SUPPLEMENTAL AGREEMENT

THE AGREEMENT MADE AND ENTERED INTO THIS 1st DAY OF January 2026 by and between ALEX E. PARIS CONTRACTING CO., INC., Atlasburg, PA, and the UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL UNION, AFL-CIO, CLC, ON BEHALF OF LOCAL 14693.

WITNESSETH: That in consideration of the mutual and reciprocal promises of the parties hereto, the parties covenant and agree as follows:

1. That this Agreement is a supplemental to the State-Wide Agreement between Pennsylvania Heavy & Highway Contractors Bargaining Association and the United Steelworkers of America, AFL-CIO-CLC.

2. That the attached wage schedule pertains only to private work, work which is not predetermined by the owner or contracting agency, or work not covered by the aforementioned Agreement.

3. That "emergency" call-out work for the "NOVA" and "BASF" crew will be handled as follows:
    a. All emergency call-out work will be automatic overtime and will be paid at 1-1/2 times the regular hourly rate.
    b. When more than one employee is called out for emergency work, one employee will be designated as a lead person and paid the lead rate.

4. Effective January 1, 2026 under the Heavy Highway Master Agreement, Health and Welfare and Pension benefits are a total of $10.70 per hour. Over the next three (3) years, the company will pay up to .50 per year into the Health and Welfare Fund and up to .50 per year into the Pension Fund if the Joint Trustees increase the contribution rate.

5. Personal truck use will be paid at $30.00 per day (Must be approved by the Superintendent, not the Foreman).

6. Besides the (4) paid holidays mentioned in the Pennsylvania Heavy and Highway Contractors Bargaining Association, there shall be an additional one (1) paid holiday under the Supplemental Agreement. Christmas Day.

7. In addition to rain gear being supplied to all employees, rubber pull over boots will also be supplied to each employee – one (1) pair per year. Work Boot Reimbursement: After one (1) year of service, the Company will pay the employee $125.00 once a year at the end of the year. Upon proof of excessive wear, Pavers will receive an additional $125.00 work boot reimbursement.

8. During the life of this agreement the company will cover the incremental cost between a commercial C.D.L. license and regular driver's license.

9. Travel – If the job is located more than 50 air miles from the main office in Atlasburg, PA, the employee is entitled to $30.00 per day travel expense on non-stipulated rate jobs.

10. Jury Duty – The Company will pay $30.00 per day for Jury Duty up to five (5) days. Payment only for actual days served.

11. Meal Ticket – If an employee works over twelve (12) consecutive hours, the employee will be entitled to $10.00 meal reimbursement. This applies to private rate work only at industrial plants.

12. That this Supplemental Agreement shall expire on December 31, 2028 unless renegotiated.

13. Overtime will be paid after 40 hours worked, except in the following situation: The Company will pay overtime after 8 hours worked only if the company can directly bill to the customer time after 8 as overtime. This clause will be in effect on time and materials hourly work only. Overtime scheduled and unscheduled is required. Should an individual not work all of his/her scheduled shifts during the week after overtime is worked, as described above as "time and material billable overtime after 8 hours", then any overtime after 8 hours will revert to regular pay and will be paid after 40 hours.

14. Should the company withdraw from the P.H.H. Bargaining Association December 31st, 2027, this agreement shall be voided and the company and union shall meet and attempt to negotiate a new agreement.

15. Vacation pay will be .55 per hour for persons who have worked 1040 hours or more per year. If a person works 1040 hours or more they will be paid on the total hours for the period. If they don't work the 1040 hours minimum, then no vacation pay will be paid. The period runs from July 1st to June 30th each year. Employees with 10 years continuous service will receive $250.00 additional bonus and employees with 20 years will receive $325.00 added to the regular vacation pay.

16. The BASF Plant work will be paid as a composite rate which includes all the labor classifications as listed on the rate sheets.

17. Employees shall be entitled to two days of funeral leave for immediate family consisting of the following: husband/wife, son/daughter, son-in-law/daughter-in-law, step-son/step-daughter, brother/sister, father/mother, grandfather/grandmother, and current mother-in-law/father-in-law. One additional day will be available if needed at no pay.

18. Wage Rate Increases:

Year 1	$1.25
Year 2	$0.75
Year 3	$0.75

WAGE RATES – SCHEDULE C

EFFECTIVE JANUARY 1, 2026

Classification	Base Rate	Health & Welfare	Pension	Total
Operator	$28.37	$10.95	$7.25	$46.57
Mechanic	$27.50	$10.95	$7.25	$45.70
Welder	$27.30	$10.95	$7.25	$45.20
Heavy Equip Lowboy Driver	$28.37	$10.95	$7.25	$46.50
CDL Truck Driver	$27.18	$10.95	$7.25	$45.38
Heavy Equip Lowboy Driver- Super Load (Machine being hauled weighs more than 85,000 lbs)	$30.38	$10.95	$7.25	$48.58
CDL Truck Driver – Hazmat/ Tanker Endorsements	$28.37	$10.95	$7.25	$46.58
CDL Truck Driver – Winch Truck (Driver is doing actual winch type hauling/work Ex. Frack Tanks)	$27.68	$10.95	$7.25	$45.88
Truck Driver	$27.00	$10.95	$7.25	$45.20
Laborer	$26.78	$10.95	$7.25	$44.98
Burner	$26.98	$10.95	$7.25	$45.18
Carpenter	$26.98	$10.95	$7.25	$45.18
Millwright	$26.98	$10.95	$7.25	$45.18
Pipe Layer	$26.98	$10.95	$7.25	$45.18
Water Blaster	$26.98	$10.95	$7.25	$45.18
Lead Person	$28.05	$10.95	$7.25	$46.25
Foreman	$29.30	$10.95	$7.25	$47.50
BASF Composite Rate	$28.00	$10.95	$7.25	$46.20

