

Summary of Negotiations re: Collective Bargaining Agreement between USW Local 348 and Casilo Consulting, LLC d/b/a Vector Services

All changes below will go into effect if ratified.
Language in **bold** is new; language with ~~striketrough~~ will be removed.

1. **Article I, Section 1:** The terms of this Agreement refer to ~~pipeline distribution construction sewer camera and traffic control~~ work. ~~Except as assigned by the Employer, [T]his Agreement does not cover~~ **pipeline distribution construction, electric work**, the repair, service or maintenance work of its equipment, nor any resurfacing of roadways, sidewalks, driveways, curbs or similar appurtenances ~~that may be involved in connection with pipeline distribution construction work.~~ **If the sewer camera and/or traffic control work covered by this Agreement exceeds the normal capability of the employer, the Employer is permitted to source the work to an outside vendor.**
2. **Article I, Section 2:** ~~"Pipeline distribution construction work" is defined as the construction, installation and reconditioning of gas distribution pipelines transporting gas within cities, towns, subdivisions, suburban areas or within legal easements secured by a utility for the purpose of containing piping, meters or any gas appurtenances which would be considered a part of the distribution system that is odorized inside the city gates.~~ **[Left Blank Intentionally.]**
3. **Article I, Section 4:** "Employee" where used in this context, refers to all non-exempt hourly Employer's employees engaged in the ~~gas distribution pipeline construction~~ **sewer camera and traffic control** work performed by the Employee within Missouri and Kansas, ~~and San Antonio, Texas,~~ and excludes management, office and clerical employees, professional employees and guards, as defined under the National Labor Relations Act, as amended.
4. **Article I, Section 5:** The Employer also recognizes the Union as the sole and exclusive bargaining agent for such non-exempt hourly ~~foremen~~ **employees** of the Employer as performing bargaining unit work. All ~~other~~ supervisors and management, ~~including yard coordinator,~~ that do not perform bargaining unit work shall be excluded from recognition. ~~However, any general foremen may remain included in the Union, or choose to be excluded from the Union and considered company management. If a general foreman is removed from the general foreman position by management, they may return to the bargaining unit.~~
5. **Article IV, Section 6:** Determine the need and number of ~~foremen~~ **employees in each job classification.**
6. **Article VII, Section 3A:** In recall of employees to work following winter lay off, the Employer need not follow seniority in recall, other than on the crew previously worked upon by the



employee provided the more senior employees in that classification are recalled within ~~thirty~~ **(30) ninety (90)** days on the recall of the junior employee.

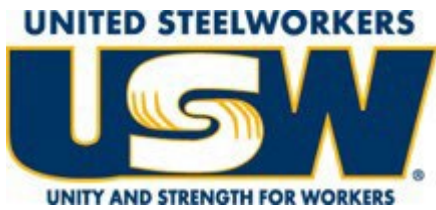
7. **Article VII, Section 3B:** In the event of a permanent layoff, Employer will first displace the lowest seniority employees within the affected job description by region. If it has been ninety (90) days or less since layoff, laid off employees will be recalled from layoff by seniority within the job description and by region. Regions are defined as ~~San Antonio~~ **St. Louis, Joplin and Kansas City, and Outlying Area as defined in Appendix A.**
8. **Article VII, Section 6, Last Paragraph:** When these factors are equal, the bidding employee with the greatest seniority will be given an opportunity to perform the work, provided the employee has, in the judgment of the Employer, the ability to do the work. If there are no qualified employees bidding for the position, the Employer may hire from outside the bargaining unit. Particularly in the case involving operation of ~~construction-sewer camera~~ equipment, the Employer reserves the right to insist upon a review of the employees' ability to perform the work from a review of the employees' performance prior to any selection. In any classification where certification or licensing is required, ~~such as welding,~~ the employee must possess the required certification or license to bid for the position. The Employer is not required to select personnel from the bargaining unit with any reference to seniority or job posting. ~~All selection of foremen and general foremen shall be at the Employer's discretion.~~
9. **Article VII, Section 7C:** Absence from work for two (2) days without notification to his ~~foreman~~ **supervisor** and having no reasonable excuse for his absence.
10. **Article VIII, Section 3:** Should an employee not work on a regularly scheduled work day or days due to the shut down, weather or other reason involving the project, the Employer may schedule the remaining day or days as make up. ~~On weather days, foremen are permitted to do yard/field work under the Employer's supervision for up to forty (40) hours during the one year term of this Agreement. If additional weather day yard/field work beyond the 40 hours is made available, such work will be distributed to foremen at the Employer's discretion, not necessarily based on seniority.~~
11. **Article VIII, Section 5:** If work is performed on New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, **Christmas Eve** or Christmas Day, it shall be paid at double the straight time rate. If one of the holidays falls on a Sunday, it shall be observed on a Monday. Accordingly, if such an event occurs, work performed on Sunday shall be paid for at the regular time (time and one-half) for that day; work performed on Monday will be paid at double the straight time rate. If no work is performed on Monday, no pay unless it is a "paid holiday". If no work is performed, the following holidays are considered "paid holidays" and will be paid the straight time rate for eight (8) hours: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, **Christmas Eve** and Christmas Day. The eight (8) hours of such holiday pay are not included when determining whether an employee worked in excess of forty (40) hours per week.



