

Pipefitter Local 777 – Special Pay Skill based enhancements

Pipefitters, Hangers, Inscription, Tool Crib

Special Pay Level 1

All employees in the Pipefitter title will be eligible for Special Pay Level 1.

Employee must be qualified in and proficient all of the following trade skills to be eligible for Special Pay Level 1 as determined by management.

- 1 – Wachs Machine Qualified
- 2 – Tri-Tool Machine Qualified
- 3 – Steam Plant Clean Qualified
- 4 – Asbestos Worker Qualified
- 5 – O2 Clean Qualified

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

Special Pay Level 2

All employees in the Pipefitter title will be eligible for Special Pay Level 2.

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

- 1 – Nuclear Trade Trained and Qualified
- 2 – Grade “A” Clean Qualified

If an employee as determined by management is qualified or demonstrates the qualified proficiency in all of the skill sets highlighted above the employee will receive the Special Pay Level 2.

Special Pay Level 3

All employees in the Pipefitter title will be eligible for Special Pay Level 3.

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

- 1 – NDT-Fit-Up and Dimensional Inspection 1086 Qualified (313 Qualified)

If an employee as determined by management is qualified or demonstrates the qualified proficiency in all of the skill sets highlighted above the employee will receive the Special Pay Level 3.

Pipe coverers (Laggers)

All employees in the Lagger title will be eligible for Special Pay Level 1.

Employee must be qualified in all of the following trade skills to be eligible for Special Pay Level 1 as determined by management.

- 1 – Aerial Mobile Lift Qualified
- 2 – Asbestos Workers Qualified
- 3 – Respirator Trained and Qualified
- 4 – Fall Protection Qualified
- 5 – Haz Mat Qualified
- 6 – Nuclear Trade Trained and Qualified

Management will determine the need for the number of employees eligible to receive both Special Pay Level 1, Level 2, and Level 3. 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.

Pipefitters

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.
Special Pay Level 3 will receive an additional \$5.00 per hour for all hours worked.

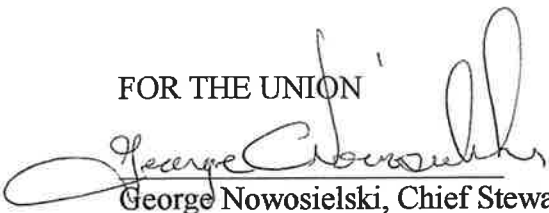
Ladders

Special Pay Level 1 will receive an additional \$2.00 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




George Nowosielski, Chief Steward /
Business Agent - Pipefitters
Local 777



Pete Baker, MTC President

FOR THE COMPANY



Andrew King
Manager of Labor Relations
Electric Boat