Health/Welfare Note: As per Paragraph 4, the company will pay up to .50 if increase occurs in Health/Welfare
Pension Note: As per Paragraph 4, the company will pay up to .50 if increase occurs in Pension

WAGE RATES – SCHEDULE C

EFFECTIVE JANUARY 1, 2027

Classification	Base Rate	Health &Welfare	Pension	Total
Operator	$29.12	$10.95	$7.25	$47.32
Mechanic	$28.25	$10.95	$7.25	$46.45
Welder	$28.05	$10.95	$7.25	$46.25
Heavy Equip Lowboy Driver	$29.12	$10.95	$7.25	$47.32
CDL Truck Driver	$27.93	$10.95	$7.25	$46.13
Heavy Equip Lowboy Driver- Super Load (Machine being hauled weighs more than 85,000)	$31.13	$10.95	$7.25	$49.33
CDL Truck Driver – Hazmat/ Tanker Endorsements	$29.12	$10.95	$7.25	$47.32
CDL Truck Driver – Winch Truck (Driver is doing actual winch type hauling/work Ex. Frack Tanks)	$28.43	$10.95	$7.25	$46.63
Truck Driver	$27.75	$10.95	$7.25	$45.95
Laborer	$27.53	$10.95	$7.25	$45.73
Burner	$27.73	$10.95	$7.25	$45.93
Carpenter	$27.73	$10.95	$7.25	$45.93
Millwright	$27.73	$10.95	$7.25	$45.93
Pipe Layer	$27.73	$10.95	$7.25	$45.93
Water Blaster	$27.73	$10.95	$7.25	$45.93
Lead Person	$28.80	$10.95	$7.25	$47.00
Foreman	$30.05	$10.95	$7.25	$48.25
BASF Composite Rate	$28.75	$10.95	$7.25	$46.95

Health/Welfare Note: As per Paragraph 4, the company will pay up to .50 if increase occurs in Health/Welfare
Pension Note: As per Paragraph 4, the company will pay up to .50 if increase occurs in Pension

WAGE RATES – SCHEDULE C

EFFECTIVE JANUARY 1, 2028

Classification	Base Rate	Health & Welfare	Pension	Total
Operator	$29.87	$10.95	$7.25	$48.07
Mechanic	$29.00	$10.95	$7.25	$47.20
Welder	$28.80	$10.95	$7.25	$47.00
Heavy Equip Lowboy Driver	$29.87	$10.95	$7.25	$47.08
CDL Truck Driver	$28.68	$10.95	$7.25	$46.88
Heavy Equip Lowboy Driver- Super Load (Machine being hauled weighs more than 85,000 lbs)	$31.88	$10.95	$7.25	$50.08
CDL Truck Driver – Hazmat/ Tanker Endorsements	$29.87	$10.95	$7.25	$48.07
CDL Truck Driver – Winch Truck (Driver is doing actual winch type hauling/work Ex. Frack Tanks)	$29.18	$10.95	$7.25	$47.38
Truck Driver	$28.50	$10.95	$7.25	$46.70
Laborer	$28.28	$10.95	$7.25	$46.48
Burner	$28.48	$10.95	$7.25	$46.68
Carpenter	$28.48	$10.95	$7.25	$46.68
Millwright	$28.48	$10.95	$7.25	$46.68
Pipe Layer	$28.48	$10.95	$7.25	$46.68
Water Blaster	$28.48	$10.95	$7.25	$46.68
Lead Person	$29.55	$10.95	$7.25	$47.75
Foreman	$30.80	$10.95	$7.25	$49.00
BASF Composite Rate	$29.50	$10.95	$7.25	$47.70

Health/Welfare Note: As per Paragraph 4, the company will pay up to .50 if increase occurs in Health/Welfare
Pension Note: As per Paragraph 4, the company will pay up to .50 if increase occurs in Pension

Supplemental Agreement effective January 1, 2026 through December 31, 2028, between Alex E. Paris Contracting Co., Inc. and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial, and Service Workers International Union, AFL-CIO, CLC on behalf of Local 14693-31.

For the Union:

D.R. McCall
International President

Myles Sullivan
International Secretary-Treasurer

Emil Ramirez
International Vice-President, Administration

Kevin J. Mapp
International Vice-President, Human Affairs

Bernie Hall, Director, District 10

Daniel A. Nunzir, Staff Representative

Robert Alderson, Local Union President

Unit President

For Alex E. Paris Contracting Co., Inc:

Emanuel A. Paris III
President

Emanuel A. Paris IV
Vice President

Debra A. Morrocco
Human Resources Manager