12. **Article VIII, Section 7 (new section):** Employer must notify employees of weekend work by Noon on Thursday. This excludes emergency work. If emergency work is required, direct call out is permitted.
13. **Article VIII, Section 8 (new section):** Employer will pay per diem for traveling employees (as defined by both Department of Labor and Internal Revenue Service regulations). Traveling employees are eligible for Fifty Dollars (\$50.00) per day per diem. The employee must meet applicable federal, state, and local laws and regulations (including but not limited to DOL and IRS guidelines) for per diem reimbursement, including an overnight stay away from home. Employer will direct pay any hotel or lodging expenses for traveling employees at an Employer-approved hotel via CLC Lodging (now Corpay Lodging). The per diem will cover meals and incidental expenses. The per diem amount can potentially be reduced on the first and last day of travel or if food is provided by Employer at no cost to Employee. Employees must complete and submit the Per Diem and Expense Reimbursement Form (Appendix F) on a weekly basis in order to be paid the daily per diem. The per diem will be paid during the normal payroll cycle. It is the Employee's responsibility to notify Employer of any changes and failure to do so could require reimbursement of per diem paid against this Article VIII, Section 8.
14. **Article VIII, Section 9 (new section):** Employee's straight time rate will increase by \$3 per hour for hours worked between 10pm and 4am.
15. There will be **no** retro/back pay in the contract ratification.
16. **Article X:** ~~The selection, determination and designation of foremen is the sole responsibility of the Employer. Any foremen performing bargaining unit work shall come under the terms of this Agreement.~~**[ARTICLE X LEFT BLANK INTENTIONALLY]**
17. **Article XV:** Any employee, after being hired and ordered to report for work at the regular starting time and for whom no work is provided on the day that he/she has so reported, shall receive two (2) hours pay if not notified by the Employer or ~~crew Foreman~~ **supervisor** one (1) hour before or one and one half (1 ½) hours before if over 60 miles from Employee's job site. This shall not apply if the Employee does not provide Employer with a correct telephone number, in writing, at which he/she can be reached prior to the start of shift. All employees that report to their designated job site or are expecting to be paid reporting pay, will be required as part of their two (2) hour show-up time to wait on their job site for two (2) hours for weather to clear or wait to be released after their two (2) hour wait time.
18. **Article XIX:** This Agreement shall be **for two years** effective as of the **1st day of September, 2025** and remain in effect until the **31st day of August, 2027**, and shall continue in effect from year to year thereafter, unless either party notifies the other party in writing of its intention to



amend, modify or terminate the Agreement at least sixty (60) days prior to its expiration.



19. **Appendix A (PPE Reimbursement)**: Once per year only, Employees are permitted to submit for reimbursement all receipts dated within the one-year of each year of the term of this Agreement for out-of-pocket expenses related to the purchase of PPE (including steel-toed boots) and work uniforms up to ~~One Hundred Fifty Dollars (\$150.00)~~ **Two Hundred Dollars (\$200.00)**. Employer will provide the following PPE: hard hat, safety vest, safety gloves, safety glasses, and any other task-specific PPE, as determined by Employer.
20. **Appendix A (Probationary Wage Level)**: Until obtaining a satisfactory level of ~~performance performing pipe fusing and pipe fitting techniques~~, the probationary wage level applies. **However, the probation wage level shall not apply beyond the first 90 days. If a new hire employee as defined in Article VII, Section 1, has not reached a satisfactory level of performance in the first 90 days of employment, the employee will be demoted, laid off, discharged, or otherwise terminated. Employer reserves the right to promote an employee to the next position on a probationary/temporary basis based upon business needs. If an employee is promoted to the next position on a probationary/temporary basis, the employee will receive the probationary wage of that classification during that time. If the business needs change within the probationary period, the Employer has the right to demote the employee to their previous job classification and wage scale. If an employee has been promoted, performs the duties of that job classification for 90 consecutive calendar days, and meets the satisfactory level of performance determined by the Employer, then the employee will be moved into the post-probationary wage classification and the employee's pay will not be adjusted down in the event the Company's business needs change. Individuals with prior experience may be hired in at rates above probationary levels at rates set by Employer.**
21. **Appendix A (Wages)**: The following shall be the wage classifications in effect at the execution date of this Agreement and the straight time hourly rate for each wage classification for the time periods indicated.



