

**AGREEMENT BETWEEN
THE HERTZ CORPORATION**



**And
INTERNATIONAL BROTHERHOOD OF
TEAMSTERS LOCAL UNION NO. 222**



**Maintenance Department
Vehicle Service Attendants (VSA)
Addendums**

Salt Lake City, Utah - International Airport
October 1, 2024, through and including September 30, 2027

Table of Contents

Maintenance Department Addendum	Page
Wages & Shift Differential	1
Apprentice Mechanic	1
Tool Allowance	1
A.S.E Certification	1
Probation Period & Shift Bids	1
Safety Shoes	1
Vacation & Floating Holidays	2
Overtime	2
Attendance	3
Accidents	3
Discipline	3
License Plates & Ski Racks	3
Miscellaneous	3
Union Leave	4
Temporary Utility Mechanic (C)	4
Health & Welfare	4
Exhibit (A) Wages	5
MOA: Vending	6
Vehicle Service Attendant (VSA) Addendum	Page
Wages & Shift Differential & Breaks	1
Probation Period & Part Time Employees	1
Job Bidding	1
Vacation & Floating Holidays	1
Overtime	2
Attendance	2
Safety Shoes	2
Accidents	2
Discipline	3
Miscellaneous	3
Seasonal Employees	3
Unassigned Employees	4
Union Leave	4
Health & Welfare	4
Exhibit (A)	5
MOA: Vending	6

Maintenance Department Addendum

Wages & Shift Differential: Wages shall be set forth in Exhibit (A) attached hereto. Employees shall be paid fifty cents (\$0.50) per hour differential for all work performed for a shift beginning at or after 12:00 p.m. and before 5:00 am. Employees hired after June 9th, 2022, are not eligible for shift differential pay.

Apprentice Mechanic: This position will allow an individual to train on the job to become a Mechanic. They may perform work in the mechanic A and will be paid according to the wage progression in the addendum. The Employer may employ one (1) Apprentice for every five (5) mechanics on payroll. Management will exercise his/her rights under Article II for this position. The employee will only serve as an apprentice for a maximum of twelve (12) months. Upon mutual agreement, the Company and the Business Agent of the Local Union may extend the apprentice period.

Tool Allowance: The Company will reimburse mechanic (A) up to seven hundred and twenty-five (\$725.00) dollars per contract year for the purchase of approved work-related tools or air tool repair kits, provided that the tools are actually used at work. The Company will reimburse Utility Mechanics up to up to four hundred and twenty-five (\$425.00) dollars for the purchase of approved work-related tools or air tool repair kits, provided that the tools are actually used at work. A receipt and expense report must be submitted for reimbursement. Employees must have completed one (1) year of service before they are eligible for the program. Tool allowance may be carried over for one (1) year provided the full year amount has been unused.

A.S.E. Certification: The Company will reimburse any Mechanic with over one (1) year of service for registration and testing fees associated with the A.S.E. Certification tests. The Maintenance Manager must approve each test in advance.

Probation Period & Shift Bid: All new hires shall serve a probation period of ninety (90) days. Prior to the expiration of a new hire's probation period, upon written notification to the Business Agent of the Local Union, the Company may extend the probation period an additional thirty (30) calendar days. The Company will hold a minimum of two (2) shift bids annually. Shifts will have a minimum of ten (10) hours off between any shift.

Safety Shoes: The Company will provide safety shoes either by arranging for a vendor to be on site, or the Company will provide one hundred and twenty-five dollars (\$125.00) for safety shoes meeting Hertz safety standards (steel/hard toe and slip resistant, where applicable). To be eligible for the boot allotment each year, the employee must present worn boots to management. For shoes not purchased from the Hertz vendor the following will be required before the employee is reimbursed.

- The original receipt
- The actual shoes purchased
- The manufacturer's certificate of verification that the soles are slip resistant, and that the shoe has steel/hardened safety toe protection, where applicable.

This information shall be provided to the designated company manager by department for approval before the purchase is approved and reimbursed.

Vacation & Floating Holidays: The Union and Company agree that there shall be no blackout periods for vacations and floating holidays. There shall be a minimum of one (1) Mechanic and one (1) Utility Mechanic allowed off on a given day. Vacation requests should be submitted at least two (2) weeks in advance. Management will respond to vacation requests within seventy-two (72) hours, or the request will be considered granted. With management's prior approval, employees may work overtime during an approved vacation day or on an approved floating holiday.

