

**Agreement to Extend Collective Bargaining Agreement**

**between**

**FlightSafety Defense Corporation**

**and**

**The International Association of Machinists and Aerospace Workers, AFL-CIO  
District 171, Local Lodge 135**

FlightSafety Defense Corporation (“Company”) and the International Association of Machinists and Aerospace Workers, AFL-CIO, and its designated District and Local Lodges (“Union”), agree as follows:

1. The Company and Union are Parties to a collective bargaining agreement (“CBA”) on the C-17 TS Contract at Altus AFB, OK. As set forth in Article 22 (Duration), the Altus AFB C-17 TS CBA expires at midnight on November 30, 2024.

2. The Company and Union agree to amend Article 22 (Duration) of the Altus AFB C-17 TS CBA to extend it to midnight, May 30, 2024. All relevant provisions of the Parties’ CBA shall be deemed to have been amended consistent with the new expiration date of the above CBA unless otherwise amended in writing by the Parties. All other provisions of the CBA, with the exceptions of paragraph 3 below, shall remain effective through the new expiration date.

3. The Company and Union agree to amend Article 14 (Rates of Pay), Section 1. Table 14 Base Wage Rate, of the Altus AFB C-17 TS CBA to now include a Jan 2025 Column as follows:

<b>Job Title</b>	<b>Jan. 2022</b>	<b>Jan. 2023</b>	<b>Jan. 2024</b>	<b>Jan. 2025</b>
Pilot Instructor	\$68.21	\$70.60	\$73.07	\$77.82
Loadmaster Instructor	\$64.29	\$66.54	\$68.87	\$73.35
Ground System Instructor (GSI)	\$44.99	\$46.56	\$48.19	\$51.33

4. The Company and Union agree to amend Article 18 (Group Benefits), Section 1. of the Travis AFB C-17 TS CBA to include the updated H&W amount of \$19.00/hour starting in January 2025 as shown below.

**Section 1.** Beginning with the first full pay period in January 2025, the H&W amount will increase to \$19.00.

**FlightSafety Defense Corp.**

**International Association of Machinists  
and Aerospace Workers, AFL-CIO**

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Craig E. Williams  
C-17 TS Ops & Training Program Manager

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Roger Betz  
Business Representative