AGREEMENT BETWEEN MEARS INSTALLATION, LLC AND UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL UNION (USW) ON BEHALF OF LOCAL 348

This Agreement is made and entered into on this 4th day of November, 2025, by and between Mears Installation, LLC, hereinafter referred to as "the Employer", and United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (USW), on behalf of Local 348, hereinafter referred to as "the Union". The parties hereto, desirous of establishing a harmonious relationship between them, to encourage a close cooperation between the Employer's employees, to improve quality and quantity of output, and to provide for the safety and welfare of the employees, agree as follows:

ARTICLE I - RECOGNITION AND SCOPE OF AGREEMENT

1. The terms of this Agreement refer to pipeline distribution construction work. This Agreement does not cover the repair, service or maintenance work of its equipment. If the 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. "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.

3. The Employer recognizes the Union as the sole and exclusive bargaining agent for all Employees of the Employer for the purpose of collective bargaining with respect to rates of pay, wages, hours of work and other conditions of employment for the work scope of this Agreement.

4. "Employee" where used in this context, refers to all non-exempt hourly Employer's employees engaged in the gas distribution pipeline construction work performed by the Employee within Missouri (excludes St. Louis region), 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.

5. The Employer also recognizes the Union as the sole and exclusive bargaining agent for such non-exempt hourly foremen 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. Any general foremen that remain in the Union cannot discipline or layoff other bargaining unit members.

ARTICLE II- UNION SECURITY

1. All employees, as a condition of continued employment, commencing on the ninetieth (90th) day following the beginning of their employment, are responsible for acquiring Union membership from the Union, and for the duration of their employment are responsible for remaining members in good standing of the Union. Within thirty (30) days of an employee completing the 90-day probation period, the Union may complete a new union member orientation. Such orientation must be scheduled at reasonable time in coordination with the Employer to minimize the disruption to the Employer's business.

2. In interpreting good standing, the Employer shall not discharge an employee for non-membership in the Union if:

   A. it has reasonable grounds for belief that membership was not available to the employee on the same terms and conditions generally applicable to other members, or

   B. membership was denied or terminated for reasons other than the failure of the employee to tender the periodic dues and initiation fee uniformly required as a condition of acquiring or retaining membership.

ARTICLE III - CHECK OFF OF UNION DUES

1. Every employee covered by this Agreement must, for the life of this Agreement after the grace period described below, satisfy a financial obligation to the Union as the unit's exclusive bargaining representative. Under this Agreement, the financial obligation to the Union is an amount equivalent to monthly dues. This financial obligation is a condition of continued employment and is in consideration for the cost of representation and collective bargaining and is not contingent upon present or future membership in the Union.

2. The grace period for this Agreement is ninety (90) days following the beginning of employment, or by the ninetieth (90th) day following the effective date of this Agreement, whichever is later.

3. Neither the Union nor any of its officers, agents or members shall intimidate or coerce employees about membership or non-membership in the union.

4. The company agrees to deduct each month from the wages of the employees an amount equal to membership dues in the Union and remit such sums deducted to the International Secretary-Treasurer of the Union, provided, the Employees on whose account such deductions are to be paid shall have filed a written assignment for such deductions authorizing the Company to remit the amount so deducted to the International Secretary- Secretary of the Union. Such assignment by its terms must be revocable at any time.

ARTICLE IV - MANAGEMENT RIGHTS

The Union recognizes that the Employer is responsible to perform the work required by the Owner. Therefore, the Employer has the complete authority and right to:

1. Plan, direct and control the operation of all its work.

2. Decide the number of employees required.

3. Hire and lay off employees as the Employer feels appropriate to meet work requirements and/or skills required. The Employer may hire employees who have special skills or have previous experience.

4. Transfer employees with special skills or qualifications and/or employees from jobs where forces are being reduced to jobs where forces are being increased without restriction or limitations.

5. Determine work methods and procedures.

6. Determine the need and number of foremen.

7. Require all employees to observe the Employer's and/or Owner's policies, procedures, rules and regulations.

8. Require all employees to execute all safety regulations and quality standards and procedures prescribed by the Employer and/or Owner and to work safely.

9. Be the sole judge of the competency of the employee.

10. Discharge, suspend or discipline employees for just cause.

ARTICLE V - NO STRIKE, NO LOCKOUT

1. There shall be no suspension of work, picketing, slowdown or strike or any lockout during the term of this Agreement.

2. Neither the Union nor any of the employees covered by this Agreement will collectively, concertedly or individually induce, engage or participate directly or indirectly in any strike, picketing, slowdown, stoppage or other curtailment or interference with the Employer's operations, or interfere with the flow of material or persons in and out of places where the Employer is doing business including a strike, picketing, slowdown, stoppage, curtailment or interference established by another Union.

3. The Union, through its International Representatives and Local Union Officers, and the Employer, through its Home Office, will make a good faith effort to end within forty-eight (48) hours any violation of the Article V.

4. Any disputes and misunderstandings causing violations of the Article V, if not settled within forty-eight (48) hours, will be submitted to Step 3 of the Grievance Procedure covered by Article VI of the Agreement, provided however, either party to this Agreement shall not be required to resort to the grievance or arbitration procedures prior to seeking to enjoin a work stoppage or lockout in violation of the Article V. Any other claims for relief, including damages, are to be first submitted to the grievance and arbitration procedures as set forth in this paragraph and in Article VI.

