

GENERAL DYNAMICS
Bath Iron Works

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

RE: Machinists Points Progression Modifications

On a onetime non-precedent setting basis, the Company and the Union agree to the following:

1. M04s may obtain specialist pay (Pay Grades C-AA) using the three (3) existing MOAs:
 - a. M04 Progression Models dated 9-28-1998
 - b. Machinist (M04) Progression Model – Addendum dated 7-20-2016
 - c. M04 Training and Rescoping dated 6-3-2021
2. Points progression chart in the Machinist (M04) progression Model – Addendum dated 7-20-2016 will be superseded by this MOA.
3. Points progression chart in the M04 Training and Rescoping MOA dated 6-3-2021 will be superseded by this MOA.
4. Points progression will be:

	C	B	A	AA
All Facilities	120	130	140	160

5. Pay Grade AA will be in the Bath Facility only.
 - a. Progression to Pay Grade AA will be consistent with the aforementioned M04 specialist MOAs in Bullet 1 of this MOA.
 - b.

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


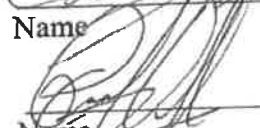
AGREED to and APPROVED by the undersigned.

for the Company


Name _____ Date 1/4/24

Name _____ Date 1-4-24

for the Union


Name _____ Date 1/2/2024

Name _____ Date 1/2/2024

Trade(s) Involved in MOA: M04
CBA Articles Involved in MOA: Article 19 and listed MOAs in Bullet 1

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 employees traveling to Everett, WA

The scope of work consists of supporting the surveying of the deck house side shell in support of an upcoming SEWIP installation for one (1) Outside Machinist (O04). The work will take place at Naval Station Everett, WA.

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 Labor Relations, with input from the LS6 employee. Employees may not use the Bath call-in center; any absence must be discussed with Labor Relations.

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 are required.
- Employees, when required, are 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.

Lodging

- BIW will provide accommodations in the Everett, WA 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.

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Bath Iron Works

Transportation

- Travel day out will be Sunday, March 17, 2024, and return is Thursday, March 14, 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 Seattle, WA 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.
- Transportation to and from the Portland Jetport will be the responsibility of the employee. Mileage will be reimbursed at the current IRS Standard Mileage Rate for business use at the time of travel (\$0.67/mile as of Jan 1, 2024).
- 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, Loss Damage Waiver (LDW), Liability Insurance Supplement (LIS), Personal Accident Insurance (PAI), Personal Effects Coverage (PEC), pre-purchased fuel, Roadside Assistance/Roadside Plus, 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.
- 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 \$74 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.

March 21, 2024
EB 3/17/24
DR-3-15-24

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Bath Iron Works

- On the day of travel (out and back), per diem will be paid at the rate of 75% of the full value, or \$55.50 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 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

- Every attempt will be made to resolve issues at the lowest level between Labor Relations and the LS6 employee. The Company and Union will make a good faith attempt to communicate regarding issues if they occur.

GENERAL DYNAMICS
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- 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



3-15-2024

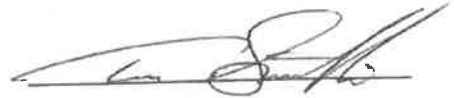
Date



3-15-24

Date

For the Union



3/14/24

Date



3/15/24

Date

GENERAL DYNAMICS
Bath Iron Works

Memorandum of Agreement

Between
Bath Iron Works
And
Local S6, IMAW
Re: OST 3 and 4 Mold abatement-Servpro

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


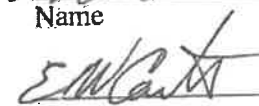
- BIW will utilize Servpro to remove mold on OST 3 and 4 in the tool box storage area.
- If additional mold is discovered during the process, the Chief Steward and Labor Relation will meet to discuss the path forward.

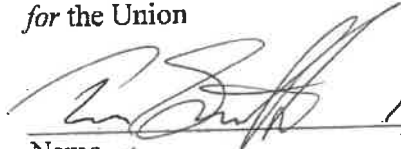
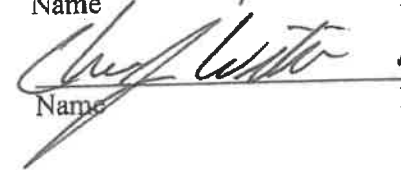
The Parties agree this MOA will not be referred to by either party except as necessary to enforce the specific terms of this agreement.

AGREED to and APPROVED by the undersigned.

for the Company

for the Union


Name _____ Date 1/18/24

Name _____ Date 1/18/24


Name _____ Date 1-18-24

Name _____ Date 1-18-24

GENERAL DYNAMICS
Bath Iron Works

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

Overtime Commitment

The Company and the Union agree to following regarding code 27s for Sunday, March 24, 2024:

- The Company will not issue no-faults under article 50, Section I, Rule K, Overtime Commitment, for employees who missed their overtime assignments on Sunday, March 24, 2024.
- This agreement is made on a onetime, non-precedent setting basis.

Agreed to and approved by the undersigned.

for the Company

 3/26/24
Troy E. Osgood Date

for the Union

 3/25/24
Tim Suitter Date

GENERAL DYNAMICS
Bath Iron Works

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

Overtime at Leavitt/Orion's Open House on May 11, 2024

On a one-time non-precedent setting basis the Company and the Union agree to the following, regarding overtime for LS6 Trainers during the open house at Leavitt and Orion on May 11, 2024

- A list of all LS6 employees being asked for overtime will be provided to the Union prior to May 11, 2024
- The hours of work will coincide with the hours of the open house. 10am-4pm
- If clean-up after the event is needed, all LS6 employees on the list will be asked if they want to stay.
- Any deviation from this agreement will be agreed to by the Chief Stewards and Labor Relations.
- LS6 employees will help with set up, explaining the training processes, and clean up.

