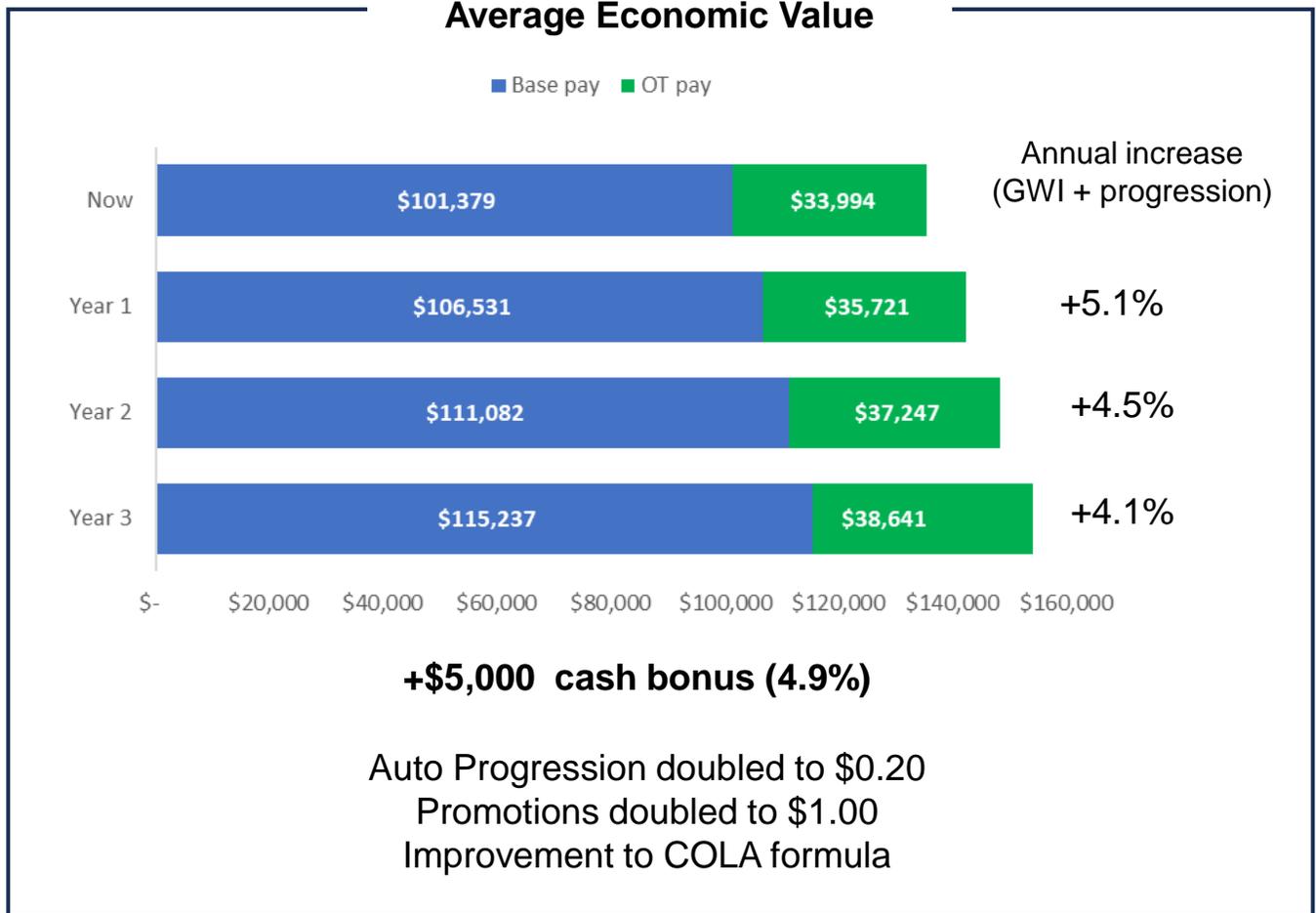


Value of Company Contract Offer

2025 Contract Offer Key Highlights



Other Improvements

Improved vacation benefits
20% increase in pension benefit on June 1
>\$3,500/year improvement in Savings Plan match
More opportunity for 4x10 and 3x12 shifts

What this means for you

Average base and overtime pay increase of \$38,341 over 3 years
+ \$5,000 in bonus for a total value of **\$43,341**

PLUS enhanced COLA adjustments in case of future inflation
Plus applicable shift premiums

Higher pay, More retirement savings, More days off.
YOUR FUTURE. YOUR VOTE.

Something for Everyone, Something for ALL

2025 Contract Offer Key Highlights

Something for YOU

If you are close to retirement and participate in the pension....	Your pension will increase by about \$600 per month on average
If you participate in the RTX Savings Plan....	Your Company match opportunity will increase by >\$3,500/ year
If you are between standard and max rate....	You will get to max rate twice as fast
If you get promoted....	Your promotion will double to \$1.00
If you have between 10-17 years of service....	You will receive 5 additional paid vacation days next year (20 days total)
If you have 20-24 years of service....	You will receive 5 additional paid vacation days next year (25 days total)
If you want better work-life balance....	You will have more opportunity for 3X12 and 4X10 AWW shifts
If you're ready for a job change....	You will have more ways to be considered for your preferred assignment

Something for ALL

General Wage Increases:

4.0% in Year 1, 3.5% in Year 2, 3.0% in Year 3

Better wage progression AND \$5,000 Ratification bonus

18.6% of base pay over the life of the contract
More dollars in your pocket!

Average base and overtime pay increase of \$38,341 over 3 years
+ \$5,000 in bonus for a total value of **\$43,341**

Higher pay, More retirement savings, More days off.

YOUR FUTURE. YOUR VOTE.

Sunday, 10:00 AM – The Toyota Oakdale
BRING YOUR BADGE