

ARTICLES OF AGREEMENT

Between

ANHEUSER-BUSCH, LLC

AND

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS,
LOCAL UNION NO. 716, AFL-CIO-CFL**

July 1, 2024 through June 30, 2029

TABLE OF CONTENTS

ARTICLE 1	Recognition	5
ARTICLE 2	Manner of Employment	5
ARTICLE 3	Jurisdiction	5
ARTICLE 4	Management Rights	7
ARTICLE 5	Workweek, Workday and Overtime	7
ARTICLE 6	Holidays	12
ARTICLE 7	Vacations	13
ARTICLE 8	Health and Safety	15
ARTICLE 9	Shop Stewards	16
ARTICLE 10	Union Rights	16
ARTICLE 11	Seniority	18
ARTICLE 12	Leave of Absence	19
ARTICLE 13	Shift Assignment	22
ARTICLE 14	Physical Examination	23
ARTICLE 15	Bereavement Leave	24
ARTICLE 16	Jury Duty	24
ARTICLE 17	Going from Hot to Cold Temperatures and Vice Versa	24
ARTICLE 18	Discharge and Suspensions	24
ARTICLE 19	On the Job Injury	25
ARTICLE 20	Protective Clothing	25
ARTICLE 21	Grievance Procedure	25
ARTICLE 22	Emergency	26
ARTICLE 23	Rest Periods	26
ARTICLE 24	Pensions	27
ARTICLE 25	Welfare	27
ARTICLE 26	Wages	31
ARTICLE 27	Strikes and Lockouts	32
ARTICLE 28	Election Day Procedures	32

ARTICLE 29	Performance of Bargaining Unit Work	33
ARTICLE 30	Credit Union	33
ARTICLE 31	Harmonious Relations	33
ARTICLE 32	Sick Leave	34
ARTICLE 33	Separability	34
ARTICLE 34	Deferred Income Stock Purchase and Savings Plan	34
ARTICLE 35	Successorship	34
ARTICLE 36	Drug Testing	34
ARTICLE 37	Shared Technology	35
ARTICLE 38	Past Practice	36
ARTICLE 39	Electronic Posting	37
ARTICLE 40	Duration	38
MEMORANDUM OF UNDERSTANDING	Overtime Charging Procedure	39
MEMORANDUM OF UNDERSTANDING	Temporary Weekend and Holiday Electricians	40
MEMORANDUM OF UNDERSTANDING	Electrician Development Program	42
MEMORANDUM OF UNDERSTANDING	Supervisory Training	45
MEMORANDUM OF UNDERSTANDING	Prorated Sick Leave	46
MEMORANDUM OF AGREEMENT	415 Compliance Procedures	47
MEMORANDUM OF UNDERSTANDING	Beer Consumption	49
MEMORANDUM OF UNDERSTANDING	Overtime Scheduling	50
MEMORANDUM OF UNDERSTANDING	Incidental Work	51
MEMORANDUM OF UNDERSTANDING	Educational Reimbursement	52
MEMORANDUM OF UNDERSTANDING	Subcontracting	56
HOUSTON EXCEPTION LIST	Exhibit A	58
LETTER ON SUBCONTRACTING		59
LETTER ON HOLIDAY SELECTION		60
LETTER ON LONG TERM DISABILITY CHECK-OFF		61
CALL-IN PROCEDURE		62

MEMORANDUM OF UNDERSTANDING – VOLUNTARY TIME OFF	63
MEMORANDUM OF UNDERSTANDING – RENEWABLE ENERGY	64
MEMORANDUM OF UNDERSTANDING – EMPLOYEE BEER	66
MEMORANDUM OF UNDERSTANDING – Weekend/Holiday Scheduling	67
MEMORANDUM OF UNDERSTANDING – Overtime Scheduling/Charging	69
MEMORANDUM OF AGREEMENT – Maintenance Qualification Program	71

ARTICLES OF AGREEMENT

BETWEEN

ANHEUSER-BUSCH, LLC

AND

INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS, AFL-CIO, CLC
LOCAL UNION NO. 716

PREAMBLE

Anheuser-Busch, LLC of Houston, Texas, hereinafter referred to as the "Company" and Local Union No. 716 of the International Brotherhood of Electrical Workers, AFL-CIO, CLC, hereinafter referred to as the "Union" agree as follows:

ARTICLE 1
Recognition

The Company recognizes the Union as the sole collective bargaining agent with respect to wages, hours and other terms and conditions of employment for all employees contained within the bargaining unit, certified by the National Labor Relations Board in Case No. 23-RC-3003.

ARTICLE 2
Manner of Employment

Section 1. Neither the Company nor the Union shall discriminate against any individual because of race, color, religion, sex, national origin, ancestry, age, disability, Vietnam era veteran or disabled veteran status with respect to opportunity for or tenure of employment, or with respect to any term or condition of employment, or any other right, benefit, duty or obligation created and/or protected by the provisions of this Agreement.

Section 2. Whenever the term "he" or "man" is used to describe an employee, it shall apply to all employees without regard to gender.

Section 3. When a disabled applicant or employee requests an accommodation, the Company retains the right to create an exception to the terms of this Agreement, after reasonable notice to and discussion with the Union, when in the Company's opinion such exception is necessary to comply with the provisions of the Americans with Disabilities Act or similar applicable state law.

ARTICLE 3
Jurisdiction

Section 1. The Company and the Union recognize that the work heretofore performed exclusively by employees in the electrical unit and new work of a like kind, shall be performed by employees covered by this Agreement, except in cases of emergencies such as fires,

explosions, power failures, acts of God and personal endangerment. The Company will not expect the Electricians to perform work normally assigned to another bargaining unit except when such work is in accordance with the past practices of the parties.

Section 2. At no time shall Electricians do construction work not completed on any project originated by a contractor where such completion is required because the contractor's employees are on strike against the contractor and the contractor has a contractual right to complete the work.

Section 3. For the purpose of preserving work and job opportunities for the employees covered by this Agreement, the Company shall not contract out any electrical work, it being the intent of the Company that all work necessary for the maintenance of the Company's equipment and buildings, with the exception of the Hospitality House and Tour area, shall be performed by the Electrical Department.

The Company shall make every effort to use its available working force and equipment in order to avoid having its electrical maintenance work performed by a contractor's employees, if it would require the layoff of employees qualified to do such work, provided further that if such work to be performed by a contractor will require thirty (30) calendar days or more, the Company, prior to having such work performed by a contractor, will offer reinstatement to employees who are in layoff status.

The following exceptions are recognized:

- (a) Major new construction, major modification, major rehabilitation work, as well as associated punch list items.
- (b) Where the Company lacks the necessary major tools or equipment to perform such work and cannot obtain such tools or equipment by rental or otherwise on a reasonable basis.
- (c) Service contracts and warranties of reasonable duration and those presently in effect. Union to be notified who and how long on service contracts.
- (d) During peakload situations. Peakload being defined as a period of time in which all Electricians have been asked to work at least forty (40) overtime hours during the twenty (20) calendar day period prior to the day the contract begins (if on a Monday, or forty-eight (48) hours if the contract begins on some day other than Monday). Electricians will continue to be offered forty (40) overtime hours during any twenty (20) day period the contractor is on premise, or a prorated portion thereof. The scheduling of any overtime offering in this section will be determined by the Company. If an Electrician is not available for assignment during any portion of this period, then he will be considered as having been offered any overtime offered to any Electrician during that period of his unavailability.

For the sole purpose of determining whether the requisite overtime hours have been offered to the Electricians under this paragraph so as to qualify as a "peakload" situation, the following principles shall apply:

- (1) If an employee is requested to work overtime on a day other than a Saturday J Sunday J or holiday to replace an absent employee, all time offered shall be counted whether accepted or not.
- (2) If an electrician is requested to work overtime on a day other than a Saturday, Sunday or holiday other than under paragraph (1) above, no more than four (4)

hours of overtime offered and refused shall be counted. All paid overtime hours shall be counted.

(3) If an Electrician is requested to work overtime on a Saturday, Sunday, or holiday, all overtime offered shall be counted, whether accepted or not.

(e) Any electrical maintenance work to be performed off brewery premises which:

(1) Requires specialized equipment or tools of a nature by virtue of their cost to exclude them from economical use in an expanding maintenance program.

(2) In service contracts or warranty repairs which must be returned to the factory for repairs.

(3) Requires replacement parts which cannot reasonably be purchased or installed.

At least forty-eight (48) hours prior to any subcontracting of electrical maintenance work, the shop steward on duty will be advised of the kind and scope of work to be performed. A letter will be sent to the Business Agent advising him of the same information. This notification will be given in all cases except those covered by subparagraph (e) above.

The parties recognize the existence of circumstances, such as major breakdowns, where the nature of, or need for, the project does not permit such notice. In those cases, notice to the Union and shop steward will be given as soon as possible.

ARTICLE 4 Management Rights

It is expressly agreed that all rights which are ordinarily vested in and are exercised by employers, except those which are expressly relinquished herein, are reserved to and shall continue to be vested in the Company.

ARTICLE 5 Workweek, Workday and Overtime

Section 1. Eight (8) consecutive hours, including a meal period of thirty (30) minutes on Company's time, shall constitute a normal workday. The employee shall be provided a 30 minute lunch period starting within the fifth hour of his normal eight hour workday, except in cases of emergencies such as fires, explosions, power failures, acts of God, equipment breakdown or other like occurrences. In the event an emergency condition exists within the employee's fifth hour so as to prevent his receiving his lunch period as provided above, the Company will make all reasonable efforts to provide a relief man as soon thereafter as is practical.

Section 2. Workweek. Five (5) days, forty (40) hours shall constitute a week's work. The week shall run in five (5) consecutive days, Monday through Friday, starting between the hours of 10:00 p.m. on Sunday and 1 :00 a.m. on Monday. Weekly work schedules shall be posted by and no later than noon on Thursday for the following week.

Section 3. Overtime. Any employee who works in excess of eight (8) hours per shift, including his paid meal period on the Company's time, shall be paid time and one-half for all hours in excess of the eight (8) hours. If an employee is notified after he leaves the plant that he is to report for work the next day earlier than his scheduled starting time for that day he shall be paid time and one-half for all work performed prior to his scheduled starting time and shall be permitted to work his scheduled eight (8) hour shift in addition.

Section 4. (a) Overtime Distribution. Insofar as practicable, overtime work shall be divided equally within the Electrical Department and overtime may not be balanced with time off; provided, however, that the duty to equitably distribute overtime under this section shall be subject to the scheduling overtime procedure agreed to between the parties and shall not obligate the Company to schedule employees for two (2) consecutive eight (8) hour shifts. Company shall maintain an up-to-date overtime record which shall be posted on the Departmental Bulletin Board. This overtime record shall be current through and including the second preceding Sunday. At the end of each week, the amount of overtime worked by each employee shall be entered after his name on that record.

Insofar as practicable, and subject to the overtime scheduling procedure agreed to between the parties, overtime work shall be scheduled so that there will be no great overtime differential between employees. If an employee refuses overtime work when he is scheduled for it, he shall be charged with such overtime work as though he had worked it.

An employee desiring to work overtime beyond the end of his regular shift or prior to his next regular shift must indicate his availability for such overtime work by signing the daily overtime availability sheet no later than two (2) hours after the start of their regularly scheduled shift. If overtime is scheduled beyond the end of the shift, the schedule for such overtime will be posted prior to 3:00 a.m. for the midnight shift, 11:00 a.m. for the day shift, and 7:00 p.m. for the afternoon shift, insofar as practicable. If overtime work is scheduled prior to the employee's next regular shift, the schedule for such overtime will be posted before the end of the employee's regular shift for that day, insofar as practicable.

The Union agrees not to file a grievance on overtime differential as long as the Company does not arbitrarily refuse to offer overtime work to the low man on the overtime roster in the Electrical Department.

After completion of the pay period including the last day of December of each year, the overtime hours for each Electrician who has completed the probationary period will be set at zero (0) on the overtime record.

Section 4. (b). The Company will schedule in (as distinguished from calling in) the employees in accordance with their respective place on the overtime list, in a manner that will provide the Electrician with the least number of hours an overtime work opportunity.

It is further understood that if an employee has worked on a job on Friday and further work on the same job is required on a Saturday or Sunday, the employee who worked on that job may be requested to continue the job without regard to his place on the overtime list, and it is further recognized that if overtime is required before a regular shift in connection with a start-up operation, it will be assigned to employees scheduled to work the scheduled shift after the start-up period without regard to the overtime list.

Section 4. (c) The need to increase or reduce manpower requirements after the normal scheduling period of weekend overtime as described in Article 5, Section 11., Paragraph (a) will be performed in the following manner:

(1) To increase manpower: Those employees already scheduled will remain on their scheduled shift. Additions to the schedule will begin with the employee who has the least number of hours, who has not already been scheduled.

(2) To reduce manpower: Scheduling must be reworked in accordance with Article 5, Section 4., Paragraph (b).

Section 5. (a) Overtime Scheduling. No employee shall receive disciplinary action for refusing overtime work if there are sufficient employees within the department to perform the

overtime work. No employees may be disciplined for refusing overtime work unless because of the refusals, the Company is unable to obtain a sufficient number of employees to perform the overtime work, provided that:

(1) In the event there are insufficient employees to perform assigned overtime work after the completion of a scheduled shift because of refusals, the employee(s) with the lowest total overtime hours worked then working in the department shall be required to work unless he or they have a valid excuse. No employee can be required to work two (2) consecutive eight hour shifts under the provisions of this section.

(2) In the event there are insufficient employees to perform assigned overtime work which is to be performed on Saturday or Sunday or holiday because of refusals, then the employee(s) with the lowest total overtime hours worked in the department shall be required to work unless he has a valid excuse; provided that he or they are notified in accordance with Article 5, Section 11. No employees can be required to work two (2) consecutive eight hour shifts under the provisions of this section.

Prior to any employee receiving any discipline under this Section, the employee's department steward must be notified that said employee has no valid excuse and the steward must be allowed to meet with the employee and employee's supervisor, if necessary. Failure of the Company to notify the employee's steward or to allow the steward to try to solve the problem that might exist will forfeit any right of discipline that the Company otherwise may have under this Article.

(b) Employees scheduled for overtime shall be charged for the overtime whether worked or declined. However, all other employees shall be charged only the hours that they worked.

(c) Overtime shall be paid in increments of fifteen (15) minutes.

Section 6. Shift Starting. Work starting between the hours of 6:00 a.m. and 9:00 a.m. shall be considered the day shift. Work starting between the hours of 2:00 p.m. and 5:00 p.m. shall be considered the afternoon shift. Work starting between the hours of 10:00 p.m. and 1 :00 a.m. shall be considered the night shift. If employees are required to start work outside of the above stated time, they shall be paid time and one-half for work performed prior to the stated starting time. Employees shall have at least eight (8) hours off between the completion of one period of work and the beginning of the next period of work. In the event an employee is required to return to work with less than eight (8) hours off, he shall be paid time and one-half for the shift which commences upon his return to work, provided, however, that this provision shall not apply in any situation where the reason the employee did not receive eight (8) hours of rest between one period of work and the next was due to his working scheduled overtime on the weekend or on a holiday.

Section 7. Shift Premium. Employees working on the afternoon shift shall be paid an additional fifty-two cents (\$.52) per hour. Employees working on the night shift shall be paid an additional fifty-five cents (\$.55) per hour.

Section 8. Saturday Work. Subject to Section 14 below, all work performed on a Saturday shall be paid for at time and one-half the straight time rate except for work on a Saturday which constitutes the completion of an afternoon shift employee's fifth shift of the week.

Section 9. Sunday Work. Subject to Section 14 below, all work performed on Sunday shall be paid for at the rate of double time, except for work performed on a Sunday which constitutes the start of a night shift employee's first shift of the week.

Section 10. Shift Premium Continuation. All shifts for which a shift premium is paid shall be paid at the applicable shift premium rate for all hours worked.

Section 11. The Company agrees to post the overtime availability sheet for weekend and holiday overtime two (2) weeks prior to the close of the sign-up window, except in case of an emergency as set forth in subparagraph (b) of this Section 11. All employees shall affirmatively indicate their availability to work scheduled weekend or holiday overtime by signing the overtime list prior to the list being removed. Under normal circumstances, the availability sheet will remain posted until 7:00 a.m. on Tuesday. Under normal circumstances, the overtime schedule will be posted by 11:00 p.m. on Wednesday.

(a) The Company shall be obligated to pay the posted overtime to an employee if the Company does not notify the employee by his lunch period on Friday or the last regular workday before a holiday (whichever is applicable) that the overtime has been canceled.

(b) In cases of emergency, the Company may schedule overtime work up to 12:00 noon on Friday. Failure by the Company to post emergency overtime work by 12:00 noon on Friday shall not obligate any employee to perform the posted overtime; provided, however, the Company shall not be obligated to post a schedule of weekend overtime work if such work is to be performed because of maintenance requirements arising after noon on Friday. An emergency shall be defined as a breakdown, power failure, or an act of God. Any dispute concerning the application of emergency may be submitted to the grievance machinery.

(c) The Company may cancel weekend or holiday work for an employee who is absent, other than for a Qualified Reason as set forth in this Article, all or any part of his last scheduled day before the weekend or holiday. The terms of this provision shall govern over any inconsistent or conflicting contractual provision, agreement understanding or practice.

(d) During holiday weeks, the posting of overtime schedules will be varied according to the day in the week on which the holiday falls, and both parties share an equal burden in the expediting of scheduling as outlined in Section 11.

Section 12. Probationary Employee's Overtime. The Company agrees that probationary employees shall not be eligible for overtime work on weekends while regular employees are available unless all other employees in the unit have been offered the overtime. Probationary employees will not be subject to the drafting procedure or be eligible for daily overtime until completion of the first thirty (30) days of employment. At that time, and for the duration of the remaining probationary period, probationary employees may be drafted and/or scheduled for daily overtime when qualified to perform the required work. Upon completion of the probationary period, said employee shall be assigned the highest number of hours on the overtime roster (plus one hour compared to the regular employee with the highest number of hours on the overtime roster) and will also be assigned the lowest number of hours of total overtime worked (minus one hour compared to the regular employee with the lowest number of total overtime worked)..

