Docusign Envelope ID: 569B93F9-5FF9-8530-8258-6A2D283383CA

SIDE LETTER E: ACTUAL TIME REPORTING

July 1, ~~2025~~2027

The Employer may begin migrating to an actual time reporting system. The parties share a mutual interest in allowing for ongoing discussions and negotiation if issues or impacts arise. The Employer will provide the Union with at least ~~six (6)~~ four (4) months of notice prior to implementation to provide additional time for employees, managers, and the Union to determine, evaluate, meet, and bargain the impacts of the change.

The Union may have up to six (6) members to serve as representatives during the actual time reporting bargaining process, not including the two (2) Local Presidents.

Tentatively Agreed To:

For the Union:	For the Employer:
Signed by: Becky K. Stephens 530E07D4212E4C6...	DocuSigned by: Catherine Scheid 9BED1964C6434D0...
Date: 9/10/2026	Date: 9/10/2026