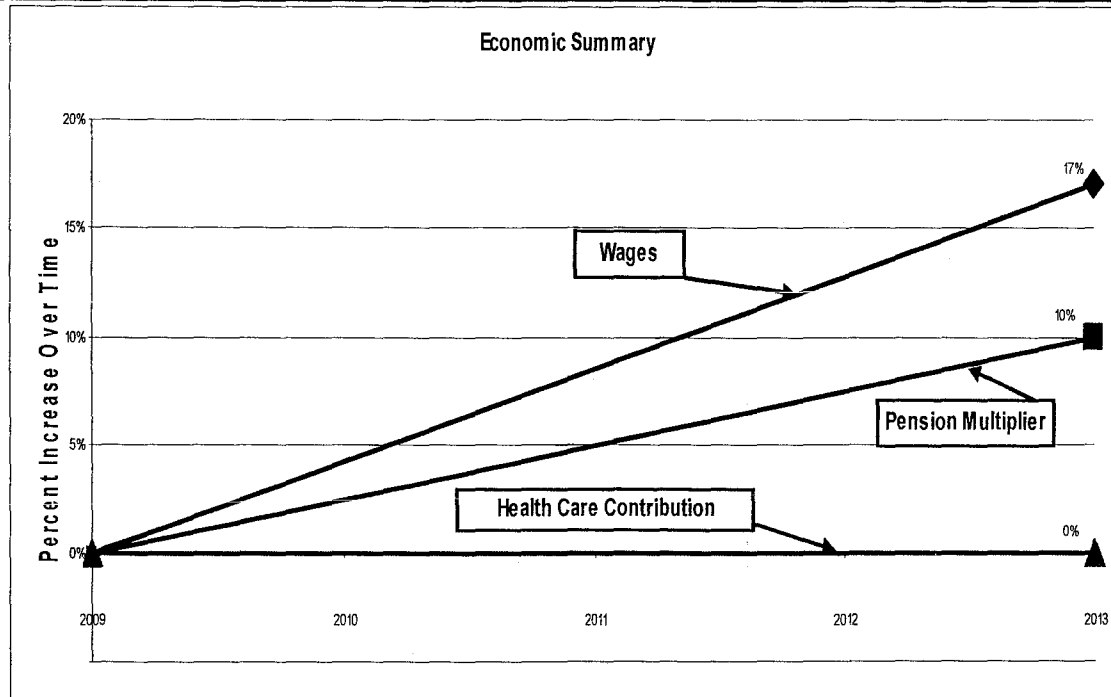


# Highlights of Tentative Labor Agreement Bath Iron Works and BMDA, Local 3999, UAW

54 Month Agreement March 16, 2009 - September 15, 2013

**NOTE: This contract includes all benefits gained from the Tobacco-Free MOAs dated 11/20/08**



## Wage Rate Increases

- 4.0% GWI March 16, 2009
- 4.0% GWI May 17, 2010
- 4.0% GWI July 18, 2011
- 4.0% GWI August 13, 2012
- Increases AE, Designer, NDT Tech, Lab Tech Work Leader rate to \$3.00/hour
- Increases Tech Clerk Work Leader rate to \$2.00/hour
- AAA rate increased to correspond with new AE pay scale
- Establishes 3 new rates for AEs and NDTs
- Shift premium increases to a flat rate of \$1.50

## Healthcare

- No increases in our contribution rates

## Retirement Programs

- Pension multiplier increases from \$49 to \$54 over life of our contract for all years of credited service
- BIW matching contributions into 401(k) plan increases in January 2013 from \$0.50 to \$0.55
- Increases the percentage of banked sick leave a retiree receives from 60% to 80%

## Vacations

### Effective January 1, 2010:

- Eliminating two-tier vacation schedule
- 83 additional senior members grandfathered with 3 more days annually
- Added (4) additional days for members with less than 1 year seniority
- Added (1) additional day for members with 1 – 5 years seniority

**Highlights of Tentative Labor Agreement**  
**Bath Iron Works and BMDA, Local 3999, UAW**  
**54 Month Agreement March 16, 2009 – September 15, 2013**

**Healthcare Coverage – Both Options**

- No plan design changes until 2010.

