



Memorandum of Agreement

2022 Juneteenth Recognition

Between

Mid-America Conversion Services (MCS)

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. Since MCS and the USW are currently in negotiations, MCS management has determined to provide a one-time recognition of the Juneteenth holiday. June 19 falls on a Sunday, therefore, MCS will recognize this holiday on Monday, June 20, 2022.

Consistent with all other recognized holidays, Juneteenth will be an (8) hour paid holiday, paid at the straight time rate. All other provisions of the contract related to the payment of holidays for 10-hour shift and 12-hour shift employees will apply. 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. Furthermore, the Company and the Union agree to work out any scheduling issues which may occur during the one-time recognition of the special day 'in-lieu of holiday'.

Agreed upon this 09 day of June, 2022.

For the Company

Pete Coutts, Portsmouth DUF6 Plant Mgr.
Mid-America Conversion Services

For the Union

Herman Potter, Union President
USW Local 689