

GENERAL DYNAMICS

Bath Iron Works

**MEMORANDUM OF AGREEMENT
BETWEEN
BATH IRON WORKS
AND
LOCAL 56, IAMAW**

Re: LS6 represented employees traveling to New York City

The scope of work consists of supporting DDG 122 Sail Away one (1) Outside Machinist (O04). The work will take place on Ship and at Pier 88 in New York City and is scheduled for November 1st through November 5th, 2024.

Working Hours

- The hours of work are planned for 8-12 hours per day, 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 working. 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 New York City 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 Friday, November 1st, and return is Wednesday, November 6th 2023.
- 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 back from New York City 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.
- 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 rate of \$0.655/mile. Long term parking at the Jetport will not be reimbursed for this project. Short term parking of one hour or less will be reimbursable **with a proper receipt**.
- 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.
- 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

GENERAL DYNAMICS

Bath Iron Works

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.
- Any rule of conduct violations will be handled in the normal manner upon returning to Bath.

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Bath Iron Works

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.

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

L. Lagum

10/31/24
Date

C. Lagum

10/31/24
Date

For the Union

[Signature]

10/31/24
Date

[Signature]

10/31/24
Date

GENERAL DYNAMICS
Bath Iron Works

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


7W Weather

The Company and the Union agree to following regarding code 7W for Thursday, March 4, 2024:

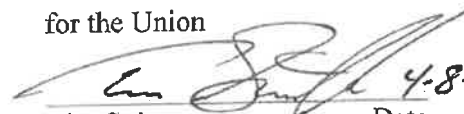
- The Company will allow employees affected by last Thursday’s storm to elect to cover their time with Code 7W, in addition to their suite of benefits.
- 1st and 2nd shift coverage will be for Thursdays 4/4/24 work shift and 3rd shift coverage will be for Fridays, 4/5/24 work shift.
- This agreement is made on a one-time, non-precedent setting basis.

Agreed to and approved by the undersigned.

for the Company


Troy E. Osgood 4/8/24
Date

for the Union


Tim Suitter 4-8-24
Date

Memorandum of Agreement

Between

Bath Iron Works (“Company” or “BIW”)

And

Local S6, IAMAW (“Union” or “LS6”)

Overtime for 2024 Thanksgiving Weekend

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

- The Company will offer weekend overtime on Tuesday, November 26;
- Interest polling will be done on Monday, November 25
- Friday weekday overtime cancelations must be done by the end of shift on Wednesday, November 27;
- Weekend, Saturday, Sunday cancelations will be per the CBA;

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

For the Company:

L. Lagom 11/21/24
Date

Tyconrad 11/21/24
Date

For the Union:

[Signature] 11-21-24
Date

[Signature] 11-21-2024
Date

GENERAL DYNAMICS Bath Iron Works

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

RE: Transportation of Employees for Snow Shoveling 2024-2025

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

- Employees temporarily assigned from the main shipyard to an offsite facility for snow shoveling during straight time may drive their own vehicle.
- For employees that do not drive their own vehicle, BIW will provide van transportation on straight time between the main shipyard and offsite facilities when low numbers of shovelers are required. BOMAR will provide bus transportation on straight time between the main shipyard and offsite facilities when large numbers of shovelers are required.
- When BOMAR is utilized, there will be 1 or 2 busses used for transportation on each shift, depending on the number of employees needed for snow shoveling at the offsite facilities.
- When BOMAR is utilized for transportation, the BIW employee on 1st shift that is also a BOMAR employee will drive one of the busses on 1st shift and at the beginning of 2nd shift.
- If BOMAR hires additional BIW employees, those employees will also be used to drive the busses for this purpose when required.
- While driving the bus for this purpose, the BIW employees will be paid by BIW in accordance with the LS6 labor contract, and will also be paid by BOMAR.
- The terms of this agreement may be revised by mutual agreement between 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

