MEMORANDUM OF SETTLEMENT

between

GENERAL ELECTRIC COMPANY

and

IUE-CWA, THE INDUSTRIAL DIVISION OF THE COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO, CLC

General Electric Company, hereafter referred to as "Company", and IUE-CWA, The Industrial Division of the Communications Workers of America, AFL-CIO, CLC, hereafter referred to as the "Union", acting for itself and on behalf of each of its Locals in settlement of their current collective bargaining negotiations, hereby agree as follows:

(1) The Union and Company agree upon a 2019-2023 Settlement Agreement, which includes modifications set forth in the appendices.

(2) The new 2019-2023 Settlement Agreement is in full settlement of all the parties' outstanding bargaining issues.

(3) The Company and the Union will work out and sign definitive language agreements reflecting and carrying out the provisions of Section 1 hereof. If definitive language agreements are worked out and signed within three weeks of the date of ratification, the effective date of the 2019-2023 Settlement Agreement will be June 24, 2019, and the 2019-2023 Settlement Agreement will continue in effect until June 18, 2023.

(4) Unless otherwise expressly stated, no change in benefits or change in contract language shall be: (1) effective prior to June 24, 2019, and (2) applicable to individuals who are not General Electric Company employees on the active payroll as of June 24, 2019.

(5) This Agreement will be subject to ratification by the Union not later than July 3, 2019.

IN WITNESS WHEREOF, the parties have set their hand and seal on this ____ day of _____, 2019.

IUE-CWA, THE INDUSTRIAL DIVISION OF THE COMMUNICATIONS WOKERS OF AMERICA, AFL-CIO, CLC	GENERAL ELECTRIC COMPANY
_____	_____
_____	_____

APPENDIX A

IUE

2019-2023 Wage Agreement

The Company will provide general wage and salary increases as follows:

1. Wages

Effective Date	Payment
January 27, 2020	$0.75 per hour wage increase applied to rates in effect on January 27, 2020
January 25, 2021	$1,200 First Accelerated Cash Payment $0.30 per hour wage increase applied to rates in effect on January 25, 2021
January 24, 2022	$1,800 Second Accelerated Cash Payment
January 23, 2023	$0.75 per hour wage increase applied to rates in effect on January 23, 2023

2. Accelerated Cash Payments

Employees shall be eligible to receive lump sum, taxable payments as soon as practicable following the dates as set forth below:

First Accelerated Cash Payment: January 25, 2021

Employees eligible for the First Accelerated Cash Payment are those full time employees who are on active payroll as of January 25, 2021, or, who were on active payroll prior to January 25, 2021, and who return to active payroll from layoff without loss of service credits or continuity of service by not later than May 3, 2021, or who are absent due to a Company-approved leave prior to January 25, 2021, and return to active payroll without loss of service credits or continuity of service by not later than August 2, 2021. If a full time Employee on a Company- approved leave is unable to return to work by August 2, 2021, and the Employee has a right to remain on leave and to reinstatement pursuant to an applicable law or regulation, such Employee shall be eligible for the First Accelerated Cash Payment if the Employee returns to active payroll on the next scheduled work day after the expiration of the leave and that return date is not later than January 23, 2022.

Second Accelerated Cash Payment: January 24, 2022

Employees eligible for the Second Accelerated Cash Payment are those full time employees who are on active payroll as of January 24, 2022, or, who were on active payroll prior to January 24, 2022, and who return to active payroll from layoff without loss of service credits or continuity of service by not later than May 2, 2022, or who are absent due to a Company-approved leave prior to January 24, 2022, and return to active payroll without loss of service credits or continuity of service by not later than August 1, 2022. If a full time Employee on a Company-approved leave is unable to return to work by August 1, 2022, and the Employee has a right to remain on leave and to reinstatement pursuant to an applicable law or regulation, such Employee shall be eligible for the Second Accelerated Cash Payment if the Employee returns to active payroll on the next scheduled work day after the expiration of the leave and that return date is not later than January 22, 2023.

3. Ratification Bonus

As soon as practicable after August 1, 2019, a Ratification Bonus of $1,500 (one thousand five hundred dollars) will be paid in a lump sum to all eligible employees (both hourly paid and salaried) in union locals certified to the IUE/CWA, AFL-CIO, CLC Locals as of June 24, 2019, which, as of that date, are listed in the Preamble of the 2019-2023 GE-IUE/CWA, AFL-CIO, CLC National Agreement (National Agreement), provided the National Agreement is ratified by July 3, 2019.

Employees eligible to receive the Ratification Bonus shall be limited to those individuals within IUE-CWA union locals in the Preamble referenced above who are either (i) on active payroll as of June 24, 2019, or (ii) who were on active payroll prior to June 24, 2019 and, as of June 24, 2019, are on protected work status due to a Temporary Lack of Work layoff or a Company-approved leave of absence that began prior to June 24, 2019, including those employees who have a right to remain on leave and are entitled to reinstatement from leave pursuant to an applicable law or regulation. Employees on Long Term Lack of Work layoff status as of June 24, 2019 are not eligible for the Ratification Bonus. Employees who, prior to June 24, 2019, have been terminated from the Company or who have retired are not eligible for the Ratification Bonus.

The Ratification Bonus will be taxable. It will not be treated as creditable compensation or earnings for purposes of the GE Pension Plan, the GE Retirement Savings Plan or any other benefit plan or program.

APPENDIX B

BENEFIT AND PLAN LANGUAGE CHANGES 2019-2023

PART I — BENEFIT CHANGES

SECTION	BENEFIT PLANS AND OTHER PROGRAMS
I.	PENSIONS
II.	JOB & INCOME SECURITY
III.	RETIREMENT SAVINGS PLAN
IV.	INSURANCE
	A. Medical
	B. GE Vision Care
	C. GE Dental Assistance Benefits ("GE Dental Care")
	D. Short-Term Disability Benefits (For Hourly Employees)
	E. Long-Term Disability Income Plan For Hourly Employees
	F. GE Life Insurance (or GE Basic Life Insurance)
	G. Personal Accident Insurance Plan for Accidental Death and Dismemberment
	H. Emergency Aid
V.	RETIREE MEDICAL
VI.	OTHER PROGRAMS
	A. GE Educational Loan Program
	B. Individual Development Plan Program Reimbursement
	C. GE Work Life Connections
	D. Paid Parental Leave
	E. Military Pay
	F. Holiday

PART II — OTHER PLAN CHANGES 2019-2023

I. PENSIONS

A. GUARANTEED PENSION IMPROVEMENTS

Pension Increase. Improve guaranteed pension table from the present range of $36.00-$85.00 per year of Pension Benefit Service ("PBS") to the new range of $37.00-$89.00 per year of PBS as shown in the table.

Effective for participating employees in service on or after July 1, 2019 or who terminated service in June 2019 after becoming eligible for retirement on a normal, optional or disability pension.

Note: The 3/100ths of one percent of average annual earnings per PBS "adder" agreed to during 1997 collective bargaining will continue to be added to the table amount for hourly and nonexempt salaried participants who qualified for that increase. Likewise, the $250 increase for certain exempt salaried employees agreed to during such bargaining will continue to be added to the table amount for qualifying participants. For participants who did not qualify for these one-time increases made in 1997, only the table shall apply in calculating their guaranteed pensions.

Guaranteed Pension Increase

Final Average Compensation		Monthly Pension Per Year of Pension Benefit Service	
Over	**Up To And Including**	**Effective 7/1/19**	**Present Table**
	$38,000	$37.00	$36.00
$38,000	$39,000	$38.00	$37.00
$39,000	$40,000	$39.00	$38.00
$40,000	$41,000	$40.00	$39.00
$41,000	$42,000	$41.00	$40.00
$42,000	$43,000	$42.00	$41.00
$43,000	$44,000	$43.00	$42.00
$44,000	$45,000	$44.00	$43.00
$45,000	$46,000	$45.00	$44.00
$46,000	$47,000	$46.00	$45.00
$47,000	$48,000	$47.00	$46.00
$48,000	$49,000	$48.00	$47.00
$49,000	$50,000	$49.00	$48.00
$50,000	$51,000	$50.00	$49.00
$51,000	$52,000	$51.00	$50.00
$52,000	$53,000	$52.00	$51.00

$53,000	$54,000	$53.00	$52.00
$54,000	$55,000	$54.00	$53.00
$55,000	$56,000	$55.00	$54.00
$56,000	$57,000	$56.00	$55.00
$57,000	$58,000	$57.00	$56.00
$58,000	$59,000	$58.00	$57.00
$59,000	$60,000	$59.00	$58.00
$60,000	$61,000	$60.00	$59.00
$61,000	$62,000	$61.00	$60.00
$62,000	$63,000	$62.00	$61.00
$63,000	$64,000	$63.00	$62.00
$64,000	$65,000	$64.00	$63.00
$65,000	$66,000	$65.00	$64.00
$66,000	$67,000	$66.00	$65.00
$67,000	$68,000	$67.00	$66.00
$68,000	$69,000	$68.00	$67.00
$69,000	$70,000	$69.00	$68.00
$70,000	$71,000	$70.00	$69.00
$71,000	$72,000	$71.00	$70.00
$72,000	$73,000	$72.00	$71.00
$73,000	$74,000	$73.00	$72.00
$74,000	$75,000	$74.00	$73.00
$75,000	$76,000	$75.00	$74.00
$76,000	$77,000	$76.00	$75.00
$77,000	$78,000	$77.00	$76.00
$78,000	$79,000	$78.00	$77.00
$79,000	$80,000	$79.00	$78.00
$80,000	$81,000	$80.00	$79.00
$81,000	$82,000	$81.00	$80.00
$82,000	$83,000	$82.00	$81.00
$83,000	$84,000	$83.00	$82.00
$84,000	$85,000	$84.00	$83.00
$85,000	$86,000	$85.00	$84.00
$86,000	$87,000	$86.00	$85.00
$87,000	$88,000	$87.00	$85.00
$88,000	$89,000	$88.00	$85.00
$89,000		$89.00	$85.00

B. IMPROVE REGULAR PENSION BREAKPOINT

Covered Compensation Breakpoint shall be established at $60,000 for the calendar years 2020, 2021, 2022 and 2023. For subsequent calendar years, Covered Compensation Breakpoint shall be $20,000 below IRS covered compensation (defined under Section 401(l) of the Internal Revenue Code) for an employee attaining age 65 in the year.

Note: Covered Compensation Breakpoint remains constant after age 65 based on the amount of the employee's Covered Compensation Breakpoint under the plan in the year in which the employee attained age 65.

C. REGULAR PENSION UPDATE

(Effective 11/01/2019 with Accelerated Eligibility Date)

Increase annual regular pension as of December 31, 2018, for applicable participants who have either (i) completed at least 25 years of Pension Qualification Service ("PQS") or (ii) attained at least age 55 and completed at least 20 years of PQS, to the following amount:

- 0.80% of the participant's average annual earnings up to $65,000 multiplied by his years of Pension Benefit Service ("PBS") as of December 31, 2018;

  plus

- 1.35% of the participant's average annual earnings in excess of $65,000 multiplied by his years of PBS as of December 31, 2018.

Average annual earnings is the average of the participant's annual earnings during the 3 consecutive calendar years of the 6 year period 2013 through 2018 that produces the highest average for the participant. The participant's earnings will be based on the Plan's definition of "Compensation" including overtime.

The participant's existing December 31, 2018 regular pension, to which his pension under the above formula is compared to determine the amount (if any) of the increase, will include all previous increases already credited to the participant.

Application

Applies to pensions payable on and after November 1, 2019.

Applicable employees who meet the service (and any age) requirements described above who are actively participating in the Pension Plan on July 1, 2019 are eligible. Former applicable employees who meet such service (and any age) requirements, actively participate in the Pension Plan immediately before termination of employment with the Company and terminate employment in June 2019 after becoming eligible to retire with an optional, normal or disability pension are also eligible.

With the exception of the calculation of any alternate benefits payable with respect to participation in a prior plan (e.g. RCA), this update shall not apply to prior plan benefits.

D. EXTEND PAYOUT PERIOD OF SUPPLEMENTS

Payment of the Regular Supplement and Special Supplement will be extended from the age 62 date on which the applicable participant is first eligible to commence receiving old-age Social Security Benefits until the date on which the commencement of such benefits would result in exactly a 20% reduction. Such latter date, referred to as the "Age of Eligibility for 80% Social Security Benefits," will be determined under provisions of law in effect on June 1, 2019 (without regard to any amendments thereto). Accordingly, it will vary based on the participant's year of birth as set forth in the table below:

Year of Birth	Age of Eligibility for 80% Social Security Benefits
1956	Age 63 and 4 months
1957	Age 63 and 6 months
1958	Age 63 and 8 months
1959	Age 63 and 10 months
After 1959	Age 64
(Exact ages and year of birth to be determined in accordance with Social Security laws in effect on June 1, 2019.)	

No Regular or Special Supplement will be paid from the Plan on or after such date.

The extension also applies to any Supplement which may be payable under the Long Service Security Provisions of the Plan.

Example: A participant was born in 1959 and is eligible for the Regular Supplement when he retires. Based on his year of birth, the participant will be entitled to receive 80% of his Social Security benefits if he elects to start receiving them at age 63 and 10 months. The Regular Supplement will therefore be extended for such participant for an additional 22 months in comparison to the age 62 cutoff date that would otherwise apply.

Effective for applicable participants who terminate service on or after July 1, 2019 and on or before June 30, 2023 who are eligible for the Regular or Special Supplements covered by this extension.

E. REGULAR SUPPLEMENT

1. Increase the Regular Monthly Supplement

From: $21.00 per month, per year of Pension Benefit Service

To: $23.00 per month, per year of Pension Benefit Service

Regular Supplement is paid until the date of earliest eligibility to commence receiving old-age Social Security benefits (age 62), unless paragraph 3 applies.

2. Eligible Employees

Applicable employees who terminate service on or after July 1, 2019 between ages 60 to 62 with at least 5 years of Pension Qualification Service.

3. Extended Payout Period of Regular Supplement (and Expanded Eligibility) for Certain Participants

The Regular Supplement will be continued beyond age 62 until the Age of Eligibility for 80% Social Security Benefits in accordance with the descriptor entitled "Extend Payout Period of Supplements" in the case of an eligible employee who qualifies for the Regular Supplement and terminates service on or before June 30, 2023. For this purpose, an employee will be treated as qualifying for the Regular Supplement by applying the rules of paragraph 2 above, except that the Age of Eligibility for 80% Social Security Benefits will be substituted for age 62 therein.

F. SPECIAL SUPPLEMENT

Provide Special Supplement at a monthly amount of $375. Special Supplement also continued beyond age 62 to the Age of Eligibility for 80% Social Security Benefits in accordance with the section entitled "Extend Payout Period of Supplements."

1. Application

Pay a special supplement of $375 per month until the Age of Eligibility for 80% Social Security Benefits to the following eligible employees who retire between age 60 and their Age of Eligibility for 80% Social Security Benefits.

2. Eligible Employees

Employees who terminate service after at least age 60 and prior to their Age of Eligibility for 80% Social Security Benefits who have also completed at least 25 years of Pension Qualification Service.

3. Effective Date

Employees who terminate service on or after July 1, 2019 and on or before June 30, 2023.

II. JOB AND INCOME SECURITY

A. SERO/SERO 30: Provide a Special Early Retirement Option for Employees Impacted by a "Permanent Job Loss Event"

1. Eligibility:

A. Applicable employees at least age 55 and under age 60 with 25 years or more of Pension Qualification Service (PQS) on the date of the "Permanent Job Loss Event" who

i. are directly impacted by a "Permanent Job Loss Event", or

ii. volunteer and are approved for the Special Early Retirement Option as a substitute for another employee in the same classification directly impacted (down through applicable displacement procedure) by a "Permanent Job Loss Event", and

iii. who retire on the first day of the month following the "Permanent Job Loss Event" and on or before July 1, 2023.

B. An applicable employee under age 55 who also has completed at least 30 years of PQS on the date of the "Permanent Job Loss Event" who:

i. is directly impacted by the "Permanent Job Loss Event" and has no right to displace to, or be placed in, a position with a rate of pay that is within 18% of such employee's current rate of pay. Such an employee must retire on the first day of the month following the "Permanent Job Loss Event" and on or before July 1, 2023; or

ii. is directly impacted by the "Permanent Job Loss Event" and incurs a reduction in his rate of pay of 18% or more at any time during the 12-month period beginning on such Event. The 18% reduction will be measured against his rate of pay on the date of such "Permanent Job Loss Event." The employee must retire on the first day of the month following the date on which he incurs such 18% reduction and on or before July 1, 2023; or

iii. volunteers and is approved for the Special Early Retirement Option as a substitute for another employee in the same classification who would otherwise be entitled to retire under the Special Early Retirement Option under circumstances described in paragraph 1.B.i. or 1.B.ii. above. Upon approval, the substituting employee must retire on the first day of the month following the "Permanent Job Loss Event" (if the substituting employee is retiring in lieu of an employee otherwise entitled to retire under paragraph 1.B.i. above), or on the first day of the month following the date on which the 18% pay reduction is incurred (if the substituting employee is retiring in lieu of an employee otherwise entitled to retire under paragraph

1.B.ii. above). In any event, the substituting employee must retire on or before July 1, 2023.

For purposes of applying this paragraph 1.B., an individual's rate of pay shall be his regular rate of pay. In no event shall rate guarantees or night shift differentials be considered.

No employee described in this paragraph 1.B. will be eligible to receive the Special Early Retirement Option unless he or she meets all of the conditions described in this paragraph 1.B. and such conditions continue to exist with respect to the employee after application of paragraph 1.A. above in its entirety (including, if applicable, the substitution provisions of paragraph 4.A. below).

