

Painters Local 1122 – Special Pay Skill based enhancements

NACE Certification

Management will determine the need for the number of employees who are eligible to obtain the NACE certification.

Upon completion of all requirements for the NACE certification employees will receive an additional \$2.00 dollars per hour for all hours worked.

Management will work with Union leadership to determine a list of employees who will take a pre-test for additional personnel to be considered for NACE certification.

Employees who pass the pre-test as determined by management will continue to NACE certification training and upon completion of certification will hold the NACE certification.

The assessment to determine a need for additional employees to hold a NACE certification will be made on a yearly bases.

Spraying Pay

Management will determine the number of employees who will receive the engaged rate pay for employees actively engaged in spraying operations. Painters who complete Spraying Qualifications via the ALC will be eligible to receive the additional pay while engaged in performing the essential spraying work functions.

ALC training will consist of hands-on training in....

- 1 – Proper paint application techniques
- 2 – Maintaining required thickness standards
- 3 – Ensuring uniform coating and smooth finishes
- 4 – Minimizing defects and rework to improve efficiency

Upon completion of the training, employees will undergo a performance assessment conducted by the instructor. Those who meet the required skill standards will receive the qualification and be eligible for the spraying special pay.

Employees who are actively engaged in spraying operations will receive the engaged rate of \$2.00 dollars per hour while performing the work function.

Blasting Pay

Management will determine the number of employees who will receive the engaged rate pay for employees actively engaged in blasting operations. Painters who are working the following areas will be eligible for the special pay enhancement on an engaged rate basis.

- 1 – Tanks – extended exposure to dust, noise, and restricted ventilation
- 2 – Sail – elevated blasting work with or without fall-protection requirements
- 3 – Hull – Large scale blasting critical to vessel integrity
- 4 – Bilge – Environment with limited access
- 5 – Decking and Deck Structures – Broad surface blasting requiring sustained effort
- 6 – Critical Path Blasting Jobs – assignments essential to project progression where delays directly affect delivery schedules

Employees who are actively engaged in blasting operations as highlighted above will receive the engaged rate of \$2.00 dollars per hour while performing the work function.

Management will determine the need for the number of employees eligible to receive the special pays and certifications as highlighted above. 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.

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

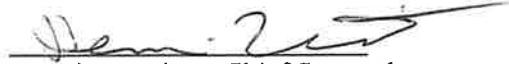
Union Leadership and Department Management agree to review the list of employees who are receiving the different Special Pays quarterly to ensure the business need is being met so skill enhancements are effectively having a positive impact on the business.

All D251 Painters working in the Groton Facility, whether eligible for special pay or not are required to perform assigned blasting work.

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



Dennis Urquhart, Chief Steward
Painters Local 1122



Pete Baker, MTC President

FOR THE COMPANY



Andrew King
Manager of Labor Relations
Electric Boat