AGREED and APPROVED by the undersigned this 3rd day of May 2024

For the Company:
Tom Stevens



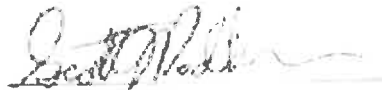
For the Company:
Rob Jacobs



For the Union
Tim Suitter



For the Union
Scott McFadden



GENERAL DYNAMICS
Bath Iron Works

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

RE: PO2/Ultra Schedules

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 schedules in PO2 and in Ultra buildings, 12-hour shifts will be offered for Saturday, February 3 and Sunday, February 4, 2024, to all employees assigned to each small area (Article 11, Section 5, Bullet 3) at time of polling, in the following trades:
 - Carpenters (C02)
 - Electricians (E02)
 - Insulators (I02)
 - 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 on the hull 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.

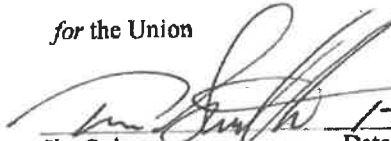
The Parties agree this MOA will not be referred to by either party except as necessary to enforce the specific terms of this agreement.

AGREED to and APPROVED by the undersigned.

for the Company

for the Union


Lauren Lagasse 1/31/24
Date


Tim Suiter 1-31-24
Date


Gaetan Breton, Jr. 1-31-24
Date


Chris Williams 1-31-24
Date

Trade(s) Involved in MOA: C02, E02, I02, O04,
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: PO2/Ultra Schedules

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

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 - Carpenters (C02)
 - Electricians (E02)
 - Insulators (I02)
 - Outside Machinists (O04)
 - Preservation Technicians (P10)
 - Pipefitters (P18)
 - Shipfitters (S40)
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 - 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.

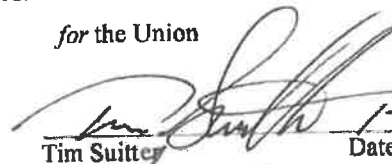
The Parties agree this MOA will not be referred to by either party except as necessary to enforce the specific terms of this agreement.

AGREED to and APPROVED by the undersigned.

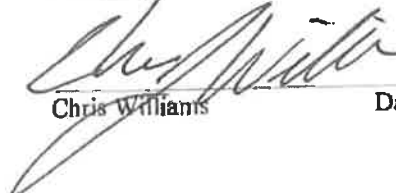
for the Company

for the Union

 1/31/24
Lauren Lagasse Date

 1-31-24
Tim Suitter Date

 1-31-24
Gaetan Breton, Jr. Date

 1-31-24
Chris Williams Date

Trade(s) Involved in MOA: C02, E02, I02, O04,
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 ("COMPANY" OR "BIW")

AND

LOCAL S6, IAMAW ("UNION" OR "LS6")

RE: Power Outage Overtime/Support for Maintenance Electricians (M21) at (SFAB)

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

- All Maintenance Electricians (M21s), will be offered to work overtime from 6:00 am until done at the Structural Fabrication Facility (SFAB). This overtime is to support a scheduled power outage on Saturday, May 5, 2024, at the Structural Fabrication Facility (SFAB).
- After all, M21s have been offered overtime, the Company may offer Maintenance Mechanics (M20s) overtime to supplement the M21s working the power outage if required.

This agreement is made without precedent or prejudice and may not be referred to by any party in any future action except to enforce its terms.

AGREED and APPROVED by the undersigned.

For the Company:

Steve Grant 5-3-2024
Steve Grant date

Troy E. Osgood 5/3/2024
Troy E. Osgood date

For the Union:

Scott McFadden 5-3-2024
Scott McFadden date

GENERAL DYNAMICS
Bath Iron Works

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

Re: Power Washing AFT VLS Hull 525

On a one-time non-precedent setting basis, the Company and the Union hereby agree to following:

- 1.) During week ending 3/3/2024, the Company may bring in Clean Harbors to power wash the AFT VLS on Hull 525.
- 2.) The Company will assign an equal number of P10 to assist the vendor performing the power washing (does not include the truck operator).
- 3.) This agreement is made without precedent or prejudice 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:


Ed Carter
2/26/2024
Date

For the Union:


Tim Suitter
2/26/24
Date

GENERAL DYNAMICS
Bath Iron Works

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

Re: Power Washing Bilges Hull 522

On a one-time non-precedent setting basis, the Company and the Union hereby agree to following:

- 1.) During week ending 2/4/2024, the Company may bring in Clean Harbors to power wash the bilges on Hull 522.
- 2.) The Company will assign an equal number of P10 to assist the vendor performing the power washing (does not include the truck operator).
- 3.) This agreement is made without precedent or prejudice 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:


Ed Carter
2/1/2024
Date

For the Union:


Tim Suitter
2/1/24
Date

GENERAL DYNAMICS
Bath Iron Works

**Memorandum of Agreement
Between
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Local S6, IAMAW**

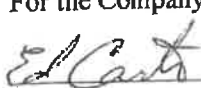
Re: Power Washing Bilges Hull 522

On a one-time non-precedent setting basis, the Company and the Union hereby agree to following:

- 1.) During week ending 2/25/2024, the Company may bring in Clean Harbors to power wash the bilges on Hull 522.
- 2.) The Company will assign an equal number of P10 to assist the vendor performing the power washing (does not include the truck operator).
- 3.) This agreement is made without precedent or prejudice 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:


Ed Carter
2/21/2024
Date

For the Union:


Tim Suitter
2/21/24
Date

GENERAL DYNAMICS
Bath Iron Works

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

Re: Power Washing Bilges Hull 522

On a one-time non-precedent setting basis, the Company and the Union hereby agree to following:

- 1.) During week ending 3/10/2024, the Company may bring in Clean Harbors to power wash the bilges on Hull 522.
- 2.) The Company will assign an equal number of P10 to assist the vendor performing the power washing (does not include the truck operator).
- 3.) This agreement is made without precedent or prejudice 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:


Ed Carter
3/7/2024
Date

For the Union:


Tim Suitter
3-7-24
Date

GENERAL DYNAMICS
Bath Iron Works

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

Re: Power Washing Bilges Hull 522

On a one-time non-precedent setting basis, the Company and the Union hereby agree to following:

- 1.) During week ending 4/14/2024 and 4/21/2024, the Company may bring in Clean Harbors to power wash the bilges on Hull 522.
- 2.) The Company will assign an equal number of P10 to assist the vendor performing the power washing (does not include the truck operator).
- 3.) This agreement is made without precedent or prejudice 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:


Ed Carter
Date 4/9/2024

For the Union:


Tim Switter
Date 4-9-24

GENERAL DYNAMICS
Bath Iron Works

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


Re: Power Washing Bilges Hull 522

On a one-time non-precedent setting basis, the Company and the Union hereby agree to following:

- 1.) During week ending 6/2/2024, the Company may bring in Clean Harbors to power wash the bilges on Hull 522.
- 2.) The Company will assign an equal number of P10 to assist the vendor performing the power washing (does not include the truck operator).
- 3.) This agreement is made without precedent or prejudice 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:


Ed Carter
5/28/2024
Date

For the Union:


Tim Sautter
5/29/24
Date

GENERAL DYNAMICS
Bath Iron Works

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

Re: Power Washing Bilges Hull 522

On a one-time non-precedent setting basis, the Company and the Union hereby agree to following:

- 1.) During week ending 3/24/2024, the Company may bring in Clean Harbors to power wash the bilges on Hull 522.
- 2.) The Company will assign an equal number of P10 to assist the vendor performing the power washing (does not include the truck operator).
- 3.) This agreement is made without precedent or prejudice 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:


Ed Carter
Date 3/21/2024

For the Union:


Tim Switter
Date 3/21/24

GENERAL DYNAMICS
Bath Iron Works

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

Re: Power Washing Bilges Hull 522

On a one-time non-precedent setting basis, the Company and the Union hereby agree to following:

- 1.) Until the start of Hull 522 sea trials 02/24, the Company may bring in Clean Harbors to power wash the bilges on Hull 522.
- 2.) The Company will assign an equal number of P10 to assist the vendor performing the power washing (does not include the truck operator).
- 3.) This agreement is made without precedent or prejudice 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:


Ed Carter
2/21/2024
Date

For the Union:


Tim Suitter
2/21/24
Date

GENERAL DYNAMICS
Bath Iron Works

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

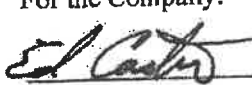
Re: Power Washing Bilges Hull 524

On a one-time non-precedent setting basis, the Company and the Union hereby agree to following:

- 1.) During week ending 2/25/2024, the Company may bring in Clean Harbors to power wash the bilges on Hull 524.
- 2.) The Company will assign an equal number of P10 to assist the vendor performing the power washing (does not include the truck operator).
- 3.) This agreement is made without precedent or prejudice 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:


Ed Carter
Date 2/20/24

For the Union:


Tim Suitter
Date 2/21/24

GENERAL DYNAMICS
Bath Iron Works

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

Re: Power Washing Bilges Hull 524

On a one-time non-precedent setting basis, the Company and the Union hereby agree to following:

- 1.) During week ending 7/28/2024, the Company may bring in Clean Harbors to power wash the bilges on Hull 524.
- 2.) The Company will assign an equal number of P10 to assist the vendor performing the power washing (does not include the truck operator).
- 3.) This agreement is made without precedent or prejudice and may not be referred to by any party in any future action except to enforce its terms.

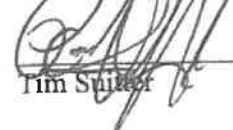
Agreed to and Approved by the undersigned.

For the Company:



Ed Carter 7/22/2024
Date

For the Union



Tim Sutter 7/22/24
Date

GENERAL DYNAMICS
Bath Iron Works

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

Re: Power Washing Bilges Hull 524

On a one-time non-precedent setting basis, the Company and the Union hereby agree to following:

- 1.) During week ending 8/18/2024, the Company may bring in Clean Harbors to power wash the bilges on Hull 524.
- 2.) The Company will assign an equal number of P10 to assist the vendor performing the power washing (does not include the truck operator).
- 3.) This agreement is made without precedent or prejudice 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:


Ed Carter
8/13/2024
Date

For the Union:


Tim Suitter
8-14-24
Date

GENERAL DYNAMICS
Bath Iron Works

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

Re: Power Washing at 54 Orion Building

On a one-time non-precedent setting basis the Company and the Union hereby agree to following:

- 1.) The Company may bring in Clean Harbors to power wash and clean rust spots on both the ground and walls on the exterior of the 54 Orion building. The vendor will utilize two power washing wands to perform this work.
- 2.) The Company will assign two M20s to assist the vendor performing the power washing.
- 3.) This agreement is made without precedent or prejudice 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:


Rob Jacobs
Date 11/7/24

For the Union:


Tim Switter
Date 11/7/24

GENERAL DYNAMICS
Bath Iron Works

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

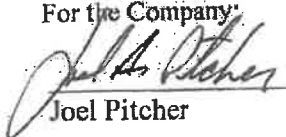
Re: Power Washing Bilges Hull 524

On a one-time non-precedent setting basis, the Company and the Union hereby agree to the following:

- 1.) On week ending 5/12/2024 the Company may bring in Clean Harbors to power wash and vacuum the bilges on Hull 524.
- 2.) The Company will assign an equal number of P10 to assist the vendor performing the power washing (does not include the truck operator).
- 3.) This agreement is made without precedent or prejudice 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:


Joel Pitcher
5/2/24
Date

For the Union:


Tim Suitter
5-3-24
Date

GENERAL DYNAMICS
Bath Iron Works

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

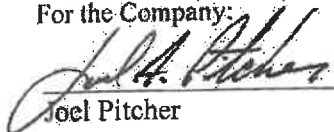
Re: Power Washing Bilges Hull 522

On a one-time non-precedent setting basis, the Company and the Union hereby agree to the following:

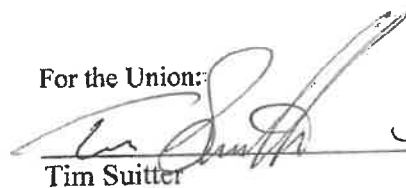
- 1.) On week ending 5/5/2024 and 5/12/2024 the Company may bring in Clean Harbors to power wash and vacuum the bilges on Hull 522.
- 2.) The Company will assign an equal number of P10 to assist the vendor performing the power washing (does not include the truck operator).
- 3.) This agreement is made without precedent or prejudice 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:


Joel Pitcher 5/2/24
Date

For the Union:


Tim Suitter 5-30-24
Date

GENERAL DYNAMICS
Bath Iron Works

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

RE: Read Street Warehouse Portland Maine

The Company and the Union (herein referred to as the "Parties") hereby agree to the following pertaining to warehouse space the Company is leasing at 203 Read St. Portland Maine and the warehouse space at 1 Gendron Drive, Lewiston Maine. This agreement was made on a one-time non-precedent basis:

The Preservation Technicians (P10) Classification may be assigned to clean the office spaces, lunchroom and bathrooms in addition to the production areas at the Read Street and Gendron Drive warehouses in the absence of layoffs or work fluctuations of work out of the Maintenance Custodian (M03) Classification.