Employees who are terminated or voluntarily resign without the proper two (2) week notice will not be eligible to receive payout for accrued but unused floating holidays. Upon voluntary resignation with notice, the employee is expected to finish his/her scheduled work (unless excused by management) for the two (2) weeks from the date of notice in order to be paid out for their accrued but unused floating holidays.

The annual vacation bids will be given out during the week of Thanksgiving and turned back to management no later than the last day in November. Management has till December 6th to return the bids, or they will be granted. The annual vacation bid will be January 1st to December 31st. A copy of the annual vacation book will be available in the Union's cabinet.

When an employee transfers within the bargaining unit, their seniority will carry over for annual vacation allotment. For all other seniority related matters the transfer date within the classification will be the recognized date.

Cash out of unused vacation each calendar year will be done in accordance with Article VI, Section 1 (B) of the Master Agreement. In accordance with the Master Agreement, Article VI section 1, employees who reach their anniversary date will have all their vacation days granted and for use in that calendar year. Annual vacation allotments are granted each January 1st the following year.

Overtime: When overtime is available for mechanical repairs it will be offered by straight seniority within the mechanic & apprentice classification. When mandatory overtime is required for mechanical repairs, it will be by inverse seniority within the mechanic & apprentice classification. When working overtime, unless directed by management, mechanics should not be pulling in utility work if mechanical work is available. If utility work, such as tires shows up in a mechanics portal, it is the responsibility of the mechanic to notify the management team and see if a utility is available to perform that work.

When overtime is available for utility work it will be offered by straight seniority within the maintenance dept. regardless of the classification. When mandatory overtime is required for utility work, it will be by inverse seniority within the maintenance dept. regardless of the classification. No employee will be required to work more than four (4) mandatory hours on a regularly scheduled shift or eight (8) hours mandatory on a regularly scheduled day off.

A mutually agreed upon Union member will witness all daily overtime and posted overtime calls from a list provided by the company, between 1:00 and 3:00 pm. The Union member who witnesses this daily overtime will not suffer any loss of incentive and will perform this work during their regular scheduled shift.

When a voice message has been left by management, the employee will have 10 minutes to respond before management can go to the next senior employee. If an employee calls back during the allotted time period & leaves a voice message with management, then management must return

their call first before continuing with the seniority list.

All overtime will be assigned by seniority. Mandatory overtime on the seventh consecutive workday shall be paid at two times (2x) the employee's hourly rate for all hours worked provided the employee works mandatory overtime on his/her sixth day.

Attendance: An employee must work at least three (3) hours of the shift, or it will be considered a sick call. Employees who clock in more than three (3) hours late, after the beginning of their regular scheduled shift, will be considered a sick call. In the instance of any no call no show, it will only take one (1) occurrence to be subject to discipline for absences per the attendance policy. After receiving discipline in any attendance category, the opportunity is available to reduce the discipline by one level. Perfect attendance in the absence and/or tardy/early out category for a consecutive sixty (60)-day period will reduce the last letter issued by one level. The Company can request a doctor's note only after calling out three (3) working days or more.

Accidents: Post-accident drug tests will be given immediately following any motor vehicle accident and all on the job injuries. A motor vehicle accident is defined as any damage to a vehicle that results in \$750 or more worth of damage. Employees suffering an on-the-job injury will only be drug tested in cases where impairment could be the cause of the injury.

Discipline: Pursuant to Article XI of the collective bargaining agreement, written warning notices shall expire after nine months. The Company will consider discipline levels active for a nine-month period of time following the issuance of such written notice. After nine (9) months, with no further discipline issued during that time period, the employee will be reduced to one active level of discipline. Time off due to leave of absence, including workers' compensation, will not count towards the nine-month period.

For example: An employee receives a first written warning for absences and three months later receives a second written warning for absences. The employee will remain at a second written warning level for the next nine months. Following the nine-month period, the employee's discipline level will be reduced to a first warning level if no further discipline is received.

License Plates & Ski Racks: Vehicle service attendants can be utilized to install license plates, as long as no mechanic is on layoff status, or there is a loss of overtime in the maintenance department. Vehicle service attendants will receive their normal hourly rate while performing this work and will not suffer any loss of incentive.

