



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

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April 25, 2022

Mr. Jon Fitzgerald  
Vice President and General Counsel  
Bath Iron Works Corporation  
700 Washington Street  
Bath, ME 04530

The Company and the Union- with the assistance of the Federal Mediation and Conciliation Services (FMCS)- have met and discussed various topics over the past eighteen (18) months. Those topics have included working relationships, shipyard culture, the current competitive shipbuilding landscape, and the importance of recovering schedule to ensure the shipyard's long-term viability. In addition to sharing our respective viewpoints on said matters, we have engaged in discussions over our current wages in relation to attracting new employees and retaining the current talented workforce. As we are all aware, those challenges have become increasingly difficult with the current inflation rate, only compounded by the COVID-19 pandemic.

While there is no easy answer to address this matter, both parties have done extensive data-driven research on Maine wages in comparison to our current wage rates. We seemed to have agreed on the results of our collective research to attract and retain newer employees, and have signed the Midterm Wage Rate Adjustment MOA. This however, does not address all our members who continue to struggle with the current cost of living and inflation. As such, Local Lodge S6 is invoking the contract review period provided under *Article 51; Duration Of Agreement*, and request negotiations over potential contract changes.

The importance of attracting and retaining talented employees to recover schedule is imperative to our existence as a viable shipyard. It does not allow us the luxury to wait until August 2023 to negotiate a new agreement. The Unions intent is to negotiate changes to our collective bargaining agreement as soon as our Local Lodge By-Laws will permit. Please contact me at your earliest convenience to discuss the next steps, including meeting dates and times.

Sincerely,

Ray Gauthier  
Chief Steward  
Local S6, IAMAW

cc: Robert Smith, Interim President, GDBIW  
Dave Sullivan, Chief of Staff IAMAW, Eastern Territory  
George Edwards, DL4, GLR  
Jay Wadleigh, DL4, DBR  
Chris Wiers, DL4, BR