



USW D&D-FBP CBA Negotiations

Company's Best and Final Offer (BAFO) August 1, 2023

After conclusion of negotiations discussions between FBP (Company), and the USW, Local 689 (Union), the Company hereby provides the following BAFO. The Company believes this offer addresses the issues and requires that this offer be supported by the full Union Committee and be put to a ratification vote on or before October 31, 2023.

Note that ALL the following provisions are conditioned upon ratification of the CBA on the first vote. Failure to gain ratification by that date will result in this offer being revised or withdrawn.

1. The attached Addendum will be added to the existing collective bargaining agreement to extend the agreement until March 28, 2024.
2. The wages, as noted in Appendix A – Wage Schedule of the CBA Addendum, will be increased to 2% and will be effective upon ratification, retroactive to March 29, 2023.
3. A one-time signing bonus of \$1,500, less taxes, contingent upon immediate acceptance of this offer and ratification on the first vote but no later than October 31, 2023, will be provided to each active member of the Unit within 30 days of ratification, in appreciation of the good faith bargaining process that has resulted in this collective bargaining agreement for the Unit.

Agreed

August 1, 2023

A handwritten signature in blue ink, appearing to read "Ron Lee".

Ron Lee, Sr. Director
Labor Relations
Fluor-BWXT Portsmouth

A handwritten signature in blue ink, appearing to read "Herman Potter".

