

AGREEMENT

between

CAMPBELL SOUP SUPPLY COMPANY

and

**LOCAL UNION No. 540
UNITED FOOD
AND COMMERCIAL WORKERS**

September 9, 2024

March 26, 2027

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INTRODUCTION

This Agreement, effective September 9, 2024, is by and between Campbell Soup Supply Company (hereinafter called the Company) and Local 540, United Food and Commercial Workers (hereinafter called the Union).

Article One RECOGNITION

- A. The Company recognizes the Union as the sole and exclusive representative of the employees defined in Section A(1) below for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment, and other conditions of employment.
 - 1. The term "employees" as used throughout this Agreement shall include all hourly Production, Warehouse, Receiving, Quality, Maintenance, Utilities (Power Plant), Waste Water Services, Organizational Effectiveness, and Safety employees.
 - 2. The term "employees" as used throughout this Agreement shall exclude all agricultural employees and all salaried employees, including the following categories: Office Clerical, Plant Clerical, Quality Control, Manufacturing Engineering, Factory Accountants, Inspectors, Guards, Professional employees and all Supervisors as defined in the National Labor Relations Act ("the Act"), as amended.
- B. The purpose of this provision is to describe the bargaining unit and in no way guarantees continued operations or jobs. However, the Company and the Union acknowledge that the opportunity to enhance employment security and the continuation of Paris, Texas operations is contingent upon the cultivation of a team based work force. Both parties will demonstrate a commitment to broadening team members' job skills. The goal of this agreement is to provide job security by improving the competitive position of the plant.

Article Two UNION SECURITY

- A. The Company will not interfere with the right of employees to become members of the Union. The Union, on its part, agrees that the Union, its agents and its members will not intimidate, nor in any way coerce employees into joining the Union or paying Union dues and will not solicit membership or engage in any Union activities on Company time.
- B. The Company will restrict salaried employees from performing manual labor normally performed in the bargaining unit except in cases of emergency or for the purpose of instructing employees.
- C. The Company shall deduct from weekly wages Union dues and representation fees for each employee who authorizes in writing, on an appropriate form submitted by the Union, for the period of the Agreement or so long as such authorization shall remain in force.

1. Employees who have authorized such deductions and who are not at work in any week shall have their Union dues or representation fees deduction made in the next payroll week they work. Deductions for newly hired employees will be made in the first payroll week following receipt of the payroll deduction authorization. The initiation fee of the Union shall be deducted by the Company, if due and owing, and authorized as aforesaid, in the same manner as the dues or representation fees. Both initiation fee and weekly Union dues or representation fees shall be remitted promptly by the Company to the Union.
2. An employee's written authorization and assignment shall be irrevocable for one (1) year from the date of execution or until termination of this Agreement between the Company and the Union, whichever occurs sooner, and from year to year thereafter, unless not less than thirty (30) days and not more than forty-five (45) days prior to the end of any subsequent yearly period, the employee gives the Company and the Union each written notice, by certified mail, of the employee's revocation thereof.
3. The amounts deducted will be turned over to the appropriate official of the local Union.
4. The local Union President and Recording Secretary will notify the Company in writing of the amount of current Union dues and the initiation fee as well as the appropriate official of the local Union to whom the money is to be turned over. This notification must bear the official seal of the local Union.
5. Upon written request by an employee on a proper form, the Company shall make payroll deductions for the Active Ballot Club (ABC) and remit same promptly to the Union.

Article Three
HOURS OF WORK AND OVERTIME

- A. Insofar as practical production schedules permit, the Company will establish a normal work week at forty (40) hours of work, exclusive of meal times, in each payroll week. The parties recognize the Company's right to schedule abnormal work weeks. If the hours of work fall below an average of thirty-five (35) hours per week, this situation will be discussed with the Union.
- B. The payroll week begins at 12:00 A.M. Monday morning and ends at 11:59 P.M. Sunday night. For payroll purposes an employee's entire shift of work will be considered in the day and week in which the employee is scheduled to start the shift of work.
- C. All work in excess of forty (40) hours in any one payroll week shall be paid for at the rate of time and one-half.
 1. Employees who are hired and attain seniority status on or after May 1, 2017 shall receive overtime (time-and-one-half) only for all hours worked in excess of 40 per week. Article 3, Paragraphs D and E shall not apply to them.
 2. Employees working an alternative 12-hour work schedule shall receive overtime pay (time-and-one-half) only for all hours worked in excess of 40 per week and for hours

worked on a day for which an employee is not regularly scheduled provided that the employee works all regularly scheduled hours. Article 3, Paragraphs D and E shall not apply to them.

- D. All work in excess of eight (8) hours in any one day shall be paid for at the rate of time and one-half (1-½).
- E. All work performed on Saturday and Sunday shall be paid for at the rate of time and one-half.
- F. Double time will be paid for work performed on Sunday if it is the seventh consecutive day worked in the payroll week. A holiday called for in Article Four will be counted as day worked when calculating the seventh day of work.
- G. The Company has the right to schedule overtime as necessary. Employees are expected to work overtime scheduled by the Company. Insofar as practical, the Company will notify employees in advance when overtime is being scheduled. For those working alternative work schedule (AWS), unscheduled shifts (working on days other than those for which one is regularly scheduled) will be filled by volunteers first. Any forced unscheduled shifts will be done on a rotation basis by qualified employees within classification. With the AWS schedule each employee is non-scheduled every other weekend (Saturday through Monday), during which they may not be forced to work. Employees may not be forced to work more than 13 hours per day (exclusive of daily unpaid meal period time).
- H. The Company will equalize overtime opportunities within job classification by shift, then within division by shift, then within department by shift. The Company will maintain records of overtime opportunities of employees within a department and such records will be available for review by Departmental Stewards or employees.
- I. Overtime will not be pyramided. When two or more of the above overtime rules apply to the same hours of work, the highest single overtime rate will be paid for such work. Overtime pay also will not be pyramided with holiday pay.
- J. An employee will not be deprived of the opportunity to work his/her scheduled shift solely for the purpose of avoiding overtime pay. In crewing for weekend overtime, employees will be offered the opportunity to work Saturday and Sunday for the sixth (6th) and seventh (7th) day before any other employees in the department are contacted to work either day.
- K. Absences (up to five (5) days in a calendar year) approved by the company for an employee to conduct bona fide Campbell Soup Union business will be considered "hours worked" as applicable in Article Three, Paragraph F and Article Four, B. 1. Any absences approved by the company in excess of five (5) days in a calendar year will be considered as "excused" as applicable in Article Four, B. 1.
- L. Employees will normally be paid on Thursday. Effective June 1, 2011, all employees will be paid via direct deposit into bank account(s) designated by each employee. No paper payroll checks will be issued. The practice of advancing employees vacation pay in advance of vacations (i.e. generating and delivering pay checks outside of the ordinary weekly payroll cycle) will be discontinued effective June 1, 2011. Effective June

1, 2017, employees will automatically default to no longer receiving paper wage statements. However, employees who wish to receive paper wages statements may opt to do so.

M. Employees involved in temporary transfers as provided for in Article Seven, E. 2, will not have their regular rate of pay reduced.

**Article Four
HOLIDAYS**

A. The following holidays will be recognized during the term of this contract:

Traditional Schedule

2024 Holidays	Traditional Schedule Date	Traditional Schedule Day of Week	AWS Schedule Date	AWS Schedule Day of Week
New Year's Day	1/1/2024	Monday	1/1/2024	Monday
Good Friday	3/29/2024	Friday	3/29/2024	Friday
Memorial Day	5/27/2024	Monday	5/27/2024	Monday
Independence Day	7/4/2024	Thursday	7/4/2024	Thursday
Floater 1	7/5/2024	Friday	7/5/2024	Friday
Labor Day	9/2/2024	Monday	9/2/2024	Monday
Thanksgiving Day	11/28/2024	Thursday	11/28/2024	Thursday
Day After Thanksgiving Day	11/29/2024	Friday	11/29/2024	Friday
Floater 2	12/24/2024	Tuesday	12/24/2024	Tuesday
Christmas Day	12/25/2024	Wednesday	12/25/2024	Wednesday
2025 Holidays	Traditional Schedule Date	Traditional Schedule Day of Week	AWS Schedule Date	AWS Schedule Day of Week
New Year's Day	1/1/2025	Wednesday	1/1/2025	Wednesday
Easter/Good Friday	4/18/2025	Friday	4/20/2025	Sunday
Memorial Day	5/26/2025	Monday	5/26/2025	Monday
Floater 1	7/3/2025	Thursday	7/3/2025	Thursday
Independence Day	7/4/2025	Friday	7/5/2025	Saturday
Labor Day	9/1/2025	Monday	9/1/2025	Monday
Thanksgiving Day	11/27/2025	Thursday	11/27/2025	Thursday
Day After Thanksgiving Day	11/28/2025	Friday	11/28/2025	Friday
Floater 2	12/24/2025	Wednesday	12/24/2025	Wednesday
Christmas Day	12/25/2025	Thursday	12/25/2025	Thursday
2026 Holidays	Traditional Schedule Date	Traditional Schedule Day of Week	AWS Schedule Date	AWS Schedule Day of Week
New Year's Day	1/1/2026	Thursday	1/1/2026	Thursday

Easter/Good Friday	4/3/2026	Friday	4/5/2026	Sunday
Memorial Day	5/25/2026	Monday	5/25/2026	Monday
Independence Day	7/3/2026	Friday	7/4/2026	Saturday
Labor Day	9/7/2026	Monday	9/7/2026	Monday
Thanksgiving Day	11/26/2026	Thursday	11/26/2026	Thursday
Day After Thanksgiving	11/27/2026	Friday	11/27/2026	Friday
Floater 1	12/24/2026	Thursday	12/24/2026	Thursday
Christmas Day	12/25/2026	Friday	12/25/2026	Friday
Floater 2	12/31/2026	Thursday	12/31/2026	Thursday
2027 Holidays	Traditional Schedule Date	Traditional Schedule Day of Week	AWS Schedule Date	AWS Schedule Day of Week
New Year's Day	1/1/2027	Friday	1/1/2027	Friday

Two floating holidays per contract year will be scheduled by mutual agreement at least 30 days prior to implementation. The Company may use a "Floating Holiday" as either a half holiday (4 hours) or a full holiday (8 hours). However, the total hours of each "Floating Holiday" will not exceed one (1) full holiday (8 hours).

At the beginning of the calendar year in which the term of this Agreement expires, the Company, after consulting with the Union, may announce the holidays it intends to recognize for the entire year (i.e., holidays after the expiration of the Agreement). They will be the recognized holidays that year unless/until the parties agree to a successor Agreement which provides otherwise.

- B. Each full-time employee shall receive eight (8) hours straight-time pay for each of the holidays enumerated above. An employee working a 12-hour alternative work schedule will instead receive 12 hours of holiday pay for each of the holidays enumerated above. Holiday pay is subject to the following provisions:
 - 1. To be eligible, an employee working a traditional 8-hour schedule shall be required to work all of his/her hours scheduled by the Company the work day before and the work day following the holiday unless an absence on these days was previously excused by his/her supervisor, or the day before or the day after the holiday is an overtime day in excess of his/her normal work week. An employee will not receive holiday pay if he/she accepts an assignment to work on a holiday and does not work unless it is for some reason beyond his/her control or if having reported to work, he/she fails to complete his/her work assignment for the day without being excused by his/her Supervisor.
 - 2. To be eligible, an employee working a 12-hour alternative work schedule shall be required to work all of his/her hours on:
 - a. The employee's last scheduled shift (regular, voluntary overtime, or mandatory overtime) prior to the holiday;
 - b. The holiday (if scheduled to work a regular, voluntary overtime, or mandatory overtime shift); and

- c. The employee's first scheduled shift (regular, voluntary overtime, or mandatory overtime) after the holiday.
3. An employee will not be eligible for holiday pay if he/she is on personal leave of absence when the holiday occurs.
4. An employee will not be eligible for holiday payment unless he/she actually works at least one (1) day within the week in which the holiday falls. An employee on jury duty or approved leave for bereavement during the holiday week will be considered as having worked to qualify for holiday pay.
5. If an employee is on vacation during a holiday week, he/she shall be entitled to the holiday, and that day shall not be considered as a day of vacation but shall be scheduled at another time.
6. An employee who is eligible for holiday pay and works on a holiday shall receive, in addition to his/her regular holiday pay, time and one-half for all hours worked.

