



AEROSPACE PROFESSIONAL STAFF ASSOCIATION

Representing the non-supervisory MTS since 1974

P. O. Box 248, Hawthorne, CA 90250

CONTRACT RATIFICATION

Dear APSA Member,

The APSA/Aerospace contract negotiations have been completed for the period from August 1, 2023, to August 1, 2025. **APSA successfully negotiated the following changes in the terms and conditions of employment for non-supervisory Members of the Technical Staff (MTS):**

- During fiscal year 2024, merit distribution (about 3.2% merit raise distribution and 0.5% merit cash distribution) aggregating 3.7% of the bargaining unit payroll as of December 4, 2023, less organizational reserves, will be administered on a common review date no later than March 30, 2024, subject to approval of the Board of Trustees. *Note: this is a significant improvement over the company's initial proposal of 2.7% merit budget with no allocation between a merit base-salary increase or a merit cash distribution.*
- During fiscal year 2025, merit distribution (about 3.2% merit raise distribution and 0.5% merit cash distribution) aggregating 3.7% of the bargaining unit payroll as of December 2, 2024, less organizational reserves, will be administered on a common review date no later than February 18, 2025, subject to approval of the Board of Trustees. *Note: this is a significant improvement over the company's initial proposal of 2.7% merit budget with no allocation between a merit base-salary increase or a merit cash distribution.*
- There will also be a separate discretionary reserve for promotional and special salary increases and other contingencies of up to 1.0% computed on the same basis as above.
- During fiscal year 2024 and 2025, the company will budget up to a maximum of 1% of the gross payroll for the Performance Recognition Payment (PRP) Program.
- The company will increase Compensatory Time accrual from the current 20 hours to 40 hours by April 1, 2024 but only for the duration of the contract that ends August 1, 2025. Part-time MTS will increase their accrual to 20 hours from the current 10 hours. *Note: this is a significant improvement over the company's initial rejection of this proposal.*
- The company will maintain the current employee 23% and 35% premium cost sharing for medical insurance and dental insurance respectively.
- The company will continue the Telework program and make permanent not requiring a Memorandum of Understanding.
- The company will make the following improvements to the 401(k) retirement plan.
 - Provide a 401(k) matching contribution that matches an employee's student loan payments, as soon as administratively feasible.
 - Increase the 401(k) catch-up contribution limit to \$10K for participants ages 60 through 63 effective January 1, 2025.
 - Add option for employees to receive Company 401(k) contributions (basic and matching) in their Roth 401(k) account as soon as administratively feasible.
- The company will make the following improvements to the military leave policy by April 2024.
 - Reasonable effort to institute faster processing, generally within four weeks after submission, provided that the employee has submitted all the necessary documentation in a timely manner.



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- Increase supplemental pay from the current 15 days of leave up to 30 days. *Note: this is a significant improvement over the company's initial rejection of increasing the leave.*
- The company will add Anti-Bullying language to its policy on Prohibition Against Harassment and Retaliation by April 1, 2024.
- The company will not move any job family out of the high-demand designation during the term of the contract. *Note: this is a significant improvement that was not in the company's original job framework proposal.*
- The company will not decrease the new negotiated salary ranges or midpoints during the term of the contract. *Note: MTS whose salary are above the new maximums will not be reduced.*
- The company agreed to provide APSA with information regarding the estimated cost of a \$10K fertility and adoption benefit (separately) by June 1, 2024.
- The company will increase the minimum of the salary grades by \$148 to \$52K. *Note this is a significant improvement over the company's original proposal by \$2K to \$10K.*

There are some reductions in the employees' benefits that are being imposed by the Corporation:

- The company will increase the Anthem PPO medical plan premium by 5.9% (\$2.66 to \$8.23 per week), the Anthem EPO medical plan premium by 5.9%, the Anthem HMO medical premium by 5.9%, and the Anthem CDHP medical plan premium by 5.6% to 5.9%. Kaiser Permanente medical plans premium will increase by 15.3% (\$4.76 to \$14.75 per week.)
- The company will reduce the maximum of the salary ranges effective 1 April 2024.

