

GENERAL DYNAMICS Bath Iron Works

Memorandum of Agreement ("MOA") Between Bath Iron Works (The "Company") And Local S6, IAMAW (The "Union") Fire Alarm System Installations

On a one-time non-precedent setting basis the Company and the Union agree to the following in regards to Fire Alarm System Installations at the Main Plant in Buildings # 0060 (Carpenter Shop) #0047 Temporary Power, #0410 Employee Stores and on the all floor of Building #50, 51, 51A, 51B, 51C, 52, 52A, 52B, 59, 614 these buildings make up the entirety of the main building of Structural Fabrication Facility (S-Fab):

- If the vendor works weekends at S-fab the M-21s will be offered an equal number of hours worked by the vendor. The M21s who except the overtime will be assigned other work in that facility at Managements discretion. If the M21s decline the overtime offer there is no further obligation for the Company to offer addition M21s outside S-fab.

Vendor:

- Install all the conduit, wires, panels and appliances associated with the system (pull stations, panels, horns and strobes).

LS6:

- Assist with tie ins, when needed (usual and customary manner).

AGREED to and APPROVED by the undersigned.

for the Company

 2-8-24
Craig Johnson Date

 2/8/24
Troy E. Osgood Date

for the Union

 2/8/24
Raymond O'Neil Date

 2-8-24
Chris Williams Date

GENERAL DYNAMICS
Bath Iron Works

700 Washington Street
Bath, ME 04530
Tel: 207-442-5157
Fax: 207-442-4222

To: Chief Stewards Tim Switter and Scott McFadden
From: Troy E. Osgood
cc: Seth Fairbanks
Re: Holiday Week Grievance Scheduling / Timeframes for the following Weeks of:

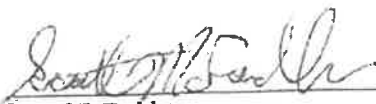
The Company and the Union (herein referred to as the "Parties") have agreed to the following regarding the scheduling of grievance and related timeframes during the 2025 holiday schedule. This agreement is made on a one-time non-precedent setting basis.

- Grievances will not be scheduled or heard for the following weeks:
 - New years week December 30, 2024 - January 3, 2025
 - Memorial Day Week May 26, 2025 — May30 2, 2025
 - Fourth of July Week June 30, 2025 – July 4, 2025
 - Labor Day Week September 1, 2025 – September 5, 2025
 - Thanksgiving Week November 24, 2025 – November 28, 2025
 - Christmas Week December 22, 2025 – December 26, 2025
- The timeframes for these specific dates will not be counted for the filing of grievances, the scheduling of grievances, answering of grievances or movements of grievances to the next step.

The Parties agree if any changes are made to the holiday schedule during negotiations they will revisit and adjust this agreement.



Troy E. Osgood 11/26/24
Labor Relations Date



Scott McFadden 11-26-24
LS6 Date



Tim Switter 11-25-24
LS6 Date

GENERAL DYNAMICS
Bath Iron Works

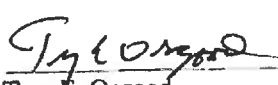
700 Washington Street
Bath, ME 04530
Tel: 207-442-5157
Fax: 207-442-4222

To: Chief Stewards Tim Suitter and Scott McFadden
From: Troy E. Osgood
cc: Seth Fairbanks
Re: Holiday Week Grievance Scheduling / Timeframes for the following Weeks of:

The Company and the Union (herein referred to as the "Parties") have agreed to the following regarding the scheduling of grievance and related timeframes during the 2024 holiday schedule. This agreement is made on a one-time non-precedent setting basis.

- Grievances will not be scheduled or heard for the following weeks:
- Memorial Day Week May 27, 2024 – May 31, 2024
- Fourth of July Week July 1, 2024 – July 5, 2024
- Labor Day Week September 2, 2024 – September 6, 2024
- Thanksgiving Week November 25, 2024 – November 29, 2024
- Christmas Week December 23, 2024 – December 27, 2024
- The timeframes for these specific dates will not be counted for the filing of grievances, the scheduling of grievances, answering of grievances or movements of grievances to the next step.

The Parties agree if any changes are made to the holiday schedule during negotiations they will revisit and adjust this agreement.


