

**GENERAL DYNAMICS**  
Bath Iron Works

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

**RE: No Fault Discipline**

In order to resolve outstanding grievances and issues related to the administration of No Fault discipline pursuant to Article 50 Section 3(a) the Company and the Union hereby agree to the following:

- 1) The Company shall continue to administer the No Fault process in accordance with current practice. The Company shall not, however, suspend or discharge employees for overtime commitment violations under Article 50 Section I(L) based on repeated infractions. This means that the Company may issue counselings and written warnings for violations of this rule, but that subsequent violations of this specific rule will not trigger a suspension or discharge while this MOA is in effect. In addition, the Company shall not count an overtime commitment violation as one of the disciplinary steps for a habitual offender violation under Article 50 Section IV(J).
- 2) The Union shall withdraw all current grievances, arbitration demands, and RFIs in any way related to the issuance of no faults, including but not limited to AAA Case No. 01-22-0003-1251. The Union also agrees to abide by Article 50 Section 3(a) and refrain from grieving or attempting to arbitrate matters related to formal counselings.
- 3) Except as specifically set forth in this MOA with respect to overtime commitment violations, nothing shall prevent BIW from issuing discipline, including suspensions or discharges, in accordance with the collective bargaining agreement.
- 4) This Agreement shall expire on January 1, 2023.

AGREED to and APPROVED by the undersigned.

*for the Company*

Kj Eager 8/25/2022  
Kelly Eager Date

*for the Union*

Raymond Gauthier 8/25/22  
Ray Gauthier Date