

April 14, 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 18, 2022**

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

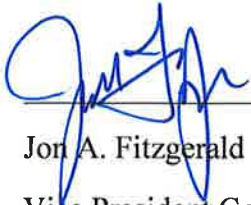
April 14, 2022

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*



Jon A. Fitzgerald    4/14/22    Date  
Vice President General Counsel



Rock Grenier    Date 4/14/2022  
President, Local S6 IAMAW



Ray Gauthier    Date 4/14/22  
Chief Steward, Local S6 IAMAW