

GENERAL DYNAMICS

Bath Iron Works

MEMORANDUM OF AGREEMENT ("MOA")

BETWEEN

BATH IRON WORKS (THE "COMPANY")

AND

LOCAL S6, IAMAW (THE "UNION")

2024-2025 SNOW REMOVAL POLICY

This policy supersedes prior snow removal policies and agreements

For the purposes of this policy, 'Core Trades' refer to the following classifications: M03, P10, and S06. 'Non-Core Trades' refers to all other classifications.

General Rules

1. P10s, S06s, M03s, and L40s will be used on straight time at their assigned facility.
2. P10s, S06s, M03s, and L40s yard-wide in Bath will be used to support offsite facilities on straight time.
3. S06s may remove snow in all areas other than ships in the water and on units.
4. Normal production overtime assignments take priority over snow removal when both are available to an employee.

Snow Removal Standing List

1. Employees in core trades will be polled for the snow removal standing list in November.
2. After the initial polling, employees will be responsible for adding or removing their name from the list, and ensuring their phone number on file is accurate. Changes must be made through the CA Office, during normal first shift working hours. No changes will be accepted during a snow event.
3. Employees on a long term loan into core trade classifications may contact the CA Office to have their name placed on the snow removal standing list for the duration of their loan.
4. Core trade employees loaned out of their classification will remain on the standing list.
5. Employees on the list may be called at any time of the day, night, weekend, or holiday.
6. Employees on the list who refuse three consecutive offers for snow removal overtime will have their names removed from the list. Employees have 15 minutes from the time of the phone call to respond and accept an offer. If the employee calls back within one hour, they will not receive an offer if the need has been filled, but such a circumstance will not count as a refusal. No response will count as a refusal. Multiple refusals during a snow event will count as one refusal.
7. Separate lists will be maintained for Structural Fabrication, Outfit Fabrication, Structural Fabrication & Outfit Fabrication combined, and Bath.

Non-Core Volunteer Lists

1. To the extent that they're needed, the company may choose to poll for non-core trade volunteers for snow removal within a facility.
2. The rules for core trade volunteer in the above section will also apply to non-core volunteers.
3. In the event of a layoff in a core trade, the Company will not use non-core trades without agreement with the Chief Steward.

GENERAL DYNAMICS

Bath Iron Works

Overtime Application

1. Snow removal overtime will use volunteers from the standing list by facility, or yard-wide if needed.
2. Offers will be made via a phone call to the employee's number on file, or through their supervisor if present at work.
3. Offers will be a minimum of four hours for weekday overtime.
4. For weekend overtime, Article 11 (Overtime), Section 5 (Selection Criteria), bullet 6 (Facility Ownership (All Shifts)) will be used for core trades. Facility owners will be offered double shifts (12 hours) prior to core trade employees from a different facility are assigned to the facility offering the double shifts (i.e. Core trades at Outfit Fab must be offered double shifts prior to core trades from Bath Main Yard being assigned to Outfit Fab). Weekday OT will not require double shifts to be offered.
5. For weekend overtime, standing list volunteers will be offered double shifts before non-core volunteers may be offered.
6. Once the standing list for all facilities has been exhausted, non-core volunteers in that facility may be offered.
7. Employees who work six (6) or more hours removing snow prior to their normal shift may choose to leave after eight (8) hours worked, and take a Code 14 for the remainder of their normal shift. Exceptions to this provision may be granted by request on a case-by-case basis (Trade Superintendent).

Any issues that arise will be discussed with the appropriate L56 Steward and Craft Administrator.

For the Company:

E.W. Carter 12/31/24
Name Date

C. [Signature] 12/31/24
Name Date

M. Schauldt 12/31/24
Name Date

For the Union

[Signature] 12/31/24
Name Date

[Signature] 12/31/24
Name Date

[Signature] 12/31/24
Name Date

GENERAL DYNAMICS
Bath Iron Works

**MEMORANDUM OF AGREEMENT ("MOA")
BETWEEN
BATH IRON WORKS (THE "COMPANY")
AND
LOCAL S6, IAMAW (THE "UNION")**


Special Shifts for Power Outage on 9/7/2024 and 9/8/2024


The Company and the Union agree to the following on a one-time non-precedent setting basis, in regards to the following:

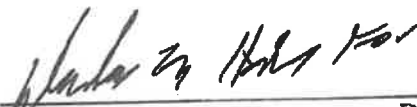
- Power will be shut down in the Main Yard on Saturday and Sunday, September 7 and September 8, 2024.
- Hull 0524 is planning to work weekend overtime shifts on both days requiring the drydock generator to support operations.
- The shift for the drydock generator will be 0500 - Complete.
- Staffing for the drydock generator shift will be:
 - Two (2) 09OC- drydock generator qualified
 - Two (2) E02- drydock switchboard qualified
 - One (1) P18- drydock qualified
- The listed trades (09OC, P18, E02) will fill the required positions in the usual and customary manner by using qualified employees.
- Craft Administration and the Union will work together and agree to one (1) employee per day as a training opportunity. The one (1) employee per day is in addition to the above required staffing.


Any deviation from this agreement will be agreed to by the Chief Steward and Labor Relations.

AGREED and APPROVED by the undersigned.