Article Five
WAGES

- A. The job classifications, together with the hourly base rates of jobs within the bargaining unit (Exhibit #1), are attached to and made a part of this Agreement.
- B. Employees (other than Skilled Trades employees, as defined in Article 7, paragraph A (1)) hired after April 1, 2017 into Tech A-AA or Tech 1-2 positions will receive a \$0.50 per hour increase six (6) months from their date of hire, a \$0.50 per hour increase one (1) year from their date of hire, one-half ($\frac{1}{2}$) the difference per hour increase from their current rate of pay and the full rate of pay in their established labor grade two (2) years from their date of hire, and full pay in the established labor grade (as set forth in Exhibit #1) three (3) years from their date of hire.
- C. An employee called in to work by the Company and who is sent home because of lack of work will be paid either the amount of money earned as normally calculated, or four (4) hours at the employee's straight-time base rate, whichever is greater, unless the employee is sent home as the result of a strike, unauthorized work stoppage or some reason beyond the control of the Company.
- D. An employee assigned to work on a job will receive the rate of the job as established in the Schedule of Hourly Base Rates. An employee assigned to a lower-rated job in an emergency situation where his/her own job continues to operate shall have his/her rate protected for the duration of that assignment.
- E. A \$0.35 per hour shift differential shall be paid for all hours worked on the second shift. A \$0.40 per hour shift differential shall be paid for all hours worked on the third shift. Shift premiums for second or third shift will be paid for the actual hours worked on that shift. Employees on a 12-hour alternative work schedule who work the 12-hour night

shift will receive a shift differential of \$0.50 per hour for all hours worked during the night shift.

- F. Employees approved to be working in a higher rated job for a day will receive the higher pay rate for that day.

Article Six
VACATIONS

- A. **Each employee covered by this Agreement who achieved seniority status prior to May 1, 2017** will be entitled to vacation with pay on the following basis:
 - 1. Employees with less than one year seniority will receive four (4) hours straight-time pay for each full month on the payroll not to exceed a maximum of forty (40) hours. A half day's vacation will be given for each of the months not to exceed five (5) full days.
 - 2. Employees with more than one and less than two years seniority as of June 1 will receive one (1) week of vacation and will be paid 2% of earnings received during the previous calendar year, less previous vacation payments and the Christmas gift.
 - 3. Employees with more than two and less than eight years seniority as of June 1 will receive two (2) weeks vacation and will be paid 4% of earnings received during the previous calendar year, less previous vacation payments and the Christmas gift.
 - 4. Employees with more than eight and less than seventeen years seniority as of June 1 will receive three (3) weeks vacation and will be paid 6% of earnings received during the previous calendar year, less vacation payments and the Christmas gift.
 - 5. Employees with seventeen years or more of seniority as of June 1, 1982 will receive four (4) weeks vacation and will be paid 8% of earnings received during the previous calendar year, less previous vacation payments and the Christmas gift.
 - 6. Effective June 1, 1990, employees with twenty-five years or more seniority as of June 1, will receive five (5) weeks vacation and will be paid 10% of earnings received during the previous calendar year, less previous vacation payments and the Christmas gift.
 - 7. For the purpose of calculating vacation pay only, a vacation earnings credit for forty (40) times the employee's base rate will be given to any employee, for any seven consecutive day period, in the vacation earnings year when he/she received total disability payments under the Accident and Sickness or Workers' Compensation Plan.
 - 8. When an employee has worked 1,600 hours or more during the previous year, he or she will receive a minimum of forty (40) hours' pay at his or her base rate per vacation week earned. Authorized time off for Union Business will be considered hours worked when calculating vacation pay eligibility.

9. An employee who has not received his/her vacation during the current calendar year shall be entitled to his/her vacation pay as determined above if he/she is terminated after June 1.
 10. Employees with more than two (2) months service who leave the Company to enter the Armed Forces shall receive a vacation payment at the time of their departure provided they have re-employment rights under the Universal Military Training and Service Act. Proof of induction into the Armed Forces must be supplied to the Human Resources Department before these vacation payments can be released. Vacation payments shall be in accordance with the regular schedule. Servicemen/Servicewomen with reemployment rights under the Universal Military Training and Service Act who are reinstated to active employment will be eligible on June 1 following their reinstatement to a vacation payment in accordance with the regular vacation policy provisions.
 11. Any employee who retires in the period January 1 through June 1 will be entitled to vacation pay with the appropriate percentage rate on any earnings in the current vacation earning year on which vacations have not been calculated.
 12. Employees on an alternative work schedule shall use vacation in full-day (12-hour) increments. Employees whose annual vacation hour entitlements are not divisible by 12 will have a partial vacation day (fewer than 12 hours) that year. If the remaining hours are fewer than six, they will be paid out at the end of the year. If the remaining hours are six or more, the employee will be able to schedule and take the day off that year, for which the employee will be paid only for the remaining hours.
- B. Employees who are hired and attain seniority status on or after May 1, 2017** shall be entitled to vacation with pay on the following basis:
1. Annual vacation allotments will be determined as of January 1 of each year. Employees accrue vacation hours for a calendar year based on their completed years of seniority as of January 1 of that year, in accordance with the following schedule:

Completed Years of Seniority as of January 1 each year	Vacation Hours Accrued Per Year
0 – 1	40 hours (1 week)
2 – 7	80 hours (2 weeks)
8 – 16	120 hours (3 weeks)
17 – 24	160 hours (4 weeks)
25 or more	200 hours (5 weeks)

2. Employees with fewer than two years' completed seniority as of January 1 will accrue 4 hours (one-half day) paid vacation for each full month on the payroll, not to exceed a maximum of 40 hours (1 week) per calendar year.
3. Vacation hours will be paid at the straight-time hourly base rate of pay of an employee's designated job at the time the vacation time is taken.

4. Vacation is accrued each month and tracked on a calendar year basis from January 1 through December 31. Vacation may be used throughout the year, regardless of how much time one has accrued; however, employees may not take more time than the total number of hours that will be accrued by the end of that calendar year. For example, an individual might be able to take 40 hours of vacation in February even though he/she may not accrue 40 hours of PTO until 4 or 5 months into the calendar year. Employees may not "borrow" against the next year's vacation allotment.
 5. Upon termination of employment, employees will be paid for all accrued but unused vacation time remaining for the calendar year, based on the number of vacation hours accrued year-to-date, less the amount of vacation taken during the calendar year. In case of resignations or terminations "for cause," should the amount of vacation taken exceed the vacation accrued through the date of termination, the difference will be deducted from the employee's last paycheck. If one's final pay check is not sufficient, the employee must repay the difference. In case of involuntary terminations not "for cause" or terminations due to death or disability, employees will not be required to repay negative vacation balances.
 6. Employees with more than two (2) months service who leave the Company to enter the Armed Forces may request payment of accrued but unused vacation at the time of the commencement of their leave, if they wish, rather than wait until the end of the year.
 7. Vacation days shall be used in full-day increments. An employee who has a partial vacation day of accrued but unused time remaining will have the following options: (1) "sell back" or redeem the partial day; (b) carry over the partial day into next year; or (3) with approval, take a partial day off as vacation.
 8. Employees may be required to take their vacation during shutdown periods which occur during the calendar months of March, April, May, June, and July of each year. Employees will not be required to take vacation for shutdown periods at any other times of the year.
- C. Vacation shall be taken at such time as fixed by management. The Company may provide shutdown periods, during which employees will not be required to take in excess of two (2) weeks of their vacation in affected department(s). The Company will notify the employees and the Union, by posting a notice in a conspicuous location in the plant, at least forty-five (45) days prior to the scheduled shutdown, if any. Employees eligible for vacation in excess of scheduled shutdowns will be allowed to use one (1) week of vacation in one-day increments provided approval is obtained at least twenty-four (24) hours in advance. Once approved, the one-day vacation may not be rescheduled. The Company agrees that employees will not be required to take their vacation(s) during furlough weeks. In the event the Company does not schedule a shutdown period during the calendar year, employees will have their vacation(s) scheduled in accordance with their plant seniority in their respective departments and shifts.

Employees may be required to take their vacation during shutdown periods which occur during the calendar months of March, April, May, June, and July of each year. Employees will not be required to take vacation for shutdown periods at any other times of the year.

Article Seven
SENIORITY

A. Probationary Period

1. New full-time employees (except skilled trades employees) shall be considered probationary and have no seniority during the first 120 consecutive days of active employment. Skilled trades employees (jobs in the Maintenance Department 3 and above and jobs in the Utilities (Power Plant) Department Tech 3 and above) shall be considered probationary and have no seniority during the first 90 consecutive days of active employment. Benefit coverage will be effective on the first day of work following the completion of the probationary period. Notwithstanding the foregoing, medical, dental, and vision insurance coverage will be offered to new employees upon date of hire. Probationary employees shall be eligible for holiday pay after thirty days of employment. The Company will provide the Union with a list, on a monthly basis, which shows the job performed by probationary employees for the previous week.
2. For purposes of counting the 120 consecutive days of active employment for one's probationary period in Paragraph A(1) above, a break in service shall occur either when an employee is terminated or when an employee is laid off for a period equal to or greater than his/her days of active employment. If an employee is away from work for more than (7) days during the probationary period (for example, if laid off or furloughed by the Company for a period that is less than his/her days of active employment, or on an approved leave of absence) their probationary period will be extended by the number of days that they were away from work.

B. Plant Seniority

1. Employees shall be considered seniority employees and placed on the plant seniority list on the first day of work following completion of their probationary period, and their plant seniority will date back to their date of hire. Employees retain seniority so long as they are in active employment, on leave of absence, or on layoff with right of recall.
2. The plant is divided into departments. Currently, the departments are Soup, Sauce, Warehouse, Receiving, Maintenance, Utilities (Power Plant), Waste Water Services, Quality, Organizational Effectiveness, and Safety.
3. The principle of seniority among qualified personnel within the shift will be followed in filling openings to balance the crewing between shifts.
4. If an operation is relocated from a department, the employees performing the work shall have the option of moving with the operation or being assigned to available work in the department.
5. The Company and the Union acknowledge that the reorganization of the Classifications/Departments as agreed to in the 2005 negotiations may, in some cases, make it necessary to implement new practices applying to affected employees/areas (for example, overtime, training, furloughs, etc.). The parties agree

that the Labor/Management Committee may meet as needed to discuss the implementation of new practices, if any, and resolve, if possible, unforeseen issues caused by the reorganization.

C. Seniority Lists

1. The Company agrees to electronically provide to the Union each month a list of names of employees added, terminated, laid off, or on leaves of absence in the prior month. The Company agrees to electronically provide to the Union, upon request, a list of employees, including dates of hire, job titles, rates of pay, employee ID numbers, clock numbers, addresses, and the last four digits of members' Social Security Numbers.

D. Employee Transfer

1. In transfers or promotions, consideration will be given to seniority, ability, aptitude, and other qualifications to perform the job. The senior qualified bidder will be awarded the job. Permanent job openings will be posted within two weeks of the vacancy, for three (3) working days on the main bulletin board. In cases where the Company does not believe it is in the best interests of the operations to post a vacancy within two weeks, Management and the Union shall meet to resolve the issue. Employees on vacation, or on approved leave of absence, who filed with the Human Resource Department before going on the leave of absence or vacation, a request for consideration on the job opening will be considered for the duration of such leave of absence or vacation, as having bid on the job, provided that they are able to commence the job within three (3) weeks of being awarded the job. Job posting will include job title, rate of pay, hours of work, department, number of people required, name of supervisor, and the approximate date the opening is to be filled. Information concerning job duties will be available in the Human Resources Department. The name of the successful bidder will be posted. The successful bidder shall be assigned to the job within three (3) weeks. If an employee refuses a job after their previous job has been posted, they will either go to available work and will not be allowed to bid on any job opening for a period of three (3) months, or they can accept the job and then exercise their bidding rights.
2. An eligible employee will be entitled to three (3) successful bids in a rolling twelve (12) month period. A successful bid is when an employee is offered the job, whether ultimately it is accepted or declined by the employee. If an employee's job is eliminated by the Company and the employee has used his/her three (3) bids, the employee will be allowed one (1) additional bid.
3. The successful bidder will have 24 hours in which to consider and accept the position offered after being notified by the Company. If the position is accepted, the successful bidder will remain on the job awarded for a minimum of 6 months from the effective date of awarding the bid, and is ineligible to bid again during those 6 months unless bidding to another job classification within the same Department. After in role for those 6 months, an otherwise eligible employee may bid for any posted job.
4. Openings which will not exceed sixty (60) days will be considered temporary and will not be posted. Further, seasonal openings that occur during the period of July 1

through January 15 will be considered temporary and will not be posted, except openings in previous bid jobs. If it is necessary for seasonal positions to continue beyond January 15, they will be posted according to the procedure and timeframe of paragraph D(1) above. So that the parties will be able to identify them, the Company will provide the Union with a list of the seasonal positions for which it will crew that year. Openings as a result of military leaves of absence which do not exceed six (6) months will not be posted. Employees filling temporary openings will not use their plant seniority to displace other employees when their temporary job ceases to exist. Insofar as practical, the principal of seniority among qualified personnel within the shift will be followed in filling temporary openings.