C. Employees electing the Special Early Retirement Option are not eligible for the Plant Closing Pension Option, the Special Supplement Benefit Option or Long Service Security provisions.

2. "Permanent Job Loss Event" means Plant Closing, Work Transfer/Automation, Discontinuance of a Discrete, Unreplaced Product Line, or Reduction in Force of Indefinite Duration as such terms are used in the context of Job and Income Security.

3. Benefits for Applicable Employees electing the Special Early Retirement Option:

A. Except as provided in Paragraph 3.B below, the benefits shall consist of the following:

i. Unreduced Regular or Guaranteed pension benefits.

ii. Supplemental benefit until the Age of Eligibility for 80% Social Security Benefits equal to $23.00 per month times the employee's years of Pension Benefit Service. Payment of the supplement extended to such 80% Age in the manner described in the descriptor entitled "Extend Payout Period of Supplements."

iii. A special supplement of $375 per month until the Age of Eligibility for 80% Social Security Benefits with payout until such 80% Age extended in the manner described in such descriptor.

iv. Pre-age 65 medical and dental benefits offered to similarly situated employees who retire at age 60. Notwithstanding the foregoing, in no event shall any individual be entitled to any retiree medical and dental benefits on or after age 65 pursuant to this descriptor.

B. In the case of an employee who volunteers and is approved for the Special Early Retirement Option as a substitute for another employee, the benefits shall consist instead of the following:

i. Unreduced Regular or Guaranteed pension benefits.

ii. Pre-age 65 medical and dental coverage availability. Participant contributions will be set at 100% of pre-age 65 retiree cost. In no event shall any individual be entitled to any retiree medical and dental benefits on or after age 65 pursuant to this descriptor.

This Paragraph 3.B shall apply to any substituting employee described in Paragraph 1.A.ii above who elects the Special Early Retirement Option in accordance with the Procedures set forth in Paragraph 4.A below. This Paragraph 3.B shall also apply to any substituting employee described in Paragraph 1.B.iii above who elects the Special Early Retirement Option in accordance with the Procedures set forth in Paragraph 4.B below.

4. Substitution Procedures for Electing the Special Early Retirement Option:

A. Applicable to Retirement under Paragraph 1.A.

- An applicable employee at least age 55 and under age 60 with 25 or more years of PQS on the date of the "Permanent Job Loss Event" who is assigned to a job classification concerning which the Company has announced a "Permanent Job Loss Event" may elect to be considered for termination and receive benefits under the Special Early Retirement Option as described in Paragraph 3.B above.

- To be eligible for the Special Early Retirement Option the employee must confirm acceptance immediately following the Company's approval of retirement under this Option.

- Eligibility for this Option and, as applicable, Special Voluntary Layoff Bonus, Special Retirement Bonus, Lump Sum Severance Pay, and Income Extension Aid will be integrated on the basis of seniority so that the number of eligible employees electing these options does not exceed the net number of positions to be eliminated as a result of the Company action.

B. Applicable to Retirement under Paragraph 1.B.

- An applicable employee under age 55 with 30 or more years of PQS on the date of the "Permanent Job Loss Event" who is assigned to a job classification in which another employee would otherwise be entitled to retire under the Special Early Retirement Option under circumstances described in paragraph 1.B.i. or 1.B.ii. above may elect to be considered for termination and receive benefits under the Special Early Retirement Option as described in Paragraph 3.B above.

- To be eligible for the Special Early Retirement Option the employee must confirm acceptance immediately following the Company's approval of retirement under this Option.

- Eligibility for this Option will be determined on the basis of seniority so that the number of eligible employees electing the Special Early Retirement Option does not exceed the number of employees who would otherwise be entitled to retire under the Special Early Retirement Option under circumstances described in paragraph 1.B.i. or 1.B.ii. above.

5. SERO Offset:

- The value of pension and health (medical and dental) benefits resulting from the election of the Special Early Retirement Option will be offset against any severance or layoff pay from the Company under any other Company benefit plan or collective bargaining agreement to which an employee electing the Special Early Retirement Option is entitled.

- Interest rate discount assumption used to calculate the offset will be whichever of the following two interest rates applicable to the first day of the calendar year in which the participant retires produces the smaller offset: (1) the lump sum interest rate for private sector payments as may be published by the PBGC, or (2) the "Applicable Interest Rate" under the GE Pension Plan.

- The portion of offset attributable to health benefits will be calculated by multiplying $8,707 by the number of whole years between the date of termination for retirement and the date when first eligible for Medicare. The resulting number shall be reduced by a factor equivalent to the percent of employee contributions toward the average value of health coverage at the time of the Special Early Retirement Option election. For Permanent Job Loss Events occurring after 2019, the $8,707 figure shall be adjusted annually based on annual increases in the medical component of the Consumer Price Index for all urban consumers. The annual adjustment will be made at the end of the calendar year based on the year over year increases of the October index figures.

- Employees who are entitled to severance or layoff pay from the Company under any other Company benefit plan or collective bargaining agreement will be eligible for the Special Early Retirement Option only if the plan or collective bargaining agreement provides for the offset described in this paragraph 5.

6. Effective Date:

- All provisions of the Special Early Retirement Option for applicable employees impacted by Company actions are effective for "Permanent Job Loss Events" occurring on or after July 1, 2019 and on or before June 30, 2023. Such provisions are also effective with respect to an applicable employee in service on July 1, 2019

who was initially directly impacted by a "Permanent Job Loss Event" occurring before that date and who within the next 12 months from such initial Event suffers a reduction in his rate of pay of 18% or more that meets the requirements of paragraph 1.B.ii.

B. PCPO: Provide a Plant Closing Pension Option for Employees who Meet the Age, Service and Contingent Event Requirements as Described Below

1. Age, Service and Contingent Event Requirements:

   - Applicable Employees who are directly impacted by a Plant Closing, and

   - who meet the age and service requirements as set forth in the table below by the end of the calendar year in which their termination for Plant Closing occurs.

TABLE OF MINIMUM AGE AND
PENSION QUALIFICATION SERVICE (PQS) REQUIREMENTS

AGE	PQS
less than 50	30
50	25
51	22
52	19
53	16
54	13
55+	10

All Plant Closing Pension Option applicable employees must retire on the first day of the month following the employee's Plant Closing Date and on or before July 1, 2023.

2. Benefits for Applicable Employees Electing the Plant Closing Pension Option:

   - Unreduced Regular or Guaranteed pension benefits.

   - Supplemental benefit until the Age of Eligibility for 80% Social Security Benefits equal to $23.00 per month times the employee's years of Pension Benefit Service. Payment of the supplement extended to such 80% Age in the manner described in the section entitled "Extend Payout Period of Supplements."

   - A special supplement of $375 per month until the Age of Eligibility for 80% Social Security Benefits with payout until such 80% Age extended in the manner described in such descriptor.

- Medical and dental benefit continuation for one year as offered similarly situated laid off or plant closed employees; except that employees with 30 years or more PQS or employees age 50 or older with 25 through 29 years PQS will be eligible for pre-age 65 medical and dental benefits offered to similarly situated employees who retire at age 60. Notwithstanding the foregoing, in no event shall any individual be entitled to any retiree medical and dental benefits on or after age 65 pursuant to this descriptor.

Such benefits shall in no event be duplicative to benefits otherwise provided.

3. Procedures for Electing Plant Closing Pension Option:

- To be eligible for the Plant Closing Pension Option an applicable employee must file an election prior to his or her Plant Closing Date.

- The Plant Closing Pension Option election will become effective on the employee's Plant Closing Date unless withdrawn by the employee prior to that date.

- Employees electing the Plant Closing Pension Option are not eligible for the Special Early Retirement Option, Special Supplement Benefit Option or Long Service Security provisions.

4. SERO Offset:

- The value of pension benefits resulting from the election of the Plant Closing Pension Option, and retirement health benefits (medical and dental), if applicable, will be offset against any severance or layoff pay from the Company under any other Company benefit plan or collective bargaining agreement to which an employee electing the Plant Closing Pension Option benefit is entitled.

- Interest rate discount assumption used to calculate the offset will be whichever of the following two interest rates applicable to the first day of the calendar year in which the participant retires produces the smaller offset: (1) the lump sum interest rate for private sector payments as may be published by the PBGC, or (2) the "Applicable Interest Rate" under the GE Pension Plan.

- The portion of offset attributable to any health benefits will be calculated by multiplying $8,707 by the number of whole years between the date of termination for retirement and the date when first eligible for Medicare. The resulting number shall be reduced by a factor equivalent to the percent of employee contributions toward the average value of health coverage at the time of the Plant

Closing Pension Option election. For Permanent Job Loss Events occurring after 2019, the $8,707 figure shall be adjusted annually based on annual increases in the medical component of the Consumer Price Index for all urban consumers. The annual adjustment will be made at the end of the calendar year based on the year over year increases of the October index figures.

- Employees who are entitled to severance or layoff pay from the Company under any other Company benefit plan or collective bargaining agreement will be eligible for the Plant Closing Pension Option only if the plan or collective bargaining agreement provides for the offset described in this paragraph 4.

5. Definitions:

- "*Plant Closing*" and "*To Close a Plant*" mean the announcement and carrying out of a plan to terminate and discontinue all Company operations at any plant, service shop or other facility.

  Such terms do not refer to the termination and discontinuance of only part of the Company's operations at any plant, service shop or other facility nor to the termination or discontinuance of all of its former operations coupled with the announced intention to commence there either larger or smaller other operations. Any Employees released by such latter changes will be considered as out for lack of work and will be subject to provisions applicable to those on layoff.

  Also, such terms do not refer to the transfer or sale of such operations to a successor employer who offers continued employment to Company employees. Company employees who are not offered continued employment by the Company or by the successor employer will be considered as out for lack of work and will be subject to provisions applicable to those on layoff.

  For employees covered by a collective bargaining agreement, such terms include termination or discontinuance of all those Company operations which would result in the termination of all employees represented by the union at that location when those employees do not have displacement rights.

- "*Plant Closing Date*" means the last day worked by an employee whose service was terminated because of a Plant Closing.

6. Effective Date:

- All provisions of the Plant Closing Pension Option are available for applicable employees terminated for Plant Closing on or after July 1, 2019 and on or before June 30, 2023.

C. Special Supplement Benefit Option (SSBO)

1. Provide the GE Pension Plan Special Supplement With an Accelerated Payout Alternative to Certain Long Service Employees Impacted by a "Permanent Job Loss Event."

2. Eligibility:

   Employees with 25 years or more Pension Qualification Service (PQS) who are under age 60 on the date of a "Permanent Job Loss Event" and who are directly impacted by the "Permanent Job Loss Event" will be eligible for the Special Supplement Benefit Option. The "Permanent Job Loss Event" must occur on or after July 1, 2019 and on or before June 30, 2023.

3. "Permanent Job Loss Event" means Plant Closing, Work Transfer/Automation, Discontinuance of a Discrete, Unreplaced Product Line, or Reduction in Force of Indefinite Duration as such terms are used in the context of Job and Income Security.

4. Special Supplement Benefit Option - Payment Alternatives:

   Alternative 1: The Special Supplement of $375 per month will be made available to employees eligible for the Special Supplement Benefit Option and will commence at age 60 with payment continuing until the Age of Eligibility for 80% Social Security Benefits with payout until such 80% Age extended in the manner described in the section entitled "Extend Payout Period of Supplements," or

   Alternative 2: Eligible employees may elect the Accelerated Payout Alternative as described below in lieu of monthly payments under Alternative 1.

   Alternative 1 will not be available if the employee withdraws his pre-1989 contributions before age 60.

   Employees electing the Special Supplement Benefit Option are not eligible for the Special Early Retirement Option or the Plant Closing Pension Option.

5. Effective Date:

   All provisions of the Special Supplement Benefit Option are effective for eligible employees directly impacted by the Permanent Job Loss Event on or after July 1, 2019, and on or before June 30, 2023.

6. Special Supplement Benefit Option - Accelerated Payout Alternative:

   Under the Accelerated Payout Alternative, an eligible employee can request payment of the Special Supplement prior to retirement at age 60.

If this alternative is elected the individual will receive monthly payments of $375 each, beginning the month after the individual's written request is received in accordance with established administrative procedures. The number of months over which such payments will be made to such individual will equal the number of monthly payments he is otherwise entitled to under Alternative 1 set forth in paragraph 4 above.

Once commenced, payments will continue consecutively for such number of months, unless the individual returns to employment with GE or a GE Affiliate, in which case the individual shall cease to be eligible for any remaining payments.

To receive payment under the Accelerated Payout Alternative eligible employees must also meet the following conditions:

- Six months must have passed since the "Permanent Job Loss Event".
- The employees must not have withdrawn their pre-1989 contributions from the GE Pension Plan at the time the request for accelerated payment is made, or during the period the accelerated payments continue. In the event such contributions are withdrawn during this period, payments will cease. The prohibition against withdrawals will not apply once the individual attains age 60.
- The employees must not be employed by GE or a GE affiliate.

D. Plant Closing – Severance Pay

Modify the language to provide that an employee may request that his date of termination be advanced so that he can accept other employment and the local management shall have unilateral discretion to grant such a request, provided that such request shall not be unreasonably denied.

(Effective 06/24/19 - See Appendix C for specific contract language.)

E. Plant Closing – Education and Retraining Assistance

Modify language to increase the maximum reimbursement from $12,500 to $13,500 for eligible expenses incurred for approved courses related to education and retraining for employees affected by plant closings announced on or after January 1, 2020.

(Effective 01/01/20 - See Appendix C for specific contract language.)

F. Preferential Placement - Pay Rates at New Location

Modify language to add a reference to "market-based wages."

(Effective 06/24/19 - See Appendix C for specific contract language.)

G. Preferential Placement – Election Procedure

Modify language to provide that an employee whose employment is terminated because of a plant closing may request that his date of termination be advanced so that he can accept other employment and the local management shall have unilateral discretion to grant such a request, provided that such request shall not be unreasonably denied.

(Effective 06/24/19 - See Appendix C for specific contract language.)

H. Preferential Placement – Relocation/Interview Expenses

Modify language to increase the maximum available amount of eligible relocation expenses from $4,500 to $5,500 for individual employees without dependents and from $9,000 to $10,000 for employees with dependents living in the employee's home (as verified by federal income tax returns).

Modify language to increase the reimbursement of documented expenses from a maximum of $300 to a maximum of $350 per visit incurred for the purpose of attending approved selection procedures established by the designated locations.

(Effective 01/01/20 – See Appendix C for specific contract language.)

I. Preferential Placement – Recall Rights

Add new language where employees who previously accepted Preferential Placement and are currently in a lower tier wage in a facility where the business has established a secondary wage structure for similar work will have a one-time right to accept recall back to the former location from which they were laid off for the remaining duration of their recall rights. If an employee exercises this right, location seniority will be determined locally.

(Effective 6/24/19 – See Appendix C for specific contract language.)

J. Preferential Placement – Placement Standard

Modify language to allow employees with 20 years instead of 25 years or more of continuous service to be provisionally placed in entry level positions for up to three months. Effective June 24, 2019.

(Effective 6/24/19 – See Appendix C for specific contract language.)

K. Retraining and Readjustment Assistance – Special Retirement Bonus

Modify language to increase the Special Retirement Bonus from $18,000 to $20,000. Effective June 24, 2019.

(Effective 6/24/19 – See Appendix C for specific contract language.)

L. Income Extension Aid – Special Voluntary Layoff Bonus

Modify language to increase the Special Voluntary Layoff Bonus from $18,000 to $20,000. Effective June 24, 2019.

(Effective 6/24/19 – See Appendix C for specific contract language.)

M. Plant Closing – Education and Retraining Assistance

Modify language to provide that employees terminated as a result of a plant closing will receive education and retraining assistance as long as they meet eligibility requirements and enroll in courses at nationally accredited schools.

(Effective 6/24/19 – See Appendix C for specific contract language.)

N. Loss of Service Credits and Continuity of Service

Modify the language to provide employees who have greater than one (1) year of continuous service at the time of a layoff with recall rights for a period of time equal to their full months of continuous service up to a maximum of sixty (60) months following layoff or until retirement, whichever comes first. Effective for layoffs on or after June 24, 2019.

(Effective 6/24/19 – See Appendix C for specific contract language.)

O. Loss of Service Credits and Continuity of Service

Modify the language to provide that repayment of Income Extension Aid paid to an employee under Section 4(b)(1)(iii) or severance pay due to a plant closing for the purpose of service restoration will be prorated so that an employee is not required to repay benefits covering the time when he was actually unemployed by the Company.

(Effective 6/24/19 – See Appendix C for specific contract language.)

III. RETIREMENT SAVINGS PLAN (RSP)

A. Increase to Certain Future Additional Company Retirement Contributions

Increase the amount of the Additional Company Retirement Contribution ("ACRC") paid in January 2020 to each participant who meets the eligibility criteria for such contribution in accordance with normal plan rules by $300 (from $600 to $900).

In addition, increase the amount of the ACRC paid in January 2022 to each participant who meets the eligibility criteria for such contribution in accordance with normal plan rules by $300 (from $600 to $900).

The normal plan rules regarding valuation, investment, vesting and other administration of ACRCs shall apply.

B. Additional Company Retirement Contribution Eligibility Date

Effective for years on or after January 1, 2020, the date on which eligibility for the Additional Company Retirement Contribution ("ACRC") is determined shall be December 15 of each year rather than December 31 of each year.

The normal plan rules regarding valuation, investment, vesting and other administration of ACRCs shall apply.

C. Cash-Outs

Effective for years beginning on or after January 1, 2020, increase the limit on account balances that may be automatically distributed by $800 (from $200 to $1,000) for applicable participants who have terminated employment (regardless of termination date).