Lauren Vagasse
Date 9/5/24


Joel Pitcher
Date 9/5/24


Tim Suiter
Date 9/6/24


Chris Williams
Date

GENERAL DYNAMICS
Bath Iron Works

MEMORANDUM OF AGREEMENT ("MOA")
BETWEEN
BATH IRON WORKS (THE "COMPANY")
AND
LOCAL S6, IAMAW (THE "UNION")

Special Shift for Radiation Testing for Saturday 6-22-2024

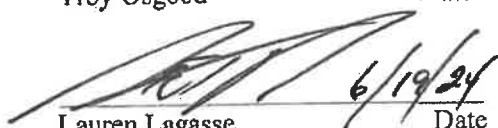
The Company and the Union agree to the following on a one-time non-precedent setting basis, in regards to the following:


- Saturday June 22, 2024 the Company will be conducting radiation testing on Hull 523 that will shut down parts of the Main Yard.
- Third Shift Schedule C hours will be changed for those areas impacted by the Do Not Enter area for the test.
- Impacted areas for Saturday June 22, 2024 will work:
 - 2:00 a.m. to 8:00 a.m.
- Third shift employees working the overtime in the impacted areas may leave at 6:00 a.m.
 - Any employee leaving at 6:00 a.m. will not receive a "No Fault" (Article 50, Section I, Rule K – Overtime Commitment).
- Any deviation from this agreement will be agreed to by the Chief Steward and Craft Administration Section Manager, or designees.

AGREED and APPROVED by:


Troy Osgood 6/19/24
Date


Tim Suiter 6-19-24
Date


Lauren Lagasse 6/19/24
Date


Chris Williams 6-19-24
Date

for

GENERAL DYNAMICS
Bath Iron Works

**MEMORANDUM OF AGREEMENT ("MOA")
BETWEEN
BATH IRON WORKS (THE "COMPANY")
AND
LOCAL S6, IAMAW (THE "UNION")**


Special Shifts for Power Outage on 3-24-2024


The Company and the Union agree to the following on a one-time non-precedent setting basis, in regards to the following:


- Power will be shut down in the Main Yard on Sunday 3/24/24 from 6:30 a.m. to approximately 6:00 p.m.
- Trades, excluding maintenance trades, supporting the power outage, including generators for the ships, will work:
 - 5:30 a.m. to job completes (approximately 6:30 p.m.)


Any deviation from this agreement will be agreed to by the Chief Steward and Labor Relations.

AGREED and APPROVED by the undersigned this 21st day of March, 2024.


Duane Taylor 3/21/24
Date


Troy Osgood 3/22/24
Date


Chris Williams 3/24/24
Date


Tim Suiter 3/21/24
Date

GENERAL DYNAMICS
Bath Iron Works

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

RE: System Flush for Saturday, 06-8-2024 and Sunday, 06-9-2024

The Company and the Union (herein referred to as the "Parties") hereby agree to the following on a one-time non-precedent basis:

- Hull 524 is doing a P18 system flush that will run 24 hours per day.
- The flush will be worked with two 12.5-hour shifts per day.
 - Saturday:
 - 11:00 p.m. (Friday) – 11:30 a.m.
 - 11:00 a.m. – 11:30 p.m.
 - Sunday:
 - 11:00 p.m. (Saturday) – 11:30 a.m.
 - 11:00 a.m. – 11:30 p.m.

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.

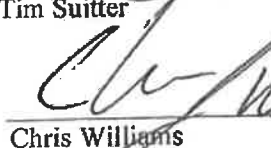
for the Company

for the Union


Bezie Starkey 6/7/2024
Date


Tim Suitter 6-4-24
Date


Gaetan Breton, Jr. 6-4-24
Date


Chris Williams 6-4-24
Date

Trade(s) Involved in MOA: P18
CBA Articles Involved in MOA: 11

Cc: Mary Dodge (for employee file)
Payroll
Trade Superintendent
Craft Administration

GENERAL DYNAMICS
Bath Iron Works

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

RE: System Flush for Saturday, 6-29-2024, Sunday, 6-30-2024

The Company and the Union (herein referred to as the "Parties") hereby agree to the following on a one-time non-precedent basis:

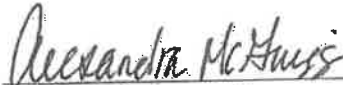
- Hull 524 is doing a P18 system flush that will run 24 hours per day.
- The flush will be worked with two 12.5-hour shifts per day.
 - Saturday:
 - 11:00 p.m. (Friday) – 11:30 a.m.
 - 11:00 a.m. – 11:30 p.m.
 - Sunday:
 - 11:00 p.m. (Saturday) – 11:30 a.m.
 - 11:00 a.m. – 11:30 p.m.

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

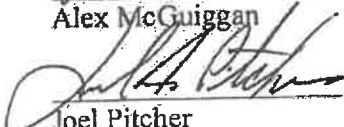
AGREED to and APPROVED by the undersigned.

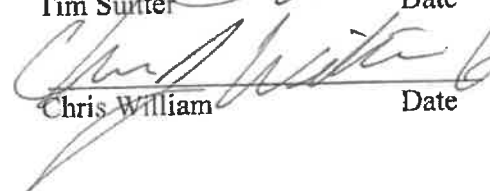
for the Company

for the Union


Alex McGuiggan Date 6/25/24


Tim Suiter Date 6-26-24


Joel Pitcher Date 6/25/24


Chris William Date 6-26-24

Trade(s) Involved in MOA: P18
CBA Articles Involved in MOA: Article 11, Schedule C

Cc: Mary Dodge (for employee file)
Payroll
Trade Superintendent
Craft Administration

GENERAL DYNAMICS Bath Iron Works

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

RE: System Flush for Thursday, 07-04-2024

The Company and the Union (herein referred to as the "Parties") hereby agree to the following on a one-time non-precedent basis:

- Hull 524 is doing a P18 system flush that will run 24 hours per day.
- The flush will be worked with two 12.5-hour shifts.
 - Thursday:
 - 11:00 p.m. (Wednesday) – 11:30 a.m.
 - 11:00 a.m. – 11:30 p.m.