Placing non-magnetic ski racks falls under the maintenance department. When other Union members, such as VSA's, are asked to help install non-magnetic ski racks, they will be paid the wage for the higher classification.

Miscellaneous

1. The Union will provide one (1) enclosed glass bulletin board per department, with locks and keys, which shall be given to the authorized Union officer. These boards shall be used by the Union for posting all notices and literature approved by the Union and not derogatory or damaging in any way to the interests of the Employer. Union bulletin boards shall be confined to Union business. Any notices posted that are not in accordance with the provision shall be removed by the Union.

2. The time limits within the Master Agreement may be extended for specified periods of time, subject to the mutual consent of the Employer and the Business Agent of the Local Union.
3. The Union through a Shop Steward or a Business Agent of the Local Union shall request up to twenty (20) minutes during the Employer's new hire orientation program to meet with the employee(s).

Union Leave: Upon no less than ten (10) working days' notice, the Employer shall grant an unpaid leave for an employee with seniority to perform work for the Union, pursuant to Union instructions, without discrimination or loss of seniority or fringe benefits protection, not to exceed thirty (30) working days each calendar year, excluding contract negotiations. The notice shall specify the length of time off request. No more than one (1) employee in each department will be permitted on such leave at the same time, excluding contract negotiation. The Union agrees that such time off request shall not be exercised to the detriment or disruption of the operation of the business.

Temporary Utility Mechanic (C) As long as there are no layoffs within the maintenance department, the Company may utilize one (1) Vehicle Service Attendant temporarily, not to exceed four (4) consecutive months per calendar year, to be assigned as a Utility Mechanic (C) and will be paid either his/her current wage rate or the wage rate in the Utility Mechanic classification whichever wage is higher. After the four (4) month trial period the employee will either stay in the maintenance department permanently with his/her new seniority back dated to the day he/she came to the maintenance department or will go back to the VSA department with his/her original seniority.

Health and Welfare – Local 222

Section I

The parties agree the total amount of one thousand two hundred seventy-six dollars and twenty-nine cents (\$1,276.29) per month will be remitted to the Utah Idaho Teamsters Security Fund to provide the Gallatin Plan for each regular employee covered under this agreement in accordance with the rules prescribed by the Trustees of said Security Funds. Benefits of this premium shall include hospital, surgical and dental benefits and other benefits as approved by the Trustees.

Section II

The parties agree to continue the current cost sharing between the Company and the employees. The Company agrees to continue to pay eighty-nine (89%) percent of the total cost of the plan stated above. The Union agrees that each employee will continue to pay eleven (11%) percent of the total cost of the plan stated above.

The parties agree that any increase to the total monthly amount stated in Section I in any subsequent year of this agreement that the employee's percentage and the Company's percentage will continue unchanged.

The current cost sharing payment for each employee is **thirty-two dollars and forty cents (\$32.40)** per week. The Employer shall reduce the pre-tax earnings of employees to accomplish such cost sharing. The employee's contribution shall be deducted from the employee's weekly

paycheck via payroll deductions and remitted to the trust monthly.

Exhibit A - Minimum Starting Wage Maintenance

Salt Lake City	Current 10/01/2023	10/01/2024	10/01/2025	10/01/2026
Mechanic (A)	\$29.00	\$30.00	\$30.00	\$30.00
Apprentice Mechanic	\$25.00	\$27.00	\$27.00	\$27.00
Utility Mechanic (C)	\$21.00	\$22.00	\$22.00	\$22.00

1 - Employees will be paid at a minimum the rates in the Maintenance Wage Progression above that correspond with their job title. The Employer may adjust minimum rates to meet business needs, provided said minimum rates are not adjusted below those rates set forth above. When such adjustments are necessary, all current employees who fall under the new minimum pay rate will be adjusted to the new minimum pay rate for their classification.

2 - Employees shall receive the corresponding hourly contractual general wage increases to their then current hourly rate of pay during each year of this Agreement as set forth below:

10/01/2024 (Year 1)	10/01/2025 (Year 2)	10/01/2026 (Year 3)
\$2.00	\$1.00	\$1.00

3 - Employees are eligible for the greater of the minimum pay rate or the contractual wage increase, but not both.

4 - In the event the local, State or Federal minimum wage is increased and is greater than the above start rates, any employee earning less than the increased minimum wage rate will have their wage rate automatically increased to the higher minimum wage as of the effective date of the new minimum wage.