Section 13. Call-in and Report Pay. An employee shall be guaranteed eight (8) hours work or pay at the applicable premium rate when called back to work from outside the plant after completing his regular workday and/or his regular workweek.

An employee who reports for work on his regularly scheduled shift shall be guaranteed eight (8) hours work or pay at his regular straight-time hourly rate unless the Company notified him at least eight (8) hours in advance of his scheduled starting time. A telephone message left at a telephone designated by him shall be considered notice. In the event a message cannot be left by telephone, the sending of a telegram to his home address at least eight (8) hours in advance of his scheduled starting time shall be deemed notice. For the purpose of this Section, it shall be

the responsibility of each employee to keep the Company notified of the proper telephone number and address necessary to give such notice.

Section 14. (a) The Company will pay daily overtime in accordance with Section 3 of this article.

(b) Employees who are absent during the regular workweek only for Qualified Reasons shall earn the applicable premium rate for all hours worked on a Saturday, Sunday or Holiday during that week.

(c) The following shall be considered Qualified Reasons for absence:

1. Six (6) paid sick days per calendar year.
2. Paid vacation, including five (5) paid pre-approved daily vacation days as provided for in this agreement.
3. Paid bereavement days and pre-approved non-paid bereavement days.
4. Paid Jury Duty Days
5. Paid Holidays
6. Contractually-specified Military Duty Days
7. Authorized absence for Union business according to the procedures currently in place.
8. Days not scheduled (e.g., Days on Layoff and Company-authorized medical and personal Leaves of Absence of five (5) days or longer)
9. Absence due to Company certified industrial injury or illness
10. Other absences to the extent required by law
11. Other absences which the Company may designate as Qualified Time.

d) An employee who is absent during the regular workweek for a non-Qualified Reason and who works on a Saturday, Sunday or Holiday in that week shall be paid at straight time rates for such Saturday, Sunday or Holiday work for the number of hours of such absence. Hours worked in excess of the number of hours of absence, shall be paid the applicable Saturday, Sunday or Holiday rate.

e) In order to maximize the premium pay work opportunities of employees who work all of their scheduled straight time hours during the week or who are absent only for Qualified Reasons, the order in which voluntary weekend and holiday (if the holiday has not already been worked) opportunities will be offered shall be as follows:

1. Regular employees in the department who have worked all of their scheduled straight time hours during the week or who have been absent only for Qualified Reasons.
2. Regular employees in the department who have been absent during the week for non-Qualified Reasons.
3. Other employees (probationary or weekender employees) in the order set by this agreement.
4. Matching twelve (12) hour shifts are scheduled where qualified employees are available as a final step prior to drafting.

Notwithstanding any other provision of this labor agreement to the contrary, if an employee's absence for a non-Qualified Reason occurs after the time for posting the overtime schedule, the Company may remove the employee from the voluntary weekend or holiday schedule and may schedule another employee according to the order of scheduling set forth above.

The Company may make non-precedent setting exceptions to the order of scheduling set forth above when it determines that doing so is in the best interests of the smooth operation of the brewery or of the affected employees

f) Overtime for the purposes of production-related meetings for specific work groups may be scheduled without regard to overtime hours for up to one (1) hour per meeting, generally, once or twice per month by shift.

Employees in a specific work group who are scheduled for such overtime shall be paid the appropriate overtime rate and shall not be charged.

The Company agrees to provide advance notice to employees who are scheduled for such meetings. The Company will generally post notice of meetings at the same time the work schedule for the following week is posted. In situations where an employee cannot attend such meeting, prior to any employee receiving discipline under this section, the employee's department Steward must be notified that said employee has no valid excuse and the Steward must be allowed to meet with the employee and the employee's supervisor, if necessary. Failure of the Company to notify the employee's Steward or to allow the Steward to try to solve the problem that might exist will forfeit any right of discipline.

The scheduling of daily overtime (4 Over/4Early) shall be unaffected.

For unforeseeable circumstances, the Company may cancel such meetings at its' discretion without any obligation to pay.

g) The terms of this Section shall take precedence over any inconsistent or conflicting contractual provision, including but not limited to any full-utilization agreement. The terms of this Section shall not supersede attendance policies promulgated by the Company or be considered as evidence of any level of absenteeism acceptable to the Company.

ARTICLE 6 Holidays

Section 1. (a) New Year's Day, Martin Luther King Day, San Jacinto Day, Good Friday, Memorial Day, Fourth of July, the day after the Fourth of July, Labor Day, Thanksgiving Day, the day after Thanksgiving Day, Christmas Day, the day before Christmas, the day after Christmas, and New Year's Eve shall be holidays with eight-hour regular day shift straight-time pay for all regular employees. One wild card holiday shall be recognized.

(b) To be eligible for holiday pay, an employee must work or have an approved absence for all hours scheduled on his last scheduled day before the holiday and work or have an approved absence for all hours scheduled on his first scheduled day after the holiday. Holiday pay shall be at the straight-time rate, excluding shift differentials.

In the case of non-occupational illness or injury an employee will be paid for any holiday falling within the first thirty (30) days of that illness or injury, providing that the employee works his last scheduled day prior to his illness or injury or his first scheduled day after his illness or injury. In the case of occupational illness or injury an employee will be paid for any holiday falling within the first ninety (90) days of that illness or injury, providing that the employee works his last scheduled day prior to his illness or injury, or his first scheduled day after his illness or injury.

Section 2. In the event an employee is scheduled to work on a paid holiday, as listed above, and if he reports to work, he shall be given eight (8) hours work or eight (8) hours pay in lieu thereof at double time rate in addition to the holiday pay provided for in Section 1. of this Article, provided, however, that this provision shall not apply to work performed on a holiday as part of an early start-up. This provision shall not apply if the Company cancels the overtime at least eight (8) hours in advance of the time at which the employee is scheduled to report for work.

Section 3. (a) When a holiday under the contract falls on Saturday, it shall be celebrated on the Friday preceding the holiday, unless the Friday is also a holiday, then it shall be celebrated on Thursday before that Saturday. When a holiday under the contract falls on Sunday, it shall be celebrated on the following Monday. If Monday is also a holiday under the terms of this Agreement, then Tuesday will be celebrated in lieu of the Sunday holiday.

Section 4. Beginning with calendar year 2011 and going forward, employees will be granted one wild card holiday to be used during each calendar year. To implement this change, employees may use two wild card holidays during the period July 1, 2009 through December 31, 2010.

ARTICLE 7 Vacations

Section 1. All regular employees who have accumulated one year of service with the Company shall be entitled to one week's vacation with pay.

All regular employees who have accumulated two years of service with the Company shall be entitled to two weeks' vacation with pay.

All regular employees who have accumulated three years of service with the Company shall be entitled to three weeks' vacation with pay.

All regular employees who have accumulated five years of service with the Company shall be entitled to four weeks' vacation with pay.

All regular employees who have accumulated eight years of service with the Company shall be entitled to five weeks' vacation with pay.

All regular employees who have accumulated ten years of service with the Company shall be entitled to six weeks' vacation with pay.

All regular employees who have accumulated twelve years of service with the Company shall be entitled to seven weeks' vacation with pay.

All regular employees who have accumulated fifteen or more years of service with the Company shall be entitled to eight weeks' vacation with pay.

All employees hired after 5/1/98, who prior to the 2024-2029 Agreement were not eligible for the 7th and 8th weeks of vacation, will be eligible for a 7th week of vacation after twenty-five (25) years of service and be eligible for an 8th week of vacation after thirty (30) years of service.

Section 2. Vacation periods shall be posted by the Company and will include the period between January 1 and December 31 of each year. Employees shall select their vacation

periods according to seniority, beginning no later than September 15. Once an employee is advised that it is his/her turn to schedule vacation/wild card holiday, he/she will be given two (2) work days excluding weekends and holidays, in which to make a selection. If no selection is made during that period, the employee will forfeit his/her right to select vacation at that time and will go to the bottom of the list. The right to select vacation will go to the next employee.

Employees entitled to two weeks or more vacation may, at their own discretion, split their vacation into any combination of weekly segments. If a paid holiday, as provided for in Article 6, falls within a vacation, the employee shall be paid for such holiday in addition to, and included in his vacation pay.

Employees may request five (5) vacation days in increments of one (1) day or more. These vacation days must be requested well in advance of the day off. Approval of the request is at management's discretion. However, the Company shall make all reasonable efforts, subject to operational needs, to grant requests for vacation days to avoid layoffs. The scheduling of these vacation days will be on a first come, first serve basis. Should more than one employee ask on the same day for the same vacation day, seniority will prevail if operating conditions will not adversely be affected. If problems arise in the implementation of this provision, the Company and the Union will meet to discuss the problems. Before the vacations selection process begins each year, each employee must declare whether he/she reserves one (1) week of vacation to use one day at a time in order to allow the Company to schedule the appropriate number of weeks of vacation.

In the event an employee, who has declared his/her intent to use one (1) week of vacation in increments of one or more days, is unable to schedule and take all of those days in a calendar year, or if an employee for other reasons (e.g., FMLA) has five (5) or fewer vacation days remaining at the end of the year, he/she will be paid for the unused days at the end of the applicable year. These single day vacations, both used and unused, shall be paid at the rate specified in Section 3 of this article.

Prior to selecting vacation, an employee with five (5) or more weeks of vacation in the coming year may elect to receive pay in lieu of time off for one (1) or two (2) vacation weeks, provided the employee retains at least four (4) weeks of vacation time after such election. Payment in lieu of time off at the rate specified in Section 3 of this article shall be made at the end of the vacation year.

Notwithstanding the provisions in Article 7, Section 2, the Company will review and, if necessary, modify the selection method each year to ensure that every employee who is entitled to a vacation has the opportunity to select at least one (1) week of vacation during the summer, which is defined as mid-May through mid-August.

Section 3. Vacation pay shall be on the basis of 1/52 of the average annual earnings for the previous year and for each week of earned vacation with a minimum of forty (40) hours pay at the regular straight- time rate for each week of vacation. All employees shall receive their pay for vacation on the pay day prior to leaving for vacation.

Section 4. Each employee will be placed on a January 1 eligibility date in the calendar year in which he was hired.

All regular employees hired before January 1, 1983 will then retain their March 1 vacation eligibility date. An employee's vacation period, all paid holidays, the first thirty (30) working days of time lost during the vacation eligibility year for any reason other than illness, injury, or accident, and the first forty-five (45) working days lost due to illness, injury, or accident shall not be computed as time lost for the purpose of reducing the employee's vacation. Time lost by employees excused from working for the purpose of engaging in Union activity shall not be computed as time lost for the purpose of reducing an employee's vacation. Employees on leave

of absence for Union business, upon return to work, shall retain their March 1 eligibility date. Time lost shall be credited, upon return to work, for the purpose of establishing years of service for vacation eligibility. To the extent that an employee's absence in the preceding eligibility year exceeds the above specified non-computed time, the vacation toward which the employee is working will be proportionately reduced by dividing his days of time lost in excess of the non-computed time specified by 260 days. An employee whose prorata vacation is less than one (1) week will not have that year counted for purposes of determining the length of the employee's vacation allowance. To the extent that an employee's excess absence causes a reduction in vacation allowance, such employee will be permitted to take vacation only in full week increments. However, in cases where the partial week of vacation is three (3) days or more, the employee shall have the option of scheduling himself off for a full week or of accepting pay in lieu of time off; pay for either option shall be in accordance with the formula set forth below. Scheduling of time off must be done during the period of vacation selection. He will be paid, however for any days of partial weeks either at the 1/260 rate or eight (8) hours straight-time pay, whichever is the higher, for each such day. Partial days will be paid on the basis of the 1/2080 or straight-time hourly rate, whichever is higher, for each such hour or portion thereof.

Section 5. Time lost from work because of illness or injury may be applied against vacations which have been earned at the time such absence commences in increments of full workweeks. That is: such absence of less than five (5) consecutive days may not be applied against vacations; such absence of five (5) consecutive days may be applied against a vacation of one week; such absence of ten (10) consecutive days may be applied against a vacation of two weeks; and such absence of fifteen (15) consecutive days may be applied against a vacation of three weeks, etc.

Section 6. In case of termination of service of an employee, the employee shall be paid his vacation pay earned, but not taken, plus a prorated allowance at the rate of one-twelfth (1/12) for each month of service since his vacation eligibility date. In order to be entitled to vacation pay under this section, the employee must be entitled to a vacation under Section 1 of this Article.

Section 7. Any employee who is off duty due to on-the-job injury or illness who is eligible for and receiving workmen's compensation will have such time counted toward the earned vacation.

ARTICLE 8 Health and Safety

Section 1. The Company shall continue its present practice with respect to furnishing adequate facilities for the employee's use in changing clothing.

Section 2. The Company agrees that it will continue to maintain safe and sanitary working conditions and the Union agrees that it will cooperate with the Company in this regard.

Section 3. Two Electricians will be present on the following occasions:

- (a) When working on exposed and uninsulated wire of 400 volts or more. This shall not apply to testing.
- (b) When working on a ladder over eight (8) feet above the walking level on live circuits.
- (c) When working on a ladder over eight (8) feet above the walking level where the ladder is located in a hazardous location.

Section 4. The Company will furnish all tools necessary to the proper performance of the electrician employee's work. Any tools damaged or destroyed while the employee is performing

work for the Company will be repaired or replaced at no cost to the employee. Each employee shall be required to maintain his full set of tools he is furnished. Such tools cannot be removed from the plant. Lost, misplaced or stolen tools shall be replaced by the employee in kind and quality as those issued by the Company. The employee will not be responsible for the replacement of tools that are stolen while he is not on the premises, provided that the tools had been properly secured by the employee prior to leaving plant premises.

Section 5. Upon the signing of this Agreement, the Company agrees that the Union may appoint one employee to serve on a plant safety committee. His name shall be certified to the Manager of Human Resources in writing. This committee shall meet with a management representative every other Wednesday of each month for the purpose of discussing safety problems in the Company's plant. The committee shall be encouraged to make recommendations to improve safety conditions and rules for Company's consideration. Any employee shall have the right and it shall be his responsibility to report to his foreman any unsafe conditions, practices or violations of Company's safety regulations.

Section 6. The Company shall have the right to implement and employees must comply with managed care or other cost savings strategies for the Company's workers compensation program unless such strategies are prohibited by state law. Prior to implementing a strategy pursuant to this provision, the Company shall offer to meet and discuss it with the Union.

ARTICLE 9 Stewards

Section 1. The Company agrees to recognize one (1) Chief Steward, one (1) Assistant Chief Steward for the Plant, and one (1) Steward on each of the shifts in the Plant. The Chief Steward shall be deemed to have superseding seniority for the purpose of working day shift during the regular workweek.

Section 2. If the shop steward shall find it necessary to perform his union duties during working hours, he shall request permission from his immediate supervisor, giving the reasons for the necessity to be relieved from work. The supervisor shall allow the employee reasonable time off without loss of pay provided it would not unreasonably interfere with the Company's operation.

If the shop steward fails to effect a settlement, he shall immediately report by telephone to the Union Business Agent and then immediately resume work.

ARTICLE 10 Union Rights

Section 1. The Company agrees to notify the Union whenever additional employees within the bargaining unit are needed and also whenever new employees are hired. The parties recognize that the Union is in a position to be of assistance to the Company in the recruiting of new employees. The Company retains the right to reject any applicant referred to it by the Union. The Company may hire employees from any source. In making such referrals, the Union agrees to register and refer qualified applicants without respect to Union membership.

Section 2. The Business Representative of the Union, upon securing approval from the Resident Engineer or the Manager, Employee Relations, shall be entitled to access to Company's premises provided he does not interfere with or cause workers to neglect their work. The Union will keep on file with the Company's Personnel Office, the names of their Business Representatives and the names of all stewards appointed by them.

Section 3. The Company agrees to deduct from the pay of all employees covered by this Agreement the regular dues and initiation fees and agrees to remit to said Local Union all such deductions provided that the Union delivers to the Company a written authorization signed by the employee irrevocable for one year or the expiration of this Agreement, whichever shall occur sooner. The Union shall certify to the Company in writing each month a list of its members working for the Company who will furnish to the Company such authorization together with an itemized statement of regular dues and initiation fees to be deducted for such month from the pay of such member. The Company shall deduct and remit to the Union in one lump sum the amount so certified in respect to each such member from the first paycheck of such member following the receipt of the certification of such deduction. The Union will indemnify and hold the Company harmless from any and all claims of whatsoever nature arising or resulting from the operation of this provision in the making of deductions pursuant hereto. The authorization form will be in the following form:

"TO: ANHEUSER-BUSCH, LLC

Please deduct \$ ___ from my pay each month and remit same to the International Brotherhood of Electrical Workers, Local Union No. 716, affiliated with the AFL-CIO, CFL, in accordance with this authorization and assignment in payment of the monthly membership dues of such Local Union.

This assignment and authorization shall continue until revoked in the manner hereinafter provided and shall be irrevocable for one year from the effective date appearing below or the termination of the Agreement entered into with Local Union No. 716, whichever is the sooner.

Revocation as provided above may be accomplished only by my giving written notice to you by individual registered mail thirty (30) days prior to the anniversary date as stated above.

(SSN)

(Effective Date)

(Employee's Signature)

Fees, dues and assessments covered by this authorization are not deductible as charitable contributions for federal income tax purposes."

Section 4. In the event that during the term of this Agreement, due to legislative or judicial action, a broader form of union security is made permissible in the State of Texas, Company agrees to put into effect the broadest type union security arrangement which is valid under applicable law.

Section 5. Upon request from the local Union, the Company agrees to deduct contributions to the Union's Political Action Committee from the wages of those employees who may voluntarily execute a form to authorize such deductions, prepared and furnished to them by the Union. The authorization for and remittance to the Union of such deductions by the Company shall be in conformance with all applicable laws.

