



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 (revised Oct 3, 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

Frame reimbursements:

Frame cost up to \$140.

The parties agree to review special circumstance items such as Transitions, 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

Phillip Renteria 10/3/2024
[Signature] 10/3/24
[Signature] 10/3/24
Odd Stidham 10-3-2024

FOR THE COMPANY

[Signature] 10/3/2024