5 - When minimum wage is increased by law within the year prior to the above scheduled wage increases, employees who are below the increased minimum wage will be entitled to receive the greater of the annual wage increases set forth above or the increase in minimum wage.

The parties agree that these addenda and the Master Agreement contain all agreements and understandings between the parties and that any and all side letters, memoranda of understanding and agreements are null and void unless attached to these addenda or acknowledged in writing signed by the Union and the Employer after the ratification date of this addenda.

ACCEPTED AND AGREED TO:

HERTZ CORPORATION

Rob Fritz

 Rob Fritz
 VP of Labor Relations
 Date: 10/30/24

TEAMSTERS LOCAL 222

Spencer Hogue

 Spencer Hogue
 President, JC3
 Secretary/Treasurer
 Date: 10/30/2024

TEAMSTERS LOCAL 222

Alex Rojas

 Alex Rojas
 Business Agent
 Date: 10/30/2024

Memorandum of Agreement

It is understood, vehicles in the maintenance lines which cannot be fixed in house based on the manufacturer's guidelines, warranty reasons, lack of needed equipment, or recall requirements can be vended.

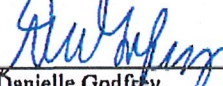
In addition to the parameters outlined above, the Company will be able to vend, as long as there are no layoffs within the maintenance department, mechanical repairs and utility work requiring more than four (4) hours of repair time, after open voluntary and max mandatory overtimes hours has been utilized within the classification(s) performing the work. Mechanical repairs requiring less than four (4) hours may also be vended with the mutual agreement between the Maintenance Manager and Union Steward or the Business Agent of the Local Union. The Company will notify the Union Steward or Business Agent the reason for vending at the time the work is vended. Upon request, a copy of all the mechanical repair orders, pertaining to the vehicles being vended, will be given to the Union Steward or the Business Agent of the Local Union.

The parties understand that it is the Company's preference to utilize bargaining unit employees to perform this work. In any month in which vehicles are vended, the Company will pay the affected classifications(s) four hundred (\$400.00) dollars per employee per month. Employees must be off probation to be eligible for the amount stated above. Employees who receive written discipline under the attendance policy (i.e., tardies, early outs, sick calls, NCNS) in any month outside vendors are being utilized will not be eligible for the amount stated above.

The parties agree to review this process three (3) months after ratification. At that time, both parties will discuss any issues, concerns, staffing levels, as well as the possibility of creating a Mechanic (B) classification outlining the job duties.

ACCEPTED AND AGREED TO:

HERTZ CORPORATION



Danielle Godfrey
Labor Relations
Date: 10/31/24

TEAMSTERS LOCAL 222



Alex Rojas
Business Agent
Date: 10/30/2024

Vehicle Service Attendant (VSA) Addendum

Wages, Shift Differential & Breaks: Wages shall be set forth in Exhibit (A) attached hereto. Employees shall be paid fifty cents (\$0.50) per hour additional for all work performed for a shift beginning at 12:00 p.m. and before 5:00 am. For every hour a VSA works, they will receive 5 minutes for their breaks. Breaks can be taken at once or split throughout their entire shift. It is understood that these breaks are inclusive of and not in addition to the lunch period that is set forth in Article IV of the Master Agreement. In addition, breaks cannot be taken within the first two (2) hours of the start of the shift or the last hour of the shift. Employees hired after (June 9th, 2022) are not eligible for shift differential pay.

Probation Period & Part Time Employees: All new hires shall serve a probation period of ninety (90) days. Prior to the expiration of a new hire's probation period, upon written notification to the Business Agent of the Local Union, the Company may extend the probation period an additional thirty (30) calendar days. The greater of either a maximum of four (4) or ten percent (10%), rounded to the next highest number of part-time employees may be employed.

Job Bidding As Follows:

1. In the event of a job opening or shift, the opening or shift shall be posted for bid from employees within the classification by seniority; each bid shall be posted for 72 hours and then closed.
2. The Company shall have the right to fill the vacancy created by section I above.
3. Employees absent from work for any reason must notify the Employer in writing of their desire to bid on any job or shift as outlined above that may occur during their absence.
4. All openings shall be posted for bid within 24 hours of the decision to fill the opening and be assigned to the successful bidder within five (5) working days after the bid.
5. There shall be at least one annual overall shift bid.
6. A copy of all bids will be sent to the Local Union or to the Union Steward.

Vacation & Floating Holidays: The vacation year for all employees shall be January 1 through December 31. Vacation requests will be submitted at least two (2) weeks in advance. Management will respond to vacation requests within seventy-two (72) hours, or the request will be considered granted. With management's prior approval, employees may work overtime during an approved vacation day or on an approved floating holiday.

The Company will be able to blackout up to four (4) weeks each calendar year for the purpose of vacation selection.

Employees who are terminated or voluntarily resign without the proper two (2) week notice will not be eligible to receive payout for accrued but unused floating holidays. Upon voluntary resignation with notice, the employee is expected to finish his/her scheduled work (unless excused by management) for the (2) weeks from the date of notice in order to be paid for their accrued but

unused floating holidays. Vacation days and up to five (5) floating holidays and up to five (5) sick days converted to floating holidays will be bid during the annual vacation bid. The use of sick days converted to floating holidays will follow Article V Section 1 of the Master Agreement.

Cash out of unused vacation each calendar year will be done in accordance with Article VI, Section 1 (B) of the Master Agreement. In accordance with the Master Agreement, Article VI section 1, employees who reach their anniversary date will have all their vacation days granted and for use in that calendar year. Annual vacation allotments are granted each January 1st the following year.

Overtime: No employee will be required to work more than four (4) mandatory hours on a regularly scheduled shift or eight (8) hours mandatory on a regularly scheduled day off.

All overtime will be assigned by seniority. Mandatory overtime on the seventh consecutive workday shall be paid at two times (2x) the employee's hourly rate for all hours worked provided the employee works mandatory overtime on his/her sixth day.

A mutually agreed upon Union member will witness all daily overtime and posted overtime calls from a list provided by the company, between 1:00 and 3:00 pm. The union member who witnesses this daily overtime will not suffer any loss of incentive and will perform this work during their regular scheduled shift.

When a voice message has been left by management, the employee will have 10 minutes to respond before management can go to the next senior employee. If an employee calls back during the allotted time period & leaves a voice message with management, then management must return their call first before continuing with the seniority list.

Attendance: An employee must work at least three (3) hours of the shift, or it will be considered a sick call. Employees who clock in more than three (3) hours late, after the beginning of their regular scheduled shift, will be considered a sick call. In the instance of any no call no show, it will only take one (1) occurrence to be subject to discipline for absences per the attendance policy. After receiving discipline in any attendance category, the opportunity is available to reduce the discipline by one level. Perfect attendance in the absence and/or tardy/early out category for a consecutive sixty (60)-day period will reduce the last letter issued by one level. The Company can request a doctor's note only after calling out three (3) working days or more.

Safety Shoes: The Company will provide safety shoes either by arranging for a vendor to be on site, or the Company will provide one hundred and twenty-five dollars (\$125) for safety shoes meeting Hertz safety standards (slip resistant). To be eligible for the shoes allotment each year, the employee must present worn shoes to management. For shoes not purchased from the Hertz vendor the following will be required before the employee is reimbursed.

- The original receipt
- The actual shoes purchased
- The manufacturer's certificate of verification that the soles are slip resistant

This information shall be provided to the designated company manager by department for approval before the purchase is approved and reimbursed.

Accidents: Post-accident drug tests will be given immediately following any motor vehicle

accident and all on the job injuries. A motor vehicle accident is defined as any damage to a vehicle that results in \$750 or more worth of damage. Employees suffering an on-the-job injury will only be drug tested in cases where impairment could be the cause of the injury.

Discipline: Pursuant to Article XI of the collective bargaining agreement, written warning notices shall expire after nine (9) months. The company will consider discipline levels active for a nine-month period of time following the issuance of such written notice. After nine months, with no further discipline issued during that time period, the employee will be reduced to one active level of discipline. Time off due to leaves of absence, including workers' compensation, will not count towards the nine-month period.

For example: An employee receives a first written warning for absences and three months later receives a second written warning for absences. The employee will remain at a second written warning level for the next nine months. Following the nine-month period, the employee's discipline level will be reduced to a first warning level if no further discipline is received.

