

2023 Mobility Black Implementation Schedule

NOTE: The Company reserves the right to adjust implementation dates.

Item	Implementation Effective Date
General Wage Increase	4/7/2023
Ratification Bonus	4/7/2023
Reclassification into New Titles	4/30/2023
Upgraded wage tables	4/30/2023
Article 12 Mandatory Overtime	3/17/2023
Article 14 Severance Payment Increase	4/21/2023
Article 17, Union Leave	3/17/2023
Article 19 IHX Slotting	3/17/2023
Article 19 Overtime 8 Consecutive Hours	TBD
Article 19 Call Out Increase	Late May
Article 19 Network Call Out hrs. from 1 to 2	Late May
Article 19 Multilingual Increase	6/15/2023
Article 21 Recognition of Death	3/17/2023
Article 23 Martin Luther King Holiday	Completed
Article 23 Retail Holiday Schedule Exception	3/17/2023
Article 24 EWP upon hire	6/15/2023
Commuter Benefit Policy	TBD
Compensation Committee letter	3/17/2023
Electronic Dues Authorization MOA	Completed
WFH Subcommittee	2nd Qtr. 2023
IHX Organizing Efforts	3/17/2023
LOA 4 Monthly Sales Quota	3/17/2023
LOA (new) ISR Monthly Sales Quota	3/17/2023
LOA (new) ISR Commission at Risk	3/17/2023
LOA (new) ISR and ISSR	3/17/2023
Paid Parental Leave	1/1/2024
Benefits	1/1/2024
Tuition Aid increase	1/1/2024
Retail Store Operations MOA Report to Union	2nd Qtr 2023
WFH Stipend	5/1/2023