



LOCAL S/6, INDUSTRIAL UNION of MARINE & SHIPBUILDING WORKERS OF AMERICA / I.A.M.A.W.

722 Washington Street, Bath, Maine 04530 207-443-5566 207-442-9750 (fax)



LEADERSHIP ALERT: 3/28/22

Timeline of Events (NOT PART OF THE ORIGINAL MOA)

- In January of 2022, Local Lodge S6 Leadership met with BIW upper management to express concerns over BIW wage rates in comparison to Maine and the rest of the country.
- Local Lodge S6 did an extensive amount of research regarding wage rates and presented the findings of said research to BIW upper management.
- On March 4, 2022, BIW provided Local Lodge S6 with a market analysis based on their research.
- Local Lodge S6 reviewed the market analysis provided by BIW and brought several concerns to BIW management which we believe may have caused some turmoil.
- The final wage analysis, with the aforementioned changes, was provided to LS6 in the form of a Memorandum of Agreement (MOA) on March 18, 2022. This MOA had an effective date of April 4, 2022.
- On March 24, 2022, Local Lodge S6 Leadership met with BIW upper management regarding this MOA. Local Lodge S6 Leadership was informed that the agreement was still a go but was pending till funding was available.

(SEE ATTACHED MOA)

In Solidarity, Local S6 Leadership

All updates can be viewed at the LS6 Website: <https://iams6.org>

<i>Rock Grenier</i> President	<i>Jamie Lavallee</i> Vice President	<i>Ray Gauthier</i> Chief Steward Bath/EBMF	<i>Scott McFadden</i> Chief Steward Hardings/CW/Bissons	<i>Ryan Ryder</i> Recording Secretary	<i>Stephen Stewart</i> Secretary Treasurer
<i>Kevin Gayton</i> Trustee	<i>Andy James</i> Trustee	<i>Bill Barrows</i> Trustee	<i>Chris Williams</i> Conductor-Sentinel	<i>Tim Switter</i> Communicator	<i>Chris Williams</i> Educator

March 18, 2022

MEMORANDUM OF AGREEMENT

BETWEEN

BATH IRON WORKS

&

LOCAL S6, IAMAW

Re: Mid-term wage rate adjustment

As the Company and the Union have worked together to hire and train the next generation of BIW shipbuilders, all trades have experienced unusually high levels of attrition in recent years.

In an effort to attract and retain talented new employees, and in recognition of the increasing market demand for skilled mechanics, the Union and the Company agree to the wage rates listed in the table below.

Rates as of April 4, 2022

Grade	Classifications Except S40, T04, W12, M03, and Apprentices	S40, T04, and W12 Classifications	M03 Classification	Apprentices
AA (Specialist)	\$35.00	\$35.00	-	-
A (Specialist)	\$30.52	\$31.55	-	-
B (Specialist)	\$29.64	\$30.70	-	-
C (Specialist)	\$28.75	\$29.85	-	-
10	\$28.19	\$29.30	-	-
9	\$27.88	\$29.00	\$22.32	-
8	\$27.33	\$28.50	\$21.27	\$26.90
7	\$26.79	\$28.00	\$20.23	\$26.55
6	\$26.24	\$27.50	\$19.19	\$26.20
5	\$25.69	\$27.00	\$18.15	\$25.85
4	\$25.14	\$26.50	\$17.10	\$25.50
3	\$24.60	\$26.00	\$16.06	\$25.15
2	\$24.05	\$25.50	\$15.00	\$24.80
1	\$23.50	\$25.00	\$13.98	\$24.45

These rate adjustments will take place in lieu of the general wage increase scheduled for August 22, 2022.

In conjunction with this memorandum, the Union and the Company agree to re-evaluate step progression and merit increase criteria, to ensure pay progression is aligned with skill development.

AGREED to and APPROVED by the undersigned.

for the Company

for the Union

Kelly Eager Date
Manager, Labor Relations

Ray Gauthier Date
Chief Steward, Local S6

Jon Mason Date
Vice President, Human Resources

Jay Wadleigh Date
Business Rep, District 4, IAMAW