



Memorandum of Agreement

2022 Juneteenth Holiday Recognition

Between

Fluor-BWXT Portsmouth LLC (FBP)

And

FBP United Steelworkers, AFL-CIO Local No. 689 (USW):

P&T Unit

President Biden signed into law the creation of June 19 as "Juneteenth", a Federal Holiday, on June 17, 2021. FBP management has determined that the date for the Juneteenth holiday will be recognized on June 20, 2022.

Consistent with all other recognized holidays, Juneteenth will be an (8) hour paid holiday, paid at the straight time rate. Employees will be required to work or use supplemental hours from PTO or approved LWOP, if applicable, to fulfill shift requirements. As Holidays are subjects of mandatory bargaining; the Company commits to negotiate, with the Union, the terms surrounding the potential future permanent addition of the Juneteenth holiday. As discussed, the Company and the Union agree to work out any scheduling issues, which may occur during the one time recognition of the special holiday.

The Company and Union agree to resolve any issues that arise from this holiday recognition in Step 2 of the grievance procedure.

Agreed upon this 13 day of June, 2022.

For the Company

Ronald E. Lee, Director, Labor Relations
Fluor BWXT Portsmouth LLC

For the Union

TL for HP

Herman Potter, Union President
USW Local 689

Creshanna Williams, P&T Unit Vice President
USW Local 689