

**MEMORANDUM OF AGREEMENT
CONTECH ENGINEERED SOLUTIONS LLC
6087 West 5400 South Salt Lake City, Utah 84118**

And

**TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN & HELPERS STATE OF UTAH;
STATE OF WYOMING CONSTRUCTION DIVISION, LOCAL UNION NO. 222
2641 South 3270 West Salt Lake City, Utah 84119**

This Memorandum of Agreement (collectively the "Agreement") has been entered into by Contech Engineered Solutions LLC ("Employer"), Teamsters, Chauffeurs, Warehousemen & Helpers State of Utah, State of Wyoming Construction Division Local Union No. 222 ("Union"). The Union and the Employer are each a "Party" to this Agreement and are collectively referred to as the "Parties."

Basis for MOA

- Ensure employee retention & to recruit new talent
- A market wage adjustment, increase the minimum starting wage for all job classifications within the CBA, by two dollars and twenty-five cents (\$2.25)
- Across the board wage increase, for all full-time employees covered within all the job classifications of the CBA, an additional two dollars & twenty-five cents (\$2.25) to their then current hourly wage
- This hourly wage increase & new minimum starting wage shall take effect August 26, 2024, and to remain in effect through February 26th, 2026.
- Strike of the notation under Current Contract, APPENDIX A, Classifications and Rates of Pay, Subsection A. Wage Rates, that states, (*Working Foreman: To qualify as a Working Foreman an employee must be qualified to lead any production bed in the facility, be fully in charge of a specific function or have a specific expertise in a particular area such as a skilled carpenter or patcher/finisher) effective Monday, August 26, 2024.
- Add APPENDIX B, Salt Lake Plant Union Job Classification Descriptions effective Monday, August 26, 2024. (Salt Lake City Job Title Changes – MOA – August 2024 attached)
- The parties agree to continue negotiations (date TBD) all economic & non-economic items introduced by either side, **EXCLUDING:** year one (1) wage increase only, for February 27, 2025, of the new CBA and the job descriptions (Appendix B) outlined below for bargaining unit employees.

In an attempt to recruit new talent and as well as to ensure employee retention within the current job classifications of the CBA, the parties agree to the following: The following job classifications will receive a market wage adjustment outline below:

Job Classification	CBA Minimum Starting Wage 02/27/2024	MWA 08/22/2024	New Minimum Starting Wage Effective 08/26/2024
Laborer I	\$18.45	+ \$2.25	\$20.70
Skilled Laborer	\$19.90	+ \$2.25	\$22.15
Skilled Laborer II & Quality Control Technician I	\$21.80	+ \$2.25	\$24.05
Lead Person I / Quality Control Technician II	\$23.30	+ \$2.25	\$25.55
Lead Person II & CDL Driver	\$24.50	+ \$2.25	\$26.75

Working Foreman & Long-Haul Drive	\$26.13	+ \$2.25	\$28.38
Production Foreman	\$27.55	+ \$2.25	\$29.80
Maintenance	\$29.35	+ \$2.25	\$31.60

Appendix B

CBA Job Title	Description
Laborer I	<ul style="list-style-type: none"> • Entry level. No skills or industry experience required. • Follows safety policies and procedures and is focused on performing duties in a way that ensures their safety and the safety of others. • Perform heavy physical labor. • Follows detailed instructions for the task. • Ability to work in a team or a self-directed environment once trained. • Performs other duties, as assigned.
Skilled Laborer	<ul style="list-style-type: none"> • Able to perform the role of a Laborer I. • Follows safety policies and procedures and is focused on performing duties in a way that ensures their safety and the safety of others. • Performs heavy physical labor. • Moves materials to the work area and ensures all tools, machinery and production equipment are safely set up. • Installs steel components and other materials as necessary to create finished products. • Pours, shovels, vibrates, and finishes concrete. • Maintains tools and working areas to ensure safe operation and an organized work environment. • May load and unload operational supplies from trucks both manually and with the use of forklifts; once certified. • Erects and builds concrete forms and scaffolding. • Uses spray guns for the application of materials and applies caulking compounds by hand or with the use of caulk guns. • Mops, brushes or spreads paints, cleaning solutions and other compounds over surfaces to achieve desired surface conditions. • Uses and maintains hand tools, portable power tools, and stationary power tools and ensures safe operating conditions. • Performs other duties, as assigned.
Skilled Laborer II	<ul style="list-style-type: none"> • Able to Perform the role of a Skilled Laborer. • Follows safety policies and procedures and is focused on performing duties in a way that ensures their safety and the safety of others. • Loads, unloads, and identifies building materials machinery and tools and distributes them to the appropriate locations. • Safely operates screed rollers, pneumatic tools, overhead cranes, wheeled loaders, mixer trucks, boom lifts, stressing equipment, and telehandlers or a combination of these. (Internal Certifications as Required) • Demonstrated proficiency in metal fabrication and welding that results in an internal or external certification qualifies an individual for this title. • Comprehends and utilizes schematic diagrams, blueprints, sketches, building plans and other specifications required to set up and complete the manufacture of a variety of finished products.

