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John O'Connor
S.B. 268

SHORT TERM DISABILITY (STD)

The Plan provides for payment of a weekly benefit to you when you are unable to work as a result of an off-the-job accidental injury, sickness, pregnancy, or related medical conditions, and are under a doctor's care. It is intended to provide a weekly income while you are not receiving full pay during your disability.

Employees working in Hawaii, New Jersey, and New York are covered by state disability laws. However, if the Company's standard STD weekly plan maximum or covered percent exceeds the state requirement, the Company's standard provision will apply. With regard to all other aspects of the plan, the provisions of the state plan will apply.

Employees in California, Puerto Rico, and Rhode Island are covered by state or commonwealth disability laws, which may mandate benefits different from those provided by this Plan.

If you are affected by one of these state plans, additional information will be available at your location. See your local Human Resources Representative or your Project Manager for details.

NOTE: Workers' Compensation

Workers' Compensation protects you in the event of an occupational disease or on-the-job injury. This legally required coverage is provided by the Company at no cost to you. Benefits vary based on your state.

To be eligible for this protection, you must report any work-related accident, injury, or disability — however minor — to your manager immediately after it occurs. Your manager will file your Workers' Compensation claim locally and provide details about additional procedures you may need to follow.

❖ Terms You Should Know

Base Weekly Salary Or Wage — Your basic weekly pay based on a workweek of not more than forty hours. Bonus, overtime, or other special pay is not included.

Carrier — Insurance companies or other claims payers when designated by the Company.

Company — Lockheed Martin Operations Support, Inc. and any affiliate that participates in the Plan.

Disabled — A physician has certified that you are disabled and unable to perform the material and substantial duties of your regular job because of off-the-job accidental injury, sickness, pregnancy, childbirth, or related medical conditions, and that you may not engage in any occupation for pay or profit.

Eligible Employees — (i) regular full-time active employees of Lockheed Martin Operations support, Inc. scheduled to work 40 hours or more per week; and (ii) regular full-time active employees of Lockheed Martin Engineering & Sciences or Lockheed Martin Aircraft & Logistics Centers scheduled to work 40 hours or more per week; and (iii) regular part-time active employees of Lockheed Martin Engineering & Sciences or Lockheed Martin Aircraft & Logistics Centers scheduled to work 20 hours or more per week. Employees covered by a collective bargaining agreement are not eligible unless their union contract provides for Plan participation.

Period of Absence — The time you are disabled because of off-the-job accidental injury, sickness, pregnancy, childbirth, or related medical conditions.

❖ Cost of the Plan

The Company pays the cost of the Plan. However, you may be required to contribute for state-mandated coverage.

❖ Eligibility

All Eligible Employees as defined in "Terms You Should Know" are eligible for short term disability benefits (unless otherwise defined by state mandated law).

O'Connor, John

From: Allen, Dave
Sent: Thursday, January 18, 2001 8:24 AM
To: O'Connor, John
Subject: FW: WORKMANS COMP

-----Original Message-----

From: Greely, Theresa
Sent: Wednesday, January 17, 2001 1:56 PM
To: Allen, Dave
Subject: RE: WORKMANS COMP

I, THERESA GREELY, HAVE LOST A LARGE AMOUNT OF TIME FROM WORK DUE TO PHYSICAL THERAPY, FOR AN INJURY I RECEIVED ON THE JOB. THERESA E. GREELY 1/17/01

-----Original Message-----

From: Allen, Dave
Sent: Wednesday, January 17, 2001 1:09 PM
Subject: WORKMANS COMP

To All: The Union will be represented at the Nevada Legislative Counsel on Labor at a hearing on Friday 19 Jan 2001. The subject we are testifying on has to do with Lost Time due to work related injuries/illnesses. If an employee is injured on the job and seeks medical attention that day then the time away from work is on the clock up to the rest of the day. However, if the employee must return to the doctor for follow-up treatment i.e. change bandages, remove stitches, remove cast or further evaluation of any kind then the employee must account for the time themselves. We need input from anyone who has been disadvantaged by this procedure to draft a short statement to that effect by tomorrow and get it to either me or John O'Connor. I apologize for the short notice.

