

MEMORANDUM OF UNDERSTANDING

In order to recognize the value of the work of all employees and to enable the Company to better retain and attract a qualified workforce while the parties engage in good faith negotiations for a successor Basic Labor Agreement, the parties hereby agree to the following changes effective on September 1, 2023:

Article 9. Economic Opportunity

Section A. Wages

1. Standardized Wage Scale

Payrate ¹	9/1/2023
-1	\$21.00
0	\$22.05
1	\$23.10
2	\$24.15
3	\$25.20
4	\$26.25
5	\$27.30
6	\$28.35
7	\$29.40
8	\$30.45
9	\$31.50
10	\$32.55
11	\$33.60
12	\$34.65
13	\$35.70
14	\$36.75
15	\$37.80
16	\$38.85
17	\$39.90

¹ Consistent with the payrates outlined in the respective Local Supplemental Agreements or Basic Labor Agreement. No employee will receive a decrease in pay. If an employee is currently receiving a different wage rate than specified in the Agreements, the employee will be placed at either (a) the first higher payrate on this scale or (b) the payrate level on this scale consistent with the base rate of the classification contained in the Agreements, whichever is higher. To illustrate, if an employee is in a job classification at payrate 13 in the Agreement but is currently receiving a wage of \$34.00, they will be placed at payrate 13 on this scale. If an employee is in a job classification at payrate 13 in the Agreement but is currently receiving a wage of \$36.00, they will be placed at payrate 14 on this scale.

Section N. 401(k) Savings Plan

10. Company Matching Contributions

The Company will match ~~50% of employee pre-tax contributions up to 6% of eligible pay if the Employee was hired prior to July 1, 2011,~~ and 100% of employee pre-tax contributions up to 7% of eligible pay ~~if hired on or after July 1, 2011~~. The Company does not match any portion of bonus, variable pay, profit sharing or other similar payments. Participants who are fully vested may access all company matching contributions and request withdrawals, transfers and loans of these amounts.

For the Company: _____ Date: _____

For the Union: _____ Date: _____