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

for the Union


 Alexandra McGuiggan 7-2-24
 Date


 Tim Suitter 7-2-24
 Date


 Joel Pitcher 7/2/24
 Date


 Chris Williams 7-2-24
 Date

Trade(s) Involved in MOA: P18
CBA Articles Involved in MOA: 11

Cc: Mary Dodge (for employee file)
Payroll
Trade Superintendent
Craft Administration

GENERAL DYNAMICS Bath Iron Works

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

RE: System Flush for Saturday and Sunday, Week Ending 10-27-2024

The Company and the Union (herein referred to as the "Parties") hereby agree to the following on a one-time non-precedent basis:

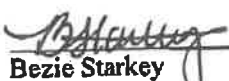
- Hull 524 is doing a P18 system flush that will run 24 hours per day.
- The flush will be worked with two 12.5-hour shifts.
 - Saturday, 10-26-2024:
 - 11:00 p.m. (Friday) – 11:30 a.m.
 - 11:00 a.m. – 11:30 p.m.
 - Sunday, 10-27-2024:
 - 11:00 p.m. (Saturday) – 11:30 a.m.
 - 11:00 a.m. – 11:30 p.m.

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.

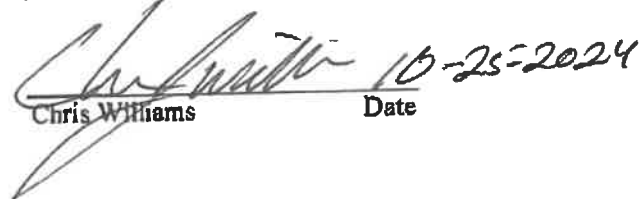
for the Company

for the Union


Bezie Starkey 10/26/2024
Date


Tim Suitter 10-25-2024
Date


Joel Pitcher 10/25/24
Date


Chris Williams 10-25-2024
Date

Trade(s) Involved in MOA: P18
CBA Articles Involved in MOA: 11

Cc: Mary Dodge (for employee file)
Payroll
Trade Superintendent
Craft Administration

GENERAL DYNAMICS
Bath Iron Works

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

RE: System Flush for Saturday, 04-13-2024 and Sunday, 04-14-2024

The Company and the Union (herein referred to as the "Parties") hereby agree to the following on a one-time non-precedent basis:

- Hull 524 is doing a P18 system flush that will run 24 hours per day.
- The flush will be worked with two 12.5-hour shifts per day.
 - Saturday:
 - 11:00 p.m. (Friday) – 11:30 a.m.
 - 11:00 a.m. – 11:30 p.m.
 - Sunday:
 - 11:00 p.m. (Saturday) – 11:30 a.m.
 - 11:00 a.m. – 11:30 p.m.

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

for the Union

 4/11/24
Jeremy Grondin Date

 4-9-24
Tim Suijter Date

 4-11-2024
Gaetan Breton, Jr. Date

 4-9-24
Chris Williams Date

Trade(s) Involved in MOA: P18
CBA Articles Involved in MOA: 11

Cc: Mary Dodge (for employee file)
Payroll
Trade Superintendent
Craft Administration

GENERAL DYNAMICS
Bath Iron Works

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

RE: System Flush for Saturday, 04-20 and Sunday, 04-21-2024

The Company and the Union (herein referred to as the "Parties") hereby agree to the following on a one-time non-precedent basis:


- Hull 524 is doing a P18 system flush that will run 24 hours per day.
- The flush will be worked with two 12.5-hour shifts per day.
 - Saturday:
 - 11:00 p.m. (Friday) – 11:30 a.m.
 - 11:00 a.m. – 11:30 p.m.
 - Sunday:
 - 11:00 p.m. (Saturday) – 11:30 a.m.
 - 11:00 a.m. – 11:30 p.m.
- The Parties recognize the ship is translating into the dry dock, and delay in translation may delay or cause cancelation of the flush, resulting in this MOA being null and void. Translation status will be communicated with the Union.

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

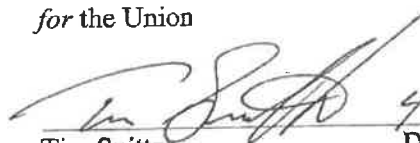
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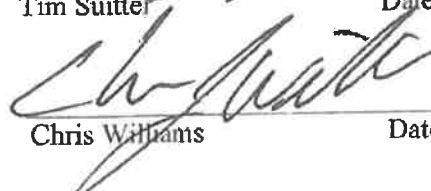
for the Company

 4/17/24
Bezie Starkey Date

 4-17-24
Gaetan Breton Jr. Date

for the Union

 4-16-24
Tim Suttler Date

 4-17-24
Chris Williams Date

Trade(s) Involved in MOA: P18
CBA Articles Involved in MOA: 11

Cc: Mary Dodge (for employee file)
Payroll
Trade Superintendent
Craft Administration

GENERAL DYNAMICS
Bath Iron Works

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

RE: System Flush for Saturday, 04-27 and Sunday, 04-28-2024

The Company and the Union (herein referred to as the "Parties") hereby agree to the following on a one-time non-precedent basis:

- Hull 524 is doing a P18 system flush that will run 24 hours per day.
- The flush will be worked with two 12.5-hour shifts per day.
 - Saturday:
 - 11:00 p.m. (Friday) – 11:30 a.m.
 - 11:00 a.m. – 11:30 p.m.
 - Sunday:
 - 11:00 p.m. (Saturday) – 11:30 a.m.
 - 11:00 a.m. – 11:30 p.m.

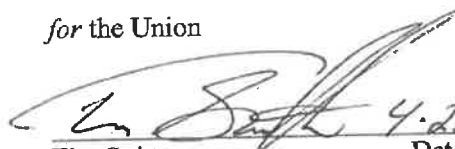
The Parties agree this MOA will not be referred to by either party except as necessary to enforce the specific terms of this agreement.