D. Overnight Delivery Fees

Administrative costs associated with overnight express delivery of checks for distributions, in-service withdrawals or loans will be paid by applicable participants. Other administrative fees will continue to be paid by the Company as provided in the plan document.

Effective for checks issued on or after January 1, 2020.

IV. INSURANCE

A. Medical

1. Deductible, Coinsurance and Out-of-Pocket Maximum

Increase the Annual Deductible as follows:

- For Option 1 by $100 (One Person Coverage); $200 (Two Person Coverage); $250 (Three or More Coverage).
- For Option 2 by $150 (One Person Coverage); $300 (Two Person Coverage); $375 (Three or More Coverage).
- For Option 3 by $200 (One Person Coverage); $400 (Two Person Coverage); $500 (Three or More Coverage).

Increases will be effective January 1, 2020 (Table 1) and continue through the contract.

No change to Annual Out-of-Pocket Maximum.

Table 1

1/1/2020 -12/31/2023

Annual Pay	1 Person Deductible			1 Person Coinsurance Max			1 Person OOP Max		
	Option 1	Option 2	Option 3	Option 1	Option 2	Option 3	Option 1	Option 2	Option 3
<$25,000	$900	$1,350	$1,800	$350	$1,300	$1,750	$1,250	$2,650	$3,550
$25,000-$37,499	$900	$1,350	$1,800	$350	$1,300	$1,750	$1,250	$2,650	$3,550
$37,500-$49,999	$900	$1,350	$1,800	$850	$1,300	$1,750	$1,750	$2,650	$3,550
$50,000-$74,999	$900	$1,350	$1,800	$1,150	$1,600	$2,050	$2,050	$2,950	$3,850
$75,000-$99,999	$900	$1,350	$1,800	$1,650	$2,100	$2,550	$2,550	$3,450	$4,350
$100,000-$149,999	$900	$1,350	$1,800	$2,400	$2,850	$3,300	$3,300	$4,200	$5,100
$150,000 and above	$900	$1,350	$1,800	$2,400	$2,850	$3,300	$3,300	$4,200	$5,100
	2 Person Deductible			2 Person Coinsurance Max			2 Person OOP Max		
<$25,000	$1,800	$2,700	$3,600	$475	$1,875	$2,525	$2,275	$4,575	$6,125
$25,000-$37,499	$1,800	$2,700	$3,600	$475	$1,875	$2,525	$2,275	$4,575	$6,125
$37,500-$49,999	$1,800	$2,700	$3,600	$1,225	$1,875	$2,525	$3,025	$4,575	$6,125
$50,000-$74,999	$1,800	$2,700	$3,600	$1,675	$2,325	$2,975	$3,475	$5,025	$6,575
$75,000-$99,999	$1,800	$2,700	$3,600	$2,425	$3,075	$3,725	$4,225	$5,775	$7,325
$100,000-$149,999	$1,800	$2,700	$3,600	$3,550	$4,200	$4,850	$5,350	$6,900	$8,450
$150,000 and above	$1,800	$2,700	$3,600	$3,550	$4,200	$4,850	$5,350	$6,900	$8,450
	3 or More Deductible			3 or More Coinsurance Max			3 or More OOP Max		
<$25,000	$2,250	$3,375	$4,500	$650	$2,525	$3,400	$2,900	$5,900	$7,900
$25,000-$37,499	$2,250	$3,375	$4,500	$650	$2,525	$3,400	$2,900	$5,900	$7,900
$37,500-$49,999	$2,250	$3,375	$4,500	$1,650	$2,525	$3,400	$3,900	$5,900	$7,900
$50,000-$74,999	$2,250	$3,375	$4,500	$2,250	$3,125	$4,000	$4,500	$6,500	$8,500
$75,000-$99,999	$2,250	$3,375	$4,500	$3,250	$4,125	$5,000	$5,500	$7,500	$9,500
$100,000-$149,999	$2,250	$3,375	$4,500	$4,750	$5,625	$6,500	$7,000	$9,000	$11,000
$150,000 and above	$2,250	$3,375	$4,500	$4,750	$5,625	$6,500	$7,000	$9,000	$11,000

2. Contributions

No increase to current contributions for 2020 (Table 1). Weekly contributions will increase in 2021, 2022 and 2023 as set forth in the attached Tables 2, 3, and 4, based on Annual Pay (effective January 1, 2021). Annual Pay will be as defined currently.

Applies to all eligible individuals whose contributions are currently based on the existing version of the Table below.

Table 1

GE Health Benefits Contributions (2020)

1/1/2020 - 12/31/2020	**Weekly Contributions**		
Annual Pay	**1 Person Contribution**		
	Option 1	**Option 2**	**Option 3**
<$25,000	$21.34	$11.76	$6.89
$25,000-$37,499	$25.31	$15.72	$8.17
$37,500-$49,999	$27.70	$20.99	$9.49
$50,000-$74,999	$34.79	$28.08	$14.66
$75,000-$99,999	$43.48	$36.77	$21.44
$100,000-$149,999	$54.57	$47.86	$32.05
$150,000 and above	$72.77	$66.06	$47.85
	2 Person Contribution		
<$25,000	$42.70	$23.53	$14.27
$25,000-$37,499	$50.61	$31.45	$16.82
$37,500-$49,999	$55.35	$41.93	$18.92
$50,000-$74,999	$69.60	$56.18	$29.34
$75,000-$99,999	$86.99	$73.57	$42.90
$100,000-$149,999	$109.13	$95.71	$64.08
$150,000 and above	$145.52	$132.10	$95.68
	3 or More Contribution		
<$25,000	$53.32	$29.35	$18.18
$25,000-$37,499	$63.28	$39.32	$21.40
$37,500-$49,999	$69.28	$52.50	$23.69
$50,000-$74,999	$86.99	$70.21	$36.67
$75,000-$99,999	$108.83	$92.05	$53.66
$100,000-$149,999	$136.34	$119.57	$80.08
$150,000 and above	$181.89	$165.12	$119.59

Note: Rates above are for Non-Smokers. Annual surcharge of $625 ($11.98 weekly) added to rates for smokers.

Table 2

GE Health Benefits Contributions (2021)

1/1/2021 - 12/31/2021	Weekly Contributions		
Annual Pay	**1 Person Contribution**		
	Option 1	**Option 2**	**Option 3**
<$25,000	$22.60	$13.02	$8.15
$25,000-$37,499	$26.80	$17.21	$9.66
$37,500-$49,999	$29.33	$22.62	$11.12
$50,000-$74,999	$36.84	$30.13	$16.71
$75,000-$99,999	$46.05	$39.34	$24.01
$100,000-$149,999	$57.79	$51.08	$35.27
$150,000 and above	$77.06	$70.35	$52.14
	2 Person Contribution		
<$25,000	$45.22	$26.05	$16.79
$25,000-$37,499	$53.60	$34.44	$19.81
$37,500-$49,999	$58.62	$45.20	$22.19
$50,000-$74,999	$73.71	$60.29	$33.45
$75,000-$99,999	$92.12	$78.70	$48.03
$100,000-$149,999	$115.57	$102.15	$70.52
$150,000 and above	$154.11	$140.69	$104.27
	3 or More Contribution		
<$25,000	$56.47	$32.50	$21.33
$25,000-$37,499	$67.01	$43.05	$25.13
$37,500-$49,999	$73.37	$56.59	$27.78
$50,000-$74,999	$92.12	$75.34	$41.80
$75,000-$99,999	$115.25	$98.47	$60.08
$100,000-$149,999	$144.38	$127.61	$88.12
$150,000 and above	$192.62	$175.85	$130.32

Note: Rates above are for Non-Smokers. Annual surcharge of $625 ($11.98 weekly) added to rates for smokers.

Table 3

GE Health Benefits Contributions (2022)

1/1/2022 - 12/31/2022	Weekly Contributions		
Annual Pay	**1 Person Contribution**		
	Option 1	**Option 2**	**Option 3**
<$25,000	$23.93	$14.35	$9.48
$25,000-$37,499	$28.38	$18.79	$11.24
$37,500-$49,999	$31.06	$24.35	$12.85
$50,000-$74,999	$39.01	$32.30	$18.88
$75,000-$99,999	$48.77	$42.06	$26.73
$100,000-$149,999	$61.20	$54.49	$38.68
$150,000 and above	$81.61	$74.90	$56.69
	2 Person Contribution		
<$25,000	$47.89	$28.72	$19.46
$25,000-$37,499	$56.76	$37.60	$22.97
$37,500-$49,999	$62.08	$48.66	$25.65
$50,000-$74,999	$78.06	$64.64	$37.80
$75,000-$99,999	$97.56	$84.14	$53.47
$100,000-$149,999	$122.39	$108.97	$77.34
$150,000 and above	$163.20	$149.78	$113.36
	3 or More Contribution		
<$25,000	$59.80	$35.83	$24.66
$25,000-$37,499	$70.96	$47.00	$29.08
$37,500-$49,999	$77.70	$60.92	$32.11
$50,000-$74,999	$97.56	$80.78	$47.24
$75,000-$99,999	$122.05	$105.27	$66.88
$100,000-$149,999	$152.90	$136.13	$96.64
$150,000 and above	$203.98	$187.21	$141.68

Note: Rates above are for Non-Smokers. Annual surcharge of $625 ($11.98 weekly) added to rates for smokers.

Table 4

GE Health Benefits Contributions (2023)

1/1/2023 - 12/31/2023	Weekly Contributions		
Annual Pay	**1 Person Contribution**		
	Option 1	**Option 2**	**Option 3**
<$25,000	$25.34	$15.76	$10.89
$25,000-$37,499	$30.05	$20.46	$12.91
$37,500-$49,999	$32.89	$26.18	$14.68
$50,000-$74,999	$41.31	$34.60	$21.18
$75,000-$99,999	$51.65	$44.94	$29.61
$100,000-$149,999	$64.81	$58.10	$42.29
$150,000 and above	$86.42	$79.71	$61.50
	2 Person Contribution		
<$25,000	$50.72	$31.55	$22.29
$25,000-$37,499	$60.11	$40.95	$26.32
$37,500-$49,999	$65.74	$52.32	$29.31
$50,000-$74,999	$82.67	$69.25	$42.41
$75,000-$99,999	$103.32	$89.90	$59.23
$100,000-$149,999	$129.61	$116.19	$84.56
$150,000 and above	$172.83	$159.41	$122.99
	3 or More Contribution		
<$25,000	$63.33	$39.36	$28.19
$25,000-$37,499	$75.15	$51.19	$33.27
$37,500-$49,999	$82.28	$65.50	$36.69
$50,000-$74,999	$103.32	$86.54	$53.00
$75,000-$99,999	$129.25	$112.47	$74.08
$100,000-$149,999	$161.92	$145.15	$105.66
$150,000 and above	$216.01	$199.24	$153.71

Note: Rates above are for Non-Smokers. Annual surcharge of $625 ($11.98 weekly) added to rates for smokers.

3. Prescription Drug Benefits - Antibiotics

Modify the Plan to cover a ten (10) day supply of certain prescription antibiotics (generics only) filled at a retail Network (or Participating) pharmacy at 100%, not subject to the Annual Deductible under Plan Option 1 and Option 2. Under Plan Option 3, these drugs will be covered at 100% after the Annual Deductible is met. A list of eligible generic antibiotic drugs may be obtained by contacting the Prescription Drug Claims Administrator.

Effective January 1, 2020.

4. Prescription Drug Benefits – Blood Pressure Medication

Modify the Plan to cover select generic drugs to treat high blood pressure at 100%, not subject to the Annual Deductible under Plan Option 1 and Option 2. Under Plan Option 3, these drugs will be covered at 100% after the Annual Deductible is met. A list of eligible generic drugs to treat high blood pressure may be obtained by contacting the Prescription Drug Claims Administrator.

Effective January 1, 2020.

5. Prescription Drug Benefits-Expanded Coverage for Opioid Drugs

Modify the Plan such that select drugs to treat opioid addiction will be covered at 100% and not subject to the Annual Deductible under Plan Option 1 and Option 2. Under Plan Option 3, these drugs will be covered at 100% after the Annual Deductible is met. A list of eligible drugs to treat opioid addiction may be obtained by contacting the Prescription Drug Claims Administrator.

Effective January 1, 2020.

6. Prescription Drugs Co-Pay - Asthma

Modify the Plan such that select drugs to treat asthma will be covered as a type of targeted drug as follows:

1. At a retail Network (or Participating) pharmacy for each 30 day supply, up to a 90 day maximum:

    a. at $12 co-pay, not subject to the Annual Deductible under Plan Option 1 or Option 2.

    b. Under Plan Option 3, coverage is at $12 co-pay, after the Annual Deductible is met.

2. Through mail order (up to a 90-day supply):

a. At a $24 co-pay, not subject to the Annual Deductible under Plan Option 1 or Plan Option 2.

b. Under Plan Option 3, coverage is at a $24 co-pay, after the Annual Deductible is met.

A list of eligible asthma drugs may be obtained by contacting the Prescription Drug Claims Administrator.

Effective January 1, 2020.

7. Specialty Drugs - Co-Pays

Modify the Plan to increase specialty prescription drug co-pays for all participants:

Specialty prescription drug co-pays:

Retail: $120 per 30-day supply

Mail Order: $360 for up to a 90-day supply

Effective January 1, 2020.

8. Center of Excellence - Maternity

Modify the Plan such that participants will be eligible for GE's Maternity Center of Excellence. Plan participants must meet certain conditions to qualify to use GE's Maternity Center of Excellence.

Through an approved GE Center of Excellence, certain services designated by the Company may be covered at 100% and not subject to the Annual Deductible for Option 1 or 2. Option 3 provides 100% coverage after the Annual Deductible. More details are available through Health Coach from GE at 1-866-272-6007. Coverage amounts are subject to change at the Company's discretion.

Effective January 1, 2020.

9. Obesity Surgery

Modify the Plan to permit subsequent in-patient surgical treatments (referred to as "Revisional Bariatric Surgery") when medically necessary due to a technical failure or major complication from the initial obesity surgery.

A technical failure or major complication includes, but is not limited to, the following:

- Bowel perforation, including band erosion
- Band migration (slippage) that cannot be corrected with manipulation or adjustment. (Records must demonstrate that manipulation or adjustment to correct band slippage has been attempted.)
- Leak
- Obstruction (confirmed by imaging studies)
- Staple-line failure
- Mechanical band failure

Revisional Bariatric Surgery for any other indication, such as inadequate weight loss even after complying with prescribed postoperative nutrition and exercise, is not covered.

Effective January 1, 2020.

10. Chiropractic Care—Visits

Modify the Plan to increase the maximum combined (Network or out-of-Network) number of visits per year to 24 (one visit per day).

Effective January 1, 2020.

11. Hearing Care – Hearing Aids

Modify the Plan to permit:

- Two hearing aids (one per ear) every two years up to $3,000 maximum per aid;
- Two hearing aid exams (one per ear) every two years shall be covered at 100%, in-network.

Hearing aids must be Medically Necessary and a cost-effective model, as determined by the Claims Administrator. Fittings, repairs and adjustments are covered as needed.

Effective January 1, 2020.

B. GE Vision Care

Modify GE Vision Care such that:

1. New Options for GE Vision Care

Currently, eligible employees are automatically enrolled in the GE Vision Basic Option if they are enrolled in GE Medical, and they have the option to enroll in the GE Vision Plus Option. Starting in 2020, eligible employees will no longer choose between the GE Vision Basic Option or the GE Vision Plus Option. Instead, they will either elect or decline coverage under either of two new options. The first such option shall be known as the GE Vision Preventive Care Option, and the second such option shall be known as the GE Vision Premium Option. Each of the GE Vision Preventive Care Option and the GE Vision Premium Option are described below.

2. Eligibility and Enrollment for GE Vision Care

Eligible employees will be eligible to enroll in GE Vision Care only if they are enrolled in GE Medical. Eligible employees may choose to either decline GE Vision Care or enroll in the GE Vision Preventive Care Option or the GE Vision Premium Option at the same coverage category (i.e., One Person, Two Person, or Three or More) as their GE Medical coverage. Additionally, the employee's enrolled GE Vision Care dependents must be the same as the employee's GE Medical dependents. Employees may not elect either the GE Vision Preventive Care Option or the GE Vision Premium Option if they are not enrolled in GE Medical and may not enroll any dependents in GE Vision Care who are not enrolled in GE Medical. Employees enrolled in a GE Medical HMO are eligible only for the Vision Value Option.

If an employee becomes eligible for GE Vision Care on or after January 1, 2020, and does not make an election to either decline GE Vision Care or enroll in one of the GE Vision Care options within 63 days after becoming eligible, the employee will be automatically enrolled in the GE Vision Premium Option at the same coverage category as GE Medical. If the employee is automatically enrolled in GE Medical for failing to timely elect (or decline) GE Medical, the employee will be automatically enrolled in the GE Vision Premium Option at the One Person coverage category. The employee will have a one-time opportunity to cancel GE Vision Care coverage, to increase the GE Vision Premium Option coverage category, or to change to the GE Vision Preventive Care Option, effective as of the later of the date of eligibility or January 1 of the current year. If the employee wishes to increase the GE Vision Premium Option coverage category, the employee must also increase his or her GE Medical coverage category and must either increase GE Dental Care to the same coverage category or cancel GE Dental Care coverage.

Otherwise, after the initial 63 day enrollment period, the employee will be permitted to change his or her GE Vision Care election only during Annual Enrollment or after certain qualifying events. If the employee is eligible to change his or her coverage category and his or her desired coverage category for GE Vision Care following a qualifying event is different from his or her current GE Medical coverage category, the employee will generally be required to make corresponding changes to his or her GE Medical and GE Dental Care coverage categories.

