

FACT SHEET

Issued Nov. 2, 2023

Four-Year Tentative Agreement Benefit Offerings

Our UAW-represented employees receive comprehensive, company-paid healthcare benefits, which add to the many compensable offerings

Healthcare Benefits:

- \$0 premiums
- Company-paid medical, dental and vision coverage
- In 2025, annual orthodontics benefit increases from \$2,200 to \$2,800
- In 2025, dental plan annual maximum increases from \$2,000 to \$2,500
- Dependent care flexible spending account for pre-tax employee contributions
- Basic life and AD&D insurance raised for hourly employees
- Extended disability benefit enhancement
- Enhanced medical benefit coverage to include autism

Pension:

- Maintain current pension plan for eligible employees
- Improve basic pension multiplier by \$5 in year one and \$3 in years two, three and four for future service only
- Maintain annual retiree lump sum of \$600/\$900 for pension-eligible retirees
- Increase company subsidy for pre-65 retiree medical for each year of the agreement

Vacation/Holidays:

- Addition of a floating holiday, to be used annually
- 58 holidays over life of contract
- Eliminate mandatory vacation allowance reductions (i.e. payment in lieu of vacation). At the time of plant shutdown, an employee would have the option to use vacation

Savings and Stock Investment Plan (SSIP) 401(k):

- Employees will receive a 7% company match on any investment, not just General Dynamics stock
- Upon ratification, immediate vesting of funds for active members only

Employee Assistance Program (EAP):

- Added an Alternate EAP Representative and 40 hours for training at annual conference

Other Benefits:

- Safety shoe allowance increased from \$175 to \$230/per year
- Added Domestic Partner category for bereavement time



GDLS AtHome Information Schedule

Each day this week, facts from the tentative agreement will be posted.

Please look for the daily factsheet in your work area or go to <https://www.gdls.com/athome/>.