

BWXT Nuclear Operations Group, Inc.'s
Tenth Offer
to
UAW Local Union #2262

BWXT Nuclear Operations Group, Inc. and UAW Local Union #2262, having met for the purpose of negotiating all mandatory subjects of bargaining, execute this full and final settlement of all terms and conditions of employment as follows:

1. Article 13- Wages:

Move the wage table for Employees hired after 2/1/1988 from Appendix A to Section 13.2.

Modify the new Section 13.2 to provide wages as follows:

	3.00%	3.50%	3.50%	5.00%	5.00%
	Upon Ratification	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

Delete Sections 13.3, 13.4 and 13.5.

Modify the language contained in Section 13.6 in pertinent part to read as follows:

SHIFT PREMIUM. An employee who is regularly scheduled to work on the designated second and third shifts shall be paid a night-shift premium in the following amounts per hour for time worked on the designated shifts:

- (A) Second Shift Premium is a minimum of \$1.00 per hour
- (B) Third Shift Premium is a minimum \$1.00 per hour

2. Article 18 – Benefit Coverage: *Modify Article 18 in pertinent part as follows:*

Modify Section 18.2 to read as follows:

The rates for the Basic Plan shall be as follows:

	Medical	Dental	Vision	Total
Single	\$ 21.35	\$ 2.92	\$ 0.73	\$ 25.00
Family	\$ 41.53	\$ 6.88	\$ 1.59	\$ 50.00

The rates for the Traditional Plan shall be as follows:

	Medical	Dental	Vision	Total
Single	\$ 86.36	\$ 2.92	\$ 0.73	\$ 90.00
Family	\$ 171.53	\$ 6.88	\$ 1.59	\$ 180.00

Employees may sign up for Medical, Dental, and/or Vision in any combination depending on their individual choices.

3. Tentative Agreements: *In addition to the terms contained in 1-2 above, modify the CBA as necessary to reflect the Tentative Agreements contained in the Company's Seventh Offer. [C-3 (Vacation/Holidays/Bereavement), however, has been modified and attached to this offer replacing the previous T/A'd C-3.]*

4. Transition LOA: *The Parties agree to execute the Transition Letter of Agreement contained in the Company's Seventh Offer.*

5. Ratification Bonus: *If this offer is ratified prior to July 13, 2026, all Employees who are active at the time of ratification shall receive a one-time, lump sum gross ratification bonus of one thousand eight hundred dollars (\$1,800.00) less all applicable taxes. The ratification bonus is eliminated if the offer is ratified after July 13, 2026.*

6. Other Terms: *All other terms and conditions of employment not specifically identified in this offer shall remain unchanged during the new contract term.*

7. Effective Date: *If this offer is ratified prior to July 13, 2026, the terms contained in this offer shall be in effect May 17, 2026. If this offer is ratified after July 13, 2026, its terms shall be effective upon ratification. This offer shall be valid until ratified but shall be effectively withdrawn in the event of any work stoppage, slow down, strike, or concerted effort to disrupt the Company's business or the business of its customers.*

BWXT NUCLEAR OPERATIONS GROUP, INC.

UNITED AUTOWORKERS LOCAL UNION 2262

John A Mitchell
Labor Relations

Aaron Shinaul
International Representative

C-3/Holidays

Article 16 – Vacation

Delete Paragraph 34 in Article 6 related to personal days.

Delete the MOU pertaining to Non-Scheduled Days and all other references to Non-Scheduled Days from the CBA. All time off, not related to Holidays, is now contained in Article 16 – Vacation.

Replace all references to Personal Days in the CBA with “Vacation”.

Replace the language contained in Article 16 with the following language:

16.1 GENERAL. All Active Employees, i.e., Employees who have not been terminated or laid off, are eligible to earn Vacation consistent with the terms contained in this article. Earned Vacation will be held in each Employee’s Vacation Bank.

16.2 ACCRUAL PROCEDURE. Employees will accrue their Annual Vacation Allotment each month, over the course of the calendar year on a prorated basis at the beginning of each month.

16.3 ACCRUAL SCHEDULE. Employees shall be eligible for an Annual Vacation Allotment in accordance with the following schedule:

Years of Company Service	Annual Vacation Allotment
Less than 1	Up to 80 hours
1, but less than 6	144 Hours
6, but less than 15	184 Hours
15 or more	224 Hours

Employees who graduate from one “Year of Company Service Tier” to the next, shall begin to accrue at the next higher tier at the beginning of the month following their anniversary date.

16.4 BANK BALANCE. Accrued Vacation carries over from year-to-year and may continue to be accrued up to the Annual Vacation Allotment level applicable to Employees based on their Years of Company Service (“Maximum Accrual”). To the extent Employees accrue the Maximum Accrual, no additional Vacation will be accrued until such time as an Employee uses Vacation, thus dropping the Employee below his/her Maximum Accrual level. If an Employee has met his/her Maximum Accrual, and subsequently uses Vacation, the accrual of new Vacation will recommence effective the 1st of the following month. New Vacation will continue to accrue up to the Maximum Accrual level.

16.5 BORROWING. To accommodate Employees who would like to take a full week of Vacation, but who have only accrued a partial week in their Banks, they may “borrow” against the Vacation they expect to accrue over the course of the calendar year up to a maximum of forty (40) hours. This borrowing will place them in a negative Vacation balance until such time as sufficient Vacation has been earned to satisfy their negative balance.

16.6 PAY IN LIEU. Employees may take pay in lieu of time off by indicating their desire on a company issued form. Pay in lieu will be included in the next regular pay cycle.

16.7 VACATION PAY. Vacation will be paid at Employees' straight-time hourly rates and all applicable wage premiums at the time the Vacation is used.

16.8 SCHEDULING. Vacation shall be scheduled with, and approved by, the requesting Employee's supervisor, with due consideration given to the Employee's desires and the department's workload, ensuring the work group's efficiency will not be adversely affected. Vacation may be scheduled in one half (1/2) hour increments.

16.9 TERMINATION/LAYOFF. Only Employees who are laid off or terminated shall be paid their accrued vacation balance in their last paycheck at their then current hourly rate plus applicable premiums minus applicable taxes.

5. Article 6 - Holidays: *Replace Paragraph 33 with the following language:*

Employees shall be paid for twelve (12) holidays: New Year's Day, Martin Luther King Day, Good Friday, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day, and New Year's Eve. If any of these holidays fall on a Saturday, it shall be observed on the Friday before and if on a Sunday, it shall be observed on the Monday after the holiday.

Delete Section 6.2 and renumber subsequent sections.

Article 15 – Bereavement

Add the following paragraph at the end of Article 15.

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.