



UAW Local 2262

Tentative Agreement Highlights

Fully endorsed by the BWXT Unit Bargaining Committee.

Duration

Five (5) years, expiring at midnight May 16, 2031

Wages:

\$1800 ratification bonus

Year 1 - **3.0%** GWI effective May 17, 2026 (**3.0% + \$1,800 bonus = 5.16% year 1**)

Year 2 - **3.5%** GWI effective May 17, 2027

Year 3 - **3.5%** GWI effective May 17, 2028

Year 4 - **5.0%** GWI effective May 17, 2029

Year 5 - **5.0%** GWI effective May 17, 2030

Key benefits of a 5-year contract:

- **Financial stability and security.**
- **Multi-year wage schedule gives members predictable income progression.**
- **Recession and economic protection:** **Wage floors and guaranteed minimum increases protect against real-wage erosion during downturns.**
- **Healthcare Benefits continuity and protection:** **Multi-year guarantee of health insurance terms allows members to know exactly how much their healthcare contribution will rise each year, making personal and household budgeting simpler. No sudden benefit cuts for the life of the contract; preserves access to affordable care.**
- **Protection from market spikes:** **A fixed increase shields members from sudden or large healthcare premium hikes driven by market or provider changes.**
- **Avoids the disruption, cost and uncertainty of annual bargaining:** **Creates time for the union to focus on contract enforcement, member services and organizing rather than frequent negotiations.**

Significant Gains:

- Martin Luther King Jr Day and Veterans Day will be added as additional company paid holidays. (~~Floating holiday~~)
- Bargaining power over the attendance policy. (~~The Company will not modify its Attendance Policy for the life of the Agreement without bargaining the changes with the Union.~~)
- Employees who wish to take time off for the death of an extended family member related by blood may request time off under Section 20.11 – Personal Leave.
- Modest One-time out of pocket healthcare increase in year 1 and then frozen for the life of the agreement. (~~*Bi-weekly Traditional family +\$25.00/check; Single +\$12.50/check~~)
- Employees may sign up for medical, dental, and/or vision in any combination depending on individual choice.
- Simplified/revamped AP process.
- Increase to Pension/Retirement Income:

Effective May 17, 2026	\$57.00 per year of service
Effective May 17, 2027	\$58.00 per year of service
Effective May 17, 2028	\$59.00 per year of service
Effective May 17, 2029	\$60.00 per year of service
Effective May 17, 2030	\$61.00 per year of service
- Lower years of service requirements to attain additional contributions for 401K participants:

Years of Service	% of Compensation
Up to 5 years	3%
5 years up to 10 years	4%
10 years up to 15 years	5%
15 years up to 20 years	6%
20 years up to 25 years	7%
25 years or more	8%

Years of Service*	Percentage Contribution
0-5	3%
6-10	4%
11-15	5%
16-20	6%
21-25	7%
26+	8%

~~*(based on date of hire)~~

Vacation:

- Decrease in years of service requirements to attain additional vacation faster.
- Paid Personal days, non-scheduled days and vacation days will now be combined into one vacation policy.
- (3 paid personal days + 5 non-scheduled days) are now 64 paid vacation hours.
- You can choose to take pay instead of taking time off.
- Vacation hours will not be used concurrently with any FMLA leave.
- Vacation hours will not be required to be used in place of attendance points.
- Vacation hours can be taken in half hour (1/2) increments.
- Full days of vacation will require a call in prior to the start of the shift.
- Late arrivals must be called in by the start of shift.
- Supervisors must be notified of any non-emergency early departure, at least one hour prior to departure.

Years of Company Service	Annual Vacation Allotment	This is a net gain of +40 paid vacation hours for each tier from current CBA
Less than 1	Up to 80 hours (2 Weeks)	
1 year but less than 6	144 Hours (3 Weeks+3 days)	
6 years but less than 15	184 Hours (4 Weeks+3 days)	
15 or more	224 Hours (5 Weeks+3 days)	

The new vacation structure provides:

- Predictability: accrual tied to years of service makes it easy to know exactly how much you'll earn each month.
- Rewards tenure: larger annual allotments at higher service tiers incentivize staying with the company.
- Flexibility in emergencies: the ability to borrow up to 40 hours gives short-term access to paid time off when you haven't yet accrued it.
- Encourages use of leave: a maximum accrual cap encourages employees to use time off which helps reduce burnout and improves well-being.