AGREED to and APPROVED by the undersigned.


for the Company

for the Union

 4/23/2024
Bezie Starkey Date

 4-23-24
Tim Suitter Date

 4-23-24
Gacelan Breton, Jr. Date

 4-23-24
Chris Williams Date

Trade(s) Involved in MOA: P18
CBA Articles Involved in MOA: 11

Cc: Mary Dodge (for employee file)
Payroll
Trade Superintendent
Craft Administration

GENERAL DYNAMICS
Bath Iron Works

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

RE: System Flush for Saturday, 05-11-2024 and Sunday, 05-12-2024

The Company and the Union (herein referred to as the "Parties") hereby agree to the following on a one-time non-precedent basis:

- Hull 524 is doing a P18 system flush that will run 24 hours per day.
- The flush will be worked with two 12.5-hour shifts per day.
 - Saturday:
 - 11:00 p.m. (Friday) – 11:30 a.m.
 - 11:00 a.m. – 11:30 p.m.
 - Sunday:
 - 11:00 p.m. (Saturday) – 11:30 a.m.
 - 11:00 a.m. – 11:30 p.m.

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.

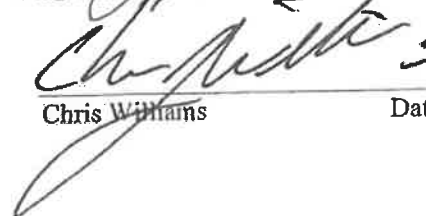
for the Company


Bezie Starkey 5/7/2024
Date


Gaetan Breton, Jr. 5-7-24
Date

for the Union


Tim Sutter 5-7-24
Date


Chris Williams 5-7-24
Date

Trade(s) Involved in MOA: P18
CBA Articles Involved in MOA: 11

Cc: Mary Dodge (for employee file)
Payroll
Trade Superintendent
Craft Administration

GENERAL DYNAMICS
Bath Iron Works

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

RE: System Flush for Saturday, 05-18-2024 and Sunday, 05-19-2024

The Company and the Union (herein referred to as the "Parties") hereby agree to the following on a one-time non-precedent basis:

- Hull 524 is doing a P18 system flush that will run 24 hours per day.
- The flush will be worked with two 12.5-hour shifts per day.
 - Saturday:
 - 11:00 p.m. (Friday) – 11:30 a.m.
 - 11:00 a.m. – 11:30 p.m.
 - Sunday:
 - 11:00 p.m. (Saturday) – 11:30 a.m.
 - 11:00 a.m. – 11:30 p.m.

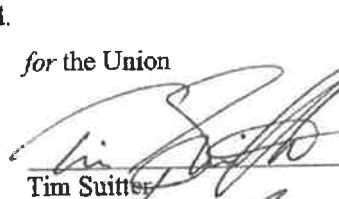
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AGREED to and APPROVED by the undersigned.

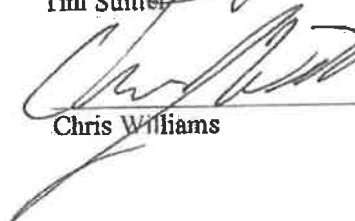
for the Company

for the Union

 5/15/2024
Bezie Starkey Date

 5-15/24
Tim Suitter Date

 5-15-2024
Gaetan Breton, Jr. Date

 5/15/24
Chris Williams Date

Trade(s) Involved in MOA: P18
CBA Articles Involved in MOA: 11

Cc: Mary Dodge (for employee file)
Payroll
Trade Superintendent
Craft Administration

GENERAL DYNAMICS
Bath Iron Works

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

RE: System Flush for Saturday, 05-25-2024 and Sunday, 05-26-2024


The Company and the Union (herein referred to as the "Parties") hereby agree to the following on a one-time non-precedent basis:

- Hull 524 is doing a P18 system flush that will run 24 hours per day.
- The flush will be worked with two 12.5-hour shifts per day.
 - Saturday:
 - 11:00 p.m. (Friday) – 11:30 a.m.
 - 11:00 a.m. – 11:30 p.m.
 - Sunday:
 - 11:00 p.m. (Saturday) – 11:30 a.m.
 - 11:00 a.m. – 11:30 p.m.

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.

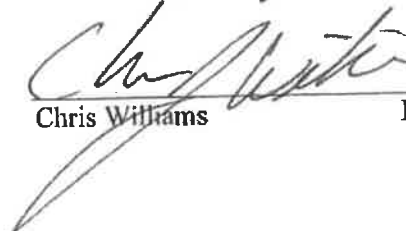
for the Company

 5/22/24
Lauren Lagasse Date

 5-22-2024
Gaetan Breton, Jr. Date

for the Union

 5-22-24
Tim Switter Date

 5-22-24
Chris Williams Date

Trade(s) Involved in MOA: P18
CBA Articles Involved in MOA: 11

Cc: Mary Dodge (for employee file)
Payroll
Trade Superintendent
Craft Administration

GENERAL DYNAMICS Bath Iron Works

Memorandum of Agreement Between Bath Iron Works And Local S6, IMAW

RE: System Flush for Saturday and Sunday, Week Ending 08-25-2024

The Company and the Union (herein referred to as the "Parties") hereby agree to the following on a one-time non-precedent basis:

- Hull 524 is doing a P18 system flush that will run 24 hours per day.
- The flush will be worked with two 12.5-hour shifts.
 - Saturday, 08-24-2024:
 - 11:00 p.m. (Friday) – 11:30 a.m.
 - 11:00 a.m. – 11:30 p.m.
 - Sunday, 08-25-2024:
 - 11:00 p.m. (Saturday) – 11:30 a.m.
 - 11:00 a.m. – 11:30 p.m.