5. Maintenance Positions

Maintenance Technicians and Power Plant Operators will be reviewed and assessed for upgrading purposes according to the following schedule:

Tech 3:	Entry Level/Assistant Operator
Tech 4:	1 year after holding Tech 3
Tech 5:	1-½ year after holding Tech 4

According to the foregoing schedule, employees will be upgraded only upon evidencing that they have attained the requisite skills. In addition, all employees in their classification will be informed of their progress at the midpoint of the upgrading period. The Union will be given a copy of the progress report. Employees may be able to progress more quickly than the foregoing schedule if/when they are able to evidence that they have attained the requisite skills.

After April 1, 2017, all Maintenance Department jobs (except for Spot Crew and Seam Technician) will be posted indicating the Area of Operations (Plant-wide, Sauce, or Soup (North Area, Filling, Labeling, Shop or Cooker Room)) and area of focus (i.e., Mechanical or Electrical), and will be filled as follows:

- By Technician Level (i.e., T8, T7, T6, T5, T4, T3, etc.)
- Seniority

Boiler/Ammonia Operator Certification

Any employee who assumes a Tech 3 Power Plant Assistant Operator position (or above) after March 29, 2014, is required to obtain certifications, recognized by the Company, for Boiler and Ammonia Operations within 3 years of attaining Tech 5 status. The Company will cover the cost of necessary coursework, training materials, testing fees, and travel when necessary. Failure to obtain either certification will result in disqualification of the employee from the position and he/she will be assigned to work available.

Current Power Plant Operators (those holding, Tech 5- Power Plant Operator and Tech 6- Power Plant Lead positions) will be required to complete the coursework that corresponds with these certifications. Those current Operators who chose to and do attain the certification(s), will receive a one-time \$1,000 lump sum payment from the Company for each certification attained.

E. Reductions in Force

1. In the event it becomes necessary to make a reduction in force within a department, probationary employees in the department will be the first to be transferred. If a further reduction in force is necessary, it will be done by classification, then Division, then Department among the remaining employees in the department based on their plant seniority, except in cases where efficient production would be impeded.
2. Employees with the greater plant seniority who are not subject to layoff and are displaced from their job classifications shall retain rights to be recalled to that job classification and shift from which they were displaced for twelve (12) months. Employees displaced from their department may exercise their seniority to return to their department to available openings if qualified to perform available jobs before less senior employees are allowed to exercise job recall rights.
3. Temporary transfers due to the temporary curtailment of an operation or a part of an operation may be made without regard to seniority provided it does not exceed three (3) continuous working days.
4. Employees transferred to a salaried position shall retain seniority for a period of six (6) months. Upon returning to hourly status they will go to work available. An employee will be allowed to return to hourly status only once.
5. In the event it becomes necessary to make a plant-wide layoff the following procedure will be followed:
 - a. All probationary employees within the plant shall be laid off before employees with seniority. It is understood probationary employees need not be laid off in the order of their length of service with the Company but may be chosen at the Company's discretion. This shall not be construed to mean that the Company will be required to lay off any skilled trades employees (jobs in Maintenance Department Tech 3 and above and jobs in the Utilities (Power Plant) Department Tech 3 and above) or Tech III-Cooker Operators.
 - b. If conditions require a further layoff, employees with seniority shall be laid off in reverse order of their plant seniority in accordance with the following procedure:
 - 1.) Determine number of jobs to be eliminated.
 - 2.) Names and jobs held by employees with the least plant seniority subject to layoff will be listed.
 - 3.) Employees with the greater plant seniority who are not subject to layoff, but whose jobs are being eliminated, will be assigned openings resulting from the layoff of employees at the bottom of the plant seniority list by the principle of seniority among qualified employees.
 - 4.) Employees with the greater plant seniority, who are not subject to layoff, who are not qualified to perform available job openings at the bottom of the plant-wide seniority list may displace the least seniority employee in jobs they are qualified to perform. No employee shall be laid off who is capable of

performing the duties of a job held by another employee with less plant seniority.

- c. The Company will forward to the Union as soon as possible a list of employees affected by a reduction in force. The list will include the employee's former classification and shift.
- F. Employees will be recalled from layoff strictly on the basis of their plant seniority provided they are qualified to satisfactorily perform the duties of the jobs to be filled. If an employee is not qualified to perform the available job, such employee will be continued on layoff.
- G. It is agreed that all employees recalled or rehired from layoff will be extended job retention rights for one (1) year to the bid or assigned job held prior to the original reduction in force. Jobs to be filled through retention rights do not have to be posted.
- H. An employee shall cease to have seniority and his/her employment with the Company shall be considered terminated for all purposes when:
 - 1. He/she voluntarily leaves the Company's employ.
 - 2. He/she is discharged for just cause.
 - 3. Having been laid off for lack of work, he/she fails to report within a period of forty-eight hours following a telephone call to the employee or ninety-six hours following mailing of registered notice to the last known address as shown on the Company's records, unless failure to do so is due to circumstances beyond his/her control.
 - 4. He/she fails to report for work at the termination of a leave of absence or furlough, unless such failure is due to circumstances beyond his/her control.
 - 5. He/she works for another company or another job while on leave of absence.
 - 6. He/she is laid off for a period equal to his/her acquired seniority if he/she has less than one year's seniority, or for a one-year period, if he/she has more than one-year seniority.

Article Eight
GRIEVANCE PROCEDURE

- A. Should differences arise between the Company and the Union or employees as to the meaning and application of the provisions of this Agreement, earnest efforts shall be made to settle such differences in accordance with the following procedure. Unless there are mitigating circumstances warranting additional time (for example, confidential investigations, extended absences from the plant, etc.) the Company shall issue discipline within 15 days of management learning of the offense or infraction.
- B. Complaints will be discussed during working hours informally with the employee, Union Steward, and the employee's immediate supervisor before being reduced to writing and

processed through the grievance procedure. If a complaint is not reduced to writing and received by the Human Resources Department within ten (10) working days after the Union (or any of its representatives, including Shop Stewards) has knowledge of the alleged infraction, it will be considered satisfactorily settled. The Union may request a grant of an extension of this time limit, and said grant shall not be unreasonably withheld. When a complaint is reduced to writing and becomes a formal grievance, the procedure to be followed is:

Step 1 – The employee and/or his/her Union Steward shall meet to discuss the grievance with the Department Manager. The Department Manager's answer shall be submitted in writing within three (3) working days.

If a grievance at Step 1 of this procedure has not been answered after three (3) working days, it may be taken to the next higher step. If a grievance at Step 1 of this procedure has not been appealed to the next higher step within three (3) working days, it will be considered satisfactorily settled.

Step 2 – If a grievance is not settled at Step 1, it shall be on the agenda for the next Step 2 grievance meeting. The Union will be represented at the Step 2 meeting by the Chief Steward and/or the Departmental Union Steward, with or without the aggrieved employee. The participation of the local Union Representative in this step of the grievance procedure is optional. The Company will be represented at the Step 2 meeting by the Human Resources Manager and/or his/her designated representatives. Grievances taken up at Step 2 will be answered in writing within three (3) working days and shall be considered satisfactorily settled unless they have been appealed to Step 3 within three (3) working days after receiving the written Step 2 answer.

Step 3 – If a grievance is not settled at Step 2, it shall be taken up at a meeting between the Plant Manager and/or his/her designated representative at the Step 3 grievance meeting. Grievances taken up at Step 3 will be answered in writing within seven (7) working days.

- C. If a grievance has not been settled after the above steps have been carried through, either party may ask that the grievance be arbitrated. If a request for arbitration in the form of a submission is not received within ten (10) working days after the receipt of a written Step 3 answer, the grievance shall be considered satisfactorily settled. All the necessary arrangements, including the selection of an arbitrator, shall be completed within sixty (60) days following the receipt of the submission to arbitrate. Only grievances having to do with the interpretation of the Agreement or disciplinary suspensions or discharges may be arbitrated. Grievances concerning work standards, base rates, or the rights of management may not be arbitrated.
- D. The request for arbitration referred to in paragraph C shall be timely submitted to the Federal Mediation and Conciliation Service (with a copy to the Company). With respect to grievances filed after the ratification of this agreement, the request for arbitration shall request a panel of eleven (11) arbitrators. The parties shall select the arbitrator in accordance with the rules and procedures of the FMCS. The expenses and fees of the arbitrator shall be borne equally by the Company and the Union. The decision of the arbitrator shall be final and binding on both parties provided the arbitrator has acted in accordance with Article Eight (8), Paragraph C.

- E. It is understood that regular Step 2 and/or Step 3 grievance meetings may be called by either party once each week.

Grievances involving discharge cases may be taken up in specially called meetings. Grievance discussions or meetings at Step 1 and Step 2 will be held with representatives of the Company during their regular work hours.

- F. Grievances involving discharges or suspensions may be initiated at Step 2 of the grievance procedure.

In cases concerning discharge or suspension the Company will immediately notify the Union of the case. In cases involving termination, the Company will give the employee the reason for the termination in writing.

- G. When the Company adds a new job, or substantially changes an existing job in the bargaining unit, it will determine the base rate and notify the Union in writing. Employees will retain jobs that are re-evaluated. If the Union disagrees with the base rate determined by the Company, it may institute a grievance within 10 working days in the Step 2 of the grievance procedure.

- H. For purposes of this Article, "working days" shall mean Monday through Friday.

Article Nine
LEAVES OF ABSENCE

- A. Employees shall be entitled to a leave of absence for a period of time not exceeding sixty (60) days, provided the Company is satisfied with the reason given for such leave of absence. Medical leave of absence shall be granted for a period of twelve (12) months upon approval of the Medical Department provided the employee has completed his/her probationary period.

- B. Upon request, any member of the Union (but no more than two at the same time) will be granted a union leave of absence, not to exceed one year in duration. The Union will give the Company reasonable notice in writing of such leaves in order that replacements can be secured to cover their jobs.

All health and welfare benefits and seniority for such benefits will be forfeited during such leave; however, such employees may continue their coverage by paying the required premiums monthly in advance. Employees on a leave of absence for Union business will retain seniority within their job classification.

- C. An employee of the Company who has been called for service in the Armed Forces of the United States will, to the extent required by law, be given all possible assurance of re-employment provided that: (a) he/she makes application for re-employment within ninety (90) days after he/she is relieved from such military training and service, and (b) he/she is still qualified to perform the duties of his/her position with the Company, and (c) he/she has received a certificate to the effect that he/she has satisfactorily completed his/her period of military training and service.

- D. The Company will grant leaves of absence where both the husband and wife work and must take vacations at different times. The granting of all personal leaves must be consistent with practical production requirements and must be requested no later than March 31 in the year in which the leave of absence is to be taken. All earned vacation must be taken before a leave will be granted.

Article Ten
GENERAL CONDITIONS

- A. The Company will continue its present practice of furnishing uniforms, aprons, boots, coats, and gloves. The Company will issue an initial supply of uniforms to all employees. It will be the employee's responsibility to maintain their uniforms clean and in good order. Replacement uniforms will only be issued upon return of un-wearable uniforms.

The Company will supply specialized tools that may be necessary for Maintenance Department employees to perform their work. The Company will provide an annual \$250.00 tool allowance, payable to each eligible employee on the active payroll in December of each year. Eligible employees are those who work in the Maintenance Department (excluding Planner/Scheduler and Seam Technician) and those who work in Utilities (Power Plant) Department (excluding Water Room Attendant).

- B. Employees working an eight-hour shift will be granted one 15-minute rest period in the first half of the shift and another 15-minute rest period in the second half of the shift. Employees working less than an eight-hour shift will receive only one 15-minute rest period which will be in the first half of the shift. Employee working a twelve-hour shift will be granted another 15-minute rest period after ten-hours.
- C. Employees working a regularly scheduled shift will receive a thirty-minute lunch period. Insofar as practical, lunch periods will be scheduled near the middle of the shift but not later than five hours after the employee's starting time. In the event an employee works more than twelve hours, he/she will be given the opportunity to take a second lunch period.
- D. The Company and the Union will share the cost of printing sufficient copies of this Agreement to provide all present employees with copies as well as employees who may be hired during the life of this contract.
- E. The Company agrees to permit an employee or a Union Steward to wear the button of the Union or its International on Company property, provided such insignia have safety clasps of a type approved by the Company.
- F. **Labor-Management Committee**
 - 1. The Parties agree that a Labor-Management Committee will be established with equal representation from the Company and the Union to meet periodically (but no less than once each month, unless the Parties mutually agree otherwise), so as to discuss and attempt to resolve work-related issues, concerns, suggestions, ideas, etc., related to the facility and to the work force, all to promote better understanding with each other and to work toward programs of continuous improvement in the service to the employees, customers and to the business in general. The parties

agree to incorporate the signed and dated August 24, 2001 Labor Relations Manual to the Collective Bargaining Agreement.

