



Memorandum of Understanding
Between
Fluor BWXT Portsmouth LLC (FBP)
and
United Steelworkers, AFL-CIO Local No. 689 (USW)
P&T Unit

To comply with the SSVSP requirements and to maintain continuity of operations, the undersigned parties agree to the following provisions with regard to Article XV- Miscellaneous Section (6)- Subcontracting Work- Contract Labor:


The RCT classification shall not fall below 60 for a period of one (1) year from the SSVSP release date. At that point in time, the parties agree to revert back to the current Collective Bargaining Agreement (CBA) language of 63.

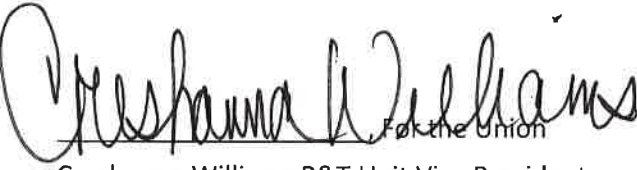
This does not preclude the Company from RCT replacements due to normal attrition.

No part of this agreement will be cited, referred to or relied upon by either party as precedent for any other matter, nor does it alter the CBA.

This agreement represents the entire understanding of the parties with respect to its subject matter.

Signed this 11 day of January 2024.


_____, For the Company
Ronald E. Lee, Sr. Director - Labor Relations,
Fluor B&W Portsmouth LLC


_____, For the Union
Creshanna Williams P&T Unit Vice President,
USW, Local 689