

MEMORANDUM OF UNDERSTANDING
PROGRESSION PLAN

BWXT Pantex LLC and the Pantex Guards Union (PGU) hereby agree to the requirements for Tactical Response Force (TRF) and TRF Support implementation to meet the DOE order for SPO I, SPO III and SRT positions. Both parties have developed a plan to facilitate the SPO II to meet the DOE order, and the Collective Bargaining Agreement requirements.

In order to facilitate the requirement for a progression plan for a SPO II the SPO shall place a bid during the Annual Master Bid Sign-Up Sheet. The job bid for SPO II will take effect in 2008 (exact date undetermined, but no earlier than January 7, 2008) and those who seek that position must meet those requirements. The employee shall designate his/her preference on the Annual Master Bid Sign-Up Sheet. Thereafter employees may elect to update their preference at any time. All SPO III and SRT members will hold their current position. Alternate Central Alarm Station (CAS) Technicians will have their choice of designating a SPO I or SPO II preference and must meet the required standards for that position.

The qualifications for a SPO II will be one (1) mile run in 8 minutes and 30 seconds, the forty (40) yard dash in 8.0 seconds (offensive running standard) and 80% on all firearms. There will also be additional training requirements for a SPO II.

A SPO II position will be strictly a voluntary choice there shall be no drafting. A SPO I employee, who voluntarily bids as a SPO II and successfully completes all applicable standard qualifications, shall remain so classified for a period of two (2) years from the previous annual bid date, except for reasons acceptable to the Company.

Newly hired SPO's, who complete the initial Basic Security Police Officer Training (BSPOT) Academy, will designate themselves as a SPO I or SPO II for their preference choice. A newly hired SPO, who voluntarily bids into a SPO II position and successfully completes all applicable standard qualifications, shall remain so classified for a period of two (2) years from the previous annual bid date, except for reasons acceptable to the Company.

SPO I and SPO II personnel shall be assigned and work TRF Support SPO I positions.

SPO III personnel shall be assigned and work TRF Support SPO I positions, except when backfilling SRT positions.

There will be an Element Leader assigned to each team on the groups for a sixty (60) workday trial period. The Element Leader will be selected by his/her team members and Team Lieutenant. If the team member chosen for the Element Leader demonstrates the ability and leadership to proficiently perform the job to the satisfaction of Team Lieutenant and the team members, he/she shall remain as Element Leader. The Element Leader may choose not to continue as Element Leader at any time when he/she desires. The Element Leader will be strictly a voluntary choice there shall be no drafting. The Element Leader can be a SPO I, SPO II or SPO III from the team.

The Element Leader position shall be consistent on all teams and groups: The Element Leader position will have a list of expectations to follow which shall include, but not limited to the following:

- Assist Team Lt. with team training and scheduling.
- Help develop and facilitate a team concept.
- Assist their team Lieutenant with training requirements on the team.
- Element Leaders shall not issue any disciplinary action or act as union stewards.

Training will be offered to help the Element Leader develop his leadership skills.

- Basic Instructor Training (BIT)
- Leadership Classes
- Computer Classes
- Response Plan Execution (SIRP)
- Team Building Training (with teams)

This Memorandum of Understanding shall terminate upon expiration of the current 2007-2012 Articles of Agreement.

AGREED TO THIS _____ DAY OF _____, 2007

BWXT PANTEX, LLC

PANTEX GUARDS UNION

Mark Bentle
Safeguards & Security Division Manager

Jeremiah F. White
PGU President

Larry Spaulding
Chief & Protective Force Manager

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