Herman Potter,
President USW
Local 689

Appendix A - Wage Schedule
Pay scale effective 3/29/2023

Classifications	2022 Rates reflect a 3% Increase						2023 Rates reflect a 2% Increase					
	Maximum Rate	Starting Rate 2022	2022 13 Wks	2022 26 Wks	2022 39 Wks	2022 52 Wks	Maximum Rate	Starting Rate 2023	2023 13 Wks	2023 26 Wks	2023 39 Wks	2023 52 Wks
Assistant Boiler Operator	\$ 26.113	\$ 24.569	\$ 25.128	\$ 25.424	\$ 25.779	\$ 26.113	\$ 26.635	\$ 25.060	\$ 25.631	\$ 25.932	\$ 26.294	\$ 26.635
Boiler Operator	\$ 27.885	\$ 26.441	\$ 27.165	\$ 27.885	\$ -	\$ -	\$ 28.442	\$ 26.970	\$ 27.708	\$ 28.442	\$ -	\$ -
Carpenter	\$ 28.502	\$ 26.952	\$ 27.655	\$ 28.502	\$ -	\$ -	\$ 29.072	\$ 27.491	\$ 28.208	\$ 29.072	\$ -	\$ -
CDM Operator	\$ 29.652	\$ 27.699	\$ -	\$ 28.876	\$ -	\$ 29.652	\$ 30.245	\$ 28.253	\$ -	\$ 29.454	\$ -	\$ 30.245
CDM Operator / GWTF 2nd Class	\$ 24.699	\$ 24.699	\$ -	\$ -	\$ -	\$ -	\$ 25.253	\$ 25.253	\$ -	\$ -	\$ -	\$ -
Chemical Operator	\$ 28.949	\$ 27.054	\$ 27.796	\$ 28.619	\$ 28.785	\$ 28.949	\$ 29.528	\$ 27.595	\$ 28.352	\$ 29.192	\$ 29.361	\$ 29.528
Chemical Operator-in-Training	\$ 25.025	\$ 23.005	\$ 23.885	\$ 24.458	\$ 25.025	\$ -	\$ 25.526	\$ 23.465	\$ 24.363	\$ 24.947	\$ 25.526	\$ -
Coal Handling Machine Operator	\$ 25.025	\$ 23.005	\$ 23.885	\$ 24.458	\$ 25.025	\$ -	\$ 25.526	\$ 23.465	\$ 24.363	\$ 24.947	\$ 25.526	\$ -
D & D I	\$ 29.907	\$ 28.261	\$ -	\$ 29.050	\$ -	\$ 29.907	\$ 30.505	\$ 28.826	\$ -	\$ 29.631	\$ -	\$ 30.505
D & D II	\$ 29.907	\$ 28.261	\$ -	\$ 29.050	\$ -	\$ 29.907	\$ 30.505	\$ 28.826	\$ -	\$ 29.631	\$ -	\$ 30.505
Distribution & Inspection Operator	\$ 28.949	\$ 27.054	\$ 27.796	\$ 28.619	\$ 28.785	\$ 28.949	\$ 29.528	\$ 27.595	\$ 28.352	\$ 29.192	\$ 29.361	\$ 29.528
Electrician 1st Class	\$ 29.679	\$ 28.060	\$ -	\$ 28.823	\$ -	\$ 29.679	\$ 30.272	\$ 28.621	\$ -	\$ 29.399	\$ -	\$ 30.272
Electrician 2nd Class	\$ 26.113	\$ 24.569	\$ 25.128	\$ 25.424	\$ 25.779	\$ 26.113	\$ 26.636	\$ 25.060	\$ 25.631	\$ 25.932	\$ 26.294	\$ 26.635
Electronic Mechanic 1st Class	\$ 29.157	\$ 27.600	\$ 28.356	\$ 29.157	\$ -	\$ -	\$ 29.740	\$ 28.152	\$ 28.923	\$ 29.740	\$ -	\$ -
Electronic Mechanic 2nd Class	\$ 26.501	\$ 24.842	\$ 25.392	\$ 25.779	\$ 26.077	\$ 26.501	\$ 27.031	\$ 25.339	\$ 25.900	\$ 26.294	\$ 26.599	\$ 27.031
Fire Protection EMT	\$ 27.502	\$ 26.036	\$ 26.689	\$ 27.502	\$ -	\$ -	\$ 28.052	\$ 26.556	\$ 27.222	\$ 28.052	\$ -	\$ -
HVAC Mechanic	\$ 29.172	\$ 29.172	\$ -	\$ -	\$ -	\$ -	\$ 29.755	\$ 29.755	\$ -	\$ -	\$ -	\$ -
