AGREEMENT

Between

LUMA Energy ServCo, LLC

And

International Brotherhood of Electrical Workers
Local Union 222

July 1, 2026 through June 30, 2030

TABLE OF CONTENTS

ARTICLE 1 - PARTIES TO AGREEMENT 3
ARTICLE 2 - RECOGNITION 3
ARTICLE 3 - DURATION 3
ARTICLE 4 - UNIONIZED WORKSHOP 4
ARTICLE 5 - UNION SECURITY AND UNION RELATIONS 4
ARTICLE 6 - MANAGEMENT RIGHTS 5
ARTICLE 7 - PROBATIONARY & TEMPORARY EMPLOYEES 5
ARTICLE 8 - SUBCONTRACTING 5
ARTICLE 9 - EMPLOYER RELATIONS COUNCIL 6
ARTICLE 10 - GRIEVANCES 6
ARTICLE 11 - ARBITRATION 7
ARTICLE 12 - STRIKES, LOCKOUTS 7
ARTICLE 13 - DISCIPLINE 7
ARTICLE 14 - JOB CLASSIFICATIONS & TRANSFERS 8
ARTICLE 15 - TRAINING 8
ARTICLE 16 - HOURS 9
ARTICLE 17 - OVERTIME AND CALL BACK PAY 10
ARTICLE 18 - EMERGENCY SERVICE 11
ARTICLE 19 - HOLIDAYS / VACATION / SICK 12
ARTICLE 20 - UNION BUSINESS/ACTIVITIES 13
ARTICLE 21 - PAY 13
ARTICLE 22 - NEBF 24
ARTICLE 23 - NEAP 25
ARTICLE 24 - HEALTH INSURANCE – MEDICAL PLAN 25
ARTICLE 25 - STANDARD OUTSIDE APPRENTICESHIP & TRAINING LANGUAGE 25
ARTICLE 26 - SAFETY 25
ARTICLE 27 - ALCOHOL AND DRUG USE 26
ARTICLE 28 - MISCELLANEOUS 26
ARTICLE 29 - WORK JURISDICTION 27
MEMORANDUM OF UNDERSTANDING – POWERLINE PATROLLER AND HIGH VOLTAGE METER TECH 28
MEMORANDUM OF UNDERSTANDING – JOINT LETTER ON VACATION SCHEDULING 29

ARTICLE 1 - PARTIES TO AGREEMENT

1.1 This agreement made and entered into this first day of July, 2026 by and between "LUMA Energy ServCo, LLC" hereinafter "LUMA" or "Employer", and IBEW Local Union 222, hereinafter known as "Union", constitutes a full and complete settlement of all matters relating to wages, hours and working conditions.

ARTICLE 2 - RECOGNITION

2.1 LUMA recognizes the Union as the sole and exclusive bargaining representative for purposes of collective bargaining with respect to wages, hours, and other conditions of employment for the appropriate unit listed below, employed by LUMA at all Puerto Rico facilities.

2.2 The Appropriate Unit to be covered by this Agreement shall have employees in the classifications defined in the wage table in article 21.2.

2.3 These classifications are established by the workers employed with LUMA in the following utility operations:

a) Overhead and underground electric power transmission, distribution, and communication lines
b) Substations
c) Rural and urban public power lines
d) Improvements to substations, electrical lines, and communications lines

2.4 No employees included in the Appropriate Unit may be transferred to an executive, office clerical employee, administrative employee, guard, or supervisor without their express consent. LUMA shall notify the Union with sufficient time prior to offering said position to the worker.

2.5 Nothing in this Article shall be construed as a limitation on LUMA's right to make work assignments or as a guarantee of any particular work to a particular class or group of employees.

ARTICLE 3 - DURATION

3.1 This agreement shall become effective on the date of signing and shall continue in full force and effect until June 30, 2030 and shall be automatically renewed from year to year thereafter unless either party serves written notice on the other not less than one hundred eighty (180) days prior to the 1st day of July 2030 or any subsequent anniversary date thereafter specifying a desire to modify, alter, amend, or terminate this agreement.

3.2 This Agreement shall be subject to change or supplement at any time by mutual consent of the parties hereto. Any such change or supplement agreed upon shall be reduced to writing, signed by the parties hereto, and submitted to the Union for approval, the same as this Agreement.

3.3 If such written notice is timely given pursuant to Section 3.1, this agreement in its entirety shall remain in full force and effect during any negotiations for a new agreement.

3.4 If, after a 180-day period from the last effective day of the contract, an agreement has not been reached, all issues still in contention shall be handled through binding arbitration. The American Arbitration Board shall be used for this arbitration process.

ARTICLE 4 - UNIONIZED WORKSHOP

4.1 All workers covered by this Agreement who were Union members on the signing date are required, as a condition of their continued employment, to keep up to date with the payment of their fees as bona fide members.

4.2 All new workers for LUMA, whose occupations are covered in the provisions of this Agreement, are required, as a condition of their continued employment, to affiliate with the Union within eight (8) days of being hired by LUMA and keep up to date with the payment of their fees to remain bona fide members.

4.3 LUMA commits to keep a unionized workshop. Any employee that refuses to sign the union membership card and dues deduction card will be sent to the union for proper orientation.

4.4 This clause of the Agreement shall be placed on a noticeboard that is visible to workers and its scope shall be explained to all affected workers.

ARTICLE 5 - UNION SECURITY AND UNION RELATIONS

5.1 While this agreement is in force LUMA agrees to deduct dues (according to the Union Bylaws) from the first paycheck of the month of employees who request LUMA to do so in writing and remit such amounts to the Union. Such Dues Deduction Authorization forms shall be consistent with the National Labor Relations Act, as amended, and the provisions of this Article. LUMA agrees to deduct and remit to the Union periodic dues once per month for each employee who has provided LUMA with an executed Dues Deduction Authorization form and will continue doing so until the employee revokes authorization according to the lawful terms of the Dues Deduction Authorization form. This Article is enforceable to the extent that it complies with all local and federal laws. The Union will provide LUMA with the authorization cards for the union dues deduction and membership card.

5.2 The Union agrees to save LUMA harmless from any and all damages and liabilities that may arise from complying with the provisions of Section 5.1.

5.3 LUMA and the Union will comply with all local and federal laws respecting non-discrimination in employment and this agreement shall be subject to such laws.

5.4 All provisions of this agreement shall apply alike (equally) to all male and female employees. Masculine pronouns or references in this agreement shall be deemed to include feminine pronouns or references.

5.5 LUMA shall not negotiate individually or collectively with employees covered under this agreement any terms or conditions that may circumvent this agreement.

5.6 LUMA will notify the Union of the names of new or rehired employees on or before the fifteenth (15th) day of each month, including their address, date of employment, and rate of pay. LUMA also agrees to notify the Union of the dates of terminated employees, laid off employees, and employees on a leave of absence and the date of return from a leave of absence or layoff by the fifteenth (15th) day of the month following such action.

5.7 The Union shall be provided a termination notice within one business day from the date of the termination.

ARTICLE 6 - MANAGEMENT RIGHTS

6.1 It is recognized that LUMA has an obligation to provide the citizens of Puerto Rico with reliable, modern, and economical electrical service and that LUMA therefore must be sensitive to engineering and technological changes in equipment and service methods. Except as may be limited by an express provision of this Agreement, all rights to manage the facilities and direct the working forces are vested exclusively in LUMA to take whatever action is necessary to carry out any functions of LUMA in order to promote efficiency, order and productivity.

6.2 The exercise of the rights and functions reserved to LUMA shall not be reviewable by arbitration unless such right or function is exercised so as to violate an express provision of this agreement.

6.3 If the Union believes in good faith that a rule or regulations adopted or modified by LUMA is unreasonable because it violates an express provision of this agreement it shall have fifteen (15) days after receiving notice of such rule to submit a grievance. If no grievance is timely filed, or if the rule does not conflict with an express provision of this agreement, it shall be deemed reasonable.

ARTICLE 7 - PROBATIONARY & TEMPORARY EMPLOYEES

7.1 Regular full-time employees are those hired on an indefinite basis and regularly scheduled to work a full-time shift of forty (40) hours a week.

7.2 Temporary probationary status shall apply to all new employees covered by this Agreement whose start date is after the start date of this agreement. Their employment shall be, for one hundred eighty (180) days, on a temporary probationary basis. In this section an eight-hour shift shall equal one working day. During this period an employee who is laid off and is offered re-employment within 12 months of the date of layoff shall resume their temporary probationary status with their accrued time intact. Upon completion of the 180-day probationary period they shall be considered a regular full-time employee.

In the event a leave of absence is taken during the probationary period, the probationary period will be automatically paused and shall resume for the remaining term once the employee returns to work. LUMA will notify the Union on a monthly basis of employees on leave of absence who are on probationary period.