5. The company agrees to not force union employees to cross picket lines of customers in states not covered by our agreement with USW.

ARTICLE VI - GRIEVANCES AND GRIEVANCE PROCEDURE

1. Should any difference or dispute arise between the Employer and employee or the Union on behalf of employee or employees as to the interpretation or application of the Agreement, such differences and/or disputes shall in all cases be taken up in the following manner in an effort to obtain a fair and satisfactory settlement. If the Grievance Procedure in Article VI is not followed by the employee, Steward, and/or Union, such grievance is waived, unless both Parties agree in writing to modify the Grievance Procedure.

    A. First Step. The employee and his/her Steward shall take the matter up with his immediate supervisor. To do so, the grievance must be filed in writing and contain the date of the alleged infraction, the section of the labor contract allegedly violated and the names of all employees involved in the grievance. In the event of a job classification or Employer wide grievance, all names of employees are not necessary. Such grievance must be filed within five (5) working days of the occurrence.

    B. Second Step. If not settled, the Local Union shall be called in by the employee and his/her Steward to discuss the grievance with the Employer within ten (10) working days from the date of the written grievance in an effort to reach a satisfactory settlement.

    C. Third Step. If not settled, the International Union shall be called in by the Local Union to discuss the grievance with the Operations Manager or above within fifteen (15) working days from the date of the Second Step meeting. At least three (3) business days prior to this third step meeting, the union must provide a written explanation of the grievance which shall include the date of the alleged infraction, the precise section(s) of the labor contract allegedly violated, and a detailed explanation of the alleged violation.

    D. Fourth Step. If not settled, the grievance shall be arbitrated by a single impartial arbitrator if, within fifteen (15) working days from the conclusion of the Third Step meeting, the party wishing to arbitrate serves written notice of such desire upon the other party.

2. Within ten (10) working days of such written notice, representatives of the Employer and the Union shall meet to attempt to agree upon an arbitrator. If these representatives are unable to agree upon on arbitrator within five (5) working days, then the Federal Mediation and Conciliation Service shall be requested to submit a list of seven (7) arbitrators to the parties. The arbitration shall take place in a mutually agreed upon location. If the parties cannot agree upon a location, a neutral location shall be selected by the arbitrator.

3. With respect to the Federal Mediation and Conciliation list that is furnished, each party shall alternately strike the suggested arbitrators from the list and the remaining arbitrator shall be designated as the arbitrator. The parties will alternate which one strikes the first name. Each party may request a second panel from the FMCS. Each request for a second panel must be made no later than thirty (30) calendar days from the receipt of the previous panel. Both parties will work together as expeditiously as practical to bring the matter to arbitration.

4. The arbitrator shall have no power to add to, take from or modify any terms of this Agreement or any agreement supplemental thereto. If the arbitrator award does include back pay, the amounts awarded shall be less any unemployment compensation received or compensation which the employee would have earned had he not been suspended or discharged.

5. Each party shall bear its own expense with respect to the preparation and presentation of the matter to the arbitrator, and both parties shall bear equally the expense of the arbitration proper, including the fee, if any, of the impartial arbitrator.

6. In the event that the Union does not, within the time limits of each step, refer the grievance to the next higher step, the grievance shall be deemed to have been waived, unless otherwise mutually agreed to extend this period.

7. The parties agree that grievance meetings shall be scheduled at times during normal business hours that least affect the Employer's operational requirements.

ARTICLE VII -SENIORITY

1. All newly hired employees shall be on probation for the first ninety (90) calendar days of cumulative employment and there shall be no responsibility for the re-employment of probationary employees if they are laid off or discharged or otherwise terminated during their probationary period. No action by the Employer in regard to such probationary employees will be made the subject of a grievance or any other action by the employees or the Union. This is irrespective of whether that employee has obtained Union membership in the ninety (90) day time period.

2. Seniority for all employees shall be classification based and shall date from the completion of ninety (90) calendar days of employment.

3. Seniority will govern for purposes of lay off and recall within job classifications to the extent set forth herein. Due to the intermittent nature of the work and geographical locations of the work, the following principles shall apply with respect to seniority.

   A. 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 ninety (90) days on the recall of the junior employee.

   B. 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, Kansas City, and Outlying Area as defined in Appendix A.

4. The Employer may transfer employees from one classification to another for temporary periods due to project need. If there is a need to transfer employees between regions, the employees will be transferred by seniority, qualifications and region.

5. A seniority list, by job classification, shall be sent to the Local Union Steward by the Employer. The seniority list shall be sent to the Local Union Steward at the beginning of the construction period following winter lay off and revised quarterly thereafter. Any exception to the list must be brought to the attention of the Employer within three (3) working days of such posting, otherwise, the seniority remains as posted until the next posting period.

6. The Union recognizes the necessity of the Employer having to employ qualified individuals for its projects. When an opening is available to a higher classification, except as noted below, the Employer shall provide such notification to the Local Union Steward advising the employees of:

   A. Location of the job.

   B. Duration of the job.

   C. Any special requirements such as certifications or requirements to pass tests.

   Any employee working at the project, in the same State, shall then have a right to bid for this job within two (2) working days of posting. Before hiring from the outside, the

   Employer will determine whether it can make a selection from those bidding, based upon the following:

   A. Performance and ability to do the job.

   B. Availability to do the job.

   C. Physical fitness to do the job.

   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 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.