Instrument Mechanic 1st class	\$ 29.853	\$ 28.287	\$ -	\$ 29.050	\$ -	\$ 29.853	\$ 30.450	\$ 28.853	\$ -	\$ 29.631	\$ -	\$ 30.450
Instrument Mechanic 2nd Class	\$ 26.501	\$ 24.842	\$ 25.392	\$ 25.779	\$ 26.077	\$ 26.501	\$ 27.031	\$ 25.339	\$ 25.900	\$ 26.294	\$ 26.599	\$ 27.031
Janitor	\$ 23.304	\$ 21.882	\$ 23.304	\$ -	\$ -	\$ -	\$ 23.771	\$ 22.320	\$ 23.771	\$ -	\$ -	\$ -
Janitor B*	\$ 17.225	\$ 16.077	\$ 17.225	\$ -	\$ -	\$ -	\$ 17.570	\$ 16.398	\$ 17.570	\$ -	\$ -	\$ -
Laborer	\$ 23.410	\$ 22.182	\$ 23.410	\$ -	\$ -	\$ -	\$ 23.878	\$ 22.625	\$ 23.878	\$ -	\$ -	\$ -
Laborer B*	\$ 17.225	\$ 16.077	\$ 17.225	\$ -	\$ -	\$ -	\$ 17.570	\$ 16.398	\$ 17.570	\$ -	\$ -	\$ -
Laundry Worker	\$ 23.937	\$ 22.655	\$ 23.937	\$ -	\$ -	\$ -	\$ 24.416	\$ 23.109	\$ 24.416	\$ -	\$ -	\$ -
Laundry Worker B*	\$ 17.225	\$ 16.077	\$ 17.225	\$ -	\$ -	\$ -	\$ 17.570	\$ 16.398	\$ 17.570	\$ -	\$ -	\$ -
Lubricator (Garage)	\$ 25.128	\$ 23.632	\$ 24.358	\$ 25.128	\$ -	\$ -	\$ 25.631	\$ 24.105	\$ 24.845	\$ 25.631	\$ -	\$ -
Machinist AA	\$ 28.957	\$ 27.387	\$ 28.140	\$ 28.957	\$ -	\$ -	\$ 29.536	\$ 27.935	\$ 28.703	\$ 29.536	\$ -	\$ -
Machinist - 2nd Class	\$ 26.113	\$ 24.569	\$ 25.128	\$ 25.424	\$ 25.779	\$ 26.113	\$ 26.636	\$ 25.060	\$ 25.631	\$ 25.932	\$ 26.294	\$ 26.635
Maint Mechanic 1st Class	\$ 29.679	\$ 28.060	\$ -	\$ 28.823	\$ -	\$ 29.679	\$ 30.272	\$ 28.621	\$ -	\$ 29.399	\$ -	\$ 30.272
Maintenance Mechanic 2nd Class	\$ 26.113	\$ 24.569	\$ 25.128	\$ 25.424	\$ 25.779	\$ 26.113	\$ 26.636	\$ 25.060	\$ 25.631	\$ 25.932	\$ 26.294	\$ 26.635
Mason	\$ 28.957	\$ 27.387	\$ 28.140	\$ 28.957	\$ -	\$ -	\$ 29.536	\$ 27.935	\$ 28.703	\$ 29.536	\$ -	\$ -
Materials	\$ 26.113	\$ 24.569	\$ 25.128	\$ 25.424	\$ 25.779	\$ 26.113	\$ 26.636	\$ 25.060	\$ 25.631	\$ 25.932	\$ 26.294	\$ 26.635
Materials B*	\$ 19.522	\$ 18.374	\$ 19.522	\$ -	\$ -	\$ -	\$ 19.912	\$ 18.741	\$ 19.912	\$ -	\$ -	\$ -
Mobile Equipment Mechanic	\$ 28.502	\$ 26.952	\$ 27.655	\$ 28.502	\$ -	\$ -	\$ 29.072	\$ 27.491	\$ 28.208	\$ 29.072	\$ -	\$ -
Power Operator 1st Class	\$ 28.949	\$ 27.054	\$ 27.796	\$ 28.619	\$ 28.785	\$ 28.949	\$ 29.528	\$ 27.595	\$ 28.352	\$ 29.192	\$ 29.361	\$ 29.528
Power Operator 2nd Class	\$ 26.113	\$ 24.569	\$ 25.128	\$ 25.424	\$ 25.779	\$ 26.113	\$ 26.636	\$ 25.060	\$ 25.631	\$ 25.932	\$ 26.294	\$ 26.635
Production Process Operator	\$ 28.949	\$ 27.054	\$ 27.796	\$ 28.619	\$ 28.785	\$ 28.949	\$ 29.528	\$ 27.595	\$ 28.352	\$ 29.192	\$ 29.361	\$ 29.528