Section 6. Commitment to Excellence. Upon signing of this Agreement, the Union and Company agree to work together to support and assist the formation of Process Improvement Groups. The Business Representative shall be invited to become a member of the Plant Steering Committee. The parties also agree to participate in a labor Management Committee for Excellence.

The Committee for Excellence may include the Business Representative and one bargaining unit member appointed by the Union. The Committee reviews Process Improvement Groups involving bargaining unit employees; recommends issues for assignment to Process Improvement Groups; recommends bargaining unit members for participation on Process Improvement Groups; receives updates on Process Improvement Group activities; makes recommendations regarding training, educational needs and implementation; and provides a forum for feedback and communication with the Plant Steering Committee and bargaining unit employees.

Process Improvement Groups will deal with issues such as product quality, process improvement, internal/external customer satisfaction and other activities which help achieve the mission of the brewery.

Bargaining unit members will be selected for participation on Process Improvement Groups based on skills and knowledge to solve problems or improve the process, and on a willingness to serve. Participation on Process Improvement Groups is voluntary. The Company shall maintain a list of employees who have expressed a willingness to participate on Process Improvement Groups who have not yet been selected.

Process Improvement Groups shall avoid discussing terms and conditions of employment which are subject to bargaining, contract issues, grievances, personnel problems, and job loss.

Guidelines for administering the Articles of Agreement as it pertains to employees' participation in Process Improvement Groups shall be agreed upon between the Union and Company.

ARTICLE 11 Seniority

Section 1. All employees hired on or after July 1, 1998 shall be considered probationary employees for the first six (6) months and during such period will be subject to termination of employment by the Company without resort to the grievance procedure. Provided, however, employees who are hired from among the then current weekenders shall serve a probationary period of three (3) months during which they may be terminated by the Company without resort to the grievance procedure. After completion of thirty (30) working days, the employees will be entitled to all economic benefits regular employees receive under this Agreement, unless otherwise specifically provided in this Agreement. Upon completion of their probationary period, such employees shall become regular employees and be credited with seniority from the date of the commencement of their employment with the Company.

Section 2. In the event of layoff, employees shall be laid off in the order of their seniority; i.e., those with the lowest seniority shall be laid off first, and those with the highest seniority last. When employees are recalled, they shall be recalled in the reverse order of layoff.

Section 3. Notice of Recall. Notices of recall from layoff shall be given by the Company to the recalled employees in the most expeditious manner possible. It shall be the responsibility of each employee to keep the Employee Relations office informed of the employee's current telephone number and address to enable the Company to give this notice. If an employee cannot be reached for recall in the order of his seniority, the Company may proceed to call the next most senior employee who is on layoff. At the time employees are recalled, the Company shall give the Union the names of the employees recalled and the date upon which they are expected to return to work. The Company shall make every reasonable effort to complete telephone notice of recall, but if the Company is unable to complete telephone notice of recall to any employee, the Company shall notify the steward or alternate of the affected employee. The steward or alternate shall try to locate the employee by phone. If the Company and steward or alternate fail to locate the laid off employee, the Company will send the employee a registered

letter at this last known address, which shall instruct the employee to notify the Company's Human Resources office of the date upon which he will be available for work. A copy of such letter shall be delivered to the employee's Shop Steward or alternate before the time at which the letter is received by the employee. Such employee shall be scheduled to return to work on the date he states he will be available, if work is then available, and the least senior recalled employee shall then be laid off, if necessary. If such employee reports at the plant for work without having given the Company advance notice of his availability for work, he shall not be given work or pay for that day, but shall be scheduled to return to work the following day and the least senior recalled employee shall then be laid off, if necessary.

Section 4. The Company shall supply the Union with a list of employees in the order of their seniority. This list shall contain the name, address as shown on the Company's records, and the date of hire of all employees covered by this Agreement. This list shall be brought up-to-date by the Company with a copy to the Union, every three months. The Company shall mail to the Union, weekly, the names, addresses, dates of hire and clock numbers of all employees who have been hired, laid off, suspended, discharged and re-employed.

Section 5. Seniority shall be lost by:

- (a) Quit or discharged for just cause
- (b) Failure to report for work within seven (7) days after receipt of recall notice by employee and the Union unless excused for good reason by the Company.
- (c) Layoff in excess of twenty-four (24) months.
- (d) Failure to return to work upon expiration of leave of absence.

Section 6. When an employee accepts a position with the Company outside of the bargaining unit, he shall retain and accumulate his seniority for a period up to three (3) months. After that period, he shall lose all seniority rights. A supervisor who returns to the unit within the period set out above, shall be charged with the highest number of hours on the overtime list.

Section 7. Supplemental Unemployment Benefits. In case of layoff, employees with six months or more of seniority who are laid off and have recall rights, will receive the difference between any unemployment compensation paid by the State and \$650.00 per week for a period of time equal to the time such employees are eligible for and receiving unemployment compensation. Employees will present unemployment compensation checks to a designated Company Representative to verify receipt of benefits.

ARTICLE 12 Leave of Absence

Section 1. Leave of absence shall be granted employees selected or appointed to a full-time paid official position with the Union and their seniority at the time of such leave shall be maintained and accumulated, and on return to work, provided they return within ninety (90) calendar days of termination of their union position, they shall revert to their original position on the seniority list as if their employment had continued, and their health and welfare benefits under this agreement shall be reinstated as of the date upon which they return to work.

Section 2. The following sets forth the supplementary compensation, benefits and reemployment rights available to employees who are ordered to active duty with the armed forces of the United States and return to employment with the Company immediately when the required active military duty ends. If any provision hereof cannot be satisfied because it is inconsistent with the provisions of any employee benefit plan which cannot be changed without the agreement of a third party who cannot or will not agree to the change, such as a multi-

employer plan, an HMO contract or an insurance contract, the provisions of the employee benefit plan will control.

1. Who is Eligible: Any full-time employee who is required to serve on active duty in the United States armed services at any military installation worldwide by order of the United States government is eligible for the compensation, benefits and reemployment rights described herein. If an employee voluntarily enlists or reenlists for active duty, the employee's compensation, benefits and reemployment rights, if any, shall be those provided for under law rather than as set forth here with respect to the period of voluntary active duty and upon return from voluntary active duty.
2. Compensation: The Company will supplement the employee's military pay with compensation equal to the difference between the employee's base wages and the employee's military base pay (excluding allowances) during active duty.

To be eligible,

- The employee must furnish appropriate documentation of the employee's military pay and allowances to permit calculation of payments due. This should be provided to the Human Resources Department.
 - If active duty is expected to last more than 31 days, the employee must establish an account with the Anheuser-Busch Employees' Credit Union to receive these payments. All Company payments to the employee during the absence will be made directly to the employee's credit union account through the accu-pay system.
3. Group Insurance Benefits: If, at the time the employee is called to active duty, the employee is participating in any Company-administered group health and/or life insurance programs or a multi-employer health and welfare benefit plan based on employment with the Company, the employee's eligible dependents will continue to be covered while the employee is on active duty so long as the employee continues to pay required premiums, if any. If the dependents' coverage ends during the employee's active duty because the employee does not pay required premiums, the employee's eligible dependents will be eligible for immediate reinstatement if the employee returns to employment with the Company within the time specified in paragraph 8.

If the employee is covered when ordered to active duty, the employee's own medical coverage under any Company-administered plan will end 31 days after active duty begins, unless the employee elects to continue coverage for up to 17 additional months and pays the full cost of the employee's individual coverage during this period. If the employee continues medical coverage under a Company-administered plan, injuries or illness attributable to military service may not be covered under the Company-administered plan.

If the employee is covered under a multi-employer plan, that plan's provisions will govern regarding if and when the employee's medical coverage ends, whether the employee can continue coverage at the employee's full cost and whether any injuries or illnesses attributable to military service will be covered.

If the employee is covered when ordered to active duty, the employee's life, AD&D and long-term disability insurance coverage under any Company-administered plan may continue while on active duty if the employee continues to pay required premiums, if any. The governing insurance contracts (or summary plan descriptions if there is no insurance

contract) may contain inclusions and exclusions regarding particular war and terrorism-related losses.

If an employee's own Company-administered plan coverage ends during active duty because the employee does not pay required premiums, or the period when coverage is available expires, the employee will be eligible for immediate reinstatement upon return to employment with the Company within the time specified in paragraph 8.

4. 401(k) Plan: If an employee is a participant in the 401(k) Plan when ordered to active duty, the employee may continue to make contributions to the 401(k) plan based on the supplemental compensation the employee receives from the Company while on active duty. The Company's matching contributions will also continue, based on the employee's actual contributions. An employee's ability to modify investment options and to receive distributions and/or loans will be handled on the same basis as for active employees while the employee is on active duty. If the employee returns to active employment with the Company within the time specified in paragraph 8, the employee will also be able to make up any contributions the employee missed and receive the corresponding Company matching contributions, but the employee will not be entitled to earnings on these make-up contributions and matching contributions until they are made.
5. Pension Plan: If an employee is covered by a Company-administered pension plan or jointly-trusted pension plan based on employment with the Company when ordered to active duty, the employee will be able to earn vesting and benefits for the period of active duty in the armed services for purposes of the plan if the employee returns to employment with the Company within the time specified in paragraph 8. If employee contributions are required or permitted under the employee's plan, the employee will be able to make up for any contributions missed while on active duty when the employee returns to employment with the Company. If employee contributions are required in order to receive credited service under the plan, the employee will not receive the credited service unless and until the employee makes the contributions. Also, for defined contribution plans, the employee will not be entitled to earnings related to employee contributions or the Company's contributions until the contributions are actually made.

If an employee is covered by a multi-employer pension plan based on employment with the Company, vesting service, benefit accrual and employee and employer permitted or required contributions, if any, will be governed by the terms of the applicable plan.
6. Vacation: An employee's period of active duty counts as service with the Company for purposes of determining the number of weeks of vacation the employee is entitled to after return to Company employment, but no vacation pay will be earned during active duty. If an employee is unable to take all of the vacation the employee earned in the year before active duty begins, the year in which active duty begins or the year of return to employment with the Company, the employee will be reimbursed for the unused vacation by deposit in the employee's accu-pay account.
7. Sick Days: An employee will be eligible for sick days for any year or partial year in which the employee works at the Company.
8. Return to Employment: To obtain reinstatement of employment and benefits with the Company when an employee's required active duty ends, the employee must not have had a dishonorable discharge, a discharge under other than honorable conditions, or a discharge for bad conduct, and the employee must notify the Company of his/her return within the following period of time after the required active duty ends:

If military leave is:
Fewer than 31 days

Notification of return to employment not later than:
The next scheduled work day after active duty ends (but not less than 8 hours after returning home)

31 – 180 days

14 days after release from active duty

181 days or longer

90 days after release from active duty

If an employee is ill or injured when the required active duty ends, the employee should be sure to check with the Company within these time periods. There may be an exception that permits return to work at a later time.

Section 3. For just reasons, and conditions being permissible, regular employees with one year or more of seniority may be granted a leave of absence for six (6) months or less with the privilege of applying for a renewal for one (1) additional six (6) month period or less without prejudice to seniority rights, or any other rights, provided that the application for the renewal is approved by the Company. Neither the Company nor the Union shall withhold the privilege of the initial leave of absence except for just cause. Leave of absence shall not be granted for the performing of outside employment except as stated in Section 1 of this Article.

Section 4. Medical Leave. An employee who is unable to work due to an occupational or non-occupational illness or injury may apply for medical leave. The application for leave will specify the medical condition for which leave is requested and will be accompanied by a statement from the employee's physician with respect to the employee's inability to work and the expected date of return to work. The initial leave will be granted for the period of time specified by the physician, in writing, and may be extended in the event additional time is required, in the same manner as the request for initial leave. The total length of leave, including the initial leave and extensions, shall not exceed twenty-four (24) months. Absences in excess of 24 consecutive months will result in loss of seniority.

Section 5. Family and Medical Leave Act. The Company and the Union agree to comply with the Family and Medical Leave Act of 1993 (FMLA) as it may be amended from time to time. Changes will be communicated in a timely manner. The parties further agree that the Company reserves all rights and privileges granted to it under the FMLA.

The Company shall maintain health & welfare contributions during FMLA leave and where applicable under the terms of the plant agreement, pension contributions for paid FMLA leave. Accruals of other benefits shall be in accordance with the terms of the applicable plant agreement for leaves of absence.

Any dispute concerning the interpretation or application of the FMLA shall be subject to the terms of the grievance and arbitration procedure, the last step of which is final and binding arbitration.

Section 6. Applications for leaves of absence must be in writing, signed by the employee and approved by the Company.

ARTICLE 13 Shift Assignment

Section 1. Electricians shall be assigned to the shift of their choice on the seniority basis provided, however, that only two changes per year will be permitted unless more are agreed to by the Company.

Section 2. Electricians shall be permitted to swap shifts by mutual agreement for short periods up to four weeks in order to take care of personal business if they obtain written approval of the Maintenance Manager or his designee.

Section 3. New employees may be assigned to any shift at the discretion of the Maintenance Manager or his designee during their probationary period.

Section 4. The Company agrees that it is committed to train all employees of the Electrical Department. In order to fulfill this commitment, it is agreed that the Company may schedule an employee for training on the day shift, notwithstanding the provisions of this Article. It is further agreed that the Company may schedule employees for training, either before or after their regular shift, without regard to the overtime record.

It is understood that such a commitment recognizes that the training opportunity may not exist eight (8) hours per day and/or forty (40) hours per week. Therefore, while training shall be the purpose for the reassignment, the employee shall be obligated to perform other assigned tasks in order to complete his workday or on a day when the training opportunity is not available.

Assignment of employees to the day shift for training will be done on a weekly basis. However, if the training is complete before the week has ended, employee(s) may, with management approval, return to their normal shift assignment.

Should it become necessary to assign a day shift employee to another shift while an employee is undergoing training on the day shift, the Company will request volunteers to be temporarily assigned to another shift from the regular day shift employees. If there are no volunteers, the least senior day shift employee shall be assigned to another shift during the training period.

The Company will give consideration for cross-training assignments to employees who have expressed preference for such cross-training. Representatives from the Union and Company will work together to review recommendations regarding training, educational needs and implementation.

Section 5. Notwithstanding the foregoing, the Company may assign Electricians without regard to the shift preference provisions of the Agreement when the Company determines that vacation or other short-term absences will result in an insufficient number of skilled Electricians to do the work. Such assignment will be made by qualifications as determined in the sole discretion of the Company.

ARTICLE 14 Physical Examination

Section 1. At the time of hiring, each prospective employee may be examined by the Company's doctor in order to determine if he is physically fit for employment at his proposed duties. Any employee returning to work after a work interruption of at least one (1) calendar week (seven consecutive days) due to illness or injury may be required to present to the Company a certificate of physical fitness for performance of his proposed duties. Such certificate shall be signed by his doctor and shall duly identify the employee and shall also state that the employee is qualified to resume his employment. If the Company desires it can require a physical examination by its doctor to determine if the employee is qualified to resume his employment.

Section 2. After employment, physical examination by Company doctor to obtain a required health card shall be paid for by the Company but shall be conducted on an employee's time.

ARTICLE 15
Bereavement Leave

In the event of a death in a regular employee's immediate family (mother, father, spouse, children, brother, sister, mother-in-law, father-in-law, stepfather, stepmother, half brother, half sister, stepbrother, stepsister, brother-in-law, sister-in-law, grandchildren, grandparents, and spouse's grandparents), that employee shall be given three (3) days of leave, and he shall be paid his regular straight-time rate for such leave provided that the employee attends the funeral. (The terms brother-in-law and sister-in-law shall be limited to the natural brother/sister of the employee's spouse and the spouse of the employee's natural brother/sister.) The Company will provide a form which will be signed by the employee testifying that a covered death did, in fact, occur. This will be acceptable as "proof of death".

This provision shall be applicable only to employees who are scheduled to work at the time of and immediately following a death; provided, however, that Saturdays, Sundays and holidays, as provided in Article 6, shall not be included as part of the leave. Such leave, if taken, must be taken at the time of the death. Notice of intended leave must be given to the Company as much in advance of the commencement of the leave as is possible.

ARTICLE 16
Jury Duty

Whenever an employee is required to serve on the jury of a Federal, State, County or City Court on his scheduled workday, he shall be paid the difference between the straight-time day shift rate and the jury duty pay for each day of such service.

ARTICLE 17
Going From Hot to Cold Temperatures and Vice Versa

When a man is going from a hot temperature job to a cold temperature job, he shall be allowed fifteen (15) minutes to adjust himself, other than rest time or lunch period. When a man is going to or from a cold temperature job, he should be allowed to change his clothes. This shall not apply to the routine performances of a job requiring short-term entries into hot or cold temperatures.

ARTICLE 18
Discharge and Suspensions

Section 1. The right of the employer to discharge, suspend and otherwise discipline in a fair and impartial manner for just and sufficient cause is hereby acknowledged. Whenever an employee is discharged, suspended, or otherwise disciplined, the Union and the employee shall promptly be notified in writing of such discharge, suspension or other disciplinary action and the reason therefore. No discipline, written notice of which has not been given to the Union and the employee, nor any discipline which has been given more than twenty- four (24) months prior to the current act, shall be considered by the Company in any subsequent discharge, suspension or other disciplinary action.

Section 2. If the Union is dissatisfied with the discharge, suspension or other disciplinary action, the question as to whether the employee was properly discharged, suspended or otherwise disciplined shall, upon request of the Union be reviewed in accordance with the grievance procedure, provided, however, that the right to a review is sought within five (5) working days from the date of the written notice to the Union of such discharge, suspension or other disciplinary action, by written notification to the Manager, Employee Relations or other management-designated representative.