7. An employee shall lose seniority for any of the following:

   A. Discharge for cause.

   B. Quitting.

   C. Absence from work for two (2) days without notification to his foreman and having no reasonable excuse for his absence.

   D. Failure to report to work at the expiration of a leave of absence.

E. A lay off of six (6) months or more.

F. Failure to return from lay off within three (3) working days after notification is sent to the employees' last known address.

G. Accepting other employment while on leave of absence.

8. Employees while on company approved union business will not lose seniority.

ARTICLE VIII - HOURS OF WORK, OVERTIME AND HOLIDAY PAY

1. The normal work week shall be forty (40) hours.

2. The Employer shall have the option of scheduling the work week on an eight (8) hour or a ten (10) hour daily basis.

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, when the Employer determines it is safe to do so, foremen (based on seniority) are permitted to do yard/field work or necessary training under the Employer's supervision for up to forty (40) hours during the one-year term of this Agreement. Forty (40) hours is not guaranteed. If additional weather-day yard/field work or training beyond the 40-hours is made available, such work/training will be distributed to foremen at the Employer's discretion, not necessarily based on seniority.

4. All hours worked by employees in excess of forty (40) hours per week or on Sundays shall be at the rate of time and one-half the straight time rate.

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.

6. **Bereavement Leave**: Each employee is allowed up to three (3) consecutive days off from regularly scheduled duty with regular pay in the event of a death in the employee's immediate family. An employee's immediate family is limited to the employee's spouse, domestic partner, sons, stepsons, daughters, stepdaughters, mother, father, step-parent, grandparents, grandchildren, brothers, sisters, mother-in-law, and father-in-law. An employee who wishes to take time off due to such a death shall notify his or her supervisor immediately. Bereavement pay is calculated based on the base pay rate at the time of absence, and it will not include any special forms of compensation, such as vacation fund, pension fund, overtime or shift differentials. To be eligible for paid bereavement leave, the employee generally must attend the funeral of the deceased relative.

7. 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.

8. 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.

9. Employee’s straight time rate will increase by $3 per hour for hours worked between 10pm and 5am.

ARTICLE IX - OTHER CONTRACTS

The Employer shall not be required to pay higher wages nor be subject to less favorable working rules than those established or negotiated by the Union with any other Employer engaged in work covered by this Agreement in the same locality where the employees are working.

ARTICLE X - WORKING FOREMEN

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 XI - WAGES

The wages to be paid the employees shall be at the classification and rates set forth in Appendix A.

ARTICLE XII - VACATION

Employees shall be given actual vacation time as set forth in Appendix B.

ARTICLE XIII - UNION STEWARDS

A Steward shall be a working employee selected by the Union. The Steward shall perform the same amount of work as any other employee that is working. The Steward shall be allowed a reasonable amount of time during working hours to deal with Union matters, which cannot be dealt with at other times, but he shall not abuse this privilege.

A Steward and/or Union officers shall, for the exclusive purpose of indefinite layoff, be considered as having highest seniority in their respective job classification and region; their employment shall be continued so long as they meet the qualification requirements of the available work that remains; they shall resume their actual seniority standing within the bargaining unit upon the expiration of their term in office.

ARTICLE XIV - PENSION AND HEALTH AND WELFARE

The Employer agrees to make separate contributions to a health and welfare plan and pension plan as set forth in Appendix C and Appendix D. The Employer also agrees to offer short-term and long-term disability insurance coverage as set forth in Appendix E.

ARTICLE XV - REPORTING PAY

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 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.

ARTICLE XVI - UNION ACTIVITY

1. The Employer will furnish a bulletin board for the use by the Union for posting bulletins concerning legal and proper Union activity. Such board will be separate from the Employer's bulletin boards.

2. Authorized representatives of the Union shall be permitted to visit the projects covered under this Agreement during work hours provided there is not interference or interruption with production.

3. The Employer shall furnish the Union, on a quarterly basis, a list of all employees showing their hiring dates. This list will be provided to the Union within five (5) business days of the Union's written request.

ARTICLE XVII - SAFETY AND HEALTH

1. The Employer and the Union mutually agree that the employee's safety and safe working conditions have the highest priority. Both will work to accomplish the employees' safety at the highest level. Any employee concerns regarding the safety of another employee or the safe condition of any equipment and machinery may be discussed with the Union Steward and/or the Employer.

2. In the interest of safety of individuals and fellow employees, any applicant for employment or present employee may be required by the Employer to undergo a medical examination by a physician of the Employer's selection. The Employer has a right to lay off temporarily or, if the situation warrants, terminate any employee found by medical examination to be unable to perform his/her job duties or to suffer from any physical or mental condition which may make continued employment hazardous to the employee, the public or the employee's fellow workers.

3. The Employer has a Substance Abuse and Alcohol Misuse Policy which is incorporated by reference into this Agreement. Each Employee must sign an Acknowledgement and Agreement of this Policy.

