

**Memorandum of Agreement (MOA)
Oak Creek Plant**

May 3, 2022

This Memorandum of Agreement is between PPG INDUSTRIES, INC., Coatings and Resins Plant located at 10800 South 13th Street, Oak Creek Wisconsin (hereinafter referred to as the "Company") and the INTERNATIONAL UNION OF PAINTERS AND ALLIED TRADES, AFL-CIO DISTRICT COUNCIL NO. 7 AND ITS' AFFILIATES, LOCAL NO. 579 (PAINT, VARNISH & LAQUER MAKERS) (hereinafter referred to as the "Union").

The Provisions of this Memorandum of Agreement shall in no way alter, amend, nor have any effect on any provisions of the labor agreement or any related practice nor any other MOU or MOA.

This MOA also reaffirms the mutual objective of achieving the highest level of employee performance and efficiency consistent with safety, good health, and sustained effort. The parties enter these understandings in efforts to drive market competitiveness, improve productivity and meet customer needs.

To this end, the following agreements have been reached:

1. JOB STRUCTURE CHANGES

- a. For employees hired after October 22, 2007, the non-progression jobs for Northside will be eliminated. *Currently, there are no employees in these positions.*
- b. Training for progression in Small Batch North will split into two opportunities: 1) Small Batch Mixer and 2) Small Batch Filler. This will allow additional opportunity for progression.
- c. Up to one new employee per shift in Resin Batch Processor Progression Line are no longer required to advance past RP1. This will not exceed more than one employee per shift unless mutually agreed upon by the company and union.
- d. The Specialty Shipping role will be included in Article XII, Section 8 Specially Trained Employees.

2. EARLY CAREER VACATION

Effective June 1, 2022, New hires will accrue the following vacation days to be taken prior to their one (1) year anniversary at such time the current contract vacation eligibility remains in place.

- Will be eligible for two (2) days vacation after first 90 days of continuous service
- Will be eligible for an additional three (3) day of vacation after 180 days of continuous service

For employees hired between June 1, 2021 to May 31, 2022 will be awarded vacation days commensurate with the above schedule based on their time worked. For purposes of vacation pay, new hires will be compensated at their base hourly rate for vacation days accrued.

3. MANPOWER MOVEMENT

The parties discussed the importance of stabilizing operations and ensuring the availability of qualified and trained operators through unusually high levels of plant attrition. Plant management affirmed its commitment to maintaining staffing levels to efficiently operate the plant and balance scheduled and unscheduled overtime.

To assist with lessening internal manpower movement associated with job bids, the parties agreed that once the plant achieves 90% of target staffing levels, the current contract provisions addressing successive job postings will be suspended for a period of six (6) months. For this period of time, successive bids will be limited to two (2) total bids. Resultant openings from these bids will be filled by new hire. Notwithstanding this temporary change, all first shift bids will be posted to accommodate qualified, high seniority job bids to first shift.

4. REVISED WAGE SCHEDULE (June 1, 2022)

The parties agree to implementation of a revised wage schedule (EXHIBIT A)

Signed:

For the company:

For the Union:

Adam Bellone Date

Matt Charlier Date
President

Chris Campbell Date

Dan Mankarious Date
Vice President