

May 6, 2025

Dear Colleague,

We recognize the skill, commitment and pride you bring to your work at Pratt & Whitney. You make the engines that power not just aircraft, but the trust, reputation and legacy we have built over the past century right here in Connecticut. That pride is hard-earned, and it's what drove us to offer you a new contract that reflects your value to our company and industry.

Like you, we're disappointed by this strike. We've heard your frustration, your calls for more clarity, and the questions about what was really on the table. We commit, therefore, to keep you informed throughout this process.

I would like to take this opportunity to explain our final contract offer, which you may not have had the opportunity to understand fully before rejecting. This is important as you consider the impact of this strike on you and your family.

The Rejected Contract Offer

- **Duration:** 3-year contract.
- **General Wage Increases (GWI):** 4.0% immediately, 3.5% in the second year, 3.0% in the third year.
- **Cost of Living Allowance (COLA):** \$0.57 COLA roll-in to base hourly rate before the first GWI was applied. Maintained COLA going forward, with an improved formula.
- **Ratification Bonus:** Immediate \$5,000 bonus upon ratification.
- **Wage Progression and Promotions:** Automatic wage progression would have increased from \$0.10 to \$0.20 every 16 weeks. Promotions would have increased from \$0.50 to \$1.00 or to labor grade maximum, whichever is lower.
- **Pension:** Effective June 1, 2025, increased the pension multiplier by 20% from \$94 to \$113. Current pension plan participants (those hired before January 1, 2017) would cease to accrue benefits in the pension plan after December 31, 2027. The pension you would have earned through December 31, 2027, however, would be preserved and paid out at retirement. Effective January 1, 2028, you would have begun receiving the Company Automatic Contribution to your Savings Plan account.
- **Savings Plan:**
 - **Company Automatic Contribution.** The current weekly company automatic contribution (\$92.89) would have increased each year by the same percentage as the GWI.
 - **Company Matched Contribution.** Increases to the maximum amount you could have put in the Savings Plan each week that we would have matched at 50%: \$94 on June 1, 2025; \$96 on January 1, 2026; and \$98 on January 1, 2027.
 - Beginning January 1, 2028, you could have put up to \$115 into the Savings Plan each week, which we would have matched at 100%.
- **Job Security:** Preserved the existing job security protections in Letter 20 and Letter 22.
- **Healthcare:** Maintained your current comprehensive medical, dental and vision coverage, including Company contributions to your Health Savings Account (HSA).
- **Vacation Schedule Improvements:** Effective January 1, 2026, Employees with 10 years of service would have received 20 vacation days and employees with 20 years of service would have received 25 vacation days. Effective January 1, 2026, employees with

service award dates later than December 31, 2001, would no longer be eligible for pro-rata vacation pay upon termination.

Looking Ahead

Our goal through this process has always been to provide a new contract that rewards you for your efforts, while allowing our business to continue to compete and preserving it for future generations. Our final offer would have done just that. It is important that you understand the full value of that offer as we move forward.

Sincerely,

Jill Vichi
Vice President & Chief Human Resources Officer