7.3 Any employee discharged for just cause during this probationary period is without recourse under this Agreement.

ARTICLE 8 - SUBCONTRACTING

8.1 Throughout the term of this Agreement, LUMA can subcontract Appropriate Unit work, tasks, or functions but this subcontracting will not put in jeopardy the employment of Union members.

8.2 If LUMA finds itself required to subcontract tasks belonging to the Appropriate Unit due to the lack of available LUMA employees, it is agreed, in order to uphold the standard of living for the LUMA employees and the citizens of Puerto Rico, the total hour package for subcontracting shall be equal to or above the total package for the classification working under the LUMA contract.

ARTICLE 9 - EMPLOYER RELATIONS COUNCIL

9.1 The Union and LUMA agree to jointly form an Employer Relations Council (ERC), with the purpose outlined below:

a) To improve communication between representatives of the Union and LUMA;
b) To provide the Union and LUMA with opportunities to review and explore new and joint approaches to achieving organizational effectiveness;
c) To assist the Union and LUMA in solving problems of mutual concern not susceptible to resolution within the collective bargaining process;
d) To discuss programs which improve job security, enhance economic and community development, and promote the general welfare of the community and the industry;
e) To encourage and support the initiation and operation of similarly constituted local labor-management cooperation committees;
f) To review programs concerning various aspects of the industry, including but not limited to, new technologies, occupational safety and health, labor relations, and new methods of improved production;
g) To enhance the involvement of the Union in making decisions that affect their working lives; and
h) To engage in any other lawful activities incidental or related to the accomplishment of these purposes and goals.

9.2 The ERC will be composed of three (3) representatives both from the Union and from LUMA, totaling six (6) members.

9.3 The ERC will meet at a minimum quarterly, with a mutual desire to meet monthly if schedules allow.

ARTICLE 10 - GRIEVANCES

10.1 A grievance is any complaint that the provisions of this agreement are being violated.

10.2 Grievances shall be processed as follows:

Step 1: If the grievance cannot be resolved between the employee and his or her supervisor, the employee may request a meeting or phone conference between the Union and the involved supervisor. Such a meeting shall be held on non-working time within five (5) business days of the alleged violation as soon as possible after the end of the work-shift. The meeting may be held on working time if LUMA and the Union agree.

Step 2: If the grievance is not resolved at Step 1, it may be reduced to writing and submitted to LUMA. Such grievance must be received by LUMA or its designee within five (5) business days of the Step 1 meeting and must clearly state (a) the employee's complaint; (b) the facts on which the complaint is based; and (c) the contract provisions violated. LUMA or its designee and the Union representative shall meet to discuss the grievance within five (5) business days of LUMA's receipt of the grievance. The grievant may attend this meeting if the Union agrees.

Step 3: If the grievance is not resolved at Step 2, the Union may request a meeting between the Union's business representative and LUMA. Such meeting shall be requested within ten (10) business days of the Step 2 meeting and shall be held within twenty (20) calendar days of the request. LUMA shall respond at the meeting or in writing within five (5) business days of the Step 3 meeting.

Step 4: If the grievance is not resolved at Step 3, the Union may request arbitration of the grievance under Article 11. Such request must be in writing and received by LUMA within five (5) business days of the Step 3 Answer or ten (10) business days of the Step 3 meeting, whichever is later.

ARTICLE 11 - ARBITRATION

11.1 In the event of a request for arbitration the parties shall agree on the arbitrator or, if agreement cannot be reached within five (5) business days, a panel of five arbitrators shall be requested from the Federal Mediation and Conciliation Service. Each party shall alternately strike one name; the remaining member of the panel shall be the arbitrator. Each party may once reject a full panel before beginning the striking procedure. A coin flip shall determine which party strikes first.

11.2 The Arbitrator shall have jurisdiction only to determine whether the agreement has been violated and shall have no authority to legislate or modify, change, subtract or add to the provisions of this agreement. Decisions on questions of arbitrability and law shall be reviewable de novo. Under no circumstances shall parties be required to arbitrate any matter after the expiration or termination of this Agreement.

11.3 A grievance not brought to the attention of LUMA within 10 business days after the date that the grievant could reasonably be expected to know of such event, need not be recognized by LUMA and shall not be subject to arbitration.

11.4 The time limits in this Article and Article 10 shall be strictly construed. Grievances not timely processed shall not be arbitrable. There may be no waiver of the provisions of this section unless mutually agreed in writing by LUMA or its designate and a business manager of the Union or his designate.

11.5 The decision of the arbitrator within his jurisdiction shall be final and binding upon the parties unless set aside by court of competent jurisdiction. Each party shall bear the expense of preparing and presenting its own case. The expenses of the arbitrator shall be shared equally. Each party shall be responsible for the cost of witnesses and transcripts on their behalf.

11.6 The Union and LUMA may agree in writing to allow an arbitrator to hear multiple grievances.

ARTICLE 12 - STRIKES, LOCKOUTS

12.1 LUMA agrees that there shall be no lockout during the term of this agreement. The Union agrees that there shall not be any complete or partial strikes, slowdowns, or work stoppages while this agreement is in effect.

ARTICLE 13 - DISCIPLINE

13.1 The maintenance of discipline is a responsibility of LUMA.

13.2 If an employee reasonably believes that an interview and subsequent related meeting could lead to being disciplined, the employee may request that their union representative or officer be present to assist them during the meeting. The employee may further request reasonable time to consult with their union representative regarding the subject and purpose of the meeting prior to the meeting. Nothing in this paragraph shall be interpreted to expand or restrict employees'' statutory Weingarten rights.

13.3 Grievances over discharges shall be filed at Step 3 of Section 10.2 within five (5) business days of receipt by the employee of notice of discharge.

ARTICLE 14 - JOB CLASSIFICATIONS & TRANSFERS

14.1 LUMA will use the general classifications used in Article 21 for pay purposes. Such classifications are only a general description of usual duties and shall not constitute an exclusive granting of a task to particular classifications. In making work assignments LUMA will consider the ability and qualifications of the employee and employees shall perform all work assigned.

14.2 If any employee is assigned and actually performs work normally assigned to employees in a higher pay classification, for more than four (4) hours during any given workday, the employee shall be paid for all hours worked that day at the starting rate of pay applicable to the higher pay classification. If an employee works for four (4) hours or less during any given work day in a higher pay classification, the employee shall be paid at the higher pay classification for the amount of hours worked.

14.3 Should LUMA elect to create a new job, or should an existing job be substantially changed in terms of skill, effort or responsibility on an indefinite basis, the parties will meet to discuss the hourly rate that should be assigned to that job.

14.4 It is acknowledged that during the term of this Agreement new technology and equipment may be obtained by LUMA which could affect the work of employees. It is agreed that LUMA may acquire and use such equipment as it deems appropriate irrespective of the effect on the work assignments or activities of employees. Employees agree to use such equipment as directed by LUMA once properly trained.

14.5 This article applies when a relocation becomes necessary due to operational needs identified by the Company, or when an employee requests relocation (keeping the same position within the bargaining unit) to another work location. The Company may, when appropriate and before making a relocation determination, offer employees the opportunity to voluntarily relocate to another work location, provided such voluntary changes support operational needs. Acceptance of voluntary relocation by employees shall not limit the Company's ability to implement further relocations as required by business needs. The Company shall assess relocation requests and voluntary relocation considerations by evaluating operational needs, the employee's qualifications, experience, knowledge, skills, abilities, years of service with the Company, job performance, disciplinary record, and the employee's ability to perform the duties at the proposed work location. All relevant factors may be considered collectively; no single factor will control the final decision.

Nothing herein shall restrict the Company's management rights pursuant to Article 6.01 of the Collective Bargaining Agreement, including the authority to assign, transfer, or relocate employees as necessary to support operations

ARTICLE 15 – TRAINING

15.1 All training, including but not limited to apprenticeship and journeyman competency training, shall be provided by LUMA.

15.2 Employee competency training shall be provided by LUMA and shall be mandatory to all level employees. Upon request, LUMA will provide the employee or former employee with available training records.

15.3 If LUMA chooses to create or use another apprenticeship program it shall make available the right to participate in said program to Union and LUMA employees.

15.4 Time spent on training is compensable when required and approved by LUMA. Time spent by apprentices in apprenticeship program training (excluding OJT) will be paid at the appropriate regular rate of pay. Outside shift pay does not apply.