Production Process Optr-in-Training	\$ 25.025	\$ 23.005	\$ 23.885	\$ 24.458	\$ 25.025	\$ -	\$ 25.526	\$ 23.465	\$ 24.363	\$ 24.947	\$ 25.526	\$ -
Project Worker Ops - B	\$ 29.907	\$ 29.907	\$ -	\$ -	\$ -	\$ -	\$ 30.505	\$ 30.505	\$ -	\$ -	\$ -	\$ -
Project Worker Ops	\$ 31.103	\$ 31.103	\$ -	\$ -	\$ -	\$ -	\$ 31.725	\$ 31.725	\$ -	\$ -	\$ -	\$ -
Sheet Metal Mech 1st Class	\$ 28.957	\$ 27.387	\$ 28.140	\$ 28.957	\$ -	\$ -	\$ 29.536	\$ 27.935	\$ 28.703	\$ 29.536	\$ -	\$ -
Sheet Metal Mechanic 2nd Class	\$ 26.113	\$ 24.569	\$ 25.128	\$ 25.424	\$ 25.779	\$ 26.113	\$ 26.636	\$ 25.060	\$ 25.631	\$ 25.932	\$ 26.294	\$ 26.635
Sign Painter- 1st Class	\$ 27.885	\$ 26.441	\$ 27.165	\$ 27.885	\$ -	\$ -	\$ 28.442	\$ 26.970	\$ 27.708	\$ 28.442	\$ -	\$ -
Sign Painter 2nd Class	\$ 27.502	\$ 26.036	\$ 26.689	\$ 27.502	\$ -	\$ -	\$ 28.052	\$ 26.556	\$ 27.222	\$ 28.052	\$ -	\$ -
Stationary Engineer Steam Plan	\$ 28.947	\$ 27.073	\$ 27.926	\$ 28.947	\$ -	\$ -	\$ 29.526	\$ 27.614	\$ 28.485	\$ 29.526	\$ -	\$ -
Truck Driver	\$ 25.219	\$ 23.193	\$ 24.082	\$ 24.649	\$ 25.219	\$ -	\$ 25.724	\$ 23.657	\$ 24.564	\$ 25.142	\$ 25.724	\$ -
Taxi Driver	\$ 23.879	\$ 22.600	\$ 23.879	\$ -	\$ -	\$ -	\$ 24.356	\$ 23.052	\$ 24.356	\$ -	\$ -	\$ -
Taxi Driver B*	\$ 17.225	\$ 16.077	\$ 17.225	\$ -	\$ -	\$ -	\$ 17.570	\$ 16.398	\$ 17.570	\$ -	\$ -	\$ -
Uranium Material Handler	\$ 28.949	\$ 27.054	\$ 27.796	\$ 28.619	\$ 28.785	\$ 28.949	\$ 29.528	\$ 27.595	\$ 28.352	\$ 29.192	\$ 29.361	\$ 29.528
Uranium Material Handler-in-Training	\$ 25.025	\$ 23.005	\$ 23.885	\$ 24.458	\$ 25.025	\$ -	\$ 25.526	\$ 23.465	\$ 24.363	\$ 24.947	\$ 25.526	\$ -
Utilities Operator	\$ 28.949	\$ 27.054	\$ 27.796	\$ 28.619	\$ 28.785	\$ 28.949	\$ 29.528	\$ 27.595	\$ 28.352	\$ 29.192	\$ 29.361	\$ 29.528
Utilities Operator-in-Training	\$ 25.025	\$ 23.005	\$ 23.885	\$ 24.458	\$ 25.025	\$ -	\$ 25.526	\$ 23.465	\$ 24.363	\$ 24.947	\$ 25.526	\$ -
Utility Distribution Operator	\$ 28.949	\$ 27.054	\$ 27.797	\$ 28.620	\$ 28.785	\$ 28.949	\$ 29.528	\$ 27.595	\$ 28.353	\$ 29.192	\$ 29.361	\$ 29.528
Welder 1st Class	\$ 28.957	\$ 27.387	\$ 28.140	\$ 28.957	\$ -	\$ -	\$ 29.536	\$ 27.935	\$ 28.703	\$ 29.536	\$ -	\$ -
Welder 2nd Class	\$ 26.113	\$ 24.569	\$ 25.128	\$ 25.424	\$ 25.779	\$ 26.113	\$ 26.636	\$ 25.060	\$ 25.631	\$ 25.932	\$ 26.294	\$ 26.635

*Employees hired after 2017 CBA ratification. See Article XI Section 1 B for yearly progressions.

**Project Worker -B does not include 4%

TENTATIVELY AGREED TO

FOR THE COMPANY:

FOR THE UNION:

