



Memorandum of Agreement

2022 Juneteenth Holiday Recognition

between

North Wind Dynamics, LLC (NWD)

and

United Steelworkers, AFL-CIO Local No. 689 (USW)

President Biden signed into law the creation of June 19 as "Juneteenth," a federal holiday, on June 17, 2021. North Wind Dynamics, LLC management has determined that the date for the Juneteenth holiday for 2022 will be recognized on June 20, 2022.

Consistent with all other recognized holidays, Juneteenth will be an eight-hour paid holiday, paid at the straight time rate. Employees will be required to work or use supplemental hours from PTO or approved LWOP, if applicable, to fulfill ten-hour shift requirements. As holidays are subjects of mandatory bargaining, the Company commits to negotiate, with the Union, the terms surrounding the potential future permanent addition of the Juneteenth holiday. The Company and the Union agree to work out any scheduling issues which may occur during the recognition of the Juneteenth holiday.

Any issues that arise from this holiday recognition will be addressed in the step two grievance process.

Agreed upon this 13th day of June 2022.

For the Company:

Damon Detillion, Project Manager
North Wind Dynamics, LLC

For the Union:

Herman Potter, Union President
USW Local 689

Daniel Webster, NWD Unit President
USW Local 689