

New Article 6.A.9. Paid Maternity Leave

1. Immediately following Delivery (defined as a natural or Caesarean delivery that results in a birth (live or stillborn) or a miscarriage), a Birth Parent (defined as an employee who themselves was pregnant and delivers a child) may take up to eight calendar weeks of Paid Maternity Leave ("PML") to medically recover from Delivery.
2. To be eligible for PML, the employee must have been actively working prior to Delivery or, if medically necessary, on pre-Delivery medical leave due to their pregnancy and/or related conditions. Employees that were unable to work for other reasons immediately prior to delivery, including but not limited to employees on furlough, Extended Illness Status due to medical conditions unrelated to their pregnancy, educational leave, personal leave, etc., are ineligible for PML.
3. An employee is only eligible for one period of PML within any rolling 12-month period. A second period of PML cannot start until 12 months have passed since the end of a previous period of PML.
4. The maximum duration of PML is the shorter of eight calendar weeks after Delivery or the amount of time the Birth Parent needs to medically recover from Delivery. If a Birth Parent exhausts PML before they are medically able to return to work, they may then use New Parent Leave, if eligible, then any available paid sick leave or unpaid medical leave pursuant to Article 6.B and D.
5. PML can only be taken in a single block of time immediately following Delivery. It cannot be taken intermittently.
6. To take PML, an employee must provide at least 30 days' notice of the anticipated need for leave or, if that is impossible, as much notice as possible. The Company reserves the right to determine and/or modify the required notification process.
7. To take PML, an employee must provide medical documentation substantiating their need for leave to medically recover from Delivery.
8. Any income provided through PML will not be considered eligible earnings when calculating profit-sharing or retirement contributions or accruals, including, but not limited to, 401(k) contributions, Continental Retirement Plan accruals, or IAM National Pension Plan contributions. However, it will be subject to all regular pay deductions for benefits (medical, dental, vision, FSA, life insurance, etc.) and any required deductions for travel privileges, such as taxes and fees.
9. To the maximum extent permitted by law, PML will run concurrently with any federal, state, and/or local leaves available to the employee. To the extent an employee is or may become eligible for paid or partially paid leave benefits from a federal, state, or local government, the employee must take the steps necessary to obtain those paid or partially paid leave benefits from the government. Failure to do so will result in the employee not being eligible for PML. PML will serve to supplement any benefits received from the government such that the employee receives 100% of

their regular pay. In no event will the combination of PML and any benefits received from the government exceed 100% of the employee's regular pay.

New Article 6.A.10. Paid New Parent Leave

1. Eligible employees may take up to two calendar weeks of paid New Parent Leave ("NPL") following the birth or adoption of their new minor child.
2. To be eligible for NPL, the employee must have been employed by the Company for at least 12 months prior to the birth/adoption. Additionally, for a non-Birth Parent, the employee must have been actively working prior to the birth/adoption. For a Birth Parent, the employee must have been actively working prior to Delivery or, if medically necessary, pre-Delivery medical leave due to their pregnancy and/or related conditions. Employees that were unable to work for other reasons immediately prior to those dates, including but not limited to employees on furlough, Extended Illness Status due to medical conditions unrelated to their pregnancy, educational leave, personal leave, etc., are ineligible for NPL.
3. For a non-Birth Parent, NPL can only be used to bond with the child. For a Birth Parent, NPL can only be used to bond with the child or to medically recover from Delivery.
4. An employee is only eligible for one period of NPL within any rolling 12-month period. A second period of NPL cannot start until 12 months have passed since the end of a previous period of NPL.
5. NPL can only be taken in a single block of time. It cannot be taken intermittently. For a non-Birth Parent, NPL can only be taken immediately following birth/adoption. For a Birth Parent, NPL can only be taken immediately following PML or, if the Birth Parent elects to not take PML, immediately following Delivery.
6. To use NPL, an employee must provide at least 30 days' notice of the anticipated need for leave or, if that is impossible, as much notice as possible. The Company reserves the right to determine and/or modify the required notification process.
7. To use NPL, an employee must provide documentation substantiating the birth/adoption. To the extent the Company deems it necessary, the Company also has the right to question the employee and require the employee to provide evidence that the employee is using the leave for a permitted purpose.
8. Any income provided through PML will not be considered eligible earnings when calculating profit-sharing or retirement contributions or accruals, including, but not limited to, 401(k) contributions, Continental Retirement Plan accruals, or IAM National Pension Plan contributions. However, it will be subject to all regular pay deductions for benefits (medical, dental, vision, FSA, life insurance, etc.) and any required deductions for travel privileges, such as taxes and fees.
9. To the maximum extent permitted by law, NPL will run concurrently with any federal, state, and/or local leaves available to the employee. To the extent an employee is or may become eligible for paid or partially paid leave benefits from a federal, state, or local government, the employee must take the steps necessary to obtain those paid or partially paid leave benefits from the government. Failure to do so will result in the employee not being eligible for NPL. NPL will serve to supplement any benefits received from the government such that the employee receives 100% of their regular pay. In no event will the combination of NPL and any benefits received from the government exceed 100% of the employee's regular pay.