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SIDE LETTER B: ~~PUBLIC~~ TRANSPORTATION DELAYS

July 1, 2027~~2025~~

Employees who arrive late to work due to rarely occurring unforeseen or unavoidable delays in any type of transportation (for example- an accident or a vehicle or public transportation breakdown) will not be subject to corrective action. The Employer may require employees to provide proof or documentation of the unforeseen or unavoidable incident. Employees may use accumulated compensatory time, vacation ~~leave~~time off, or ~~leave without pay~~unpaid time off. Compensatory time off must be used before vacation ~~leave~~time off. If the employee has exhausted both compensatory time off and vacation ~~leave~~time off, ~~leave without pay~~unpaid time off will be used.

The Employer may adjust the employees schedule to make up for the missed time. No overtime will be accrued for the adjustment of the employee's schedule unless the employee ends up working more than the total number of hours the employee was originally scheduled to work.

This side letter will expire on June 30, ~~2027~~2029.

Tentatively Agreed To:

For the Union:	For the Employer:
Signed by: Becky K. Stephens 530E07D4212E4C6...	DocuSigned by: Catherine Scheid 9BED1964C6434D0...
Date: 9/20/2026	Date: 9/20/2026