

## IBEW Local 261 – Special Pay Skill based enhancements

### Fiber Optics

Management will determine the need for the number of employees who are eligible to obtain the two levels of Fiber Optic qualifications.

#### Level 1 - Conventional Fiber Qualification

Employees must complete 10 Day NAVSEA course provided by KITCO or kSARIA or equivalent training through EB classroom or ALC instruction as determined by management.

#### Level 2 - Blown Fiber Qualification

Employee must complete KITCO course and obtain and maintain the ability to operate a blow rig.

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.

### Non-Nuclear Hook Up

Management will determine the need for the number of employees who are eligible to obtain the Non-Nuclear Hook Up qualifications.

Level 1 – Employees must be qualified in the following to be eligible for the special pay

1 – Small term boxes

2 – Motor H/U

3 – Large term boxes, PCMs, and panels

Management will determine the need for the number of employees eligible to receive Special Pay Level 1. 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.

## Nuclear High Temp Qualified

Management will determine the need for the number of employees who are eligible to obtain the Nuclear High Temp qualifications.

Level 1 – Employees must be qualified in the following to be eligible for the special pay

1 – Hook up

2 – Connector plug

Management will determine the need for the number of employees eligible to receive Special Pay Level 1. 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.

## Skill set and Proficiency measurables

D241 will maintain skill proficiency annually. Proficiency will be validated in a classroom setting with the proficiency developer and ALC instructors. A hands-on demonstration of skills or a knowledge quiz derived from the methods will be administered with a score of either Pass or Fail. The hands-on demonstration is preferred. If the employee has been actively and satisfactorily engaged in a particular skill set in the last quarter, there is no requirement for a proficiency check. This would be verified by the employee's first line of supervision. In the event of a skill disagreement between employee and front-line supervisor, the employee will head to the ALC for verification. If the employee fails the skills evaluation, the employee will be given the opportunity to retest. Any failure will be documented and provided to the employee for review. The employee will have a minimum of one week to prepare for a retest, if desired. If the employee fails, the retest they get disqualified and will have an opportunity to retrain in the future.

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.

## Fiber Optic

Level 1 – Conventional Fiber Qualification – will receive an additional \$2.00 per hour for all

hours worked.

Level 2 – Blown Fiber Qualification – will receive an additional \$3.00 per hour for all hours worked.

Non-Nuclear Hook Up

Level 1 - will receive an additional \$1.00 per hour for all hours worked.

Nuclear High Temp Qualified

Level 1 – will receive an additional \$1.00 per hour for all hours worked.

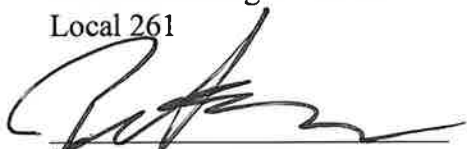
This Memorandum is entered into without precedent or prejudice to the Parties' positions in future matters.

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

FOR THE UNION



Sean Banks, Chief Steward /  
Business Manager - IBEW  
Local 261



Pete Baker, MTC President

FOR THE COMPANY



Andrew King  
Manager of Labor Relations  
Electric Boat