ARTICLE 16 - HOURS

16.1 Subject to the specific exceptions set out in this article, the normal hours of work for technical and trades employees are described in the following table:

Normal Hours of Work – Craft, Skilled Employees Regular Shift

Normal Working Day:	8 hours per shift
Working days to be scheduled between the hours of:	5:00AM – 7:00PM
Lunch Period:	½ hour unpaid lunch period
Rest Period	Two paid 15-minute breaks – one in the morning and one in the afternoon
Normal Work Week:	40 hours, over a series of consecutive days Sunday – Saturday

Normal Hours of Work – Craft, Skilled Employees 10 Hour Shifts

Normal Working Day:	10 hours per shift
Working days to be scheduled between the hours of:	5:00AM – 7:00PM
Lunch Period:	½ hour unpaid lunch period
Rest Period	Two paid 15-minute breaks – one in the morning and one in the afternoon
Normal Work Week:	40 hours, over a series of consecutive days Sunday – Saturday

Flex Shift Work – Certain locations will operate with a minimum of 2 shifts

3 Rotating Shifts	8 hours per shift
Day Shift	6:00AM – 3:00PM, base hourly rate
Afternoon Shift	2:00PM – 11:00PM, paid at a premium of 110% of base hourly rate
Night Shift	11:00PM – 8:00AM, paid at a premium of 125% of base hourly rate
Lunch Period	½ hour unpaid lunch period
Rest Period	Two paid 15-minute breaks – one mid shift before lunch period and one mid shift after lunch period
Normal Work Week	40 hours, over a series of consecutive days Sunday - Saturday

Flex Shift Work – Through mutual agreement, shifts may be established as 2 rotating shifts for 24-hour coverage:

2 Rotating Shifts	12 hours per shift (10 hours paid at straight time and 2 hours paid at overtime rate), minimum 4 days as a scheduled shift
Day Shift	7:00AM – 8:00PM, base hourly rate
Night Shift	7:00PM – 8:00AM, paid at a premium of 125% of base hourly rate
Lunch Period	½ hour paid lunch period
Rest Period	Two paid 15-minute breaks – one mid shift before lunch period and one mid shift after lunch period
Normal Work Week	40 hours, over a series of consecutive days Sunday - Saturday

Any work performed on Sundays shall be paid at one and one-half (1½) times their regular rate of pay.

16.2 Scheduling for employees working flex shifts shall be as follows:

a) Working days in any one week shall be consecutive.
b) Work schedules for afternoon and night shifts shall be for a minimum duration of two consecutive weeks each, maximum of twelve consecutive weeks each, and shall be announced and posted as far in advance as feasible.

16.3 The Union and the Company wish to ensure that employees have enough rest between work periods to allow them to work safely. While this clause sets out specific provisions, they are not intended to remove the responsibility of supervisors and employees to ensure that work can be accomplished safely and in accordance with standards established by the Company or applicable legislation.

a) No scheduled work shift will exceed 12 hours in length.
b) If an employee works 16 hours or more in any 24-hour period, the employee will be allowed eight consecutive hours of rest and hours worked in excess of 16 hours will be paid at double (2) times the regular rate of pay.

16.4 An employee who, as a result of a callout, works between 8 hours and three hours before the start of his next regularly scheduled Working Day or regularly scheduled shift is entitled to have eight consecutive hours of rest beginning at the end of the work for which the employee was called out. Regularly scheduled hours not worked due to mandatory rest time shall be paid regular straight time pay.

16.5 Five calendar days' notice from the first day of assigned shift shall be given to affected employees and the Union when any crew or employee is required to change start or end time to a regularly scheduled shift not more than twice in a 30-day period.

The hours of work stated in this article are not a restriction on any maximum hours to be worked.

ARTICLE 17 - OVERTIME AND CALL BACK PAY

17.1 An employee will be paid at the overtime rate of one and one-half (1 ½) times their regular rate of pay when called out to perform work outside their normal working hours.

17.2 An employee who is called back within one hour after the regularly scheduled Working Day or regularly scheduled shift will be paid for the time actually worked or for one hour, whichever is greater, at the overtime rate of one and one-half (1 ½) times their regular rate of pay.

17.3 An employee who is called out at any other time will be paid for the time actually worked or for two hours, whichever is greater, at the overtime rate of one and one-half (1 ½) times their regular rate of pay. An employee who is called out is deemed to be on duty for the minimum period or until the work for which he has been called out is completed. Further calls received during this period will be considered a continuation of the initial call not subject to callout pay.

17.4 Planned overtime shall be distributed as equally as practical among employees within the pay classification normally assigned to the work.

ARTICLE 18 - EMERGENCY SERVICE

18.1 It is recognized that around the clock emergency service is necessary to provide and maintain reliable service and it is therefore agreed that LUMA may assign employees standby duty and provide them with a LUMA truck if acceptable parking is available at the employee's residence.

18.2 Employees on standby duty shall remain available and fit for duty and shall respond to emergency calls. An employee shall respond within thirty minutes of receiving the call. It is expected that employees on standby maintain an acceptance rate of 100%. Employees who do not respond will not receive standby pay. A standby day shall be a 24-hour period beginning at 7:00 AM. For each scheduled workday an employee is on standby duty they shall be paid two (2) hours' pay at one and one half (1½) times the straight time rate of pay, the equivalent of three (3) hours of straight time pay. All hours worked in the 24-hour period not including regular scheduled hours shall be paid at one and one half (1½) times the straight time rate of pay. Standby pay shall be in addition to any hours worked for actual calls. LUMA will designate which employees are on standby. The standby schedule will be posted in advance on a monthly basis. Employees will be assigned to the standby schedule on a daily basis.

18.3 Standby duty shall be distributed as equally as practicable among employees eligible for standby. Standby duty may be traded or divided with management's approval. If an employee is required to be on standby on a paid Holiday their minimum pay shall be three (3) hours at the overtime rate of one and one half (1½) times the regular rate of pay, equivalent of 4.5 hours of straight time pay.

18.4 75% acceptance rate (fill rate) of offered unplanned overtime, excluding standby, shall be expected. If the employee does not reach 75% acceptance rate over a period of 180 days, employee may be subject to disciplinary measures. LUMA shall have monthly emergency acceptance rate verified and posted so that employees are informed of their current acceptance rate. If there is a discrepancy in the monthly acceptance rate report as posted by LUMA at the work location, the affected employee and his immediate supervisor shall try to resolve, if the discrepancy cannot be resolved, the discrepancy shall be turned over to the Employer Relations Council. Employees responding to emergency calls involving work on energized lines that require a second qualified employee for safety reasons shall request the assistance of such an employee. The second employee shall be qualified to provide the necessary assistance but need not be a lineman.

18.5 If storm or natural disaster causes the government of Puerto Rico or the federal government to declare a state of emergency for the island of Puerto Rico and any contractor assistance or non-LUMA employee assistance is required, LUMA employees shall be paid a rate of double (2) times their regular rate of pay for every hour of work until the declared emergency is over.

18.6 An employee assigned to work on storm restoration duty outside of Puerto Rico shall be paid a rate of double (2) times their regular rate of pay for all hours worked on such assignment, including necessary travel time, food, and lodging, as defined in LUMA's Business Expenses Reimbursement Policy.

ARTICLE 19 - HOLIDAYS / VACATION / SICK

19.1 The following will be observed holidays. All holidays will be paid at eight (8) hours of straight time, except in cases where an employee is scheduled to work a normal working day of more than 8 hours and is not required to come to work on the holiday, the holiday pay will be according to the normal working day of the assigned shift

1) New Year's Day
2) Three Kings Day
3) Good Friday
4) Memorial Day
5) Independence Day
6) Labor Day
7) Thanksgiving Day
8) Day after Thanksgiving
9) Christmas Day
10) Every 4 years, the Gubernatorial Election Day will be a paid holiday

To be eligible to enjoy this benefit, the employee must have worked the full workday before and after the observed holiday if assigned to work on those days. Except in absences due to an illness, which must be duly accredited using a medical certificate regardless of the number of days the employee has been absent and in the case of previously scheduled vacations. Employees will receive holiday pay for pay weeks in which they have working time and/or sick or vacation time.

19.2 If an employee is required to work on one of the above holidays, they shall receive double time for all hours worked in addition to the holiday pay of 8 hours of straight time.

Employees who are required to work on one of the above holidays and do not show to work will not be eligible for holiday pay.

When a holiday listed in Article 19.1 above falls on a Saturday it shall be observed on the preceding Friday, and if it falls on a Sunday it shall be observed the following Monday.

19.3 Every employee will receive 15 vacation and 12 sick days, pro-rated on the date of hire. Vacation and sick can be used from July 1 to June 30, LUMA's fiscal year. Employees with 5 completed years of service or more will have additional vacation days as follows:

5 years of service as of June 30	1 additional vacation day next FY, for a total of 16
6 years of service as of June 30	2 additional vacation days next FY, for a total of 17
7 years of service as of June 30	2 additional vacation days next FY, for a total of 17
8 years of service as of June 30	3 additional vacation days next FY, for a total of 18

Any unused sick days as of June 30, will be carried over to the next Fiscal Year up to a maximum of 24 sick days at the beginning of the next Fiscal Year (including the 12 sick days per FY). In the event of separation from employment, unused sick days will not be liquidated.