Skilled Laborer II, Continued	<ul style="list-style-type: none"> • Performs other duties, as assigned.
Lead Person I	<ul style="list-style-type: none"> • Leads a small crew on a production line or in the operations areas. • Follows safety policies and procedures and is focused on performing duties in a way that ensures their safety and the safety of others. • Trains employees to safety expectations, policies, and procedures and holds employees accountable to those expectations. • Actively participates in Safe Behavior Audits, identifies near-miss incidents and helps with the implementation and sustainment of corrective actions. • Assigns and explains tasks to the team. • Ensures that crews follow all required construction methods. • Helps with technical training or re-training of crew members. • Makes certain the assigned work progresses on schedule. • Coordinates tasks according to priorities and plans. • Allocates general and daily responsibilities. • Supervises the use of machinery and equipment. • Communicates problems and delays when they are unable to resolve them on their own. • Helps troubleshoot and resolve problems as they arise using a solution-oriented approach. • Performs other duties, as assigned.
Quality Control Technician I	<ul style="list-style-type: none"> • Follows safety Policies and Procedures and is focused on performing duties in a way that ensures their safety and the safety of others. • Maintains records of cylinder breaks in accordance with company quality control standards and PCI requirements. • Inspects raw materials and newly batched concrete during batch process and tests all materials to confirm they meet required specifications. • Operates and maintains quality equipment according to manuals and instructions. • Conducts random inspections and documents the accurate fabrication of wire cages and rebar configuration. • Inspects loads leaving the plant to ensure accuracy and quality. • Maintains up to 2 of the following certifications PCI Level I (Precast/Prestressed Concrete Institute), ASTM (American Society for Testing and Materials), AASHTO (American Association of State Highway and Transportation Officials), and/or other local and company-specific requirements. • Has the ability to read and understand production drawings, engineered prints, and equipment manuals. • Works cooperatively with other groups across the organization to achieve overall quality objectives. • Performs other duties, as assigned.
Quality Control Technician II	<ul style="list-style-type: none"> • Able to perform the role of a QC Tech I • Follows safety policies and procedures and is focused on performing duties in a way that ensures their safety and the safety of others. • Ensures that concrete products meet various specifications, including PCI (Precast/Prestressed Concrete Institute), ASTM (American Society for Testing and Materials), AASHTO (American Association of State Highway and Transportation Officials), and other local and company-specific requirements. • Must be certified at a level of PCI II or greater

<p style="text-align: center;">Quality Control Technician II, Continued</p>	<ul style="list-style-type: none"> • Oversees and documents all concrete testing, including air, slump, temperature, unit weight, and cylinder tests. • Takes corrective action as needed, to include corrective instruction, placing holds on production activities and other actions as required to ensure product quality. • Maintains records of cylinder breaks in accordance with company quality control standards and PCI requirements. • Inspects raw materials and newly batched concrete and tests to confirm the product meets required specifications. • Validates the use of the proper mix designs for each product Type. • Operates and maintains quality equipment according to manuals and instructions. • Conducts random inspections and documents the accurate fabrication of wire cages and rebar configuration. • Inspects loads leaving the plant to ensure accuracy and quality. • Has the ability to read and understand production drawings, engineered prints, and equipment manuals. • Maintains knowledge of operating and adjusting batch-related equipment for concrete production • Works cooperatively with other groups across the organization to achieve quality objectives. • Quickly communicates quality concerns when they are unable to resolve them on their own. • Performs other duties, as assigned.
<p style="text-align: center;">Lead Person II</p>	<ul style="list-style-type: none"> • Able to perform the role of a Lead Person I. • Leads medium-sized or multiple small crews in operations areas. • Follows safety policies and procedures and is focused on performing duties in a way that ensures their safety and the safety of others. • Trains employees to safety expectations, policies, and procedures and holds employees accountable to those expectations. • Owns the findings of their area audits and supports implementation of any required corrective actions. • Assigns and explains tasks to the Lead Persons and teams they are responsible for. • Expert in schematic diagrams, blueprints, sketches, building plans and other specifications required to stage and layout the production area to efficiently perform the work. • Demonstrates a good working knowledge of product and inventory control processes. • Ability to maintain ongoing inter-department communications related to quality, safety, and production. • Communicates problems and delays when they are unable to resolve them on their own. • Leads troubleshooting and problem resolution using a solution-oriented approach. • Responsible for identifying and communicating maintenance and supply needs and for overseeing the performance of some routine maintenance functions. • Back-Up Batch Plant Operators qualify for this title. • Performs other duties, as assigned
<p style="text-align: center;">Working Foreman</p>	<ul style="list-style-type: none"> • Able to perform the role of a Lead Person II. • Leads a large crew or multiple crews including Lead Persons in the operations areas. • Follows safety policies and procedures and is focused on performing duties in a