A. ADDITIONAL REQUIREMENTS. In the event that State or Federal laws provide additional requirements for drugs, alcohol, or drug/alcohol testing, those requirements shall be incorporated into this policy. In the event a project owner or agent requires testing in addition to the terms of this policy, such testing will be incorporated into this policy for the particular project involved.

ARTICLE XVIII - LEGALITY

1 . In the event any provision of this Agreement shall at any time be declared invalid in any court of competent jurisdiction, the decision shall not invalidate the entire Agreement, and all other provisions shall remain in full force and effect.

2. This Agreement is complete in writing. No agreement modifying, changing or adding to or subtracting from this Agreement shall become effective unless put into writing and signed by the Union and the Employer.

ARTICLE XIX - PERIOD OF AGREEMENT AND TERMINATION

This Agreement shall be for three years effective as of the 4th day of November, 2025 and remain in effect until the 3rd day of November, 2028, 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.

IN WITNESS WHEREOF, the parties hereto have caused their names to be subscribed by their duly authorized officers and representatives the year and date first above written.

IN WITNESS WHEREOF, the undersigned parties have caused this Agreement to become effective as hereinafter stated, this 4th day of November, 2025.

UNITED STEELWORKERS, AFL-CIO, CLC ON BEHALF OF LU # 348	COMPANY MEARS INSTALLATION, LLC
______________________________ D.R. McCall, President	______________________________ Dan Herber
______________________________ John E. Shinn, Secretary-Treasurer	
______________________________ Emil Ramirez, Vice President/Administration	
______________________________ Kevin J. Mapp, Vice President/Human Affairs	
______________________________ Cathy Drummond, District 11 Director	
______________________________ Gregory Tate, Staff Representative	
______________________________ Mike Routh	
______________________________ Ray Ruiz	

APPENDIX A

JOB DESCRIPTIONS

The following job descriptions are established for this Agreement. Employer will have the final decision on those who are qualified:

Mears Installation, LLC
Labor Classifications and Groupings
September 22, 2025

Section 1. Labor Classification and Grouping

Fitter & Fuser

- Group 1
  - Pipe Fitter; Pipe fuser for plastic pipe; joining of mechanical joints; truck driver; general construction. Qualified and competent on fusion of all size of pipe and fittings up to 12" in diameter. Able to utilize every type of fusion machine proficiently and without oversight.
- Group 2
  - Pipe Fitter; Pipe Fuser for plastic pipe; joining of mechanical joints; truck driver; general construction. Individual qualified, competent and proficient in fusion of plastic pipe up to 6" in diameter as well as all fittings. Able to work with minimal oversight from supervisor.

Laborer

- Group 1
  - Has shown core competencies necessary to appropriately and safely perform the duties of a laborer on a crew. Also is qualified as a pipe fitter/fuser. Skilled laborers may also operate machinery with the intent of moving materials from one location of the job to another. Equipment such as backhoe and skid steer.
- Group 2
  - General construction laborers to include concrete laborers.

Plumber

- Group 1
  - Pipe fitter; pipe fuser for plastic pipe; joining of mechanical joints; truck driver; general construction; certified on re-lights and to perform pipe outs without oversight. Typically experience equivalent to 1 year or more of performing this work. Also, plumbers who have previously completed an apprenticeship. Individual(s) who are qualified, and responsible for running the cascade, would be eligible for an additional $1.00/hr.

- Group 2
  - Pipe fitter; pipe fuser for plastic pipe; joining of mechanical joints; truck driver; general construction; certified on re-lights and to perform pipe outs under the direction of a Group 1 Plumber. This group also includes Locators.

Operator

- Group 1
  - Can operate with efficient, competently and accurately all types of construction equipment, including booms, excavators of all sizes, trench machines and all equipment that can be operated by a Group 2 Operator and below; truck driver; general construction.
- Group 2
  - Can operate with efficiency, competently and accurately excavators no larger than 14,000lbs, also able to efficiently, competently and accurately run equipment such as backhoes and skid steers, end loaders, tracked trenchers, truck driver, general construction. Also includes directional drill operators.

- Group 3
    - Full-time truck drivers with Class A CDL license and air brakes along with Hazmat and Tanker endorsements with the ability to self-load utilizing various equipment. Also, includes individuals who operate equipment associated with the removal and installation of concrete or other hard surfaces. Individuals are also required to perform general construction tasks as assigned.

Welder
- Group 1
    - Welder who is proficient in fabrication work and complex pipeline welding (rolling offsets, doglegs, station fabrication, etc.). Capable and experienced in welding on all size of main and performing hot work and tie-ins. Welder also possesses the experience and willingness to serve as crew foreman when requested by the Employer and possesses the qualifications of both Group 1 and Group 2 welders.
- Group 2
    - Welder who has been certified by all gas companies we work for in a region, if required. Is proficient in all forms of pipeline welding and can work independently. Has verifiable experience pipeline welding for 3+ years.
- Group 3
    - Welder who has received certification for the gas company they are assigned to perform work for. May perform work under general supervision of Welder Group 2 or Welder Group 1. New welders will fall in this classification until they have 3+ years of experience performing pipeline welding.

