



**IAM**  
UNION

**LOCAL LODGE 774**

@ Textron Aviation Inc.

In accordance with Article 24 of the Collective Bargaining Agreement (CBA), the Company has completed its review of the Consumer Price Index (CPI) figures published by the Bureau of Labor Statistics (BLS) for May, June, and July 2025. Based on this data and our calculations, eligible employees will receive the maximum COLA payment of **\$1,500**, as specified in paragraph 24.07 of the CBA. This payment will also include the applicable overtime factor for qualifying prior years of overtime worked.

To be eligible for the COLA payment, employees must be active members of the bargaining unit as of **Monday, September 8, 2025**.

Consistent with prior years, the company will offer employees the option to contribute all or a portion of their COLA payment to their Health Savings Account (HSA), subject to individual HSA eligibility and applicable federal guidelines. The election window will open on **Tuesday, September 30, 2025**, and close on **Tuesday, October 7, 2025**.

Disbursements, including HSA contributions, will be processed on the paycheck dated **Friday, October 17, 2025**.



# COST OF LIVING

