AGREEMENT
AN AGREEMENT BETWEEN CLEVELAND SCREW PRODUCTS, INC.,
AND THE INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS

THIS AGREEMENT made and entered into at Cleveland, Ohio, this **1st day of September, 2019**, by and between CLEVELAND SCREW PRODUCTS, INC., a corporation, situated at 3062 East 93rd Street, Cleveland, Ohio (hereinafter referred to as the "Company") and THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS (hereinafter referred to as the "Union").

WITNESSETH:

In consideration of the promises of the parties hereto, each to the other made, the parties hereto agree as follows:

ARTICLE I
UNION RECOGNITION

1.1 The Company hereby recognizes the Union as the exclusive bargaining agent of its employees employed by the Company at its 3062 East 93rd Street, Cleveland, Ohio, plant as hereinafter defined for the purpose of collective bargaining in respect to the rates of pay, wages, hours of employment and other conditions of employment.

1.2 The term "employees" as used in this Agreement shall include all employees employed by the Company at its 3062 East 93rd Street plant but excluding managerial, department heads, professional and administrative employees, salespersons, forepersons, assistant forepersons, guards, clerical and office employees and supervisors, as defined in the National Labor Relations Act.

ARTICLE II
UNION MEMBERSHIP

2.1(a) All present full-time employees of the Company covered by this Agreement shall, as a condition of continued employment, be members of the Union, on the sixty-first (61st) day following the effective date of this Agreement, and thereafter shall continue as members in good standing in the Union by the tender of periodic dues and initiation fees uniformly required as a condition of acquiring or retaining membership in the Union.

2.1(b) All new full-time employees covered by this Agreement in any classification shall for a period of sixty (60) days from the date of hiring, be considered a temporary employee having no seniority rights; and that at the expiration of that period, as a condition of further employment, shall become and remain a member of the Union in good standing as defined above.

2.1(c) Within five (5) days of hiring such new employee, the Company will notify the Steward of the Shop Committee thereof in writing, which notice shall contain the date of hiring, the job classification and the name and address of such employee.

2.1(d) At the expiration of the temporary period of employment, if such employee shall fail or refuse to become a member of the Union in good standing, the Steward shall notify the Company thereof in writing, whereupon such employee shall be discharged.

2.2 In accordance with written individual involuntary check-off authorizations furnished by the Union, the Company will deduct from the employee's earnings Union membership dues, including any membership initiation fees uniformly required which are payable by such employees, and will remit the amount so deducted to the Union each month.

The deduction from the employee's pay will be made in the fourth (4th) pay of each month. The Union shall furnish the Company a written statement showing the amount to be deducted from each employee.

2.3 The Union shall indemnify and save the Company harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of the application of the preceding paragraphs of this Article.

2.4 A full-time employee is one who is regularly scheduled to work more than twenty-five (25) hours per week.

ARTICLE III
MANAGEMENT RIGHTS

3.1 The Company retains all of its usual and customary functions in the management of the plant, equipment and working forces, including, but not by way of limitation, the right to plan, direct and schedule its operations; to delete or introduce new or changed work methods or equipment; the right to determine the work to be performed by its employees; the right to institute new or changed jobs; the right to set standards for quality; the right to subcontract any work in accordance with its prior practices; the right to establish security and safety measures; the right to set reasonable standards for quantity on all operations; the right to hire, assign, transfer, promote, demote, suspend or discharge for just cause; and the right to establish and maintain reasonable rules and regulations.

ARTICLE IV
HOURS AND OVERTIME

4.1 Eight (8) consecutive hours, which excludes a one-half (1/2) hour unpaid lunch period, shall constitute a normal workday.

4.2 The normal workweek shall be forty (40) hours, Monday through Friday.

4.3 Work in excess of forty (40) hours per week shall be paid for at the rate of time and one-half the regular straight-time rate. Overtime worked in excess of four (4) hours per day during the normal workweek or in excess of eight (8) hours on Saturday shall be paid at the rate of two (2) times the employee's regular straight-time rate.

