

1 MEMORANDUM OF AGREEMENT

2 JOINT PROGRAMS

3 SUBJECT: Apprentice Labor Grade Study

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5 The Company and Union agree to form a joint committee to evaluate the potential addition of new
6 apprenticeship programs in both Puget Sound and Portland representing skills in labor grades 6
7 and 7.

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9 This evaluation will be completed within one (1) year of contract ratification. If the Company
10 determines a new program is warranted, implementation will follow the normal process.

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12 Date: September 13, 2024