Section 3. Discharge Cases. In the event of a discharge, the employee discharged will be removed from the job but will continue to receive pay in an amount equal to lost straight time work opportunity until the completion of Step 2 (or the time for filing a grievance has expired) of the grievance procedure, not to exceed a maximum of fourteen (14) days.

Suspension Cases. In the event of a suspension, the Company will withhold imposing the discipline until any grievance concerning the suspension has been processed through the second step of the grievance procedure or the time for filing the grievance has elapsed.

ARTICLE 19 On the Job Injury

Section 1. Whenever an employee is unable to complete his day's work because of an injury or sickness arising out of his employment, he is to receive full scheduled pay for the day. Should an employee receive an injury arising out of his employment and a doctor or nurse indicate that he cannot return to work that day, the Company shall provide transportation for the employee to his home if the employee so desires.

Section 2. Payment Subsequent Treatment. Whenever an employee has to have medical attention during his regular working hours because of injury arising out of his employment, the employee shall not suffer any loss of pay for the regular day's work. The Company shall furnish transportation, when necessary.

ARTICLE 20 Protective Clothing

Whenever men are required to work with caustic soda, acid or any excessive water, the Company will furnish the necessary clothes and appropriate safety and protective equipment. The assignment, type and control of said clothing and equipment shall be under the direction of the Company.

ARTICLE 21 Grievance Procedure

Section 1. A grievance within the meaning of the grievance procedure shall be defined as any difference between the Company and the employees covered by this Agreement or between the Company and the Union as to:

- (a) any matter relating to wages, hours of work, covered by this Agreement, or working conditions; and
- (b) any matter involving the meaning, interpretation, application or violation of this Agreement.

This is the exclusive method of settling the disputes arising under this Agreement. All disputes not presented and processed within the time limits hereinafter discussed shall be

deemed waived. The grievant shall be present in Step 1 and Step 2 proceedings when it is mutually agreed his presence is required for the resolution of the grievance.

Section 2. Order of Procedure.

Step 1. Any employee, believing that he has suffered a grievance may have it presented by his shop steward to his foreman or immediate supervisor for adjustment within five (5) working days after the occurrence of the event giving rise to the grievance. The foreman or immediate supervisor shall reply within two (2) days after submission of the grievance. In all cases in which the Company has a complaint against any employee which is to become part of the employee's record, the shop steward shall be present when same is presented to the employee.

Step 2. If the Union is not satisfied with the action of the foreman under Step 1 of this procedure, or if the foreman fails to act within the time limit specified above, the grievance shall be submitted in writing within ten (10) working days and considered at a time to be mutually agreed upon at a meeting of the management designated representative and the business representative of the Union, which meeting shall take place no later than four (4) working days after such submission and the management designated representative shall give his reply in writing within four (4) working days from such meeting. Such representative of both the Company and the Union shall reasonably be available to each other during office hours.

Step 3. If the grievance shall have been submitted but not adjusted to the Union's satisfaction under Step 2 of this Agreement, the Union shall within ten (10) working days after the reply of the management designated representative or the lapse of time to give such reply requested in writing that the grievance be submitted to an arbitrator mutually agreed upon by the Company and the Union.

If within ten (10) working days the Company and the Union do not agree upon the arbitrator, such arbitrator shall be selected from a panel of five arbitrators, furnished by the Federal Mediation and Conciliation Service. The decision of the arbitrator shall be final and conclusive on both the Company and the Union. The cost of the arbitration will be borne equally by the parties.

Section 3. In discharge cases, where both parties are agreeable, the American Arbitration Association expedited arbitration procedure will be utilized.

ARTICLE 22

Emergency

No guarantee of work (including order of recall) and/or pay shall apply where work is unavailable or cannot be performed in the event the plant or unit or operation thereof becomes inoperative because of utility failure beyond the control of the Company, fire, earthquake or other Act of God.

ARTICLE 23

Rest Periods

The Company shall schedule operations so as to permit employees to leave their work assignments, without interrupting operations for the purpose of personal relief, temporary relaxation and smoking under such regulations as may be prescribed by the Company. The total time for these purposes shall aggregate not more than fifteen (15) minutes in that part of the shift before mealtime and not more than fifteen (15) minutes in that part of the shift after mealtime. Rest times shall start no earlier than three-quarters (3/4) of an hour after starting time

and no later than three-quarters (3/4) of an hour prior to lunch time, and no earlier than one-half (1/2) hour after lunch time and no later than one-half (1/2) hour prior to quitting time. When an employee is required to work overtime beyond his regular shift, he shall earn a thirty (30) minute paid lunch period after he has worked two (2) hours of overtime. He shall then receive a fifteen (15) minutes rest period each two hours thereafter.

ARTICLE 24 Pensions

Houston employees represented by IBEW 716, shall participate in the Anheuser-Busch LLC 401(k) Plan. Participation in the Plan shall be subject to the terms more fully described in the Summary Plan Description as they may be amended from time to time.

Effective July 1, 2024, the Company shall contribute on a weekly basis \$5.22 for each hour worked or paid, up to a maximum of forty (40) hours in a week, or 2,080 hours in a calendar year for each regular or probationary employee who has completed the first 90 days of his/her employment, to the Anheuser-Busch LLC 401(k) Plan.

Effective July 1, 2025, the Company shall contribute on a weekly basis \$5.42 for each hour worked or paid, up to a maximum of forty (40) hours in a week, or 2,080 hours in a calendar year for each regular or probationary employee who has completed the first 90 days of his/her employment, to the Anheuser-Busch LLC 401(k) Plan.

Effective July 1, 2026, the Company shall contribute on a weekly basis \$5.62 for each hour worked or paid, up to a maximum of forty (40) hours in a week, or 2,080 hours in a calendar year for each regular or probationary employee who has completed the first 90 days of his/her employment, to the Anheuser-Busch LLC 401(k) Plan.

Effective July 1, 2027, the Company shall contribute on a weekly basis \$5.82 for each hour worked or paid, up to a maximum of forty (40) hours in a week, or 2,080 hours in a calendar year for each regular or probationary employee who has completed the first 90 days of his/her employment, to the Anheuser-Busch LLC 401(k) Plan.

Effective July 1, 2028, the Company shall contribute on a weekly basis \$6.02 for each hour worked or paid, up to a maximum of forty (40) hours in a week, or 2,080 hours in a calendar year for each regular or probationary employee who has completed the first 90 days of his/her employment, to the Anheuser-Busch LLC 401(k) Plan.

If an employee is absent because of illness or off-the-job injury and obtains an authorized medical leave of absence, the Company shall continue to pay the required contributions for a period of six (6) months. If an employee is injured on-the-job, and obtains an authorized medical such employee returns to work; however, such contributions shall not be paid for a period of more than one (1) year. If an employee is granted a leave of absence and if the employee desires to continue under the plan, the employer shall arrange to collect from said-employee sufficient monies to pay the required contributions to the Anheuser-Busch 401(k) Plan during the period of absence."

ARTICLE 25 Welfare

Active Employees

The Company shall maintain the current health & welfare programs, including the current eligibility and administrative policies, through December 31, 2029. The Company shall continue to retain the right to select which HMO plans, if any, will be offered.

Active employees will be covered by the Company health and welfare plan for medical, dental, vision, prescription drugs, life insurance (employee and dependent), employee accidental death and dismemberment and disability (short and voluntary long term) in accordance with the terms discussed and agreed upon by the parties. The Company will guarantee maintenance of benefits (MOB) for the term of this collective bargaining agreement.

Active employees who select the \$3,000 dental plan option will pay the following monthly premium:

EE Only:	\$5
EE+SP:	\$10
EE+CH:	\$9
EE+F:	\$14

Employees and spouses (if applicable) will participate in a company sponsored wellness incentive program. Completion of a PCP visit and biometric screening by both employee and spouse will result in a maximum payment amount of \$250 for each eligible individual. Employees will be charged a monthly non-participation penalty if these program activities are not completed by both employee and spouse (if applicable) in the specified time frame.

Tobacco Free Program: Employees and their eligible spouses shall be subject to the terms of the Company's Tobacco-Free Program, under the same terms and conditions as salaried employees, including avoidance of an additional cost of the premium for applicable tier of the employee's selected medical plan.

Retirees (current & future):

The Company shall maintain the current health and welfare program, including the current eligibility and administrative policies as outlined in the applicable summary plan descriptions, as amended from time to time, through December 31, 2014 with the following modifications:

Employees that are not in a fulltime position as of June 24, 2014 (the date of ratification of the 2014-2019 Collective Bargaining Agreement) are not eligible for retiree medical coverage or a retiree subsidy from any of the Company-sponsored retiree medical plans.

Effective January 1, 2020

1. Pre-65 Retiree Medical:

Employees that are not in a fulltime position as of June 24, 2014 (the date of ratification of the 2014-2019 Collective Bargaining Agreement) shall not be eligible for any Company sponsored or Company paid for (in whole or in part) pre-65 retiree health insurance.

This paragraph pertains to fulltime employees who meet the qualification for pre-65 retiree health insurance as outlined in the applicable summary plan descriptions, which may be amended from time to time provided that such amendments will not change eligibility or reduce benefits beyond any reduction resulting from the escalating cost share stated in this paragraph. Cost share will escalate (through either plan design modifications and/or employee premiums, as determined jointly by the Company and the Union) from the current rate at approximately 5% per year beginning 2020, such that the cumulative cost share by calendar year 2024 shall be 50%. The manner in which the amount of employee contribution is determined will continue to be based upon the year of hire (i.e. individuals hired after 1/1/95 will continue to have pro-rata

contributions based on years of service).

2. Post-65 Retiree Medical:

Employees that are not in a fulltime position as of June 24, 2014 (the date of ratification of the 2014-2019 Collective Bargaining Agreement) shall not be eligible for any Company sponsored post-65 retiree health insurance or for the annual payments referenced below.

The following pertains to current post-65 retirees and pre-65 retirees upon reaching eligibility for post-65 coverage:

As of January 1, 2015, the Company shall no longer offer or sponsor post-65 retiree health insurance.

This paragraph pertains to any fulltime employee who meets the qualifications to receive the post-65 annual payment of One Thousand Three Hundred Dollars (\$1,300.00) made by the Company to a health reimbursement account for the benefit of the post-65 retiree (and if applicable the post-65 spouse of a retiree) ("annual payment") as they are currently in place. The Company and Union agree the annual payment shall sunset and that no further annual payments shall be made by the Company for the benefit of any post-65 retiree or any post-65 spouse of a retiree after December 31, 2029.

Notwithstanding the foregoing, the Company will continue to make the annual payment in accordance with the 2014 – 2019 collective bargaining agreement for the following individuals:

- Any fulltime employee who retires on or before July 31, 2019 and who, as of the date of retirement, meets the qualifications for the post-65 retiree annual payment; and
- Any current post-65 retiree and pre-65 retiree upon reaching eligibility for post-65 coverage.

Annual payments are subject to pro-ration based upon date of hire and years of Company service as outlined in previous summary plan descriptions applicable to retiree healthcare.

Effective January 1, 2020, dependents of post-65 retirees who currently pay a monthly premium for pre-65 retiree coverage will no longer be required to pay the monthly premium.

Local Union Officials

Health and Welfare with respect to employees on leave for local union service will be provided in accordance with H&W Attachment 6.

General

The manner in which each benefit will be provided shall be a matter of Company discretion, e.g., an insurance carrier or claim or network administrator of its choice, self-insuring, etc. The Company shall have the right, without reduction in benefits, to impose cost containment measures, which do not lessen the actual benefits available. The more detailed provisions of the Summary Plan Descriptions shall be controlling to more fully describe benefits.

Elimination of Existing Indemnity Plan

The Company reserves the right to discontinue offering any existing unique brewery local indemnity medical plan in the year following any year for which enrollment in the plan drops below 5% of eligible bargaining unit employees.

Continued H&W Coverage During Certain Absences

Eligibility for continued health and welfare coverage during layoff and certain absences will be as follows:

- A layoff due to lack of work -- six months.
- An authorized medical leave of absence due to non-occupational and/or occupational injury or illness -- up to two years.
- An authorized military leave of absence – as per Article 4, Section 3.
- Other absences -- no continuation after last day of work (COBRA rights, if any, will apply).
- Union leave -- See H&W Attachment 6

If employee contributions are required, they must continue to be made during the period coverage is continued.

Annual Enrollment & Employee Contributions

Employees will have the right annually, during the enrollment period, to elect a health care plan. If an employee elects an alternative to managed care (point of service), the employee will be required to contribute by payroll deduction toward the cost of coverage to the extent that the monthly premium or cost exceeds the cost of managed care. The employee contributions for the indemnity plans reflect the actual experience difference between the plans. HMO rates in the future years are not known. Affected employees shall be required to pay the special spouse contributions as described in the applicable Summary Plan Description or Summary of Material Modification.

Special Spouse Contribution:

Where applicable, the spouse income requirement for the application of the Special Spouse Contribution will be increased from \$16,000 per year to \$25,000 per year.

Other Welfare Benefits

All other welfare benefits in effect on July 1, 2024 shall remain in effect through June 30, 2029, as follows:

Employee Life Insurance	\$ 100,000
Spouse Life Insurance	\$ 50,000
Dependent Life Insurance	\$ 10,000
AD&D	\$ 100,000

Section 1. Date of Hire Benefits. The Company will provide health and applicable welfare benefits to all new full-time employees without a waiting period.

Section 2. Long-Term Disability. A long-term disability (LTD) plan, as it may be amended from time to time, will be made available to eligible employees covered by this Agreement. The monthly benefit amount will be a flat rate calculated at approximately 60% of base wage. Premiums are subject to change.

Employee participation in the Plan will be voluntary. Eligible employees shall have the option to elect participation under the terms of the Plan at the time of the election. Election will be available once per year during the Company's open enrollment period.

The Company shall pay 20% of the applicable premium with the remaining 80% to be paid by the individual employees by payroll deduction.

Section 3. Licensing Fees. The Company will pay any initial or renewal license or certification fees required by the Company or by the city, state or federal law necessary for an employee to properly execute his or her work-related duties. To be entitled to such payment, an employee must timely present to the Human Resources Department an authentic statement of fees from the licensing authority. The Company will not pay any charges associated with late fees or penalties resulting from failure on the part of the employee or the licensing authority to timely request the payment of such fees.

Section 4. Flexible Spending Account Full-time employees covered by this Agreement will be allowed to participate in the Anheuser-Busch Companies LLC Health Care Spending Account Plan and the Anheuser-Busch Companies, LLC Dependent Care Spending Account Plan as those Plans may be amended from time to time, on the same terms and conditions as these Plans are made available to salaried employees.

ARTICLE 26
Wages

The following hourly wage rates shall be paid.

Effective	7/1/2024	7/1/2025	7/1/2026	7/1/2027	7/1/2028
	\$40.21	\$41.21	\$42.21	\$43.21	\$44.21

Quarterly Department KPI Bonus Program

The Quarterly Department KPI program will be suspended*, but the attached framework will be maintained in the agreement to allow the Quarterly Department KPI program to be restored at the Company's discretion.

Key components:

- The KPI program shall be measured and paid quarterly by Department, by Brewery. Payout will be on a quarterly calendar basis. 1st Quarter includes January, February and March. 2nd Quarter includes April, May and June. 3rd Quarter includes July, August and September. 4th Quarter includes October, November and December. Note: For purposes specific to the Quarterly KPI Bonus program, department may be defined at a team designated grouping (i.e. line 55 department team, hot-side brewing department team).

- Payouts for each quarter will be made no later than the following dates: June 15 for 1st Quarter, September 15 for 2nd Quarter, December 15 for 3rd Quarter, and March 15 for 4th Quarter.
- Department based KPI's. The number of KPIs may range from one to four with equal weighting.
- The Company retains discretion to determine all KPI's and KPI values on an annual basis.
- The applicable Department for an employee is determined by the highest total unweighted worked hours in the department in the quarter.
- If BEP is used as one of the KPIs, it will be based on the YTD tiered ranking each quarter. First tier equates to 100%, 2nd tier 75%, 3rd tier 50% and 4th tier 25% achievement. The BEP KPI will be paid quarterly, consistent with the other Department based KPI's.
- All full time regular, apprentice and probationary employees that are employed as of the last calendar day of the quarter are eligible for the quarterly bonus. Weekend Relief and Seasonal employees are not eligible for the Quarterly Department KPI program.
- For any eligible employee that worked less than a full quarter, the bonus will be pro-rated based on the number of straight-time hours worked and paid (not to exceed 520 hours) divided by 520 hours, subject to applicable law.
- The Company will adjust the rate for calculating the amount owed for overtime/double time worked during the Quarterly Department KPI program quarter and make any necessary additional overtime/double time payments resulting from the Quarterly Department KPI bonus amount paid.

* In lieu of the Q1 & Q2 2024 Quarterly Department KPI Program payments currently provided for in the 2019-2024 Agreement, the Company will make a \$2,500 lump sum payment to each eligible full-time active employee upon ratification. The timing of this payment will occur as soon as administratively feasible following ratification.

ARTICLE 27 Strikes and Lockouts

Section 1. The Company agrees during the term of this Agreement that there shall be no lockouts.

Section 2. The Union agrees that during the term of this Agreement there shall be no strikes or work stoppages.

Section 3. However, it is understood that the above will not require employees covered by this Agreement to cross picket lines of the Anheuser- Busch, LLC unions if and should they be out on strike.

ARTICLE 28 Election Day Procedures

It is further agreed that arrangements shall be made so that all employees working days who are requested to work overtime, shall have sufficient time off to vote on election days covering city, state and national elections and such time off shall not be deducted from the employees' wages, but time is not to exceed two hours straight-time pay.

ARTICLE 29
Performance of Bargaining Unit Work

It is the policy and intention of the Company that the function of its supervisors is to supervise. Supervisors will not regularly perform bargaining unit work, nor will they relieve employees on breaks or during meal periods.

However, the parties recognize that supervisors may at times engage in activities which consist of bargaining unit work in order to facilitate continuous, efficient, low cost production and maintain the highest quality products. The performance of such work by a supervisor shall not replace a bargaining unit employee or impact the size of the workforce.