If an employee is eligible to elect GE Vision Care during the Annual Enrollment period for 2020, and does not make an election to either decline or enroll in GE Vision Care, he or she will be enrolled in the GE Vision Premium Option at the same coverage category (i.e., One Person, Two Person, or Three or More) as the employee's GE Medical coverage category for 2020.

3. No Cost GE Vision Preventive Care Option

If an employee is enrolled in the GE Vision Preventive Care Option, the employee will not be charged a contribution amount.

4. GE Vision Preventive Care Option Benefits

The GE Vision Preventive Care Option will cover in full an in-network eye exam (including dilation) once every calendar year. In addition, employees enrolled in the GE Vision Preventive Care Option will have access to the Vision Value Option, which is designed to help such individuals benefit from In-Network discounts on the cost of vision care needs such as additional eye exams, lenses or frames at reduced In-Network rates and subject to a limited warranty, or to lower the cost of laser surgery to correct vision impairment.

5. Employees Will Share the Cost of GE Vision Premium Option

If an employee is enrolled in the GE Vision Premium Option, the employee will be charged a monthly contribution amount. Contribution rates for the GE Vision Premium Option will be as set forth in Table A, below.

Table A

Coverage Tier	Monthly Rate
1-person	$9.00
2-person	$18.25
3 or more	$27.75

6. GE Vision Premium Option Benefits

The GE Vision Premium Option pays benefits, according to a schedule, for covered vision care services and supplies. All Members enrolled in the GE Vision Premium Option (regardless of age) will be eligible for in-network routine eye exams and an allowance for spectacle lenses, frames and contact lenses once every calendar year.

The below table reflects the GE Vision Premium Option benefits starting in 2020, and replaces the coverage frequency and benefits schedule in Section A-7 of the Plan. Plan Sections A-5 and A-7.5 (Exclusions) will be updated accordingly.

Benefit	Timing/Discount
In-Network Eye Exam (including dilation)	Once every calendar year (covered in full)
In-Network Contact Lens Evaluation, Fitting & Follow-Up Care	15% discount
Out-of-Network Eye Exam (including dilation)	Not covered
Spectacle Lenses	Once every calendar year
Frames	Once every calendar year
Contact Lenses	Once every calendar year

Each Member will have an allowance of $200 per year for lenses, frames and contacts. Certain In-Network materials have a set amount that is charged against the $200 allowance. See the examples at the end of this chart that illustrate how the allowance works.

Benefit	In-Network Member Charge (applied to $200 Member Allowance)
Single Vision Lenses	$41
Bifocal Lenses	$66
Trifocal Lenses	$96

Plan Frame	$57
Non-Plan Frame	Member share is 50% of first $150 / 80% thereafter
Contacts	Member share is 85%
Tinting of Plastic Lenses (solid / gradient)	No charge
Scratch-Resistant Coating	No charge
Polycarbonate Lenses (adults)	$30
Ultraviolet Coating	$12
Anti-Reflective (AR) Coating (standard / premium / ultra)	$35 / $48 / $60
Progressive Lenses (standard / premium / ultra)	$50 / $90 / $140
High-Index Lenses	$55
Polarized Lenses	$75
Plastic Photochromic Lenses	$65
Scratch Protection Plan (single vision/multifocal lenses)	$20 / $40

Out-of-network reimbursement is limited to $200 per year for materials.

Allowance Applied to In-Network Charges:

Assume a Member's first expense for vision materials during the year is to purchase single vision lenses and a plan frame. The GE Vision Premium Option will pay the full cost of the frames and lenses. The Plan will deduct $98 ($41 + $57) from the allowance, leaving $102 of the allowance for the Member to spend on materials for the rest of the year.

Member Charges for Costs Exceeding Allowance:

Assume a Member's first expense for vision materials during the year is to purchase contacts. The Member's charge will be 85% of the retail cost of the contacts minus the $200 plan allowance. So, if the contacts cost $250, the Member's charge would be $12.50, which is $212.50 (85% of $250) minus his or her $200 allowance. The Member would have no remaining allowance to spend on vision materials for the rest of the year. The Member will also be allowed a 15% discount on the contact lens evaluation, fitting and follow-up service.

Laser Vision Surgery	$250 lifetime allowance, per eye
Vision Value Option - The GE Vision Premium Option also offers the Vision Value Option, which is designed to help Members benefit from In-Network discounts on the cost of additional vision care needs, if a Member has already used his GE Vision Premium Option benefits. Members can take advantage of the Vision Value Option to get additional eye exams, lenses or frames at reduced In-Network rates, until they become eligible for Plan benefits again. Through the Vision Value Option, eyeglass lenses and frames from the select group are unconditionally warranted against breakage during normal wear for one year. If eyeglass lenses or frames break within one year, Members can return them to the In-Network provider and they will be repaired or replaced at no cost. Members can also use the Vision Value Option to lower the cost of laser surgery to correct vision impairment.	

One comprehensive evaluation every five years	Maximum reimbursement of $300 per evaluation
Low vision device allowance	$600 per device with a lifetime maximum of $1,200 for items such as high-power spectacles, magnifiers and telescopes
Follow-up care: four visits in any five-year period. (Benefits are subject to an aggregate lifetime maximum of $2,000 and must be approved by the Vision Plan Claims Administrator.)	Maximum reimbursement of $100 for each visit

GE Medical means medical coverage options under the GE Health Benefits for Production Employees Plan.

Effective January 1, 2020.

C. GE Dental Assistance Benefits ("GE Dental Care")

Modify the GE Dental Assistance Benefits as follows:

New Options for GE Dental Care

Currently, if an employee is eligible, he or she can participate in either of two GE Dental Options: the GE Dental Schedule Option or the GE Dental Premium Option. Starting on January 1, 2020, eligible employees will no longer choose between the GE Dental Schedule Option or the GE Dental Premium Option. Instead, they will either elect or decline coverage under either of two new

options. The first such option shall be known as the GE Dental Preventive Care Option, and the second such option shall be known as the GE Dental Premium Option. Each of the GE Dental Preventive Care Option and the GE Dental Premium Option are described below.

Eligibility and Enrollment for GE Dental Care

Starting in 2020, employees will be eligible to enroll in GE Dental Care (*i.e.*, either the GE Dental Preventive Care Option or the GE Dental Premium Option) only if they are enrolled in GE Medical. Eligible employees may choose to either decline GE Dental Care or enroll in the GE Dental Value Option or the GE Dental Premium Option at the same coverage category (i.e., One Person, Two Person, or Three or More) as the employee's GE Medical coverage. Additionally, the employee's enrolled GE Dental Care dependents must be the same as the employee's GE Medical dependents. Employees may not elect either the GE Dental Preventive Care Option or the GE Dental Premium Option if they are not enrolled in GE Medical and may not enroll any dependents in either of the GE Dental Care options who are not enrolled as dependents in GE Medical.

If an employee becomes eligible for GE Dental Care on or after January 1, 2020, and does not make an election to either decline GE Dental Care or enroll in one of the GE Dental Care options within 63 days after becoming eligible, the employee will be automatically enrolled in the GE Dental Premium Option at the same coverage category as the employee's GE Medical. If the employee is automatically enrolled in GE Medical for failing to timely elect (or decline) GE Medical, the employee will be automatically enrolled in the GE Dental Premium Option at the One Person coverage category. The employee will have a one-time opportunity to cancel GE Dental Care coverage, to increase the GE Dental Premium Option coverage category, or to change to the GE Dental Preventive Care Option, effective as of the later of the date of eligibility or January 1 of the current year. If the employee wishes to increase the GE Dental Premium Option coverage category, the employee must also increase his or her GE Medical coverage category and must either increase the GE Vision Care to the same coverage category or cancel GE Vision Care coverage.

Otherwise, after the initial 63 day enrollment period, the employee will be permitted to change his or her GE Dental Care election only during Annual Enrollment or after certain qualifying events. If the employee is eligible to change his or her coverage category and his or her desired coverage category for GE Dental Care following a qualifying event is different from his or her current GE Medical Plan coverage category, the employee will generally be required to make corresponding changes to his or her GE Medical and GE Vision coverage categories.

If an employee is eligible to elect GE Dental Care during the Annual Enrollment period for 2020 and does not make an election to either decline GE Dental Care or enroll in one of the GE Dental Care options, he or she will be enrolled in the GE Dental Premium Option at the same coverage category (i.e., One Person,

Two Person, or Three or More) as the employee's GE Medical coverage category for 2020.

GE Dental Preventive Care Option

1. Employees Will Pay No Contributions for the GE Dental Preventive Care Option
If an employee and any eligible dependents are enrolled in the GE Dental Preventive Care Option, the employee will not be charged a contribution amount to participate in the GE Dental Preventive Care Option.

2. How Does the GE Dental Preventive Care Option Work and What Does the GE Dental Preventive Care Option Cover?
What follows is an overview of how the GE Dental Preventive Care Option will work beginning in 2020:

- The GE Dental Preventive Care Option will cover the following services up to a maximum amount annually:
  - Preventive cleanings
  - Clinical oral exams
  - X-rays (radiographs)
- The maximum annual amount of coverage for all services (in the aggregate) shall be as follows:
  - For One Person Coverage: $175
  - For Two Person Coverage: $350
  - For Three or More Person Coverage: $525
- The Participant can receive discounted pricing for preventive cleanings, clinical oral exams, and x-rays (radiographs) by using dentists and other Providers who participate in a network specified by the GE Dental Preventive Care Option administrator, if available in the Participant's area.

GE Dental Premium Option

1. Employees Will Share the Cost of the GE Dental Premium Option

If an employee is enrolled in the GE Dental Premium Option, the employee will be charged a contribution amount. Contribution rates for the GE Dental Premium Option will be as set forth in Table A, below.

Table A

Coverage Tier	Monthly Rate
1-person	$15.50
2-person	$31.00
3 or more	$46.00

2. How Does the GE Dental Premium Option Work and What Does the GE Dental Premium Option Cover?

What follows is an overview of how the GE Dental Premium Option will work beginning in 2020:

- Participant goes to a dental Provider — the Provider charges a fee for each dental service. The Participant can reduce his or her out-of-pocket dental costs by using dentists and other Providers who participate in the GE Dental Premium Option Network, if available in the Participant's area.
- The GE Dental Premium Option pays benefits — in general, the GE Dental Premium Option pays a percentage of reasonable, necessary and customary charges for covered services.
- The Participant can find out in advance what the GE Dental Premium Option will pay — through the predetermination of benefits process. Predetermination is recommended whenever a participant's dentist proposes costly or extensive dental treatment.

The GE Dental Premium Option provides coverage for a range of preventive, diagnostic, restorative, endodontic, periodontic, oral surgical and orthodontic services.

For restorative, endodontic, periodontic, oral surgical and orthodontic services, if the Dental Benefit Claims Administrator determines that an alternative treatment is appropriate, benefits and coverage will be based on the alternative treatment. Note that, effective January 1, 2020, the alternative treatment no longer applies to composite fillings, and composite fillings for all teeth will be eligible for coverage.

PREVENTIVE AND DIAGNOSTIC CARE AND FILLINGS

The GE Dental Premium Option covers a share of preventive and diagnostic services and fillings to help participants maintain healthy teeth and gums, and to detect dental problems early.

Benefits for covered preventive and diagnostic services are paid at 100% of reasonable, necessary, and customary charges. Certain age and frequency limits also apply, and benefits may be subject to a deductible and maximum.

Covered preventive and diagnostic services include:

- Oral exams — two checkups during each calendar year;
- Preventive cleanings — two during each calendar year;
- Diagnostic procedures — including:
  - Full mouth X-rays — once every five calendar years;
  - Bitewing X-rays — once every calendar year for adults, and twice every calendar year for children under age 19;
  - Fluoride treatments — one topical application of fluoride during each calendar year;

- Sealants — one treatment for each permanent molar every 36 months for children under age 14; does not include wisdom teeth;
- Space maintainers — fixed and unilateral, including adjustments, for children under age 19;
- Emergency treatment — immediate treatment for dental pain; and
- Fillings — amalgam (silver), composite (tooth colored) fillings to restore the structure of teeth and to prevent further decay. Fillings are subject to an annual maximum of $2,500 per person, which also applies to crowns, inlays, onlays, and prosthodontic care (i.e., bridges, dentures and implants) (described below). Filings are subject to the deductible ($50 per person per year, up to $150 per family per year).

CROWNS, INLAYS, AND ONLAYS

The GE Dental Premium Option covers the repair and restoration of natural teeth (inlays, onlays and crowns).

Crowns, inlays and onlays are paid at 80% of reasonable, necessary, and customary charges, after the participant meets the deductible ($50 per person per year, up to $150 per family per year). The combined maximum benefit available for these services and for bridges, fillings, dentures and implants is $2,500 per person per year.

Covered restorative services include:

- Inlays or onlays — dental restoration (gold or porcelain) fabricated outside the oral cavity, then used to restore the structure of teeth and to prevent further decay; and
- Crowns — usually porcelain, gold, or acrylic, used to cover the exposed portion of badly decayed or broken teeth.

Replacement of an existing crown, inlay, or onlay, will be covered only if the existing crown, inlay, or onlay is more than seven years old, is not serviceable, and cannot be made serviceable.

BRIDGES, DENTURES, AND IMPLANTS (PROSTHODONTIC CARE)

The GE Dental Premium Option covers the construction and repair of bridges, dentures and implants, called prosthodontic services.

- Bridges, dentures and implants are paid at 50% reasonable, necessary, and customary charges after the participant meets the deductible ($50 per person per year, up to $150 per family per year). The combined maximum benefit available for these services and for fillings, inlays, onlays and crowns is $2,500 per year per person.
- Covered prosthodontic services include:
  - Dentures — to replace teeth or existing dentures;
  - Fixed bridgework — a permanent replacement for natural teeth or for an existing partial appliance or bridgework; and

- Implants — placement of an artificial or natural tooth into the gums.

Replacement of an existing denture, bridge, or implant will be covered only if the existing denture, bridge, or implant is more than seven years old, and is no longer usable or repairable.

ROOT CANALS, GUM TREATMENT, AND ORAL SURGERY

The GE Dental Premium Option covers the treatment of tooth pulp diseases, called endodontic services, and the treatment of diseases of the gum and surrounding tissue, called periodontic services, as well as oral surgery.

Benefits for these services are paid at 80% of reasonable, necessary, and customary charges, after you meet the deductible ($50 per person per year, up to $150 per family per year).

Covered services include:

- Endodontic services —Root canal therapy;
- Periodontic services —Gum treatment — including surgery for the treatment of gum disease when not performed in connection with the extraction, repair, or replacement of teeth — periodontal surgery coverage is available once every three years per unique area;
- Oral surgery —Extractions;
- X-rays — related to the services in this category; and
- General anesthesia — when Medically Necessary for any dental treatment.

ACCIDENTAL INJURY

The diagnosis and treatment of Injury to healthy teeth and gums will generally be provided under GE Medical.

For services not covered under GE Medical, benefits are paid at 80% of reasonable, necessary, and customary charges, up to the dentist's charge. For example, orthodontic treatment for adults and children required as a result of an Injury will be covered under the GE Dental Premium Option, except for orthodontic treatment that would have been necessary in the absence of the Injury.

Covered services also include necessary orthodontic treatment required following surgery to correct a cleft palate condition.

CHILD ORTHODONTICS

The GE Dental Premium Option covers services and supplies to correct the positioning of teeth and to control harmful habits with braces or other appliances, called orthodontic services, for covered children under age 19. An orthodontic treatment program begins when braces or other appliances are applied, and ends

when they are removed. Benefits for these services are paid at 50% of reasonable, necessary, and customary charges, up to a maximum of $2,500 in total lifetime benefits for covered children under age 19.

Covered orthodontic services include:

- Diagnosis and development of a treatment plan — to correct crooked, crowded, or protruding teeth;
- Braces;
- Exams and related X-rays;
- Appliances — one arch to control harmful habits and one arch for tooth guidance for each child; and
- Appliance adjustments.

3. Deductibles for the GE Dental Premium Option

All dental benefit categories, other than orthodontic care for children under age 19 and diagnostic and preventive care, will be subject to a $50 deductible per person per calendar year. For the Three or More coverage category, the deductible reaches a maximum of $150 per family per calendar year. For example, if an eligible employee is enrolled in the One Person coverage category and his or her only covered dental expense for a calendar year was a single filling, that employee would pay $50 and the employee would be covered, by the GE Dental Premium Option, for 100% of the rest of the cost of the filling.

4. What is Not Covered Under the GE Dental Premium Option?

Some services and supplies are not covered by the GE Dental Premium Option. Prior to January 1, 2020, neither GE Dental Care option covered (1) composite or porcelain materials (except for the 10 upper and 10 lower front teeth) or (2) orthodontic treatment that began before the eligible employee or a Dependent became covered by a GE Dental Premium Option. Effective January 1, 2020, composite and porcelain materials will be eligible for coverage under the GE Dental Premium Option (subject to the limits described in the GE Dental Premium Option) and orthodontic treatment that began before the employee or a Dependent became covered by a GE dental plan is covered (provided that amounts paid by any other dental plan for orthodontic treatment will be taken into account).

An overview of expenses that will not be covered is listed below, and replaces any exclusions set forth in the Plan, effective as of January 1, 2020.

