

### 2-year extension, amendable July 19th, 2025

- **5%** wage increase at all steps in all locations on date of ratification.
- Additional wage step for employees with +48 months and +60 months an additional \$.25 cent increase at each step.
- Contractual pay raises in accordance with the contract in July 2024, July 2025 and during the amendable period.
- **\$1275.00** ratification bonus payable within thirty (30) days of ratification.
- Increased lead differential from \$2.50 to **\$6.00**
- Increased PTO accruals and maximum hours banked.
  - 0-2 years - increased from 80 hours to 120 hours' maximum accrual, with accrual rate at .0347 for any and all hours worked.
  - 2-4 years - increased from 120 hours to 160 hours maximum accrual, with accrual rate at .0577 for any and all hours worked.
  - 4+ years - (New Step) with 160 hours' maximum accrual, with an accrual rate of .07 for any and all hours worked.
- 401k plan to be implemented **6/1/2023**
  - Company to match **50%** of employee's contribution up to a maximum of **6%**
  - If 401k is not implemented by **6/1/23**, the company will pay a **\$100** per month contribution retroactive to **6/1/23** for any employee who enrolls within 60 days of the plan being available
  - Employees need 1 year of seniority to participate in the plan
- **\$50,000** life insurance policy for all employees paid for by Company effective **6/1/2023**
- Enhanced grievance procedure
  - Increase from one grievance hearing to 2
  - Added time limits that the company must meet to issue discipline