4.3(a) Whenever regular straight-time rate is used in this Agreement for the purposes of determining holiday or vacation pay, the Company will use the average straight-time hourly earnings of the employee during the preceding week.

4.4 Work performed on Sundays and on the following holidays shall be paid at the rate of two (2) times the employee's regular straight-time rate in addition to any holiday pay as set forth in Article V.

New Year's Day	Labor Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day

4.5 Work performed on the following holidays shall be paid at the employee's regular straight-time rate in addition to any holiday pay as set forth in Article V.

Employee's Birthday	Day before Christmas
Good Friday	Day before New Year's Day
Day after Thanksgiving	Scheduled holiday at Christmas time

4.6 When employees are required to work overtime, such employees shall not be laid off during the regular work hours for the purpose of equalizing their time.

4.7 There shall be no pyramiding of overtime and/or premium pay, that is, not more than one (1) premium shall be paid for the same hours worked.

4.8 Employees required to report for work at the regular starting time who are prevented from performing services that day, by conditions within the control of the Company

shall be paid for the actual time held with a minimum of three (3) hours; provided, however, that the Company shall not be responsible for such payment where employees are prevented from performing services due to acts of God, such as fire, wind, lightning, etc., or the failure of the electrical power due to the supplier. In the event of an electrical power failure at the start of the shift, the Company has the option of sending the employees home with one (1) hour of pay or work for one (1) hour.

ARTICLE V
HOLIDAYS

5.1 The following days shall be paid holidays for full-time employees:

New Year's Day	Thanksgiving Day
Good Friday	Day after Thanksgiving
Memorial Day	Day before Christmas
Employee's Birthday	Christmas Day
Independence Day	Day before New Years Day
Labor Day	Scheduled holiday at Christmas time

5.2 An eligible full-time employee shall be paid for the holidays set forth in 5.1 at the rate of eight (8) hours at his regular straight-time rate provided he has met the following conditions:

a.) He has completed sixty (60) days of employment prior to the holiday.

b.) He works his full scheduled workday immediately preceding and his full scheduled workday immediately following the holiday.

c.) Has been on sick leave for less than thirty (30) days before the holiday.

5.3 Holidays that fall on Sunday, the day observed by the state and nation shall be considered the holiday.

5.4 If a holiday falls during an employee's vacation period, he shall be entitled to receive his regular holiday pay, and it will not be counted toward vacation time.

5.5 Employees who wish to take their birthday must notify their supervisor two (2) days prior to when they wish to take the time off

ARTICLE VI
GRIEVANCE PROCEDURE

6.1 It is mutually agreed that should differences arise between the Company and the Union and/or any of the employees covered by this Agreement as to the meaning and application of the observance and performance by either party hereto of any of the provisions of this Agreement, or should disputes, controversies, differences or grievances of any kind arise in the plant between the Company and the Union and/or any such employees, there shall be no stoppage of work either by strike, lockout or otherwise on account of such differences, disputes, controversies or grievances and that the following procedure will be followed for a final and binding resolution to the dispute.

First: A grievance must be initiated within five (5) working days after it arises or within five (5) days after the aggrieved employee should have become aware of the grievance. A grievance is initiated when it is presented by the aggrieved employee and/or Committee member to the foreman of the department involved. If the matter cannot be thus settled or adjusted, then within five (5) days after the foreman's answer, the Union may appeal to the next step.

Second: Between members of the Committee designated by the Union and the superintendent of the plant, who shall notify the Committee of his decision in writing within five (5) days from the time the complaint is made to him. If the matter cannot be thus settled or adjusted, then within five (5) days after the superintendent's answer, the Union may appeal to the next step.

Third: Between the proper Union official, the Shop Committee and the Company. If the matter cannot be thus settled or adjusted, then within twenty (20) days after the Company's answer the Union may appeal to the next step -- arbitration.