2. Labor-Management Committee meetings shall not be for the purpose of initiating or continuing collective bargaining, nor in any way to modify, add to or detract from the provisions of this Agreement, and such meetings shall be exclusive of the grievance and arbitration process and proceedings in this Agreement, as grievances shall not be considered proper subject at such meetings.
 3. In a joint effort to move the partnership forward, the Parties agree that twice each year special Labor-Management Committee meetings will be held and may include additional representation from Campbell's Corporate offices and representation from the Food Processing, Packing, and Manufacturing Division of the United Food and Commercial Workers International Union.
- G. During new employee orientation, the Company agrees to afford a Union Representative the opportunity to introduce the collective bargaining agreement, to answer questions raised by new employees, and to discuss the positive relationship between the Union and the Company. Such presentation will not normally exceed 30 minutes. A Company representative may be present during the Union's presentation.

Article Eleven
ANTI-DISCRIMINATION

- A. Union members will not be discriminated against. The Company and the Union do not and will not, as a matter of policy, discriminate against employees or applicants because of race, color, sex, sexual orientation, marital status, national origin, religion, age, disability, or status as a disabled veteran or veteran of the Vietnam Era; or any other characteristic protected by law. In this connection, the Company offers equal employment opportunities regardless of race, color, sex, sexual orientation, marital status, national origin, religion, age, disability, or status as a disabled veteran or veteran of the Vietnam Era; or any other characteristic protected by law.

Article Twelve
RIGHTS OF MANAGEMENT

- A. The Company shall exercise the functions of hiring, transferring, promoting, demoting, suspending, discharging, laying off, recalling, and the establishment and enforcement of rules and regulations at its sole discretion, except as these functions are specifically restricted by the terms of the Agreement.
- B. The type of product manufactured, the location of plants, the planning and scheduling of production, the establishment of labor standards and the introduction of new production methods, and new or improved machinery shall be the exclusive function of management.

- C. Any of the rights, powers or authority the Company had prior to the signing of this Agreement is retained by the Company except those specifically abridged, delegated, granted, or modified by this Agreement.

Article Thirteen

JURY DUTY

- A. When an employee is called for service as a juror, he/she will be paid the difference between the fee he/she receives for such service and the amount of base rate earnings lost by him/her by reason of such service up to a limit of eight (8) hours per day and forty (40) hours per week. Like employees on a traditional work schedule, employees on an alternative work schedule will be paid for their regularly scheduled hours missed due to their jury service, less the fee received for such service.
- B. An employee shall be excused from work for the days on which he/she serves on a jury panel.

Article Fourteen

NO STRIKE - NO LOCKOUT

- A. It is mutually agreed that there shall be no strike, stoppage, suspension of work, slowdown or lockout during the term of this contract.
- B. The Union will notify employees that engage in any unauthorized actions that such actions shall cease.
- C. If a problem arising under this clause goes to arbitration, the only question that an arbitrator may decide is whether or not individual employees participated in such unauthorized action.

Article Fifteen

BULLETIN BOARD

- A. A bulletin board will be provided by the Company where notices pertaining to official Union business may be posted, provided such notices are approved by the Company and with the understanding that they will be removed when they have served their purpose.

Article Sixteen

TRAINING

- A. Recognizing the fact that there will be changes resulting from the introduction of new and improved methods, processes, and production schedules, which in turn will affect the employees, the Company will attempt to anticipate the establishment of new skilled jobs and, where practical, will assist qualified, interested, senior employees to secure

training for the new jobs. In this connection, the Company will bring to the Union's attention the new skills involved and the required training.

- B. The Company will make available a Tuition Aid Plan.

Article Seventeen

BEREAVEMENT

- A. When a death occurs in the immediate family of an employee which requires the employee to be absent from his/her scheduled work week in order to attend the funeral or other related matters, such employee shall be granted up to three (3) days off with pay. The immediate family shall be limited to the employee's mother, father, children, stepchildren, grandchildren, grandfather, grandmother, husband, wife, brother, sister, step-brother, and step-sister. Payment will be made for a day of absence only if such day is a day within the employee's scheduled work week commencing with day of death and ending two days following the day of the funeral. The employee, when requested, must furnish satisfactory proof of the death and relationship of the deceased and the day of the funeral. The employee is to notify the Company of the necessity of his/her absence no later than the first day of such absence.
- B. Employees will be granted up to two (2) days of funeral leave to attend the funeral of his/her father/mother-in-law, brother-in-law/sister-in-law, son-in-law/daughter-in-law, or grandmother-in-law/grandfather-in-law when such funeral is held during the employee's basic 40-hour work week. The employee will be paid eight (8) straight-time hours for each day taken. When requested, the employee must furnish satisfactory proof of the death, relationship of the deceased, and the day of the funeral.
- C. Employees working an alternative work schedule are eligible for up to the same number of days at 12 hours of pay each.

Article Eighteen

HEALTH, SAFETY, AND WELFARE

- A. The Company will provide a security benefit program including Retirement and Pension Plan, Life Insurance, Medical Plans, Vision, Dental, Accident and Sickness, and Long Term Disability, as outlined in summary form in the attached Exhibit #2.
- B. The Company is responsible for providing a safe and healthy workplace. The Company shall make reasonable provisions for the safety and health of the employees of the plant and shall provide sufficient and sanitary washrooms, and health and safety facilities in accordance with the provisions relating thereto as contained in the laws of the State of Texas.
- C. A Management-Union Safety Committee will be established. Policies and functions of this committee shall not be subject to arbitration.
- D. The Company and Union agree to meet and work jointly to manage cost, monitor initiatives and coordinate activities supporting healthcare. The parties will meet twice

per calendar year, with one meeting held no later than August 15 and one meeting held around April 1. Both meetings will report on cost containment strategies and the performance of health initiatives. Paid cost experience will be compared to paid baseline cost projections. The first meeting will establish a baseline of cost and confirm the methodology. The August meeting will also explore factors, circumstances, and plans for co-premium and benefit design changes related to open enrollment for the forthcoming calendar year. The Company and Union may agree to additional meetings to discuss, plan, and implement coordinated activities to promote health, efficient use of the healthcare programs, and support annual enrollment activities.

Two Union Committee members will be designated as Benefit Stewards, whose duties will include, but not be limited to, supporting the annual enrollment process and promotion of healthcare initiatives through education and communications activities with employees at the plant. The Company will pay for Company-approved lost time for duties performed by Union Committee members.

Article Nineteen
DURATION OF AGREEMENT

This agreement shall become effective September 9, 2024, and shall remain in full force and effect through March 26, 2027. Either party desiring to change or terminate any part of this agreement at its expiration must notify the other party in writing on or before sixty (60) days before March 26, 2027. If neither party requests any changes, the agreement will automatically renew itself on a year-to-year basis until either party notifies the other party on or before sixty (60) days in advance of a subsequent anniversary date of its intent to change or terminate the agreement on the anniversary date.

FOR THE UNION:	
Felipe Mendez	Celestino Rivera
Sonya Mumphrey	Jackey Chappell
Darel Ricks	Bobby Allen
James Bell	Jimmy Brown
Corjuan Beauford	

FOR THE COMPANY:	
Chance Bankhead	Torrey Cook
Sheila Coursey	Chadlee Johnston
Laurie Redus	

**Exhibit No. 1
SCHEDULE OF BASE RATES**

	Rate/Hr Effective 9/9/24	Rate/Hr Effective 3/31/25	Rate/Hr Effective 3/30/26
Non-Skilled Trade Roles			
Hire Rate	\$18.51	\$18.91	\$19.31
Tech A	\$18.51	\$18.91	\$19.31
Tech AA	\$22.19	\$22.59	\$22.99
Tech 1	\$22.97	\$23.37	\$23.77
Tech L	\$23.95	\$24.35	\$24.75
Tech 2	\$24.92	\$25.32	\$25.72
Tech 3	\$26.82	\$27.22	\$27.62
Tech 4	\$28.19	\$28.59	\$28.99
Tech 6	\$32.79	\$33.19	\$33.59
Skilled Trade Roles			
Tech 3	\$27.08	\$27.48	\$27.88
Tech 4	\$28.45	\$28.85	\$29.25
Tech 5	\$30.92	\$31.32	\$31.72
Tech M6	\$33.40	\$33.80	\$34.20
Tech 6	\$33.40	\$33.80	\$34.20
Tech 7	\$35.40	\$35.80	\$36.20
Tech 7L	\$36.40	\$36.80	\$37.20
Tech 8	\$37.40	\$37.80	\$38.20
For probationary employees at levels Tech 2 and below, see Article 5(B).			

JOB STRUCTURE

SOUP	
Job Title	Pay Grade
Division 1	
Tech 4- Team Leader	T4
Division 2	
Classification: Fill	
Tech 3- Filling	T3
Tech 2- Filling	T2
Division 3	
Tech 2- Cook	T2
Division 4	

Classification: Prep Tech 3- Prep Operator Tech 2- Prep Operator	T3 T2
Classification: Blending Service Tech 2- Production Lift Tech AA- Blending Services	T2 TAA
Division 5	
Tech 3- Cooker Operator	T3
Division 6	
Classification: Labeling Tech 3- Labeler Tech 2- Labeler Tech 1- Labeler	T3 T2 T1
Classification: Casepacking Tech 3- Casepacker Tech 2- Casepacker Tech 1- Casepacker	T3 T2 T1
Classification: Palletizing Tech 2- Palletizer Tech 1- Palletizer	T2 T1
Division 7	
Tech 2- Sanitation	T2

SAUCE	
Job Title	Pay Grade
Division 1	
Tech 4- Team Leader	T4
Division 2	
Tech 3- Filling	T3
Tech 1- Hot Check	T1
Division 3	
Tech 2- Cook	T2
Division 4	
Classification: Prep Operator Tech 2- Tomato Supply Tech 2- Spice Supply Tech 2- Fresh Ingredient Supply	T2 T2 T2
Division 5	
Classification: Labeling Tech 3- Labeler Tech 2- Labeler Tech 1- Labeler	T3 T2 T1

Classification: Casepacking	
Tech 3- Casepacker	T3
Tech 2- Casepacker	T2
Tech 1- Casepacker	T1
Classification: Palletizing	
Tech 2- Palletizer	T2
Tech 1- Palletizer	T1
Tech 1- DePal	T1
Division 6	
Tech 3- Chemical Room	T3
Tech 2- Sanitation	T2
Tech AA- Blending Service	TAA
Tech AA- Lift Operator	TAA

WAREHOUSE	
Job Title	Pay Grade
Tech 4- Recon Team Leader	T4
Tech 3- Inventory Control	T3
Tech 3- Store Coordination Tech	T3
Tech 2- High Lift/Medium Lift	T2
Tech AA- Medium Lift	TAA
Tech 2- Reconditioning	T2
Tech AA- Reconditioning	TAA
Tech A- Shipping	TA
Tech A- Reconditioning	TA

RECEIVING	
Job Title	Pay Grade
Tech 4- Team Leader	T4
Tech 4- Non Ingredient Materials Coordinator	T4
Tech 3- Bulk Delivery	T3
Tech 2- Inventory Control	T2
Classification: Receiving Operations	
Tech 2- Receiving Operator	T2
Tech AA- Receiving Operator	TAA
Tech A- Receiving	TA

QUALITY	
Job Title	Pay Grade
Tech 3- Lab Technician	T3

MAINTENANCE	
Job Title	Pay Grade
Tech 8- Spot Crew	T8
Classification: Pit Crew	
Tech 8- Pit Crew	T8

Tech 7- Pit Crew	T7
Tech 6- Pit Crew (M6 or EM6)	T6
Classification: Facilities	
Tech 8- Facilities	T8
Tech 7- Facilities	T7
Tech 6- Facilities (M6 or EM6)	T6
Classification: Maintenance Leader	T7L
Classification: Line Leader	
Tech 8- Line Leader	T8
Tech 7- Line Leader	T7
Tech 6- Line Leader	T6
Classification: Planner/Scheduler	
Tech 8- Planner/Scheduler	T8
Tech 7- Planner/Scheduler	T7
Tech 6- Planner/Scheduler	T6
Classification: EM Tech	
EM Tech 8	T8
EM Tech 7	T7
EM Tech 6	T6
Classification: M Tech	
M Tech 5	T5
M Tech 4	T4
M Tech 3	T3
Tech 2- Seam Tech	T2

POWER PLANT	
Job Title	Pay Grade
Power Plant Leader	T7L
Tech 6- Super Operator	T6
Tech 6- Electronic Automation Operations	T6
Tech 5- Power Plant Operator	T5
Tech 4- Power Plant Operator	T4
Tech 3- Power Plant Operator	T3
Tech 5- HVAC Operator	T5
Tech 4- HVAC Operator	T4
Tech 3- HVAC Operator	T3
Tech 4- Water Room Attendant	T4

WASTE WATER SERVICES	
Job Title	Pay Grade
Tech 6- Waste Water Lead Operator	T6
Tech 3- Waste Water Operator	T3
Tech 2- Waste Field Operator	T2
Tech AA- Waste Field Operator	TAA
Classification: Waste Dock	
Tech 2- Waste Dock	T2
Tech AA- Waste Dock	TAA

ORGANIZATIONAL EFFECTIVENESS	
Job Title	Pay Grade
Tech 4- OE Coordinator	T4

SAFETY	
Job Title	Pay Grade
Tech 3- Safety Coordination Tech	T3

With the foregoing addition of new Tech levels within a classification, seniority employees will maintain their current (as of date of ratification of this agreement¹) Tech level and associated pay rate for as long as they remain in the classification (even if they change shifts).