Troy E. Osgood
Labor Relations
2/1/24
Date


Scott McFadden
LS6
2-1-24
Date


Tim Suitter
LS6
2-1-24
Date

GENERAL DYNAMICS
Bath Iron Works

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

RE: Hull 522 O04 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 O04's working Hull 522 for Leadmen Even Ring, (1st shift) Jem Perry, (2nd Shift) and Frank Simmons (2nd Shift) will be offered double shifts for Saturday 1/13/2024 and Sunday 1/14/2024.
- 1st shift hours will be 6am to 6pm.
- 2nd shift hours will be 6am to 6pm.
- 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

for the Union

Alexandra McGuiggan 1/12/24
Alex McGuiggan Date

Tim Stuber 1-12-24
Tim Stuber Date

Joel Pitcher 1/12/24
Joel Pitcher Date

Chris Williams 1-12-24
Chris Williams Date

Trade(s) Involved in MOA: T04
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: Hull 522 Sea Trial Preparations


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 Hull 522 sea trials, 12-hour shifts will be offered for Saturday, January 27 and Sunday, January 28, 2024, to all employees assigned to the hull, at time of polling, in the following trades:
 - Carpenters (C02) (including rigging loft employees assigned to the hull)
 - Electricians (E02)
 - Insulators (I02)
 - Outside Machinists (O04) (including Label Plate Crew working on the hull).
 - Preservation Technicians (P10)
 - Pipefitters (P18)
 - Shipfitters (S40)
 - Tinsmiths (T04)
 - T04s performing temp vent will perform temp vent during core hours. Temp vent T04s working additional overtime hours may be assigned any T04 work on the hull.
 - 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 1/24/24
Date


Gaetan Breton, Jr. 1-24-2024
Date

for the Union


Tim Soiffer 1-24-24
Date


Chris Williams 1-24-24
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: Hull 522 Sea Trials Prep


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

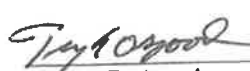
- To support preparing Hull 522 for sea trials, 12-hour shifts will be offered for Saturday, February 10 and Sunday, February 11, 2024, to all employees assigned to the hull at time of polling, in the following trades:
 - Preservation Technicians (P10)
 - Pipefitters (P18)
 - Welders (W12)
 - General 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 Date 2/7/24


Gaetan Breton, Jr. Date 2/7/24

for the Union


Tim Suiter Date 2/7/24


Chris Williams Date 2/7/24

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: Hull 522 Sea Trial Preparations


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

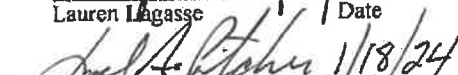
- To support Hull 522 Sea Trials, 12-hour shifts will be offered for Saturday 1/20/2024 and Sunday 1/21/2024. All employees assigned to the hull, at time of polling, excluding Crane Operators (C70's) and Riggers (Y02's) will be offered.
- 1st shift hours will be 6am to 6pm.
- 2nd shift hours will be 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


Lauren Lagasse 1/18/24
Date


Joel Pitcher 1/18/24
Date

for the Union


Tim Suitter 1-18-24
Date


Chris Williams 1-18-24
Date

Trade(s) Involved in MOA: T04
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: Hull 522 T04 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 T04's working Hull 522 will be offered double shifts for Saturday 1/13/2024 and Sunday 1/14/2024.
- 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


Michael Arangio 1/11/24
Date


Joel Pitcher 1/11/24
Date

for the Union


Tim Spitzer 1-11-24
Date


Chris Williams 1-11-24
Date

Trade(s) Involved in MOA: T04
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 86, IAMAW

FILE COPY

RE: Hull 522 and Hull 523 Preservation Technician Support

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 Hull 522 and Hull 523, 12-hour shifts will be offered, for Saturday, March 2 and Sunday, March 3, 2024, to all Preservation Technicians (P10) assigned to each hull at time of polling.
- The hours of work will be:
 - o 1st and 2nd shift: 6:00 a.m. to 6:00 p.m.
 - o 3rd shift: 5:30 p.m. to 5:30 a.m.
- General Laborers (L40) charging to P10 classification on the affected hulls will be offered overtime in accordance with General Laborer (L40) MOA dated 8-7-2020.
- 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

L. Lagasse 2/29/24
Lauren Lagasse Date

Gaetan Breton, Jr. 2-29-24
Gaetan Breton, Jr. Date

for the Union

[Signature] 2/29/24
Date

Chris Williams 2/29/24
Chris Williams Date

Trade(s) Involved in MOA: P10
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: LS6 represented employees traveling to South Easton, MA

The scope of work consists of National Commission for the Certification of Crane Operators (NCCCO) training for three (3) Crane Operators (C70). The training will take place at Shawmutt Equipment, South Easton, MA 02375.

