Los Alamos
NATIONAL LABORATORY

September 22, 2021

PARTIES TO THE MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is made and entered into by and between Triad National Security, LLC (the Company) and the International Association of Sheet Metal, Air, Rail and Transportation Workers (SMART), Local Union No. 49.

The parties agree to enter into a side agreement to commence upon execution of this agreement and to remain in effect for the duration of the Collective Bargaining Agreement effective July 1, 2022 through June 30, 2027 on shift differentials in Article XIII, Section 3. (G), as follows:

Swing Shift from 15% to 26%; and
Graveyard Shift from 20% to 14%

The purpose of shift differentials is to adequately staff both shifts for the expanding Laboratory mission. Should either of the above shifts prove difficult to staff at the shift differentials above, the parties agree to open the MOU for negotiating a modification to the shift differentials while maintaining an average of 20% for both shifts.

This side agreement will terminate at the expiration of term of the collective Bargaining Agreement that expires June 30, 2027.

Triad National Security, LLC

BY: KLG 9/22/2021
Karen L. Gerwin, Labor Relations Manager Date

International Association of Sheet Metal, Air, Rail and Transportation Workers (SMART), Local Union No. 49.

BY: 9/22/2021
Isaiah Zemke, Business Agent Date