Title	Salary Grade Structure			
	Grade Structure		Grade Structure – High Demand	
	Current Maximum	New Maximum	Current Maximum	New Maximum
Assoc MTS	\$171,704	\$105,100	\$171,704	\$115,600
MTS	\$171,704	\$129,800	\$171,704	\$142,800
Sr MTS	\$171,704	\$150,400	\$171,704	\$165,500
Project Engr/Research Scientist/EngrSpecialist	\$225,992	\$175,900	\$225,992	\$193,500
Project Leader	\$225,992	\$181,100	\$225,992	\$199,300
Sr Project Engr/Sr Research Scientist/Sr Engr Specialist	\$272,896	\$226,900	\$272,896	\$249,600
Sr Project Leader	\$272,896	\$233,900	\$272,896	\$257,100

- *Note: This is a significant 3% improvement over the company's initial proposal that reduces the number of MTS above these new maximums to under 25. The company also added a high demand category for Associate MTS and MTS increasing the maximums by \$13.6K and \$16.8K respectively. MTS whose salary are above the new maximums will not be reduced. The company also agreed to a Vice-President- approved exception to these maximums for the purpose of merit salary increases and for transfers within the previous level 2 and level 3 positions.*



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- The company will change the recommended raise process from using internal compa-ratios based on internal equity with peers adjusted for experience to an external compa-ratio based on a “midpoint.” This will reduce the recommended raise for each job title for those above the midpoint and increase the recommended raise for those below the mid-point. The effect is unknown as it is dependent on management following the recommended raise. This will become effective after April 1, 2024.

	Salary Grade Structure	
	Grade Structure	Grade Structure – High Demand
	Midpoint	Midpoint
Assoc MTS	\$87,600	\$96,400
MTS	\$108,200	\$119,000
Sr MTS	\$125,300	\$137,900
Project Engr/Research Scientist/ EngrSpecialist	\$146,500	\$161,200
Project Leader	\$150,900	\$166,100
Sr Project Engr/Sr Research Scientist/Sr Engr Specialist	\$189,100	\$208,000
Sr Project Leader	\$194,800	\$214,300

- Job families that Compensation determines via external market survey data to be paid at a rate more than 10% above market will be designated as high demand. Here the current list of high demand list job families subject to change.

Artificial Intelligence/Machine Learning
 Cyber Security Architecture
 Cyber Security Architecture and Information Systems Security
 Communications Systems Engineering
 Communications Systems Engineering & AI
 Communications Systems Engineering & Firmware Engineering
 Communications Systems Engineering & Payload Systems Engineering – RF
 Communications Systems Engineering & Signal & Image Process Engineering
 Electro-Optical Engineering
 Flight Mechanics
 Optical Engineering
 Signal & Image Process Engineering
 Signal & Image Process Engineering & AI
 Signal & Image Process Engineering & Physics



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This agreement has been approved by the APSA Board of Directors and Negotiations Committee and is recommended for ratification by the APSA membership. It is hereby submitted for your consideration and approval.

Please respond with your vote to ratify or not ratify the agreement electronically, or by printing and returning the paper ballot in the company mail by February 23rd.

If returning the ballot by mail, use company mail, and address it to Richard Mahoney, M4-933.

Here is a link to a ballot you can print out and return:

<http://www.apsatalk.org/apsatalk/html/negotiations.html>

The United States Post Office option is not available due to slow mail processing. The company has agreed to allow use of its e-mail system to vote electronically and has put in place the security requirements requested by APSA to ensure the integrity of the vote.

Failure to ratify the contract will cause APSA and the company to go back to negotiations. This will delay implementation of the raises. If the contract is not ratified, it is unlikely, based on the effort expended to date, that the company and APSA would be able to negotiate a better agreement.

If you have any questions or wish to review a copy of the negotiated Memorandum of Agreement, please feel free to contact Richard Mahoney (Agreement Ratification Chairperson), x62343. Copies of the agreement may also be accessed at APSA's web site, www.apsatalk.org under Negotiations.

5 February 2024

Mark Simpson, APSA President

APSA Officers

- Mark Simpson
- Suzanne Dawes
- Richard Mahoney
- Kurt Behpour
- Wendy Chiado
- Thomas Essenpreis
- Andrew Feistel
- Tommy Fong
- Jeffrey Smedley

APSA Negotiations Committee

- Mark Simpson, Chairperson
- Thomas Essenpreis
- Richard Mahoney
- Suzanne Dawes
- Tommy Fong
- Wendy Chiado
- Kurt Behpour
- Yolanda Jacobs
- Tom Freeze
- James Bockman
- Daniel Ortiz
- David Heath
- Mouse Neumeister
- Jeffrey Smedley
- Cayman Barber
- Lewis Levy (outside counsel)