<p>Working Foreman, Continued</p>	<p>way that ensures their safety and the safety of others.</p> <ul style="list-style-type: none"> • Trains employees to safety expectations policies, and procedures and holds employees accountable to those expectations. • Responsible for working to develop and mentor other team members to ensure cross-training and continuous improvement. • Owns all area audits and the corrective actions resulting from their administration. • Responsible for requesting equipment repair and supply requests. • Ensures that each project is built per the plans and specifications and shipped to the customer with the highest level of quality. • Oversees the overall safety of the job site and relevant surrounding areas and sets the tone for achieving positive safety results. • Leads the development of the production plan for the areas they are responsible for. • Plans the logistics for all personnel and material movement within and to their areas. • Responsible for the accuracy of product and inventory control counts and processes. • Provides timely communication and information to others across the organization, such as engineering, drafting, quality, and others to resolve issues with the process. • Lead Batch Plant Operators qualify for this title. • Performs other duties, as assigned.
<p>Production Foreman</p>	<ul style="list-style-type: none"> • Able to perform the role of a Working Foreman. • Coordinates daily tasks for a majority of the plant according to priorities, schedules and plans; making changes as necessary. • Owns safety policies, procedures and implementation and is focused on performing duties in a way that ensures their safety and the safety of others. • Develops and implements training plans for safety and quality expectations, policies, and procedures and holds employees accountable to those expectations. • Allocates responsibilities for working foremen and aligns tasks for overall plant production. • Works to resolve conflicts and miscommunications between departments and individual employees per company policy and as appropriate to the situation. • Owns the accuracy of product and inventory control counts and processes for the production areas. • Owns the quality of the products being produced in the production areas. • Oversees some combination of Production, Finishing, Batch Plant Operations, Steel Shop Production, Shipping and Receiving and overall plant operations. • Quickly communicates problems and delays when they are unable to resolve them on their own. • Regularly reports project status and updates to all parties through the use of verbal and written communication (Microsoft Office applications). • Provides timely updates to the organization such as engineering, drafting, quality, and others as needed. • Puts the needs of the employees first and helps people develop and perform as highly as possible. • Performs as a delegate for the Production Manager when needed for daily production & shipping schedules, daily deployment of workforce, and/or other duties required of the Production Manager. • Performs other duties, as assigned

Maintenance	<ul style="list-style-type: none"> • Follows all safety protocols and procedures including LOTO, equipment safety and acts as a Safety Leader in the plant. • Performs preventative maintenance in accordance with the preventative maintenance schedule for support and production equipment. • Performs routine facility and equipment maintenance on mobile equipment, production lines, and all facility support systems. • Performs general and detailed maintenance activities (either with direct or indirect supervision) including repair and replacement work as required. • Performs routine daily inspections of assigned equipment, buildings and spaces and uses findings to prioritize their work. • Individuals must be self-directed, motivated and task oriented. • Initiates replacement parts requisitions and acts as a good financial steward of the business. • Maintains supplies and spare parts inventories to the levels set by the Plant and Production Manager. • Completes all required documentation for work performed in a timely manner. • Maintains a clean and organized work environment and appropriately disposes used parts, fluids, chemicals and other supplies once the task is complete. • Owns the reliability of equipment, maintenance systems, and maintenance processes. • Ensures maintenance vendors are compliant with all plant policies, safety and regulatory requirements. • Maintains all appropriate certifications. • Performs other duties, as assigned.
-------------	--

Effective Monday August 26, 2024, all full-time employees covered within the collective bargaining agreement (CBA) will receive an increase of two dollars and twenty-five cents (\$2.25) to their then current hourly wage. No current full-time employee as of the date of this agreement shall suffer a wage reduction as the result of this agreement.

The Employer recognizes the right of the Union to bargain in good faith regarding all other terms for the upcoming 2025 – 2028 labor agreement when we meet in January 2025. The only items that will not be open to negotiation would be the February 27, 2025 (year 1), pay raise, since it will already have been granted, and the job descriptions (Appendix B) outlined above for bargaining unit employees. The parties agree to negotiate February 27, 2026, (year 2) and February 27, 2027, (year 3) wage increases, as well as any economic and non-economic proposals either side wishes to submit.


Agreed to by the Parties on this 22nd day of August 2024.

Contech Engineered
Solutions LLC


Marguerite Thomas


Corporate Director of HR
Date: 8/22/2024

Contech Engineered
Solutions LLC


Chris Caldwell

Regional Manufacturing Director
Date: 08/22/2024

Teamsters Local 222


Alex Rojas

Business Agent
Date: 08/22/2024