




## FEDERAL MEDIATION AND CONCILIATION SERVICE

**TO:** Chris Wiers, President Local S6  
and  
Dirk Lesko, President BIW

**FROM:** Martin A. Callaghan   
Commissioner

**DATE:** November 5, 2020

As the FMCS mediator who, along with Director Richard Giacolone, assisted in the successful negotiations bringing everyone back to work I have remained actively engaged on nearly a daily basis with Local S6 and BIW management as part of the Joint Schedule Recovery Committee. In my experience, this committee is one of the best examples of Labor and Management collaborating to achieve common objectives I have ever seen. This is an accomplishment everyone in the shipyard should be proud of.

Through the efforts of the committee, substantial progress has been made defining the challenges related to getting back on schedule and the options available that protect the jobs and the benefits of seniority for the workforce. A number of MOAs on a range of issues have been agreed to, substantial progress has been made resolving grievances, and implementation of new contract provisions has been pushed back to provide for agreement and clarification, training of stewards and supervisors and follow-up meetings. Importantly, employee/member support has contributed significantly to the committee's effectiveness. As a result of suggestions and feedback provided by the workforce, a number of equipment and operational suggestions have been implemented.

While overall shipbuilding velocity is trending positively, challenges and hard work remain to meet the goals necessary to recover schedule and best position BIW to be awarded future contracts that will stabilize employment into the future.

Since the end of the strike, BIW has hired over 200 new mechanics and has about 700 more currently going through the hiring process. This hiring and training effort will continue for the next two years and has already seen success so that subcontracting in the welding department has stopped. Diligent work continues to reduce attrition and improve efficiency in all trades but because the level of work required to recover schedule requires staffing beyond what can be hired, additional staffing support will continue to be required beyond 2020. The committee is united in its desire to eliminate this need as quickly as possible.

Recent visits by James Geurts, Assistant Secretary of the Navy Research, Development, and Acquisition and Admiral Thomas Anderson, Program Executive Officer for Ships, underscore the interest of the Navy/Pentagon in BIW and highlight the importance of your work to our nation and the necessity to recover schedule.

I commend you all for your support of these critical collaborative efforts. They are clearly beginning to make a difference and will require sustained focus into 2021.

I look forward to working with you well into the future.