

APPENDIX H – Provisions for Incorporation of Industrial Hygiene Job Family Classifications into the Professional and Technical Unit

The following provisions amend the current Professional and Technical Unit (P&T Unit) of the collective bargaining agreement between Fluor-BWXT Portsmouth (FBP or the Company) and the USW International of behalf of USW Local 689-1 to cover newly organized IH job family classifications, and if established ESHQ Technologist positions (collectively, IH). The IH positions will be incorporated into the job family that includes the existing IH Associate position. The IH job family positions will include, in the following order of progression:

- IH Respirator Tech
- IH Tech, Jr.
- IH Tech, Sr.
- IH Tech, Lead
- IH Associate - existing
- ESHQ Technologist –if established

The parties acknowledge that the Company voluntarily recognized the Union as the bargaining representative for IH Respirator Tech, IH Tech, Jr., IH Tech, Sr., IH Tech Lead, and ESHQ Technologist positions by the Company via letter of stipulation signed by both parties on February 18, 2019.

The provisions of all Articles within the current P&T Unit are applicable for these newly added IH job family classifications, subject to the following clauses amending specific Articles. In addition, position advancement processes are defined in a new Appendix F for the IH job family positions.

Article II – Recognition

Is hereby amended to include the newly added classifications:

- IH Respirator Tech
- IH Tech, Jr.
- IH Tech, Sr.
- IH Tech, Lead
- ESHQ Technologist – if established

Article XVII – Wage Rate and Progression

Is hereby amended to include the following in Section 2:

For 2020 and upon ratification, the standard rates in Appendix A, as amended by Appendix H will apply. Incumbent employees below the standard rate will have their rate adjusted to the standard rate. Those employees above the standard rate will be red-circled and receive a 2.25% lump sum payment. Rate increases will be effective retroactive to August 17, 2020 for current incumbents and new hires since that date.

For 2021 employees in IH job family positions whose rates exceed the proposed rates will continue to be red-circled and lump sum payments of 2.25% made annually until such time as their rates fall below the standard rates in Appendix A, as amended by Appendix H.

Is hereby amended to include reference to additional appendices in Section 3:

2) successful completion and demonstration of competency/qualification for the next level. Competency standards are defined by management in specified qual plans for the specific classification, and summarized in Appendices B, C, D, E, and F of this Agreement.

Appendix A – Annual Wage Schedule

Is hereby amended to include the addition of the newly added classifications to the P&T Unit with the following annual wage rates:

	2020	2021
IH Respirator Tech	\$47,424.00	\$48,491.04
IH Tech, Jr.	\$52,187.20	\$53,362.40
IH Tech, Sr.	\$58,323.20	\$59,635.68
IH Tech, Lead	\$64,459.20	\$65,908.96
ESHQ Technologist	-	-

Is hereby amended to include the addition of the newly added classifications to the P&T Unit with the following hourly rate schedule.

	2020	2021
IH Respirator Tech	\$22.80	\$23.313
IH Tech, Jr.	\$25.09	\$25.655
IH Tech, Sr.	\$28.04	\$28.671
IH Tech, Lead	\$30.99	\$31.687
ESHQ Technologist	-	-

Article XV – Miscellaneous

Is hereby amended to include this additional clause in the last sentence in Section 6, providing for subcontracting within the newly organized expansion of the IH Group:

...The Company agrees that the number of direct hire employees within each of the represented groups in the Professional and Technical Unit shall not drop below the number of FBP employees at the time of ratification or date of recognized accretion as long as there are contract labor resources (CLR) employed within the respective groups.