[Signature] 10/31/24
Name Date

[Signature] 10/31/24
Name Date

for the Union

[Signature] 10/31/24
Name Date

[Signature] 10/31/24
Name Date

GENERAL DYNAMICS
Bath Iron Works

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

Re: Aegis Complex Power Supply

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

- 1.) BIW will utilize contractor Milliken Brothers to refeed the power supply from substation 24 in the Main Yard to the Aegis complex. The existing lines run in pipes and vaults adjacent to other High Voltage power that will be energized while this work is performed. This type of work is not allowed in our safety regulations.
- 2.) The Company will offer all M21s in the Main Yard four (4) hours of overtime for Thursday, November 14th, Friday, November 15th and twelve (12) hours overtime for Saturday, November 16th, 2024.
- 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:



Craig Johnson Date

11/14/24



Troy E. Osgood Date

11/14/24

For the Union:



Tim Suttler Date

11/14/24



Ray Witt Date

11/14/24

**MEMORANDUM OF AGREEMENT (MOA)
BETWEEN
BATH IRON WORKS (COMPANY)
AND
IAMAW LOCAL 86 (UNION)**

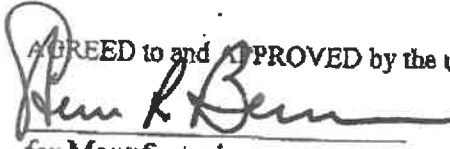
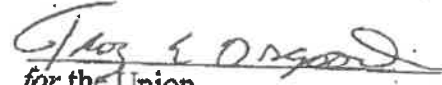
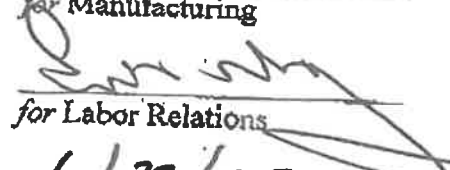

The Company and the Union hereby agree that any and all open issues as of the date of the signing of this MOA relating to the circumstances described in #1, #2 and #3 of this MOA and grievances B0501-02 and B0237-02 are hereby resolved subject to the following terms and conditions:

- 1) This MOA shall only apply to the following circumstances:
 - a) An employee receives a written warning in accordance with Article 49 Section 4 of the 2004 Collective Bargaining Agreement (CBA) and;
 - b) An employee subsequently accrues additional unexcused absences that do not trigger additional discipline pursuant to Article 49 Section 4 of the 2004 CBA and;
 - c) An employee has their written warning removed in accordance with Article 49 Section 5 of the 2004 CBA.

- 2) Under the circumstances stated in #1, all unexcused absences incurred during the period of discipline for the written warning shall be removed concurrently with the removal of the written warning.

- 3) An employee will be subject to discipline if he/she violates the Absentee Policy within the period of the active warning as long as the 30 day rule criteria is followed.

AGREED to and APPROVED by the undersigned

 for Manufacturing	 for the Union
 for Labor Relations	 for the Union
<u>6/27/05</u> DATE	<u>6-23-05</u> DATE

GENERAL DYNAMICS
Bath Iron Works


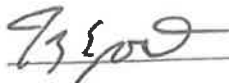
**Memorandum of Agreement
Between
Bath Iron Works (The "Company")
And
Local S6, IAMAW (The "Union")**

The Company and the Union (herein referred to as the "Parties") hereby agree to the following in full and final resolution of outstanding billing discrepancies for Union-paid 08813 time:



- 1) For the billing period from January 2002 through November 2023 there will be a 4% reduction in the amounts due by the Union (\$15,882.32) bringing the total amount due to \$381,175.80 for this time period. The payment of this amount will be pro-rated over a six-month period and paid in six equal monthly installments commencing with the Union's 08813 bill in December 2024.
- 2) For the billing periods from December 2023 to April 2024 there will be a 2.25% offset (based on a 5 month average of discrepancies brought forth by the Union) applied (\$13,175.35) and the Union will not owe any additional amounts for this time period.
- 3) For the billing periods from May 2024 to August 2024 there will be a 3.5% reduction applied (\$18,314.15) bringing the total amount due for this time period to \$504,947.30. This amount will be paid by the Union no later than November 30, 2024.
- 4) Going forward the Parties agree to meet monthly to discuss any outstanding billing issues.