Miscellaneous:

1. The Union will provide one (1) enclosed glass bulletin board per department, with locks and keys, which shall be given to the authorized Union officer. These boards shall be used by the Union for posting all notices and literature approved by the Union and not derogatory or damaging in any way to the interests of the Employer. Union bulletin boards shall be confined to Union business. Any notices posted that are not in accordance with the provision shall be removed by the Union.
2. The time limits within the Master Agreement may be extended for specified periods of time, subject to the mutual consent of the Employer and the Business Agent of the Local Union.
3. The Union through a Shop Steward or a Business Agent of the Local Union shall request up to twenty (20) minutes during the Employer's new hire orientation program to meet with the employee(s).

Seasonal Employee: The Employer may utilize seasonal help as vacation relief and during peak periods to meet the operating needs of the Employer. Seasonal employees shall not have seniority.

1. Seasonal employees shall be paid overtime on the basis of time and one-half (1½) the employee's straight time hourly rate for all hours worked in excess of eight (8) hours in anyone (1) day or forty (40) hours in anyone (1) week.
2. Articles III, IV, VI, VII, IX, shall not apply to seasonal employees.
3. It is understood the Employer will not utilize seasonal help if any employee having seniority status is laid off.
4. Seasonal employees who are hired as regular full-time employees will be given seniority credit to the first day of hire as a seasonal provided the service is continuous.
5. Seasonal employees can be utilized from June 1st through September 30th. Seasonal full-

time shall be subject to mandatory overtime.

6. A maximum of five (5) seasonal employees can be used each year in the time frame as set forth in section (e) above. If additional seasonal employees are required, the parties agree to meet and discuss the request for additional seasonal employees.

Unassigned Employees: The Company can utilize one (1) unassigned employee in the VSA classification during the annual bids; The Employee who is assigned this position will receive an extra one dollar (\$1.00) per hour on top of their regular hourly rate. This one dollar (\$1.00) differential will only apply when the employee schedule deviates from their normal bid shift. It is understood this one dollar (\$1.00) differential is not in addition to any other premiums.

The Company will post/notify on each Monday by 10:00 am the schedule for the following Friday's unassigned shift. If the Company does not post/notify the employee of their schedule by the deadline set forth above, the employee's shift will remain unchanged.

Union Leave: Upon no less than ten (10) working days' notice, the Employer shall grant an unpaid leave for an employee with seniority to perform work for the Union, pursuant to Union instructions, without discrimination or loss of seniority or fringe benefits protection, not to exceed thirty (30) working days each calendar year, excluding contract negotiations. The notice shall specify the length of time off request. No more than one (1) employee in each department will be permitted on such leave at the same time, excluding contract negotiation. The Union agrees that such time off request shall not be exercised to the detriment or disruption of the operation of the business.

Health and Welfare – Local 222

Section I

The parties agree the total amount of one thousand two hundred seventy-six dollars and twenty-nine cents (\$1,276.29) per month will be remitted to the Utah Idaho Teamsters Security Fund to provide the Gallatin Plan for each regular employee covered under this agreement in accordance with the rules prescribed by the Trustees of said Security Funds. Benefits of this premium shall include hospital, surgical and dental benefits and other benefits as approved by the Trustees.

Section II

The parties agree to continue the current cost sharing between the Company and the employees. The Company agrees to continue to pay eighty-nine (89%) percent of the total cost of the plan stated above. The Union agrees that each employee will continue to pay eleven (11%) percent of the total cost of the plan stated above.

The parties agree that any increase to the total monthly amount stated in Section I in any subsequent year of this agreement that the employee's percentage and the Company's percentage will continue unchanged.

The current cost sharing payment for each employee is **thirty-two dollars and forty cents (\$32.40)** per week. The Employer shall reduce the pre-tax earnings of employees to accomplish such cost sharing. The employee's contribution shall be deducted from the employee's weekly paycheck via payroll deductions and remitted to the trust monthly.

Exhibit A - Minimum Starting Wage (VSA)

Salt Lake City	Current 10/01/2023	10/01/2024	10/01/2025	10/01/2026
Vehicle Service Attendant	\$16.00	\$18.00	\$18.00	\$18.00

1 - Employees will be paid at a minimum the rates in the above that correspond with their job title. The Employer may adjust minimum rates to meet business needs, provided said minimum rates are not adjusted below those rates set forth above. When such adjustments are necessary, all current employees who fall under the new minimum pay rate will be adjusted to the new minimum pay rate for their classification.