Any unused vacation days as of June 30, shall be purchased by LUMA at the employee's regular rate of pay times 8 hours, maximum of five (5)days. In the event of separation from employment, employees will be paid a pro-rated amount of vacation as of the separation date.

19.4 Any employee who has been employed for more than 180 days shall be entitled to a Christmas Payment of $750 to be paid in the second check of November of every year.

ARTICLE 20 - UNION BUSINESS/ACTIVITIES

20.1 The Union agrees that no Union representative will conduct Union activities in working areas on working time without properly notifying LUMA.

ARTICLE 21 - PAY

21.1 Payday shall be weekly on the Friday following the end of a payroll work week. When payday falls on a holiday as designated in this agreement employees shall receive their pay no later than the designated Friday. Each pay period shall cover all hours worked and all stand-by pay due through the end of the last payroll period. The payroll period shall be one week ending at midnight on the Saturday preceding the payday. For payroll purposes LUMA will use a work week of 12:01 a.m. Sunday to midnight Saturday. All payments will be made via direct deposit to the bank or credit union of the employee's choice.

21.2 **Wages:**

7/1/2026 - 6/30/2027	Classification %	WAGE	MEDICAL*	NEAP	NEBF	TOTAL
General Foreman	115% of JL	$45.31	$7.75	22%	3%	$64.39
Foreman Lines	110% of JL	$43.34	$7.75	22%	3%	$61.93
Foreman Substations	110% of JL	$43.34	$7.75	22%	3%	$61.93
Foreman URD	110% of URD-T	$39.01	$7.75	22%	3%	$56.51
Foreman High Voltage Metering	110% of HVMT	$39.01	$7.75	22%	3%	$56.51
Foreman Metering	110% of MT	$36.84	$7.75	22%	3%	$53.80
Foreman Low Voltage	115% of UE	$36.25	$7.75	22%	3%	$53.06
Troubleman	105% of JL	$41.37	$7.75	22%	3%	$59.47
Splicer	105% of JL	$41.37	$7.75	22%	3%	$59.47
Power Line Patroller	105% of JL	$41.37	$7.75	22%	3%	$59.47
Journeyman Lineman		**$39.40**	**$7.75**	**22%**	**3%**	**$57.00**
Senior Substation Technician (Apparatus, Telecom, P&C)	100% of JL	$39.40	$7.75	22%	3%	$57.00
Substation Technician (Apparatus, Telecom, P&C)	90% of JL	$35.46	$7.75	22%	3%	$52.08
URD Technician	90% of JL	$35.46	$7.75	22%	3%	$52.08
High Voltage Meter Technician (HVMT)	90% of JL	$35.46	$7.75	22%	3%	$52.08
Meter Technician (MT)	85% of JL	$33.49	$7.75	22%	3%	$49.62
Heavy Equipment Operator**	85% of JL	$33.49	$7.75	22%	3%	$49.62
Utility Electrician (UE)	80% of JL	$31.52	$7.75	22%	3%	$47.15
Operator	75% of JL	$29.55	$7.75	22%	3%	$44.69
Low-Voltage Technician	70% of JL	$27.58	$7.75	22%	3%	$42.23
Groundman / Laborer	50% of JL	$19.70	$7.75	15%	3%	$31.00

All medical plan increases shall be paid by the employer

****Heavy Equipment Operator must keep appropriate crane certification current to maintain classification***

7/1/2026 - 6/30/2027

Apprentice Lineman:	Classification %	WAGE	MEDICAL*	NEAP	NEBF	TOTAL
1st Period	60% of JL	$23.64	$7.75	15%	3%	$35.65
2nd Period	65% of JL	$25.61	$7.75	15%	3%	$37.97
3rd Period	70% of JL	$27.58	$7.75	15%	3%	$40.30
4th Period	75% of JL	$29.55	$7.75	15%	3%	$42.62
5th Period	80% of JL	$31.52	$7.75	15%	3%	$44.95
6th Period	85% of JL	$33.49	$7.75	15%	3%	$47.27
7th Period	90% of JL	$35.46	$7.75	15%	3%	$49.60

Apprentice Substation Tech (Apparatus, Telecom, P&C):	Classification %	WAGE	MEDICAL*	NEAP	NEBF	TOTAL
1st Period	60% of ST	$21.28	$7.75	15%	3%	$32.86
2nd Period	65% of ST	$23.05	$7.75	15%	3%	$34.95
3rd Period	70% of ST	$24.82	$7.75	15%	3%	$37.04
4th Period	75% of ST	$26.60	$7.75	15%	3%	$39.13
5th Period	80% of ST	$28.37	$7.75	15%	3%	$41.23
6th Period	85% of ST	$30.14	$7.75	15%	3%	$43.32
7th Period	90% of ST	$31.92	$7.75	15%	3%	$45.41

Apprentice URD Technician:	Classification %	WAGE	MEDICAL*	NEAP	NEBF	TOTAL
1st Period	60% of URD	$21.28	$7.75	15%	3%	$32.86
2nd Period	70% of URD	$24.82	$7.75	15%	3%	$37.04
3rd Period	75% of URD	$26.60	$7.75	15%	3%	$39.13
4th Period	80% of URD	$28.37	$7.75	15%	3%	$41.23
5th Period	85% of URD	$30.14	$7.75	15%	3%	$43.32
6th Period	90% of URD	$31.92	$7.75	15%	3%	$45.41

Apprentice High Voltage Meter Technician:	Classification %	WAGE	MEDICAL*	NEAP	NEBF	TOTAL
1st Period	60% of HVMT	$21.28	$7.75	15%	3%	$32.86
2nd Period	70% of HVMT	$24.82	$7.75	15%	3%	$37.04
3rd Period	75% of HVMT	$26.60	$7.75	15%	3%	$39.13
4th Period	80% of HVMT	$28.37	$7.75	15%	3%	$41.23
5th Period	85% of HVMT	$30.14	$7.75	15%	3%	$43.32
6th Period	90% of HVMT	$31.92	$7.75	15%	3%	$45.41

All medical plan increases shall be paid by the employer

7/1/2027 - 6/30/2028	Classification %	WAGE	MEDICAL*	NEAP	NEBF	TOTAL
General Foreman	115% of JL	$46.90	$7.75	22%	3%	$66.37
Foreman Lines	110% of JL	$44.86	$7.75	22%	3%	$63.82
Foreman Substations	110% of JL	$44.86	$7.75	22%	3%	$63.82
Foreman URD	110% of URD-T	$40.37	$7.75	22%	3%	$58.21
Foreman High Voltage Metering	110% of HVMT	$40.37	$7.75	22%	3%	$58.21
Foreman Metering	110% of MT	$38.13	$7.75	22%	3%	$55.41
Foreman Low Voltage	115% of UE	$37.52	$7.75	22%	3%	$54.65
Troubleman	105% of JL	$42.82	$7.75	22%	3%	$61.27
Splicer	105% of JL	$42.82	$7.75	22%	3%	$61.27
Power Line Patroller	105% of JL	$42.82	$7.75	22%	3%	$61.27
Journeyman Lineman		**$40.78**	**$7.75**	**22%**	**3%**	**$58.72**
Senior Substation Technician (Apparatus, Telecom, P&C)	100% of JL	$40.78	$7.75	22%	3%	$58.72
Substation Technician (Apparatus, Telecom, P&C)	90% of JL	$36.70	$7.75	22%	3%	$53.63
URD Technician	90% of JL	$36.70	$7.75	22%	3%	$53.63
High Voltage Meter Technician (HVMT)	90% of JL	$36.70	$7.75	22%	3%	$53.63
Meter Technician (MT)	85% of JL	$34.66	$7.75	22%	3%	$51.08
Heavy Equipment Operator**	85% of JL	$34.66	$7.75	22%	3%	$51.08
Utility Electrician (UE)	80% of JL	$32.62	$7.75	22%	3%	$48.53
Operator	75% of JL	$30.58	$7.75	22%	3%	$45.98
Low-Voltage Technician	70% of JL	$28.55	$7.75	22%	3%	$43.43
Groundman / Laborer	50% of JL	$20.39	$7.75	15%	3%	$31.81

