



## **Memorandum of Agreement**

### ***Extension of current Professional and Technical Unit Collective Bargaining Agreement***

Between

**Fluor-BWXT Portsmouth LLC (FBP)**

And

**United Steelworkers, AFL-CIO Local No. 689-06 (USW)**

This Memorandum of Agreement is entered into between Fluor-BWXT Portsmouth LLC (FBP/Company/Party) and the Professional and Technical Unit of the United Steel, Paper, and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (USW/Union/Party/PTU Local 689-06.

The Parties entered into a Collective Bargaining Agreement (CBA) dated August 22, 2023, which was originally set to expire on January 31, 2025.

The Parties previously entered into a Memorandum of Agreement (MOA) extending the term of the CBA, which was originally extended on January 9, 2025, and the new expiration date was set to March 1, 2025;

The Parties now wish to further extend the term of the CBA under the same terms and conditions, subject to any amendments or modifications mutually agreed upon for this new period;

The Parties agree as follows:

The term of the CBA is further extended for an additional three months, with the new expiration date being May 31, 2025.

Additionally, both parties agree to the terms of continuing forward with the suspension of Mission Critical Designation language within Article IX - Seniority, Section -1 -C. Classification Seniority.

Except as otherwise provided herein, all terms and conditions of the CBA, including wages, benefits and other provisions, shall remain unchanged and continue in full force and effect during the extended term.

Agree to initiate meaningful discussion and negotiations in March of this year.

A one-time, non-precedent-setting, lump sum payment of one thousand dollars (\$1,000) less applicable taxes will be made to each active employee member of the bargaining unit represented by USW 689-06 effective on the date this extension is signed. Lump sum payments will be processed no later than March 21, 2025.



This MOA constitutes the entire understanding between the Parties with respect to the extension of the CBA. Any amendments or modifications to this MOA shall be made in writing and signed by both parties.

The parties further agree that all notices required by law or contract related to the expiration of this Agreement have been satisfied and the Parties waive any rights to further notice.

Agreed upon this 20th day of February 2025.

For the Union:

Union President USW Local 689

For the Company:

TODD CRON (Affiliate)

Digitally signed by TODD CRON  
(Affiliate)  
Date: 2025.02.20 09:47:31 -05'00'

Unit President, P&T USW Local 689-06