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


 Alexandra McGuiggan Date 8/22/24


 Joel Pitcher Date 8/22/24

for the Union


 Tim Suttter Date 8-22-24


 Chris Williams Date 8-22-24

Trade(s) Involved in MOA: P18
CBA Articles Involved in MOA: 11

Cc: Mary Dodge (for employee file)
Payroll
Trade Superintendent
Craft Administration

GENERAL DYNAMICS
Bath Iron Works

**MEMORANDUM OF AGREEMENT
BETWEEN
BATH IRON WORKS
AND
LOCAL S6, IAMAW**

Re: LS6 Represented Employee Traveling to Pearl Harbor, HI

The scope of work consists of Post PSA HVAC testing support for one (1) Tinsmith (T04). The work will take place at the Naval Station Pearl Harbor.

Working Hours

- The hours of work are planned for 8-12 hours per day, Monday through Friday, with a thirty (30) minute lunch break. Each volunteer agrees to be flexible as to shifts and working hours. Work schedule may change due to customer requirements, and work availability.
- Overtime beyond eight hours on weekdays, and weekend hours will be paid in accordance with the CBA.
- Compensated time off will not be allowed during the work availability. Exceptions to this for illness or unforeseen circumstances will be at the discretion of the Onsite Supervisor, with input from the LS6 employee. Employees may not use the Bath call-in center; any absence must be discussed with the Onsite Supervisor.

Safety

- Always follow BIW rules and regulation. Situations and processes may be different in other shipyards.
- Employees are required to wear hard hats, safety glasses, and approved safety shoes where required while inside the Naval Station. Employees are expected to bring their own glasses, footwear, and hard hats, in the event that they're required.
- Employees are required to wear a face covering while on the ship or inside of office buildings.
- Employees must wear seatbelts in all vehicles.
- Employees must submit a list of emergency contacts to Jordan Doughty prior to departure.

Code 14s

- You will be allowed one code 14 on the working day prior to your departure and one on the working day upon your arrival back in Bath.

GENERAL DYNAMICS

Bath Iron Works

Lodging

- BIW will provide accommodations in the Pearl Harbor, HI area through local hotels.
- One employee per room.
- The cost of the room will be billed directly to BIW. All incidental room expenses including meals, movie rentals, damages, etc., are the responsibility of the employee.

Transportation

- Travel day out will be May 1, 2024 and return is May 15, 2024.
- Any change to travel arrangements must be made through the onsite supervisor, Jordan Doughty, and BIW's travel agency. Do not volunteer to give up your seat for free tickets, miles, etc. This is a violation of company rules. Do not change your flight arrangements.
- All BIW employees will be flown from Portland, ME to Hawaii and back on commercial airlines of BIW's choosing. Flight arrangements will be made through Jordan Doughty.
- BIW will reimburse employees for up to two checked bags (**you must save your receipts**). Each bag is not to exceed the weight limit established by the airline.
- The first eight hours on the day of travel will be paid as straight time, starting from the time you leave your house to the time you arrive at the hotel in your destination city. On the return trip you will be paid from the time you leave the hotel, until you arrive at home. Hours in excess of eight or weekend travel will be paid in accordance with the CBA. Employees are reminded that they are on the clock while traveling, and are expected to conduct themselves in the same manner as if they were at work. BIW rules of conduct will be enforced.
- Airport parking must be in a lot where rates are consistent with the expected duration of the parking (hourly, daily, weekly, etc.). Parking for less than 1 week will be reimbursable with a proper receipt. For trips exceeding 1 week, the employee should be dropped off and picked up upon return; appropriate mileage will be paid for drop off and pick up.
- Employees may be asked to drive rental vehicles at any time and those vehicles will be available for BIW employees to use on an as available basis. Costs for an EZ-Pass, satellite radio, GPS, etc. will not be reimbursed.
- Parking at the hotel will be paid for by the Company. Employees must keep vehicle rental agreements in vehicles at all times.
- Under no circumstances should a non-BIW employee drive one of these vehicles; they are not covered by BIW insurance, and you will be responsible for any accident. BIW employees not assigned to this project are not allowed to drive these vehicles. BIW employees must decline any insurance offered by the rental car agency.

GENERAL DYNAMICS

Bath Iron Works

- Fees and fines for parking violations, speeding tickets, etc. will not be reimbursed.
- Gas for the vehicles and tolls for company use will be reimbursable **with a receipt**. All gas receipts must clearly state the number of gallons and cost per gallon.

Per Diem

- Each BIW employee will be paid the current per diem rate of \$157 per day for meals, laundry, phone calls, and any other personal expenses incurred.
- Per Diem will be paid each day the employee is on site. Per Diem rates are established by the DoD and are subject to change, up or down, without prior notice.
- On the day of travel (out and back), per diem will be paid at the rate of 75% of the full value, or \$117.75 per travel day.
- Each employee is encouraged to update banking information on Concur (either personally or through Jordan Doughty). Approximate per diem advance will be deposited directly into employee's bank account. If banking information is unavailable to Concur, approximate per diem advance will be added to a payroll check (non-taxable) in the week after the advance is approved. Employees will be required to submit an expense report at the end of the trip to document all reimbursable expenses including per diem. To the extent that the advance is less than the total reimbursable expenses, the employee will receive additional funds via the Concur payment process to cover the difference. To the extent that the advance is more than the total reimbursable expenses, the employee will be required to return the excess funds to the Company.
- You will be paid \$2 on the day of arrival for a safe check-in phone call home. If the work availability causes a change in departure date, you will be paid an additional \$2 for a change-of-plan phone call home. Receipts are not required. The on-site supervisor will allow use of a cell phone on an as-available basis.