All medical plan increases shall be paid by the employer

****Heavy Equipment Operator must keep appropriate crane certification current to maintain classification***

7/1/2027 - 6/30/2028

Apprentice Lineman:	Classification %	WAGE	MEDICAL*	NEAP	NEBF	TOTAL
1st Period	60% of JL	$24.47	$7.75	15%	3%	$36.62
2nd Period	65% of JL	$26.51	$7.75	15%	3%	$39.03
3rd Period	70% of JL	$28.55	$7.75	15%	3%	$41.43
4th Period	75% of JL	$30.58	$7.75	15%	3%	$43.84
5th Period	80% of JL	$32.62	$7.75	15%	3%	$46.25
6th Period	85% of JL	$34.66	$7.75	15%	3%	$48.65
7th Period	90% of JL	$36.70	$7.75	15%	3%	$51.06

Apprentice Substation Tech (Apparatus, Telecom, P&C):	Classification %	WAGE	MEDICAL*	NEAP	NEBF	TOTAL
1st Period	60% of ST	$22.02	$7.75	15%	3%	$33.73
2nd Period	65% of ST	$23.86	$7.75	15%	3%	$35.90
3rd Period	70% of ST	$25.69	$7.75	15%	3%	$38.07
4th Period	75% of ST	$27.53	$7.75	15%	3%	$40.23
5th Period	80% of ST	$29.36	$7.75	15%	3%	$42.40
6th Period	85% of ST	$31.20	$7.75	15%	3%	$44.56
7th Period	90% of ST	$33.03	$7.75	15%	3%	$46.73

Apprentice URD Technician:	Classification %	WAGE	MEDICAL*	NEAP	NEBF	TOTAL
1st Period	60% of URD	$22.02	$7.75	15%	3%	$33.73
2nd Period	70% of URD	$25.69	$7.75	15%	3%	$38.07
3rd Period	75% of URD	$27.53	$7.75	15%	3%	$40.23
4th Period	80% of URD	$29.36	$7.75	15%	3%	$42.40
5th Period	85% of URD	$31.20	$7.75	15%	3%	$44.56
6th Period	90% of URD	$33.03	$7.75	15%	3%	$46.73

Apprentice High Voltage Meter Technician:	Classification %	WAGE	MEDICAL*	NEAP	NEBF	TOTAL
1st Period	60% of HVMT	$22.02	$7.75	15%	3%	$33.73
2nd Period	70% of HVMT	$25.69	$7.75	15%	3%	$38.07
3rd Period	75% of HVMT	$27.53	$7.75	15%	3%	$40.23
4th Period	80% of HVMT	$29.36	$7.75	15%	3%	$42.40
5th Period	85% of HVMT	$31.20	$7.75	15%	3%	$44.56
6th Period	90% of HVMT	$33.03	$7.75	15%	3%	$46.73

All medical plan increases shall be paid by the employer

7/1/2028 - 6/30/2029	Classification %	WAGE	MEDICAL*	NEAP	NEBF	TOTAL
General Foreman	115% of JL	$48.77	$7.75	22%	3%	$68.72
Foreman Lines	110% of JL	$46.65	$7.75	22%	3%	$66.07
Foreman Substations	110% of JL	$46.65	$7.75	22%	3%	$66.07
Foreman URD	110% of URD-T	$41.99	$7.75	22%	3%	$60.23
Foreman High Voltage Metering	110% of HVMT	$41.99	$7.75	22%	3%	$60.23
Foreman Metering	110% of MT	$39.65	$7.75	22%	3%	$57.32
Foreman Low Voltage	115% of UE	$39.02	$7.75	22%	3%	$56.52
Troubleman	105% of JL	$44.53	$7.75	22%	3%	$63.41
Splicer	105% of JL	$44.53	$7.75	22%	3%	$63.41
Power Line Patroller	105% of JL	$44.53	$7.75	22%	3%	$63.41
Journeyman Lineman		**$42.41**	**$7.75**	**22%**	**3%**	**$60.76**
Senior Substation Technician (Apparatus, Telecom, P&C)	100% of JL	$42.41	$7.75	22%	3%	$60.76
Substation Technician (Apparatus, Telecom, P&C)	90% of JL	$38.17	$7.75	22%	3%	$55.46
URD Technician	90% of JL	$38.17	$7.75	22%	3%	$55.46
High Voltage Meter Technician (HVMT)	90% of JL	$38.17	$7.75	22%	3%	$55.46
Meter Technician (MT)	85% of JL	$36.05	$7.75	22%	3%	$52.81
Heavy Equipment Operator**	85% of JL	$36.05	$7.75	22%	3%	$52.81
Utility Electrician (UE)	80% of JL	$33.93	$7.75	22%	3%	$50.16
Operator	75% of JL	$31.81	$7.75	22%	3%	$47.51
Low-Voltage Technician	70% of JL	$29.69	$7.75	22%	3%	$44.86
Groundman / Laborer	50% of JL	$21.21	$7.75	15%	3%	$32.77

All medical plan increases shall be paid by the employer

****Heavy Equipment Operator must keep appropriate crane certification current to maintain classification***

7/1/2028 - 6/30/2029

Apprentice Lineman:	Classification %	WAGE	MEDICAL*	NEAP	NEBF	TOTAL
1st Period	60% of JL	$25.45	$7.75	15%	3%	$37.78
2nd Period	65% of JL	$27.57	$7.75	15%	3%	$40.28
3rd Period	70% of JL	$29.69	$7.75	15%	3%	$42.78
4th Period	75% of JL	$31.81	$7.75	15%	3%	$45.28
5th Period	80% of JL	$33.93	$7.75	15%	3%	$47.79
6th Period	85% of JL	$36.05	$7.75	15%	3%	$50.29
7th Period	90% of JL	$38.17	$7.75	15%	3%	$52.79

Apprentice Substation Tech (Apparatus, Telecom, P&C):	Classification %	WAGE	MEDICAL*	NEAP	NEBF	TOTAL
1st Period	60% of ST	$22.90	$7.75	15%	3%	$34.77
2nd Period	65% of ST	$24.81	$7.75	15%	3%	$37.03
3rd Period	70% of ST	$26.72	$7.75	15%	3%	$39.28
4th Period	75% of ST	$28.63	$7.75	15%	3%	$41.53
5th Period	80% of ST	$30.54	$7.75	15%	3%	$43.78
6th Period	85% of ST	$32.44	$7.75	15%	3%	$46.03
7th Period	90% of ST	$34.35	$7.75	15%	3%	$48.29

Apprentice URD Technician:	Classification %	WAGE	MEDICAL*	NEAP	NEBF	TOTAL
1st Period	60% of URD	$22.90	$7.75	15%	3%	$34.77
2nd Period	70% of URD	$26.72	$7.75	15%	3%	$39.28
3rd Period	75% of URD	$28.63	$7.75	15%	3%	$41.53
4th Period	80% of URD	$30.54	$7.75	15%	3%	$43.78
5th Period	85% of URD	$32.44	$7.75	15%	3%	$46.03
6th Period	90% of URD	$34.35	$7.75	15%	3%	$48.29

Apprentice High Voltage Meter Technician:	Classification %	WAGE	MEDICAL*	NEAP	NEBF	TOTAL
1st Period	60% of HVMT	$22.90	$7.75	15%	3%	$34.77
2nd Period	70% of HVMT	$26.72	$7.75	15%	3%	$39.28
3rd Period	75% of HVMT	$28.63	$7.75	15%	3%	$41.53
4th Period	80% of HVMT	$30.54	$7.75	15%	3%	$43.78
5th Period	85% of HVMT	$32.44	$7.75	15%	3%	$46.03
6th Period	90% of HVMT	$34.35	$7.75	15%	3%	$48.29

All medical plan increases shall be paid by the employer

7/1/2029 - 6/30/2030	Classification %	WAGE	MEDICAL*	NEAP	NEBF	TOTAL
General Foreman	115% of JL	$50.72	$7.75	22%	3%	$71.15
Foreman Lines	110% of JL	$48.52	$7.75	22%	3%	$68.40
Foreman Substations	110% of JL	$48.52	$7.75	22%	3%	$68.40
Foreman URD	110% of URD-T	$43.67	$7.75	22%	3%	$62.33
Foreman High Voltage Metering	110% of HVMT	$43.67	$7.75	22%	3%	$62.33
Foreman Metering	110% of MT	$41.24	$7.75	22%	3%	$59.30
Foreman Low Voltage	115% of UE	$40.58	$7.75	22%	3%	$58.47
Troubleman	105% of JL	$46.31	$7.75	22%	3%	$65.64
Splicer	105% of JL	$46.31	$7.75	22%	3%	$65.64
Power Line Patroller	105% of JL	$46.31	$7.75	22%	3%	$65.64
Journeyman Lineman		**$44.11**	**$7.75**	**22%**	**3%**	**$62.88**
Senior Substation Technician (Apparatus, Telecom, P&C)	100% of JL	$44.11	$7.75	22%	3%	$62.88
Substation Technician (Apparatus, Telecom, P&C)	90% of JL	$39.70	$7.75	22%	3%	$57.37
URD Technician	90% of JL	$39.70	$7.75	22%	3%	$57.37
High Voltage Meter Technician (HVMT)	90% of JL	$39.70	$7.75	22%	3%	$57.37
Meter Technician (MT)	85% of JL	$37.49	$7.75	22%	3%	$54.61
Heavy Equipment Operator**	85% of JL	$37.49	$7.75	22%	3%	$54.61
Utility Electrician (UE)	80% of JL	$35.29	$7.75	22%	3%	$51.86
Operator	75% of JL	$33.08	$7.75	22%	3%	$49.10
Low-Voltage Technician	70% of JL	$30.87	$7.75	22%	3%	$46.34
Groundman / Laborer	50% of JL	$22.05	$7.75	15%	3%	$33.77

