

## **Boilermakers Local 614**

Pipe Welder Service Engineer – It is mutually agreed and understood that the following conditions will apply for the new occupational title of what will be within the jurisdiction of the Boilermakers Local 614 of the MTC.

### **Criteria**

The basis of reclassifying as employee as Pipe Welding Service Engineer shall be based upon qualifications outlined below and the need as determined by management. First preference for new qualifications opportunities will be given to volunteers with five (5) years of seniority within department 248. Selection will be by seniority of that group of employees by shift.

Promotional Eligibility – 2 levels of Service Engineer will be created with the following criteria required for consideration.

Pipe Welder Service Engineer 2<sup>nd</sup> Class – Employee needs a minimum of eight (8) years within Department 248 and must have at least five (5) of the ten (10) qualifications listed below and have proven proficiency for those qualifications.

Pipe Welder Service Engineer 1<sup>st</sup> Class – Employee needs a minimum of ten (10) years within Department 248 and must have at least seven (7) of the ten (10) qualifications listed below and have proven proficiency for those qualifications.

The qualifications needed are as follows

- 1 – Nuclear Bi-metallics
- 2 – Thin Wall CUNI
- 3 – MSW
- 4 – MS
- 5 – Omega Seal
- 6 – Titanium
- 7 – Seal Welds
- 8 – Automatics or Orbital
- 9 – 3.11 or 3.10
- 10 – Contamination “Q” Qualification

A – Proficiency is defined as either currently or previously having demonstrated the ability to successfully execute the specific task at as working leader / OJT level (minimal oversight, first time quality, etc.)

B – For an employee to be promoted into this title, the employee, union leadership, and Pipe Welding management shall meet and agree.

C – Pipe Welding management will create and maintain a seniority list (based on employees entering into the title of Pipe Welding) and make available to the union.

D – Employee will be willing to support qualification / proficiency specific requested overtime more than refused (Article X language still applies). If employee does not meet this standard, it could be a reason for an employee to be removed from the title of Service Engineer regardless of maintained qualifications and proficiencies.

E – Progression between 2<sup>nd</sup> class and 1<sup>st</sup> class service engineer is not automatic and criteria outlined above must be met to warrant 1<sup>st</sup> class service engineer. Pipe Welding management and union leadership with agreement could promote someone to 1<sup>st</sup> class service engineer if skills, qualifications, and proficiencies are met prior to the employee achieving the ten (10) year requirement.

#### Removal

A – An employee in this title is expected to meet and maintain the above requirements. If the employee fails to meet the above requirements, the employee, the union, and pipe welding management shall have a meeting before employee is removed from title and regress back to Pipe Welder 1<sup>st</sup> class.

B – The employee will then enter a 6 month “cool down” period after which they will afford the opportunity to regain their qualifications in accordance with the below attempts.

C – If an employee loses qualifications for reasons outside of their control (FMLA, STD, Road Jobs, etc.), they shall be given the opportunity to regain qualifications based on the number of attempts outlined below:

Qualifications attempts are as follows:

- 1 – Nuclear Bi-metallics – 2 attempts
- 2 – Thin Wall CUNI – 2 attempts
- 3 – MSW – 2 attempts
- 4 – MS – 2 attempts
- 5 – Omega Seal – 2 attempts
- 6 – Titanium – 2 attempts
- 7 – Seal Welds – 4 attempts
- 8 – Automatics or Orbital – 2 attempts
- 9 – 3.11 or 3.1 – 2 attempts
- 10 – Contamination “Q” Qualification – 2 attempts

Seniority / Overtime

The Pipe Welder Service Engineer title will be combined with the Pipe Welder title for purposes of overtime equalization, layoff, and recall.

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



Shane Gilligan  
Business Manager  
Boilermakers Local 614

FOR THE COMPANY



Andrew King  
Manager of Labor Relations  
Electric Boat

## Boilermakers Local 614 – Special Pay Skill based enhancements

### Shipfitter

All employees in the Shipfitter title will be eligible for Special Pay skill-based enhancements.

Below is a list of all skills, qualifications or proficiencies a Shipfitter can gain to be eligible for special pay skill-based enhancements as determined by management.

- 1 – VT qualified
- 2 – MT qualified
- 3 – Load Test qualified
- 4 – Burning / Plasma qualified
- 5 – Track Cutting
- 6 – JLG qualified
- 7 – Crit Inserts
- 8 – Annode Installation
- 9 – Lead qualified
- 10 – Stowage Sell
- 11 – Stud Shooting qualified
- 12 – Plasma Gouge

Special Pay Level 1 – 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 – If an employee as determined by management is qualified or demonstrates the qualified proficient in 7 of these 12 skill sets the employee will receive the Special Pay Level 2.

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.

### Grinder

All employees in the Grinder title will be eligible for Special Pay skill-based enhancements.

Below is a list of all skills, qualifications or proficiencies a Grinder can gain to be eligible for special pay skill-based enhancements as determined by management.

- 1 – VT qualified
- 2 – MT qualified
- 3 – TLD qualified

- 4 – Mirror
- 5 – PT – Penetration Testing
- 6 – JLG qualification
- 7 – UT/RT/SW-2/NTT qualified

Special Pay Level 1 – If an employee as determined by management is qualified or demonstrates the qualified proficiency in 3 of these 7 skill sets the employee will receive the Special Pay Level 1.

