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To whom it may concern,

It has come to the attention of UAW Local 952 that your organization is making a request of retro-active mandatory automatic enrollment in the IAMNPF 401k plan through John Hancock for a certain population of the hourly employees at Sprit AeroSystems that we represent. There are a few points that need to be addressed in your request:

1. The Collective Bargaining Agreement (CBA) between UAW Locals 952/1558 and Spirit AeroSystems is the premise of working conditions and rules by which our business is done. It is superseded only by State or Federal Law. A third party request or demand that contradicts/ conflicts with the CBA is disregarded unless it is a result of mandatory State or Federal law compliance. Being allowed by State or Federal law does not constitute a requirement of compliance.
2. Compliance with your request would constitute obligating a percentage of our membership to participate in a program that is not required of their fellow union members. That is considered disparate treatment. We fight tirelessly to prevent our membership from being treated disparately by the employer and other entities. We are certainly not interested in being responsible for singling out individuals in forced compliance.
3. It is our stance that the CBA between UAW Locals 952/1558 and Spirit AeroSystems has not expired. The original CBA was ratified in 2005, renewed before its expiration in 2010 to expire in 2020, and was extended in 2017 to expire in 2025. We consider your request for compliance due to contract expiration null and void.
4. All employees that are brought in for full time employment are notified of their ability to enroll in the IAMNPF 401k plan through John Hancock at orientation. This includes the period of time in question. The fact that they were notified of their ability to enroll and chose not to enroll, should constitute as a default "opt out". We do not support revisiting this process manually, as it is an unnecessary redundancy with the same result.

As the elected representatives of the hourly workforce, we reject your request. Instead, we offer a statement of universal "opt out" for any individual in the hourly workforce that has not signed up voluntarily. under our representation. We request that you cease and desist pursuit of this request. We stand by our rejection of your request in the past and will continue to do so in the future.

Respectfully,

Kaye Brewer

UAW Local 952 President

Scott Callis

UAW Local 952 VP