**Physician Open Access (POA) Co-Pays**

	<i>Through 12/31/09</i>	<i>After 12/31/09</i>
Preventive Care Office Visit	\$15	\$-0-
Office Visits (PCP or Specialist)	\$15	\$15
<i>Office Visit (Specialist)</i>	<i>\$15</i>	<i>\$30/15</i>
<i>Cardiac Rehabilitation</i>	<i>\$15</i>	<i>\$-0-</i>
Physical Therapy Office Visit	\$15	\$15
Chiropractic Office Visit	\$15	\$15
Allergy Shots Office Visit	\$15	\$15
Prescription Drugs		
Retail (30-day supply)	\$10/20/35	\$10/20/50
Mail Order (90-day supply)	\$20/40/70	\$20/40/100
X-rays, Labs, Diagnostics	15%; no deductible	20% no deductible
Emergency Room	15%; after deductible	20% after deductible
Inpatient Hospital Stay	15%; after deductible	20% after deductible
Outpatient Surgery	15%; after deductible	20% after deductible

**Annual Deductibles**

<i>Year</i>	<i>2009</i>	<i>2010</i>	<i>2011</i>	<i>2012</i>	<i>2013</i>
<i>Per Person</i>	<i>\$300</i>	<i>\$350</i>	<i>\$350</i>	<i>\$350</i>	<i>\$350</i>
<i>Maximum Per Family</i>	<i>\$600</i>	<i>\$700</i>	<i>\$700</i>	<i>\$700</i>	<i>\$700</i>

**Maximum Out-of-Pocket**

<i>Year</i>	<i>2009</i>	<i>2010</i>	<i>2011</i>	<i>2012</i>	<i>2013</i>
<i>Per Person</i>	<i>\$1,200</i>	<i>\$1,300</i>	<i>\$1,400</i>	<i>\$1,500</i>	<i>\$1,600</i>
<i>Maximum Per Family</i>	<i>\$2,400</i>	<i>\$2,600</i>	<i>\$2,800</i>	<i>\$3,000</i>	<i>\$3,200</i>

# Highlights of Tentative Labor Agreement

## Bath Iron Works and BMDA, Local 3999, UAW

54 Month Agreement March 16, 2009 – September 15, 2013

### Healthcare Coverage (Cont.)

#### Primary Care Physician Select (PCP Select) Co-Pays

	<i>Through 12/31/09</i>	<i>After 12/31/09</i>
Preventive Care Office Visit	\$15	\$-0-
Office Visits (PCP or Specialist)	\$15	\$15
<b>Office Visit (Specialist)</b>	<b>\$15</b>	<b>\$30/15</b>
<b>Cardiac Rehabilitation</b>	<b>\$15</b>	<b>\$-0-</b>
Physical Therapy Office Visit	\$15	\$15
Chiropractic Office Visit	\$15	\$15
Allergy Shots Office Visit	\$15	\$15
Prescription Drugs		
Retail (30-day supply)	\$10/20/35	\$10/20/50
Mail Order (90-day supply)	\$20/40/70	\$20/40/100
X-rays, Labs, Diagnostics	Covered in full	<i>Covered in full</i>
Emergency Room	\$50	\$100
Inpatient Hospital Stay	\$200	\$300
Outpatient Surgery	\$100	\$150

### Other Insurances

- Life Insurance
  - BIW paid insurance increases from \$38,000 to \$40,000.
  - Two additional Supplemental options added at \$200,000 and \$300,000 effective January 1, 2010.

# Highlights of Tentative Labor Agreement Bath Iron Works and BMDA, Local 3999, UAW

54 Month Agreement March 16, 2009 – September 15, 2013

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## Significant Contract Changes

- Transferable Holidays
  - Increases the number of transferable holidays an employee can earn.
  - Transferable holidays earned in excess of the scheduled unpaid shutdown days may be used at the employees discretion before the end of the following year.
  - Full time employees terminating employment will be paid for any unused earned transferable holidays.
- Expanded Flexible Workweek Program
  - Allowances made for employees on Company travel to participate in the Flexible Workweek Program on the days prior to leaving and/or upon return from Company travel.
- BIW to work toward rebalancing salaried and Associate Engineers shared functions.
- Revised seniority language to protect new member from salaried regression.
- Clarified roles and timelines in grievance process.
- Non-volunteers to receive a shift rotation end date at time of assignment.
- Increased advance notice for shift assignments from five (5) to ten (10) working days.

# Highlights of Tentative Labor Agreement Bath Iron Works and BMDA, Local 3999, UAW

54 Month Agreement March 16, 2009 – September 15, 2013

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## Significant Contract Changes (Cont.)

- Clarified there are no designated breaks during overtime assignment.
- Off-shift employees working 1<sup>st</sup> shift hours at BIW's convenience will receive shift premium.
- Reduces duration that salaried employees may perform BMDA functions as part of employee training from 90 to 10 working days.
- Added clarifying language on length of (PIP) Performance Improvement Plan.
- Revises performance evaluation to allow for merit increases outside of the six (6) month cycle with Department Head approval.
- Added absentee codes table to Article XXXIV (Attendance at Work).
- Clarifies rules and regulations in Article XXXV.
- Adds new section defining responsibilities of Work Leaders and Trainers/Mentors.