Check Cashing

- Cashing of BIW payroll checks will be the responsibility of the individual. BIW has not made arrangements with any banking institutions at the work site.
- We encourage direct deposit, but this must be arranged prior to departure. Paychecks can be direct deposited or mailed to the employee's address in Maine or the work site, or as directed by the employee, however BIW will not be responsible for delays caused by the US Postal Service.

Alternative Return Dates

- Employees wishing to change their return flight date for personal reasons must complete a cost comparison form and submit to Jordan Doughty. Any additional costs or fees resulting from this change are the responsibility of the employee. Any additional lodging expenses are the responsibility of the employee. Any

GENERAL DYNAMICS
Bath Iron Works

delays, cancellations, extensive layovers, etc. resulting from this change, beyond the normal expected travel time, will not be paid time.

- Employees extending their trip in this fashion are responsible for covering their normal working hours.

Medical

- BIW will arrange for services to be provided by the closest hospital to the work site. You will have the same coverage as you have now. Transportation will be provided should you require it.
- For regular prescriptions or medications, you are taking now, you will need to make arrangements with your doctor for extra medication to last the duration of the work assignment.

Problem Resolution

- The Company and Union will make a good faith attempt to communicate regarding issues if they occur.
- Any rule of conduct violations will be handled in the normal manner upon returning to Bath.

Other

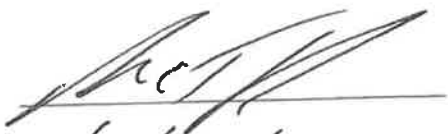
- Shipment of any items that are not work related and are personal in nature will be the responsibility of the employee. Some examples are cars, boats, motorcycles, bikes, beds, stereo systems, golf equipment, etc.
- Due to the COVID-19 pandemic, Circumstances may change and employees must be willing to follow all guidelines and requirements.

This document is intended to provide information and guidance for this work availability assignment. Any conflict with BIW or Navy policies is unintended and should be brought to the immediate attention of the BIW on-site supervisor.

For the Company:

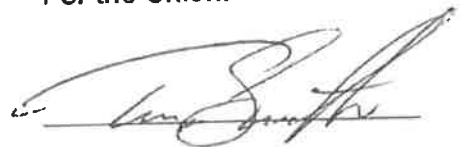


4-12-2024
Date

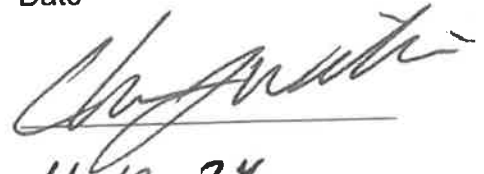


4/12/2024
Date

For the Union:



4-12-24
Date



4-12-24
Date

GENERAL DYNAMICS
Bath Iron Works

**MEMORANDUM OF AGREEMENT (“MOA”)
BETWEEN
BATH IRON WORKS (THE “COMPANY”)
AND
LOCAL S6, IAMAW (THE “UNION”)**

RE: Temporary Elevator Pilot

The Company and the Union (herein referred to as the “Parties”) hereby agree to the following on a one-time non-precedent setting basis:

- A temporary elevator will be utilized on the Dry-Dock, starting in April, 2024.
- The elevator will be considered a pilot project.
- The pilot project will end when Hull 524 is translated into the water.
- The L40 Classification will be trained to operate the elevator for the pilot.
- The L40 assigned to the elevator will have ownership for overtime.
- Any additional overtime needs will be filled by seniority rotation of qualified L40s.
- Any deviation from this agreement will be agreed to by the Chief Steward and Labor Relations.
- Either Party may terminate this agreement with five (5) days written notice.

This agreement in no way sets a precedent and may not be referred to by any party in any future action except to enforce its terms.

Agreed to and approved by the undersigned.

for the Company

L. Lagasse 4/22/24
Lauren Lagasse Date

T. Osgood 4/22/24
Troy E. Osgood Date

for the Union

Tim Suiiter 4-22-24
Tim Suiiter Date

Chris Williams 4-22-24
Chris Williams Date

GENERAL DYNAMICS
Bath Iron Works

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

RE: Ultra Schedule

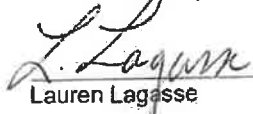
The Company and the Union (herein referred to as the "Parties") hereby agree to the following on a one-time non-precedent basis:


- To support schedule in Ultra building, 12-hour shifts will be offered for Saturday, February 10 and Sunday, February 11, 2024, to all employees assigned to Ultra (Article 11, Section 5, Bullet 3) at time of polling, in the following trades:
 - Carpenters (C02)
 - Outside Machinists (O04)
 - Preservation Technicians (P10)
 - Pipefitters (P18)
 - Shipfitters (S40)
 - Tinsmiths (T04)
 - T04s performing temp vent will perform temp vent during core hours. Any additional overtime hours, any T04 work may be assigned to the temp vent T04.
 - Welders (W12)
 - General Laborers (L40) charging to core L40 work will not be offered the 12-hour shifts.
 - L40s charging to another classification will be offered overtime in accordance with General Laborer (L40) MOA dated 8-7-2020.
- The hours of work will be:
 - 1st and 2nd shift: 6:00 a.m. to 6:00 p.m.
 - 3rd shift: 5:30 p.m. to 5:30 a.m.
- Any employee completing their core hours will not receive a "no fault" in accordance with Article 50, Section I, Rule K – Overtime Commitment.
- Any deviation from this agreement will be agreed to by the Chief Steward and Labor Relations.