Nothing in this Article is intended to limit the right of persons who are not members of the bargaining unit to perform the types of work or other tasks which they previously have performed, whether or not such work or other tasks have also been performed by bargaining unit employees. For example, technical service representatives of suppliers may, at times, work on and make adjustments to equipment and products they service in order to facilitate the efficiency of such equipment or products as they do now.

Supervisors may also perform bargaining unit work under the following conditions:

- (1) An emergency, which is defined to be a situation where action is taken to prevent damage or loss to product or equipment or to prevent injury to employees. For example, routine work will not be done to relieve employees on breaks, etc., or to supplement the work force. This exception is not intended to permit supervisors to participate in starting up or closing down the machinery or other bargaining unit work or observe the machinery in place of or instead of a bargaining unit employee.
- (2) Performance of experimental work beyond the ability of the employees
- (3) The instruction of a bargaining unit employee when such employee is observing the instruction being given.

ARTICLE 30
Credit Union

The Company agrees to continue credit union checkoff.

The Company may implement a system providing employees with the option for direct deposit of wages and other payments to employees arising under the terms of this agreement consistent with applicable law. The implementation of the direct deposit system will not effect the current pay day.

Before instituting any such changes, the Company will discuss them with the Union.

ARTICLE 31
Harmonious Relations

In order to promote harmonious relations between the parties, the Company shall give all new employees a copy of this Agreement and will suggest to each new employee at the time of his employment that he voluntarily sign the application card for membership in the Union and execute an authorization for the check off of Union dues and initiation fee on the forms furnished by the Union. A copy of such authorization card shall be forwarded to

the Financial Secretary of the Local Union along with the membership application of such employee.

ARTICLE 32
Sick Leave

Employees will be entitled to six (6) days paid at the straight time rate of sick leave each calendar year.

Newly hired employees hired after the beginning of the calendar year shall accumulate sick days upon the date of hire at a rate of one (1) sick day for every two (2) full months. On January 1 of the year following date of hire, these new employees will be entitled to six (6) paid sick days. Employees who terminate prior to earning paid sick days may have any unearned paid sick days deducted from their final payout.

ARTICLE 33
Separability

Should any part hereof or any provision herein contained be rendered illegal or an unfair labor practice by reason of any existing or subsequently enacted legislation or by any authorized government agency, including the National Labor Relations Board, such invalidation shall not affect the remaining portions hereof; provided, however, in such a contingency the parties shall promptly meet and negotiate substitute provisions for those parts or provisions rendered or declared illegal or an unfair labor practice.

ARTICLE 34
Deferred Income Stock Purchase and Savings Plan

The Company and the Union have agreed that the Anheuser- Busch Deferred Income Stock Purchase and Savings Plan, as it may be amended from time to time by the Company, will be made available to employees covered by this Agreement. Participation in the Plan will be optional and at the sole discretion of the individual employee.

ARTICLE 35
Successorship

This Agreement shall be binding upon the successors, purchasers assignees or transferees of the Employer whether such succession, purchase, assignment or transfer in whole or in part be affected voluntarily or by operation of law; and, in the event of the Employer's merger or consolidation with another company or companies, the Agreement shall be binding upon the merger or consolidated company.

ARTICLE 36
Drug Testing

The parties recognize that the use, possession, manufacture, distribution, or sale of illegal drugs creates serious problems for employees, their families, the workplace and the community. The use and/or possession of unlawful drugs or abuse of other drugs pose a threat to the safety and well-being of employees and the continuing success of the business.

The parties also agree that efforts should be made to treat and rehabilitate those employees suffering from drug abuse. Therefore, a joint and constructive effort is needed to overcome the impact drug use has on safety, productivity, the quality of life in the workplace and morale.

The keys to such efforts are educating employees, training supervision, assisting affected employees and their families, and conducting drug testing of employees (hair or urine testing) on a random or periodic basis or based upon reasonable suspicion and/or following an accident which could have resulted in injury or property damage. An employee who refuses to provide a specimen (hair or urine) for testing or refuses to authorize the testing by signing a consent form shall be dismissed.

The Company will educate employees regarding the harmful effects of drug use, how the drug testing programs work and the confidential assistance available to them through the Employee Assistance Program prior to the commencement of any hair testing. The hair testing implementation will not begin until ninety (90) days after ratification of this agreement.

A Medical Review Officer (MRO) shall receive all positive and negative drug test reports directly from the laboratory, and shall review and interpret confirmed positive tests and shall examine alternative medical explanations for such positive tests. Prior to any final determination, the employee shall have an opportunity to discuss the results of his/her drug test with the MRO. If the Medical Review Officer determines that there is a legitimate medical explanation for the positive test, the MRO shall report the test to the Company as a negative result. If the Medical Review Officer determines that there is no legitimate medical explanation for the positive test, the MRO will report the test as a confirmed positive result to the appropriate Company representative.

A confirmed positive drug test will result in the employee being referred to the Employee Assistance Program (EAP), and subject to at least three (3) unannounced follow-up hair and/or urine tests in the 12-month period following the initial positive test. Failure to comply with the recommended EAP treatment program or a second confirmed positive test will result in dismissal.

The Company reserves the right to request medical certification to determine whether a prescription or over-the-counter drug, or any other substance impairs judgment, coordination, or other senses important for the safe and productive performance of an employee's job duties. The parties recognize that any employee reporting to work, being on Company property or operating Company equipment while under the influence of any illegal drug or any other substance which impairs the mind or physical body is in violation of Company policies prohibiting such conduct.

All testing will be conducted in compliance with applicable federal, state, or local laws.

ARTICLE 37 Shared Technology

The parties agree that computerized process controls are forms of technology to which access is shared by bargaining unit and other employees. Salaried and bargaining unit employees may share the use of these controls to monitor the Plant's processes and to monitor operation of the equipment. Qualified salaried employees and bargaining unit employees may also use computerized process controls to diagnose problems, perform software changes, change program codes and enter data during the installation and completion of capital projects. It is understood that technological innovations and software are exempt from the exclusive jurisdiction of the bargaining unit and will be shared with

salaried employees. The Company will advise the Union of such projects, their associated project numbers, and the anticipated dates of completion. Prior to the time a capital project becomes operational and is assigned to the bargaining unit for maintenance, it is the intention of the Company to have employees assist in start-up activities associated with the newly installed project in order to familiarize themselves with the equipment.

In production areas it is not the intent of this exception to remove work if and to the extent it is currently performed by the bargaining unit, such as initial trouble-shooting of PLC malfunctions, replacement of PLC circuit boards, updating PLC programming terminal software and other work related to bringing production PLC's back on line should a breakdown occur.

It is understood that computer related work not currently performed by the bargaining unit, (for example, but not limited to, maintaining, trouble-shooting and repairing of hardware and software systems that serve the purpose of managing information, data processing or other computer systems that are not directly involved in the control of production), shall continue to be performed by management. Such work may be assigned to the bargaining unit employees on a non-precedent setting basis.

It is the intention of the Company during the life of this Agreement to continue to provide appropriate training to bargaining unit members in the use of computerized process controls. It is not the intent of the Company to apply this Article to take computerized process control work, maintenance, and troubleshooting work, away from the bargaining unit and assign it to supervision.

ARTICLE 38 Past Practice

The Company and the Union recognize that continuous improvement of both operational processes and administrative procedures are necessary to the continuing viability of the business and the job security of the employees. As a result, past practices will not constitute a barrier to improving processes and procedures.

The Company will not change past practices without first notifying the Union and giving the Union an opportunity to consider the changes and to comment on them.

Any such changes will adhere to the following:

- The Company's and Union's continuing agreement to cooperate in the implementation of alternative approaches to the Company's processes and to work now done by the Company's employees to improve efficiency, and thereby provide job security to the greatest possible number of employees.
- The commitment to a continuing cooperative collective bargaining relationship between the Company and the local unions.
- The recognition by the parties that the Company's way of doing business is built around internal and external customer satisfaction designed to provide the highest quality products at the lowest costs; dedicated to employee involvement and the continuous improvement of every aspect of business; based on trust and integrity, respect for the dignity of individuals, productivity, the ability to adapt to and ever-changing business environment, recognition of effort and achievement, and openness.

Nothing in this provision will be interpreted to prevent the Company from changing crew sizes, manning requirement or assignments as may be warranted.

ARTICLE 39
ELECTRONIC POSTINGS

The Company shall have the right to post any schedule (e.g. weekday, overtime, holiday, vacation), notice, list or other communication to employees either electronically or by paper. Similarly, the Company may use, in the place of any paper sign-up or pick sheet, an electronic means for accomplishing the same purpose. Notwithstanding the above, the Company agrees to post daily overtime on the scheduling bulletin board.

Should the Union request information in connection with any dispute regarding this Article, the Company will produce such information in accordance with its contractual obligations under the law, in a mutually agreeable format (i.e., paper or electronic).

Information currently available to or accessible by employees (e.g. hours worked and charged hours) shall continue to be provided either electronically or on paper.

The terms of this provision shall take precedence over any inconsistent or conflicting contractual provision regarding the method of posting.

ARTICLE 40

Duration

This Agreement is effective as of July 1, 2024. This Agreement shall remain in full force and effect until and including June 30, 2029, and shall automatically renew itself from year to year thereafter unless, prior to June 30, 2029, or any succeeding anniversary of such date, either party serves written notice on the other party not less than sixty (60) calendar days prior to any such date that changes are desired herein.

Signed and dated this 25th day of November, 2024.

FOR THE UNION:

International Brotherhood
Of Electrical Workers,
Local Union 716 - AFL-CIO-CFL



Stephen Gonzales
BA/Financial Secretary



Randy R. Lozano
Assistant Business Manager



Don Raines
Chief Steward



Pete Beeson
Assistant Chief Steward

FOR THE COMPANY:

Anheuser-Busch, LLC. - Houston



Justine Lago
Sr. People Manager



Ryan Hudgins
Sr. General Manager



Kevin Reilly
Sr. Director Corporate Labor Relations



Steve Puls
VP. Corporate Labor Relations

MEMORANDUM OF UNDERSTANDING
Overtime Charging Procedure

1. After completion of the pay period including the last day of December, the overtime hours for each Electrician who has completed the probationary period will be set at zero (0) on the overtime record.
2. Employees shall be charged for all overtime hours worked on holdover or call-out overtime.
3. Employees on standby or not scheduled to work shall not be charged for overtime declined or not worked.
4. All employees shall be charged with all overtime hours worked
5. Unscheduled overtime offered shall be charged if worked if the overtime that is offered is actually performed.
6. Overtime shall be scheduled and/or offered to the low man on the overtime list in accordance with the provisions of Article V, Section 4 and Article V, Section 5 of this Agreement.
7. Overtime for holdover and/or call-outs shall be offered to Electricians available on the shift on the basis of low overtime hours.
8. Canceled overtime will not be charged.
9. Employees absent for any reason during the week, with the exception of a full week of vacation, will be charged for weekend overtime, if they could have otherwise worked.

Renewed for the term of this Agreement

MEMORANDUM OF UNDERSTANDING
Temporary Weekend and Holiday Electricians

1. The Company will schedule Temporary Weekend and Holiday Electricians (weekenders) to relieve regular Electricians who are drafted and/or to meet operational needs.

2. After all regular Electricians have had the opportunity to volunteer, the Company may schedule weekenders up to a number, which when combined with the number of regular Electricians who volunteered, does not exceed the maximum number of regular Electricians scheduled during that week.

3. The Company may utilize weekenders on days surrounding and during the Christmas and New Years holidays, and on the day before and the day after the Fourth of July holiday, and the day before and after the Thanksgiving holidays.

4. On Wednesday of each week a list of the weekenders will be posted on the shop bulletin board along with the designation of their availability for the weekend and holiday overtime. During holiday weeks, the posting of the list will be varied according to the day in the week on which the holiday falls.

5. If necessary, regular employees will be drafted in accordance with the provisions of Article 5 of the contract.

6. It is understood that weekenders will not earn credit toward regular status under the terms of this Understanding and are not covered by the probationary period described in Article 11, Section 1 of the contract.

7. The wage rate for weekenders will be as provided below. Weekenders hired on or after 7/1/94 will not receive premium pay for Saturdays, Sundays or holidays. There will be no change in the rate of pay for current weekenders hired prior to 7/1/94.

Effective	7/1/2024	7/1/2025	7/1/2026	7/1/2027	7/1/2028
	\$40.21	\$41.21	\$42.21	\$43.21	\$44.21

The Company may consider Anheuser-Busch retirees for weekend positions. If the Company hires a retiree to perform weekend work in maintenance, the retiree will be paid the premium pay for Saturdays, Sundays and holiday work.

All other weekend employees will not receive premium pay for Saturdays, Sundays or holidays unless the Company concludes such premium pay is a necessary incentive to attract and retain qualified weekend and holiday relief employees. Payment of a premium pay incentive and its duration will be determined annually by the Company. They are not eligible for any fringe benefits under the agreement.

8. Should either the Company or the Union desire to terminate this Understanding, a meeting will be held between the parties within a period of two (2) weeks, or on a mutually agreeable date, in an attempt to resolve the issue(s). If resolution is not attained, the Company or the Union may, after giving thirty (30) days written notice, terminate this Understanding.

9. This Understanding will be temporarily suspended in the event of a layoff (i.e. less than forty (40) hours per week).

Signed and dated this _____ day of _____, 2024.

FOR THE UNION:

International Brotherhood
Of Electrical Workers,
Local Union 716 - AFL-CIO-CFL



Stephen Gonzales
BA/Financial Secretary



Randy R. Lozano
Assistant Business Manager



Don Raines
Chief Steward



Pete Beeson
Assistant Chief Steward

FOR THE COMPANY:

Anheuser-Busch, LLC. - Houston



Ryan Hudgins
Sr. General Manager



Justine Lago
Sr. People Manager

Memorandum of Understanding
Electrician Development Program

The Company will establish an Electrician Development Program (“EDP”) for the purposes of recruiting, hiring, training and evaluating individuals to become Electricians. Individuals applying for the EDP must meet the entrance criteria for the EDP as established by the Company. The Company shall develop all materials and determine training and standards for successful completion of the EDP.

The Company may place individuals into the EDP from any source.

It is the intention of the Company to provide training, both formal classroom training and on-the-job training, to individuals participating in the EDP, including training and exposure to work in one or more areas other than the area to which it is expected the employee will be or has been assigned. This training and exposure to work will occur during a continuous 24-month period following the employee’s placement date into the EDP. Employees in the EDP may be assigned to any shift during the 24-month period.

Upon entering the program, all employees will be covered by the provisions of the collective bargaining agreement.

During the 24-month period in which an employee is in the EDP, the following shall apply:

1. Seniority of employees placed into the EDP will be consistent with Article 11 of this Agreement.

2. Overtime – Employees in the EDP may be offered overtime opportunities consistent with the terms of this collective bargaining agreement, if they are qualified for the overtime work in the sole judgment of management, during the regular week, on weekends and on holidays only after all Electricians have been offered overtime opportunities and before weekenders are scheduled.

When it becomes necessary to require employees to work overtime, available Weekenders will be worked prior to requiring employees in the EDP to work the overtime assignment. Employees in the EDP, if qualified for the overtime work in the sole judgment of management, will be required to work any overtime assignment ahead of any Electrician.

Overtime shall be scheduled or required in accordance with the terms of the Electricians collective bargaining agreement.

3. Wages – Employees who are hired directly into the EDP shall be paid in accordance with the following progression:

First six months of employment – 70% of the contractual Electrician rate of pay.

Second six months of employment – 75% of the contractual Electrician rate of pay.

Second year of employment – 85% of the contractual Electrician rate of pay.

Third year of employment – The applicable Electrician wage rate.

In the event employees transfer into the EDP from other departments, they will be paid in accordance with the EDP wage rate for new hires or maintain their current wage rate, whichever is greater. If their current wage is greater, such employees will receive the wage increases they would have received had they remained in their former position.

Employees in the EDP shall receive the full shift differential. Daily work guarantees that apply to Electricians shall also apply to employees in the EDP.

Upon successful completion of the EDP, but no sooner than 24 months, employees participating in the EDP will become Electricians, and will be paid at the appropriate contract wage rate. The only exception to this would be in the situation where an employee in the EDP is absent from work for an extended period (for a period which prevents the employee from completing his/her training program) during the EDP, which would allow the Company to extend the employee's time in the EDP by the length of the absence.

4. New hires in the EDP will accumulate sick days upon date of hire at a rate of one (1) sick day for every two (2) full months worked during their first months of employment. The Company will pay out these prorated sick days for the remainder of the calendar year within the first thirty (30) days of employment. On January 1 of the year following date of hire, new hires in the EDP will be granted six (6) paid sick days. No more than six (6) paid sick days can be accumulated or paid in any calendar year to any new hire in the EDP. New hires who resign, retire or terminate prior to earning the six (6) sick days may have any unearned days deducted from their final payout.

Employees transferring from other departments will maintain the sick days granted to them in their old position during the first calendar year, they are in the EDP. On January 1 of the year following their entrance into the EDP, such employees will be granted six (6) paid sick days.

5. Pension contributions shall be made in accordance with the Article 24 of the Labor Agreement.
6. Health and Welfare benefits will be the same as those provided in Article 25 of this Agreement.
7. ANHEUSER-BUSCH Deferred Income Stock Purchase and Savings Plan. Employees in the EDP will become eligible to participate in the plan in accordance with the provisions for eligibility as set forth in the plan.
8. Vacations – Employees in the EDP will pick vacations with the rest of the Electricians in accordance with the applicable vacation selection procedures.

If employees who transfer into the EDP from another department have already selected their vacation while in the prior department, these employees will be able to take the vacation weeks already selected. For any future selections, including single day vacations not already scheduled, employees transferring into the EDP will pick their vacations with the rest of the Electricians in accordance with applicable vacation selection procedures.