Section 1. Labor Classification and Grouping

Sewer Camera

- CCTV Operator
 - Can operate with efficiency and accuracy of all types of Sewer CCTV equipment, including tractor-camera and push-camera. Must hold the necessary driver's license to operate company equipment. Has ability to understand proposed and installed underground facilities. In charge of one (1) or two (2) man crew.
- Unskilled Laborer
 - General construction sewer camera laborer

Traffic Control

- Traffic Control Tech
 - Can install and maintain all types of traffic control work-zones. Must hold a TCT certification and the necessary driver's license to operate company equipment. In charge of a one (1) or two (2) man crew.
- Traffic Control Laborer
 - Can set and maintain flagging work-zone. Can assist additional on-site flaggers. Must hold flagger certification and necessary driver's license to operate company equipment.
- Unskilled Laborer
 - General traffic control flagger and laborer.

Job Classification	Outlying Area									
	Proposed Rates (Year 1)		Proposed Rates (Year 2)		Current CBA Rates		Percent Increase (Year 1)		Percent Increase (Year 2)	
	Probationary	Post-Probation	Probationary	Post-Probation	Probationary	Post-Probation	Probationary	Post-Probation	Probationary	Post-Probation
CCTV Operator	\$ 28.30	\$ 29.12	\$ 28.87	\$ 29.70	\$ 24.17	\$ 27.30	17%	7%	2%	2%
Unskilled Laborer (Sewer Camera)	\$ 18.32	\$ 21.60	\$ 18.69	\$ 22.03	\$ 17.79	\$ 20.97	3%	3%	2%	2%
Traffic Control Tech	\$ 28.30	\$ 29.12	\$ 28.87	\$ 29.70	\$ 24.17	\$ 27.30	17%	7%	2%	2%
Traffic Control Laborer	\$ 22.81	\$ 25.05	\$ 23.27	\$ 25.55	\$ 17.79	\$ 20.97	28%	19%	2%	2%
Unskilled Laborer (Traffic Control)	\$ 18.32	\$ 21.60	\$ 18.69	\$ 22.03	\$ 17.79	\$ 20.97	3%	3%	2%	2%

Job Classification	Kansas City									
	Proposed Rates (Year 1)		Proposed Rates (Year 2)		Current CBA Rates		Percent Increase (Year 1)		Percent Increase (Year 2)	
	Probationary	Post-Probation	Probationary	Post-Probation	Probationary	Post-Probation	Probationary	Post-Probation	Probationary	Post-Probation
CCTV Operator	\$ 28.55	\$ 29.37	\$ 29.12	\$ 29.96	\$ 24.17	\$ 27.30	18%	8%	2%	2%
Unskilled Laborer (Sewer Camera)	\$ 18.49	\$ 21.79	\$ 18.86	\$ 22.23	\$ 17.79	\$ 20.97	4%	4%	2%	2%
Traffic Control Tech	\$ 28.55	\$ 29.37	\$ 29.12	\$ 29.96	\$ 24.17	\$ 27.30	18%	8%	2%	2%
Traffic Control Laborer	\$ 23.03	\$ 25.28	\$ 23.49	\$ 25.79	\$ 17.79	\$ 20.97	29%	21%	2%	2%
Unskilled Laborer (Traffic Control)	\$ 18.49	\$ 21.79	\$ 18.86	\$ 22.23	\$ 17.79	\$ 20.97	4%	4%	2%	2%