All medical plan increases shall be paid by the employer

****Heavy Equipment Operator must keep appropriate crane certification current to maintain classification***

7/1/2029 - 6/30/2030

Apprentice Lineman:	Classification %	WAGE	MEDICAL*	NEAP	NEBF	TOTAL
1st Period	60% of JL	$26.46	$7.75	15%	3%	$38.98
2nd Period	65% of JL	$28.67	$7.75	15%	3%	$41.58
3rd Period	70% of JL	$30.87	$7.75	15%	3%	$44.18
4th Period	75% of JL	$33.08	$7.75	15%	3%	$46.78
5th Period	80% of JL	$35.29	$7.75	15%	3%	$49.39
6th Period	85% of JL	$37.49	$7.75	15%	3%	$51.99
7th Period	90% of JL	$39.70	$7.75	15%	3%	$54.59

Apprentice Substation Tech (Apparatus, Telecom, P&C):	Classification %	WAGE	MEDICAL*	NEAP	NEBF	TOTAL
1st Period	60% of ST	$23.82	$7.75	15%	3%	$35.85
2nd Period	65% of ST	$25.80	$7.75	15%	3%	$38.20
3rd Period	70% of ST	$27.79	$7.75	15%	3%	$40.54
4th Period	75% of ST	$29.77	$7.75	15%	3%	$42.88
5th Period	80% of ST	$31.76	$7.75	15%	3%	$45.22
6th Period	85% of ST	$33.74	$7.75	15%	3%	$47.56
7th Period	90% of ST	$35.73	$7.75	15%	3%	$49.91

Apprentice URD Technician:	Classification %	WAGE	MEDICAL*	NEAP	NEBF	TOTAL
1st Period	60% of URD	$23.82	$7.75	15%	3%	$35.85
2nd Period	70% of URD	$27.79	$7.75	15%	3%	$40.54
3rd Period	75% of URD	$29.77	$7.75	15%	3%	$42.88
4th Period	80% of URD	$31.76	$7.75	15%	3%	$45.22
5th Period	85% of URD	$33.74	$7.75	15%	3%	$47.56
6th Period	90% of URD	$35.73	$7.75	15%	3%	$49.91

Apprentice High Voltage Meter Technician:	Classification %	WAGE	MEDICAL*	NEAP	NEBF	TOTAL
1st Period	60% of HVMT	$23.82	$7.75	15%	3%	$35.85
2nd Period	70% of HVMT	$27.79	$7.75	15%	3%	$40.54
3rd Period	75% of HVMT	$29.77	$7.75	15%	3%	$42.88
4th Period	80% of HVMT	$31.76	$7.75	15%	3%	$45.22
5th Period	85% of HVMT	$33.74	$7.75	15%	3%	$47.56
6th Period	90% of HVMT	$35.73	$7.75	15%	3%	$49.91

All medical plan increases shall be paid by the employer

21.3 Foreman Lines: shall lead, supervise, and coordinate line crews and field personnel engaged in the construction, maintenance, and restoration of the electric system. Oversees work planning, job briefings, safety compliance, and execution of energized and de energized tasks in accordance with operational procedures, standards, and regulatory requirements. Ensures proper use of tools and equipment, verifies work quality, resolves field issues, and documents job progress. Provides coaching, supports training and development of apprentices and other classifications as needed, and directs emergency and storm response efforts to ensure safe, efficient, and reliable system operations.

21.4 Foreman Substations: shall lead, supervise, and coordinate substation and telecom crews and field personnel engaged in the construction, installation, maintenance, testing, and restoration of substation or telecom facilities and associated equipment. Oversees daily work planning, job briefings, and safety compliance, ensuring all energized and de-energized activities are performed in accordance with operational procedures, engineering standards, and applicable regulatory requirements. Ensures proper use, care, and inspection of specialized substation tools, equipment, and protective devices. Verifies work quality and adherence to schematics, prints, and technical specifications; troubleshoots and resolves field issues as they arise. Maintains accurate documentation of job progress, test results, and equipment status. Provides coaching and supports the training and development of apprentices and other classifications as needed. Directs emergency and storm response efforts within substation or telecom facilities to ensure safe, efficient, and reliable system operations, including coordination with system operators, and other groups.

21.5 Foreman URD: shall lead, supervise, and coordinate URD crews performing switching to energize and de-energize underground equipment and lines, and executing maintenance and replacement of transformers, cables, and other components on de-energized URD systems. Oversees work planning, job briefings, safety compliance, and execution of URD tasks in accordance with operational procedures, standards, and regulatory requirements. Ensures proper use of URD tools, equipment, and machinery; verifies work quality; resolves field issues; and documents job progress. Provides coaching, supports skill development of URD apprentices and other classifications as needed. Directs emergency and storm response efforts to ensure safe, efficient, and reliable system operations.

21.6 Foreman Metering: shall lead and coordinate metering crews performing the installation, maintenance, verification, and restoration of energized and de-energized metering systems. Oversees work planning, job briefings, safety compliance, and execution of metering tasks in accordance with operational procedures, standards, and regulatory requirements. Ensures proper use of metering tools and equipment, verifies work quality, resolves field issues, and documents job progress. Provides coaching, supports training and upskill development apprentices and other classifications as needed, Directs emergency and storm response activities to ensure safe response efforts, efficient, and reliable system operations.

21.7 Foreman Low Voltage: shall coordinate work plans of low voltage field personnel by routing service orders and leading job briefings. Oversees the proper use of tools and equipment, conduct inventory and audits of sensitive equipment. Manages material requests and ensures all low voltage activities are executed in accordance with operational procedures, technical standards, and regulatory requirements. Serves as the company's representative when interacting with external master electricians, responsible for the QMS, resolves field issues in real time, and monitors job progress through thorough daily documentation. Provides continuous coaching and technical guidance to support low voltage workers' performance and ongoing technical development. Directs emergency and storm response efforts to ensure safe, efficient, and reliable system operations, including coordination with system operators, protection & control personnel, and other field groups.

21.8 Troubleman: shall serve as a highly skilled journeyman level responder to service interruptions, electrical hazards, and system abnormalities on energized and de energized overhead and underground distribution facilities. Performs field diagnostics, switching, sectionalizing, isolation, and temporary repairs to restore service

safely and efficiently in accordance with all safety rules, work practices, and operating procedures. Operates approved vehicles, tools, and equipment and performs manual labor tasks as needed, including lifting, assembling materials, site preparation, and jobsite clean up. A Troubleman may work alone on any task that does not require a qualified observer. When necessary, additional personnel may be assigned to assist the Troubleman.

21.9 Journeyman Lineman: shall construct, operate, maintain, and repair energized and de-energized overhead and underground electrical lines and associated equipment to ensure safe, reliable, and efficient operation of the electric system. Performs tasks such as installing and replacing poles, conductors, transformers, hardware, and other line components; climbing structures; operating specialized tools and equipment within established safety limits; and conducting switching, tagging, and isolation procedures in accordance with all safety rules, work practices and procedures. Coaches, trains and supervises Apprentice Linemen and other lower classifications. Additionally, performs manual labor tasks as needed—including operating equipment, lifting, assembling materials, site preparation, and jobsite clean-up.

21.10 Telecom Substation Technician – shall be available to perform maintenance, troubleshooting, testing, repairs, construction, installation, commissioning, modifications, and disposition of telecommunication and network equipment, e.g., telecommunications transmitters and receivers, RF Carriers, microwaves, multiplex equipment, IP Network (OT), remote terminal unit (RTU), mobile radios, fiber optics, cable, other systems, and devices related to telecommunications circuits; operates cranes, forklifts, bucket trucks, manlifts or other equipment used to move large objects or materials; as well as analyzes failures and related records of maintenance.