Foreman
- Group 1
    - Individual in charge of five (5) plus man crew. Must be able to organize and supervise all types of specialty projects including joint trench, all forms of replacement, PE projects larger than 6" in diameter, steel projects larger than 6" in diameter. Must be willing to travel where needed for the Employer on these specialty projects and the Employer will have the decision on those who are qualified for the position.
- Group 2
    - Individual in charge of a gas crew of 3-4 crew members. Must be able to organize and supervise work related to all forms of gas main distribution work including all forms of replacement, PE projects 6" in diameter or smaller and steel projects 6" in diameter or smaller.
- Group 3
    - Individual in charge of new main and new service crew. This individual is proficient in and qualified for all matters related to gas main installation. This individual may also lead a tie-in crew, tie-over crew, service crew or leak crew.
- Group 4
    - Foreman of a support crew that does not perform work associated with the installation of the gas main and/or services. i.e. concrete foreman/tear out foreman/drill crew foreman

General Foreman
- Individual in charge of multiple crews. Must be able to organize and supervise all types of specialty projects including joint trench, cast iron replacement, PE projects 6" diameter or larger, steel projects 6" diameter or larger. Must be willing to travel where needed for the Employer on these specialty projects and the Employer will have the decision on those who are qualified for the position.

Field Coordinator
- Acquires, prepares, and distributes projects for company field work.

Class A CDL License	Employer will pay $1.00 per hour for each Employee with a Class A CDL license if the Employee is required to maintain a Class A CDL for their job.
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 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.

Until obtaining a satisfactory level of performance, 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.

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.

Outlying Area

		Proposed Rates (Year 1)		Proposed Rates (Year 2)		Percent Increase (Year 2)		Proposed Rates (Year 3)		Percent Increase (Year 3)	
Job Classification	**Group**	**Probationary**	**Post-Probation**	**Probationary**	**Post-Probation**	**Probationary**	**Post-Probation**	**Probationary**	**Post-Probation**	**Probationary**	**Post-Probation**
Fitter/Fuser	Group 1	$ 26.57	$ 27.03	$ 27.63	$ 28.11	4%	4%	$ 28.46	$ 28.96	3%	3%
	Group 2	$ 23.81	$ 26.05	$ 24.77	$ 27.09	4%	4%	$ 25.51	$ 27.90	3%	3%
Laborer	Group 1	$ 22.03	$ 22.68	$ 22.91	$ 23.59	4%	4%	$ 23.60	$ 24.29	3%	3%
	Group 2	$ 18.32	$ 21.60	$ 19.06	$ 22.46	4%	4%	$ 19.63	$ 23.14	3%	3%
Plumber	Group 1	$ 28.22	$ 29.40	$ 29.35	$ 30.58	4%	4%	$ 30.23	$ 31.49	3%	3%
	Group 2	$ 27.30	$ 28.12	$ 28.39	$ 29.24	4%	4%	$ 29.25	$ 30.12	3%	3%
Operator	Group 1	$ 31.65	$ 32.03	$ 32.92	$ 33.31	4%	4%	$ 33.90	$ 34.31	3%	3%
	Group 2	$ 30.58	$ 31.49	$ 31.81	$ 32.75	4%	4%	$ 32.76	$ 33.74	3%	3%
	Group 3	$ 29.37	$ 30.28	$ 30.55	$ 31.49	4%	4%	$ 31.46	$ 32.44	3%	3%
Welder	Group 1	$ 35.06	$ 35.82	$ 36.46	$ 37.25	4%	4%	$ 37.56	$ 38.37	3%	3%
	Group 2	$ 33.39	$ 34.11	$ 34.73	$ 35.48	4%	4%	$ 35.77	$ 36.54	3%	3%
	Group 3	$ 32.42	$ 33.18	$ 33.72	$ 34.50	4%	4%	$ 34.73	$ 35.54	3%	3%
Foreman	Group 1	$ 37.33	$ 38.12	$ 38.82	$ 39.64	4%	4%	$ 39.99	$ 40.83	3%	3%
	Group 2	$ 35.50	$ 36.60	$ 36.92	$ 38.06	4%	4%	$ 38.03	$ 39.21	3%	3%
	Group 3	$ 32.96	$ 34.43	$ 34.28	$ 35.81	4%	4%	$ 35.31	$ 36.88	3%	3%
	Group 4	$ 31.49	$ 32.64	$ 32.75	$ 33.94	4%	4%	$ 33.73	$ 34.96	3%	3%
General Foreman	Group 1	$ 38.88	$ 39.26	$ 40.44	$ 40.83	4%	4%	$ 41.65	$ 42.06	3%	3%
Field Coordinator	Group 1	$ 28.17	$ 30.28	$ 29.30	$ 31.49	4%	4%	$ 30.18	$ 32.44	3%	3%

