 will receive a \$500 lump sum payable in the January 12, 2023 paycheck, or may elect to put this lump sum into their Savings Plan or Health Savings Accounts. The Company will match at 50% lump sums put into employees' Savings Plan or Health Savings Accounts.

~~SECTION 6.~~ Employees must elect in writing to put the lump sums described in Sections 2, 3, and 5 in their Savings Plan or Health Savings Accounts by January 1 of the year in which they receive each lump sum.

SECTION 4.

- (a) An hourly cost-of-living allowance, which starts at \$0.00 on February 3, 2025, shall be determined semiannually based upon the conditions and provisions set forth in this Section and shall be paid to each employee covered by this Agreement in addition to his base hourly wage rate. The cost-of-living allowance, if any, will apply to all hours paid to an employee, including paid time off. Any cost-of-living allowance paid to employees will also count toward the calculation of their gross earnings and vacation pay allowance under Article XIII.
- (b) The cost-of-living allowance, if any, shall be determined on the basis of changes in the Consumer Price Index (CPI) for Urban Wage Earners and Clerical Workers (CPI-W), United States City Average, All Items (1982-84 = 100) published by the United States Bureau of Labor Statistics, hereafter referred to as the "Index".
- (c) Adjustments in the cost-of-living allowance shall be effective on all five of the following dates in the amount of one cent (1¢) per hour for each full fifteen hundredths of one percent (0.15%) change in the Index for the months indicated below. Each semiannual adjustment (increase or decrease) in the cost-of-living allowance shall not exceed a maximum of twenty-five cents (25¢) per hour. In no case

1 will a semi-annual adjustment result in a cost-of-living allowance that is less than zero cents (0¢) per
2 hour.
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5 Based on the Percent Change in the Index

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Effective Date of Adjustment	From	To
August 4, 2025	December 2024	June 2025
February 2, 2026	June 2025	December 2025
August 3, 2026	December 2025	June 2026

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15 (d) In calculating the percentage change in the Index, the result shall be rounded to the nearest one
16 hundredth of one percent (i.e., 0.005 and higher rounded upward, and less than 0.005 rounded
17 downward). For example, if the December 2024 Index is 300.15 and the June 2025 Index is 308.65
18 the calculation is:

19
20 Step 1 $308.65 - 300.15 = 8.50$

21 Step 2 Divide 8.50 by 300.15 x 100 = 2.8319

22 Step 3 Round to 2.83% and divide by .15% = 18¢ per hour.
23

24 (e) No change will be made in a cost-of-living adjustment as a result of any revision made in the
25 published figures for the Index after the effective date of the cost-of-living adjustment.
26

27 (f) The continuance of cost-of-living adjustments is dependent upon the continued monthly publication
28 of the Index in its present form and calculated on the same basis as at the time of the execution of this
29 Agreement. For any month in which the Bureau of Labor Statistics publishes the Index on both an
30 official (revised) basis and the present (old series) basis, the official (revised) basis will be used.
31

32 (g) In the event the Bureau of Labor Statistics does not issue the Consumer Price Index for the
33 appropriate month before one of the effective dates referred to in Section 4 above, any cost-of-living
34 adjustment required by such monthly Index shall be effective at the beginning of the first pay period
35 after receipt of such Index.
36

37 SECTION 7 5.

38 (a) All hourly-rated employees on the second shift will be paid, in addition to their base
39 hourly wage rate, a shift premium equal to ten percent (10%) of such hourly wage rate for
40 each hour worked.

41 (b) The Company shall pay to all hourly-rated employees on the third shift seven and one-
42 half cents (\$.075) per hour in addition to their base hourly wage rate. Hourly-rated
43 employees on the third shift whose regular shift comprises not more than six and one-half
44 (6-1/2) working hours and who work a full six and one-half (6-1/2) hours on that shift
45 shall receive therefore eight (8) hours pay. All work performed on such third shift over
46 six and one-half (6-1/2) hours shall be considered overtime and shall be paid for at time
47 and one-half.

48 (c) It is understood there are certain assignments that benefit the Company and the
49 employee such as but not limited to training which requires the employee to change
50 his/her shift. Any employee whose shift of record is second shift will continue to
51 receive the 10% shift premium referenced above in paragraph (a) while on such
52 temporary shift adjustment. Any employee whose shift of record is third shift will
53 continue to receive the \$0.075 shift premium referenced above in paragraph (b)
54 while on such temporary shift assignment.

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ARTICLE X Wage Rate Progression

SECTION 1. An employee classified on a job for which the minimum experience requirement is less than twelve (12) months shall receive the Standard Rate of his job classification as soon as qualified and not later than six (6) months from the date he starts on such classification provided he has worked continuously on such classification. An employee classified on a job for which the minimum experience requirement is twelve (12) or more months shall receive the Standard Rate of his job classification as soon as qualified and not later than twelve (12) months from the date he starts on such classification provided he has worked continuously on such classification. Nothing herein shall prevent an employee from receiving at any time more than Standard Rate, provided he is qualified.

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SECTION 2.

- (a) Wage rate progression from Standard Rate up to but not in excess of Maximum Rate within an employee's labor grade will be automatic at the rate of ~~ten cents (\$.10)~~ **twenty cents (\$0.20)** per hour after completion of each sixteen (16) full weeks of satisfactory job performance, subject to (b) through (j) below.
- (b) Automatic increases for an employee who is being paid Standard Rate or above but less than Maximum Rate will continue to be scheduled at sixteen (16) week intervals from the date the employee attained Standard Rate or the date the employee last received an automatic increase in the present labor grade, whichever is later.
- (c) Automatic increases for an employee attaining Standard Rate under Section 1 above after ~~December 17, 2018~~ ~~September 25, 2023~~ **February 5, 2024** will be scheduled at sixteen (16) week intervals from the date of attainment of Standard Rate.
- (d) In grade transfers will not affect the scheduling of an employee's next automatic increase.
- (e) Effective the same date as a promotion or a job upgrade, the employee will receive an increase of at least ~~fifty cents (\$.50)~~ **one dollar (\$1.00)** per hour.
- (f) Except as provided in Article VIII, Section 4(b), an employee who is demoted will be paid the Maximum Rate of the lower grade or retain the rate then being paid, whichever is the lower.
- (g) Automatic increases for an employee hired or transferred into the bargaining unit at a rate at or above Standard Rate will be scheduled at sixteen (16) week intervals from the beginning of the next pay period after date of hire or transfer.
- (h) Automatic increases for an employee promoted or demoted will be scheduled at sixteen (16) week intervals from the effective date of such change in grade if the employee's rate is at or above Standard Rate but below the Maximum Rate on the new grade.
- (i) An employee paid eleven cents (\$.11) to nineteen (\$.19) cents below the Maximum Rate shall be given an increase to Maximum Rate on his or her next automatic increase date.
- (j) Nothing in this agreement shall be construed to prevent the Company at its discretion from advancing an employee within the rate range more rapidly than the sixteen (16) week interval or giving increases larger than those provided in this section.