Expenses not covered by the GE Dental Premium Option include:

- Services or supplies that are not considered reasonable, necessary and customary by the Dental Benefit Claims Administrator, including experimental procedures that are not recognized by generally accepted professional dental standards as safe and effective in the treatment of illness or Injury;
- Dental services that began before the employee or a Dependent became covered by a GE dental plan other than the GE Dental Preventive Care Option, provided that effective January 1, 2020, certain orthodontic treatment that began before the employee or a Dependent became covered is covered by the GE Dental Premium Option.
- Work done after coverage terminates except for certain procedures started while covered and completed within 90 days after coverage terminates;
- Services or supplies not provided by a licensed dentist or doctor (or by a licensed dental hygienist or duly qualified technician under a dentist's or doctor's supervision or direction);
- Anesthesia or drugs, unless Medically Necessary;
- Services or supplies that are provided primarily for cosmetic reasons, e.g., to increase distance between the nose and chin (vertical dimension), to restore meshing of upper and lower teeth (occlusion); to treat TMJ (temporomandibular joint dysfunction), the personalization and characterization of dentures, etc.;
- Services of a person who normally resides in the employee's home and who is a member of the employee's immediate family;
- Myofunctional therapy;
- Expenses the employee or his or her Dependent is not required to pay;
- Replacement of prosthetic appliances or dentures because of loss or theft, and purchasing extra sets of dentures or other appliances;
- Adult orthodontics;
- Treatment for Injury because of riot, insurrection, any act of war (declared or undeclared) or service in the armed forces of any government;
- Educational or training programs;
- Dietary instructions;
- Plaque control programs;
- Broken appointments;
- The completion and filing of claim forms;
- Services and supplies covered under a health maintenance organization plan (HMO) to which the employee subscribes and to which the Company contributes on behalf of the employee or the employee's covered Dependents;
- Charges above the reasonable, necessary and customary charges; and
- Expenses eligible to be paid or reimbursed in some other way, such as by another Company-provided plan or by: Legal action or

settlement from a third party (other than by an insurance policy held by the employee or a member of the employee's family, except no-fault auto insurance); Workers' Compensation; another employer's group health plan (subject to maintenance of benefits); Medicare; or any federal, state or local government plan or program of any country (except Medicaid).

5. Continuation of Dental Benefits

Benefits for implant abutments, implant prosthetics, and orthodontic treatments will not continue after the employee's or his or her Dependent's GE Dental Premium Option coverage ends. This also means that, if at the time coverage ends because of a leave of absence, disability, layoff, Plant Closing or office closing the employee's Dependent has begun a full-banded orthodontic treatment program, benefits under the GE Plan Care will not continue for the rest of the treatment program.

However, benefits will continue for up to 90 days if, at the time coverage ends for any reason, the employee or his or her Dependent has begun receiving the following dental services or supplies:

- Dentures, if the impressions were taken before coverage stopped;
- Crowns or fixed bridges, if the impressions were taken and the teeth were fully prepared before coverage stopped;
- Root canal therapy, if the tooth was opened before coverage stopped.

GE Medical, for purposes of this descriptor, means medical coverage options under the GE Health Benefits for Production Employees Plan.

Dependent is updated to mean (1) an employee's Spouse and (2) any child of an employee through the last day of the month in which that child turns 26.

Effective January 1, 2020.

D. Short-Term Disability Benefits (For Hourly Employees)

1. Weekly Benefit Minimum

Increase the weekly benefit minimum for full-time employees from $375 to $400 (effective for disabilities commencing on or after January 1, 2020).

2. Weekly Benefit Maximum

Increase the weekly benefit maximum for full-time employees from $900 to $950 (effective for disabilities commencing on or after January 1, 2020).

3. Remove Late Reporting Penalty

Amend the Plan to eliminate the one-half (1/2) reduction in benefit if notification of a non-occupational illness or injury that will result in the employee's absence from work for a period in excess of seven (7) calendar days is not received on or before the seventh day.

Effective for new claims submitted on or after January 1, 2020.

4. Allow Two (2) Paid Days for Colonoscopy

Amend the Plan to specify that employees will be permitted to take two (2) business days (consecutive and in the same week) off, with pay, to undergo a colonoscopy prescribed by a licensed Physician.

Effective for Colonoscopies performed on or after January 1, 2020.

5. Appeals

Reduce the number of appeals of denied claims available from "up to three times" to "up to two times".

Effective for new appeals submitted on or after January 1, 2020.

E. Long Term Disability Income Plan For Hourly Employees

1. Monthly Benefit Minimum

Increase the monthly benefit minimum for Option 1 for full-time employees from $350 to $400 (effective for disabilities commencing on or after January 1, 2020).

2. Appeals

Reduce the number of appeals of denied claims available from "up to three times" to "up to two times".

Effective for new appeals submitted on or after January 1, 2020.

F. GE Life Insurance (or GE Basic Life Insurance)

1. Benefit Amount

Amend the Plan to reduce GE Life Insurance for employees from 2 and ½ times an employee's pay to 2 times the employee's pay, and the benefit payable under GE Life Insurance and GE Accidental Death or Dismemberment Insurance, combined, will not exceed $5 million for any death resulting from a single event.

Effective for dates of death on or after January 1, 2020.

2. Advance Lump Sum

Amend the Plan to increase the amount of any advance lump sum payment available from up to $5,000 to up to $10,000.

Effective for new requests submitted on or after January 1, 2020.

3. Living Benefit

Amend the Plan to increase the Living Benefit from 50% of the employee's GE Life Insurance up to a maximum of $250,000 to 80% of the employee's GE Life Insurance up to a maximum of $500,000.

Effective for applications submitted to the insurance carrier on or after January 1, 2020.

G. Personal Accident Insurance Plan for Accidental Death and Dismemberment

1. Benefit Payment Reasons

Amend the Plan to incorporate additional conditions for which benefits will be paid, as follows:

Coma: MetLife will pay 1% of the coverage amount monthly beginning on the 7th day of the coma, for the duration of the coma, to a maximum of 100 months (i.e., 100% benefit payment). "Coma" means a state of deep and total unconsciousness from which the comatose person cannot be aroused. Such state must begin within 30 days of the accidental injury and continue for 7 consecutive days.

Brain Damage: MetLife will pay 100% of the coverage amount. "Brain Damage" means permanent and irreversible physical damage to the brain causing the complete inability to perform all the substantial and material functions and activities normal to everyday life. Such damage must manifest itself within 30 days of the accidental injury, require a hospitalization of at least 5 days and persist for 12 consecutive months after the date of the accidental injury.

Seat Belt: MetLife will pay an additional 10% of the coverage amount, in the event of an accident involving a vehicle featuring installed, and fully functional, seat belts. "Seat Belt" means any restrictive device that: (i) meets published United States Government safety standards; (ii) is properly installed by the car manufacturer; and (iii) is not altered after the installation. "Seat Belt" includes any child restraint device that meets the requirements of state law. If it is unclear whether the seat belt was properly fastened, a default benefit of $1,000 will be made. For loss of the employee's life, MetLife will pay benefits to the employee's beneficiaries. For loss of a dependent's life, MetLife will pay benefits to the employee.

Presumption of Death: MetLife will pay 100% of the coverage amount, in the event of a covered death featuring the following event characteristics: Presumption of death - MetLife will assume that the covered person died as a result of an accidental injury if:

(i) the aircraft or other vehicle the covered person was traveling in disappears, sinks, or is wrecked; and (ii) the body of the person who disappeared is not found within one year of (x) the date the aircraft or other vehicle was scheduled to arrive at its destination, if traveling in an aircraft or other vehicle operated by a Common Carrier (a business that advertises to the public that it is available for hire to transport people in exchange for a fee); or (y) the date the person is reported missing to the authorities, if traveling in any other aircraft or vehicle.

Effective for events occurring on or after January 1, 2020.

H. Emergency Aid

1. Retiree Eligibility

For events occurring on or after January 1, 2020, retirees will no longer be eligible to apply for Emergency Aid ("EMAID") grants.

2. Disaster Relief Grants

For events occurring on or after January 1, 2020, EMAID grants will only be available in the event of documented damage to employees' primary residence or other personal property as the direct result of an earthquake, fire, flood, hurricane or tornado in disaster areas which are designated by federal, state or county authorities. Employees may apply for a grant of up to $3,750 per year. Claims from employees living in the same household will be coordinated so that reimbursements will not exceed $3,750 per household. The Company will continue to have complete discretionary authority to determine employees' eligibility for a grant.

3. Personal Emergency Grants

Effective January 1, 2020, employees will no longer be eligible to apply for personal emergency grants.

V. RETIREE MEDICAL

A. GE HEALTH BENEFITS FOR PRODUCTION RETIREES

1. Contributions – Employees Hired Prior to January 1, 2008

Modify the Plan so that for purposes of calculating contributions for eligible Retirees who were hired prior to January 1, 2008, Annual Pay shall be defined as follows:

For Retirees whose Normal Straight Time Annual Earnings immediately prior to retirement equaled or exceeded $76,000: Final Normal Straight Time Annual Earnings.

For Retirees whose Normal Straight Time Annual Earnings immediately prior to retirement were less than $76,000: Annual retirement income under the GE Pension Plan and any other Company pension plan.

Effective January 1, 2020.

VI. OTHER PROGRAMS

A. GE EDUCATIONAL LOAN PROGRAM

1. New Loan Eligibility

Effective January 1, 2020, an employee will only be eligible to apply for 1 educational loan in his/her lifetime for either himself/herself or his/her dependent children. The maximum dollar limit of that 1 new loan will be $8,000.

2. Repayment Term

Modify the repayment term for educational loans from a maximum of 10 years to a maximum of 8 years from the date of receipt of the loan. This is for loans applied for on or after January 1, 2020.

3. New Loan Eligibility - Dispositions

Employees shall be ineligible to take educational loans for themselves and their dependent children if they are impacted by a known, public disposition, permanent reduction in force or plant closing announced on or after January 1, 2020.

B. INDIVIDUAL DEVELOPMENT PLAN PROGRAM REIMBURSEMENT

1. Reimbursement Cap for Layoffs

For layoffs announced on or after January 1, 2020, the Company will reimburse employees for up to $10,000 instead of up to $6,000 of eligible expenses for approved courses related to education and retraining as long as recall rights are maintained.

C. GE WORK LIFE CONNECTIONS

1. Survivor Support

Modify the applicable Side Letter and the Disability, Life and Other Insurance handbook to reflect 12 months (instead of 6 months) free access to financial counselors.

Effective January 1, 2020.

D. PAID PARENTAL LEAVE

Effective with births or placements for adoption occurring on or after January 1, 2020, eligible biological or adoptive parents will be allowed paid leave time up to 3 weeks within 12 months of the birth or placement for adoption of a child or children.

E. MILITARY PAY

Modify the language to pay normal straight-time wages or salary instead of differential pay to employees attending military annual encampments or training duty that will have a duration of 30 days or less and/or performing temporary emergency duty. The amount of normal straight-time wages or salary will be based on a regularly scheduled workweek, up to a maximum of 40 hours.

- Normal straight-time wages or salary will only be paid up to a maximum of 30 days in a calendar year.

Effective for new leaves initiated on or after January 1, 2020.

F. HOLIDAYS

Modify the language such that a newly hired employee will no longer be required to have minimum level of credited service in order to be eligible for holiday pay following hire. Effective January 1, 2020.

PART II – OTHER PLAN LANGUAGE CHANGES 2019 – 2023

The amendments agreed to by the parties in the AGREEMENT ON TECHNICAL AMENDMENTS TO GE BENEFIT PLANS shall be made to the benefit plans in order to meet applicable legal requirements and to make certain other technical amendments to the terms of the benefit plans.

APPENDIX C

GE-IUE/CWA

CONTRACT LANGUAGE CHANGES

In Appendix C Contract Language Changes are indicated as shown below.

DELETED LANGUAGE:

~~THIS IS DELETED LANGUAGE~~

NEW LANGUAGE:

THIS IS NEW LANGUAGE

ARTICLE NUMBERS:

Preamble

Modify the language of the Preamble to: 1) reflect a 4-year agreement beginning on June 24, 2019; and 2) revise the list of location names, where appropriate, to account for changes since 2015.

II. Section 3 (Contributions to CWA COPE Fund)

Modify the language to change all COPE references to PAF.

II. Section 4 (new)

Add the following language as a new Section 4 of Article II that will be titled "New Hire Orientation": The Local Union shall be permitted to designate a representative to give a presentation, not exceeding one hour, to all newly hired employees as part of their new hire orientation.

V. Working Hours

Effective January 6, 2020, the Company will pay an hourly rated or salaried nonexempt employee for overtime as follows:

Employees who are called back after the end of their regular shift (or told to report prior to their regular starting time) will be paid at the rate of time and one-half for hours worked up to the beginning of their regular shift.

Employees will continue to be paid at the rate of double time for working over 12 hours in a workday. However, the double time premium will not automatically continue into the employee's next workday.

No other changes are being made to Article V.

VII. Section 2(a)

Modify Article VII Section 2(a)(1) such that a newly hired employee will no longer be required to have minimum level of credited service in order to be eligible for holiday pay following hire.

VIII. Section 2 (b)

Modify Article VIII, Section 2(b) to provide employees who have greater than one (1) year of continuous service at the time of a layoff with recall rights for a maximum of sixty (60) months following layoff or until retirement, whichever comes first.

VIII. Section 2 (f)

Modify Article VIII, Section 2(b)(2)(f) to provide that repayment of Income Extension Aid paid to an employee under Section 4(b)(1)(iii) or severance pay due to a plant closing for the purpose of service restoration will be prorated so that an employee is not required to repay benefits covering the time when he was actually unemployed by the Company.

XI. Section 3

Modify Article XI Section 3 to provide that employees who have been or who may be transferred to jobs outside the bargaining unit may be returned to their former classifications in the bargaining unit for up to three (3) months following transfer to a job outside the bargaining unit.

XIII. Section 3

Modify Article XIII, Section 3 to provide that one week's advance notice prior to imposing a disciplinary penalty or discharge based on the cumulative effect of written warning notices is not required if a week or more has passed since the date the Company provided written notice of the infraction to the Local Union's designee. For the purpose of this Section, electronic mail shall be considered written notice.

XV. Arbitration

Modify Article XV to delete the names of the following 3 contract arbitrators who have retired or reached emeritus status: Theodore St. Antoine, Jeffrey B. Tener and Paul S. Zonderman.

XXII. Section 2(b)(4)

Modify Article XXII, Section 2(b)(4) to provide that an employee whose employment is terminated because of a plant closing may request that his date of termination be advanced so that he can accept other employment and the local management shall have unilateral discretion to grant such a request, provided that such request shall not be unreasonably denied.

XXII. Section (2)(c)(2)(i)

Modify Article XXII, Section 2(c)(2)(i) to provide that employees terminated as a result of a plant closing will receive education and retraining assistance as long as they meet eligibility requirements and enroll in courses at accredited schools.

XXII. Section (2)(c)(2)(ii)

Modify Article XXII(2)(c)(2)(ii) to increase the maximum reimbursement from $12,500 to $13,500 for eligible expenses incurred for approved courses related to education and retraining for employees affected by plant closings announced on or after January 1, 2020.

XXII. Section 3(b)(3)

Modify Article XXII Section 3(b)(3) to increase the Special Retirement Bonus from $18,000 to $20,000.

XXII. Section 3(e)(2)

Modify Article XXII Section 3(e)(2) to provide that an employee terminated because of a plant closing may request that his date of termination be advanced so that he can accept preferential placement and the local management shall have unilateral discretion to grant such a request, provided that such request shall not be unreasonably denied.

XXII. Section 3(e)(3)

Modify Article XXII, Section 3(e)(3) to allow employees with 20 years instead of 25 years or more of continuous service to be provisionally placed in entry level positions for up to three months.

XXII. Section 3(e)(5)

Modify the language to provide that employees who previously accepted Preferential Placement and are currently in a lower tier wage in a facility where the business has established a secondary wage structure for similar work will have a one-time right to accept recall back to the former location from which they were laid off for the remaining duration of their recall rights. If an employee exercises this right, location seniority will be determined locally.

XXII. Section 3(e)(6)

Modify Article XXII Section 3(e)(6) to increase the maximum available amount of eligible relocation expenses from $4,500 to $5,500 for individual employees without dependents and from $9,000 to $10,000 for employees with dependents living in the employee's home (as verified by federal income tax returns).

Modify Article XXII, Section 3(e)(6) to increase the reimbursement of documented expenses from a maximum of $300 to a maximum of $350 per visit

incurred for the purpose of attending approved selection procedures established by the designated locations.

Effective January 1, 2020.

XXII. Section 3(e)(10)

Modify Article XXII(3)(e)(10) to add a reference to "market-based wages."

XXII. Section 4(c)

Modify Article XXII Section 4(c) to increase the Special Voluntary Layoff Bonus from $18,000 to $20,000.

XXIII. Military Pay Differential

Modify Article XXIII language to pay employees normal straight-time wages or salary instead of differential pay for attending military annual encampments or training duty that will have a duration of 30 days or less and/or performing temporary emergency duty. The amount of normal straight-time wages or salary will be based on a regularly scheduled workweek, up to a maximum of 40 hours.

Normal straight-time wages or salary will only be paid up to a maximum of 30 days of scheduled work days in a calendar year. Effective for new leaves initiated on or after January 1, 2020.

XXVII. Section 6

Add a new Section 6 to Article XXVII to provide for paid Parental Leave.

Effective with births or placements for adoption occurring on or after January 1, 2020, biological or adoptive parents will be allowed paid leave time up to 3 weeks within 12 months of the birth or placement for adoption of a child or children.

XXXI. Duration of Agreement

Update Article XXXI to reflect a 4-year National Agreement between GE and the IUE/CWA effective from June 24, 2019 through June 18, 2023.

XXXIII. Notices

Modify Article XXXIIII to provide current addresses for GE and the IUE/CWA where notices shall be sent under the provisions of the National Agreement.

