

**GENERAL DYNAMICS**  
Bath Iron Works

TA epw  
2:48pm

TA BWF  
8/11/23

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

**RE: 2023 Article 49, Attendance at Work, CBA Implementation**

In order to facilitate implementation of the changes to Article 49, Section 4 of the 2023 CBA the Parties agree as follows:

- 1) The disciplinary steps contained in Article 49, Section 4, including unexcused absence occurrences and unexcused absence hours, shall go into effect on August 21, 2023.
- 2) All employees shall be entitled to 7 absence occurrences or up to 24 hours beginning August 21, 2023 through the end of the calendar year.
- 3) Effective August 21, 2023 the Company will remove all written warnings for attendance violations and violations of Article 50, Section I(L), Overtime Commitment (including "No Faults"), incurred prior to August 21, 2023. This discipline removal shall not apply to employees who have triggered discharge prior to August 21, 2023.
- 4) The Parties agree to meet and discuss in good faith issues associated with the implementation of this Article, including changes to existing MOU/MOAs related to Article 49 and the issuance of discipline.

 8/11/23  
Dave Clark Date

 8-11-23  
Chris Wiers Date

 8/11/23  
Seth Fairbanks Date

 8/11/23  
Chris Williams Date