Employees in the EDP may not select single day vacations on days in which they are scheduled for classroom training.

9. Holidays – Employees in the EDP will be eligible for holidays in accordance with Article 6 of the collective bargaining agreement.
10. Tool requirements for participants in the EDP shall be the same as those for Electricians.
11. Newly hired employees into the EDP shall serve a probationary period of 180 days of work during which they may be terminated without Union review. Employees who transfer into the EDP before completing their six-month probationary period will have the time served as a probationary employee count toward their probationary period under this contract.

Employees in the EDP will be reviewed regularly to determine if they are progressing in the attainment of the skills needed to be an Electrician, and they will be required to successfully meet the requirements of the EDP as established by the Company.

Other performance/attendance/disciplinary issues will be handled by the Company through its normal procedures.

Renewed for the term of this Agreement.

MEMORANDUM OF UNDERSTANDING
Supervisory Training

In order to give supervisors practical knowledge of the operation or to refresh such knowledge, it is agreed that salaried employees will be allowed to physically engage in or operate assignments normally performed by employees in the bargaining unit.

The Company will provide the Union with notice of all supervisory training programs which will involve bargaining unit activities.

Included in such notice will be the name of the salaried employee to be trained the scope of his/her training and the expected commencement and completion dates of the training programs.

It is the intent of this Memorandum that such training programs will not displace or supplement the present bargaining unit workforce. A bargaining unit employee will be present during the time the salaried employee is engaged in such activity, and may perform the training function.

Renewed for the term of this Agreement.

MEMORANDUM OF UNDERSTANDING
Prorated Sick Leave

Those new employees whose employment began during a contract year and who attained seniority during the contract year will be entitled to sick leave on the basis of 1 day of sick leave for every two full months of employment.

Those employees who cease active employment during the contract year for reasons of death, retirement, or resignation will be entitled to 1 day of sick leave for every two full months of employment during the current contract year.

Renewed for the term of this Agreement

MEMORANDUM OF AGREEMENT
415 Compliance Procedures

Recognizing the requirements of Section 415 of the Internal Revenue Code, the Company and the Union have agreed to implement the following procedures:

1. Effective as of June 1, 1994, each defined contribution money purchase pension plan shall be amended as necessary to incorporate the procedures outlined below.
2. The respective plan trustees and record keepers shall establish a master escrow account. All Company contributions for pay periods commencing after June 1, 1994 shall be accumulated in such escrow account. Separate master escrow accounts shall be maintained for Company contributions for pay periods commencing in each calendar year thereafter.
3. Not later than February 15 of each calendar year, the local union will provide appropriate W-2 earning information to the Corporate Pension Department.
4. Not later than March 1 of each calendar year, the trustees shall deliver, or direct the recordkeeper to deliver to the Corporate Pension Department a report of the escrowed contributions for each individual for the prior calendar year.
5. Not later than May 15 of each calendar year, the Company shall perform the necessary 415 calculations and advise the respective trustees of the results.
6. Not later than June 15 of each calendar year the trustees shall submit a report to the Corporate Pension Department identifying any errors known to them.
7. Not later than June 30 the Corporate Pension Department shall deliver to the trustees the final 415 test results, including the form of an individual participant notification letters and a summary report thereof. Such letters shall be prepared and mailed by the Company by July 15.
8. Affected participants shall have 20 days from the date of mailing of the individual notification letter to advise the trustees or Employee Relations Manager of any errors.
9. Within 45 days of mailing the individual notification letters, the adjustments described below shall be completed and checks mailed to participants.
10. Any contributions exceeding the 415 maximum permitted contributions shall be removed from the individual's escrowed amount in the master suspense account, including earnings thereon. The total amounts removed shall be credited to a subsequent required Company contribution. A separate payroll check shall be prepared, in compliance with the time frame outlined in Paragraph 9, which shall be in the amount of the excess contribution plus earnings attributable thereto. Final allocations for the prior year shall be made by the recordkeeper.

11. The trustees and/or plant management personnel shall cause to be prepared, in accordance with their usual participant account reporting period, a report of all amounts accumulated in escrow for each individual for each calendar year.

12. The trustees shall determine the manner of investment of monies in the master escrow account.

Renewed for the term of this Agreement.

MEMORANDUM OF UNDERSTANDING
Beer Consumption

MEMORANDUM OF AGREEMENT between Anheuser-Busch, LLC and I.B.E. W. Local 716. Effective with the collective bargaining agreement dated 1999, the following progressive discipline shall apply to any employee involved in the unauthorized consumption of beer, or under circumstances which indicate an intent to consume beer on plant premises before, during, or after the employee's shift:

First Offense -A one month suspension without pay.

Second Offense -A second offense within a four-year period -A two-month suspension without pay.

Third Offense -A third offense within a four-year period of having served a two- month suspension for unauthorized beer consumption shall require discharge. It is further understood and agreed that:

1. The levels of discipline provided above are firm. No arbitrator shall have the power to reduce the level of discipline unless the arbitrator finds that the employee is not guilty of consumption of beer on premise.
2. The above disciplinary program deals with only the unauthorized consumption of beer on plant premises. The Company's rules and disciplinary programs relating to other alcoholic beverages, drugs, intoxication, theft, and other matters shall in no way be prejudiced by this agreement.
3. Evidential Breath Testing -if reasonable suspicion is substantiated that an employee has violated the Company's Alcohol Policy (requires employer to base suspicions on observable symptoms indicating intoxication-e.g., appearance, behavior, speech, etc.), then the employee will be required to submit to an **EBT** alcohol breath test. Refusal to submit to testing including any failure to test as required by the Company, adulterating or attempting to adulterate a specimen sample, or tampering with or attempting to tamper with testing equipment would subject the employee to immediate dismissal.

An employee testing positive for alcohol will be referred to the EAP for evaluation and treatment. Failure to comply with the EAP treatment program and follow-up recommendations will result in dismissal. In addition, a positive EBT result will subject the employee to three (3) random EBT tests over the following four (4) years from the date of first positive EBT test. Any second positive test for alcohol intoxication will result in the employee's immediate dismissal.

Renewed for the term of this Agreement.

MEMORANDUM OF UNDERSTANDING
Overtime Scheduling

1) **Scheduling of Overtime:** Employees who work four hours after the end of their shift will not be required to work four hours early for the same shift the following day. Employees who are scheduled or drafted to work four hours early on a day will not be required to work four hours after the end of their shift the previous day. The parties recognize there may be unusual circumstances which require deviation from this provision. Prior to the employee being drafted under such circumstances, the steward will be notified.

2) **Overtime Posting:** Subject to Article 39, the Company agrees to post the overtime sign-up sheets and work schedules in a single location acceptable to the Union. Once such a location is identified and put in use, the Company will post the weekend and daily overtime schedules within the times referenced Article 5. Verbal notification of daily and weekend overtime will occur if the need for overtime arises after the schedule is posted.

Renewed for the term of this Agreement.

MEMORANDUM OF UNDERSTANDING
Incidental Work

Electricians will continue to be assigned work based on the anticipated primary jurisdiction of the job. During the completion of such an assignment, the Electrician may perform minor tasks, examples of which may include, without being limited to, replacing solenoid valves, air lines or pressure switches or other such similar tasks, which do not fall within the normal scope of the Electrician's trade and are within the capabilities of the Electrician to be performed safely.

The Union agrees to cooperate with the Company in the implementation of flexible alternative approaches to the Company's processes, maintenance practices, and work now being performed by other Company employees in order to improve efficiency, thereby providing job security to the greatest possible number of employees.

In that regard it is understood there will be some overlap of duties between employees represented by IBEW Local 716 and those represented by Teamsters Local 919.

The parties will meet on a periodic schedule to review issues, problems and ideas about the job assignments. If a dispute over an assignment is not resolved, the party or parties may appeal the dispute to arbitration which will be binding on all parties.

Renewed for the term of this Agreement.

MEMORANDUM OF UNDERSTANDING
Educational Reimbursement Program

For the term of this agreement, the Company will reimburse employees represented by ISEW Local 716 for specific expenses connected with securing additional education related to their present position and/or to gain the skills necessary to stay abreast of technological innovations and software used to monitor the Plant's processes and to monitor operation of the equipment.

Eligibility for reimbursement will be governed by compliance of the attached policy and procedures, "Voluntary Educational Reimbursement Program".

Renewed for the term of this Agreement.

ANHEUSER-BUSCH, LLC, HOUSTON & IBEW LOCAL 716
VOLUNTARY EDUCATIONAL REIMBURSEMENT PROGRAM

POLICY

The Voluntary Educational Reimbursement Program reimburses employees represented by IBEW Local 716 for specific expenses connected with securing additional maintenance-related education. All training will be on a voluntary basis.

PROCEDURE

I. Eligibility

Reimbursement under this program will be made for all employees represented by IBEW Local 716 for courses that begin after their probationary period. The employee must be on active status to be eligible for reimbursement.

II. Application

Before enrolling for the course(s) the employee must complete the Application for Voluntary Educational Reimbursement Program and submit it to his/her department head for approval (Attachment A). The application is then forwarded to Human Resources for review and approval. After approval, the form is returned to the employee and must be resubmitted with appropriate receipts for reimbursement upon completion of the course, as outlined in Section V of this procedure.

III. Approval

When reviewing the employee's application, the following will be considered:

- Subject matter must be related to employee's work or certificate program in a related occupational field.
- Classroom attendance is preferred and must not interfere with the employee's work schedule.

IV. Type And Amount Of Reimbursement

- A. Reimbursement will be allowed for tuition and books only.
- B. Wages, transportation costs, parking fees, administrative fees late fees and supplies are not reimbursable.
- C. Employees receiving other financial assistance will not be reimbursed under this program.

Reimbursement will be made via a separate check rather than by the employee's regular paycheck.

V. Method of Requesting Reimbursement

Upon presentation of evidence to the completion of the course with a passing grade of a "C" or better, a receipt from the school showing the amount paid for tuition, and a receipt for books required for the course the employee will be reimbursed for expenses as outlined in Section IV.

ADMINISTRATION

All questions regarding the interpretation and administration of this policy should be directed to the Manager, Human Resources.

Renewed for the term of this Agreement.

**ANHEUSER-BUSCH, LLC, AND IBEW LOCAL 716
APPLICATION FOR VOLUNTARY EDUCATIONAL REIMBURSEMENT**

EMPLOYEE NAME	DATE
CLOCK NUMBER	SHIFT
SIGNATURE	SUPERVISOR
NAME OF SCHOOL	
NAME OF COURSE	
DATE COURSE BEGINS	DATE COURSE ENDS
DAY OF WEEK	# OF CLASSES
TUITION COST	BOOK COST

_____ I DO NOT QUALIFY FOR OTHER FINANCIAL ASSISTANCE FOR THIS PROGRAM

APPROVAL:

DEPARTMENT HEAD _____ APPROVED _____ REJECTED

HUMAN RESOURCES _____ APPROVED _____ REJECTED

REMARKS:

MEMORANDUM OF UNDERSTANDING

Subcontracting

The following Memorandum of Understanding (MOU) is an agreement reached between the International Brotherhood of Electrical Workers Local 716 and Anheuser-Busch, Inc. -Houston, Texas. This Agreement is deemed to satisfy all the requirements of Article 3, Sections 1 & 3 in the Articles of Agreement in their entirety, while recognizing the jurisdiction of the employees in the Electrical Bargaining Unit to perform work within the Brewery.

During the existence of this Memorandum of Understanding:

- 1) Regular employees covered by the Articles of Agreement on the effective date of the collective bargaining agreement commencing in 1999 will not be subject to layoff while this Memorandum of Understanding is in effect. The Company agrees not to subcontract electrical work when any regular maintenance electricians are on layoff, unless mutually agreed to by the Parties. During the term of this MOU the Company shall have the right to determine the assignment of work to either the bargaining unit or subcontractors provided the conditions of this MOU are met. Nothing in MOU shall obligate the Company to increase staffing, or to prohibit the Company from reducing staffing due to normal attrition such as death, retirement, resignation, or discharge for justifiable cause.
- 2) All regular bargaining unit employees will be offered full utilization on weekends and holidays eight (8) hours per day seven (7) days per week with the exception of the Christmas holidays and wildcard holiday. Employees will not be subject to the draft when utilizing a wildcard holiday. Probationary employees will be eligible for full utilization on weekends and holidays (except Christmas holidays and wildcard holiday) after the first thirty (30) days of employment.
- 3) The Company will advise the Union of work that is subcontracted under this Memorandum of Understanding. Notification or the failure to notify shall not permit the Union to claim work or jurisdiction, or to put subcontractable work in status quo. There shall be no penalty for non-notification.
- 4) The intent of this Memorandum of Understanding is:
 - a) Not to subcontract routine electrical maintenance or repair work of production equipment normally performed by the Electrical Bargaining Unit, and
 - b) To allow bargaining unit employees to perform some work not previously performed on a routine day-to-day basis by employees covered by the collective bargaining agreement on a non-precedent setting basis, such as the assignment of calibration, maintenance and repair work on instrumentation and related critical measurement equipment to the Electrical Bargaining Unit; and
 - c) To reduce the number of disputed work assignments made to subcontractors or the bargaining unit while at the same time utilizing the Electrical Maintenance Unit at the Brewery in a more economically efficient manner.
- 5) Representatives of the Union and the Company will meet periodically to afford the Union the opportunity to make recommendations regarding the assignment of work under the MOU and to review and address problems related to the administration of the MOU. Specific disputes regarding the interpretation or application of this MOU may be processed through the grievance procedures.

6) This MOU will be effective upon the date of signing and will be in place for the life of the Articles of Agreement as provided below; provided, the Company may suspend this MOU upon thirty (30) days written notice to the Union in the event of a reduction in volume below current levels or economic or budgetary circumstances not now foreseen.

- a) The suspension of the MOU shall continue for the period of such volume reduction or other unforeseen circumstances, after which time the MOU shall resume.
- b) If the Company suspends this MOU, the parties shall be governed by Article 3, subject to the Exception List attached hereto as Exhibit A.

7) If this Memorandum of Understanding is suspended all work in progress and all assignments previously made will be completed as assigned, will not be held in status quo, and will not set a precedent or be referenced in any grievance or grievance proceeding.

8) During and after the existence of this Memorandum of Understanding, neither the Company nor the Union will use this Agreement, or the procedures or activities undertaken as part of this MOU, as a precedent-setting tool for any of the Company's other Plants, including Houston, or any of their respective Local Unions, including Local 716.

9) This MOU will be effective upon the date of signing and will continue until June 30, 2019, provided this MOU will be automatically extended if the parties agree to an extension of the term of the current collective bargaining agreement.

Signed and dated this _____ day of _____, 2016.

Renewed for the term of this Agreement.

HOUSTON EXCEPTION LIST

Exhibit A

**Work Performed by Outside Services
Not Requiring Union Notification**

Audiovisual equipment

Repair of: Allen Bradley boards, PLC cards, transmitters, controllers, and mag meters.

Computers, computer systems and interfaces not directly involved in the control of production.

Food service equipment

Infrared analysis

Intercom system

Lab equipment/instrumentation-gas chromatography service/repair/installation

Office equipment

Paging systems/radio equipment/telephone

Truck scales -installation, calibration and repair

Service calls for service contracts and warranty items

Sign repair (neon and advertising)

Sprinkler systems -excluding current Panalarm system

Variable frequency controllers -off-site repair

Vibration analysis

LETTER ON SUBCONTRACTING

August 10, 1994

Mr. Benny Reynolds IBEW Local 716
1475 North Loop West Houston, Texas 77008

Dear Benny:

During the course of negotiations, the Union expressed its concern that the Company would use its right to temporarily suspend the "Memorandum of Understanding on Subcontracting" indiscriminately in order to avoid its commitment to offer full utilization on weekends and holidays, and not to reduce staffing by means of layoffs. This is not the intent nor the design of this "Memorandum of Understanding".

In explaining the protection the Company seeks in preserving its right to suspend this "Memorandum of Understanding", it is difficult, if not impossible to set forth each circumstance under which the Company would exercise its right to suspend the "Memorandum of Understanding", due to the number of variables that would have to be considered in making such a decision (e.g., volume reductions, their duration and their timing). However, in the event that such circumstances should arise which the Company decides warrant the suspension of the "Memorandum of Understanding", the Company will meet with the Union, upon request, to discuss the reasons for the suspension of the MOU.

Certainly, if the Union feels the Company has acted arbitrarily, capriciously or otherwise contrary to the spirit and the language of the Memorandum in such a suspension, it would have the right to challenge the Company action through the grievance procedure.

We believe the Memorandum is beneficial to both parties and promise that it will be administered in a fair business-like fashion with the best interest of the Anheuser-Busch Houston Brewery and its employees as the determining factor.

Sincerely,

Brian Schroeder
Manager, Employee Relations

Cc: R. Rathert
T. Reel

Renewed for the term of this Agreement.

LETTER ON HOLIDAY SELECTION

January 13, 1999

Dale E. Wortham
Assistant Business Manager I.B.E.W. Local 716
1475 North Loop West Houston, Texas 77008

Dear Dale:

This letter is a confirmation of the agreement reached during negotiations with regard to the procedure for selection of "wild card" holidays:

- 1) Once an employee is advised it is his/her turn to schedule a "wild card" day, he or she will be given two (2) work days, exclusive of weekends and holidays, in which to make a selection;
- 2) If no selection is made by the end of that two (2) day period, the employee will forfeit his/her right to select the holiday at that time and will go to the bottom of the list. The right to select the holiday will then go to the next employee.

This procedure will be implemented immediately upon ratification of the Agreement.

Renewed for the term of this Agreement.

January 12, 1999

Dale Wortham
Assistant Business Manager
IBEW Local Union 716
1475 North Loop West
Houston, TX 77008

Dear Dale:

During the course of negotiations the Union requested and the Company agreed to honor a voluntary check-off authorization for employees who wish to purchase supplemental long-term disability and/or life insurance through a plan purchased and administered by the Union, so long as such can be legally adapted to our administrative payroll procedures.