***Reference the Tentative Agreement Summary For Full Vacation Details.**

	3.00%	3.50%	3.50%	5.00%	5.00%
	5/17/2026	5/17/2027	5/17/2028	5/17/2029	5/17/2030
Level 15	\$ 47.36	\$ 49.02	\$ 50.73	\$ 53.27	\$ 55.93
Level 14	\$ 46.12	\$ 47.74	\$ 49.41	\$ 51.88	\$ 54.47
Level 13	\$ 44.89	\$ 46.46	\$ 48.08	\$ 50.49	\$ 53.01
Level 12	\$ 43.65	\$ 45.18	\$ 46.76	\$ 49.10	\$ 51.55
Level 11	\$ 42.70	\$ 44.20	\$ 45.75	\$ 48.03	\$ 50.43
Level 10	\$ 42.04	\$ 43.52	\$ 45.04	\$ 47.29	\$ 49.66
Level 9	\$ 41.14	\$ 42.58	\$ 44.07	\$ 46.27	\$ 48.59
Level 8	\$ 40.46	\$ 41.87	\$ 43.34	\$ 45.51	\$ 47.78
Level 7	\$ 38.88	\$ 40.24	\$ 41.65	\$ 43.73	\$ 45.92
Level 6	\$ 37.79	\$ 39.11	\$ 40.48	\$ 42.51	\$ 44.63
Level 5	\$ 36.64	\$ 37.92	\$ 39.25	\$ 41.21	\$ 43.27
Level 4	\$ 35.42	\$ 36.66	\$ 37.94	\$ 39.84	\$ 41.83
Level 3	\$ 34.36	\$ 35.56	\$ 36.81	\$ 38.65	\$ 40.58
Level 2	\$ 33.10	\$ 34.26	\$ 35.46	\$ 37.24	\$ 39.10
Level 1	\$ 31.66	\$ 32.77	\$ 33.92	\$ 35.61	\$ 37.39
Level 0	\$ 29.56	\$ 30.60	\$ 31.67	\$ 33.25	\$ 34.91

Each employee covered by the CBA upon ratification will be paid a lump sum ratification bonus, subject to applicable taxes, in the gross amount of \$1,800.00.

This table displays the annual cost per employee (based on **2,080 hours**) including the **\$1,800 bonus in Year 1 only**, followed by the **5-Year Total** gross income of base wages.

Total Annual Gross Income & 5-Year Cumulative Chart

Level	Year 1 (with Bonus)	Year 2	Year 3	Year 4	Year 5	5-Year Total
Level 15	\$100,308.80	\$101,961.60	\$105,518.40	\$110,801.60	\$116,334.40	\$534,924.80
Level 14	\$97,729.60	\$99,299.20	\$102,772.80	\$107,910.40	\$113,297.60	\$521,009.60
Level 13	\$95,171.20	\$96,636.80	\$100,006.40	\$105,019.20	\$110,260.80	\$507,094.40
Level 12	\$92,592.00	\$93,974.40	\$97,260.80	\$102,128.00	\$107,224.00	\$493,179.20
Level 11	\$90,616.00	\$91,936.00	\$95,160.00	\$99,902.40	\$104,894.40	\$482,508.80
Level 10	\$89,243.20	\$90,521.60	\$93,683.20	\$98,363.20	\$103,292.80	\$475,104.00
Level 9	\$87,371.20	\$88,566.40	\$91,665.60	\$96,241.60	\$101,067.20	\$464,912.00
Level 8	\$85,956.80	\$87,089.60	\$90,147.20	\$94,660.80	\$99,382.40	\$457,236.80
Level 7	\$82,670.40	\$83,699.20	\$86,632.00	\$90,958.40	\$95,513.60	\$439,473.60
Level 6	\$80,403.20	\$81,348.80	\$84,198.40	\$88,420.80	\$92,830.40	\$427,201.60
Level 5	\$78,011.20	\$78,873.60	\$81,640.00	\$85,716.80	\$90,001.60	\$414,243.20
Level 4	\$75,473.60	\$76,252.80	\$78,915.20	\$82,867.20	\$87,006.40	\$400,515.20
Level 3	\$73,268.80	\$73,964.80	\$76,564.80	\$80,392.00	\$84,406.40	\$388,596.80
Level 2	\$70,648.00	\$71,260.80	\$73,756.80	\$77,459.20	\$81,328.00	\$374,452.80
Level 1	\$67,652.80	\$68,161.60	\$70,553.60	\$74,068.80	\$77,771.20	\$358,208.00
Level 0	\$63,284.80	\$63,648.00	\$65,873.60	\$69,160.00	\$72,612.80	\$334,579.20