Dave

O'Connor, John

From: Ward, Larry
Sent: Thursday, January 18, 2001 9:43 AM
To: O'Connor, John
Subject: Lost time

In 1995, I had a back injury that required me to go to physical therapy twice a week for 3 weeks. For all follow up appointments, I was required to use vacation or sick time. Also, I have had two other occasions where the doctor at the hospital told me to take 2 or 3 days off, but I couldn't because I didn't have any time left to take off, and I could not afford to take any No-Pay days.

Thank You,
Larry Ward.

TO Whom It May Concern,

I DAVE BUNTEMAYER on or about 12dec00 had a on the job injury to my wrist,
and because of this, i have been on light duty ever since. Ive had to see two seperate
doctors along with a phisicak therapist. I have,nt recieved any kind of reimbursment from
anybody due to my lost time from work.

Thank you,
Dave Buntmeyer

3/27/01

O'Connor, John

From: O'Connor, John
Sent: Thursday, January 18, 2001 11:37 AM
To: McBeth, Brian
Subject: RE: WORKMANS COMP

thank you, yes I would like the pictures today if possible I'm leaving tomorrow

-----Original Message-----

From: McBeth, Brian
Sent: Thursday, January 18, 2001 11:32 AM
To: Allen, Dave; O'Connor, John
Subject: RE: WORKMANS COMP

Dave and John,

On April 5, 2000 I was struck in the head by a radome which was under considerable air pressure. I was taken to Churchill County Hospital at approx. 10:30 A.M by management. The rest of the day was spent on bedrest on company time. However, the doctor's written recommendation was also for sick time/rest on April 6, 2000. Upon arrival to work on April 7, 2001 I was informed that I must take vacation time for my time away from work on April 6th. Pictures and videotape of my injury are available if needed. My follow up care with the company doctor (Dr. Derosé) was on company time (not sure how I got away with that one, but I did).

Brian McBeth

-----Original Message-----

From: Allen, Dave
Sent: Wednesday, January 17, 2001 1:09 PM
Subject: WORKMANS COMP

To All: The Union will be represented at the Nevada Legislative Counsel on Labor at a hearing on Friday 19 Jan 2001. The subject we are testifying on has to do with Lost Time due to work related injuries/illnesses. If an employee is injured on the job and seeks medical attention that day then the time away from work is on the clock up to the rest of the day. However, if the employee must return to the doctor for follow-up treatment i.e. change bandages, remove stitches, remove cast or further evaluation of any kind then the employee must account for the time themselves. We need input from anyone who has been disadvantaged by this procedure to draft a short statement to that effect by tomorrow and get it to either me or John O'Connor. I apologize for the short notice.

Dave

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December 28, 1998

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(703)697-5131(media)

(703)697-5737(public/industry)

CONTRACTS**NAVY**

Lockheed Martin, Cherry Hill, N.J., is being awarded a \$14,478,061 cost-plus-award-fee contract for operation and maintenance of the systems, equipment and facilities at the Tactical Training Ranges in Fallon, Nev., and Yuma, Ariz. The contract includes options which if exercised, will bring the cumulative value of the entire contract to \$88,647,865. Work will be performed in Fallon, Nev. (72%); Yuma, Ariz. (22%); El Centro, Calif. (3%); Miramar, Calif. (2%); and Lemoore, Calif. (1%); and is expected to be completed by Sept. 2003. Contract funds will expire at the end of the current fiscal year. This contract was competitively procured with 52 proposals solicited and three offers received. The Fleet and Industrial Supply Center, San Diego, Calif., Detachment Seal Beach, is the contracting activity (N00244-99-C-0008).

Niking Corp., Pearl City, Hawaii, is being awarded a \$5,015,848 firm-fixed-price contract for phased wholehouse revitalization of occupied one- and two-story quarters at Naval Computer and Telecommunications Area Master Station, Eastern Pacific, Wahiawa, Oahu, Hawaii. The contract will also provide for removal of hazardous materials. Work will be performed in Wahiawa, Oahu, Hawaii, and is expected to be completed by Nov. 2000. Contract funds will not expire at the end of the current fiscal year. This contract was competitively procured with 45 proposals solicited and nine offers received. The Naval Facilities Engineering Command, Pacific Division, Pearl Harbor, Hawaii, is the contracting activity (N62742-96-C-1389).

ARMY

J. C. Chang & Associates*, Torrance, Calif., is being awarded an \$8,380,765 firm-fixed-price contract to design/build an addition and make alterations to an existing missile maintenance facility (Building 6601). The facility needs to be

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