Special Pay Level 2 – If an employee as determined by management is qualified or demonstrates the qualified proficient in 4 of these 7 skill sets the employee will receive the Special Pay Level 2.

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.

#### Sheet Metal Worker

All employees in the Sheet Metal Worker title will be eligible for Special Pay skill-based enhancements.

Below is a list of all skills, qualifications or proficiencies a Sheet Metal Worker can gain to be eligible for special pay skill-based enhancements as determined by management.

- 1 – Locksmith qualified
- 2 – Stud / Spot Welding qualified
- 3 – VT qualified
- 4 – MT qualified
- 5 – TLD qualified
- 6 – Paint touch up qualified
- 7 – Metal lagging
- 8 – Metal layout
- 9 – Selling lockers / stowage's
- 10 – Equipment Operator (roller, shear, multiple machines) qualified

Special Pay Level 1 – If an employee as determined by management is qualified or demonstrates the qualified proficiency in 4 of these 10 skill sets the employee will receive the Special Pay Level 1.

Special Pay Level 2 – If an employee as determined by management is qualified or demonstrates

the qualified proficient in 6 of these 10 skill sets the employee will receive the Special Pay Level 2.

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.

#### Structural Welder

All employees in the Structural Welder title will be eligible for Special Pay skill-based enhancements.

Below is a list of all skills, qualifications or proficiencies a Structural Welder can gain to be eligible for special pay skill-based enhancements as determined by management.

- 1 – VT qualified
- 2 – MT qualified
- 3 – UT/RT/SW-2/NTT qualified
- 4 – Aluminum
- 5 – Stick Alloys
- 6 – Pulse Burning / Plasma qualified
- 7 – Track Cutting
- 8 – Servo qualified
- 9 – Lead qualified
- 10 – JLG qualified
- 11 – Mech qualified
- 12 – Mirror
- 13 – Tig Alloys
- 14 – Ceramic Back
- 15 – Plasma Gouge
- 16 – Pulse Alloys

Special Pay Level 1 – If an employee as determined by management is qualified or demonstrates the qualified proficiency in 6 of these 16 skills sets the employee will receive the Special Pay Level 1.

Special Pay Level 2 – If an employee as determined by management is qualified or demonstrates the qualified proficient in 9 of these 16 skills sets the employee will receive the Special Pay Level 2.

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.

Shipfitters / Grinders / Sheet Metal Worker / Structural Welder

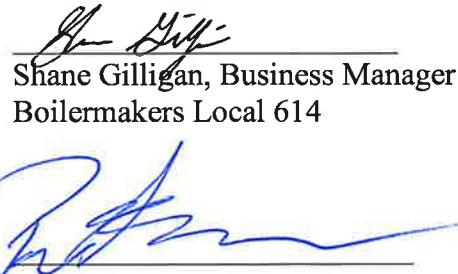
Special Pay Level 1 will receive an additional \$1.50 per hour for all hours worked.

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

  
Shane Gilligan, Business Manager  
Boilermakers Local 614

  
Pete Baker, MTC President

FOR THE COMPANY

  
Andrew King  
Manager of Labor Relations  
Electric Boat

## Boilermakers Local 614 – Special Pay Skill based enhancements

### Rigger / Bridge Crane Operator

All employees in the Rigger title will be eligible for Special Pay skill-based enhancements. Below is a list of all skills, qualifications or proficiencies a Rigger can gain to be eligible for special pay skill-based enhancements as determined by management.

#### Loft Tiers

##### Level 1 – Chain fall Repair

- 1 – Chain fall repair GPS/SPS (T1-001)
- 2 – Weight Test
- 3 – Wire Rope Fabrication
- 4 – Braided Nylon Splicing
- 5 – Qualified on the Test RAM
- 6 – Qualified on the sand blast machine

##### Level 1 – Sail Loft

- 1 – Blueprint reading
- 2 – Layout
- 3 – Qualified on the RF heat seal machines
- 4 – Qualified on all Sewing machines
- 5 – Proficiency on Gromet Machine
- 6 – Proficiency in Design

##### Level 2 – Loftsman

- 1 – Combination of skill sets highlighted in Tier 1 for both Chain fall repair and Sail Loft.

### Shipyard Rigger

#### Level 1

- 1 – 3A/GPS Certified
- 2 – Proficiency in performing major moves
- 3 – Proficiency in dock and in-hull lifting and handling
- 4 – Webbing qualified
- 5 – Proficiency in work “Complex Lifts”
- 6 – Proficiency to work “SPS” jobs

#### Level 2

- 1 – 3B/SPS Certified
- 2 – Proficiency to Lead “SPS” jobs
- 3 – Proficiency to Lead “Major Moves / Complex Lifts”

4 – OJT qualified

5 – Willing to support overtime more often than refusing

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.

#### Loft Tiers and Shipyard Rigger

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.

#### Bridge Crane Operator

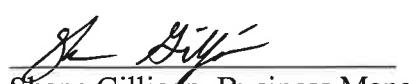
The title of Bridge Crane Operator First Class will be increased from \$41.14 to \$43.14.

Employees in the Rigger title who hold the Bridge Crane qualification will receive an engaged rate of \$2.00 dollars per hour while performing the Bridge Crane Operator work function.

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

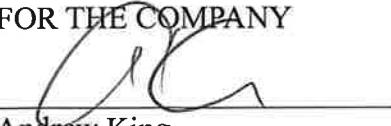
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Shane Gilligan, Business Manager  
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