AGREED to and APPROVED by the undersigned.

for the Company


Date 10/21/24

Date 10/21/24

for the Union


Date 10-21-2024

Date 10-21-2024

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


Capital Project Agreements

The Company and the Union agree to following regarding Capital work:

- The Company may, at its option, utilize vendors to perform capital work.
- The Company will provide a list of all Capital Projects being performed by all vendors with estimated completion dates. With the exception of current agreements, the Company will not use vendors for overhead work unless it engages with the Union in accordance with the requirements contained in the CBA.
- The Company will open job requisitions in both the M20 and M21 classifications in order to reach the following staffing goals:
 - 135 M20s by the end of 2025.
 - 52 M21s by the end of 2024.
- The Parties agree to meet and establish training for the M20 and M21 Classifications. The training will be provided by a vendor on new equipment and repairs for current equipment/tools.
- The Company agrees to pay \$35,000 to resolve any and all outstanding issues related to prior year(s) Capital Agreements.
- The Company agrees all M20s and M21s who work at least 520 hours without exceeding the 15-hour 06, as negotiated in the CBA will receive the \$250 quarterly bonus.
- In the event the Company is not able to comply with the terms of this Agreement this Agreement shall be null and void and the Company shall be required to follow all processes in the CBA for utilizing vendors for Capital work.
- This agreement expires with the Current CBA; August 23, 2026.
- This agreement supersedes all other maintenance outsourcing MOAs except the following:
 - Main Stores Concrete and Mortar Repair MOA dated 12/22/23
 - Fire Alarm System Installation MOA dated 2/8/24

Agreed to and approved by the undersigned.

for the Company


Troy E. Osgood 2/22/24
Date


James Dostie 2-22-24
Date

for the Union


Raymond Orff 2-22-24
Date


Chris Williams 2-22-24
Date

MEMORANDUM OF AGREEMENT ("MOA")

BETWEEN

BATH IRON WORKS (THE "COMPANY")

AND

LOCAL S6, IAMAW (THE "UNION")

E02 Dry Dock Generator Watch Assignments

The Company and the Union hereby agree to the following without precedent or prejudice; specifically relating to assignments of E02 Specialist for the dry-dock generator watch, the parties agree to the following.


- 1) This agreement does not include watches on board any vessel carried in the dry dock. Employees working aboard a vessel in the dry-dock have no special ownership to the dry-dock generator watches.
- 2) The dry-dock will be treated as a separate hull as relates to the overtime selection criteria.
- 3) A standing list of a minimum of six (6) trained and qualified operators shall be established, maintained and used every time the dry-dock generator watch needs to be assigned. The initial rotation will commence from the most senior currently trained persons and most senior trainee (reset).
- 4) A separate training list will be established, to ensure the trade has a sufficient number of trained mechanics, from the dry-dock generator watch team poll completed 4/14/2022. Training will consist of three to five separate consecutive dry-dock generator operational training trips. Upon completion of the 3rd, 4th, and 5th training the dockmaster will confirm if the trainee is qualified to accomplish all tasks needed to be considered "trained" or if the training needs to continue. If the training cannot be confirmed by the 5th training the mechanic will be removed from the dry-dock generator watch team. This list will be maintained by Craft Admin and mechanics may add or remove themselves from the training list at any time.
- 5) Three consecutive "No" answers for training and/or operator shall be considered as mechanic removing themselves from the rotational list.
- 6) Management reserves the right to assign employees during regulars shift hours.
- 7) Generator watch for Submergence test just prior to ship translation and the ship translation shall be considered one occurrence on the rotational list for both training and operators.
- 8) In cases where an assignee has ownership to another assignment and both the generator watch need and the other overtime assignment need are identified at the same time period, the employee may elect either assignment, but not both. Electing to work overtime in the location where the employee

has overtime ownership will be documented as declining the operator overtime and subsequent needs are identified, the employee no longer has any other overtime ownership. The dry dock operator may resume normal job ownership at the next shift start. For example, the dry dock generator watch excludes an employee for ownership to the shore power crew on the pier.

