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MEMORANDUM OF AGREEMENT

SUBJECT: MINIMUM RATE ADJUSTMENTS

If, after the application of the Cost of Living Adjustment set forth in Section 6.2(b) and the General Wage Increase set forth in Section 6.3(b)(1), the employee's base rate is below the new minimum rate in his or her labor grade, the employee's base rate will be further increased to the new minimum rate.

Dated: September 13, 2024