6.2 Arbitration. If the grievance is to be appealed to this step, the appealing party shall, within the time limits set forth in the Third Step, make a written request, with a copy to the other party, to the Federal Mediation and Conciliation Service, asking it to submit a panel of arbitrators, which shall include at least seven (7) names.

(a) The arbitrator shall be selected from this panel in the following manner: It shall be determined by lot which of the parties shall have the right to strike the first name from the panel. Thereafter, the Company and the Union shall alternately strike a name from the panel until but one (1) name remains. The last remaining name shall be the arbitrator to hear the dispute in question. However, if within seven (7) working days either party objects to the entire panel, a second panel of seven (7) arbitrators may be requested and the above procedure shall then apply. Each party is limited to objecting to only one (1) panel.

(b) Such hearings as are required shall be conducted according to the rules of the Federal Mediation and Conciliation Service and shall be set as early as possible. In the event that a discharge is found to be without just cause, the arbitrator shall order reinstatement with or without back pay, as appropriate. The award of the arbitrator shall be final and binding, and his expenses shall be shared equally by the Company and the Union. The expenses of witnesses or representatives for either side shall be paid by the party producing such witnesses or representatives.

(c) In addition to his general powers, the arbitrator may command or restrain any act or conduct of the parties found to be in violation of this Agreement. The arbitrator shall

have no power to make any award which would change, amend, add to, or subtract from any provision of this Agreement, or any supplementary agreements made hereto and he shall have no authority to render a decision on any matter not submitted to him.

6.3 Back Pay. All claims for back wages shall be limited to the amount agreed upon by the Company and the Union or ordered by the arbitrator, if taken to arbitration, but in any event, less any compensation that the grievant may have received from any source during the period for which back pay is claimed (other than compensation he would have received even had he not been discharged, suspended or disciplined.)

6.4 The parties may mutually agree to extend the time limits set forth in the procedure.

6.5 A grievance in writing protesting the discharge of an employee to be timely must be presented within five (5) working days from the date of discharge and shall be presented at the Step 3 of the grievance procedure.

ARTICLE VII
SENIORITY

7.1(a) Except as hereinafter in this Article otherwise provided, seniority shall start from the first day of hiring. In all cases seniority shall be by units only; and for the purposes of determining and maintaining seniority, the following two separate units are hereby established.

Unit "A", which shall comprise all employees working in the following job classifications:

AUTOMATIC SCREW MACHINE DEPARTMENT
Set up only
Set up and Operate "A"
Set up "B" - Operate "A"
Operate "B"
Helper

TURRET LATHE DEPARTMENT
Set up and Operate
Operate only

DRILL PRESS DEPARTMENT
Set up and Operate
Operate only
TOOL ROOM DEPARTMENT
Toolmaker
Unit "B", which shall comprise all employees working in the following job classifications:

INSPECTION DEPARTMENT
Bench Inspector

SHIPPING AND LABOR DEPARTMENT
Shipper and Counter
General Labor "A"
General Labor "B"
Burr & Packing

7.1(b) In the event of any layoff in either unit, employees working therein shall be entitled to strict seniority therein and the last employee hired in such unit shall be the first to be laid off therein, provided any other employee has greater seniority therein and further provided that it is evident that such other employee also has the requisite willingness, skill and ability to do the work available with standard efficiency; except, however, that the Shop Steward shall, while holding such office, have seniority above and over all other employees, provided that he has the requisite willingness, skill and ability to do the work available with standard efficiency.

7.2 When, in the opinion of the Company, conditions require a reduction in the force for the plant, layoffs shall be made as hereinbefore provided. In this respect the Company shall endeavor to see to it that those employees remaining on the force receive a wage minimum of forty (40) hours per week, providing same can be accomplished without any unreasonable interference with production. After a layoff, employees will be re-employed in the reverse order to which they were laid off, except in case of jobs requiring special skill or experience.

7.3 It is mutually agreed that temporary, part-time and seasonal employees as hereinbefore defined shall have no seniority rights.