Job Title	St Louis									
	Proposed Rates (Year 1)		Proposed Rates (Year 2)		Current CBA Rates		Percent Increase (Year 1)		Percent Increase (Year 2)	
	Probationary	Post-Probation	Probationary	Post-Probation	Probationary	Post-Probation	Probationary	Post-Probation	Probationary	Post-Probation
CCTV Operator	\$ 32.68	\$ 33.63	\$ 33.33	\$ 34.30	\$ 24.17	\$ 27.30	35%	23%	2%	2%
Unskilled Laborer (Sewer Camera)	\$ 21.26	\$ 25.06	\$ 21.69	\$ 25.56	\$ 17.79	\$ 20.97	20%	20%	2%	2%
Traffic Control Tech	\$ 32.68	\$ 33.63	\$ 33.33	\$ 34.30	\$ 24.17	\$ 27.30	35%	23%	2%	2%
Traffic Control Laborer	\$ 26.63	\$ 29.23	\$ 27.16	\$ 29.81	\$ 17.79	\$ 20.97	50%	39%	2%	2%
Unskilled Laborer (Traffic Control)	\$ 21.26	\$ 25.06	\$ 21.69	\$ 25.56	\$ 17.79	\$ 20.97	20%	20%	2%	2%

Explanation: All employees shall earn the wages according to the negotiated wage scale. See attached document with updated wage classifications and increased wage scales. The wage classifications have been updated to more accurately reflect the work that is being done in the field by employees. The additional job classification of Traffic Control Laborer was created to offer a higher wage (a 10% increase) than those employees would have otherwise received as Unskilled Laborers. In the first year, all wage scales have increased by 3% or more; the wage scale increases range from 3% to 50%. 50% of current employees will receive a wage increase of 7% or



greater. The other 50% will receive a wage increase in the range of 3% to 5%. The average increase for all union members is 8%.

22. **Appendix B (Vacation Time):** See new Appendix B.
23. There will be no retro/back pay in the contract ratification.
24. **Appendices C, D and E:** Appendices C (Health & Welfare), D (Retirement Plan) and E (Short-Term and Long-Term Disability) have been updated to incorporate the applicable plan documents as noted below:

Appendix C (Health and Welfare): The Steelworkers Health and Welfare Plan Fund, effective January 1, 2008, is incorporated by reference. The Steelworkers Health & Welfare Fund Participation Agreement for January 1, 2025 through December 31, 2025 and future Participation Agreements executed by the Employer and Union during the term of this Agreement are incorporated by reference. All benefits are subject to all provisions, exclusions and limitations contained in the Plan document as ultimately selected and the Summary Plan Description.

Appendix D (Retirement Plan): The Pipeliners' Retirement Plan (VOYA #777763; DOL #333) will merge into Quanta's 401(k) plan with Fidelity on September 1, 2025 (assuming the Agreement is ratified before then).

Appendix E (Short Term and Long Term Disability): The new Mutual of Omaha plans will be incorporated by reference as of September 1, 2025 (assuming the Agreement is ratified before then). The Employer shall pay fifty percent (50%) of the premium required for such a **short-term disability** plan on behalf of each employee who participates in the plan during the time period that this Agreement remains in effect. **The Employer shall pay one hundred percent (100%) of the premium required for such long-term disability plan on behalf of each employee who participates in the plan during the time period that this Agreement remains in effect.**

Explanation: For STD, the estimated weekly cost for each employee ranges from ~\$2.49 to ~\$5.53 per week, depending on the employee's hourly rate.

STD coverage does not start for 2 weeks (waiting period), then there is 24 weeks of STD coverage for a total of 26 weeks. After 26 weeks, if approved, LTD would begin. If the employee does not elect STD and becomes disabled, they will not receive any benefits for the first 26 weeks. FMLA covers 12 weeks (unpaid). After 12 weeks, it is likely that the employee will be terminated if they have no STD coverage. If the employee is continuously disabled for 26 weeks, the LTD coverage would start in the 27th week and would provide benefits for 24 months from that 27th week. This is regardless of whether the employee is terminated because the employee was covered by the LTD plan as of the date of the disability.



25. **Appendix D (Retirement Plan):** ~~The Employer will match 50% of the first 8% of employee contributions into a 401(k) plan for all job descriptions under this Agreement after one (1) year of employment, except for Foreman class.~~ The Employer will match 50% of the first 10% of employee contributions into ~~a~~ **the** 401(k) plan for ~~Foreman class~~ **all employees under this Agreement** with no waiting period.

Explanation: Previously, the sewer camera and traffic control employees had a one-year waiting period and received 50% matching up to 8% of employee contributions. Employer shall also continue to contribute \$1.30 per hour worked by the employee.