21.11 Apparatus Substation Technician: shall be available to perform technical work consisting of applying knowledge in power systems. Perform maintenance, conservation, testing, troubleshooting, repairs, installation, modifications, dispositions, construction, and commissioning activities for substation equipment including but not limited to transformers, circuit breakers, capacitor banks, static var compensator (SVC), circuit switchers, disconnect switch, motor operated disconnect (MOD) switch controller, voltage regulators, surge arresters, battery banks, control cables, wires, grounding mat/ground grid, safety grounds, and other related equipment; perform power system switching and schedule/hold permits; operates insulation oil purification equipment; operates cranes, forklifts, bucket trucks, manlifts or other equipment used to move large objects or materials; as well as analyzes failures and related records of maintenance

21.12 Protection & Control Substation Technician: shall be available to perform technical work consisting of applying knowledge in power systems, electronics, and data communication. Perform maintenance, testing, troubleshooting, repairs, installation, modifications, dispositions, construction, and commissioning activities on protection and controls for substation equipment including but not limited to transformers, circuit breakers, capacitor banks, SVC, circuit switchers, motor operated disconnect switch controller, voltage regulators, control panels, control cables, wires, auxiliary relay, protection relays, digital fault recorders, remote terminal unit (RTU), safety grounds, and all devices, related to metering circuits, protection circuits, protection relays and control circuits; operates cranes, forklifts, bucket trucks, manlifts or other equipment used to move large objects or materials; perform power system switching and schedule/hold permits; as well as analyzes failures and related records of maintenance.

21.13 URD Technician: shall perform URD related switching to energize and/or de-energize all underground equipment and lines during planned work or troubleshooting. Completes general maintenance, changing, installing, or removing transformers, cables and other electrical components on de-energized underground (URD) systems. Operates equipment and tools with proper certification, such as: Radial Boom Devices (RBDs), hoisting and lifting devices, auger, boring tools, trenching equipment, and other necessary equipment or tools used for completing URD work. Utilizes proper rigging to raise and lower equipment. URD Technicians should not work setting or replacing poles, unless related to underground works and not within overhead MAD were covered up

or live line procedures might be required. Restrictions: URD Technicians shall not be permitted to perform any energized work except for URD related switching, cover for safety and then only when properly trained and certified to perform such work by an accredited Apprenticeship Training Program recognized and approved by the U.S Department of Labor. All other aerial work such as covering, removal, installation, of any and all overhead primary and transmission circuits shall be performed by a qualified Journeyman Lineman.

21.14 High Voltage Meter Technician: are responsible for the operation, maintenance, and verification of all metering systems. Works with auxiliary metering and communication equipment such as Data Collectors, AMI antennas, routers, TWACS systems, and Access Points, in both public and private substations at distribution and transmission levels. Performs switching and grounding tasks at the distribution level in systems associated with metering equipment, as well as adjustments to meters and auxiliary equipment, ensuring the accuracy and operational reliability of energized and de-energized metering systems. De-energization and grounding tasks on transmission circuits will not be performed by HVMT personnel.

21.15 Heavy Equipment Operator: shall operate specialized heavy equipment to safely handle, load, transport, position, and unload heavy structures, materials, and machinery required for the construction, maintenance, and restoration of the electric system. Heavy Equipment Operators can drive heavy vehicles with or without trailers. Provides support with manual labor tasks as required, such as shoveling, lifting, assembling materials, site preparation, and jobsite clean up.

21.16 Utility Electrician: shall work on low-voltage utility electrical systems of 600 volts or less, performing installation, maintenance, troubleshooting, and repair of self-contained residential, commercial, and industrial metering. Duties include installation and removal of meters, meter reading, customer meter connections and disconnections, metering validations, new customer secondary service connections, secondary splicing, and streetlight maintenance and troubleshooting. Performs diagnostics related to power quality issues, supports primary metering activities, validates and accepts master electrician certifications and conducts investigations of potential energy diversion with proper documentation of findings. Additionally performs manual labor tasks as required—including lifting, assembling materials, site preparation, and jobsite clean-up—while adhering to all safety rules, work practices, and operational procedures.

21.17 Operator: Shall operate heavy equipment with capacities up to 40 tons to safely load, transport, position, and unload materials and equipment in support of construction, maintenance, and restoration of the electric system. Operators can drive heavy vehicles with or without trailers. Provides support with manual labor tasks as required, including shoveling, lifting, assembling materials, site preparation, and jobsite clean up.

21.18 Low-Voltage Technician: shall work on low voltage electrical systems of 240 volts or less, and on self-contained metering. Performs tasks such as installation and removal of residential, commercial, and industrial meters, meter testing, meter reading, customer secondary connection and disconnections, troubleshooting, metering validations and completing energy diversion investigations. Other duties include system audits verifications (e.g. map updates, streetlight count, lights out patrols, asset verifications), inventory, line inspections, traffic control and job site, area or equipment clean-up

21.19 Groundman: shall assist other classifications by performing manual labor and support tasks on ground required for the construction, maintenance, and restoration of overhead and underground electrical facilities. Duties include loading and unloading materials, preparing and clearing jobsites, assembling hardware, handling tools, and supporting traffic control as needed. Performs lifting, digging, shoveling, and site clean-up while adhering to all safety rules, work practices, and operational procedures. Groundman may not engage in energized work, nor can they operate equipment, though they may be utilized as drivers if they have the proper license.

21.20 A $2.00 per hour premium will be paid for certified bare hand Lineworker performing energized bare hand work.

21.21 A $2.00 per hour premium will be paid for helicopter work for those employees on, in or under a helicopter.

21.22 A $2.00 per hour premium will be paid for work requiring use of bee suit as required by company policy at the discretion of the company

21.23 If an employee is traveling away from their primary worksite while conducting company business, they may be eligible for a reasonable reimbursement of expenses in the form of a per diem. Per diem allowances covers meals and incidental expenses while traveling on business. Per diem will only be paid to employees who incur expenses while traveling and employee cannot claim the per diem allowance and actual meal expenses on the same trip. Per diem rates are set pursuant to the rates established by the United States Department of Defense while traveling within Puerto Rico and the United States General Services Administration (GSA) for travel to the Continental United States (CONUS) per day as they may be applicable and change from time to time. Meal or other receipts are not required for documentation of per diem allowance.

21.24 Per diems are utilized for overnight business trips that require travel of 25 miles or more from the employee's primary worksite as defined in LUMA's Business Expenses Reimbursement Policy.

21.25 LUMA will process eligible reimbursement requests within up to 30 calendar days after the employee submits all required information and documentation

ARTICLE 22 – NEBF

22.1 It is agreed that in accord with the Employees Benefit Agreement of the National Electrical Benefit Fund ("NEBF"), as entered into between the National Electrical Contractors Association and the International Brotherhood of Electrical Workers on September 3, 1946, as amended, and now delineated as the Restated Employees Benefit Agreement and Trust, that unless authorized otherwise by the NEBF the individual Employer will forward monthly to the NEBF's designated local collection agent an amount equal to 3% of the gross monthly labor payroll paid to, or accrued by, the employees in this bargaining unit, and a completed payroll report prescribed by the NEBF. The payment shall be made by check or draft and shall constitute a debt due and owing to the NEBF on the last day of each calendar month, which may be recovered by suit initiated by the NEBF or its assignee. The payment and the payroll report shall be mailed to reach the office of the appropriate local collection agent not later than fifteen (15) calendar days following the end of each calendar month.

22.2 The individual Employer hereby accepts, and agrees to be bound by, the Restated Employees Benefit Agreement and Trust.

22.3 An individual Employer who fails to remit as provided above shall be additionally subject to having his agreement terminated upon seventy-two (72) hours' notice in writing being served by the Union, provided the individual Employer fails to show satisfactory proof that the required payments have been paid to the appropriate local collection agent.

22.4 The failure of an individual Employer to comply with the applicable provisions of the Restated Employees Benefit Agreement and Trust shall also constitute a breach of this Agreement.

ARTICLE 23 - NEAP

23.1 It is agreed that in accord with the IBEW-District Ten-NECA Individual Equity Retirement Plan Agreement entered into between the National Electrical Contractors Association, Inc., and the International Brotherhood of Electrical Workers on December 11, 1973, as amended, and now delineated as the National Electrical Annuity Plan Agreement and Trust, that unless authorized otherwise by the National Electrical Annuity Plan (NEAP), the individual employer will forward monthly to NEAP's designated collection agent an amount equal to the percentage amounts defined in the wage table in article 21.2 together with a completed payroll report prescribed by the NEAP. The payment shall be made by check or draft and shall constitute a debt due and owing to NEAP on the last day of each calendar month, which may be recovered by suit initiated by NEAP or its assignee. The payment and the payroll report shall be mailed to reach NEAP not later than 15 calendar days following the end of each calendar month.