7.4 An employee shall lose his seniority and status as an employee:

(a.) by a quit;

(b.) by a discharge for just cause;

(c.) by an absence from work for three (3) consecutive days without proper notice to the Company of a justifiable reason for such absence;

(d.) by failure to return to work within three (3) working days after being recalled to work following a layoff;

(e.) by falsifying a reason for leave of absence;

(f.) by failure to return to work at the end of a leave of absence without a valid excuse acceptable to the Company;

(g.) by being continuously laid off as follows:

1.) employees with less than ten (10) years' seniority for a layoff period of one (1) year;

2.) employees with more than ten (10) years' seniority for a layoff period of two (2) years;

(h.) by retirement.

7.5 Probationary Employees. All newly hired full-time employees shall be considered temporary probationary employees for the first sixty (60) days of their employment. Temporary probationary employees may be discharged by the Company for any reason before the expiration of the probationary period without recourse to the grievance procedure. At the successful completion of the probationary period, he shall become a regular full-time employee and his seniority shall then become retroactive to his most recent date of hire.

7.6 Temporary, probationary, part-time and seasonal employees shall have no seniority rights and are not eligible for any of the fringe benefits set forth in this Agreement. All employees who are regular school or college students and work during vacation periods shall be considered as seasonal employees.

ARTICLE VIII
BEREAVEMENT PAY

8.1 In the event of the death of an employee's spouse, son, daughter, mother, father, grandparents, mother and father-in-law, sister or brother, stepparent, stepbrother, stepsister, stepson or stepdaughter, a regular full-time employee will be eligible for up to three (3) days off at his regular straight-time hourly rate for consecutive workdays he would otherwise have been regularly scheduled to work during the period beginning with the day of death and ending with the day of the funeral. Pay for regularly scheduled workdays lost during such periods will only be granted upon the employee's presenting satisfactory evidence of the death.

ARTICLE IX
JURY DUTY

9.1 A regular full-time employee who is required to serve on a jury shall be paid for not more than fourteen (14) calendar days the difference between jury duty pay and his normal day's straight-time pay for each day spent while on jury duty.

ARTICLE X
LEAVES OF ABSENCE

10.1 The Company agrees that any employee elected to a permanent office in the Union or as a delegate to any Labor Convention or similar meeting for the Union upon application to the Company shall be granted a temporary leave of absence without pay for that purpose.

10.2 Any employee shall be entitled upon application to the Company to a temporary leave of absence, without pay, for a period of not more than sixty (60) days by reason of illness of himself or immediate family, providing that reasonable proof thereof shall be furnished to the Company, if it so requests. The aforesaid sixty-day period may be extended by mutual agreement between the Company and the Union.

10.3 Upon the return of an employee from any leave of absence provided for in this article, such employee shall be re-employed with full accumulated seniority.

10.4 Employees who overstay their leaves of absence without an extension as is hereinbefore provided shall forfeit all seniority rights and the Company shall not be obligated to reemploy them.

10.5 The company shall comply with the applicable federal and state laws relevant to employees entering or returning from the Armed Services.

ARTICLE XI
VACATIONS

11.1 The Company agrees to grant vacations with pay to all full-time employees on the Company's payroll on July 1st who have worked 1,560 hours or more between July 1st and June 30th on the following basis and under the following conditions:

(a.) Vacation Schedule

Continuous Service on July 1st	Vacation Pay
One (1) year but less than four (4) years	1 week
Four (4) years but less than twelve (12) years	2 weeks
Twelve (12) years but less than twenty (20) years	3 weeks
More than twenty (20) years	4 weeks

(b.) Employees hired. between the preceding July 1st and January 1st will be allowed a portion of one week's vacation, depending on their hours worked as set forth in Paragraph 11.2 of this Article.

(c.) The amount of pay granted to each employee during the vacation holiday shall be based upon the particular employee's average straight-time earned rate for the months of March, April and May preceding such vacation period and shall be computed on a basis of a forty (40) hour week or an eight (8) hour day, as the case may be.