Kansas City Metro

		Proposed Rates (Year 1)		Proposed Rates (Year 2)		Percent Increase (Year 2)		Proposed Rates (Year 3)		Percent Increase (Year 3)	
Job Classification	**Group**	**Probationary**	**Post-Probation**	**Probationary**	**Post-Probation**	**Probationary**	**Post-Probation**	**Probationary**	**Post-Probation**	**Probationary**	**Post-Probation**
Fitter/Fuser	Group 1	$ 26.84	$ 27.30	$ 27.91	$ 28.39	4%	4%	$ 28.75	$ 29.25	3%	3%
	Group 2	$ 24.05	$ 26.31	$ 25.01	$ 27.36	4%	4%	$ 25.76	$ 28.18	3%	3%
Laborer	Group 1	$ 22.25	$ 23.13	$ 23.14	$ 24.06	4%	4%	$ 23.83	$ 24.78	3%	3%
	Group 2	$ 18.51	$ 22.03	$ 19.25	$ 22.91	4%	4%	$ 19.82	$ 23.60	3%	3%
Plumber	Group 1	$ 28.51	$ 32.76	$ 29.65	$ 34.07	4%	4%	$ 30.54	$ 35.09	3%	3%
	Group 2	$ 27.58	$ 30.09	$ 28.68	$ 31.29	4%	4%	$ 29.54	$ 32.23	3%	3%
Operator	Group 1	$ 31.35	$ 32.67	$ 32.61	$ 33.97	4%	4%	$ 33.58	$ 34.99	3%	3%
	Group 2	$ 30.89	$ 31.51	$ 32.13	$ 32.77	4%	4%	$ 33.09	$ 33.75	3%	3%
	Group 3	$ 29.67	$ 30.89	$ 30.85	$ 32.12	4%	4%	$ 31.78	$ 33.09	3%	3%
Welder	Group 1	$ 38.57	$ 42.36	$ 40.11	$ 44.05	4%	4%	$ 41.31	$ 45.37	3%	3%
	Group 2	$ 34.71	$ 38.12	$ 36.10	$ 39.65	4%	4%	$ 37.18	$ 40.83	3%	3%
	Group 3	$ 32.75	$ 33.51	$ 34.06	$ 34.85	4%	4%	$ 35.08	$ 35.89	3%	3%
Foreman	Group 1	$ 40.45	$ 42.05	$ 42.07	$ 43.74	4%	4%	$ 43.33	$ 45.05	3%	3%
	Group 2	$ 38.98	$ 40.05	$ 40.54	$ 41.65	4%	4%	$ 41.76	$ 42.90	3%	3%
	Group 3	$ 37.95	$ 38.22	$ 39.47	$ 39.75	4%	4%	$ 40.65	$ 40.94	3%	3%
	Group 4	$ 31.81	$ 37.20	$ 33.08	$ 38.69	4%	4%	$ 34.07	$ 39.85	3%	3%
General Foreman	Group 1	$ 41.26	$ 44.58	$ 42.91	$ 46.36	4%	4%	$ 44.20	$ 47.75	3%	3%
Field Coordinator	Group 1	$ 28.45	$ 33.09	$ 29.59	$ 34.41	4%	4%	$ 30.48	$ 35.44	3%	3%

San Antonio

		Proposed Rates (Year 1)		Proposed Rates (Year 2)		Percent Increase (Year 2)		Proposed Rates (Year 3)		Percent Increase (Year 3)	
Job Classification	**Group**	**Probationary**	**Post-Probation**	**Probationary**	**Post-Probation**	**Probationary**	**Post-Probation**	**Probationary**	**Post-Probation**	**Probationary**	**Post-Probation**
Fitter/Fuser	Group 1	$ 21.91	$ 23.06	$ 22.78	$ 23.98	4%	4%	$ 23.47	$ 24.70	3%	3%
	Group 2	$ 20.73	$ 21.34	$ 21.55	$ 22.19	4%	4%	$ 22.20	$ 22.86	3%	3%
Laborer	Group 1	$ 19.30	$ 20.32	$ 20.07	$ 21.13	4%	4%	$ 20.68	$ 21.77	3%	3%
	Group 2	$ 18.33	$ 19.30	$ 19.06	$ 20.07	4%	4%	$ 19.64	$ 20.68	3%	3%
Plumber	Group 1	$ 27.05	$ 28.38	$ 28.13	$ 29.52	4%	4%	$ 28.97	$ 30.40	3%	3%
	Group 2	$ 24.93	$ 26.24	$ 25.92	$ 27.29	4%	4%	$ 26.70	$ 28.11	3%	3%
Operator	Group 1	$ 27.96	$ 31.07	$ 29.08	$ 32.31	4%	4%	$ 29.95	$ 33.28	3%	3%
	Group 2	$ 23.95	$ 24.71	$ 24.90	$ 25.70	4%	4%	$ 25.65	$ 26.47	3%	3%
	Group 3	$ 22.30	$ 23.48	$ 23.19	$ 24.42	4%	4%	$ 23.89	$ 25.15	3%	3%
Welder	Group 1	$ 41.46	$ 42.36	$ 43.12	$ 44.05	4%	4%	$ 44.41	$ 45.37	3%	3%
	Group 2	$ 36.22	$ 37.00	$ 37.67	$ 38.48	4%	4%	$ 38.80	$ 39.64	3%	3%
	Group 3	$ 35.17	$ 35.99	$ 36.58	$ 37.42	4%	4%	$ 37.67	$ 38.55	3%	3%
Foreman	Group 1	$ 33.44	$ 35.20	$ 34.78	$ 36.61	4%	4%	$ 35.82	$ 37.70	3%	3%
	Group 2	$ 30.08	$ 31.66	$ 31.28	$ 32.93	4%	4%	$ 32.22	$ 33.92	3%	3%
	Group 3	$ 28.39	$ 29.57	$ 29.53	$ 30.76	4%	4%	$ 30.41	$ 31.68	3%	3%
	Group 4	$ 26.69	$ 28.10	$ 27.76	$ 29.22	4%	4%	$ 28.59	$ 30.10	3%	3%
General Foreman	Group 1	$ 33.86	$ 35.63	$ 35.21	$ 37.06	4%	4%	$ 36.27	$ 38.17	3%	3%
Field Coordinator	Group 1	$ 24.35	$ 27.06	$ 25.33	$ 28.14	4%	4%	$ 26.09	$ 28.99	3%	3%

