



MEMORANDUM OF UNDERSTANDING

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

During negotiations in 2021, SMART and Triad negotiated the new section 6 in Article XII Certification Testing of the SMART/TRIAD Collective Bargaining Agreement, effective July 1, 2022 through June 30, 2027. The section reads as follows:


- Section 6. The helium leak testing operators or trainees shall be qualified and certified as Level II or Level III, or a Level I working under the direct supervision of a Level II or III in all applicable test methods. Individuals shall be allowed to retest after an unsuccessful attempt within 30 days. Helium leak test operators will special rate at the low foreman rate while performing helium leak tests.

The purpose of special rating while performing helium leak tests was to counter the Union’s proposal of a 10% premium as well as to avoid creating several new premium codes. At that time, neither party anticipated the journeymen helium leak test operators becoming foremen. To address this issue, the Union and the Company have agreed to modify Section 6 of Article XII Certification Testing to add the following:

- Helium leak test operators who are low foreman or high foremen will special rate at the higher foreman rate up to General Foreman while performing helium leak tests. General Foremen typically would not be performing helium leak tests (though they may oversee the tests). Therefore, there is no ability for them to special rate themselves under this section.

This MOU shall be effective for the duration of the collective bargaining agreement that expires on June 30, 2027.

TRIAD NATIONAL SECURITY, LLC

_____	_____	_____
Division Leader, Logistics (print)	Signature	Date
Karen Gerwin		10/10/2022
_____	_____	_____
Group Leader, Labor Relations (print)	Signature	Date

INTERNATIONAL ASSOCIATION OF SHEET METAL, AIR, RAIL, AND TRANSPORTATION WORKERS, LOCAL UNION NO. 49

_____	_____	_____
Shawn Smith		10/10/2022
_____	_____	_____
Union Representative (print)	Signature	Date