**Exhibit No. 2
SECURITY BENEFITS PROGRAM**

The following outlines generally the security benefits program referred to in Article Eighteen. It is understood that the terms of the benefit contracts shall be controlling.

401(k) RETIREMENT PLAN

Employees can contribute up to 75% of their pay to the plan on a before-tax or after-tax basis. Employees direct the investment of their contributions among different fund options. The Company will provide a matching contribution of \$1.00 for each \$1.00 the employee contributes up to 4% of pay.

Employees who attain seniority after December 31, 2011 will receive a Retirement Contribution equal to 3% of pay, even if they do not make any contributions to the plan. The Retirement Contribution will be 100% vested. Contributions will be made retroactively from the date of seniority.

More details on the 401(k) Retirement Plan can be found in the *Your Campbell Benefits* summary plan descriptions (SPDs), available at www.myCampbellBenefits.com.

RETIREMENT AND PENSION PLAN

Employees who attained seniority prior to January 1, 2012 are eligible for the Retirement and Pension Plan. Employees who attain seniority after December 31, 2011 are not eligible for the plan.

The Company provides a Cash Balance account to eligible employees. The Cash Balance account accrues with pay-based credits, equal to a percentage of pay based on age, and interest credits, which are based on the yields on 30-year U.S. Treasury Securities. Pension benefits become 100% vested after attaining three years of service.

¹ The date of the referenced ratification was September 9, 2024.

Employees who participated in the plan prior to January 1, 2002 are also eligible for the “Grandfathered Benefit” formula, which is based on years of service and final average pay. These employees will receive the greater of the Cash Balance account and the Grandfathered Benefit. Benefit accruals under the Grandfathered Benefit cease on December 31, 2016.

The plan also provides a Pension Supplement for employees who attained age 50 or older with 10 or more years of service as of December 31, 2011. The Pension Supplement pays a monthly benefit equal to \$13 times years of service for retirement for each month until they reach age 65. If the retiree is eligible for and elects the “Grandfathered” Retiree Medical Plan (see below), they will not receive the pre-65 Pension Supplement. At age 65, the Pension Supplement provides a monthly value equal to \$3 times years of service. If an employee retires prior to age 65, the \$3 benefit will be actuarially adjusted for the early retirement age and form of payment elected for the full pension described above.

Employees who become totally and permanently disabled as defined under the Company’s Long-Term Disability Plan are eligible to accrue pension benefits under the plan until the earlier of (i) the date they no longer receive disability benefits, (ii) the date they begin receiving pension benefits, (iii) the date they attain age 65, or (iv) the date of death.

After termination of employment, employees can elect to receive their pension in a cash lump sum, in a rollover to an Individual Retirement Account, or in a monthly annuity.

***The complete details of the Pension Plan are contained in the Campbell Soup Retirement and Pension Plan for Employees Covered by Collective Bargaining Agreements and Paris Plant Schedule.**

More details on the Retirement and Pension Plan can be found in the *Your Campbell Benefits* summary plan descriptions (SPDs), available at www.myCampbellBenefits.com.

RETIREE MEDICAL COVERAGE

Early Retirement

Employees who retire from the Company who are at least age 55 with at least 10 years of service upon separation, may elect (within 31 days of separation) to obtain retiree medical coverage through a Company-sponsored retiree medical plan. There are different benefit provisions for coverage under the “Grandfathered” Retiree Medical Plan and the “Standard” Retiree Medical Plan:

- Grandfathered Coverage: Retirees who elect the Grandfathered Retiree Medical Plan are not eligible for the pre-65 Pension Supplement (see above).
- Pension Supplement: Retirees who meet the eligibility requirements outlined below will receive a Pension Supplement (see “Retirement and Pension Plan” above).
- Access Only (retiree pay all): All otherwise eligible employees may elect coverage under the Standard Retiree Medical Plan.

<p>ELIGIBILITY REQUIREMENTS FOR EARLY RETIREMENT RETIREE MEDICAL Age 55-65</p>

	Grandfathered Coverage	Pension Supplement Standard Plan	Access Only Standard Plan	Ineligible
Years of Service	10 or more Years of Continuous Service by 12/31/2001	10 or more Years of Vesting Service by 12/31/2011	10 or more Years of Continuous Service by date of separation	Does not meet 55/10 eligibility requirement by date of separation
Age	Age 55 or older by 12/31/2001	Age 50 or older by 12/31/2011	Age 55 or older by date of separation	
Cost of coverage	Retiree cost: \$0 per month Dependent: \$3.40 per month Retirees are not eligible for the pre-65 Pension Supplement	Retiree pays full cost of coverage for self and any dependents	Retiree pays full cost of coverage for self and any dependents	

Normal Retirement

Effective January 1, 2018, the Company will no longer sponsor retiree medical coverage for retirees who are age 65 or older or Medicare eligible. Access to individual coverage will be offered through a private health insurance exchange (Via Benefits) provided the retiree elected retiree medical coverage at the time of retirement. Current employees who are or become eligible for Retiree Medical and retire at age 65 or older, or retire prior to age 65 and are Medicare eligible, also will be offered coverage through the exchange. Retirees will have the option to purchase Medicare Advantage, Medigap, Prescription, Dental, and Vision plans that best meet their individual needs. If the retiree is also covering his/her spouse and/or eligible dependents, he/she will also be able to purchase coverage on the exchange provided they are also Medicare eligible. In the event they are not Medicare eligible, they will remain on their current Company sponsored retiree medical plan (above) until they become Medicare eligible.

- **Grandfathered Retirees.** The retiree, his/her spouse, and any eligible covered dependent will each receive an annual credit, funded at the beginning of each year, to a Health Reimbursement Account (HRA) to be used to purchase individual insurance coverage on the exchange or to use/reimburse for qualified healthcare expenses. Any unused HRA balances at the end of a calendar year will roll over to the following year. The Company also will provide reimbursement of out-of-pocket prescription drug copayments or coinsurance once a participant reaches the Medicare Part D "catastrophic level of coverage," also known as the "donut hole," as defined by Medicare Plan rules. The retiree and dependents must elect coverage on the exchange to receive the HRA. Any unused HRA balances will be forfeited upon death.
- **Pension Supplement.** If a retiree meets the eligibility requirements and has not elected the Grandfathered Plan, he/she will receive a Pension Supplement (see "Retirement and Pension Plan" above). He/she will have access to the exchange to

purchase individual coverage for themselves, an eligible spouse, and/or eligible dependents.

- **Access Only.** Retirees will have access to the exchange to purchase individual coverage for themselves, an eligible spouse, and/or eligible dependents.

ELIGIBILITY REQUIREMENTS FOR RETIREE MEDICAL				
Normal Retirement				
	Grandfathered Coverage	Pension Supplement	Access Only	Ineligible
Years of Service	10 or more Years of Continuous Service by 12/31/2001	10 or more Years of Vesting Service by 12/31/2011	10 or more Years of Continuous Service by date of separation	Does not meet 55/10 eligibility requirement by date of separation
Age	Age 55 or older by 12/31/2001	Age 50 or older by 12/31/2011	Age 55 or older by date of separation	
Cost of coverage	Retiree pays full cost of coverage for self and any dependents	Retiree pays full cost of coverage for self and any dependents	Retiree pays full cost of coverage for self and any dependents	
Subsidy	\$3,000 annually for Retiree and each covered Medicare eligible dependent	See Pension Supplement (above)	N/A	

HEALTH AND WELFARE BENEFITS

The Company will provide to seniority employees certain health and welfare benefits and programs, which include life insurance, medical and dental plan options, accident and sickness insurance, and long-term disability insurance. Employees become eligible for benefits at the completion of their probationary period. The terms of such plans can be found in **Your Campbell Benefits**, the various plans' Summary Plan Descriptions (SPDs) available at www.myCampbellBenefits.com or by calling the Campbell Benefits Center at 877-725-2255. Eligibility, coverage and benefit provisions will be governed exclusively by the terms and conditions within the plan documents.

LIFE INSURANCE

The Company will provide active seniority employees with Company-sponsored Basic Life Insurance coverage equal to two times annual base pay. (Annual base pay is one's base hourly pay rate times one's regularly scheduled hours – which would be 2,080 for regular full-time

employees.) The Company does not provide Company-sponsored Accidental Death and Dismemberment (AD&D) insurance. Employees may apply for additional life insurance and AD&D coverage on a voluntary basis (employee-paid) during the Annual Enrollment period.

MEDICAL PLAN

Medical Plan Design

Effective January 1, 2022 the medical plan options for bargaining unit employees will be the medical plan options offered to all other U.S. Campbell hourly employees, and no longer include an eyewear reimbursement. The stand-alone vision plan will be offered at voluntary rates.

Each year thereafter, by August 15, the Company and the Union will meet to discuss experience rates, anticipated plan design changes, and contribution changes for the following year. With the exception of changes required by government regulations, changes that diminish the overall actuarial value of the benefits shall require negotiation with the Union.

Medical Plan Contributions

The employee monthly medical contributions for the 2025 plan year are shown below.

Monthly Rates*	CDHP	70/30	80/20
Employee Only	\$18	\$63	\$137
Employee + Spouse	\$56	\$192	\$351
Employee + Child/ren	\$44	\$121	\$270
Family	\$87	\$265	\$525
* Additional fees may apply if covered employee and/or covered spouse/domestic partner uses tobacco products, or if covered spouse/domestic partner has access to other employee-sponsored medical coverage.			

Beginning in the 2022 benefits year, employee contributions for the medical plan will be the same as those for all other U.S. Campbell hourly employees. In years thereafter, premiums will continue to match those for all other U.S. Campbell hourly employees, but in no event will they increase more than 6% in any one year.

Provided the medical plan design remains aligned in all respects with that offered to the other U.S. Campbell hourly employees, contributions for bargaining unit employees will be the same as those for all other U.S. Campbell hourly employees. If plan designs do not remain aligned in all respects, contributions for bargaining unit employees will be set using the actual experience and projections of the bargaining unit's plan participants.

In setting contributions, the Company uses actual claims experience and well-regarded published healthcare inflation trend projections. As a general matter, the Company targets an overall employer premium subsidy of approximately 85% of total

projected plan costs and will take that into consideration when determining employee premiums from year to year.

DENTAL PLAN

The dental plan options for bargaining unit employees will continue to be the dental plan options offered to all other U.S. Campbell hourly employees. Each year, the Company and the Union will meet to discuss experience rates, anticipated plan design changes, and contribution changes for the following year. The employee monthly dental contributions for the 2025 plan year are shown below:

Monthly Dental Rates	Option 1	Option 2
Employee Only	\$8	\$17
Employee + Spouse	\$15	\$36
Employee + Child/ren	\$17	\$39
Family	\$27	\$62

For 2022 and years thereafter, contributions for the dental plan will continue to mirror those of all other U.S. Campbell hourly employees.

SUMMARY OF BENEFITS

Specific details surrounding the medical (including vision and drug coverage), dental, and life insurance programs offered to employees can be found in various plans' Summary Plan Descriptions ("SPDs") and other reference materials available at www.myCampbellBenefits.com and onsite through the Human Resources department.