(d.) For purposes of determining hours worked under this Article, credit as hours worked will be given for all hours actually worked.

11.2 Employees who meet the length of service eligibility requirements but not the number of hours worked requirement will receive prorated vacation pay based on the number of hours worked between July 1st and June 30th, as follows:

less than 600 hours	no vacation pay
600 hours but less than 1040	one-half vacation pay
1040 hours but less than 1560	three-fourth vacation pay

11.3 The length of continuous employment by the Company shall be computed and determined as of July 1st.

11.4 Not later than July 6th, employees shall be paid the vacation pay to which they are respectively entitled.

11.5 Vacation will, as far as possible, be granted at times most desired by employees, but the final right of allocation of vacation periods is exclusively reserved to the Company to ensure an orderly operation of the plant. The Company reserves the right to schedule vacations so that they are taken during the two (2) week vacation shutdown when such shutdown is scheduled by the Company.

11.6 Employees who quit their employment before May 1st or who are discharged for cause are not eligible for vacation pay.

ARTICLE XII
INSURANCE

12.1 The Company will continue to make available to all of its regular full-time employees, who have completed their probationary period, a hospitalization plan, and shall continue such program as provided herein.

a.) During the life of this Agreement employees enrolled in the hospitalization insurance program will continue to pay through monthly payroll deduction the following premium amounts for coverage:

1. For single coverage $39.53 per month
2. For double coverage $71.56 per month
3. For family coverage $142.41 per month

b.) In the event the monthly premiums should be above the July 1, 2001 levels set forth in the example, any premiums over that amount will be paid fifty percent (50%) by the Company and fifty percent (50%) by the employee. Such additional employee contribution will be paid through monthly payroll deductions.

Example, if the July 1, 2010 monthly premiums are as follows:

SINGLE

DATE	TOTAL	CO, PREMIUM	EMPLOYEE PREMIUM
711101	$196.60	$157.07	$39.53
711110	$350.22	$175.11	**$175.11**
TOTAL	$546.82	$332.18	**$214.64**

DOUBLE (Employee + Spouse or Employee + Child)

DATE	TOTAL	CO.PREMIUM	EMPLOYEE PREMIUM
711/01	$378.42	$306.86	$71.56
711/10	$761.48	$380.74	**$380.74**
TOTAL	$1,139.90	$687.60	**$452.30**

FAMILY (Employee, Spouse and Child(ren) or Employee and Children)

DATE	TOTAL	CO. PREMIUM	EMPLOYEE PREMIUM
7/1/01	$617.59	$475.18	$142.41
7/1/10	**$1,024.62**	**$512.31**	**$512.31**
TOTAL	**$1,642.21**	**$987.49**	**$654.72**

c.) When an employee reaches five (5) points on the attendance policy, the employee will be responsible for paying 50% of the full monthly premium cost for health insurance coverage beginning the following pay period. If the employee's attendance point level should go below five (5) points, the employee's premium cost will be reduced to the level set forth in (a) and (b) above effective the following pay period.

Employees, who on January 1, 2005, have zero or minus points under the attendance policy, will have their share of the monthly health insurance premium reduced by **15%.** In the event the employee's points go above zero, the employee's premium share reverts back to the regular monthly premium effective the pay period in which the positive points occur.

12.2 The Company, for the duration of the Agreement, will continue the current benefit levels in effect for regular full-time employees who have completed their probationary period under its Life, Accidental Death and Dismemberment and Weekly Sickness and Accident Insurance Plans which are as follows:

Life Insurance	Accident Death And Dismemberment	S/A Weekly Benefits Up to 26 Weeks
$26,000.00	$26,000.00	$320.00 per week

12.3 It is understood and agreed that eligible regular full-time employees completing their probationary period of employment shall be covered as of the first enrollment date after completing their probationary period.