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


Lauren Lagasse 2/7/24
Date


Gaetan Breton, Jr. 2/7/24
Date

for the Union


Tim Stutter 2/7/24
Date


Chris Williams 2/7/24
Date

Trade(s) Involved in MOA: C02, O04, P10, P18, S40, T04, W12, L40
CBA Articles Involved in MOA: 11, Schedule C
Cc: Mary Dodge (for employee file)
Payroll
Trade Superintendent
Craft Administration

GENERAL DYNAMICS
Bath Iron Works

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

RE: W12 5 Skids Double shifts

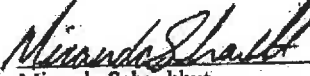

The Company and the Union (herein referred to as the "Parties") hereby agree to the following on a one-time non-precedent basis:

- All W12's working 5 Skids will be offered double shifts for Saturday 1/27/2024 and Sunday 1/28/2024.
- 1st shift hours will be 6am to 6pm.
- 2nd shift hours will be 6am to 6pm.
- 3rd shift hours will be 5:30pm to 5:30am
- Any employee who completes at least their six (6) core hours will not receive a no-fault.
- Any deviation from this agreement will be agreed to by the Chief Steward and the Director of Trades.

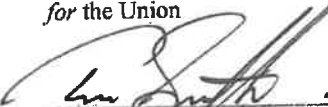
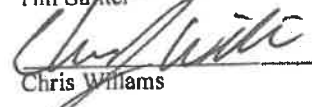
The Parties agree this MOA will not be referred to by either party except as necessary to enforce the specific terms of this agreement.

AGREED to and APPROVED by the undersigned.

for the Company


Date 1/25/24
Miranda Schaubhut
Date

Date 1/25/2024
Ed Carter
Date

for the Union


Date 1-26-24
Tim Suttler
Date

Date 1-26-24
Chris Williams
Date

Trade(s) Involved in MOA: W12
CBA Articles Involved in MOA: 11

Cc: Mary Dodge (for employee file)
Payroll
Trade Superintendent
Craft Administration

TA [Signature] // [Signature] 8/4/23
Union // Company

August 4, 2023

~~August 14, 2008~~

**ADDENDUM TO THE COLLECTIVE BARGAINING AGREEMENT
BETWEEN
BATH IRON WORKS (Company)
AND
LOCAL 86, DISTRICT LODGE 4, IAMAW (Union)**

Subject: Welder Progression

The Company and the Union hereby agree to the following in regard to the progression of welders under Article 19, Section 4:

- W12 RT welders shall be eligible for the AA rate effective August 18, 2008.
- ~~Progression of W12 employees to the grade A rate or above shall continue to be based on business needs. To qualify for progression to grade B or above, one welder will be chosen by senior, qualified and the next welder will be chosen by skill and ability as determined by management. Welders will be given up to one (1) week to train and qualify. Retesting within the duration of the current labor contract will be at the discretion of the Trade Foreman or his designee.~~

For the Company:

[Signature]
[Signature] 8/14/08

For the Union:

[Signature] 8-25-08
[Signature] 8-25-08

GENERAL DYNAMICS
Bath Iron Works

**Memorandum of Agreement
Between
Bath Iron Works (The "Company")
And
Local S6, IAMAW (The "Union")**



Re: Code 14s for 12/24/24 and 12/31/24

The Company and the Union agree to the following:

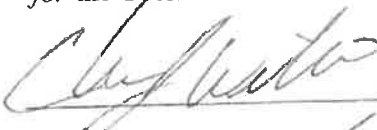

- 1) The current LS6 CBA dated August 21, 2023 does not provide for a shutdown or obligate the Company to offer code 14s to employees during the Christmas/New Year's holiday season.
- 2) Based on recent discussions between the Union Leadership and the Company, on a one-time non-precedent setting basis the Company will offer code 14s to employees on 12/24/24 and 12/31/24 for full or partial day absences subject to the following:
 - a. Employees will be required to notify their supervisor if requesting a code 14.
 - b. To be eligible for a partial code 14, employees must be present at the start of their shift.
 - c. Employees taking a code 14 who leave the shipyard will not be permitted to return.
- 3) The Company does not intend to offer a shutdown or additional code 14s for the 2025 holiday season.
- 4) Due to the Wednesday Holidays and code 14s, Overtime Interest Polls will be conducted on Monday, 12/23/24 and again on Monday, 12/30/24.

AGREED to and APPROVED by the undersigned.

for the Company


Date 12/11/24

Date 12/11/24

for the Union


Date 12/11/2024

Date 12/11/2024

**MEMORANDUM OF AGREEMENT
BETWEEN
BATH IRON WORKS
AND
LOCAL S6, IAMAW**

Re: LS6 Represented Employee Traveling to Mayport, FL

The scope of work consists of installation of waveguide and FPAs for five (5) Yard Riggers (Y02). The work will take place at Naval Station Mayport.

Working Hours

- The hours of work are planned for 8-12 hours per day, Monday through Friday, with a thirty (30) minute lunch break. Each volunteer agrees to be flexible as to shifts and working hours. Work schedule may change due to customer requirements, and work availability.
- Overtime beyond eight hours on weekdays, and weekend hours will be paid in accordance with the CBA.
- Compensated time off will not be allowed during the work availability. Exceptions to this for illness or unforeseen circumstances will be at the discretion of the Onsite Supervisor, with input from the LS6 employee. Employees may not use the Bath call-in center; any absence must be discussed with the Onsite Supervisor.

Safety

- Always follow BIW rules and regulation. Situations and processes may be different in other shipyards.
- Employees are required to wear hard hats, safety glasses, and approved safety shoes where required while inside the Naval Station. Employees are expected to bring their own glasses, footwear, and hard hats, in the event that they're required.
- Employees are required to wear a face covering while on the ship or inside of office buildings.
- Employees must wear seatbelts in all vehicles.
- Employees must submit a list of emergency contacts to Jordan Doughty prior to departure.