EMPLOYEE ASSISTANCE PROGRAM

The Employee Assistance Program ("EAP") provides confidential professional services to help employees and eligible family members cope with a full range of work life and emotional issues. If assistance is needed with mental health (psychiatric), alcohol, and/or drug treatment, employees can contact an EAP counselor. EAP services are confidential and provided at no cost, however employees may be referred to additional services (with fees) if needed. The EAP can be reached at 866-535-7687 or at www.resourcesforliving.com (Sign in anonymously with username and password: Campbell).

ACCIDENT AND SICKNESS BENEFITS

Accident and Sickness ("A & S") Insurance will be provided to all eligible employees. The plan will cover eligible disabilities due to non-occupational bodily injuries, sickness, or disease that arise on or after becoming eligible for the A & S benefit. Benefits become payable with the eighth consecutive day of disability provided the disabled employee has been treated by a physician on or before the day upon which the benefits would begin. Otherwise, benefits begin on the first day on which the disabled employee is treated by a physician. Benefits are payable

until the disabled employee is able to perform the duties of his/her occupation, but not for more than twenty-six (26) weeks during any one disability.

The A & S benefit only applies to active employees, therefore employees on layoff or leave of absence, or otherwise not actively at work, will forfeit these benefits until he/she returns to regular full-time employment.

A&S benefits will be reduced by any loss of income benefit payable for the same period of disability under the provisions of any state No-Fault Automobile Insurance contract.

The cost of A&S short-term disability benefits is borne entirely by the Company. Upon termination of active employment or retirement the insurance plan shall terminate except with respect to a disability that occurred prior to termination of active employment or retirement. Details of the A&S plan are outlined in the applicable certificates and the *Your Campbell Benefits* summary plan descriptions (SPDs), available at www.myCampbellBenefits.com.

For leaves beginning on or after January 1, 2022 the Company will increase the A&S short-term disability benefit as follows:

Length of Service	80% of base pay for up to:	50% of base pay for up to:
0 – 4 years of service	First 8 weeks of disability	Remainder of disability period
4 or more years of service	First 12 weeks of disability	Remainder of disability period
No benefit is paid for the first seven days of your disability unless you are hospitalized.		

Eligibility, coverage, procedures, and benefit provisions are set forth in detail in the SPD, which shall govern in all cases.

LONG-TERM DISABILITY INSURANCE

Long-Term Disability (“LTD”) Insurance plan will cover eligible disabilities that arise on or after becoming eligible for the LTD benefit plan.

Insurance protection does not continue for employees on personal leave,* or layoff with seniority unless the employee pays the full cost of the Long-Term Disability Insurance. However, their coverage will immediately be reinstated upon return to active, full-time employment.

In the event of a dispute between a private physician and a physician retained by the insurance carrier, a selection of an impartial physician (examiner) is to be made jointly by the physician retained by the insurance carrier and the private physician. The impartial physician will make a final determination as to the medical facts relating to the employee’s mental and/or physical condition for determination by the insurance carrier of liability under the group Long-Term Disability policy. In the event an employee has been receiving Long-Term Disability benefits when it became necessary to make such a determination, benefit payments will continue until the impartial physician has made his/her determination. If the impartial physician’s examination, as determined by the carrier, establishes the carrier’s liability, benefit payments will be retroactive to the date that the employee became eligible for Long-Term Disability benefits.

Details of the LTD plan are outlined in the applicable certificates and the *Your Campbell Benefits*, summary plan descriptions (SPDs), available at www.myCampbellBenefits.com or by contacting The Hartford. The cost is borne entirely by the Company. Upon termination of

active employment or retirement the insurance plan shall terminate except with respect to a disability that occurred prior to termination of active employment or retirement.

* An employee on a personal leave of absence continues to be covered through the end of the calendar month in which he/she goes on leave.

Memorandum of Agreement

HIGH PERFORMANCE ORGANIZATION/TECHNICIAN PROGRESSION SYSTEM

The Company has established, across all relevant departments of the plant, a Technician Progression System reflecting a High Performance Organization ("HPO") framework. HPO is intended to ensure the internal and external competitive position of the Paris facility. The parties entered into a similar Memorandum of Agreement to ensure the smoothest transition possible in the development and implementation of the Technician Progression System. This Memorandum of Agreement supersedes that one (dated March 29, 2014), as well as related predecessor agreements executed on or about March 23, 2012 and October 10, 2012.

Therefore, the Union and the Company agree to the following:

1. All technician requirements will include a combination of operational, leadership, and maintainer skills (referred to as "skill blocks"). Management will determine what skill blocks are required for each Technician Profile (job), after meeting and consulting with the Union.
2. In establishing the Tech Progression System, the Company and the Union consulted and worked with subject matter experts from management and from within the bargaining unit to define technician job classifications within each department. This group also developed recommendations for the design of the technician qualification criteria in each department.
3. The Company shall determine from time to time, based on the needs of the business, how many of each technician levels shall be in each classification.
4. When departments transitioned to the Technician Progression System, employees already in that department or area were transitioned into the appropriate job classifications and Technician levels. It was determined at the time that if the applicable Technician wage rate was lower than the wage rate earned prior to transition, the employee's wage rate would be maintained at the higher rate of pay, for the duration of the Agreement, unless he/she bids for and is awarded another position.
5. In the event an employee is unable to demonstrate proficiency in the necessary skill blocks for any technician level status within six months of assuming the role, he/she may be disqualified from that position and assigned to available work elsewhere in the plant. Management and the Union may agree, on a case by case basis, to extend the six-month period where they agree circumstances support such an extension.
6. Technicians will flow to the work as required. If the team is unable to reach consensus, management, in consultation with the Union, will determine appropriate

work assignments within the team. Training will be conducted when efficient to do so to ensure that necessary skills are maintained.

7. The provisions of this Memorandum of Agreement supersede any conflicting provisions of the parties' collective bargaining agreement.

Memorandum of Agreement
KEY ROLE SELECTION PROCESS

Key Roles are (1) all Team Leader roles (including Lead Operator) and (2) HACCP Coordinators. Key roles shall be filled as follows:

1. Interested employees shall bid for posted Key Roles. The Company will provide a job description with the posting.
2. After bidding, employees shall complete and submit a questionnaire for the position, during the time period described on the posting.
3. To be eligible to bid, employees
 - a. must not have more than four unexcused absences or four tardies in the last 12 months; and
 - b. must not have more than 25 active demerits on their record.
4. Management shall interview the five most senior employees who complete this process and meet the foregoing eligibility requirements. A union representative may participate in the interviews. The interview questions will be job-specific (for example, leadership ability, ability to multi-task, ability to work well with others, technical competence, communication skills, etc.).
5. After the interviews are conducted, management and the union shall meet to discuss their assessment of the candidates. Management shall select the candidate who it believes is most qualified and the job shall be awarded to him/her. After the interviews are complete, if management determines that two or more candidates are equally qualified, the position shall be awarded to the senior qualified of those candidates.

Candidates who will be interviewed will receive a list of interview questions before the interview.

Memorandum of Understanding
NEAR-SITE PRIMARY CARE CLINIC

The Company and the Union acknowledge that the per employee cost of medical coverage (claims experience) for Paris employees is meaningfully higher than the per employee cost for the employees working at the Company's other locations. Healthcare costs have risen at a

higher year-over-year rate (trend) than they have for the rest of the Campbell organization. This means that the Company's medical costs related to Paris employees, as well as the medical costs borne by the Paris employees, are higher and growing higher at a pace greater than the rest of the Company's workforce.

The parties sought to identify the root causes of the foregoing, in an effort to identify opportunities to reverse - or at least slow- that cost trend. The process resulted in selection of Marathon Health as a third party to implement a near-site nurse-practitioner model primary care clinic. As of the preparation of this MOU, the target go-live for the clinic is approximately March 2025, or earlier if possible.

The clinic's success depends upon - in large part - employees' participation and usage of the clinic. Therefore, the Company and Union will work together to promote the clinic and drive the necessary engagement to ensure the likelihood of the clinic's success - both for the initial "go-live" launch of the clinic and thereafter. Clinic services will be offered to eligible employees and their dependents (who are enrolled in Campbell medical plans) without co-pays or co-insurance, except for reasonable fair market value (FMV) co-pays for non-preventive services provided at the clinic for participants enrolled in Campbell's CDHP (HSA-eligible) medical plan who have not met their plan deductible. Campbell will endeavor to designate the lowest appropriate FMV co-pays, in compliance with applicable law. Joint Company-Union meetings will be held quarterly after the clinic opens to evaluate the clinic's performance. Relevant contracts and cost data will be made available to the union.

The Union and the Company may work together to enlist other employers in and near Paris, Texas to offer clinic access to their employees.

The parties may consider other incentives (or disincentives) to encourage clinic participation, such as co-premium adjustments or benefit modifications.

If the Clinic has a meaningful impact on cost savings/avoidance, the parties will meet and discuss changes that may be made to share positive results with employees. Similarly, if the Clinic adds meaningful costs to the medical plan, the parties may meet and discuss the way the parties may allocate the costs to be shared by the Company and the employees.

After at least two years but no more than three years after Clinic implementation, the parties will evaluate effectiveness thereof. However, in its role as the plan sponsor, the Company reserves its right to discontinue programs that it believes are not achieving the desired health or financial outcomes, and the Company will consult with the Union in determining adjustments or replacement programs or program elimination.

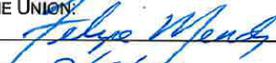
TENTATIVE AGREEMENT PENDING RATIFICATION:

FOR THE COMPANY:

By: 

Date: 9/6/24

FOR THE UNION:

By: 

Date: 9/6/24

Memorandum of Agreement
LABOR RELATIONS MANUAL
Campbell Soup Company
Paris, Texas

General Policy

The Company and Union have developed a Labor Relations Manual. The manual is divided into a general section (practices that apply to the entire plant) and specific department practices that the Company feels are proper and fair for the operation and the employees in that area.

The guiding intent of the formulation of the Labor Relations Manual is to develop and record in detail accepted practices for the movement of employees and work assignments. The Labor Relations Manual is to be a tool in dealing with day-to-day situations that arise and is to be added to, changed, and modified as conditions change.

Areas to be dealt with will be agreed to by the Company and the Union.

The Labor Relations Manual will be updated to be in line with the Labor Agreement.

REPRODUCTION OF THIS MANUAL IS NOT AUTHORIZED
Plant Wide

For normal day-to-day handling of employees, the below practices are to be used as guidelines.

1. **Seniority**
 - a. Any moves felt to be preferable will be given to the highest senior qualified employee. Moves not preferable go to the lowest senior employees.

2. **Job Openings**
 - a. Plant Seniority within each job classification will determine which employee works in that particular classification if there is not enough work for all employees (i.e. low senior take available work).

3. **Shift Transfers**
 - a. Openings that require the addition or replacement of people within a job classification will be filled by normal posting.
 - b. If there are the correct number of employees in a classification but there is an imbalance between shifts, it is handled as follows:

Highest senior qualified employees within the classification are offered the move, if there are no volunteers lowest senior employee within the classification is transferred.

4. **Temporary Shift Exchange**
 - a. When two employees agree to exchange shifts, the exchange must be approved in advance by both the affected supervisors and must not exceed 30 days except in unusual circumstances. In determining who will be allowed to exchange shifts,

seniority within the classification will prevail. It is preferable that both employees hold the same classification, but if this is not the case, employee must be qualified to perform in the classification.

5. **Temporary Job Curtailments**

- a. If an operation is reduced, employees in the needed classification stay on the job while employees not in the job classification are removed. If more employees need to be removed, they will go lowest senior first.

In the event of a serious disruption refer to Article 7, Paragraph E, #2 of the Labor Agreement.

- b. On a daily basis, if there is reduced work in a classification, the most senior displaced person has the following options:
- to volunteer to go to work available, or
 - to bump, if qualified to perform the job, the least senior employee within that classification

The least senior employee displaced from the classification would then be able to displace the least senior employee within the Division (if qualified to perform that job). The least senior employee in the Division would then go to work available. If any affected employee cannot perform the job of the lowest senior employee in the classification or division, he or she will go to work available.

6. **Overtime Scheduling**

- a. In the allocation of overtime, if not enough people in the needed classification volunteer, employees that are qualified and are in the department will be asked to work. If there are still not enough employees working in the needed positions, the lowest employees in the needed classification will be scheduled to work, in rotation by seniority.
- b. In maintaining records of overtime opportunities, August 1 of each year will be used to review records. It is recognized that while it may not be possible to equalize overtime opportunities at any one point in time, the intent is to provide equal overtime opportunities to employees as outlines in the labor agreement.
- c. An employee working in a classification for at least half of the work week will be considered for overtime in that classification that week if overtime is necessary.