12.4 Employees who have been granted a leave of absence or who are laid off will have their insurance continued to the first of the month following the beginning of such leave or layoff. Thereafter, they may continue group insurance coverage as may be permitted by paying to the Company the full group premium as directed for a period not to exceed what is permitted by law.

12.5 The Company's obligation under this Article is limited to the payment of the insurance premiums as set forth herein. Any disputes or claims are between a claimant and any insurance company, carrier or agency. The Company may change insurance companies, carriers or agencies after notifying the Union of any contemplated change.

ARTICLE XIII
PENSION

13.1 During the term of this Agreement for each full-time bargaining unit employee the Company shall contribute one dollar and thirty-five cents ($1.35) per hour for each hour worked by the employee in a job classification covered by this Agreement in which the employee is entitled to receive pay under this Agreement to the I.A.M. National Pension Fund, Benefit Plan B. The Company shall continue contributions based upon a forty (40) hour week while an employee is off work due to a

paid vacation and eight (8) hours for an employee off work due to a paid holiday. Contributions for newly hired probationary employees shall commence at the end of the probationary period but no later than sixty (60) days after the date of hire. Contributions for temporary employees shall commence no later than ninety (90) days after the date of hire. Contributions are not made for absences due to sickness and injury time, Reserve Training time, jury duty, bereavement pay, or lost time for processing grievances. The above contribution rate will be increased to as follows:

a. Effective August 22, 2014 increase to $1.15 per hour.
b. Effective August 22, 2015 increase to $1.20 per hour.
c. Effective August 28, 2016 increase to $1.25 per hour.
d. Effective August 28, 2017 increase to $1.30 per hour.
e. Effective August 28, 2018 increase to $1.35 per hour.

13.2 Contributions to the Fund shall be made no later than the twentieth (20th) of each month covering the payroll periods ending the previous month.

13.3 The I.A.M. Lodge and the Employer adopt and agree to be bound by, and hereby assent to, the Trust Agreement, dated May 1, 1960, as amended, creating the I.A.M. National Pension Fund and the Plan rules adopted by the Trustees of the I.A.M. National Pension Fund in establishing and administering the foregoing Plan pursuant to the said Trust Agreement, as currently in effect and as the Trust and Plan may be amended from time to time.

13.4 The parties acknowledge that the Trustees of the I.A.M. National Pension Fund may terminate the participation of the employees and the Employer in the Plan if the successor collective bargaining agreement fails to renew the provisions of this pension Article, other than to increase the Contribution Rate or to add job classifications or categories of hours for which contributions are payable.

13.5 This Article contains the entire agreement between the parties regarding pensions and retirement under this Plan and any contrary provision in this Agreement shall be void. No oral or written modification of this Agreement shall be binding upon the Trustees of the I.A.M.

National Pension Fund. No grievance procedure, settlement or arbitration decision with respect to the obligation to contribute shall be binding upon the Trustees of the said Pension Fund.

ARTICLE XIV
CLASSIFICATIONS AND WAGE RATES

14.1 Wage Schedule. A schedule of job classifications and hourly wage rates as agreed upon between the Company and the Union is attached hereto as Exhibit "A" to this Agreement and shall become effective as shown in Exhibit "A".

14.2 Work performed on the second shift shall be paid for at the rate of twenty cents ($0.20) an hour more than the rate paid for similar work on the first shift.

14.3 Every employee covered by this Agreement working on piecework or under an incentive system shall receive his daily average hourly earnings for all downtime beyond the control of the operator.

14.4 Newly hired full-time employees or full-time employees transferred to a job classification in the secondary department who have not qualified will receive the minimum base rate for their first eight (8) months of employment on the job. Between the eighth (8th) and the twelfth (12th) month of employment on the job, they will be given a merit increase based upon their job performance so that by the end of the twelfth month, they will be at the maximum rate for their job classification. The above time periods for part-time employees will be between twelve (12) and sixteen (16) months on the job.