# Highlights of Tentative Labor Agreement

## Bath Iron Works and BMDA, Local 3999, UAW

### 54 Month Agreement March 16, 2009 – September 15, 2013

#### SCHEDULE OF WAGE RATES

8/13/2012 4.00% GWI	\$35.38	\$34.02	\$32.71	\$31.45	\$29.12	\$28.29	\$27.59	\$26.64	\$25.49	\$24.59	\$23.59	\$22.76	\$21.88	\$21.11	\$20.47	\$19.85	\$19.40	\$18.73	\$18.35	\$17.57
7/18/2011 4.00% GWI	\$34.02	\$32.71	\$31.45	\$30.24	\$28.00	\$27.20	\$26.53	\$25.62	\$24.51	\$23.64	\$22.68	\$21.88	\$21.04	\$20.30	\$19.68	\$19.09	\$18.65	\$18.01	\$17.64	\$16.89
5/17/2010 4.00% GWI	\$32.71	\$31.45	\$30.24	\$29.08	\$26.92	\$26.15	\$25.51	\$24.63	\$23.57	\$22.73	\$21.81	\$21.04	\$20.23	\$19.52	\$18.92	\$18.36	\$17.93	\$17.32	\$16.96	\$16.24
3/16/2009 4.00% GWI	\$31.45	\$30.24	\$29.08	\$27.96	\$25.88	\$25.14	\$24.53	\$23.68	\$22.66	\$21.86	\$20.97	\$20.23	\$19.45	\$18.77	\$18.19	\$17.65	\$17.24	\$16.65	\$16.31	\$15.62

Assoc. Engineer	AE3	AE2	AE1	AAA	AA	A	B	C	D	E										
NDT Tech		NDT3	NDT2	NDT1	1AA	1A	1B	1C	1D	1E	2A	2B	2C	3A	3B	3C	3D	3E		
Lab Tech					1AA	1A	1B	1C	1D	1E	2A	2B	2C	3A						
Designer					1AA	1A	1B	1C	1D	1E	2A	2B	2C	3A	3B	3C	3D	3E	3F	1
Technical Clerk												1AA	1A	1B	1C	1D	2A	2B	2C	1

#### NOTES:

1. Work leader or *Trainer/Mentor* positions are of a temporary status and are available to those employees who are 1<sup>st</sup> Class or higher within their classification. *Designer, AE, NDT Tech, Lab Tech* Work Leaders shall receive a "while assigned rate" of one ~~one~~ *three* dollars (\$43.00) per hour. People assigned as full time mentors or *full or part time* trainers shall also receive temporary Work Leader status a "while assigned rate" of one dollar (\$1.00) per hour. *Designers in a 2<sup>nd</sup> or 3<sup>rd</sup> class rate while performing the Work Leader or Trainer/Mentor function shall receive pay equal to Designer 1E plus the appropriate "while assigned rate."*
2. Lab technicians shall receive a while-engaged rate of five dollars (\$5.00) per hour when testing or monitoring epoxy, or asbestos or sewage.
3. NDT technicians shall receive a while-engaged rate of two dollars (\$2.00) per hour when handling (using) Iridium Number 192.
4. ~~The minimum pay level for a competent person (lab technicians only) is 3A.~~
5. ~~4.~~ The Chief Technical Clerk classification is a closed classification as of 3/17/01. ~~the date of the ratification of this contract. It has been merged into the Technical Clerk classification. All employees classified as Chief Technical Clerks class A and B as of that date shall retain their current pay level until such time as they are no longer in employ of the BIW, accept another position, or have been promoted out of this classification. These employees may be required to perform work leader duties but will not be eligible for additional Work Leader "while assigned rate."~~ *Technical Clerk Work Leaders are of a temporary status and are available to those employees who are 1<sup>st</sup> class or higher within their classification and shall receive a "while assigned rate" of two dollars (\$2.00) per hour. The Technical Clerk Work Leader shall perform both Trainer/Mentor and Work Leader functions. Technical Clerks at a 2<sup>nd</sup> class rate while performing the Work Leader or Trainer/Mentor function shall receive pay equal to Technical Clerk 1D plus the applicable "while assigned rate." Technical Clerks assigned as full time Mentors shall receive a "while assigned rate" of one dollar (\$1.00) per hour.*