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 Shawmutt Equipment facility. 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 Stacey Combs 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 South Easton, MA 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

GENERAL DYNAMICS

Bath Iron Works

- Travel day out will be Sunday, April 7 and return is Friday, April 12, 2024.
- Training will be Monday, April 8, 2023 through Friday, April 12, 2024.
- Any change to travel arrangements must be made through the onsite supervisor, Stacey Combs, and BIW's travel agency.
- All BIW employees have volunteered to provide their own transportation to South Easton, MA.
- 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 training, 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.
- Employees who travel with their own vehicle 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).
- Parking at the hotel will be paid for by the Company.
- Fees and fines for parking violations, speeding tickets, etc. will not be reimbursed.

Per Diem

- Each BIW employee will be paid the current per diem rate of \$69 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 \$51.75 per travel day.
- Each employee is encouraged to update banking information on Concur (either personally or through Stacey Combs). 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

GENERAL DYNAMICS

Bath Iron Works

- Employees extending their trip 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.
- 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


Alex McGuigan 3/22/24
Date


Gaetan Breton, Jr. 3-22-2024
Date

For the Union


Tim Suitter 3/22/24
Date


Chris Williams 3/21/24
Date

**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 both forward array windows on DDG-99 for six (6) 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 Sunday July 14, 2024 and return is Saturday July 20, 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:

Alexandra McHussey

7/10/24

Date

G. J. Conroy

7/10/2024

Date

For the Union:

[Signature]

7-10-24

Date

[Signature]

7-10-24

Date

GENERAL DYNAMICS
Bath Iron Works

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

Re: LS6 Represented Employee Traveling to Newport News, VA

The scope of work consists of supporting a SEWIP installation on DDG-103 for one (1) Outside Machinist (O04). The work will take place at East Coast Repair in Newport News, VA.

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 Newport News, VA 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 Sunday October 13, 2024 and return is Saturday October 19, 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 Virginia 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

GENERAL DYNAMICS

Bath Iron Works

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 \$64.00 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 \$48.00 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

GENERAL DYNAMICS
Bath Iron Works

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

- 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:

Alexandra McGuire 9/20/24
Date
[Signature] 9/20/24
Date

For the Union:

[Signature] 9/19/24
Date
[Signature] 9/19/24
Date

GENERAL DYNAMICS

Bath Iron Works

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

Re: LS6 represented employees traveling to Buffalo, NY

The scope of work consists of Factory Acceptance Test of the Strippit for one (1) Machinist (M04). The work will take place at LVD North America/Strippit Machine Factory in Buffalo, NY.

Working Hours

- The hours of work are planned for 8-12 hours per day, Monday through Wednesday, with a thirty (30) minute lunch break. Each volunteer agrees to be flexible as to shifts and working hour. 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 Strippit Machine Factory. 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 Stacey Coombs 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 Buffalo, NY 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

GENERAL DYNAMICS

Bath Iron Works

- Travel day out will be Monday, January 29, 2024, and return is Wednesday, January 31, 2024.
- Any change to travel arrangements must be made through the onsite supervisor, Stacey Coombs, 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 Buffalo, NY and back on commercial airlines of BIW's choosing. Flight arrangements will be made through Stacey Coombs.
- 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 \$69 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.

GENERAL DYNAMICS

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 \$51.75 per travel day.
- Each employee is encouraged to update banking information on Concur (either personally or through Stacey Coombs). 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 Stacey Coombs. 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

Bath Iron Works

- 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

Alexandra McGuess

1/30/24

Date

[Signature]

1-30-2024

Date

For the Union

[Signature]

1-30-24

Date

[Signature]

1-30-24

Date