Highlights of Tentative Agreement for Lufkin-Conroe, TX

- **Term**:
  - Contract term & benefits locked in over a 4-year agreement
- **General Wage Increase:**
  - 3% wage increase per year for 4 years locked in
  - 3% is GWI highest seen in that last decade+
  - GWI totals 12%, at minimum, over a 4-year term (not including compounding factor)
- **Performance Bonus:**
  - Union successfully negotiated an increase in the bonus from $600 to $700
  - % of Bonus to Wage, represents on average, an additional 1.3% in comp
  - MOA signed to further discuss additional local bonus in next 15 months
- **Meal Allowance:**
  - Union successfully doubled the value of meal allowance benefit from $7.50 to $15.00
- **Wage Differentials:**
  - Union successfully negotiated inside working leader pay from $1.25/hr to $2.00/hr (60% increase); gains parity now w/ outside working leader differential
  - Union successfully negotiated training pay from $1.25/hr to $2.00/hr (60% increase)
- **Boot Allowance:**
  - Boot allowance increase from $175 to $250 (43% increase)
- **Healthcare:**
  - Kept premium cost shares frozen for the life of the contract
  - Union successfully protected current employees from moving to the Company's healthcare plan (new hires however will be on Company plan moving forward)
  - Union successfully protected current employees from elimination Employees hired prior to the ratification of this contract have been left on the existing retiree health benefit programs
- **Vacation:**
  - Union negotiated up to 1 week of carry over vacation from year to year
- **Parental Leave:**
  - Union negotiated new benefit into the market – Parental Leave

- Includes up to 10 work days of paid parental leave for the birth of a child to be used within 30 calendar days of tri
    - This is a new benefit in addition to existing STD benefits

- **Short Term Disability/Long Term Disability:**
    - Employees are coming over the to the Company's STD/LTD plan in 2026
    - The bargaining unit would have earned $71K of STD benefit from January 1, 2022 to August 25, 2025 had they been on the Company's STD plan
    - The bargaining unit would have saved 43 benefits days (vacation & personal holiday) bank in their bank (attributed to the differences in elimination periods) from January 1, 2022 to August 25, 2025 had they been on the Company's STD plan
    - The LTD benefit picks up now an increase in its maximum monthly benefit from a cap of $3k/month to now $13K/month
- **Health & Safety:**
    - Transitional duty program agreed, provides a path for employees on injury to come back to work in some capacity (previously kept out until 100% cleared)
- **Tuition Reimbursement:**
    - Tuition reimbursement company policy added to CBA language
    - Benefit is up to $5250 annually
- **CSR MOA:**
    - Hiring into the bargaining unit for subcontractors after set period renewed, providing a glide path for CSR temps to become full-time employees
- **Microbiz MOA:**
    - Differential for micro business renewed for term of the CBA
- **Bereavement:**
    - Additional 2 days added in recognition of loss of spouse or child