Sincerely yours,

Caroline P. Shell
Manager, Human Resources

cc: K. Norris
S. Ghiglieri
G. McKinney
T. Reel
H R Staff

Renewed for the term of this Agreement.

ANHEUSER-BUSCH, LLC HOUSTON AND IBEW LOCAL 716
WHITE-CARD PROCEDURE

Procedure for Reporting Absence

Employees who find it necessary to be absent from work must notify the Company of their intended absence no later than one (1) hour prior to their starting time. If such notice is not given, you will be subject to disciplinary action. All absences must be called in to the guard office. The number to call is 675-0209. Give the guard your name, department, employee number, shift, the circumstances surrounding your absence, and your expected date of return. The guard will record this information and relay it to your department. You will be given a call- in number for verification purposes. **Do not** deviate from this procedure when reporting an absence.

Procedure for Reporting Tardiness

Employees who expect to be tardy for work must notify the Company as soon as possible by calling 675-0209. If you have called in prior to your starting time, you will be permitted to report for working within the first two (2) hours of your shift. If you have not called in and do not report for work within sixty (60) minutes after your scheduled starting time, you will not be allowed to work and will be subject to disciplinary action.

Reporting Back for Work

If you have accurately reported your date of return to the Company no other call is necessary before returning to work. Otherwise, you must notify the Company of your intention to return to work on a subsequent shift by calling 675-0209 as follows:

- No later than 8:00 p.m. before reporting for the first shift.
- No later than 4:00 a.m. before reporting for the second shift.
- No later than 12:00 noon before reporting for the third shift.

If you are absent for seven (7) calendar days or more, and your absence was due to illness it will be necessary for you, prior to your return to work, to give the Plant Nurse a written release from your physician indicating that you are able to return to full duty, or to work with restrictions. Employees may be referred to the Company doctor for evaluation before being assigned to duty.

To ensure that this procedure is properly administered, employees who have been absent, tardy, or have left work early must report to their immediate supervisor upon their return to work. If you do not follow the above procedures, you will not be permitted to return to work for that shift.

Renewed for the term of this Agreement.

MEMORANDUM OF UNDERSTANDING
Voluntary Time Off ("VTO")

The Company may, in its sole discretion, offer VTO opportunities from time to time to employees covered by this collective bargaining agreement. Employees may sign-up for VTO opportunities in full day and/or weekly increments as offered by the Company. Employees will be allowed to participate in the VTO program provided their participation does not negatively impact the efficient operation of the brewery as determined by the Company in its sole discretion. Administration of the program will be in accordance with written VTO Program Guidelines ("Guidelines") which will be established by the Company and may be amended from time to time by the Company. In the event the Union or Company would like to discuss the Guidelines, the parties agree to do so.

The offering and/or taking of VTO will not constitute a "layoff" for purposes of the MOU on subcontracting, or a breach of the Company's obligation to fully utilize employees under such MOU.

Renewed for the term of this Agreement.

MEMORANDUM OF UNDERSTANDING
RENEWABLE ENERGY PROJECTS

The Company is committed to reducing energy costs at its breweries while becoming less dependent on traditional, non-renewable sources of energy. In pursuit of that goal, the Company may seek to contract with third parties who will install, operate, maintain, manage and staff renewable energy facilities or equipment, on or off brewery property, using their own employees ("Renewable Energy Providers" or "REPs"). We envision these REPs will use biomass technology, solar panels, windmills, or other developing technologies to supply electricity and/or steam to the breweries.

Based upon our discussions of these energy saving initiatives and the potential impact on the bargaining unit, notwithstanding any other provision in our Labor Agreement, the parties agree as follows:

1. In the event the Company enters into any agreements with REPs to install, operate, maintain, manage and staff any renewable energy facility or equipment, on or off brewery property, the parties agree and acknowledge that REPs may:
 - Provide the breweries with heat energy that is currently being supplied by boiler equipment at each brewery (e.g., steam);
 - Maintain and repair any and all renewable energy facilities or equipment on brewery property; and/or
 - Provide electricity to the breweries.
2. The operation and maintenance of electrical distribution, steam distribution, condensate return, biogas transfer, processed waste water transfer, compressed air transfer, or other such shared utilities pertaining to the renewable energy facility or equipment, from the point at which it ties into facilities that have traditionally been maintained by employees covered by the applicable collective bargaining agreement, will be assigned in accordance with the applicable collective bargaining agreement(s). The operation and maintenance of electrical distribution, steam distribution, condensate return, biogas transfer, processed waste water transfer, compressed air transfer, or other such shared utilities pertaining to the renewable energy facility or equipment, up to the point at which it ties into facilities that have traditionally been maintained by employees covered in accordance with the applicable collective bargaining agreement, may be assigned to REP employees.
3. The parties acknowledge that in a brewery where the renewable energy facilities or equipment are installed, the brewery may no longer operate its boiler equipment or cogeneration facility and equipment on a regular basis. Bargaining unit work may then be adversely impacted at such brewery where operation and maintenance of the boilers or cogeneration facility or equipment is bargaining unit work.
4. Should the implementation of a renewable energy project, as described in this MOU, result in the adverse impact on bargaining unit work, as determined by the Company in its sole discretion, or permanent layoff of employees, the Company may, in its sole discretion, offer one or more retirement incentives to eligible bargaining unit employees in order to balance its workforce needs.

The incentive shall be a monthly payment of the lesser of One Thousand (\$1000.00)

or the employee's anticipated monthly Social Security benefit at age 65, through the employee's sixty-second (62nd) birthday. Employees may receive the incentive in one of the following forms:

- A. Lump sum at present value upon retirement.
- B. Lump sum at present value upon retirement rolled over to an IRA.
- C. Monthly payments to age 62.

Incentives would be offered to employees who are at least age 55 or older and who have at least ten (10) years of continuous service with the Company. Incentives shall be offered on the basis of Company seniority. The Incentive will be offered for a "window" period of time designated by the Company but not less than thirty (30) days, plus a seven (7) day revocation period.

- 5. The parties acknowledge that the REP's employees and the performance of work by the REP's employees or contractors are outside of the coverage of the parties' Labor Agreement.
- 6. In the event the Company anticipates entering into a contract with an REP, the Company will meet with the union to discuss the project.

The terms of this provision shall take precedence over any inconsistent or conflicting language or provision found in this Agreement.

Renewed for the term of this Agreement.

**MEMORANDUM OF UNDERSTANDING
EMPLOYEE BEER**

Regular employees and participants in the Electrician's Development Program who are working at the brewery and who are qualified as defined below can receive up to two (2) cases of beer per month under the following terms:

In order for an employee to be considered qualified for beer under this MOU, he or she must have worked one day or more in the preceding calendar month. If the employee did not work as a result of vacation, he or she will be considered qualified for beer.

Each brewery will develop its own system for the distribution of beer. An employee who misses the date of distribution will have one opportunity to claim his or her beer.

The parties agree that \$0.04 per hour per case will be allocated from wages to cover the cost of the monthly beer allotment which cannot exceed two (2) cases of beer.

Renewed for the term of the this Agreement.

MEMORANDUM OF UNDERSTANDING

Electrician Weekend/Holiday Scheduling Procedure

1. Electricians may sign for 1, 2 or 3 shifts. Any electrician signing for all three (3) shifts is considered fully utilized, including probationary employees.
2. All shifts are filled based on home shift. Electricians will be scheduled to their home shift, by seniority until operational requirements are met, subject to the scheduling rules as outlined in the Memorandum of Understanding – Scheduling/Overtime Charging. (The Company will make a reasonable effort to include its operational needs when posting the overtime availability list for weekend and holiday overtime, by 4:00 p.m. the preceding Friday. The numbers may be subject to change.)
3. Remaining openings are then filled by shift preference by seniority.
4. Electricians who signed and limited their shift to home shift only, but are not scheduled may be subject to the draft.
5. Electricians who signed and limited their shifts to two shifts, but are not scheduled may be subject to the draft.
6. Electricians who signed for all three shifts will be placed on shift based on operational needs, considering shift preference and seniority. (The Company will make a reasonable effort to include its operational needs when posting the overtime availability list for weekend and holiday overtime, by 4:00 p.m. the preceding Friday. The numbers may be subject to change.)
7. In the event a probationary employee is needed to meet operational requirements and signs to work that shift, the probationary employee may be scheduled so long as all regular electricians, who made themselves available on their home shift only, are scheduled to work their home shift..
8. To the extent an employee does not sign up for weekend overtime on their home shift, that employee may be charged refused hours (8 hour shift) if they only sign up for a shift they are ineligible to work as the employee's sign up request would result in that employee being scheduled for two (2) consecutive eight (8) hour shifts.

(Note: For example, if an employee's home shift is afternoon shift and they only sign up for Saturday 1st shift, they would be deemed ineligible to work Saturday 1st. As such, they would not be excluded from being charged for refused OT if applicable).

Signed and dated this _____ day of _____, 2024.

FOR THE UNION:

International Brotherhood
Of Electrical Workers,
Local Union 716 - AFL-CIO-CFL



Stephen Gonzales
BA/Financial Secretary



Randy R. Lozano
Assistant Business Manager



Don Raines
Chief Steward



Pete Beeson
Assistant Chief Steward

FOR THE COMPANY:

Anheuser-Busch, LLC. - Houston



Ryan Hudgins
Sr. General Manager



Justine Lago
Sr. People Manager

MEMORANDUM OF UNDERSTANDING
Overtime Scheduling/Charging

This agreement supersedes any language and/or local practice(s) inconsistent with or contrary to the contents herein and applies to all departments with Monday through Friday work schedules (does not apply to Utilities departments that do not work a Monday through Friday schedule).

The following guidelines (Table 1) shall apply relating to drafting hours, overtime scheduling, and overtime charging.

TABLE 1

Topic	Scheduling Action	Proposal
Drafting Hours	What hours are used to draft employees?	Total Overtime Hours Worked
Overtime Scheduling	What hours are used to scheduled voluntary overtime?	Total Paid Overtime Hours + Charged/Refused Hours
Overtime Charging	How are Daily Overs/Earlies (Weekday) treated?	Yes Worked Hours No Charged/Refused Hours
	How are Daily Overs/Earlies (Weekend) treated?	Yes Worked Hours No Charged/Refused Hours
	How are Pre-scheduled Weekend Overs/Earlies treated?	Yes Worked Hours No Charged/Refused Hours
	How is Daily OT posted after the contractual deadline treated?	Yes Worked Hours No Charged/Refused Hours
	How is Weekend/Holiday Charging - 8 Hour Shifts accounted for?	Yes Worked Hours Yes Charged/Refused Hours

As described attached chart, employees will be drafted according to all total overtime hours worked. Total overtime hours worked means unweighted hours (one hour equals one hour). Voluntary overtime will be scheduled by all paid overtime hours and charged/refused hours. Charged/refused hours means weighted hours (Saturday calculated at one and a half (1.5) times eight (8) hours; Sunday/Holiday calculated at two (2) times eight (8) hours). Employees will not be charged in the following scenarios where they have not signed up:

- Daily Overs/Earlies (Weekday)
- Daily Overs/Earlies (Weekend)
- Pre-scheduled Weekend Overs/Earlies
- Daily OT posted after the contractual posting deadline

The Company will continue to charge refused hours for eight (8) hour shifts on the weekend when an employee has not signed up and is above the “overtime charging line.” The overtime charging line will be set according to the employee that is scheduled who has the highest Total Paid Overtime Hours + Refused Hours.

The following scheduling guidelines (Table 2) shall apply relating to overtime charging pertaining to vacations and absences.

TABLE 2

Topic	Scheduling Topic	Proposal
Vacation	Are employees allowed to sign up the weekend BEFORE their vacation?	Yes
	Are employees charged if they do not sign up the weekend BEFORE their vacation?	No
	Are employees allowed to sign up for the weekend AFTER their vacation?	Yes
	Are employees charged if they do not sign up for the weekend AFTER their vacation?	No
Weekday Absences	If an employee does not sign up for the weekend/holiday, would any absences during the week excuse them from being charged?	No
Weekend Absences	If an employee is scheduled for the weekend/holiday and calls off for their weekend/holiday assignment, are they charged?	Yes

The sign up deadline for weekend overtime will close Tuesday at 7:00 am (facility's local time). The Company will post the weekend overtime schedule by Wednesday at 11:00 pm (facility's local time). The Company will open up the sign up window and employees will be able to sign up for weekend overtime two weeks in advance of the close of the sign up window.

The parties agree to determine a mechanism in which the Company and the Union will address unforeseen situations arising out of this Memorandum of Understanding. Prior to implementation of the scheduling practices in this Memorandum of Understanding, the parties will meet to discuss how to communicate the changes set forth herein. Implementation is anticipated to occur January 1, 2020. Implementation will not occur earlier than January 1 following ratification of the contract, unless the parties meet and agree that certain aspects can be rolled out prior to implementation of all changes set forth herein.

The parties intend to modify all non-conforming language to reflect the foregoing agreement and agree that non-conforming language identified after ratification will be revised by the Company in consultation with the Union consistent with the terms of this Tentative Agreement.

Renewed for the term of this Agreement.

MEMORANDUM OF AGREEMENT MAINTENANCE QUALIFICATION PROGRAM

On this 15th day of March, 2023, Anheuser-Busch, LLC (“A-B” or “Company”) and Local Union No. 716 of the International Brotherhood of Electrical Workers, AFL-CIO, CLC (“Union”), on behalf of Local Union No. 716 represented employees at A-B’s St. Louis Brewery, agree to establish a Maintenance Qualification Program (“MQP”) for the purposes of recognizing skill achievement, scope of role, and demonstrated proficiency within the Maintenance classifications.

As used herein, “**Maintenance Technician**” refers to all full-time regular Electrician employees not qualified by the Company as an Advanced Technician or Expert Technician; “**Advanced Technician**” refers to Electricians qualified by the Company as “Advanced;” and “**Expert Technician**” refers to Electrician employees qualified by the Company as “Expert.”

- Advanced Technician: Maintenance Tech. Wage + \$3.00/hr

Exhibit A, attached hereto and incorporated herein, identifies current criteria and expectations based on role (e.g. brewing Electrician) and qualification (e.g. technician, advanced, or expert), which may be amended from time-to-time, in the sole discretion of the Company, consistent with operational and technological changes and advancements; provided however, that no Maintenance Technician who has previously achieved Advanced or Expert status will have their compensation decreased as a result of any change in criteria and/or expectations. To the extent the Company modifies such expectations and/or criteria, the Company shall notify the Union and give the Union an opportunity to consider the changes and to comment on them in advance of any changes becoming effective.

Advanced Technician

Any current full-time Maintenance Technician employed continuously with A-B as such for at least two (2) years on or before April 17, 2023, shall be deemed qualified as an Advanced Technician. Advanced Technician pay premiums for this group will commence on the first full pay period beginning April 17, 2023. The Company will assess/address any skill gaps present within this population to ensure individual qualifications achievement as an Advanced Technician.

Current full-time Maintenance Technicians employed continuously with A-B as such for less than two (2) years as of April 17, 2023, shall work collaboratively with the Company to ensure that they achieve the requisite Advanced level skills and proficiencies identified by role before the Maintenance Technician’s two (2) year anniversary date, and upon such date the Maintenance Technician’s skills and proficiencies will be validated by the Company and the Maintenance Technician will receive the Advanced Technician pay premium as of the first full pay period following their anniversary date.

In the event the Company is unable to validate a Maintenance Technician’s skills and proficiencies by their two (2) year anniversary date, they will remain at the Maintenance Technician pay rate until such time as they do so; provided, however, that the Company can document any area(s) of deficiency and provide documentary proof that the Maintenance

Technician either refused the applicable training opportunity or was unsuccessful in completing the training opportunity. If the Company is unable to provide the required documentation, the Maintenance Technician will receive the Advanced Technician pay premium as of the first full pay period following their anniversary date. If the Company can provide the required documentation, the Maintenance Technician may request reevaluation after six (6) months; and the above review process will be followed.

Newly hired Maintenance Technicians will be subject to the qualification and review process described above.

Expert Technician

An **Advanced Technician** is eligible for qualification as an **Expert Technician**. The Company and Union recognize, however, that there shall be no automatic or guaranteed progression into Expert Technician status based on time in position, and that the criteria for qualification into Expert Technician status are designed to recognize skills, qualifications, and responsibilities as defined in the Expert Technician program.

Responsibilities for all Expert Level Technicians include but not limited to:

- Responsible for timely and accurately reviewing technology-related Acadia and other SOP documentation.
- Provide OJT training support to facilitate further development of Advanced Level Capabilities
- Facilitate execution of brewery part/technology obsolescence strategy (Coordinate with Zone Tech Services and Capex teams as required).
- Function as brewery point of contact for technology-based initiatives.
- Provide feedback for designated Training Curriculums, CBT courses, and Technical Training Labs
- Facilitate completion of process improvement related initiatives (5 Whys, Abnormality reports, etc.).
- Actively participate in Zone-Wide best practice and process improvement groups.

The following pay premium will apply to Technicians who have successfully passed the requisite expert assessment process and have been selected:

- Expert Technician: Maintenance Tech. Wage + \$5.00/hr

Pre-Assessment and Final Bench Test

The Expert Technician program will include a proctored, pre-assessment test to determine eligibility to participate in a final technical bench test assessment. Advanced Technician employees will only be eligible to take one (1) pre-assessment test within a twelve (12) month period.

Advanced Technicians who successfully pass the pre-assessment test will only be eligible to participate in one final technical bench test assessment within a twelve (12)

month period. A second unsuccessful attempt to pass the final technical bench test assessment will result in the requirement of retaking and passing a pre-assessment test to become eligible to participate in another final technical bench test assessment.

Administration of the final technical bench test assessment will utilize designated Company or third (3rd) party representatives. The Company intends to schedule and utilize the lab environment in the Technical Excellence Center. Alternative test environments may be considered at the Company's discretion. To the extent that alternative testing locations sites are developed in the future, an employee can indicate location testing preference. The Company will utilize best efforts to schedule employees to their preferred testing locations.

