

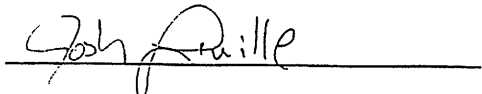
Memorandum of Understanding between The Okonite Company and IBEW Local 2356

The Okonite Company and IBEW Local 2356 agree as follows:

1. On June 1, 2021, The Okonite Company submitted a policy to the IBEW Local 2356 banning the use of tobacco products on company grounds, to take effect January 1, 2022. Since the issue of tobacco use on company property is not contained in the collective bargaining agreement, the Union objected to the policy and demanded bargaining. The Parties then met several times to meet and negotiate.
2. Following negotiation, the Company agreed to make the following changes to its proposed policy, which have been presented to the Union for consideration:
 - a. The date for employees to comply with the tobacco-use prohibition is moved from January 1, 2022 to July 1, 2023. After July 1, 2023 any employee using tobacco products on company grounds will be subject to the ordinary disciplinary process.
 - b. The Company will pay 100% of the costs of tobacco cessation program(s) for any employee (or family member covered by that employee's BCBS Family Medical Plan) who requests assistance, beginning immediately as of the date of this Agreement and continuing through June 30, 2023, including no more than two qualified acupuncture treatment sessions and reimbursement for other reasonable incidental smoking cessation costs (e.g., nicotine patches, gum, etc.).
 - c. No employee will be subject to any adverse employment action/discrimination based on tobacco use off property.
 - d. Employees in non-continuous operations, at their discretion, may choose to leave Company grounds during their meal breaks for any purpose, tobacco-use or otherwise. Employees in continuous operations (defined as CV, Plastics, and CLX) may also do so, provided they request coverage for the time away from their machine, which will not be denied unless the Company is unable to obtain qualified coverage. Employees who choose to leave the property during a meal break will not be paid for this time and must clock out. Employees who choose to remain on Company grounds during their meal breaks will continue to be paid for such time, per current practice. Whether an employee chooses to leave the premises or not will not affect overtime.
 - e. The meal period will be defined as 30 minutes for all employees, inclusive of all time (wash-up, prep, etc.).


For the Company

10/11/21
Date


For the Union

10/11/21
Date