14.5 Seasonal employees and employees of the Burring Department who are assigned temporarily to the secondary department will receive the minimum rate for the job regardless of length of service and skill and ability.

14.6 New Job Classifications. When a new job classification is created, or existing job classifications are changed or combined, the Company shall determine the job classification in keeping with the requirements of the work involved and shall establish a wage rate for such new job classification to put it in equitable relationship with other job classifications contained in Exhibit "A". Prior to placing the new job classification into effect, the wage rate determined by management shall be discussed with the Union in an effort to obtain the Union's agreement. If no agreement can be reached, the Company may put the new job classification and rate into effect. The Union shall have the right to make such wage rate the subject of a grievance in respect to whether or not the Company has placed the wage rate in equitable relationship with other job classifications contained in Exhibit "A". Such grievance, if any, shall be introduced at the Third Step of the grievance procedure. All adjustments, if any, resulting form use of the grievance procedure shall be retroactive to the date the Company placed the new job classification into effect.

ARTICLE XV
MISCELLANEOUS

15.1 The Company agrees to provide a bulletin board within the plant which may be used by the Union for posting notices approved by the Union and the Company. No notice shall be distributed or posted within the plant except on the bulletin board provided for such purposes and their shall be no distribution or posting by employees of pamphlets, advertising, political matter, cards, notices or any other kind of literature upon the Company's property except as herein provided. The notices hereinbefore referred to shall be restricted to:

(a.) Notices of Union recreational and social affairs;
(b.) Notices of Union elections;
(c.) Notices of Union appointments and results of Union elections;
(d.) Notices of Union meetings.

The Company may utilize the bulletin board for the purpose of posting any rules or shop notices or other items of management import.

15.2 Only such meetings as are provided for by the terms and provisions of this Agreement shall be held by the employees during regular working hours and all such meetings shall be on Company time. The Shop Committee while in conference with the employer or its representative shall be paid for their time at the applicable hourly rate for that day. This provision does not apply to time spent in the renegotiation of this agreement prior to its expiration.

15.3 All employees are hereby allowed ten (10) minutes of a washup, immediately preceding the end of any regular full-time work shift. Employees shall be punctual in starting work after ringing in, and after all lunch or rest periods.

15.4 The Company agrees to notify the Shop Steward of all layoffs, transfers or discharges where possible, of employees having seniority rights before same become effective.

15.5 Whereas, the Company and the Union, in the interest of the fullest cooperation in the efficient operation of the plant, are desirous of reducing absenteeism, it is mutually agreed that every employee covered by this Agreement who is absent for a full workday shall, within twenty-for a (24) hours of the beginning of the workday, report his or her absence, the reason therefor and the approximate time of his or her return to work, by telegram or telephone call to the General Manager, the Assistant General Manager of the Superintendent of the Company. The first failure so to report during the period of this Agreement shall subject such employee to reprimand by the Company. For each repeated failure, such employee shall be rendered subject to such suspension as determined by the Company. Repeated absences without good and proper

cause and irrespective of the report hereinbefore stipulated shall render such employee subject to such further penalties, including discharge.

15.6 Non-Discrimination. **All use of pronouns in this Agreement, unless otherwise specifically indicated, is intended to be inclusive and shall not be limited in reference to individuals of any particular gender or sexual orientation. Accordingly, use of the male singular pronoun in this Agreement shall not be construed as limited in its reference to males, or any particular sexual orientation.**

15.7 Safety Shoe Allowance. Bargaining unit employees will receive a reimbursement of up to **three hundred dollars-fifty dollars ($350.00**) for the purchase of safety shoes during the life of this agreement. A receipt from the purchase of safety shoes must be turned in to Management before reimbursement will be received.

15.8 Payroll. All Employees will be paid by direct deposit to their designated financial institution.

ARTICLE XVI
CONFLICT WITH LAWS

16.1 In the event any provision of this Agreement is in conflict with any applicable state or federal law or regulation whether now existing or hereafter enacted or adopted, it is agreed that such law or regulation shall supersede the conflicting provision without affecting the remainder of this Agreement.

