

It is mutually agreed between the Electric Boat Corporation, A General Dynamics Company and the Metal Trades Council that the Occupational title "Machine Shop Service Engineer" is hereby established under the jurisdiction of the Machinists Union Local 1871.

Criteria

The basis for reclassifying or promotion of an employee into the classification of Machine Shop Service Engineer shall be solely upon the qualification of the employee and the need, as determined by management. Seniority will be the determining factor when all other qualification factors are equal.

The job functions and responsibilities which must be fulfilled by the Machine Shop Service Engineer are described below and are part of this Agreement. The Machine Shop Service Engineer must demonstrate the required qualifications in one or more of the following machine shop machines:

- 1 – Large HBM Machines
- 2 – Large VTC
- 3 – Medium Mills and VTC's
- 4 – Assembly – All Large Valves and Trunks
- 5 – Small Lathes and Small Mills

The following conditions will apply for the classification of the Machine Shop Service Engineer. The Service Engineer title will have three steps:

- 1 – Machine Shop Service Engineer 3/C - \$43.41
- 2 – Machine Shop Service Engineer 2/C - \$45.68
- 3 – Machine Shop Service Engineer 1/C - \$47.97

To be considered for Machine Shop Service Engineer 3/C – an employee must meet the following conditions:

- 1 – Employee must have at least 3 years' experience as a first class inside machinist, in an inside machinist job title.
- 2 – Perform normal set-up and machining functions
- 3 – Defined performance and tooling background
- 4 – Strong understanding of MA sketches
- 5 – Minimal supervisor oversight when performing day to day responsibilities
- 6 – Provide oversight to others
- 7 – Ability to perform work functions on other machine shop machines

8 – Experience with 50% of components on a respective machine highlighted above

9 – Employees work performance and attitude demonstrate the importance and goal for first time quality.

10 – Must be willing to work more overtime than refused

Additional Factors that could be used for selection

1 – Ability to verify work and assure its quality

2 – Demonstrated safety consciousness and knowledge of safety rules and practices particular to the area of responsibility.

3 – Demonstrated care and maintenance of the machines

4 – Demonstrated personal responsibility for the job function with the ability and willingness to teach and guide lesser skilled personnel.

5 – Loyalty to employer

To be considered for Machine Shop Service Engineer 2/C – an employee must meet the following conditions as highlighted and have experience with 70% of the components on a respective machine.

To be considered for Machine Shop Service Engineer 1/C – an employee must meet the following conditions as highlighted above and have experience with 90% of the components on a respective machine.

Progression between the steps is not automatic and the employee must meet the standards outlined to be eligible for progression.

Removal

An employee in the service engineer title is expected to meet and maintain the above requirements. A Machine Shop Service Engineer who fails to maintain the required skills, qualifications and proficiencies or who can no longer perform the required functions of the classification as defined herein as determined by management, shall be reverted to first class mechanic in their respective machine shop title. Before employee is reverted back to class mechanic title, employee's performance will be reviewed with Chief Steward and management.

Overtime / Seniority

The Machine Shop Service Engineer title will be combined for purposes of layoff and recall with all other inside machinist titles as stated in Article XXI, Section 6(G). The Machine Shop Service Engineer title will be combined for purposes of overtime

equalization with all other inside machinist titles.

Eligibility

Openings in the Machine Shop Service Engineer title will not be posted as premium postings but will be identified as Premium titles and are their eligibility is as highlighted above.

This Memorandum is entered into without precedent or prejudice to the Parties' positions in future matters.

AGREED to and APPROVED by the undersigned this day of 23 December 2025.

FOR THE UNION
COMPANY

FOR THE



Mark Sousa, President / Chief Steward
Machinists Local 1871
Relations



Andrew King
Manager of Labor

Electric Boat



Pete Baker, MTC President

Outside Machinist Special Pay Qualifications

Special Pay Level 1

Must be a Outside Machinist 3/C Mechanic or above

Employee must be qualified in and proficient at least 5 of the following trade skills as determined by management.

- 1 – Ripout Writer
- 2 – Respirator trained
- 3 – Stud Welding
- 4 – Clean Area Coordinator
- 5 – Black Water Qualified
- 6 – Asbestos Worker
- 7 – Lead Worker
- 8 – JLG Operator
- 9 – Harness Qualified
- 10 – Liquid Nitrogen
- 11 – Steam Plant Worker
- 12 – Electro-Static Discharge

If an employee as determined by management is qualified or demonstrates the qualified proficiency in 5 of these 12 skill sets the employee will receive the Special Pay Level 1.

Special Pay Level 2

Must be a Outside Machinist 1/C or above

Employee must already have achieved Special Pay Level 1 and obtain 2 additional qualifications or demonstrated proficiency from the list below as determined by management.

- 1 – Portable Machining
- 2 – Operating a shipboard component with hydraulics
- 3 – Mast / Antennas
- 4 – Missile Tubes
- 5 – Hatches
- 6 – Main Shaft Lines
- 7 – Weapons Shipping Line
- 8 – Torpedo Tubes / Weapons Handling Systems
- 9 – Nuclear Machinist – Non Radiological
- 10 – Nuclear Machinist – Reactor Plant Trade Skill

If an employee as determined by management is qualified or demonstrates the qualified proficiency in 2 of these 10 skill sets in addition to meeting the other qualifiers as identified above the

employee will receive the Special Pay Level 2.

Before an employee is finalized to receive Special Pay Level 2 pay, a Review Board consisting of the Chief Steward of Local 1871, Virginia Class Construction Manager, and Columbia Class Construction Manager will give final approval. Upon agreement by the review board employee(s) name will be submitted to Labor Relations to receive the pay.

Management will determine the need for the number of employees eligible to receive both Special Pay Level 1 and Level 2. Management will provide opportunities for all employees who meet the eligibility requirements to get additional training for the special pays and will favor senior employees on the initial review of skill enhancements to support the business need. If a senior employee refuses the opportunity for additional training, they will not be asked again until they ask to be put back on the list for consideration.

Employees who do not maintain the qualifications or the proficiency in the skill sets as determined by management will have the Special Pay removed.

Union Leadership and Department Management agree to review the list of employees who are receiving the different levels of Special Pays quarterly to ensure the business need is being met so skill enhancements are effectively having a positive impact on the business.

Special Pay Level 1 will receive an additional \$1.50 per hour for all hours worked.


Special Pay Level 2 will receive an additional \$3.00 per hour for all hours worked.

This Memorandum is entered into without precedent or prejudice to the Parties' positions in future matters.


AGREED to and APPROVED by the undersigned this day of 23 December 2025.

FOR THE UNION
COMPANY

FOR THE



Mark Sousa, President /
Chief Steward IAMAW
Relations
Local 1871



Pete Baker, MTC President

Andrew King
Manager of Labor

Electric Boat