Changes to the GE-IUE/CWA Agreement are as follows:

Preamble

This Agreement (referred to as the 2019-2023 ~~2015-2019~~ GE-IUE/CWA, AFL-CIO, CLC NATIONAL AGREEMENT) is entered into as of the 24th ~~22nd~~ day of June 2019 ~~2015,~~ by and between the Electric Company (hereinafter referred to as the "Company") and IUE-CWA, The Industrial Division of the Communications Workers of America, AFL-CIO, CLC (hereinafter referred to as the "Union"), acting for itself and in behalf of each of the below-listed IUE-CWA, AFL-CIO, CLC Locals currently certified as collective bargaining representatives of Company employees and such other IUE-CWA, AFL-CIO, CLC Locals as may hereafter be certified as collective bargaining representatives of Company employees (each referred to individually as the "Local").

The Locals which are initially parties to this National Agreement and the bargaining units represented by such Locals and the Union are listed below:

LOCAL NO.	LOCATION	CLASSIFICATION
~~120~~	~~Philadelphia, PA~~	~~P & M~~
	~~(GEI, Inc., Apparatus Service Center)~~	
161 —	Salem, VA	P & M
~~181~~	~~Charlotte, NC~~	~~P & M~~
	~~(GEI, Inc., Apparatus Service Center)~~	
201 —	Lynn River Works, MA	P & M
201 —	Lynn River Works, MA	Salaried
~~251~~	~~Boston, MA~~	~~Service~~
	~~(GECHS)~~	
~~255~~	~~Pittsfield, MA~~	~~P & M~~
~~264~~	~~Daytona, FL~~	~~Service~~
	~~(GECHS)~~	
301 —	Schenectady, NY	P & M
301 —	Schenectady, NY	Powerhouse
303 —	Albany, NY	P & M
	(GEI, Inc., Apparatus Service Center)	P & M
~~607~~	~~Emporium, PA~~	~~P & M~~
~~640~~	~~Bridgeville, PA~~	~~P & M~~
	~~(GE Lighting, LLC-Bridgeville Glass Plant)~~	
701 —	Madisonville, KY	P & M
704 —	Bucyrus, OH	P & M
	(GE Lighting, Inc.-Bucyrus Lamp Plant)	
~~705~~	~~Dover, OH~~	~~P & M~~
	~~(GE Lighting, Inc.-Dover Products Plant)~~	
~~707~~	~~Cleveland, OH~~	~~P & M~~
	~~(Engineering Support Operation)~~	
~~707~~	~~Cleveland, OH~~	~~P & M~~
	~~(GE Lighting, Inc.-Tungsten Products Plant)~~	
~~707~~	~~Cleveland, OH~~	~~Maintenance~~
	~~(GE Lighting, Inc.-Tungsten Electricians Products Plant)~~	

707 —Cleveland, OH	Boiler Room (Facilities and Security Services Operation – NELA)	
707 —Cleveland, OH	Maintenance (Facilities and Security Services Operation – NELA)	
707 —Cleveland, OH	Grounds Crew (Facilities and Security Services Operation – NELA)	
~~707 —Cleveland, OH~~	~~(GETS Service Center)~~	~~P & M~~
~~707 —Ravenna, OH~~	~~(Ravenna Distribution/ & Warehouse and Warehouse Center)~~	~~Maintenance~~
~~712 —Lake Worth, FL~~	~~(GECHS)~~	~~Service~~
~~761 —Louisville, KY~~	~~(Appliance Park)~~	~~P & M~~
~~761 —Louisville, KY~~	~~(GE Energy Mgt. Apparatus Service Center)~~	~~P & M~~
~~767 —Somerset, KY~~	~~(GE Lighting, LLC Somerset Glass Plant)~~	~~P & M~~
788 —Dallas, TX	(GEI, Inc., Apparatus Service Center)	P & M
~~850 —San Diego, CA~~	~~(GECHS)~~	~~Service~~
~~850 —Los Angeles, CA~~	~~(GECHS)~~	~~Service~~
~~850 —Mira Loma, CA~~	~~(Mira Loma Distribution Center)~~	~~Warehouse~~
~~859 —Evansville, IN~~	~~(GEI, Inc., Apparatus Service Center)~~	~~P & M~~
1004 —	Arkansas City, KS (GE Engine Services, Inc.)	P & M
~~1020~~	~~Denver, CO~~ ~~(GEI, Inc., Apparatus Service Center)~~	~~P & M~~
~~1027~~	~~Oklahoma City, OK~~ ~~(GECHS)~~	~~Service~~
~~1105~~	~~New Orleans, LA~~ ~~(GEI, Inc., Apparatus Service Center)~~	~~P & M~~
~~1124~~	~~Tucson, AZ~~ ~~(GEI, Inc., Apparatus Service Center)~~	~~P & M~~
1140 —	Minneapolis, MN (GEI, Inc., Apparatus Service Center)	P & M

II. Union Security

3. *Contributions to CWA COPE Fund*

(a) *Employee Authorization.*

The Company agrees to deduct from the pay of each employee voluntary contributions to the CWA ~~COPE~~ Fund ("CWA ~~COPE~~ PAF PCC"), provided that each such employee executes or has executed an "Authorization for Assignment

and Check-Off of Contributions to CWA-~~COPE~~-PAF PCC" form and provided further that such authorization has not been revoked.

Deductions shall be made only in accordance with the provisions of and in the amounts designated in said form, together with the provisions of this Section of the Agreement.

A properly executed copy of "Authorization for Assignment and Check-Off of Contributions to CWA-~~COPE~~PAF-PCC" form for each employee for whom voluntary contributions to CWA-~~COPE~~ PAF PCC are to be deducted hereunder, shall be delivered to the Company before any such deductions are made. All deductions shall be made pursuant to such properly executed forms for so long as they remain in effect. Such deductions shall be made from the employee's regular pay each pay cycle that the authorization remains in effect.

(b) *Termination of Company Obligations*

The Company's obligation to make such deductions shall terminate automatically upon the termination of the employee who signs the authorization, upon written request, or upon his transfer to a job or location not covered by this Agreement.

(c) *Remittance to the Union*

The Company agrees to remit said deductions monthly to the Union as follows:

(1) The total amount of CWA-~~COPE~~-PAF PCC contributions deducted.

(2) The names, social security number and amounts from whose wages such deductions have been made.

(3) The Company shall, at the same time remit to the Union its check for the amount shown under item (a) above, care of IUE-CWA, The Industrial Division of the Communications Workers of America, AFL-CIO, CLC (IUE-CWA).

(d) Subject to applicable law, individual authorizations executed after the effective date of this Agreement shall be signed cards in the form agreed to by the Company and the Union.

Add the following new language as a new Section 4 of Article II that will be titled "New Hire Orientation":

4. *New Hire Orientation*

The Local Union shall be permitted to designate a representative to give a presentation, not exceeding one hour, to all newly hired employees, as part of their new hire orientation.

V. Working Hours: Straight Time – Overtime

1. (a) *Workweek*

The regular working week for both salaried and hourly rated employees shall be 40 hours per week, 8 hours per day, 5-day week, from Monday to Friday inclusive. The workweek on multiple shifts may be less than 40 hours.

An employee's workday is the twenty-four hour period beginning with his regularly assigned starting time of his workshift, and his day of rest starts at the same time on the day or days he is not scheduled to work. His workweek starts with the start of his regularly assigned work period on Monday of that workweek, except on continuous operations. Upon commencing work on Monday at a newly assigned starting time which is earlier than his starting time during the preceding week, the workday immediately preceding such Monday shall end provided the employee has had a 24-hour period of rest prior to the newly assigned starting time.

Variations in hours of work and schedules of hours of the several shifts, including multiple shifts where the workweek starts late Sunday night and where such hours on Sunday are considered as part of the Monday workday, are subjects for local negotiations.

(b) *Continuous Operations*

Special schedules of hours and overtime will apply (1) on jobs which require continuous operation such as powerhouse attendants and on jobs requiring continuous manufacturing processes such as those which, for reasons of protection of equipment and material, must be run on a 24-hour day and a week-by-week basis, or (2) on process oriented jobs which cannot readily be operated on a non-continuous basis such as chemical, plastic, silicone and glass operations. Existing jobs or processes described in (2), but not currently on continuous operations as of July 1, 1973, may be designated as continuous operations by negotiation and agreement between local management and the Local Union. In the case of jobs described in (2), where new operations or processes are developed or established after July 1, 1973, the Local will be given thirty (30) calendar days notice prior to the designation of such jobs as continuous operations.

(c) When a change is made in the hours of work or working schedules of substantially all employees of a plant or a department thereof, local management will notify the employees and the Locals respectively affected at least one week in advance of the effective date of such change. When a change is made in the hours of work or working schedules of various individuals or smaller groups of employees, the Foreman will give the affected employees and their Union Steward as much notice as possible.

Any grievance resulting from the establishment of a new working schedule will be handled through the regular grievance procedure.

2. *Overtime – Regular Workweek*

The Company will pay an hourly rated or salaried employee on a nonexempt job for overtime as follows:

(a) At the rate of time and one-half for hours worked either

(1) In excess of 8 hours in any single workday; or

(2) In excess of 40 hours in any given workweek; or

(3) In excess of 8 hours in any continuous 24 hours beginning at the starting time of the employee's shift; or

(4) After working his regular schedule, if on multiple shifts of less than 8 hours each; or

(5) On his Saturday.

(b) At the rate of double time for hours worked either

(1) On his Sunday; or

(2) On his "observed" holiday; or

(3) In excess of 12 hours in his workday~~; provided that an employee who shall have worked in excess of 12 hours in any single workday, and who shall be required to continue at work beyond that workday, shall continue to be paid at the double time rate for hours worked until he shall have been relieved from work~~; or

(4) Outside the employee's regularly scheduled shift on a calendar Sunday or calendar observed holiday.

(c) At the rate of double time and one-half for hours worked either

(1) On his holidays listed in Article VII as paid holidays; or

(2) Outside the employee's regularly scheduled shift on any of the calendar holidays listed in Article VII as paid holidays; or

(3) For salaried employees only, for hours worked on an observed holiday or outside the employee's regularly scheduled shift on any calendar observed holiday.

(d) An employee who is transferred from his regular established shift to another and who is thereafter returned to his original shift during the same week, or during the immediately succeeding week, shall be paid at the rate of time and one-half for the first 8 hours worked following the first such transfer, except where either or both such transfers (i) results from the failure of another employee or employees to report for work; or (ii) is made in connection with a lack of work situation; or (iii) is made at the employee's request; or (iv) results from an emergency breakdown of equipment or machinery; or (v) is made in connection with an established program of shift rotation.

3. *Continuous Operations*

(a) Workday - Workweek

(1) When any employee on continuous operations has a scheduled workweek of 5 days at work and 2 days off, his first scheduled day off shall be considered as the 6th day of his workweek, and his second scheduled day off whether or not successive, as the 7th day of his workweek. When such working schedule contains a regularly recurring workweek of 6 days at work and one day off, such scheduled day off shall be considered as the 7th day of his workweek and the day immediately preceding as the 6th day of his workweek.

4. *Overtime-Continuous Operations*

The Company will pay an hourly rated or salaried employee on a nonexempt job for overtime as follows: (a) At the rate of time and one-half for hours worked either

(1) In excess of 8 hours in any single workday; or

(2) In excess of 40 hours in any given workweek; or

(3) In excess of 8 hours in any continuous 24 hours beginning at the starting time of the employee's shift; or

(4) On his Saturdays or Sundays if either day is not his 7th day of his workweek; or

(5) On employee's 7th day of his workweek if such day is neither his Saturday, Sunday or observed holiday; or

(6) On his Saturdays and Sundays (as a minimum if employee is on a special schedule other than that outlined in 3(a)(1) above).

(b) At the rate of double time for hours worked either

(1) On the employee's 7th day of his workweek, if such day is his Saturday, Sunday or observed holiday; or

(2) On the employee's 6th day of the workweek if falling on an observed holiday; or

(3) In excess of 12 hours in his workday~~; provided that an employee who shall have worked in excess of 12 hours in any single workday, and who shall be required to continue at work beyond that workday, shall continue to be paid at the double time rate for hours worked until he shall have been relieved from work~~.

(c) At the rate of double time and one-half for hours worked on the holidays listed in Article VII as paid holidays.

5. *General*

(a) Listed holidays referred to above shall mean those holidays listed in Article VII of this Agreement.

(b) Each Local shall be furnished a list of the observed holidays referred to above.

(c) Computation of overtime shall be in accordance with the day as defined in 1(a) above and shall be allowed under only one of these overtime provisions for any given hours.

(d) All salaried employees if absent for personal reasons other than vacation shall be paid in accordance with the established plan.

(e) In cases where the Company instructs employees to report ahead of schedule and/or remain after the regular schedule to change clothes, etc., employees involved will be paid for such additional time.

6. *Night Shift Differential*

Hourly rated and salaried employees hired on or before August 1, 1994 assigned to recognized second and third shift operations shall have 10% added to their regularly determined earnings for all work performed on such shifts. Employees hired after August 1, 1994, who have no record of prior GE service, shall have one dollar ($1.00) added to their regular hourly rate for all work performed on such shifts until they have accumulated five (5) years of continuous service after which they will receive the 10% night shift differential. Recognized second and third shifts shall in all cases be those beginning between 12 noon and 3:30 a.m. In exceptional cases the starting time for a recognized second shift may be earlier by mutual agreement between the Local and local management.

7. *Other Special Payments*

(a) *Early Reporting and Call-In*

(1) Employees who are called in outside of their regular schedule of hours will be paid at the applicable premium rate, but not less than the equivalent of four hours pay at their straight-time rate.

~~(2) Day shift employees who are called back after the end of their regular day shift (or told to report prior to their regular starting time) will be paid at the rate of time and one-half for hours worked outside their regular schedule, up to midnight and at the rate of double time for hours worked after midnight and up to the beginning of the regular day shift.~~

(~~3~~2) Employees ~~on the second and third shifts~~ who are called back after the end of their regular shift (or told to report prior to their regular starting time) will be paid at the rate of time and one-half for hours worked up to the beginning of their regular shift.

(4~~2~~3) Subsections (1)~~,~~**and** (2) ~~and (3)~~ above are not applicable where an employee continues to work into the next shift following his normal quitting time.

(b) *Report-in Time*

Employees who report for work in accordance with their regular schedules, and, without previous notice thereof, neither their regularly assigned nor any reasonably comparable work is available, will receive not less than four hours pay at the rate applicable had they worked. This Subsection (b) shall not be applicable where the inability of the Company to supply work is the result of fire, snowstorm, flood, power failure or work stoppage by employees in the same Company location.

(c) *Dispensary Time*

Employees will be paid at their applicable rate for time spent in attending the Company dispensary for examination or treatment of any injuries arising out of and in the course of their employment, whenever such time would otherwise have been spent by the injured employee on the work assigned to him. Employees who are directed not to return to work as a result of their injury shall be paid at their straight-time rate to the end of their scheduled work shift.

8. *Division of Overtime*

Overtime shall be divided as equally as proficient operations permit among the employees who are performing similar work in the group. A record of overtime worked by employees (or credited to them) will be maintained by the immediate supervisor of the group and will be available for examination by the appropriate Union Steward upon request.

VII. Holidays

Modify Section 2(a)(1) as follows:

2. *Hourly Rated Employees*

(a) An hourly rated employee not on continuous operations will be paid, for each of the above listed holidays not worked, up to eight hours at his average straight-time hourly rate as taken from the last periodic statistics available at the time his holiday occurs (current rate for day workers), for a number of hours equal to his regularly daily working schedule during such week, providing each of the following conditions are met:

(1) ~~Such employee has at least 30 days credited service prior to any such holiday.~~ Such employee will not be required to have a minimum level of credited service to be eligible for any such holiday following hire.

VIII. Continuity of Service-Service Credits

Modify Section 2(b) as follows:

2. *Loss of Service Credits and Continuity of Service*

(b) Individuals who at the time of layoff had greater than one (1) year ~~six (6) months~~ of continuous service shall, despite loss of service as a result of such layoff, be retained on the recall list and be eligible for reemployment in accordance with the applicable local procedure for a period of sixty (60) months following layoff or until retirement, whichever occurs first. Similarly, in the case of individuals with the required service absent due to illness or injury, the same extended recall arrangement will be made only if: [...]

Modify Section 2(b)(2)(f) as follows:

2. *Loss of Service Credits and Continuity of Service*

(f) Service restoration provided for in this Section 2 will be contingent upon the employee's full repayment of ~~any of the following lump sum benefits paid under Article XXII: Income Extension Aid under Section 4(b)(1)(iii),~~ a Special Voluntary Layoff Bonus under Article XXII Section 4(c)~~,~~ or a Special Retirement Bonus under Article XXII Section 3(b); or upon the prorated repayment of any Income Extension Aid under Article XXII Section 4(b)(1)(iii) or any severance pay due to a plant closing termination which occurred within six months prior to the date of reemployment. With respect to Income Extension Aid under 4(b)(1)(iii) or to severance pay due to a plant closing termination which occurred within six months prior to the date of reemployment~~.~~, an employee's repayment amount will be prorated so that she/he will not be required to repay benefits covering the time when she/he was actually unemployed by the Company. Such repayments must be made within a reasonable time after rehire. No such repayment is required of benefits paid if the reemployment date is more than one year from the date of the prior termination.

XI. Reduction or Increase in Forces

Modify Section 3 as follows:

3. ~~Employees who have been or who may be transferred to jobs outside the bargaining units, may be returned to their former classification in the bargaining unit in accordance with their total length of continuous service.~~

~~Employees who, after October 3, 1966, are transferred to jobs outside the bargaining units may be returned to their former classification in the bargaining unit in accordance with their total length of continuous service at the time they left the unit plus the number of years outside the unit up to a maximum of five such years outside the unit.~~

~~Employees who, after June 30, 1985, are transferred to exempt management jobs outside the bargaining units may be returned to their former classification in the bargaining unit in accordance with their total length of~~

~~continuous service during the period up to twenty-four (24) months following the first such transfer to a job outside the unit.~~

Employees who~~, after June 30, 1991,~~ are transferred to jobs outside the bargaining units may be returned to their former classification in the bargaining unit in accordance with their total length of continuous service during the period up to three (3) ~~six (6)~~ months following the first such transfer to a job outside the unit.