APPENDIX B

APPENDIX B
VACATION TIME
PER ARTICLE XII

Eligibility and Vacation Schedule. Employees are eligible to earn paid vacation time under this Appendix according to this schedule:

- Eighty (80) hours of paid vacation after one (1) year of continuous employment.
- One-Hundred-Twenty (120) hours of paid vacation after five (5) years of continuous employment.
- One-Hundred-Sixty (160) hours of paid vacation after ten (10) years of continuous employment.

Current Employees will receive credit for all years of continuance service credited to Employee as of the effective date of this Agreement and Employees will continue to accrue years of service under the term of this Agreement.

Employer will frontload all eligible Employees' annual vacation allotment on the first day of the benefits year, which is January 1st (the benefits year runs concurrent with the calendar year). Vacation time is earned as of the date of allocation, and it is available for immediate use as outlined in this Appendix.

All paid vacation time earned under this Article is intended to provide Missouri employees with all paid time off that is required by the Missouri Paid Sick Time law that is effective from May 1, 2025 to August 28, 2025.

Proration of Paid Vacation. During the year in which Employee achieves one year of service or achieves years of service that entitle Employee to the next level of vacation under the above schedule, Employee will receive a prorated amount of vacation on the first day of the month following their anniversary date of hire. For example, if Employee achieves one year of service on June 14, 2026, Employee will receive their first allotment of vacation on July 1, 2026, which will be prorated based on the number of months remaining in the benefits year. In the example above, Employee will receive the equivalent of six months of paid vacation (40 hours) which Employer will provide on July 1, 2026.

The same process shall apply to Employees as they achieve years of service that allow them to earn vacation under the next level of the schedule. For example, if Employee achieves five years of service on June 14, 2026, Employee will receive vacation for January through June based on 80 hours per year (40 hours) and will receive vacation for July through December based on 120 hours per year (60 hours). Thus, Employee would receive a total of 100 hours for 2026, which Employer will provide on the first day of the benefits year.

New Hires. During the period that the Missouri Paid Sick Time (PST) statute is in effect, Employer will provide Missouri Employees who have less than one year of service with one (1) hour of paid vacation for every thirty (30) hours worked from May 1, 2025 to August 28, 2025. Starting August 29, 2025, employees with less than one year of service will cease earning vacation under this Article until they complete a year of service. Once a Missouri Employee achieves one year of service, they will earn paid vacation according to the schedule above (subject to proration noted above).

Missouri Employees who receive paid vacation under this Appendix during their first year of service will not lose any paid vacation time earned while the Missouri PST law is in effect, and that time will be treated the same as all other paid vacation time under this Appendix. However, Missouri Employees with less than one year of service who have not received paid vacation will not receive future allocations of paid vacation if the Missouri law is repealed or invalidated before Employer is required to provide the paid vacation time per the schedule above.

Unused Vacation Time. Employer will allow Missouri Employees to carryover up to twenty-three (23) hours (subject to adjustment for overtime hours) of unused paid vacation that was earned between May 1, 2025 and August 28, 2025 (prorated for Employees hired during this time), and any unused vacation time over twenty-three (23) hours (subject to adjustment for overtime hours) is lost on the last day of the year. All Employees covered by this Agreement can request payout of unused vacation provided the Employee makes the request no earlier than December 1 and no later than December 10. All amounts paid out under this provision will offset the number of hours an Employee can carryover (up to 23 hours, subject to adjustment for overtime hours). For Employees outside of Missouri, all unused vacation time is lost on the last day of the year. Employer will pay compensation for unused vacation time at an Employee's regular rate of pay, which does not include overtime, shift differentials or bonuses. Employer does not provide compensation to Employees for unused vacation time upon termination of their employment.

Scheduling Vacation Time. Employees should request use of vacation as far in advance as possible but not less than seven (7) days prior to the scheduled absence if the absence is foreseeable. If a Missouri Employee is using vacation time for a reason covered by the Missouri PST law while it is in effect, the Missouri Employee must provide notice as soon as practicable when use is not foreseeable; when use is foreseeable, the Missouri Employee must provide advance notice of use, and must advise Employer that vacation is being used as PST. Employees must coordinate the use of vacation time with their supervisor to avoid disruption to Employer's business operations. If multiple Employees request to use vacation time for the same dates, Employer may deny use of vacation to Employee if having multiple Employees out at the same time would disrupt business operations. When this occurs, Employer will consider seniority and the date of each vacation request when determining which Employee will be allowed to take the requested vacation days. Generally, Employer will not deny Employee's requested use of vacation time unless it would result in undue hardship on the business.