This agreement in no way sets a precedent and may not be referred to by any party in any future action although it may be referred to in order to enforce the terms and conditions of this agreement.

AGREED to and APPROVED by the undersigned.
for the Company


Craig Johnson
6-12-24
Date


Troy E Osgood
6/12/24
Date

for the Union


Tim Sytter
6-12-24
Date


Chris Williants
6-12-24
Date

GENERAL DYNAMICS
Bath Iron Works

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

Re: Relocation Allowance Peter Hoban B33010

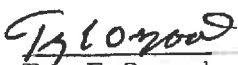
The Company and the Union (herein referred to as the "Parties") hereby agree to following:

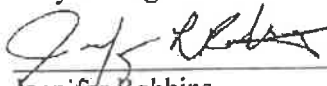
The company will pay a relocation allowance to Peter Hoban (B33010) to cover expenses spent on the move conducted September 1, 2023. This allowance is to remedy transportation costs incurred for the job offer accepted on February 7, 2024.

This agreement is made without precedent or prejudice and may not be referred to by any party in any future action except to enforce its terms.

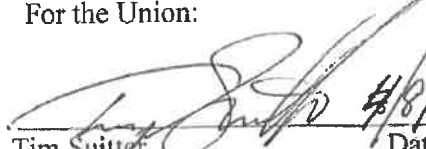
Agreed to and Approved by the undersigned.

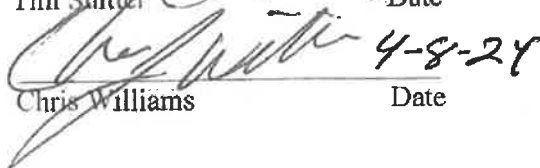
For the Company:


Troy E. Osgood 4/8/24
Date


Jennifer Robbins 4/5/2024
Date

For the Union:


Tim Suitter 4/8/24
Date


Chris Williams 4-8-24
Date

GENERAL DYNAMICS
Bath Iron Works

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

Respirator Room Special Shift Hours for 1st Shift

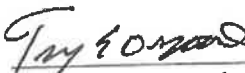
The Company and the Union agree to the following hours for the Respirator Room on 1st shift:

Start 6:30 a.m.
Lunch 11:30 a.m.-12:00 noon
End 3:00 p.m.

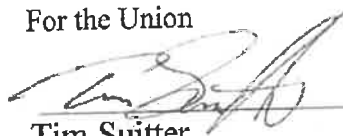
Either Party may terminate this agreement with five (5) days written notice.

Approved to and Approved by the undersigned:

For the Company


Troy E. Osgood 3/7/24
Date

For the Union


Tim Switter 3/4/24
Date

GENERAL DYNAMICS
Bath Iron Works

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

**S40 Progression/-Specialist Model
Supersedes S40 Retention & Development Model MOA dated 6-13-2019
And the S40 Progression/Specialist Model MOA dated 1-11-2023**

The Company and the Union hereby agree to the following terms and conditions to allow Shipfitters (S40) to progress to "AA" Specialist.

1. The Parties agree all employees previously at First Class (in accordance with the superseded 6-13-2019 MOA) are immediately moved to Grade C. The Parties agree to the pre-established list of employees who will be considered "qualified" to immediately be moved to Grade "AA, A, or B" (attachment A). After conferring with the Trade Steward or his designee, the Trade Superintendent will make the final decision on any disputes with employees who will be added to this list. The Trade Superintendent's decisions will be final and non-grievable.
2. The Parties agree to the following with regards to White Assigned Rates for S40 specialists:
 - a. The White Assigned Rate for Training/Instructor will not apply to specialists as there is a requirement that Specialists will train and mentor other employees. Full-time trainers who are instructors at the Leavitt/Orion facilities in Brunswick will continue to receive the WAR for Training/Instructor.
 - b. Specialist shall be eligible to receive the White Assigned Rates for Working Leader and Expediter while performing the functions in accordance with the applicable MOAs.
3. The Parties agree to reconvene in six (6) months to discuss and address any potential issues with the implementation of this MOA. If modifications to this MOA are needed, and agreement cannot be reached, the proposed changes will be addressed through Article 39 - Joint Agreement Process.
4. Assessments to move to Specialist rate of pay will be done using a performance-based system determined by management (attachment B).
5. Management will have final determination of total number of specialists needed to support business needs. This determination of total number of specialists is non-grievable.
6. Failure to meet the requirements in this Agreement may result in the employee being regressed to Grade 10. Prior to being regressed the employee will be given a verbal warning that they are not performing to expectations, with the Trade Steward present. All employee discussions with Specialists who are not meeting the requirements will include the Trade Superintendent and Trade Steward, or designees. Regressed employees will be evaluated during the next annual review.