XIII. Grievance Procedure

Modify the language as follows:

3. *Discipline Based on Warning Notices*

Before imposing a disciplinary penalty or discharge which is based upon the cumulative effect of written warning notices, the Company will notify the employee concerned one week in advance. However, if a week or more has passed since the date the Company provided written notice of the infraction to the Local Union's designee, no such notification is required prior to imposing the disciplinary penalty or discharge. For the purpose of this Section, electronic mail shall be considered written notice. The matter may be made a subject for grievance discussions, but such discussions shall not prevent imposition of the penalty pending their final outcome and, in the event it is determined that an employee has been improperly penalized, he will be reimbursed for any loss of wages sustained as a result of the imposition of the penalty.

XV. Arbitration

Modify language in Article XV, Section 3(a) as follows:

CONTRACT ARBITRATORS

Larry Dias	Joan W. Parker
Phillip Dunn	Marsha Saylor
Lawrence T. Holden, Jr.	Janet M. Spencer
Mark L. Irvings	~~Theodore St. Antoine~~
Michael Jedel	~~Jeffrey B. Tener~~
Jay Nadlebach	~~Paul S. Zonderman~~
Craig E. Overton	

XXII. Job and Income Security

Modify Section 2(b)(4) as follows:

2. Plant Closing

(b) *Severance Pay*

(1) An eligible employee whose employment is terminated because of plant closing shall be entitled to Severance Pay in a lump sum, for which he is eligible as described below and the full vacation allowance for which he might have qualified for the calendar year in which his employment is terminated and any other accumulated allowances due him, provided that after the announcement of intent to close a plant he:

(i) continues regularly at work at the closing location until the specific date of his termination, or

(ii) fails to continue regularly at work until the specific date of his termination due to verified personal illness, leave of absence, or layoff.

(2) An eligible employee will be similarly eligible for Severance Pay and his full vacation allowance if he was laid off or was placed on an approved illness or injury absence prior to the Company's announcement of intent to close a plant and continues on layoff with protected service, or on illness or injury absence with protected service, until the location's plant closing date.

(3) Also eligible for Severance Pay under this Section 2 (b) are former employees of a closed location who in the period from 18 months to 12 months prior to the location's plant closing date were laid off and who broke service prior to such date. Except as provided in this paragraph, such former employees are ineligible for any other benefits payable to active employees affected by a plant closing. The payment of Severance Pay as described herein shall not serve to restore service or otherwise affect the benefit status of such former employees.

(4) Such employee may request that his date of termination be advanced so that he can accept other employment and the local management shall have unilateral discretion to grant such a request, provided that such request shall not be unreasonably denied~~will give due regard to this request~~.

Modify Section (2)(c)(2)(i) as follows:

2. Plant Closing

(c) Employment Assistance Program

To assist employees terminated because of a plant closing to find new jobs and to learn new skills, local management will establish an Employment Assistance

Program following announcement of a decision to close a plant. The Employment Assistance Program will include job placement assistance and education and retraining assistance.

(2) *Education and Retraining Assistance*

(i) An employee with one or more years of continuous service who is terminated as a result of a plant closing will be eligible to receive Education and Retraining Assistance for courses ~~approved by the Company~~ which contribute to or enhance the employee's ability to obtain other employment provided that the employee begins the ~~approved~~ course within one year following termination. ~~Approved c~~Courses ~~will normally be given~~ must be taken at schools which are accredited by recognized national, regional or state accrediting agencies and may include:

- Occupational or vocational skill development;
- Fundamental reading or numerical skill improvement;
- High school diploma or equivalency achievement; and
- College level career oriented courses.

Modify Section (2)(c)(2)(ii) as follows:

(2) *Education and Retraining Assistance*

(ii) An employee will be reimbursed up to a maximum of ~~twelve thousand five hundred dollars ($12,500)~~ thirteen thousand five hundred dollars ($13,500) for authorized expenses which are incurred within three years following termination provided a passing grade is received in the course. Authorized expenses include verified tuition, registration and other compulsory fees, cost of necessary books, and other required supplies. However, if tuition or other authorized expenses are covered by government benefits, other employers, or scholarships, the Company reimbursement will not apply to that portion covered by such other plan.

Modify Section 3(b)(3) as follows:

3. *Retraining and Readjustment Assistance*

(b) *Special Retirement Bonus*

(3) *Special Payment*

This Special Retirement Bonus shall be ~~$18,000~~ $20,000.

Modify Section 3(e)(2) as follows:

3. *Retraining and Readjustment Assistance*

(e) *Preferential Placement*

(2) *Election Procedure*

To elect Preferential Placement the employee shall designate up to twelve (12) domestic General Electric Company manufacturing plant, service shop or distribution center locations within the four-year eligibility period on forms provided exclusively by the Company. Effective January 1, 2004, the term "locations" used in the prior sentence shall be construed for the sole purpose of this paragraph to include like locations maintained by GE affiliates participating in the Job and Income Security Plan for Hourly Employees and the Job and Income Security Plan for Nonexempt Employees. This election will not affect an individual's continuity of service. Individuals otherwise eligible for Preferential Placement pursuant to Section (e)(1)(i) and Section (e)(1)(ii) above, and who have made this election, will be placed in Preferential Placement status either: (i) on their designated termination date for plant closing, or (ii) on their layoff date. Individuals eligible for Preferential Placement under Section 3 (e)(1)(iii) and who have made this election, will be placed on Preferential Placement after three (3) months on protected service due to layoff). Individuals otherwise eligible for Preferential Placement pursuant to Section 3(e)(1)(i) or Section 3(e)(1)(ii) above may request, following the conclusion of decision bargaining, that their plant closing or layoff date be advanced in order to assume Preferential Placement and accept placement prior to their anticipated plant closing or layoff date. Local management shall ~~give due regard to~~ have unilateral discretion to grant such a request so long as such request shall not be unreasonably denied; provided~~, however,~~ that employees affected by a plant closing shall have the right to have their plant closing date advanced in order to assume preferential placement and accept placement if their plant closing date has been exceeded by 12 months. If the vacated position must be filled, the Company may utilize temporary services after exhausting the recall list provided, however, no plant closing benefits attributable to the recall will be available. Locations can be added to the employee's list to reach the twelve (12) limit, but no listed locations can be eliminated and replaced or substituted for (even if closed).

Modify Section 3(e)(3) as follows:

3. *Retraining and Readjustment Assistance*

(e) *Preferential Placement*

(3) *Placement Standard*

Individuals in Preferential Placement status will be given preference, to the extent practical, over new hires for job openings at the locations designated

by them in order of their length of continuity of service when they possess the necessary job qualifications established by the hiring location. The term "necessary job qualifications" shall be applied based on the upgrade standard for jobs above entry level. For entry level jobs in the One Month Progression Schedule the term "necessary job qualifications" shall be the standard a current employee at the location must meet to be placed in the entry level job.

Notwithstanding the preceding paragraph, Preferential Placement candidates applying for entry level positions in the One Month Progression Schedule with ~~25~~ 20 years or more of continuous service shall be provisionally placed in such positions for up to three months. Such candidate must either demonstrate satisfactory progress in performing the entry level duties or perform such duties at a fully satisfactory level by the end of this provisional placement period. Failure to so demonstrate or perform will result in the candidate's removal from provisional placement. The candidate will then continue in Preferential Placement status as if such provisional placement had not occurred. The administrative removal of provisionally placed Preferential Placement candidates shall not be subject to arbitration.

Modify Section 3(e)(5) as follows:

3. *Retraining and Readjustment Assistance*

(e) *Preferential Placement*

(5) *Seniority*

Individuals placed or re-employed under this Section 3 (e) will have seniority for the purpose of subsequent layoff, recall, upgrading and other seniority purposes at their new location based upon the established seniority procedures and practices at their new location. Once placed through Preferential Placement, an employee will not be eligible for recall to his former location except in the event he is laid off or terminated by a plant closing at his new location. If laid off or terminated due to plant closing at the location at which he was placed, recall rights will be reinstated for the remainder of the original recall period. Also, employees who previously accepted Preferential Placement and are currently in a lower tier wage in a facility where the business has established a secondary wage structure for similar work will have a one-time right to accept recall back to the former location from which they were laid off for the remaining duration of their recall rights. If an employee exercises this right, location seniority will be determined locally.

Modify Section 3(e)(6) as follows:

3. *Retraining and Readjustment Assistance*

(e) *Preferential Placement*

(6) Relocation Assistance

If an individual who elected Preferential Placement is placed or re-employed under this Section 3 (e) within three (3) years from, as applicable, that individual's designated date of termination for plant closing, layoff date, or service break date for those breaking service after twelve (12) months on protected service due to layoff, that employee shall be eligible for reimbursement for substantiated reasonable and necessary relocation expenses to the new location up to a maximum of ~~$4,500~~ $5,500 for individual employees without dependents or ~~$9,000~~ $10,000 for employees with dependents living in the employee's home (as verified by federal income tax returns). An eligible individual who has elected Preferential Placement is eligible for reimbursement of documented expenses up to ~~$300~~ $350 per visit incurred for the purpose of attending approved selection procedures established by the designated locations.

Modify Section 3(e)(10) as follows:

3. *Retraining and Readjustment Assistance*

(e) *Preferential Placement*

(10) *Pay Rates at New Location*

Individuals placed under this Section 3(e) shall be compensated at the rate structure in effect at the new location. Legacy employees placed at a location with competitive or market-based wages shall be compensated at the location's legacy rate structure if the placed employee's continuity of service exceeds 25 years. As used herein "legacy" refers to a location's rate structure prior to the adoption of competitive or market-based wages or a location's general wage structure if competitive or market-based wages have not been adopted.

Modify Section 4(c) as follows:

4. *Income Extension Aid*

(c) *Special Voluntary Layoff Bonus*

Whenever the Company announces an indefinite reduction in force, a Special Voluntary Layoff Bonus opportunity will exist. To be eligible an employee must be age sixty (60) or older, have fifteen (15) years of continuous service, be in a specific job classification directly adversely affected, and must have filed a request to be considered at least fifteen (15) days in advance of the announcement of the

indefinite reduction in force. To the extent such requests exceed the number of affected jobs in each classification, selection will be on the basis of seniority. Alternatively, in the event that the number of eligible employees electing this option is less than the number of employees directly adversely affected, secondary opportunities, up to the total number of positions directly adversely affected, shall be available to eligible employees in classifications affected by displacements resulting from the indefinite reduction in force. Employees selected for a Special Voluntary Layoff Bonus must confirm their acceptance immediately following the Company's offer of the Special Voluntary Layoff Bonus. Employees accepting a Special Voluntary Layoff Bonus will receive a lump sum payment of ~~$18,000~~ $20,000 in lieu of any other payment under this Article and will terminate service with the Company.

XXIII. Military Pay ~~Differential~~

Modify language in Article XXIII as follows:

An employee with 30 days or more of service credits, who is called out by the National Guard or the U.S. Reserves to perform temporary emergency duty (other than duty under an order by the President or Congress activating members or units of the Reserves or National Guard) due to a fire, flood, or domestic civil disturbance, or other such disaster, attending annual encampments less than 30 consecutive calendar days or training duty less than 30 consecutive calendar days in the Armed Forces, State or National Guard or U.S. Reserves shall be paid his ~~granted a military pay differential, computed as set forth below, for a period of up to 21 days of such annual military service, during each calendar year. The employee shall be granted service credits for the entire period or portion thereof during which he is absent for such annual military service. Such military pay differential shall be the amount by which the employee's~~ normal straight time wages or salary, calculated on the basis of a regularly scheduled workweek up to a maximum of 40 hours, which the employee has lost by virtue of such absence. Normal straight time wages or salary will only be paid for the regularly scheduled work days that fall within the service period(s), for a maximum benefit of 30 paid days in a calendar year. The employee shall also be granted service credits for the entire period or portion thereof during which he/she is absent for such military service.

~~exceeds any pay received for such absence from the Federal or State Government, recalculated to exclude the Government pay applicable to Saturdays and Sundays. Saturdays and Sundays shall be counted in computing the 21 day period. Such items as subsistence, rental, and travel allowance shall not be included in determining pay received from the Government.~~

~~An employee with 30 days or more of service credits who does not exhaust the 21 calendar day period during the calendar year for his annual encampment or training duty and who is required during the same calendar year to attend a weekend period of training shall be granted a military pay differential provided that the 21 calendar day period of military service in the same calendar year is not exceeded. Such military pay differential shall be the amount by which the~~

~~employee's normal straight time pay, calculated on the basis of a nonpremium workday, up to a maximum of eight (8) hours, which the employee has lost by virtue of such absence, exceeds any pay received for such day or days of absence from the Federal or State Government, recalculated to exclude the Government pay applicable to Saturdays and Sundays. Saturdays and Sundays shall be counted for the purpose of determining the extent to which the 21 calendar days of military service have been utilized in the same manner as annual encampment or training duty.~~

An employee with 30 days or more of service credits, who is called out by the National Guard or the U.S. Reserves to perform temporary emergency duty (other than duty under an order by the President or Congress activating members or units of the Reserves or National Guard) due to a fire, flood, or domestic civil disturbance, or other such disaster will be entitled to either normal straight-time wages or salary or differential pay for up to the first continuous 8 weeks of temporary emergency duty per calendar year. Any days already taken during the calendar year and paid in full for temporary emergency duty, annual training or encampment will count against the 30 days of scheduled work days available for normal straight-time wages or salary when absent for emergency duty. Following 30 scheduled work days of normal straight-time wages or salary up to 40 scheduled hours per week the employee is entitled to differential pay for the rest of the temporary emergency duty leave up to a maximum of 8 weeks. Such military pay differential shall be the amount by which the employee's normal straight time wages or salary, calculated on the basis of a regularly-scheduled workweek up to a maximum of 40 hours, which the employee has lost by virtue of such absence, exceeds any pay received for such absence from the Federal or State Government, recalculated to exclude the Government pay applicable to Saturdays and Sundays. Additionally, such items as subsistence, rental and travel allowance shall not be included in determining pay received from the Government. Service credits will also be granted for the length of the leave~~. paid a military pay differential calculated as described above, for the pay lost by reason of such emergency duty, for a period not to exceed eight weeks in any calendar year and shall be granted service credits for such absence up to eight weeks.~~

An employee who has less than 30 days of service credits may also be absent for the reasons and periods set forth above without deduction of service credits for such absence, but shall not be eligible for the military pay differential.

~~Employees will be permitted to take a vacation and attend a military encampment at separate times and be granted both a vacation pay allowance and a military pay differential. However, a~~An employee on annual encampment, training duty or performing emergency training duty may not receive a vacation pay allowance and military pay (or a military pay differential) for the same period. ~~An employee may, however, receive a military pay differential for the period, if any, by which the time spent in such encampment exceeds such vacation, but not exceeding the maximums specified above.~~

XXVII. Sick and Personal Pay

Add new language in Section 6 as follows:

Effective with births or placements for adoption occurring on or after January 1, 2020, biological or adoptive parents will be allowed paid leave time up to 3 weeks within 12 months of the birth or placement for adoption of a child or children.

(a) Eligibility Criteria:

(1) 1 year of continuous or acquired service;

(2) Eligible to participate in a GE medical plan;

(3) On the active payroll in the U.S. of General Electric Company;

(4) Not on a leave of absence, other than disability leave for the birth month following the delivery; and

(5) The biological parent on the birth certificate of a child or children born in the 12 months preceding the leave or the adoptive parent of a child or children under the age of 18 at the time of placement, on the documentation evidencing the adoption placement which occurred in the 12 months preceding the leave. However, leave may be granted to a GE employee in a same-sex relationship when the employee is not the biological or adoptive parent and is living in a place that does not legally permit adoption to same-sex couples.

(b) Use Criteria:

(1) Cannot be used for unplanned incidental or last-minute absences like staying home with a sick child; other time off benefits may be available in those situations;

(2) Must exhaust GE Paid Parental Leave before using any additional paid time off (e.g. vacation);

(3) Runs concurrent with (at the same time as) FMLA and other state or local paid or unpaid leave laws;

(4) Must be used in full day increments – no partial days or hours.

(c) Payment for Paid Parental Leave

(1) 100% of an employee's regular straight time hourly rate, excluding overtime, but including Night Shift Bonus for employees who are regularly scheduled on a night shift.

(2) Additional pay is not provided if a designated, paid holiday falls within the same week as the employee's Paid Parental Leave.

(3) Employees impacted by a job loss taking effect during the leave will be placed on a job loss status on the effective date. Unused leave time will not be paid out unless required by law.

XXXI. Duration of Agreement

Modify language in Article XXXI as follows:

This National Agreement shall be effective as of June 24, 2019 ~~June 22, 2015~~ between the Company, the Union and each of the IUE-CWA, AFL-CIO, CLC Locals now certified as the representative of Company employees, as set forth in the Preamble to this Agreement, and shall continue in full force and effect to and including the 18th day of June, 2023 ~~23rd day of June, 2019~~ and from year to year thereafter unless modified or terminated as hereinafter provided.

XXXIII. Notices

Modify language in Article XXXIII as follows:

All notices given under the provisions of this Agreement shall be in writing and shall be sufficient if sent by mail addressed, if to the Union, to IUE-CWA, 2701 Dryden Rd, Dayton, OH 45439 ~~IUE-CWA, The Industrial Division of the Communications Workers of America, AFL-CIO, CLC, 1275 K Street, N.W., Washington, D.C. 20005~~, or to such other address the Union shall furnish the Company in writing; and if to the Company, to General Electric Company, 901 Main Ave., The Towers At Merritt River, Norwalk, CT, 06851-1127 ~~Fairfield, Connecticut 06828~~, or to such other address the Company shall furnish the Union in writing.