ARTICLE XVII
FINAL AGREEMENT

17.1 This Agreement shall finally dispose of all demands of the Union which have heretofore been made or which might be or have been the subject of collective bargaining, whether or not within the knowledge or contemplation of the parties and, therefore, any legal obligation to bargain with respect to any matter which is or may be the subject of collective bargaining is hereby expressly waived by each of the parties hereto, except during the period following the giving of sixty (60) days' notice prescribed in 18.1 herein.

It is the intention of the parties that their entire relationship shall be governed by this Agreement.

ARTICLE XVIII
TERM - EFFECTIVE DATE
TERMINATION AND AMENDMENTS

18.1 This Agreement shall become effective on the **1st day of September, 2019**, and shall continue in full force and effect for a period beginning **September 1, 2019** and continuing until **August 28, 2022** and from year to year thereafter unless sixty (60) days prior to the expiration of any yearly period written notice is given by either party to the other of its intention to terminate this Agreement or in any way to alter or change it.IN WITNESS WHEREOF, the parties hereto have hereunto set their hands this

27 day of August, 2019.

FOR THE UNION:

THE INTERNATIONAL ASSOCIATION OF AEROSPACE WORKERS,
DISTRICT NO. 54

X

T. Dean Wright, Jr. President & DBR

X

Jeremiah J Espy Business Rep

X

Andrew Kolat, CSS

X

Ty Sabir, Committee

FOR THE COMPANY:

CLEVELAND SCREW PRODUCTS, INC. MACHINISTS &

X

Bill Petti, President

783085

CLEVELAND SCREW PRODUCTS
EXHIBIT A

CLASSIFICATION	EFFECTIVE 09/01/2019 MIN.	EFFECTIVE 09/01/2019 MAX.	EFFECTIVE 08/31/20 MIN.	EFFECTIVE 08/31/20 MAX.	EFFECTIVE 08/30/21 MIN.	EFFECTIVE 08/30/21 MAX.
AUTOMATIC SCREW MACHINE DEPT.						
Set Up & Operate A	$19.25	$19.86	$19.63	$20.26	$20.02	$20.66
Set Up B & Operate A	$18.60	$19.25	$18.98	$19.63	$19.36	$20.02
Operate B	$18.14	$18.60	$18.50	$18.98	$18.87	$19.36
Helper	$17.33	$18.14	$17.68	$18.50	$18.03	$18.87

Note: Third machine rate is 35% more than the two-machine rate in each classification; e.g. if the two-machine is $5.001hr. and the operator is given a third machine, his rate is 1.35 times $5.00, or $6.751hr.

TURRET LATHE DEPT.						
Set Up and Operate	$18.26	$18.76	$18.62	$19.13	$19.00	$19.52
Operate Only	$18.07	$18.43	$18.44	$18.80	$18.80	$19.18
DRILL PRESS DEPT.						
Set Up and Operate	$18.18	$18.56	$18.54	$18.94	$18.91	$19.31
Operate Only	$17.69	$18.18	$18.04	$18.54	$18.40	$18.91
TOOL ROOM DEPT.						
Toolmaker	$18.80	$20.30	$19.17	$20.70	$19.56	$21.12
INSPECTION DEPT.						
Bench Inspector	$17.61	$18.12	$17.96	$18.48	$18.32	$18.85
BURRING & PACKING	$17.12	$17.46	$17.46	$17.81	$17.81	$18.17
SHIPPING & LABOR DEPT.						
Shipper and Counter	$18.00	$18.45	$18.36	$18.82	$18.73	$19.20
General Laborer 1	$17.69	$18.20	$18.04	$18.56	$18.40	$18.93
General Laborer 2	$17.48	$17.84	$17.83	$18.20	$18.19	$18.56
General Laborer 3	$10.61	$12.73	$10.82	$12.98	$11.04	$13.24

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