Code 14s

- You will be allowed one code 14 on the working day prior to your departure and one on the working day upon your arrival back in Bath.

GENERAL DYNAMICS

Bath Iron Works

Lodging

- BIW will provide accommodations in the Mayport, FL area through local hotels.
- One employee per room.
- The cost of the room will be billed directly to BIW. All incidental room expenses including meals, movie rentals, damages, etc., are the responsibility of the employee.

Transportation

- Travel day out will be June 2, 2024 and return is June 8, 2024.
- Any change to travel arrangements must be made through the onsite supervisor, Jordan Doughty, and BIW's travel agency. Do not volunteer to give up your seat for free tickets, miles, etc. This is a violation of company rules. Do not change your flight arrangements.
- All BIW employees will be flown from Portland, ME to Florida and back on commercial airlines of BIW's choosing. Flight arrangements will be made through Jordan Doughty.
- BIW will reimburse employees for up to two checked bags (**you must save your receipts**). Each bag is not to exceed the weight limit established by the airline.
- The first eight hours on the day of travel will be paid as straight time, starting from the time you leave your house to the time you arrive at the hotel in your destination city. On the return trip you will be paid from the time you leave the hotel, until you arrive at home. Hours in excess of eight or weekend travel will be paid in accordance with the CBA. Employees are reminded that they are on the clock while traveling, and are expected to conduct themselves in the same manner as if they were at work. BIW rules of conduct will be enforced.
- Airport parking must be in a lot where rates are consistent with the expected duration of the parking (hourly, daily, weekly, etc.). Parking for less than 1 week will be reimbursable with a proper receipt. For trips exceeding 1 week, the employee should be dropped off and picked up upon return; appropriate mileage will be paid for drop off and pick up.
- Employees may be asked to drive rental vehicles at any time and those vehicles will be available for BIW employees to use on an as available basis. Costs for an EZ-Pass, satellite radio, GPS, etc. will not be reimbursed.
- Parking at the hotel will be paid for by the Company. Employees must keep vehicle rental agreements in vehicles at all times.
- Under no circumstances should a non-BIW employee drive one of these vehicles; they are not covered by BIW insurance, and you will be responsible for any accident. BIW employees not assigned to this project are not allowed to drive these vehicles. BIW employees must decline any insurance offered by the rental car agency.

GENERAL DYNAMICS

Bath Iron Works

- Fees and fines for parking violations, speeding tickets, etc. will not be reimbursed.
- Gas for the vehicles and tolls for company use will be reimbursable **with a receipt**. All gas receipts must clearly state the number of gallons and cost per gallon.

Per Diem

- Each BIW employee will be paid the current per diem rate of \$59.00 per day for meals, laundry, phone calls, and any other personal expenses incurred.
- Per Diem will be paid each day the employee is on site. Per Diem rates are established by the DoD and are subject to change, up or down, without prior notice.
- On the day of travel (out and back), per diem will be paid at the rate of 75% of the full value, or \$44.25 per travel day.
- Each employee is encouraged to update banking information on Concur (either personally or through Jordan Doughty). Approximate per diem advance will be deposited directly into employee's bank account. If banking information is unavailable to Concur, approximate per diem advance will be added to a payroll check (non-taxable) in the week after the advance is approved. Employees will be required to submit an expense report at the end of the trip to document all reimbursable expenses including per diem. To the extent that the advance is less than the total reimbursable expenses, the employee will receive additional funds via the Concur payment process to cover the difference. To the extent that the advance is more than the total reimbursable expenses, the employee will be required to return the excess funds to the Company.
- You will be paid \$2 on the day of arrival for a safe check-in phone call home. If the work availability causes a change in departure date, you will be paid an additional \$2 for a change-of-plan phone call home. Receipts are not required. The on-site supervisor will allow use of a cell phone on an as-available basis.

Check Cashing

- Cashing of BIW payroll checks will be the responsibility of the individual. BIW has not made arrangements with any banking institutions at the work site.
- We encourage direct deposit, but this must be arranged prior to departure. Paychecks can be direct deposited or mailed to the employee's address in Maine or the work site, or as directed by the employee, however BIW will not be responsible for delays caused by the US Postal Service.

Alternative Return Dates

- Employees wishing to change their return flight date for personal reasons must complete a cost comparison form and submit to Jordan Doughty. Any additional costs or fees resulting from this change are the responsibility of the employee. Any additional lodging expenses are the responsibility of the employee. Any

GENERAL DYNAMICS
Bath Iron Works

delays, cancellations, extensive layovers, etc. resulting from this change, beyond the normal expected travel time, will not be paid time.

- Employees extending their trip in this fashion are responsible for covering their normal working hours.

Medical

- BIW will arrange for services to be provided by the closest hospital to the work site. You will have the same coverage as you have now. Transportation will be provided should you require it.
- For regular prescriptions or medications, you are taking now, you will need to make arrangements with your doctor for extra medication to last the duration of the work assignment.

Problem Resolution

- The Company and Union will make a good faith attempt to communicate regarding issues if they occur.
- Any rule of conduct violations will be handled in the normal manner upon returning to Bath.

Other

- Shipment of any items that are not work related and are personal in nature will be the responsibility of the employee. Some examples are cars, boats, motorcycles, bikes, beds, stereo systems, golf equipment, etc.
- Due to the COVID-19 pandemic, Circumstances may change and employees must be willing to follow all guidelines and requirements.

This document is intended to provide information and guidance for this work availability assignment. Any conflict with BIW or Navy policies is unintended and should be brought to the immediate attention of the BIW on-site supervisor.

For the Company:



5/17/24

Date



5-17-2024

Date

For the Union:



5/17/24

Date



5/17/24

Date