The Company will create learning content for technicians to advance their knowledge through self study in the expert criteria areas.

Expert Role Opportunity / Application

When an expert role opens, advanced technicians will have the opportunity to apply. *Discipline of record in the preceding 2 years will exclude the technician from consideration. In addition, absentee discipline will be taken into consideration.* Employees who have successfully passed the requisite expert assessment process will be selected and become eligible for the expert pay premium. The expert assessment process will include an evaluation to determine the ability of the employee to manage the Expert Level Technician responsibilities noted above. In the event of multiple qualified advanced technician interest, shift preference, followed by seniority will be used to determine selection.

In the event the most senior person who applies for an Expert Technician opening is not deemed to be qualified and assigned to that position, the Company will notify the union and discuss the reasons for that decision with the technician, so they understand their gaps.

Expert Technicians are expected to continue fulfilling the responsibilities and expectations required of the program. In the event an Expert Technician fails to meet the expectations, clear feedback will be provided to the employee and the union. An Expert Technician will be given 90 days to address their gaps, during which time they will have at least 2 feedback sessions. If the employee does not improve their performance, they will be removed from the Expert Technician program and revert to the Advanced Technician classification and associated pay. Expert Technicians may also request to be removed from the Expert Technician program and they will revert to the Advanced Technician classification and associated pay.

Scheduling Considerations

Should the number of Advanced Technicians eligible to take the final technical bench test exceed the scheduling availability of the testing facility, the company will offer assessments based on seniority within an individual brewery. Should a conflict exist between multiple breweries, then Advanced Technicians shall be selected by a random lottery drawing.

An Advanced Technician passing the proctored pre-assessment will be prioritized for the next available final technical bench assessment within six (6) months, except in

situations where the seniority provision in the above paragraph applies. This is not intended to bump a less senior employee who is already registered/scheduled for an upcoming bench assessment.

Should a technician turn down an opportunity to take the final technical bench test, the company will utilize best efforts to schedule an alternate test date; however, this date may exceed the six (6) month timeframe noted above.

The intent of the Company is to provide multiple final technical bench testing opportunities within a calendar year and publish those testing dates for advance planning purposes. In the event of unforeseen circumstances, the Company may alter the final technical bench test assessment schedule. In those instances, the company shall provide advance notice to the Union and upon request, agrees to meet and discuss the reasons for the change.

Advanced Technician

In instances where a Maintenance Technician has acquired the requisite Advanced level skills and proficiencies prior to his/her two (2) year anniversary date, but in no event sooner than his/her one (1) year anniversary date, the Maintenance Technician will be eligible to request accelerated validation of his/her skills and proficiencies by the Company. Upon validation, the Maintenance Technician will receive the Advanced Technician pay premium commencing the next first full pay period.

Dispute Resolution

Any disputes regarding this MOA, including a dispute regarding failure to advance a Technician's pay status, shall be subject to grievance/arbitration under the parties' Agreement.

Miscellaneous

A Maintenance Technician's period of employment in the Maintenance Technician Development Program ("MTDP") may not count toward any MQP service requirements.

A Maintenance Technician's eligibility for Advanced Technician validation may be delayed beyond the Maintenance Technician's two (2) year anniversary date in situations where the employee's cumulative time on a leave of absence status exceeds three (3) months during the two-(2) year qualification period. In such cases, the Maintenance Technician's eligibility for Advanced Technician validation will be delayed by the length of the cumulative leave of absence(s) in excess of three (3) months.

The limited intent of this MOA is to establish a premium pay structure for full-time regular Maintenance Technicians; it is not intended to modify any non-wage provisions of the labor agreement (e.g. scheduling of overtime).

Exhibit A

Maintenance Technician Skill Level Criteria

Advanced Technician

Responsibilities for all Advanced Level Technicians include but not limited to:

- Initiate/Lead equipment & process safety related initiatives.
- Timely review and update all LOTO processes to ensure clarity and accuracy.
- Review and update Acadia and other SOP documentation associated with daily work assignments.
- Review and update electrical drawings consistent with daily work assignments.
- Provide recommendations on production equipment training enhancements to address operations/technical gaps.
- Participate and contribute to all data collection and other sustainability solutions to drive process improvement
- Provide/facilitate OJT training to support entry level employee's capabilities development.

Operations/Packaging Electrician Advanced Skills Criteria:

***All below listed capabilities can be achieved and validated by attending hands on training at the Technical Excellence Center, company provided vendor training when offered, and/or hands-on experience/OJT training with local Advanced Technician supported by SAP Work Order history unless otherwise stated specifically in the individual criteria topic.*

1. PLC Programming and Troubleshooting– capable of Packaging PLC Process Controls Logic troubleshooting and basic edits.
2. PLS Programming and Troubleshooting – capable of Packaging PLS (Programmable Limit Switch) Controls programming.
3. Laser and Ink Coder Production Support– capability requirements including but not limited to:
 - a. Coder Product Setup (Templates, new codes, etc.)
 - b. Hardware Replacement (Laser Tubes, Heads, Controllers)
 - c. Ink Head Clean and Alignment
 - d. Encoder Operation, Configuration, and Replacement
 - e. Understanding of PLC Communication (Faults and Code Compare)
 - f. Network Configuration and Communications troubleshooting
4. Quality Inspection Equipment Production Support– capability requirements including but not limited to:
 - a. New Product Setup (Product Type, Timing, etc.)
 - b. Hardware Replacement (Radioactive components may need certified outside specialists)
 - c. Full understanding of Equipment Preventative Requirements
 - d. Full understanding of theory of operation
 - e. Encoder Operation, Configuration, and Replacement

- f. PLC and Network Configuration and communications troubleshooting
5. Inline Instrumentation Production Support– capability requirements including but not limited to:
 - a. Full understanding of theory of operation
 - b. Communications troubleshooting
 - c. Hardware Replacement Process
 - d. Calibration Process
 - e. Portable Instrument Installation Process
 - f. Understanding of PLC Communications Process
 - g. Packaging Specification Requirements and bypass protocol
 6. VFD and Servo Motion Control Troubleshooting Support– capability requirements including but not limited to:
 - a. Full understanding of theory of operation
 - b. Understanding of PLC communications structure and communications troubleshooting
 - c. Hardware Replacement Process
 - d. Drive Fault Troubleshooting (fault code identification and correction)
 - e. Understanding of Servo Drive, Motor, and Encoder operation and location
 - f. Servo Offset Configuration and adjustment protocol (including setpoint documentation)
 7. Hotmelt Glue Unit Equipment Production Support– capability requirements including but not limited to:
 - a. Full understanding of theory of operation
 - b. Understanding of PLC communications structure and communications troubleshooting
 - c. Hardware Replacement Process (MAC Valves, Control Boards, Power Supplies, etc.)
 - d. Fault troubleshooting (how to get fault information off unit, documentation for fault details, etc.)
 - e. Control Board configuration and troubleshooting
 - f. PLS and Local Glue Shot adjustments

Brewing Electrician Advanced Skills Criteria:

***All below listed capabilities can be achieved and validated by attending hands on training at the Technical Excellence Center, company provided vendor training when offered, and/or hands-on experience/OJT training with local Advanced Technician supported by SAP Work Order history unless otherwise stated specifically in the individual criteria topic.*

1. Brewing Computer Based Training (CBT) Required Curriculums as follows:
 - a. BRW050-BRW200 Curriculums
 - b. MNT100
 - c. UTL100
2. PLC Programming and Troubleshooting– capable of Brewing PLC Process Controls Logic troubleshooting and basic edits.

3. Process Controls I/O communications understanding and troubleshooting including ProfiBus, ASi, and Remote I/O
4. Brewing Human Machine Interface (HMI) screen view and edit capability
5. Brewing Process Server understanding and support
6. Inline Instrumentation Production Support– capability requirements including but not limited to:
 - a. Instrumentation Equipment troubleshooting including but not limited to Anton Paar, Temperature, Level, Pressure, Turbidity, CO2, O2, pH, Magmeter, Conductivity, and Vibration
 - b. Communications troubleshooting
 - c. Hardware Replacement Process
 - d. Calibration Process
 - e. Portable Instrumentation Installation Process
 - f. Understanding of PLC Communications Process
 - g. Brewing Specification Requirements and instrumentation bypass protocol

Utilities Electrician Advanced Skills Criteria:

***All below listed capabilities can be achieved and validated by attending hands on training at the Technical Excellence Center, company provided vendor training when offered, and/or hands-on experience/OJT training with local Advanced Technician supported by SAP Work Order history unless otherwise stated specifically in the individual criteria topic.*

1. PLC Programming and Troubleshooting– capable of Utilities PLC Process Controls Logic troubleshooting and basic edits.
2. Compressor Production Support– capability requirements including but not limited to:
 - a. Full understanding of theory of operation
 - b. Communications troubleshooting
 - c. Electrical Hardware Replacement Process
 - d. Understanding of PLC Balancing Control Process
 - e. HMI Alarm Troubleshooting Process
 - f. PLC Communications Understanding
3. Boiler Production Support– capability requirements including but not limited to:
 - a. Full understanding of theory of operation
 - b. Communications troubleshooting
 - c. Electrical Component Hardware Replacement Process
 - d. Understanding of PLC Recipe Control Process
 - e. PLC Communications Understanding
 - f. HMI Alarm Troubleshooting Process
4. Inline Instrumentation Production Support– capability requirements including but not limited to:
 - a. Full understanding of theory of operation
 - b. Communications troubleshooting
 - c. Hardware Replacement Process
 - d. Calibration Process

- e. Portable Installation Process
- f. Understanding of PLC Communications Process
- g. Utilities Specification Requirements and instrumentation bypass protocol

Expert Technician

Validated as an Advanced Technician **and** identified by the company as meeting the Expert Technician criteria. The responsibilities of Expert Technicians are defined as follows:

Responsibilities for all Expert Level Technicians include but not limited to:

- Responsible for timely and accurately reviewing technology related Acadia and other SOP documentation.
- Provide OJT training support to facilitate further development of Advanced Level Capabilities
- Facilitate execution of brewery part/technology obsolescence strategy (Coordinate with Zone Tech Services and Capex teams as required).
- Function as brewery point of contact for technology based initiatives.
- Provide feedback for designated Training Curriculums, CBT courses, and Technical Training Labs
- Facilitate completion of process improvement related initiatives (5 Whys, Abnormality reports, etc.).
- Actively participate in Zone-Wide best practice and process improvement groups.

General criteria for Expert Technician knowledge areas:

Operations/Packaging Electrician Expert - PKG Coder - supports all Coder Related Maintenance, Upgrades, Line Support

Capabilities include but not limited to:

1. Direct Link to all Technical Training initiatives for NAZ (assist with TEC curriculums, learning gaps, CBT verification, etc.)
2. Vendor Support direct communications and lead
3. LSO Certified
4. Solutions Upgrades Owner (Firmware, Software, New hardware)
5. Responsible for Spare Coder Setup/Inventory and swap process
6. Long Term strategy for Maintenance, Hardware Upkeep, Raw Materials Inventory
7. Advanced PLC Management (Code Compare support, coder communications, etc.)
8. Direct Communication with Brewery PTE and Zone ZTE for all Coder related initiatives (pilots, ongoing issues, etc.)

Operations/Packaging Electrician Expert - PKG Inspection - supports all Quality Inspection Equipment Related Maintenance, Upgrades, Line Support

Capabilities include but not limited to:

1. Direct Link to all Technical Training initiatives for NAZ (assist with TEC curriculums, learning gaps, CBT verification, etc.)
2. Vendor Support direct communications and lead
3. Solutions Upgrades Owner (Firmware, Software, New hardware)

4. RSO Qualified
5. Long Term strategy for Maintenance and Hardware Upkeep
6. Advanced PLC Management including communication and logic control
7. Direct Communication with Brewery PTE and Zone ZTE for all Inspection related initiatives (pilots, ongoing issues, etc.)

Operations/Packaging Electrician Expert - PKG Instrumentation - supports all Instrumentation Equipment Related Maintenance, Upgrades, Line Support

Capabilities include but not limited to:

1. Direct Link to all Technical Training initiatives for NAZ (assist with TEC curriculums, learning gaps, CBT verification, etc.)
2. Vendor Support direct communications and lead
3. Lead Technician on Instrumentation Equipment support including but not limited to Temperature, Level, Pressure, CO₂, O₂, pH, and Vibration
4. Solutions Upgrades Owner (Firmware, Software, New hardware)
5. Responsible for Spare Instrumentation Setup/Inventory and swap process
6. Long Term strategy for Maintenance and Hardware Upkeep
7. Advanced PLC Management including communication and logic control
8. Direct Communication with Brewery PTE and Zone ZTE for all Instrumentation related initiatives (pilots, ongoing issues, etc.)

Brewing Electrician Expert – BRW PLC SME - supports all Programmable Logic Controller (PLC) Equipment and Automation Controls for the Brewing Process

Capabilities include but not limited to:

1. Direct Link to all Technical Training initiatives for NAZ (assist with TEC curriculums, learning gaps, CBT verification, etc.)
2. Vendor Support direct communications and lead
3. PLC Equipment Upgrades and Testing
4. Lead Technician for all PLC and Process Controls I/O support including ProfiBus, ASi, and Remote I/O
5. Lead Technician for all PLC communications with Brewing Human Machine Interfaces (HMI) and Process Servers
6. Lead Technician for all PLC modifications including but not limited to Sequencer, Recipe, and Valve Controls logic
7. Long Term strategy for Hardware Upkeep including obsolescence management
8. Direct Communication with Brewery PTE and Zone ZTE for all PLC related initiatives (pilots, ongoing issues, etc.)
9. Drive OJT efforts for all Technicians

Brewing Electrician Expert – BRW Instrumentation - supports all Instrumentation Equipment Related Maintenance, Upgrades, and Production Support

Capabilities include but not limited to:

1. Direct Link to all Technical Training initiatives for NAZ (assist with TEC curriculums, learning gaps, CBT verification, etc.)
2. Lead Technician on Instrumentation Equipment support including but not limited to Anton Paar, Temperature, Level, Pressure, Turbidity, CO₂, O₂, pH, Magmeter, Conductivity, and Vibration
3. Vendor Support direct communications and lead

4. Solutions Upgrades Owner (Firmware, Software, New hardware)
5. Responsible for Spare Instrumentation Setup/Inventory and swap process
6. Long Term strategy for Maintenance and Hardware Upkeep
7. Advanced PLC Management including communication and logic control
8. Direct Communication with Brewery PTE and Zone ZTE for all Instrumentation related initiatives (pilots, ongoing issues, etc.)

Utilities Electrician Expert– Utilities High Voltage SME - supports all High Voltage efforts including Related Maintenance, Upgrades, and Production Support. **Must be High Voltage Certified in accordance with AB Accepted certification

Capabilities include but not limited to:

1. Direct Link to all Technical Training initiatives for NAZ (assist with TEC curriculums, learning gaps, CBT verification, etc.)
2. Lead Technician on all high voltage support including safety compliance, LOTO and Safety Documentation, and all required high voltage regulation compliance
3. Lead technician for Full Plant Power Layout and documentation upkeep
4. Vendor Support direct communications and lead
5. High Voltage Equipment Upgrades Primary Owner
6. Lead Technician on all high voltage breaker maintenance including but not limited to Racking and Unracking planning and efforts
7. Long Term strategy for Maintenance and Hardware Upkeep
8. Advanced PLC Management including communication and logic control
9. Direct Communication with Brewery PTE and Zone ZTE for all High Voltage Equipment related initiatives (maintenance, ongoing issues, etc.)

Utilities Electrician Expert – Utilities Instrumentation SME - supports all Instrumentation Equipment Related Maintenance, Upgrades, and Production Support

Capabilities include but not limited to:

1. Direct Link to all Technical Training initiatives for NAZ (assist with TEC curriculums, learning gaps, CBT verification, etc.)
2. Lead Technician on Instrumentation Equipment support including but not limited to Temperature, Level, Pressure, Turbidity, CO2, O2, pH, Magmeter, Conductivity, and Vibration
3. Vendor Support direct communications and lead
4. Solutions Upgrades Owner (Firmware, Software, New hardware)
5. Responsible for Spare Instrumentation Setup/Inventory and swap process
6. Long Term strategy for Maintenance and Hardware Upkeep
7. Advanced PLC Management including communication and logic control
8. Direct Communication with Brewery PTE and Zone ZTE for all Instrumentation related initiatives (pilots, ongoing issues, etc.)

Utilities Electrician Expert – Utilities Electrical Safety Coordinator - supports all electrical safety efforts for the Utilities Process. **Must be ESM Certified in accordance with AB Accepted certification

Capabilities include but not limited to:

1. Direct Link to all Technical Training initiatives for NAZ (assist with TEC curriculums, learning gaps, CBT verification, etc.)

2. Serve as the local contact to resolve ESM questions & issues
3. Ensure all work on ESM systems is performed in accordance with VPO & Regulatory Requirements
4. Ensure conformance with VPO & Regulatory Requirements (i.e., E-S Monitoring)
5. Ensure completion of 3-year compliance audits
6. Initiate/Submit Required Documents (e.g., MOC, PHA)
7. Review/Approval of Required ESM Document development & submission
8. Direct Communication with Brewery PTE and Zone ZTE for all electrical safety related initiatives (pilots, ongoing issues, etc.)

Signed and dated this _____ day of _____, 2024.

FOR THE UNION:

International Brotherhood
Of Electrical Workers,
Local Union 716 - AFL-CIO-CFL



Stephen Gonzales
BA/Financial Secretary



Randy R. Lozano
Assistant Business Manager



Don Raines
Chief Steward



Pete Beeson
Assistant Chief Steward

FOR THE COMPANY:

Anheuser-Busch, LLC. - Houston



Ryan Hudgins
Sr. General Manager



Justine Lago
Sr. People Manager