

**Memorandum of Agreement**  
Joint Programs  
2024 Negotiations

Subject: ERT Steering Committee Job Review

The Company and union agree that the ERT Steering Committee (“Committee”) will be tasked to review jobs by skill team that were formerly, but are not currently, part of the ERT system. During this review, the Committee will discuss the reason for job removal and amount of time out of the process. If the reason for job removal was due to lack of adequate training, the Committee will review potential training opportunities and determine whether to recommend to the Company returning a job to ERT.

This review will be completed within eighteen (18) months of contract ratification.

Agreement: September 13, 2024