

**MEMORANDUM OF UNDERSTANDING
BETWEEN
TRIAD NATIONAL SECURITY, LLC
AND
INTERNATIONAL ASSOCIATION OF SHEET METAL, AIR, RAIL, AND TRANSPORTATION
WORKERS, LOCAL UNION 49**

This Memorandum of Understanding is made and entered into and between Triad National Security, LLC (Triad) and the International Association of Sheet Metal, Air, Rail, and Transportation Workers (SMART), signatory hereto.

To maintain and continue to execute the Laboratory's Plutonium mission, the Company is implementing short-term, temporary, shift changes for TA-55 only. There will be four (4) shifts worked:

- A) Tuesday through Friday – **Dayshift** – 6:00AM to 4:30PM*
- B) Tuesday through Friday – **Swingshift** – 5:00PM to 3:30AM*

- C) Friday through Monday – **Dayshift** – 6:00AM to 4:30PM**
- D) Friday through Monday – **Swingshift** – 5:00PM to 3:30AM**

*The Tuesday through Friday shifts will include straight-time pay on Tuesday, Wednesday, and Thursday (double-time after ten hours worked), and premium pay on Fridays at time and one-half the base rate of pay up to ten hours (double-time after ten hours worked).

**The Friday through Monday shifts will include a premium pay on Saturdays at time and one-half the base rate of pay up to ten hours (double-time after ten hours worked), and a premium pay on Sundays at double the base rate of pay. Straight-time will be paid on Fridays and Monday (double-time after ten hours worked).


Triad will offer overtime opportunities to employees on all shifts. The Company will also provide the opportunity for shift rotation monthly.

The parties have agreed to the shift changes by mutual consent.

Triad National Security, LLC

By: **BRIAN WATKINS (Affiliate)** Digitally signed by BRIAN WATKINS (Affiliate)
Date: 2025.04.10 11:23:08 -06'00' Date: _____
Brian Watkins, Associate Laboratory Director, F&O
By: **GEORGE RANDELL (Affiliate)** Digitally signed by GEORGE RANDELL
(Affiliate)
Date: 2025.04.10 11:40:04 -06'00' Date: _____
George Randell, Logistics Division Leader
By: **LAURA JENKINS (Affiliate)** Digitally signed by LAURA JENKINS (Affiliate)
Date: 2025.04.10 12:03:39 -06'00' Date: _____
Laura Jenkins, Labor Relations Group Leader

International Association of Sheet Metal, Air, Rail, and Transportation Workers (SMART)

By:  Date: 4/11/25
Isaiah Zemke, Business Manager