GENERAL DYNAMICS

Bath Iron Works

7. The Parties agree that the Company may request any Specialist be moved between facilities at any time. Acceptance of the request shall be voluntary. *Assignments shall be made in accordance with Article 44.¹
8. Specialists will be reviewed annually using the Specialist Requirements Assessment Form (attachment C). Specialists who do not pass the Specialist Requirements Assessment will be regressed to Pay Grade 10 until the next Specialist Requirements Assessment period, during the 2nd quarter of each calendar year.
 - a. The Trade Superintendent reserves the right to conduct Specialist Requirements Assessment at any time for any specialist and may promote or demote based on the evaluation.
9. The Parties agree the Trade Superintendent will have the sole discretion to move an employee to any specialist rate if the Superintendent believes the employee possesses a skill that provides value to the Company that may not be specifically outline in this MOA. Additionally, the Trade Superintendent may reduce an employee's specialist rate if the employee is no longer performing to the specialist expectations. No specialist will be demoted below Pay Grade 10. The Parties agree any promotion/demotion will be discussed with the Trade Superintendent and Trade Steward on a case-by-case basis. The Trade Superintendent's decision will be final and non-grievable.
10. The Parties agree that all disputes regarding employee assessments will be forwarded to the Trade Superintendent and the appropriate Trade Steward to reach resolution. If the Superintendent and Trade Steward fail to reach resolution, the Superintendent will make the final decision. The Trade Superintendent's decision will be final and non-grievable.
11. The Parties agree that the Company reserves the right to retain any Specialist in the S40 Classification who volunteers to go on loan to another classification based on business needs.
12. Employees must be Pay Grade 10 using the S40 Progression model (attachment D) to be considered for the Specialist Model.
13. All employees are required to maintain their own progression (Grades 1 - AA) using either attachment B or attachment D.
 - a. Employees progressing from Pay Grade 1 through 10 (attachment D) can submit their progression forms at any time their points will progress them to the next pay grade. If a raise is warranted, raises will be effective on the first Monday following 2 weeks after employee submits form for review. Employees must submit forms to their FLS.
 - b. During the 1st quarter of each calendar year, employees at grade 10 may have an opportunity to enter the Specialist Progression Model (Attachment B) and be promoted to Pay Grade C. Employees must submit forms to their FLS, and pass a written test determined by management (test is not attached to this MOA). If a raise is warranted, raises will be effective on the first Monday following 2 weeks after employee submits form for review. Employees must submit forms to their FLS.
 - c. Employees progressing from Pay Grade C through AA (attachment B) can submit their progression forms at any time their points will progress them to the next pay grade. If a raise is warranted, raises will be effective on the first

¹ For clarification purposes only

GENERAL DYNAMICS
Bath Iron Works


Monday following 2 weeks after employee submits form for review.
Employees must submit forms to their FLS.

14. The Parties agree that this Specialist model will be implemented in good faith and will not be administered in an arbitrary, capricious, or discriminatory manner. If there is evidence that the Specialist model is being administered in an arbitrary, capricious, or discriminatory manner, the Union reserves the right to grieve the administration of the MOA and the decisions made by the Trade Superintendent pursuant to this MOA.

AGREED to and APPROVED by the undersigned.

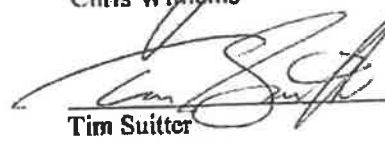
for the Company


Dave Clark 3/22/24
Date


Seth Fairbanks 3/20/24
Date

for the Union


Chris Williams 3/22/24
Date


Tim Suitter 3/19/24
Date

Mechanic: _____ Badge: _____ Seniority: _____ Pay Grade: _____

Outfit

Minimum Requirements: independently demonstrate ability of all skills listed as well as progress one ship from unit join through delivery
 Master: independently demonstrate ability of all skills listed as well as progress two ships from unit join through delivery

Foundations (not listed in Major Foundation Installations)

- Five ZS foundations - location accuracy, flatness, sold to the Navy _____
- Two sway braces - sold to the Navy _____
- False decking - lead installation through duration of three products in original construction or 3 spaces past unit join for load out readiness _____
- RCS compliance
 - Lead three audits with an Assistant Foreman _____
 - Independently demonstrate ability, post weld, with five separate items - Ditt Bases, Exterior Foundations, Jacobs Ladder Staples, Plois Ladder Clips, Boat Cradles, Life Line Stanchion Bases, Platforms, Light Hoops, Hand Grabs _____
- Hot work care and protection - accounting for set-up, environmental, GI conditions
 - Pre-Trade Work - demonstrated five times _____
 - During Trade Work - demonstrated five times _____
 - Post GI - demonstrated five times _____
 - Post Fuel Load Out - demonstrated five times _____
- Escape trunks, ladders, and grabs - demonstrated three times _____
- Escape trunks located in machinery spaces - full trunk construction - demonstrated twice _____
- Service access cuts - including layout, prep, accounting for hinges, removal - demonstrated three times _____
- Hull load out access cuts - including layout, prep, accounting for hinges, removal - demonstrated twice _____
- Service access cuts - reinstall - demonstrated three times _____
- Hull load out access cuts - reinstall - demonstrated twice _____
- Studded and bolted connections
 - Louvers - rings, bolting, gaskets, install, hardware grade - demonstrated four times _____
 - BERP covers - hardware, gasket, air and water test, torque, alignment - demonstrated four times _____
 - Tank closures - torque, alignment, hardware - demonstrated five times _____

Rudder Construction

Minimum Requirements: independently demonstrate proficiency with two ship sets (port and starboard) _____
 Master: independently demonstrate proficiency with four ship sets (port and starboard) _____

Dome: PreOutfit 1 Construction

Minimum Requirements: Master in one stage of construction
 Master: Master in both stages of construction
 Shell Shop - independently demonstrate proficiency in all aspects on a minimum of three (3) hulls
 Flatness of the transducer ring _____
 Closing plates and hull fairness _____
 Placement and alignment of the mock support structure _____
 Assembly Building - independently demonstrate proficiency in all aspects on a minimum of three (3) hulls
 Regulate make up of the upper and lower units _____
 Bead seat _____
 Closing plates and hull grooming _____

Dome: PreOutfit 2 Construction

Minimum Requirements: independently demonstrate proficiency with three (3) hulls
 Master: independently demonstrate proficiency with five (5) hulls
 Rubber window installation _____
 Faring angle comprehension - knowledge and understanding of batten checks _____
 Closing plates - knowledge and understanding of batten checks _____
 Foaming support - chemical mixing and respirator qualifications needed _____