~~Dated: **August 26, 2015**~~

APPENDIX D

2019 - 2023 GE IUE-CWA APPARATUS SERVICE CENTERS AGREEMENT

between

GENERAL ELECTRIC COMPANY

and

IUE-CWA, THE INDUSTRIAL DIVISION OF THE COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO, CLC AND ITS AFFILIATED GE-IUE/CWA, AFL-CIO, CLC LOCALS

This Agreement (referred to as the "GE-IUE/CWA, AFL-CIO, CLC Apparatus Service Centers Agreement") is entered into by and between General Electric Company on behalf of its wholly-owned subsidiaries, GE Engine Services, Inc., ~~GETS Cleveland Service Shop~~ and GE International Inc., ("GEII") (hereinafter referred to as the "Company") and The Industrial Division of the Communications Workers of America, AFL-CIO, CLC (hereinafter referred to as the "Union") acting for itself and in behalf of each of its affiliated IUE-CWA, AFL-CIO, CLC Locals covered by the GE-IUE/CWA, AFL-CIO, CLC National Agreement (referred to herein as the "Locals").

It is mutually agreed as follows:

(1) The provisions of this GE Apparatus Service Centers Agreement will be applicable solely to employees in the GEII Apparatus Service Centers and of ~~including~~ GE Engine Services, Inc. located in Arkansas City, Kansas Aircraft Service Dept. ~~and GETS Cleveland Service Shop~~, who are represented by the Union or any of the Locals listed in the Preamble of the ~~2015~~ 2019-2023 GE-IUE/CWA, AFL-CIO, CLC National Agreement.

(2) In addition to the provisions of Section 2 of Article XX of the GE-IUE/CWA, AFL-CIO, CLC ~~2015~~ 2019 - 2023 National Agreement, a driver allowance payment at the rate of three cents per mile will be made to employees using their personal vehicle to transport themselves, tools and reasonably required materials on Company business when such travel is approved in advance. A further additional amount of six cents per mile for one additional authorized passenger and four cents per mile for each additional authorized passenger will be made.

~~(3) The Company will reimburse employees who are on the approved list for driving their personal automobiles while traveling on Company business, for any surcharge incurred by them, on their $25,000/$50,000 liability insurance by reason of the amount of business travel anticipated and where such additional expense can be validated.~~

(3~~4~~) An employee assigned temporarily as a group leader over Service Center employees on work outside the Service Center on customers' premises is currently paid in accordance with Article VI, Section 5(d). Notwithstanding the provisions of that Section, such an employee while on such outside work shall be paid at a rate three steps, rather than two steps, above the rate referred to in that Section.

(4~~5~~) ~~Where a local travel and living expense agreement has been reached which provides for "reasonable expenses for meals," the meal allowance for breakfast, lunch and dinner shall be at a rate not less than forty-two dollars ($42.00) per day now and forty-four ($44.00) per day beginning June 22, 2017. If a larger meal allowance is provided for in any local agreement, it shall continue in effect. If an employee is assigned to work outside of the sales territory, as defined by the Company, of his Center, he shall receive the meal allowance provided for in the local agreement for his Center or the meal allowance provided for in the local agreement for the Center within whose sales territory he is assigned, whichever is higher. It will be the policy of the Apparatus Service Centers to review on a regular basis at intervals not to exceed eighteen (18) months as to whether the meal allowance then in effect is in the opinion of local management adequate for the normal cost of reasonable meals. This is not intended to supersede any current practice of permitting payment for an additional lunch where long extended hours of work per day (in excess of 12 hours) have been customary.~~

~~Where employees are assigned to outside work requiring overnight lodging, local Agreement will provide for a minimum of two telephone calls home per week.~~

~~In those cases where employees are assigned to outside work for extended periods where overnight lodging is required, local travel and living expense agreements may provide for a per diem expense arrangement in lieu of any meal allowance.~~ When employees are traveling under a per diem arrangement, as approved in advance by the Company, the U.S. General Services Administration (GSA) guidelines shall apply (except mileage reimbursement).~~reimbursement of lodging and other expenses incurred by the employee as a result of the assignment. This per diem rate shall be equal to the U.S. General Services Administration (GSA) per diem for assignments within the United States.~~

When an employee is assigned to work on-site at a customer location for any period of time which extends over the employee's Saturday and Sunday, and where such assignment is covered by a local Travel and Living Agreement, such employee will receive not less than the equivalent of four hours pay at his straight time rate for both Saturday and Sunday if no work is available for such days.

When an employee conducts work for three or more consecutive weeks, the employee shall be entitled to take one day off without pay ~~within the first five following working days~~. The specific day ~~of the week~~ to be taken off by the employee must be approved by local management and taken within six (6) months of the date it was accrued.

(5~~6~~) The Company will replace, for employees designated by the manager as requiring tools, certain personal tools which are

(a) lost as a result of theft on the job where the work is performed outside of the shop on the customer's premises and where forced entry is evident or

(b) broken on the job not as a result of employee negligence or normal wear.

Employees will be responsible to provide, on a Company form, an inventory of personal tools required on their job. The replacement will apply only to tools inventoried and approved by the foreman or manager in advance and will be made only to the extent the loss is not covered by insurance or by the vendor. The replacement may be made, at the Company's option, by either supplying the employee with new or used comparable tools or by reimbursing the employee for the purchase of comparable tools. Reimbursement will be made only after the employee produces sufficient documentation of the cost of the replacement.

(6~~7~~) Employees will be reimbursed up to a maximum of $350.00 annually for the purchase of job-related tools and equipment. Employees will also be reimbursed up to $250.00 annually toward the purchase of mandatory safety shoes and other approved personal protective equipment. ~~Such reimbursement will be made only if approved prior to purchase and upon~~ The Company reserves the right to require adequate documentation of purchase(s) prior to providing reimbursements under this paragraph. Employees shall not be permitted to carry over any unused allowances remaining at the end of a calendar year. Any unused allowances shall be forfeited. ~~An active employee who has either a tool or personal safety allowance remaining at the end of a calendar year will have such unused allowance, up to a maximum of $350.00 or $250.00 (respectively) per year in each of the four calendar years beginning in 2015, carried forward to the following calendar year for reimbursement of approved and documented tool or personal safety purchases.~~

(7~~8~~) It is recognized by the Company and the Union that apparatus service shops not meeting the 25 employee threshold for Job Competitiveness and Growth Committees in Article XXII, Section 6(b) of the GE-IUE/CWA, AFL-CIO, CLC National Agreement may have job preservation issues in common that would justify the establishment of a job competitiveness and growth committee for service shops. The

Company and the Union agree to form such a committee that would meet quarterly ~~annually~~ at a location designated by the Company.

(8~~9~~) The Company shall continue to make the provisions of this Agreement available to such employees until the ~~23nd~~ 18th day of June~~,~~ ~~2015~~ 2023 and from year to year thereafter, unless not more than ninety and not less than sixty days prior to such date, or any anniversary thereof, the Company shall notify the Union in writing of its intention to discontinue making such provisions available to such employees upon such date or anniversary date.

(9~~10~~) The 2003 IUE Dependent Visit Arrangement Agreement is hereby extended for the term of the Agreement.

(10~~11~~) Employees shall receive a 40% pay premium for work performed in the country of Mexico.

IN WITNESS THEREOF the parties have caused their names to be subscribed to this Agreement by their duly authorized representatives this ___day of____, ~~2015~~ 2019.

Agreed to on behalf of the IUE-CWA, The Industrial Division of the Communications Workers of America, AFL-CIO, CLC	On behalf of the General Electric Company
By: _____	By: _____
~~Bob Santamoor~~	~~John Gritti~~
~~Chairman, IUE-CWA GE Conference Board~~	~~Manager, Labor Relations~~
Jerry Carney	Paul V. Lalli
Acting Conference Board Chairman	Global Counsel – Labor & Human Rights
IUE-CWA GE Conference Board	General Electric Company

Appendix E

June 24, 2019

Jerry Carney
Acting Conference Board Chairman
IUE-CWA, GE and Aerospace Conference Board
2701 Dryden Rd.
Dayton, OH 45439

RE: IDP and Educational Benefits

Dear Jerry:

This letter confirms the various educational benefit programs offered by the Company and available to employees represented by the IUE-CWA according to the terms and conditions outlined herein. These programs are as follows:

GE Individual Development Plan ("IDP"):

Through December 31, 2019, active, full-time employees and full-time employees impacted by a permanent lack of work ("PLOW") layoff with recall rights are eligible for a maximum reimbursement up to $6,000 per calendar year under the GE IDP if they have at least six (6) months of continuous service. Up to $400 of that calendar year maximum reimbursement may be used for textbooks or course-related software and up to $2,500 of that calendar-year maximum may be used for non-job-related courses and training.

For PLOWs announced on or after January 1, 2020, full-time employees impacted by such a layoff with recall rights are eligible for a maximum reimbursement up to $10,000 per calendar year, subject to the same conditions outlined in the preceding paragraph.

GE Educational Loan Program

Through December 31, 2019, active full-time and part-time employees with at least one year of continuous service are eligible to apply for educational loans for themselves and their dependent children under the GE Educational Loan Program. Employees who retired directly from the Company are also eligible to apply for such loans.

The limits of the GE Educational Loan Program, for loans submitted on or before December 31, 2019, are as follows:

$8,000	Per student per year
$32,000	Maximum lifetime per student
$48,000	Maximum family if more than one Student

An individual who has an outstanding educational loan in default will be ineligible for another loan. The repayment term for such loans is five (5) years from the date of receipt of the loan.

For loan applications submitted on or after January 1, 2020, the following terms and conditions apply to the GE Educational Loan Program:

- Active, full-time and part-time employees with at least one (1) year of continuous service and employees who retired directly from the Company will be eligible to apply for one (1) educational loan in their lifetime. Such loan may be for either themselves or their dependent children and the maximum dollar amount of that one (1) new loan will be $8,000.

- The repayment term for educational loans will be eight (8) years from the date of receipt of the loan.

For dispositions, permanent reductions in force or plant closings announced on or after January 1, 2020, impacted employees shall be ineligible to take new loans for themselves and/or their dependent children as of the date of notification of such disposition, reduction in force or plant closing.

I hope that these educational programs will be widely utilized by all GE employees.

Any claim of a represented employee under these programs will be subject to the grievance procedure established under the concurrent GE-IUE/CWA National Agreement, but will not in any way be subject to arbitration.

This letter agreement will be effective for the term of the 2019 – 2023 GE-IUE/CWA National Agreement, after which the matter will again be open for negotiations.

Very truly yours,

_____
Paul V. Lalli
Global Counsel – Labor & Human Rights

Agreed to on behalf of the IUE-CWA
The Industrial Division of the Communications
Workers of America, AFL-CIO, CLC

By: _____
Jerry Carney
Acting Conference Board Chairman

Appendix F

June 24, 2019

Jerry Carney
Acting Conference Board Chairman
IUE-CWA, GE and Aerospace Conference Board
2701 Dryden Rd.
Dayton, OH 45439

RE: GE Work/Life Connections

Dear Jerry:

This letter will confirm the understandings reached during the 2019 National Agreement negotiations respecting the establishment and maintenance of certain resources and benefits provided under the GE Work/Life Connections Program. This letter of understanding will be effective through the term of the 2019 - 2023 GE-IUE/CWA National Agreement.

Taking Care of Yourself

The Company will continue to make the "Taking Care of Yourself" service available to represented employees. This service provides three types of assistance:

- Personal Help - Help with coping with changes in your life including finding time for yourself, meeting household responsibilities, becoming a more confident parent, explaining separation and divorce to your kids, adjusting to an older relative moving in, or creating a will.

- Business Issues - Relocating your family, managing business travel and overtime, adjusting to shift or schedule changes, etc.

- Planning for Retirement - Understanding what to expect, finding volunteer opportunities, deciding where to live, understanding your changing needs and considering social and recreational activities.

Childcare/Eldercare

The Company will continue to provide access to the Childcare/Eldercare resource and referral network, implemented on July 1, 1992, to all represented employees. Employees will access this network through toll-free telephone numbers. A trained counselor will respond to employee inquiries providing services including but not limited to the following:

- Counseling on and assessing Childcare or Eldercare needs

- Matching employee needs to community Childcare or Eldercare providers

- Making recommendations for selection of day care providers

- Providing post-placement follow-up

Survivor Support

The GE Survivor Support Program, which became effective on January 1, 1995, will continue to provide "personal" financial counseling to the surviving spouse of an employee who dies (1) while actively employed or (2) within one year of becoming totally disabled (18 months in the case of occupational disabilities), provided continuity of service with the Company is maintained. Eligibility for the Program includes eligible surviving dependents of inactive employees who die while on layoff with protected service or who die within one year of their plant closing effective date.

Survivors will receive comprehensive, objective financial counseling regarding the evaluation of GE benefit plan options and investment of life insurance proceeds as well as assistance in decision making, coordination with the survivor's attorney, insurance agent, accountant, broker, etc. and help with other questions the survivor may have during a critical time of need.

Services provided include:

- One on one counseling to identify and resolve problems
- Personal action plan
- Toll free access to financial counselors for 12 months
- Reference guide on financial planning

The program provides special help to the survivor during one of life's most overwhelming events, both emotionally and financially.

Educational Counseling

The Company will also continue to provide, through the Work/Life Connections program, educational counseling for dependent children of active full time and regular part time GE employees. The "Counseling for College and Career Choices" service will continue to be offered to employees, their spouses and their children.

Information for post secondary education and career choices including colleges, universities, vocational/technical schools, and other career options will be provided in several ways:

- Counseling for College Choices: Counseling and information via a toll free number to help students with college search, admissions details, career planning, financial aid, and dates for standardized testing.
- Counseling for Career Choices: Information regarding career alternatives including a review of the current Labor Department Occupations Outlook Handbook and a Career Exploration Survey.

- Counseling and information for families with children who have learning disabilities.
- Publications on applying to colleges and tip sheets on standardized testing, college fairs, interviews, visiting schools and other common issues.
- Customized reports and materials including the following:
- Students who complete a brief questionnaire, can receive customized information on their specific needs relative to college selection and financial aid planning.
- Career exploration "Life After High School" materials, and information on technical and vocational schools and programs.
- A "College Choice Planner" providing detailed information on the ten colleges or universities that best match each student's individual interests and needs.
- A "Financial Aid Planner" that helps determine a student's eligibility for financial aid, defines the "expected family contribution", and explains how the figure is used in the financial aid process.

Financial Information

"Financial Information" service will continue to be available, offering consultation, referrals and educational materials on various financial topics, including:

- Consultations on financing education, purchase/sale of home, general money management
- Referrals to financial planners, bankruptcy attorneys, tax specialists, credit counseling agencies
- Educational materials on setting up a personal spending plan, tips on financing home improvements/remodeling, etc.

Legal Information

"Legal Information" services will continue to be available, providing suggestions and clarity on various legal topics. Licensed attorneys will offer options to help the employee formulate a plan and serve as a starting place in determining the application of state and local laws regarding such topics and examples as:

- Child custody – courts focus on child's best interest, primary parent
- Home purchase/sale – the need for title insurance or title opinion, necessary disclaimers
- Death of a family member – avoiding probate, how to arrange informal probate

- Arrest – what to expect in court proceedings, penalties
- Other topics – landlord/tenant issues, consumer issues, bankruptcy, small claims.

Adoption Assistance

The Company will continue the Adoption Assistance Program established January 1, 1995. This benefit will be increased to provide reimbursement of expenses associated with adoption of up to $10,000 for each child legally adopted with a decree finalized on or after June 22, 2015. The adoptive child may be a newborn, step-child, or relative. Reimbursement will be provided upon receipt of final adoption decree and evidence of incurred covered expenses.

Covered expenses under the benefit will include:

- Legal/Court fees
- Adoption Agency fees for approved public, private, foreign or domestic agencies
- Temporary foster care charges before placement
- Medical Expenses, when not covered by another source, including the following:
- Newborn expenses
- Birth mother's maternity expenses
- State required "home study" program and other required adoptive parental counseling
- Expenses to transport the child to the home
- Other reasonable and necessary expenses, when approved

Non-covered expenses will include:

- Expenses incurred prior to the effective date of this new benefit
- Adoptions that are not legally recognized
- Personal items (food, clothing) for parent or child
- Charges associated with legal guardianship
- Expenses related to the adoption of a person 18 years of age or older
- Voluntary donation or contributions

- Any expenses of a surrogate mother (woman who is acting solely as a "host" of a fertilized egg)

Employees will be able to contact the Work/Life Connections Program via a toll free number to get resource materials and guidelines relative to the Adoption Assistance Benefit and applications for reimbursement.

Continued Eligibility for Inactive Employees

Eligibility for the Work/Life Connections Program will continue to be extended to (1) employees on layoff, illness, absence or leave of absence for as long as they maintain continuity of service; (2) employees terminated for plant closing for the 12 months following their plant closing termination date, and (3) employees electing Preferential Placement status for 12 months following their last day worked, or for as long as Preferential Placement status is maintained, if less than 12 months.

Inactive employees as described in the preceding paragraph will continue to be eligible to receive Adoption Assistance benefits for eligible adoptions.

If this letter setting forth the intent of the parties agrees with your understanding, please sign below in the space provided.

Very truly yours,

_____

Paul V. Lalli

Global Counsel – Labor & Human Rights

Agreed to on behalf of the IUE-CWA

The Industrial Division of the Communications

Workers of America, AFL-CIO, CLC

By: _____

Jerry Carney

Acting Conference Board Chairman