**Total value of 48 Hours Extra Paid Time Off (PTO) per Employee
(40 hours vacation+8 hour holiday)**

Level	Year 1 Cost	Year 2 Cost	Year 3 Cost	Year 4 Cost	Year 5 Cost	5-Year Total Cost
Level 15	\$2,273.28	\$2,352.96	\$2,435.04	\$2,556.96	\$2,684.64	\$12,302.88
Level 14	\$2,213.76	\$2,291.52	\$2,371.68	\$2,490.24	\$2,614.56	\$11,981.76
Level 13	\$2,154.72	\$2,230.08	\$2,307.84	\$2,423.52	\$2,544.48	\$11,660.64
Level 12	\$2,095.20	\$2,168.64	\$2,244.48	\$2,356.80	\$2,474.40	\$11,339.52
Level 11	\$2,049.60	\$2,121.60	\$2,196.00	\$2,305.44	\$2,420.64	\$11,093.28
Level 10	\$2,017.92	\$2,088.96	\$2,161.92	\$2,269.92	\$2,383.68	\$10,922.40
Level 9	\$1,974.72	\$2,043.84	\$2,115.36	\$2,220.96	\$2,332.32	\$10,687.20
Level 8	\$1,942.08	\$2,009.76	\$2,080.32	\$2,184.48	\$2,293.44	\$10,510.08
Level 7	\$1,866.24	\$1,931.52	\$1,999.20	\$2,099.04	\$2,204.16	\$10,100.16
Level 6	\$1,813.92	\$1,877.28	\$1,943.04	\$2,040.48	\$2,142.24	\$9,816.96
Level 5	\$1,758.72	\$1,820.16	\$1,884.00	\$1,978.08	\$2,076.96	\$9,517.92
Level 4	\$1,700.16	\$1,759.68	\$1,821.12	\$1,912.32	\$2,007.84	\$9,201.12
Level 3	\$1,649.28	\$1,706.88	\$1,766.88	\$1,855.20	\$1,947.84	\$8,926.08
Level 2	\$1,588.80	\$1,644.48	\$1,702.08	\$1,787.52	\$1,876.80	\$8,599.68
Level 1	\$1,519.68	\$1,572.96	\$1,628.16	\$1,709.28	\$1,794.72	\$8,224.80
Level 0	\$1,418.88	\$1,468.80	\$1,520.16	\$1,596.00	\$1,675.68	\$7,679.52

True Value Of The Contract Agreement

In union bargaining especially for multi-year agreements, the total cost of the contract is calculated as a percentage of the total value of all employee compensation and benefits over the contract term. The purpose of this process is to assign a value to each provision of the labor agreement, so the contract can be measured and compared. Most importantly Sharing costing data fosters transparency to all members.

In this calculation, the 48 hours of new PTO represents a **flat rate of 2.31%** compensation across all years (48 hours ÷ 2,080 hours), and the \$1,800 signing bonus is treated as a straight standalone value injection in Year 1.

Flat Percentage Value Per Year (All Levels)

	Year 1 (3% + PTO + Bonus)	Year 2 (3.5% + PTO)	Year 3 (3.5% + PTO)	Year 4 (5% + PTO)	Year 5 (5% + PTO)
All Levels (0-15)	7.63%	5.81%	5.81%	7.31%	7.31%

Component Breakdown

- **Year 1 (7.63%):** 3.00% wage increase + 2.31% PTO value + 2.32% flat bonus value.
- **Year 2 (5.81%):** 3.50% wage increase + 2.31% PTO value.
- **Year 3 (5.81%):** 3.50% wage increase + 2.31% PTO value.
- **Year 4 (7.31%):** 5.00% wage increase + 2.31% PTO value.
- **Year 5 (7.31%):** 5.00% wage increase + 2.31% PTO value.