7. **Transfers Within A Classification**

- a. Job preference within a classification will be by seniority.

8. **Work Assignments after Tardiness**

- a. Employees who are late reporting for work will be given their normal job if their tardiness is 30 minutes or less. If an employee is tardy for a longer period of time and calls in reporting lateness, they will be awarded their normal job when they come to work if at all possible.

9. **Training Time**

- a. Employees new to a job will have a period of time, the length of which the supervisor will determine as reasonable based on the difficulty of the job and the new individual, to become acquainted with the job.
- In the event an employee doesn't become trained in a reasonable amount of time, the Company and/or the Union will discuss the situation with the

employee. The employee will be offered the opportunity to disqualify himself/herself from the job or exercise their bidding rights.

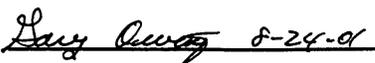
- In the event that the employee does not move to another job, the Company may disqualify the person from the job.

10. **Casual Overtime**

- a. Employees should make known to their supervisors if they wish to be considered for casual overtime (i.e. coming early, staying late).

11. **Supervisor – Steward Meetings**

- a. Individual supervisors and department stewards will meet periodically to discuss problems or other subjects.

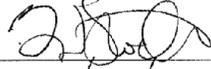
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 8-24-01	 8-24-01
Company	Union

**Memorandum of Understanding
CROSS-SHIFT OVERTIME ARRANGEMENT**

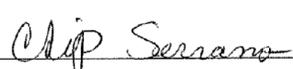
Employees currently assigned to 3rd shift productions (as of July 29, 2008) shall be entitled to continue the practice of receiving, for actual hours worked, premium pay for work that begins on Friday night and continues into Saturday morning, for as long as they remain on 3rd shift in production. If any of these employees leaves the Company or voluntarily bids off of these jobs, he or she will no longer be entitled to be paid under this practice. Rather, he or she will be paid in strict accordance with Article 3, Paragraph B of the collective bargaining agreement.

As for all other employees that may work on 3rd shift production, the parties agree that the provisions of Article 3, Paragraph B shall hereafter be applied strictly, notwithstanding any past practice to the contrary. Further, the Company, in its sole discretion, may establish and change from time-to-time the start and end times of shifts.

TENTATIVE AGREEMENT PENDING RATIFICATION.
FOR THE COMPANY:

BY: 
DATE: 7/25/08

FOR THE UNION:

BY: 
DATE: 7/25/08

**Memorandum of Understanding
ALTERNATIVE WORK SCHEDULES**

The Company may implement an alternative work schedule in the Sauce Department. Ancillary groups necessary to support Sauce Operations may be transitioned to an alternative work schedule as well.

Employees on an alternative work schedule will be scheduled to work a 12-hour and 20-minute shift (including a 30-minute unpaid meal period) in four separate crews – two Day Shift crews and two Night Shift crews. Before the alternative work schedule is implemented, the following will be undertaken:

- All Sauce Department (and ancillary group) employees will be surveyed so that they may request to be assigned to either the Day Shift or Night Shift. Shift preference will be assigned by seniority. The Company will establish the size and balance of each crew.
- Thereafter, additional vacant positions in Sauce will be open to bid by employees in other departments.
- The Company will divide the employees on Day and Night Shifts into the four crews.

Schedule or reverting back to a traditional schedule. The Company will not transition to an AWS schedule until the plant has hired and placed into the appropriate classifications at least 90% of the employees required to implement the schedule. Upon notification of the effective date of AWS implementation, employees will be permitted a one-time bid into or out of the AWS areas (notwithstanding any contractual restrictions otherwise). Any seniority employees (as of June 1, 2021) who bid into a classification with newly created T1 roles will be able to do so as a T2.

For employees working on an alternative work schedule, all provisions of the CBA shall apply, except as follows:

1. Workweek.

Article 3, Paragraph B, revise as follows (CBA booklet page 6):

B. The payroll week begins at 12:00 A.M. Monday morning and ends at 11:59 P.M. Sunday night. For payroll purposes an employee's entire shift of work will be considered in the day and week in which the employee is scheduled to start the shift of work.

2. Overtime. Employees working an alternative work schedule shall receive overtime pay (time-and-one-half) for all hours worked in excess of 40 per week and for time worked on days for which they are not regularly scheduled provided that the employee works all regularly scheduled hours.

Article 3, Paragraph C, insert the following language as a new Subparagraph #2 (CBA booklet pages 6-7):

2. Employees working an alternative 12-hour work schedule shall receive overtime pay (time-and-one-half) only for all hours worked in excess of 40 per week and for hours worked on a day for which an employee is not regularly scheduled provided that the employee works all regularly scheduled hours. Article 3, Paragraphs D and E shall not apply to them.

Article 3, Paragraphs D and F, revise as follows (CBA booklet page 7):

- D. All work in excess of eight (8) hours in any one day shall be paid for at the rate of time and one-half (1-½).
- F. Double time will be paid for work performed on Sunday if it is the seventh consecutive day worked in the payroll week. A holiday called for in Article Four will be counted as day worked when calculating the seventh day of work.

3. Shift Differential. Employees working on the Night Shift as part of a continuous operations schedule shall receive a shift differential.

Article 5, Paragraph E, revise the last sentence of the paragraph as follows (CBA booklet page 13):

- E. A \$0.35 per hour shift differential shall be paid for all hours worked on the second shift. A \$0.40 per hour shift differential shall be paid for all hours worked on the third shift. Shift premiums for second or third shift will be paid for the actual hours worked on that shift. Employees on a 12-hour alternative work schedule who work the 12-hour night shift will receive a shift differential of \$0.50 per hour for all hours worked during the night shift.

4. Holidays.

Article 4, Paragraphs A and B, revise as follows (CBA booklet pages 9 and 11):

- A. The following holidays will be recognized during the term of this contract:

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- B. Each full-time employee shall receive eight (8) hours straight-time pay for each of the holidays enumerated above. An employee working a 12-hour alternative work schedule will instead receive 12 hours of holiday pay on holidays that fall within his/her normal work cycle if the employee, for operational reasons, is not permitted to actually work that normally scheduled day. Holidays that do not fall within an employee's normal work cycle will be paid at 8 hours of holiday pay. Holiday pay is subject to the following provisions:

5. Meal Periods and Breaks. Employees working an alternative work schedule shall receive a 30-minute unpaid meal period and three 15-minute paid breaks per shift (as per Article 10, Paragraphs B and C). (Changing Paragraph B to make all breaks 15-minute in duration instead of 10-minutes, for all employees.)

Article 10, Paragraph B, revise as follows (CBA booklet page 36):

- B. Employees working an eight-hour shift will be granted one 15-minute rest period in the first half of the shift and another 15-minute rest period in the second half of the shift. Employees working less than an eight-hour shift will receive only one 15-minute rest period which will be in the first half of the shift. Employee working a twelve-hour shift will be granted another 15-minute rest period after ten-hours.

6. Vacation. Employees may take vacation time in full-day increments – i.e., 8 hours for those on a conventional schedule and 12 hours for those on a continuous operations schedule.

Article 6, Section A, Paragraph 12, modify language as follows (CBA booklet page 16):

12. Employees on an alternative work schedule shall use vacation in full-day (12-hour) increments. Employees whose annual vacation hour entitlements are not divisible by 12 will have a partial vacation day (fewer than 12 hours) that year. If the remaining hours are fewer than six, they will be paid out at the end of the year. If the remaining hours are six or more, the employee will be able to schedule and take the day off that year, for which the employee will be paid only for the remaining hours.

7. Jury Duty. Like employees on a traditional work schedule, employees on an AWS schedule will be paid for their regularly scheduled hours missed due to their jury service, less the fee received for such service. [Revise Article 13, Paragraph A accordingly (page 38 in the CBA booklet).]
8. Bereavement. Pursuant to Article 17, employees are eligible for 3 or 2 paid bereavement days – for 8 hours of pay each – for the passing of various relatives. Employees working an alternative work schedule are eligible for up to the same number of days at 12 hours of pay each.
9. Forced Overtime.
 - Unscheduled shifts (working on days other than those for which one is regularly scheduled) will be filled by volunteers first. Any forced unscheduled shifts will be done on a rotation basis by qualified employees within classification.
 - With the AWS schedule each employee is non-scheduled every other weekend (Saturday through Monday), during which they may not be forced to work.
10. Maximum Hours. Employees may not be forced to work more than 13 hours per day (exclusive of daily unpaid meal period time).

Memorandum of Agreement
HOURLY MANUFACTURING INCENTIVE PROGRAM (MIP)

This Memorandum of Agreement is entered into by and between Campbell Soup Supply Company, L.L.C. ("Company") and UFCW, Local Union No. 540 ("Union").

WHEREAS, the Company and the Union are parties to a collective bargaining agreement ("CBA") which governs the terms and conditions of employment of the hourly employees at the Company's Paris, TX plant; and

WHEREAS, the Company has adopted an Hourly Manufacturing Incentive Program (the "Program") under which eligible hourly employees may receive certain cash bonuses each quarter, based on the attainment of certain established plant performance targets and other terms and conditions (a copy of which is attached as Attachment 1); and

WHEREAS, the Company wishes to offer to the hourly employees at the Paris plant participation in the same Hourly Manufacturing Incentive Program that the Company has developed for its hourly employees throughout the Company;

Therefore, the parties hereby agree as follows:

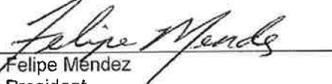
1. The Company's Hourly Manufacturing Incentive Program shall apply to the hourly employees at the Paris plant on the same terms and conditions as they are applied to the hourly employees at all of the Company's manufacturing facilities in the U.S.
2. The Administration of the Program shall be in accordance with the terms and conditions contained in the Program document (Attachment 1), including, without limitation, reservation of the Company's right to change or discontinue part or all of the Program and to make determinations regarding eligibility, participation, achievement of key performance indicators, and payment of bonuses in its sole and exclusive discretion. As such, the Company's decisions related to the Program shall not be subject to the grievance and arbitration procedures set forth in the parties CBA.

AGREED:

FOR THE COMPANY:

BY: 
Eric Henderson
TITLE: Senior Manager -- Human Resources
DATE: 9/13/22

FOR THE UNION:

BY: 
Felipe Mendez
TITLE: President
DATE: 9/13/22

**Memorandum of Agreement
NEW TECHNOLOGY INTRODUCED TO THE PLANT**

This Memorandum of Agreement is entered into by and between Campbell Soup Supply Company, L.L.C. ("Campbell") and UFCW, Local Union No. 540 ("Union").

The Union represents the hourly employees at Campbell's Paris, Texas manufacturing facility ("Plant"), and the terms and conditions of employment for the Plant's hourly employees are set forth in a collective bargaining agreement ("CBA").

Campbell has discussed with the Union the consideration by Campbell of the procurement and installation of a new production and packaging line at one of Campbell's U.S. facilities. The Union, for the benefit of the bargaining unit and overall long-term viability of the Plant, wishes to work with Campbell management to make the Paris plant as desirable as possible as a potential location in the event Campbell decides to install such new production capabilities.

The Union acknowledges that Campbell has not guaranteed that such a production line will be located at the Plant or, for that matter, even procured or installed at any Campbell location;

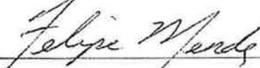
THEREFORE, the parties agree that, should Campbell, in its sole discretion, decide to install a new production and packaging line at the Plant, utilizing new technologies not currently in use at the Plant, the following terms shall apply thereto, notwithstanding any provisions of the CBA to the contrary:

1. The new line would be a new department, set forth in the CBA.
2. Job vacancies in the new department shall be posted in accordance with the established procedures at the Plant.
3. Recognizing the necessity of different and enhanced training on equipment not currently used at the plant, employees who are awarded bids in the new department shall not be able to bid for positions outside of the department for 12 months.
4. The Company may, at its discretion, implement an AWS work schedule in the new department from the outset.

FOR CAMPBELL:

BY: 
 DATE: 4-4-23

FOR THE UNION:

BY: 
 DATE: 4/4/23

**Memorandum of Agreement
 CREATION OF LOGISTICS DEPARTMENT**

The parties agree that the Company may consolidate the forklift operators in the Warehouse, Receiving, and Sauce departments into a new Logistics department, in accordance with the following process:

- 1) **Step 1:**
 - a. All TAA Receiving Operators will train to become T1 Receiving Operators and all TAA Warehouse Operators will train to become T1 Warehouse Operators.
 - i) Training will be phased.
 - ii) The T1 classification and rate will be effective for each employee at the time that he or she begins training.
 - iii) Volunteers will be taken in order of seniority, beginning with the most senior employee. Once all volunteers have been trained, training will proceed in reverse order of seniority, beginning with the least senior employee, until all employees are trained.
 - b. All T2 Receiving Operators will be reclassified as T1 Receiving Operators and all T2 Warehouse Operators will be reclassified as T1 Warehouse Operators. Their pay will remain at the T2 pay rate.
 - c. At Step 1, the parties agree that the CBA will be revised to remove references to TAA Receiving Operators and TAA Warehouse Operators, and to add references to T1 Receiving Operators and T1 Warehouse Operators. (Exhibit No. 1 Job Structure).