In the event Employer denies Employee's use of vacation time for the dates originally requested, Employer and Employee will coordinate in good faith to find alternate dates that are acceptable to both Employer and Employee.

Emergency Use of Vacation. Each benefits year, Employer allows Employees to use up to thirty-two hours of paid vacation for unforeseeable reasons (also called "Emergency Use"). Employer allows Emergency Use of vacation time in eight (8) hour increments only. An Employee does not need prior approval for Emergency Use of vacation up to the limits set out in this Appendix. Employees must notify the Employer of such Emergency Use of their vacation time as soon as the need arises and no later than two (2) hours before the start of Employee's shift.

Emergency Use of Vacation is not available to Employees who are covered by a federal, state or local paid leave law that allows use of paid vacation for unforeseeable reasons covered by the law (such as illness, injury, caring for sick family members). Instead, Employer will allow Employees to use paid vacation for unforeseeable reasons in accordance with the applicable paid leave law.

Paid Leave Laws. If the amount of paid vacation time under this Appendix meets or exceeds the requirements of any state or local law that requires Employer provide paid sick time to Employees, Employer is not required to provide additional paid time off unless required under applicable law. This Appendix is intended to provide Missouri Employees with paid sick time as required by the Missouri Paid Sick Time statute, but only during its effective dates. If this Appendix conflicts with any applicable federal, state or local law that requires Employer provide paid time off to Employees, Employer will administer this Appendix in a way that complies with the applicable law.

Employer will allow Missouri Employees to use their vacation time for all the reasons contemplated under the Missouri PST Law only while it is in effect, and when Missouri Employees use vacation time for a PST-related purpose, Employer will allow use of vacation time under the same terms and conditions set out by the Missouri statute. For example, if a Missouri Employee is using vacation time for a PST purpose, the Missouri Employee can use vacation in increments of one hour.

Employer will not penalize, discipline or otherwise retaliate against any Missouri Employee who uses vacation time for any reasons contemplated by the Missouri Paid Sick Time law during its effective dates.

Only Employees who work in Missouri are covered by the Missouri Paid Sick Time law. If the Missouri PST law is repealed, Employer shall have no obligation to provide Missouri Employees with paid time off for purposes under the Missouri Paid Sick Time statute or to otherwise comply with the law as of the date the repeal is effective. This Agreement shall not create any obligations on Employer that do not otherwise exist under applicable law.

Use of Vacation Time During Unpaid Leave. Employees are allowed to use vacation time during an approved leave of absence in lieu of taking unpaid time off. If Employees choose to use paid vacation time during an unpaid leave, all leave shall run concurrently with the use of paid vacation time under this Appendix. In other words, Employees will not extend their leave entitlement by using paid vacation for all or part of an approved leave.

APPENDIX C

HEALTH AND WELFARE

The Employer will contribute eighty five percent (85%) of the premium (on a pre-tax basis if possible) for employee only, employee plus one and employee/family coverage for the Steelworkers Health and Welfare Fund, effective January 1, 2008, for employees covered under the terms of this Agreement. 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) is incorporated by reference. The current plan is to merge this Plan into Quanta's 401(k) plan with Fidelity. The effective date of this transition is anticipated to occur on March 2, 2026. Employees shall be eligible for contributions into a retirement plan or purchase money trust after one (1) year of employment.

The Employer shall contribute the following sums into the retirement plan for eligible employees:

$1.40 per hour worked by the employee

It is the intent of the parties to seek out, apply for and obtain 401(k) status for the pension monies and thereafter the employee will be eligible to contribute pre-tax income into the fund.

The Employer will match 50% of the first 10% of employee contributions into the 401(k) plan for all employees under this Agreement with no waiting period.

APPENDIX E

SHORT TERM AND LONG TERM DISABILITY

Employer shall offer a voluntary short-term and long-term disability plan to its employees, who shall become eligible to participate in such a plan after six (6) months of employment with Employer. The ***January 1, 2018 Disability Income Insurance: Short Term Benefits Plan*** and the ***January 1, 2018 Disability Income Insurance: Long Term Benefits Plan*** for all full-time bargaining unit employees is incorporated by reference.

The Employer shall pay fifty percent (50%) of the premium required for such a plan on behalf of each employee who participates in the plan during the time period that this Agreement remains in effect.

Appendix F
Per Diem Form

Mears Installation, LLC

PER DIEM & EXPENSE REIMBURSEMENT FORM

In order to ensure compliance with applicable federal, state, and local laws and regulations regarding the proper treatment of per diem payments, all employees working for Mears Installation, LLC are required to provide the following information to verify work travel status.

PLEASE CHECK ONE:

☐

- I am not staying at my permanent residence while working on the ________________Project (*write name of project or working region*).
- I am staying in temporary housing (e.g. hotel, motel, etc.).
- I am incurring ordinary and necessary travel expenses in connection with my employment on this Project such as meals and incidental expenses.

During the Project, I am staying at (*provide name and address of motel, hotel, etc.):*

____

____

____

I, ____ [Name of Employee] represent that the information provided above is true and accurate. If my travel status changes, I will notify Mears Installation, LLC before the next payment.

____ ________________________

Signature of Employee Date