- 9) When an employee is removed from his regular overtime to fill the dry dock operator need, the Department will back-fill the vacancy using the provisions of article 11 or the CBA.
- 10) This MOA supersedes "E02 Dry Dock Generator Watch assignments, settlement of BZ565-12, dated 11/15/12".

Agreed to and approved by the undersigned.

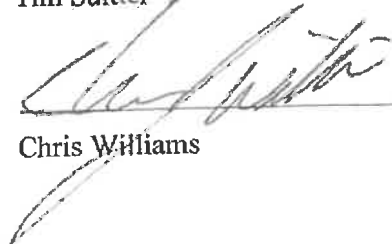
for the Company

 9/19/24
Troy E. Osgood Date

 9-19-24
Jeff Dagneau Date

for the Union

 9/16/2024
Tim Suitter Date

 9-16-2024
Chris Williams Date

GENERAL DYNAMICS
Bath Iron Works

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

E02s Special Weekend Shifts – Switchboard Cleaning for Hull 522


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

- First and second shift Power Test crews on Hull 522 shall be offered double shifts for switchboard cleaning.
- Any additional overtime needs for this job beyond Power Test crews will be filled by utilizing interest polls (most senior qualified.)
- Hours of work will be 6:00 a.m. to 6:00 p.m. beginning Saturday, January 13, 2024 and Sunday, January 14, 2024.
- The weekend offer will continue until job complete (approximately 3 to 4 weeks).
- These shifts may end early on the final Saturday or Sunday if the switchboard cleaning job is complete (minimum of four hours).
- Any deviation from this agreement will be agreed to by the Chief Steward and the Trade Superintendent.

AGREED and APPROVED by the undersigned.

For the Company:

 1-10-24
Date

 1/10/24
Date

For the Union:

 1-11-24
Date

 1-11-24
Date

GENERAL DYNAMICS
Bath Iron Works

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

Re: LS6 Represented Employee(s) Traveling to Philadelphia

The scope of work consists of LBES training for two (2) E02s. The training will take place at the LBES Training Department of Philadelphia at 901 Admiral Peary Way, Building 77H/87, Philadelphia, PA 19112.

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 Philadelphia, PA 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.
- Reasonable laundry expenses will be reimbursed **with a proper receipt**.

Transportation

- Travel day out will be 9/3/2024 and return is 9/28/2024.
- 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 Philadelphia 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 rate of \$0.575/mile. Long term parking at the Jetport will not be reimbursed for this project. Short term parking of one hour or less will be reimbursable **with a proper receipt**.
- 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 \$79 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 \$59.25 per travel day.
- Each employee will be issued cash, travelers' checks, or a pre-loaded debit card for one week per diem allowance. If for some reason the employee does not stay for the full performance period, any unearned per diem must be returned to BIW.
- 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

GENERAL DYNAMICS

Bath Iron Works

- 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:

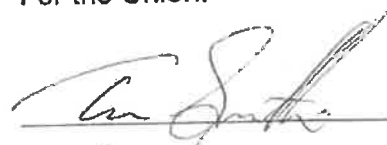


8/30/24
Date

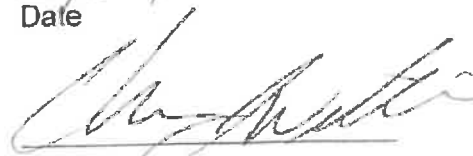


8-30-24
Date

For the Union:



8/26/24
Date



8-29-24
Date