Mechanic: _____ Badge: _____ Seniority: _____ Pay Grade: _____

Mast Component Assembly on the Mock

Minimum Requirements: Independently demonstrate proficiency with three (3) ship sets
 Master: Independently demonstrate proficiency with five (5) ship sets

O10 and O8 level platforms	_____	_____	_____	_____
Hand rails and make-up pieces	_____	_____	_____	_____
Yard arms and CEC foundations	_____	_____	_____	_____
Stick and legs	_____	_____	_____	_____

Magazines

Minimum Requirements: Independently demonstrate proficiency in the construction, reinstall, and navy test and seal of the torpedo, 5" projectile, and one of the powder magazines
 Master: Independently demonstrate proficiency in the construction, reinstall, and navy test and seal of all magazines and components through INSURV

Torpedo Magazine	_____
5" Projectile Magazine	_____
STBD Powder Magazine	_____
Aft CWIS Magazine	_____
FWD CWIS Magazine	_____
Port DLS Magazine	_____
STBD DLS Magazine	_____
Port Powder Magazine	_____
Sonar Cooling Magazine	_____
Loader Drum Magazine	_____
White PHOS Magazine	_____

VLS

Minimum Requirements: Independently demonstrate proficiency with one task, through a minimum of three ship sets
 Master: Independently demonstrate proficiency with both tasks, through a minimum of five ship sets each

J Coamings	_____	_____	_____	_____
Closing Plates	_____	_____	_____	_____

Helio Doors Including Ramps

Minimum Requirements: Independently demonstrate proficiency with three ship set
 Master: Independently demonstrate proficiency with five ship sets

	_____	_____	_____
--	-------	-------	-------

Oxy Fuel Burning - no minimum requirements

Requirements: demonstrate skill and ability twice, in the field, with all tasks; results must have clean and straight edges, care and protection, and safety taken into account

Beveling with Oxy	_____	_____
Heavy Steel Burning - 1" or more	_____	_____
Chamfering	_____	_____
Hand Burn	_____	_____
Hand Wheel	_____	_____
Mechanized Burning		
Handi-pak	_____	_____
Kokoi	_____	_____
Radio Graph	_____	_____
Bugo	_____	_____

Mechanic: _____ Badge: _____ Seniority: _____ Pay Grade: _____

Underwater Hull

Minimum Requirements: independently demonstrate proficiency with one component on three ship sets
 Master: independently demonstrate proficiency with all three components (including sea chest screens, plugs, closing plates, and bilge keels on five ship sets)

Stool Install and Set	_____	_____	_____	_____
Masker Emitter Belt Tie In and Drilling	_____	_____	_____	_____
Shafting work (fairwaters, rope guards, etc.)	_____	_____	_____	_____

Major Foundation Installations

Minimum Requirements: independently demonstrate proficiency in two different foundations from each category; twice
 Master: independently demonstrate proficiency in six different foundations, at least two from each category; twice

Line of Sight	_____	_____	_____	_____
Stern Tube	_____	_____	_____	_____
Gas Turbine Wedge	_____	_____	_____	_____
Reduction Gear	_____	_____	_____	_____
Thrust Bearing	_____	_____	_____	_____
Rudder Bearings	_____	_____	_____	_____
CHRP Data	_____	_____	_____	_____
Director Deck	_____	_____	_____	_____
Array Panels	_____	_____	_____	_____
Diesel Generator	_____	_____	_____	_____
VIS	_____	_____	_____	_____
Silencers	_____	_____	_____	_____
Turn Keys	_____	_____	_____	_____
Bridge Crane Rails	_____	_____	_____	_____

Air Test

Minimum Requirements: independently and efficiently perform work through a minimum of two (2) ship sets
 Master: independently and efficiently perform work through a minimum of four (4) ship sets

- Expectations include:
- Ability and willingness to enter confined and/or pressurized spaces
 - Understanding of applicable procedures for all five (5) tests (Strength and Tightness, Voids, Tanks, Compartments, and Hydro)
 - Read and understand compartment sketches
 - Knowledge of boundaries for each test
 - Knowledge of the pressures required
 - Verify working condition and calibrations of gauges
 - Monitor gauges at all times
 - Report all defects and work with trades for repairs
 - Participate in sell to customer
 - Safety rules followed at all times
 - Familiar with scope of readiness for each test
 - Depressurize properly and safely
 - Ensure signs are posted at all compartment entry points

Secret Security Clearance - no minimum requirements
 Maintain once achieved

Name: _____

Range: _____

Date: _____

Attachment

Specialist Requirements Assessment Form

Quality

Score: _____

- 3 - **Exceeds Expectations** - Job Complete Checklist is complete in full first time. Comprehensive understanding of applicable procedures.
- 2 - **Meets Expectations** - Few reminders needed for completion of Job Complete Checklist. Knowledge of applicable procedures. Consistently demonstrates high quality work.
- 1 - **Needs Improvement** - Disregard for Job Complete Checklist and applicable procedures.

Performance/Productivity

Score: _____

- 3 - **Exceeds Expectations** - Efficient and prompt start; promptly returns from breaks. Prepared to work. Job set up for clean start; required tools on hand. Stays active during down time and seeks next work. Is able to problem solve. Requires minimal support.
- 2 - **Meets Expectations** - Consistently demonstrates a reasonable days worth of high quality work. Arrives ready and able to work any given assignment. Efficient use of time throughout the day.
- 1 - **Needs Improvement** - Excessive time needed for job set up and break down. Scheduled breaks often exceed allowed time. Not prepared to work any assigned job. Struggles with efficient and effective use of time throughout the day.

Trade Knowledge

Score: _____

- 3 - **Exceeds Expectations** - Able to self fix. Comprehensive understanding of applicable procedures. Understands class plan. Through knowledge of jigs and tools. Goes to Liaison with a solution. Contributes to BPRs.
- 2 - **Meets Expectations** - Able to recognize when something is incorrect and stop; knows where and how to get information needed to correct most errors. Understands tools available and how they are used.
- 1 - **Needs Improvement** - Unable to recognize errors. Disregard for best trade practices. Needs frequent oversite. Repetitive explanations of procedures and tools use needed.