2) Step 2:

- a. Once Step 1 is complete, employees in the classifications of T2 - Production Lift (Soup) and TAA Lift Operator (Sauce) will be selected to move to Receiving (traditional schedule) and train as T1 Receiving Operators.
 - i) Employees may volunteer in order of seniority, beginning with the most senior employees. If there are not enough volunteers, the positions will be filled in reverse order of seniority, beginning with the least senior employee.
 - ii) Training will be phased.
 - iii) For TAA Lift Operators, the T1 classification and rate will be effective for each employee at the time that he or she begins training. Tech 2 - Production Lift will remain at the T2 rate.
- b. T2 - Production Lift (Soup) operators who are not selected to move to Receiving will remain T2 - Production Lift (Soup). TAA Lift Operators who are not selected to move to Receiving will move to available work in the same Division with the same pay rate.

3) Step 3:

- a. Once Step 2 is complete, the Logistics Department will be created.
- b. All employees of the Warehouse and Receiving departments will become Logistics Department Employees.
- c. All T1s from Warehouse and Receiving will cross train and be reclassified as TL - Logistics Operators.
 - i) Training will be phased.
 - ii) The TL classification and rate will be effective for each employee at the time that he or she begins training. Employees who were already classified as T2 will continue to receive T2 pay.
 - iii) Volunteers will be taken in order of seniority, beginning with the most senior employee. Once all volunteers have been trained, training will proceed in reverse order of seniority, beginning with the least senior employee, until all employees are trained.
- d. Work assignments within the Logistics Department will be made by management to ensure that employees' training remains current and enable them to flow to the work.
- e. Upon creation of the Logistics Department, the parties agree that the following changes to the CSA will take effect:
 - i) Revise Article 7 Paragraph 8(2) to create a single Logistics department, replacing Warehouse and Receiving.
 - ii) Revise Exhibit No. 1 Schedule of Base Rates to add TL Lift Operator
 - iii) Revise Exhibit No. 1 Job Structure to remove TAA Lift Operator (Sauce) and Warehouse and Receiving departments, and to add Logistics Department, including TL Lift Operator

**Article Seven – SENIORITY
Paragraph B (Plant Seniority)**

- 2. The plant is divided into departments. Currently, the departments are Soup, Sauce, Logistics, Maintenance, Utilities (Power Plant), Waste Water Services, Quality, Organizational Effectiveness, and Safety.

Exhibit No. 1 - SCHEDULE OF BASE RATES

Rate Per Hour as of 4/3/23	
Hire Rate	\$17.51
Tech A	\$17.51
Tech AA	\$21.19
Tech 1	\$21.97
Tech L	\$22.95
Tech 2	\$23.92
...	(No changes to Tech 3 - Tech 8)

Exhibit No. 1 - JOB STRUCTURE

...

SAUCE	
Job Title	Pay Grade
...	
Division 6	
Tech 3- Chemical Room	T3
Tech AA- Blending Service	TAA
Tech 2- Sanitation	T2

LOGISTICS	
Job Title	Pay Grade
Tech 4- Team Leader	T4
Tech L- Logistic Operator	TL
Tech A- General Labor	TA
Tech 3- Inventory Control	T3
Tech 3- Store Coordination Tech	T4
Tech 4- Non-Ingredient Materials Coordinator	T3
Tech 3- Bulk Delivery	T3
Tech 4- Recon Team Leader	T4
Tech 2- Reconditioning	T2
Tech AA- Reconditioning	TAA
Tech A- Reconditioning	TA

TENTATIVE AGREEMENT PENDING RATIFICATION:

FOR THE COMPANY:

By: [Signature]

Date: 8/15/24

FOR THE UNION:

By: [Signature]

Date: 8/15/24

Memorandum of Understanding
EFFECTS BARGAINING – SOUP EXIT

In July 2024, the Company announced its decision to transform the Paris site into its flagship sauce facility, and to move soup production to other sites (the "Soup Exit"). At this time, the Company anticipates that preparations for the Soup Exit will take approximately twenty-four (24) months (though this timeline is subject to change based on business needs). The Company also anticipates that the Soup Exit will result in layoff of bargaining unit employees. The layoff process and special separation benefits outlined in this Memorandum of Understanding will only apply to the Soup Exit.

The parties have agreed that the provisions of Article 7 Section E 4, Article 7 Section F, and Article 7 Section G will apply to any layoffs necessitated by the Soup Exit and any recalls therefrom, except as modified by the following:

1. Volunteers for Layoff

- a. On or before January 1, 2025, employees may volunteer in order of plant seniority to be included on a layoff list.
- b. There will be separate layoff lists for Skilled Trades Uobs in Maintenance Department Tech 3 and above, jobs in the Utilities (Power Plant) Department Tech 3 and above) and Non-Skilled Trades employees. Up to 12 volunteers may be included on the Skilled Trades layoff list (up to 4 from Power Plant and up to 8 from Maintenance), and up to 45 volunteers may be included on the Non-Skilled Trades layoff list. The Company may permit additional volunteers to join each list in order of plant seniority based on business needs.
- c. Volunteering for layoff or inclusion on a layoff list does not guarantee that an employee will be laid off as part of the Soup Exit. The number of employees to be laid off will be determined by the Company based on business needs. For example, if headcount is reduced due to attrition, layoff of fewer employees or no employees may be necessary.

2. Selection Process for Skilled Trades Employees:

- a. The Company will identify the Skilled Trades positions that will remain following the Soup Exit, and Skilled Trades employees will be selected for those positions based on the process outlined in Article 7 Section O(5) (by Tech Level and then seniority).
- b. In the event that Skilled Trades employees are not selected for a Skilled Trades positions within their respective department (Maintenance or Power Plant), they will be included in the plant-wide seniority list.

3. Selection Process for Employees other than Skilled Trades:

- a. If the Company determines that layoffs beyond the volunteer lists are necessary, employees will be selected for layoff in reverse order of plant seniority.
- b. Regardless of seniority, the Company may retain employees selected for layoff for a training period of a length determined by the Company, to ensure that more senior employees are able to perform the roles that they will hold post-Soup Exit. The parties' Labor Management Committee will meet to discuss selection of qualified trainers, and agree that the most senior employee selected for layoff who is qualified to train will be retained for the training period.

4. **Recall.** Article 7 Section F, G, and H will apply to recall from layoffs resulting from the Soup Exit, except that volunteers will cease to have seniority and will not be eligible for recall.
5. **Relocation Benefits:**
 - a. If an employee selected for layoff due to the Soup Exit is interested in transferring to the Napoleon, OH plant, they should inform HR as soon as possible. In advance of the Soup Exit, HR will make a list in seniority order of up to 10 employees who will be laid off due to the Soup Exit and who expressed interest in relocating to Napoleon.
 - b. Subject to availability of open positions in Napoleon, up to 10 employees laid off due to the Soup Exit will be eligible to transfer to Napoleon. In order to be eligible for transfer to Napoleon, an employee must (a) be in good standing at the Paris plant (i.e., must not have more than 25 active demerits on their record) (b) have completed their probationary period and attained seniority as of the date of the Soup Exit; (c) continue to work in Paris as assigned by management until released by the Company.
 - c. If an employee accepts an offer to transfer to the Napoleon plant, that employee will not be eligible for Separation Benefits described below but will receive a \$5,000 lump sum payment, less withholdings and other deductions required by law, to assist with the expenses associated with moving to the Napoleon, OH area.
 - d. An employee who transfers to Napoleon, OH plant pursuant to this provision will retain Company seniority for purposes of vacation and other benefits but will receive a new plant seniority date based on their start date in Napoleon.
6. **Separation Benefits:** In order to ensure uninterrupted operations at the Paris plant in preparation for and following the Soup Exit, and to assist employees who are displaced and lose employment with the Company as a result of the Soup Exit, the parties agree that the Company will offer special separation benefits to eligible hourly employees who are laid off in accordance with the following:
 - a. **Eligibility For Separation Benefits:**
 - i) An employee must have completed their probationary period and attained seniority as of the date of the Soup Exit.
 - ii) An employee must continue to work as assigned by management until released by the Company.
 - iii) Employees who voluntarily resign or are discharged for reasons unrelated to the Soup Exit before being released by the Company are not eligible to receive separation benefits.
 - iv) An employee may only receive separation benefits if he/she executes a Separation Agreement and General Release (to be provided by the Company), in which the employee releases the Company from any and all claims and waives his/her right to sue the Company.
 - b. **Calculation of Separation Benefits:**
 - i) Service Component: Employees who are selected for layoff and who meet the eligibility criteria above will receive a single lump sum separation payment equal to one (1) week of base pay per Year of Service. Solely applicable to the calculation of separation payments pursuant to this provision, Years of Service shall be full years, however in the final year of employment, service

of six full months or more will be counted as one year. For purposes of calculating the Service Component, a week of base pay is calculated by multiplying the employee's final base hourly wage rate (excluding shift differentials and any other amounts) by 42 hours for those on AWS schedule, or 40 hours for those with a 40 hour base schedule. The minimum service component is two (2) weeks' pay and the maximum service component is twenty (20) weeks' pay. Standard rounding rules to the nearest dollar.

- ii) Duration Component: Employees who are selected for layoff and who meet the eligibility criteria above will also receive a single lump sum separation payment equal to \$5,000.

c. Payment of Separation Benefits: Separation benefits will be paid out as a lump sum, less withholdings and other deductions required by law, after an employee is released by the Company and after the execution of a Separation Agreement and General Release provided by the Company. Such payment shall not be considered as earnings for purposes of retirement benefits. The parties agree that the separation benefits payment is akin to severance, and is not intended to affect an employee's unemployment compensation benefits.

d. Employees on Leaves of Absence. Active employees on approved leaves of absence at the time their employment would otherwise permanently separate under the procedure set forth above, will be separated at that time (i.e., at the same time they would be separated had they not been on leave). At time of separation, such employees shall remain eligible for separation benefits.

7. Continued Group Medical Insurance Benefits

a. An employee's COBRA eligibility period will commence on the first date of the month following his/her termination of employment. However, eligible employees who execute a Separation Agreement and General Release and receive separation benefits may elect to be continued under the Company's group medical insurance plans (if covered at the time of separation) at active employee premium contribution rates for three (3) months. The employee will be direct billed on a monthly basis for active employee premium contribution rates during that time period. Thereafter, such employee will then be able to continue coverage for up to the remainder of his/her COBRA eligibility period, if any, at his/her sole expense.

b. An employee's eligibility to participate-as an employee of the Company-in the Company- sponsored dental and vision plans will end on the last day of the month in which the employee's employment is terminated. Thereafter, he/she will be eligible to continue such coverages at his/her sole expense in accordance with COBRA, subject to the terms, conditions, and restrictions of the group dental and vision plans and COBRA. Similarly, the Company will continue employees' group life insurance until the last day of the month in which the employee's employment is terminated. An employee's eligibility to participate in all other Company-sponsored group benefits, including but not limited to business travel, disability, dependent care flexible spending account, health care flexible spending account, and HSA, will terminate on the employee's Termination Date, unless the applicable plan document provides for a different result.

<u>Example of Calculation of Separation Benefits Upon Layoff (AWS)</u>
--

Employee's Years of Service (as of separation date)	5		
Weekly Base Pay:	\$1,004.64 (\$23.92/hour x 42 hours)		
Service Component:	5 (years of service) x \$1,004.64	=	\$5,023.00
Duration Component:		=	\$5,000.00
Total Separation Benefits:			\$10,023.00

Example of Calculation of Separation Benefits Upon Layoff (AWS)			
Employee's Years of Service	33		
Weekly Base Pay:	\$1,004.64 (\$23.92/hour x 42 hours)		
Service Component:	20 (capped years of service) x \$1,004.64	=	\$20,093.00
Duration Component:	none	=	\$5,000.00
Total Separation Benefits:			\$25,093.00

Commented [R11]: Recommend deleting this, since it was a typo in the TA.

TENTATIVE AGREEMENT PENDING RATIFICATION:

FOR THE COMPANY:
 By: [Signature]
 Date: 9/6/24

FOR THE UNION:
 By: [Signature]
 Date: 9/6/24

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