

GENERAL DYNAMICS
Bath Iron Works

**Memorandum of Agreement
Between
Bath Iron Works
And
Local S6, IAMAW**

RE: Clarification of Article 18 Friday CTO Notification

The Company and the Union (herein referred to as the "Parties") hereby agree to the following clarifications of the Friday CTO notification process for C70, S18, and Y02 trades in Article 18 Section 3:

- The call-in line has been updated to require employees to specifically state the specific time frame, including start and stop times, for planned CTO on Fridays.
- If an employee calls the call-in line before noon on Thursday and uses the planned amount of CTO on Friday – no exception (mark) will be counted.
- If an employee calls the call-in line before noon on Thursday with plans to use CTO on Friday, but then reports to work for an entire shift on Friday – no exception (mark) will be counted.
- If an employee does not call the call-in line before noon on Thursday and uses 8 hours of CTO on Friday – one of the 5 exceptions (marks) per calendar year will be counted.
- If an employee does not call the call-in line before noon on Thursday and uses less than 8 hours of CTO on Friday – one of the 5 exceptions (marks) per calendar year will be counted.
- If an employee repeatedly calls the call-in line with planned CTO on Friday but then reports to work and uses a different amount of CTO than planned, the Trade Superintendent and Steward will meet to discuss and correct the behavior, which may include additional exceptions (marks) being counted against the employee.
- After 5 exceptions (marks) in a calendar year, any CTO used on Friday that is not called in correctly will be converted to PB time, unless an additional exception is made by the Trade Superintendent.
- If an employee gives 3 days advance notice to Supervision of a planned 5 day CTO usage from Monday through Friday, the employee does not need to also call the call-in center to give notification of the Friday CTO usage.
- If an employee gives 5 days advance notice to Supervision of a planned floating holiday usage on a Friday, the employee does not need to also call the call-in center to give notice of the Friday absence.

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- If the intent of the negotiated Article 18 language for Friday CTO notification is not met, or additional changes or clarifications are needed, the Chief Steward and Director of Trades will meet to discuss and revise the terms of this agreement.

The Parties agree this MOA will not be referred to by either party except as necessary to enforce the specific terms of this agreement.

AGREED to and APPROVED by the undersigned.
for the Company

Jim Agha 12/18/20
Name Date

Robert J. G. 12-18-2020
Name Date

for the Union

Steve Zylka 12/18/2020
Name Date

Thompson C. Smith 12/18/2020
Name Date