23.2 The Employer hereby accepts and agrees to be bound by the National Electrical Annuity Plan Agreement and Trust.

23.3 An individual Employer who fails to remit as provided above shall be additionally subject to having this agreement terminated upon 72 hours' notice in writing being served by the Union, provided the individual employer fails to show satisfactory proof that the required payments have been paid to the appropriate collection agent.

23.4 The failure of an individual employer to comply with the applicable provisions of the National Electrical Annuity Plan Agreement and Trust shall also constitute a breach of this labor agreement.

ARTICLE 24 - HEALTH INSURANCE - MEDICAL PLAN

24.1 Employees are eligible to participate in any benefits plans offered by LUMA. LUMA currently pays 100% of the Health, Dental, Vision, Life insurance, Short Term and Long-Term Disability benefits for Employees at no additional cost to the Employee. Benefits that extend to family members will require proof of eligibility and will be provided at no additional cost to the employee. LUMA offers additional benefits as detailed in Company policies and summary plan descriptions. LUMA reserves the right to modify the terms or the plan in the future at its exclusive discretion. Any increases shall be paid by the employer.

ARTICLE 25 - STANDARD OUTSIDE APPRENTICESHIP & TRAINING LANGUAGE

25.1 An appropriate Apprenticeship Training Program will be available to train any employee under this agreement.

ARTICLE 26 - SAFETY

26.1 LUMA shall provide all required protective safety equipment. The provided safety equipment will be OSHA approved and include, but not be limited to, the following:

- Dielectric hard hats
- Safety eyeglasses (ANSI-approved)
- Rain-suit (for inclement weather emergencies) Dielectric rated rubber gloves and "over- gloves"
- Dielectric rubber sleeves and cover-ups
- Working tools such as "hot sticks" and so forth, used in working with and near energized line and equipment
- OSHA mandated FR Clothing

Employees must be able to meet and comply with the maximum capacity limit set forth by the manufacturer of applicable protective equipment, certified tools, and/or vehicles required to perform their tasks. This weight limit

includes the total combined weight (i.e., body, clothing, tools, and equipment)

26.2 Weekly safety meetings will be held during regular working hours. Employees scheduled to work are required to attend safety meetings when held.

26.3 LUMA may adopt safety regulations and employees shall follow such safety regulations and other safety policies as written in the LUMA safety manual.

26.4 As a condition of employment, employees in designated classifications covered by this agreement are required to have a valid Category 9 License issued by a Puerto Rico competent authority and all documentation required by applicable regulations (i.e., Commercial Operator Permit, Driving Record, Medical Certification), whichever may be applicable to the employee's position to perform work. Unless exempt by federal or Department of Transportation regulations

ARTICLE 27 - ALCOHOL AND DRUG USE

27.1 It is the employee's responsibility to report to work mentally and physically fit for duty. This requires employees to abstain from using alcoholic beverages and mood-altering drugs that would affect their work performance and safety during the scheduled work period, during lunch, and during work breaks or while assigned standby.

a) An employee may be required to report to a designated physician or health care provider for a physician-directed fitness-for-duty examination if a supervisor believes the person appears unfit for duty. The physician directing the fitness-for-duty examination may require a drug and/or alcohol screening.
b) LUMA may also require drug and alcohol testing as required by Federal, and/or local Department of Transportation regulations; reasonable suspicion, random, post-incident and return-to-work testing. Policies adopted for this purpose may be applicable to all employees and may be changed, updated, and communicated as required to assure compliance with federal, state or local standards.

27.2 Any and all costs associated with this policy shall be borne by LUMA.

ARTICLE 28 - MISCELLANEOUS

28.1 The invalidation of any provision of this agreement by law shall not affect any other portion hereof, and the provision not invalidated shall remain in full force and effect. The parties shall then meet for the purpose of modifying the existing agreement to conform to law through incorporation in this agreement of provisions, which reflect the intent of the law.

28.2 It is further agreed that this Agreement constitutes the entire agreement of the parties relating to hours, wages and working conditions, that it establishes the minimum benefits and working conditions that the parties intend to preserve for the term of the Agreement.

28.3 The parties acknowledge that this Agreement also resolves any and all issues between them and between any employee and LUMA as of the effective date, including, but not limited to, all grievances, claims, arguments, and issues based on any facts or conduct that occurred before the effective date, whether such facts are known or unknown. All such grievances, claims, arguments, and issues shall be deemed fully and finally settled and compromised or waived effective the date of this Agreement.

28.4 If there is any discrepancy between the English version of this agreement and the Spanish translation, the English version will prevail.

ARTICLE 29 - WORK JURISDICTION

29.1 Employees of LUMA not covered by this Agreement shall not perform work of any job classification covered by this agreement except in case of life-threatening emergency; in connection with training or inspection; and no one will perform work associated with any job classification covered by this agreement that is not qualified.

LUMA Energy ServCo, LLC

Ian Kreher
Signature

IAN KREHER, VP-OPERATIONS
Name, Title

06/12/2026
Date

IBEW Local Union 222

John Harrell
Signature

John Harrell, BM/FS
Name, Title

6/11/2026
Date

APPROVED
INTERNATIONAL OFFICE - I.B.E.W.
6/25/2026
Kenneth Cooper,
International President
This approval does not make the International a party to this agreement.

****MEMORANDUM OF UNDERSTANDING – Powerline Patroller & High Voltage Meter Technician****

The current Collective Bargaining Agreement ("CBA") in force between the IBEW Local Union 222 ("Union") and LUMA Energy ServCo, LLC ("LUMA"), hereinafter referred to as the "Contract", will govern all matters not covered by this Memorandum of Understanding, hereinafter referred to as the "MOU".

This MOU shall govern from July 1, 2026, until June 30, 2030. There shall be no extensions unless mutually agreed to by both parties, the Union and LUMA.

The purpose of this MOU is to establish the classification of Power Line Patroller and set forth the agreements around the upskilling of the Meter Technician role into High Voltage Meter Technician.

Power Line Patroller:
This classification shall be utilized during the term of this MOU.

Power Line Patroller - shall perform aerial patrol and inspections of transmission and distribution lines to detect breakdowns, failures, or irregular conditions. Duties include preventive and reactive patrols, identifying maintenance needs such as pruning and repairs, coordinating helicopter-assisted operations, and supporting technical studies using infrared and corona effect equipment, and maintaining electrical patrol planning for electrical lines.

All wage or benefit increases for the Power Line Patroller shall be the same as those in the above-mentioned Contract and shall take effect for any employee covered by this MOU on the appropriate dates.

LUMA and the Union agree that the functions of the Power Line Patroller can be performed by Journeyman Lineman or above in the Contract and that it does not entail a pay-up. Upon the expiration of this MOU, LUMA will reassess the business need for the Power Line Patroller role.

Meter Technician:
Employees occupying the Meter Technician classification at the time of the signature of this agreement will be evaluated through an assessment to identify the level of improvement and upskill they need to become Meter Technician High Voltage (HV). LUMA will provide the necessary upskill training for these employees to become Meter Technician HV. Current Meter Technicians have the responsibility to complete upskill training provided by LUMA to achieve the status of Meter Technician HV. The Meter Technician (85 % of JL) classification shall only be utilized during the term of this MOU for employees occupying the classification of Meter Technicians at the time of signature of this MOU and during their upskill training process.

LUMA Energy ServCo, LLC	IBEW Local Union 222
Ian Kreher	
Signature	*Signature*
IAN KREHER, VP - OPERATIONS	John Harrell, BM/FS
Name, Title	*Name, Title*
06/12/2026	6/11/2026
Date	*Date*

Joint Memo:

LUMA & IBEW Local 222 Employer Relation Council

RE: Vacation Scheduling

We want to thank you for your hard work and invaluable contribution to LUMA's growth and success. Every minute you have spent taking care of your job is highly appreciated.

The purpose of vacation is to provide an opportunity to have a break from work. Both LUMA and the IBEW care about you and believe you deserve quality vacation time to recharge, relax, and come back to work prepared for future assignments.

We ensure employees have the opportunity to enjoy the paid vacation days agreed to in our collective bargaining agreement.

In agreement between IBEW Local 222 and LUMA Leadership the following practice scheduling vacation should be followed:

1. Employees are to submit vacation requests by May 31st of the current Fiscal Year.
2. Employees that have not submitted vacation requests by May 31st will have 10 mandatory vacation days scheduled by LUMA for the next Fiscal Year starting on July 1st.
3. Managers and Supervisors will actively monitor employee vacation usage and will encourage employees to schedule and use their vacation throughout the fiscal year. We would like to remind you to spend some time taking care of yourself as well.

06/12/2026

LUMA Energy ServCo, LLC

5/19/26

IBEW Local Union 222