

Best Offer Highlights

UAW with GE Aerospace Three-Year agreement 2025 – 2028

12% General Wage Increases Over Three Years

Job Security

- Renewal of **minimum headcount guarantee of 620 UAW bargaining unit members during the term of the agreement.**
- Company commitment to **create ~80 additional UAW bargaining unit positions across both Erlanger, KY and Evendale, OH** over the term of the contract, contingent upon ratification of the contract on or before September 5, 2025.

Wages

General Wage Increases (GWIs) and reinstatement of a Cost-of-Living Adjustment (COLA) formula, plus three accelerated cash payments (ACPs) add approximately **\$29,000* on average** in additional compensation during the three (3) year term of contract.

General Wage Increases (GWI) 12% increase over term of contract:

Effective Date	GWI
September 22, 2025	5%
September 21, 2026	4%
September 20, 2027	3%
Total	12%

Accelerated Cash Payment

Accelerated cash payments (ACPs) beginning January 19, 2026. These payments deliver substantial cash compensation to employees and provide financial flexibility to manage costs to take care of employees and their families. The ACPs will be delivered in the following installments:

Effective Date	ACP
January 19, 2026	\$750
January 18, 2027	\$750
January 17, 2028	\$1,000
Total	\$2,500

This document represents highlights of the Company's best offer as of August 27, 2025 at 6:30 PM. The offer is subject to UAW member ratification by September 5, 2025.

General Electric Company, operating as GE Aerospace, reserves the right to terminate, amend, suspend, replace or modify its benefit plans and programs at any time and for any reason, in its sole discretion. GE Aerospace will exercise this right consistent with the terms of any applicable collective bargaining agreement and any obligations imposed by law. No individual has a vested right to any benefit under a GE Aerospace welfare benefit plan or program.

**Calculation based on the average UAW employee (earning \$41.74/hour), assumes CPI of ~2.8%/year for the COLA formula and includes accelerated cash payments.*

Reinstatement of the prior Cost-of-Living Adjustment (COLA) Formula, tied to inflation:

The COLA is a built-in raise (in addition to the GWIs) that adjusts your wages, so when inflation goes up, your wages go up too – using the government’s Consumer Price Index (CPI).

COLA SCHEDULE	
Effective Date	Measurement Period
Monday, March 23, 2026	September 2025 through January 2026
Monday, September 21, 2026	January 2026 through July 2026
Monday, March 22, 2027	January 2026 through January 2027 ¹
Monday, September 20, 2027	January 2027 through July 2027
Monday, March 20, 2028	January 2027 through January 2028 ¹
Monday, July 17, 2028	January 2028 through May 2028

¹While the measurement period for the Cost-of-Living Adjustment effective February includes the entire period from December through December, the adjustment shall be the difference between the full amount calculated for the period and the amount of the Cost-of-Living Adjustment paid effective in August.

How is the COLA formula calculated?

For eligible employees, their pay will increase by 1 cent (\$0.01) per hour for every 0.071429% increase in CPI. For example, if the CPI increases by ~2.8% over a given annual measurement period, a COLA of 40 cents per hour (\$0.40/hour) would be delivered in that year.

Paid Time Off

All changes effective January 1, 2026

Vacation

- **Added 3 days of paid vacation time** for all service tiers under 30+ years of service.

Current Vacation Plan eligibility (weeks)			Proposed Vacation Plan eligibility (weeks)		
Continuous Service of ...	Annual Allotment	Earn as You Go (EAYG)	Continuous Service of ...	Annual Allotment	Earn as You Go (EAYG)
Less than 1 year	None	Pro-rata portion of 2	Less than 1 year	None	Pro-rata portion of 2 weeks, 3 days
1 year	2	2	1 year	2 weeks, 3 days	2 weeks, 3 days
5 years	3	3	5 years	3 weeks, 3 days	3 weeks, 3 days
10 years	3	3	10 years	3 weeks, 3 days	3 weeks, 3 days
15 years	4	4	15 years	4 weeks, 3 days	4 weeks, 3 days
20 years	5	5	20 years	5 weeks, 3 days	5 weeks, 3 days
30 years	6	6	30 years	6	6

Sick and Personal Pay

Effective January 1, 2026:

- Removed the waiting period for sick and personal pay, eligible employees now receive 32 hours of paid time off as of date of hire, regardless of continuous service.
- Increased the maximum hours of sick and personal pay from 24 to 32 hours for eligible employees with at least 1 but less than 15 years of continuous service, and from 32 to 36 hours for eligible employees with at least 15 but less than 25 years of continuous service.

