



# GE Aerospace

August 2025

## **Important notice for UAW represented employees regarding your pay and benefits if you are absent from work because of a strike**

We are disappointed in the UAW's decision to send you out on strike. This letter is to inform you of what happens with your GE Aerospace pay and benefits in the event you are absent from work due to a strike. What follows is a summary of the effect of a strike on benefits but does not address all benefits for which you may be eligible (or become ineligible because of a strike). Additional information can be found in *Your Benefits Handbook*.

### **If you are absent from work because of a strike**

- You will not receive any pay for the time during which you are absent from work, and you cannot use paid time-off that was not pre-approved.
- When employees choose to strike, their benefits typically end. At present and for the time being, the company has decided to continue your benefits as described in this document. We are doing this knowing the importance of these benefits to you and your family. The decision to continue your benefits during a strike will be evaluated daily during the work stoppage.
- Your current benefit enrollments will continue uninterrupted; however, your contributions and premiums remain due and owing and will continue to accumulate during the period you are not being paid. The accumulated benefit deductions will be taken from your paycheck should you return to work. Be aware this will result in additional benefit deductions until past contributions are re-paid in full.

### **What happens if your benefits end**

#### GE Aerospace Medical, Dental and Vision Coverage

- Under the U.S. government's Consolidated Omnibus Reconciliation Act (COBRA), eligible employees can elect to purchase coverage under these benefits, including your Health Reimbursement Account (HRA). GE Aerospace's COBRA administrator will contact you directly.
- If you do not elect to continue your coverage under COBRA, you will not have any medical (including HRA), dental or vision coverage from GE Aerospace for the period during which you are absent from work.
- Your HRA may be forfeited.
- If you choose to continue your medical, dental, or vision benefits through COBRA, your cost will not be the amount you currently pay in payroll contributions. Instead, you will be required to pay the full cost of coverage. For example, in 2025, an employee with a family enrolled in Option 1 will need to pay \$2,410.52 per month to continue those medical benefits under COBRA. Deductible and out-of-pocket amounts are also required. There would be additional amounts due should you also elect to continue dental and vision coverage.

*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.*

- To continue benefits under COBRA, you must pay all COBRA premiums due and owing.
- You will not be eligible to contribute to a health Flexible Savings Account (FSA) on a pre-tax basis. If you elect COBRA for your health FSA, you may make contributions to your FSA, but only on an after-tax basis. If you do not elect COBRA, you may use the health FSA to reimburse only expenses incurred prior to the date that you lose health FSA coverage. (Also, you will not be eligible to contribute to or receive reimbursements from your Dependent Care FSA, or to receive commuter benefits, while you are absent from work.)
- Your Health Savings Account (HSA), if any, is an individual bank account in your name and will remain yours during the time you are absent from work. The HSA is not maintained, sponsored, or endorsed by GE Aerospace. You will not be able to contribute to the HSA on a pre-tax basis through payroll deductions. However, you may contribute to the HSA through another means permitted by the bank, provided you remain eligible to contribute to an HSA—for example, you must be enrolled in a high deductible health plan.

#### GE Aerospace Basic, A Plus Term, and Dependent Life Insurance

- You will have the right to convert your coverage to an individual policy. If you do so, you will be responsible for paying all premiums. More information will be sent from MetLife.

#### A Plus Group Universal Life Insurance

- Coverage will continue with contribution payments made from the cash fund or via billing from MetLife.

#### Disability Coverage

- Short Term Disability coverage will continue for 31 days after the last day worked before the strike. Long Term Disability coverage will also continue up to 31 days at no cost. If you become ill or injured during the 31 days, contact Sedgwick at 1-800-392-0789 from 8am EST to 8pm EST to file a claim. Different rules may apply to individuals who are receiving disability benefits during the strike.

#### GE Aerospace Retirement Savings Plan (RSP)

- No employee or employer contributions will be made for the time during which you are absent from work.

#### GE Aerospace Pension Plan (if eligible)

- For the time during which you are absent from work, no employee contributions will be made, no service credits or benefits will accrue, and retirements during the period of absence will not be eligible for pension supplements.

#### Layoff benefits

- You will not be eligible for benefits under the layoff plan for any absence because of a strike.

**Any other payroll deductions:** The Company cannot make payments on your behalf. You are responsible for contacting the respective entities and making such payments directly and on time. Examples of payroll deductions that you may be required to pay directly include:

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- RSP Loans
- Garnishments
- Education Loans

There may be tax implications if you do not pay or pay late for your RSP or Education Loans. Contact a tax advisor to assess your individual situation.

**Questions?**

Contact HR Central at 1-844-477-2200, weekdays from 8 a.m. to 8 p.m., Eastern time.

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