Safety

Score: _____

- 3 - **Exceeds Expectations** - Always wears appropriate PPE. Uses the right tool for the job. Puts thought into care and protection. Actively cares for others and job site.
- 2 - **Meets Expectations** - Follows and understands Safety Absolutes. Lines, leads, and hoses are cared for and stored appropriately throughout job duration. Routinely inspects equipment, cords, and plugs. Consideration given to PPE required and is prepared to safely operate all equipment without reminders.
- 1 - **Needs Improvement** - Neglects own safety and safety of site and others. Reminders of required PPE needed, including qualifications and preparedness for respirators.

Mechanic: Badge: Seniority: Pay Grade:

S40 Progression Model

All grade advancements must have quality of work pass inspection, on three separate occasions, by two (2) different supervisors, or their designee, and one (1) assistant foreman, or their designee, unless otherwise noted. The employee must consistently demonstrate a reasonable days worth of high quality work. An employee must be able to take a task from start to finish to be deemed proficient.

Each skill is 1 point
 5 points to advance to Grade 2 10 points to advance to Grade 3
 15 points to advance to Grade 4 20 points to advance to Grade 5
 25 points to advance to Grade 6 30 points to advance to Grade 7
 35 points to advance to Grade 8 40 points to advance to Grade 9
 44 points to advance to Grade 10 and achievement of all core (C) S40 skills, by assigned facility

	Skill	Evaluation Method	Date(s) of Evaluation
(C)	Lay out unit orientation	Independently, accurately identify and label structural components for orientation - S40w030	
(C)	Fillet Welds	no slag or cracking, all positions - WE20 6 7; Inspected by VT Qualified person	
(C)	Safely perform plasma cutting and gouging operations	consistent smooth, straight lines, kerf quality, no scars, proper PPE worn - reference quality photos	
(C)	Attachment removal and weld repair of scars made during removal process	base material and weld procedure knowledge, salvage and recycle attachments - WE20	
(C)	Safe and efficient use of jigs, fixtures, and attachments	S40w022; S40w014; JIB0264-D50; JIB0265-D50; JIB0266-D50, Block 13 Muster Training, and I&A 0525-TH-0600	
	Safe setup and operation of stud gun equipment	JIB187, JIB0188 - Inspected by VT Qualified person	
	Mock and diaphragm set up using sketches	proper tools used, use of laser level, within tolerance - applicable Instruction referenced in Structural Manufacturing Self Check Process Standards & Tolerances	
(C)	Make up of butts and seams	safe use of attachments, proper use of fish tails and other tools, weld distortion considered, prepped, fair, molded line; WE20, Butt weld qualified - demonstrate to one (1) FLS and two (2) assistant foremen	
	Removal and installation of temporary access cuts	S40w013; S40w021	
	Installation of longitudinal and transverse framing including collars and oil stops	Structural Manufacturing Self Check Process Standards & Tolerances	
	Layout and piece marking	DOI 06-023	
	Installation of deck coaming and other insert plates	WE20 7-13	
	Radar Cross Section	Demonstrate knowledge with Assistant Foreman - S40w027	
	No paint mark up (Blast Building only)	complete training - JIB0257	
	fabricate bulkheads	work in appropriate sequence, use proper restraints, mitigate weld distortion, layout assembly accuracy	
(C)	Mitigate effects of weld distortion	Demonstrate knowledge with one (1) FLS and (2) Assistant Foremen	
	Ladder, ladder rung, and hand grab installation	clearance, rung placement, KH-ALLO drawing knowledge	
	Fabricate Deck Assembly	Structural Manufacturing Self Check Process Standards & Tolerances	
	Installation of back up structure	Demonstrate knowledge	
	Layout and installation of structural stanchions	backing rings - DOI 10-198	
	Fabricate plates and shapes using prints and sketches	shims, skeletons, markings, keel	
	Setting, regulating, and accurately locking in structural assemblies on mocks	knowledge of structural self check, floor controls, AC checks	
	Sealed void ventilation	SPM 41.1; Safety Task 186	
	Door frame install	sill height position, weld sequence, gaps; DOI 10-019, DOI 10-061	
	Assembly sketches	sequence or work, layout	
	IH drawings	demonstrate knowledge	
	I&A Sketches	demonstrate knowledge	
(C)	Material Type, joint prep and weld size application	S40w019	
(C)	Scribing	wall and foundation height in first attempt - proven to one (1) FLS and two (2) assistant foremen	
(C)	301 Patch	layout and repair without direction, prep, proper radius - WE20	
	Critical underwater hull fairness	DOI 50-003	
	Install RMCP's and other penetrations	Demonstrate knowledge of penetration fit and offset ends	
	Lifting and handling components installation	1400 master drawing, applicable drawing I&A	

0 pts

Mechanic: Badge: Seniority: Pay Grade:

	Removal and reuse of lifting and handling components	clean cuts, slag and debris removed, no scars, salvage and recycle		
	Demonstrate knowledge of sequence of work	Using prints, sketches, and layout tapes efficiently and accurately for installation of decks, shells, panels and inner bottoms		
ⓐ	Use of floor controls and CHRP	establish and use for construction		
ⓐ	Use of Survey Data	use of data provided for regulation		
ⓐ	Setting hull breadth	book of offsets		
	Handling shell strakes and keel plates	accurately landing/regulating and make up		
	On-beam unit	efficient torch use, clean cuts, quick crane release		
	Rigid hot hangers	IP drawings		
	Install grating	ØGH00 drawings - demonstrate knowledge with one (1) PLS and two (2) assistant foremen		
	False Decking	proper height - S40w024; S40w025; KSD000-10		
	Safe setup and operation of oxy fuel	straight lines, kerf quality, scars - JIB0240; JIB0241;		
	Fabricate miscellaneous outfit items	sample of five (5) inspected per month over 3 consecutive months		
	Fabricate miscellaneous structural items	sample of five (5) inspected per month over 3 consecutive months		
	Fabricate foundations	sample of five (5) inspected per month over 3 consecutive months		
ⓐ	Install foundations	5 consecutive foundations with no defects found through every stage of inspection, including SSBA - DOI 10-029		
	Bulkhead installation	efficiently, including all small parts, considering plumb conditions		
ⓐ	Bulkhead make-up	efficiently, considering backup structure, on location		
	Installation of miscellaneous S40 structural items/assemblies	Proven on five (5) separate occasions with assistant foreman		
	Installation of miscellaneous S40 outfit items/assemblies	Proven on five (5) separate occasions with assistant foreman		
ⓐ	Accurate Completion of AC Checks	Verified by two (2) AC representatives and one (1) assistant foreman consecutive times		
ⓐ	US Drawings	demonstrate knowledge; attended advanced blueprint class		
ⓐ	ZS Drawings	demonstrate knowledge		
	BH Drawings	demonstrate knowledge		
	ALDO Drawings	demonstrate knowledge		
	KH Drawings	demonstrate knowledge		
	Shell assembly	layout tapes, mock location, frames/stringer location		
	Carbon Arc Gouging	proper PPE, hot work controls, quality work		
ⓐ	Work Order Content	organized work package, understanding of class plan text, FEPAs, and other information provided, relevant notes		
	Mechanized Burning	Beveling, Chamfering, qualified for advanced burning, demonstrate quality work, all required PPE worn		
	Deck Assembly	use of air saddle, king clamp, sequence of work, mitigate weld distortion		
	Bulkhead PreAssembly	mitigate weld distortion, sequence of work		
	Bull Welds	clean presentation for weld; qualifications		
ⓐ	Installation items using print to 1/16"	demonstrate knowledge		
	Installation of outfit items requiring a digital level/bevel square	demonstrate knowledge		
	Pipe back-up structure	IP drawings		
	Zincs	square zinc fit up, proper hardware		
ⓐ	Hot work controls	SPM11; DOI 10-195		

0 pts

ⓐ denotes a core skill

Two (2) violations of Art 50, Sec I, II, or III will delay promotion to the next pay grade by 90 days.

TOTAL 0 pts

The two (2) violation stipulation will NOT apply to the 1,000 hour review under Art. 19, Sec II.

MEMORANDUM OF AGREEMENT

BETWEEN

BATH IRON WORKS ("COMPANY" OR "BIW")

AND

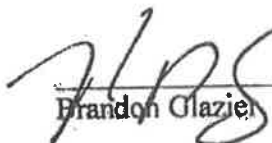
LOCAL S6, IAMAW ("UNION" OR "LS6")

Shipfitter (S40) at the BIW Training Academy

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

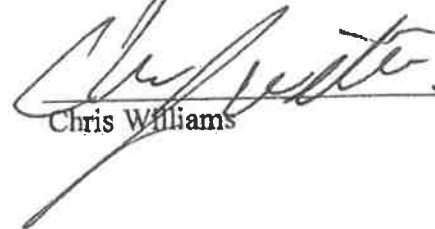
- Shipfitters instructing at the BIW Training Academy will be eligible for Instructor Pay (W.A.R.A. code 170) in accordance with the Instructor Pay MOA dated 10/31/2014.
- This MOA will expire on March 31, 2024.
- The terms of this agreement may be revised by mutual agreement between the Chief Steward and the Director of Trades.
- The Company or the Union may cancel this MOA at any time through written notice. If such notice occurs, this MOA will be discontinued within five (5) working days of the notification to cancel.

Agree and Approved by the undersigned.

 3/4/24
Brandon Glazier Date

 3-4-2024
Gaetan Breton, Jr. Date

 3/4/24
Tim Suitter Date

 3/4/24
Chris Williams Date

**MEMORANDUM OF AGREEMENT
BETWEEN
BATH IRON WORKS ("COMPANY" OR "BIW")
AND
LOCAL S6, IMAW ("UNION" OR "LS6")**

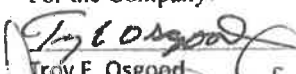
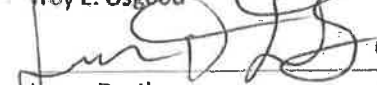
Subject: Snow Removal Local S6 Union Hall Parking Lot

The Company and Union agree that for the 2024-2025 winter season, the Company will plow and remove snow for the Parking Lot, located at 722 Washington Street, Bath, ME 04530 as agreed below:

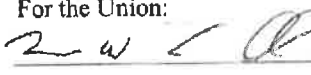

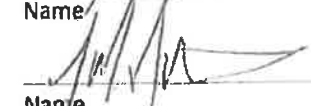
- Initiation of plowing and salting services will be determined by BIW Facilities as part of regular snow removal operations. BIW will charge \$250.00 per day for any snow plowing and salting services performed directly by the company. BIW will charge \$125.00 per day for any salting services performed directly by the company when that is the only service being provided. Any additional activities performed by BIW personnel and equipment in relation to this agreement will be charged based on the current labor rates and expenses for materials. Additionally, BIW snow removal contractors will segregate the charging for snow plowing and removal activities at the LS6 property and BIW will invoice the Union in the amount charged by the snow removal contractor;
- The cost of plowing and/or salting services from BIW will be billed to Local S6 monthly. Payment for all services is due seven (7) days after receipt of invoice from the Company;
- The Company reserves the right to immediately terminate this agreement for failure to make timely payment;
- The Company and the Union agree the term of this Agreement ends with the conclusion of the 2024-2025 winter season;
- The terms and conditions of this agreement may be terminated with a 15 day written notice at any time by either party, BIW or LS6;
- The Union hereby waives, releases and agrees to hold BIW, its officers, agents, employees, and affiliates harmless from all claims, demands, damages and liability for property damage or personal injury and further agrees to indemnify BIW for property damage or personal injury claims brought by any third party arising out of the performance of this Agreement, even if such property damage or personal injury is caused by the negligence of BIW and regardless of whether any such personal injury or property damage is caused in whole or in part by BIW, its employees, or subcontractors. This release and indemnity does not apply to any injury or property loss that occurs as a result of BIW's fraudulent or willful act.

AGREED and APPROVED by the undersigned:

For the Company:

	12/12/24
Troy E. Osgood	Date
	12-12-24
James Dostie	Date

For the Union:

	12/6/24
Name	Date
	12-9-24
Name	Date
	12/11/24
Name	Date