



**Location**  
3330 North Mingo Road  
Tulsa, OK 74116-1211

**Mail**  
P.O. Box 582808  
Tulsa, OK 74158-2808

Oklahoma Business Unit

Date : March 21, 2024

LETTER OF AGREEMENT

Reimbursement of Co-pay for Prescription Safety Glasses

The Company has made a change to the vendor for prescription safety glasses which will result in out-of-pocket costs (co-pay) to employees. Since this was a change to the current benefit provider, the UAW requested effects bargaining on the matter.

As a result of these discussions, the parties have agreed that the Company will reimburse represented employees for prescription safety to cover out-of-pocket co-pay costs. This LOA will keep the costs for prescription safety glasses in line with the previous benefit level and will remain in effect until the current CBA expires in December 2025.

The Breakdown of what will be reimbursed will be as follows:

**Lens co-pay reimbursements:**

Single Vision, Bifocal and Trifocal \$25

Progressive Lenses \$90

**Lens Options reimbursements:**

Anti-Fog, Scratch Coating and Transitions

**Frame reimbursements:**

Frame cost up to \$140.

The parties agree to review special circumstance items such as dual zone bifocals or non-conductive frames required by some QA, Maintenance, Shipping and Traffic members for potential additional reimbursement.

Reimbursement requests (receipt required) will be submitted to Grp Tul Labor email address and will be limited to once per benefit year.

FOR THE UNION

FOR THE COMPANY

Phillip L. [Signature] 3/21/2024  
[Signature] 3-21-2024  
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[Signature] 3/22/24

[Signature] 3/21/2024

LensCrafters 918-250-1050 7021 S Memorial Dr Tulsa, OK  
74133

LensCrafters 918-280-1144 7370 S Olympia Ave Space #C-19  
Tulsa, OK 74132

EyeCare of Catoosa Hills 918-266-3937 2036 S Miller Ln Ste E  
Catoosa, OK 74015

Thomas EyeCare 918-376-2700 12406 E 86<sup>th</sup> St N Owasso, OK  
74055

Phillip Gelwick OD 918-744-7638 1633 S Harvard Ave Tulsa, OK  
74112

Vision Source Owasso 918-272-5755 10304 N Garnett Rd  
Owasso, OK 74055

Blink Optical 918-574-2297 1826 E 15<sup>th</sup> St Ste B Tulsa, OK 74104

Tulsa Vision Clinic 918-743-6334 4433 S Harvard Ave Tulsa,  
OK 74135

Roserock Eyecare 918-615-2696 433 StoneWood Dr Broken  
Arrow, OK 74012