2 - Employees shall receive the corresponding hourly contractual general wage increases to their then-current hourly rate of pay during each year of this Agreement as set forth below:

10/01/2024 (Year 1)	10/01/2025 (Year 2)	10/01/2026 (Year 3)
\$2.00	\$1.00	\$1.00

3 - Employees are eligible for the greater of the minimum pay rate or the contractual wage increase, but not both.

4 - In the event the local, State or Federal minimum wage is increased and is greater than the above start rates, any employee earning less than the increased minimum wage rate will have their wage rate automatically increased to the higher minimum wage as of the effective date of the new minimum wage.

5 - When minimum wage is increased by law within the year prior to the above scheduled wage increases, employees who are below the increased minimum wage will be entitled to receive the greater of the annual wage increases set forth above or the increase in minimum wage.

The parties agree that these addenda and the Master Agreement contain all agreements and understandings between the parties and that any and all side letters, memoranda of understanding and agreements are null and void unless attached to these addenda or acknowledged in writing signed by the Union and the Employer after the ratification date of this addend

ACCEPTED AND AGREED TO:

HERTZ CORPORATION

Rob Fritz

Rob Fritz
VP of Labor
Relations Date:
10/30/24

~~TEAMSTERS LOCAL 222~~

Spencer Hogue

Spencer Hogue
President, JC3
Secretary-Treasurer
Date: *10/30/24*

TEAMSTERS LOCAL 222

Alex Rojas

Alex Rojas
Business Agent
Date: *10/30/24*

Memorandum of Agreement

The parties agree to the following:

On a non-precedent setting basis, the Company may utilize outside vendors to assist with the performance of Vehicle Service Attendant work.

The Company will ensure that each VSA is offered the maximum amount of voluntary overtime available for that day, prior to utilizing the outside vendor. Mandatory overtime will be utilized as necessary; however, mandatory does not need to be called prior to the determination that the outside vendor will be used. No employee will be denied overtime opportunities when the outside vendor is being used.

Utility Mechanics and Mechanics will be allowed to perform VSA work on overtime if shop overtime is not available. Overtime outside of the employee's own classification will be limited to hours when management is scheduled to be on-site. The employees will not be denied overtime hours when outside vendors are being used. The maintenance employees will be held to the same VSA productivity standards agreed upon by the Company and the Local Union.

The Company will continue its endeavor to hire additional VSAs until the current vacancies (approved requisitions) are filled.

Both parties agree that the expectations for current car quality remain unchanged and any egregious disregard for quality standards will be addressed on a case-by-case basis. Both parties also agree that employees will be expected to continue to meet standards and that employees may be counseled and disciplined as set forth above for failure to meet standards and that employees may be counseled and disciplined as set forth above for failure to meet standards.

RETENTION PROGRAM:

- 1) Regular full-time VSAs will receive a lump sum bonus payment in the gross amount of four-hundred (\$400.00) dollars a month(s), anytime the Company uses outsourced labor during any calendar month(s).
- 2) All such payments, less applicable deductions, will be made on the second pay period of the following month.

Guidelines, Qualifications & Disqualification:

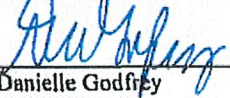
- 1) VSAs must remain active on the payroll on the date of payment to be eligible for the prior month's payment.
- 2) VSA's must have successfully completed their probation period in order to qualify for the Retention Bonus.
- 3) A leave of absence may result in either a disqualification from the Retention Program or a proration of the lump sum bonus for the month leave is taken, depending on the type of leave taken.

- 4) Employees who receive written discipline under the attendance policy (i.e., tardies, early outs, sick calls, NCNS) in any month outside vendors are being utilized will not be eligible for the amount stated above.

The parties agree to review this process three (3) months after ratification. At that time, both parties will discuss staffing levels, peak seasons and the possibility of modifying this Memorandum of Agreement to a weekly payment of one hundred (\$100.00) dollars, instead of the four hundred (\$400.00) dollars a month. The parties also agree if the contract is ratified in October of 2024, that the retention bonus of four hundred (\$400.00) dollars will not take effect until November 1, 2024.


ACCEPTED AND AGREED TO:

HEITZ CORPORATION



Danielle Godfrey
Labor Relations
Date: 10/31/24

TEAMSTERS LOCAL 222



Alex Rojas
Business Agent
Date: 10/29/2024