Effective January 1, 2026:

Current SPP eligibility			Proposed SPP eligibility		
Continuous Service	Hours	Days	Continuous Service	Hours	Days
Less than 1 year	0	0	Less than 1 year	32	4
1 through 14 years	24	3	1 through 14 years	24 32	3 4
15 through 24 years	32	4	15 through 24 years	32 36	4 4 ½
25 years and over	40	5	25 years and over	40	5

Retirement

The GE Aerospace Retirement Savings Plan (RSP)

The RSP continues to provide an important foundation for retirement including Company matching and Company Retirement Contribution.

- Increase the amount of Additional Company Retirement Contribution paid in January 2026 and January 2028 by \$600 (from \$600 to \$1,200) for employees not eligible for the GEAPP.

January 2026	January 2027	January 2028	Total
\$600 + \$600 = \$1,200	\$600	\$600 + \$600 = \$1,200	\$3,000 over the life of contract

GE Aerospace Pension Plan (GEAPP)

- GEAPP and supplements extended for eligible employees through the term of a 2025-2028 Agreement.

SERO, SERO 30 and PCPO Renewed

- Special Early Retirement Option (SERO), SERO 30 and the Plant Closing Pension Option (PCPO) renewed for eligible long-service employees affected **by permanent job-loss events** through August 31, 2028.
- Special Supplement Benefit Option (SSBO) **renewed** for eligible long-service employees who are directly impacted by permanent job-loss events through August 31, 2028.

Health Care

Except where noted, all changes effective January 1, 2026.

Increases in contributions, deductibles, and out of pocket maximums after two years of no contribution increases and no deductible or out of pocket maximum increases since 2020.

Payroll Contributions for Medical Care

- Payroll contribution increases 6% in each year of a three year agreement.
- As an example, an employee earning \$75,000 to \$99,999 and enrolled in Health Benefits Option 1 family coverage (3 or more) will pay an additional \$7.54 per week in 2026, an additional \$7.99 per week in 2027, an additional \$8.47 per week in 2028.

Medical Deductible and Out-Of-Pocket Maximum increases

- Option 1: \$100 for single, \$200 for 2-person, \$250 for 3 or more
- Option 2: \$150 for single, \$300 for 2-person, \$375 for 3 or more
- Option 3: \$200 for single, \$400 for 2-person, \$500 for 3 or more

Co-Pay increases for Specialty Drugs from \$4 per day to \$5 per day, **with no additional increases to co-pays for specialty drugs in 2027 and 2028.**

Increased the number of chiropractic visits from 24 to 32 annually.

Payroll Contributions for Dental Care

- Dental premium monthly increases in 2026 and 2028:
 - 1-person: \$1.00 per month
 - 2-person: \$2.00 per month
 - 3 or more: \$3.00 per month
- No increase in 2027.

Vision Benefit Enhancements

- The annual allowance for lenses, frames and contacts for eligible individuals enrolled in the GE Aerospace Vision Premium Option **will increase from \$200 to \$250.**

Retiree Medical

- Eligibility for Company subsidized health care for pre-65 retirees will be maintained during the contract term for current eligible employees, and for eligible employees hired before January 1, 2028.

Disability Benefits**Short-Term Disability Benefit Enhancements** (effective January 1, 2026)

- Increased the weekly benefit minimum for eligible full-time employees from \$400 to \$450.
- Increased the maximum benefit for eligible full-time employees from \$950 to \$1,050 per week.
- Enhanced the percentage of pay from 60% to 66 2/3% for disabilities beginning on or after January 1, 2026.

Long-Term Disability Benefit Enhancements (effective January 1, 2027)

- Introduced a new 60% of pay coverage option in addition to the current 50% of pay option.
- Included the ability for eligible employees to enroll in either the 50% or 60% of pay coverage option during the Fall 2026 open enrollment, effective January 1, 2027, without providing proof of good health.

Other Benefit Improvements

- Added voluntary Group Legal, Pet Insurance, and Identification Theft Protection benefits, effective January 1, 2026.
- Added a new \$150,000 spousal coverage option for Dependent Life Insurance, effective January 1, 2027.
- Safety Shoe allowance increased to \$250 once every 12 months.

Other Non-Economic Changes

- Increased training programs including the E.I.T (Employee-In-Training) pilot program.
- Three-step initiative designed to develop a Preliminary Tech Progression program.
- Letters on Intent regarding health and safety.