

RECEIVED DEC 29 2025

MEMORANDUM OF AGREEMENT
between
ELECTRIC BOAT CORPORATION (COMPANY)
And
METAL TRADES COUNCIL OF NEW LONDON COUNTY, AFL-CIO (UNION)

The following changes have been made to the current MTC Collective Bargaining Agreement as phase two enhancements for skill-based initiatives.

1 – Article XII, Section 4A – Employees assigned as Specialists as described herein will be increased to two dollars (\$2.00) per hour. The basis for consideration to the classification of Specialist, within an occupational title, will be based upon the need as determined by management as well as, employees in the Specialist title maintaining qualifications and / or job skills.

2 – Article XII, Section 13.A.(1) – Employees who hold a Radiation Worker (R) nuclear qualification and meet the terms of Paragraph B below, will be increased to one dollar (\$1.00) per hour above their base wage rate.

3 – Employees who hold a (J) workers nuclear qualification and meet the terms of Paragraph B, will be paid an additional fifty cents (\$.50) per hour above their base wage rate.

4 – MOU 6 – It is mutually agreed between the Employer and the Metal Trades Council that the rate of pay for all instructors in all ALC programs, Classroom Trainings, OJT instructors and **16J instruction** will be two dollars (\$2.00) per hour over the first-class rate of pay of the job concerned.

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 11 ^{December} November 2025.

FOR THE UNION



Peter Baker, President
Metal Trades Council of
New London County

FOR THE COMPANY



Andrew King
Manager of Labor Relations
Electric Boat