

ARTICLE 23 – HEALTH AND WELFARE - NORTHERN CALIFORNIA GENERAL TEAMSTERS SECURITY FUND

Effective January 1, 2018:

The Company will participate in the Northern California General Teamsters Security Fund, be bound by the Agreement and Declaration of Trust thereof, and execute a Subscriber Agreement providing for contributions to the Fund as set forth below. The Company will remit the required contribution to the Trust each month as established by the Board of Trustees for all covered employees.

Employees shall be eligible for benefits on the first of the month following: sixty (60) days of employment. Thereafter, employees are eligible for benefits for each month in which they are employed on the first of the following month. For purposes of eligibility, employment shall mean, employees on the payroll in the previous month and in the employ of the Company on the first of the month of coverage.

For example, a continuous one year employees quit on May 25. He would be eligible for May benefits but not June. For May benefits, he was employed in the previous month (April) and still employed in the month of coverage (May 1st). For June benefits, he was employed in the previous month (May) but not still employed on the month of coverage (June 1st).

Participation shall be in the Select Plus Plan, for which all eligible employees shall be required to complete and submit to the Plan Administrator an enrollment form. Eligible employees will be permitted to enroll in any tier. These tiers include Employee Only, Employee and Children, Employee and Spouse, and Full Family. The Company's contribution will be based on the employee only rate. The employee is responsible for any dependent costs above and beyond the Company's contribution rate for employee only coverage.

Effective January 1, 2018:

For employees who were hired on or before June 29, 2012—

The Company shall contribute ~~\$711.00~~ \$752.00 for employee only coverage. In the event that there is an increase above the Company contribution the increase

will be split evenly between the company and the employee up to a maximum employee increase of \$15.00 per month per employee.

~~**For employees who were hired after June 29, 2012** — The employee shall be responsible for \$100.00 a month of the total contribution for employee only coverage and the Company shall be responsible for the remainder of the employee only coverage.~~

Effective January 1, 2019:

~~**For employees who were hired on or before June 29, 2012** — In the event that there is an increase above the Company contribution the increase will be split evenly between the company and the employee up to a maximum additional employee increase of \$15.00 per month per employee. This additional increase will be added to any increase that may have been incurred in 2018.~~

~~**For employees who were hired after June 29, 2012** — The employee shall be responsible for \$50.00 a month of the total contribution for employee only coverage and the Company shall be responsible for the remainder of the employee only coverage.~~

Effective June 1, 2019:

~~All covered employees will be responsible for the same level of employee contribution above the Company contribution rate which is in effect January 1, 2019, (i.e., Tier 2 will begin to pay the same employee contribution rate as Tier 1 employees).~~

~~In the event that there are any future increases above the Company contribution in effect January 1, 2019, the increase will be split evenly between the company and the employee up to a maximum additional employee increase of \$15.00 per month per employee. This additional increase will be added to any increase that may have been incurred in 2019.~~

All future year increases shall be determined by the employee only rate.

Employees covered by the Select Plan are also permitted to elect various coverage options, including Medical and Rx only, Dental/Vision only, or decline coverage completely. The Company will pay the full cost of any coverage options selected

by its employees up to the cap of Company contribution for Full Coverage that are set forth above. (Note: if an employee elects other than full coverage they must attest to having other coverage. See Plan summary and enrollment form for details on when this is permitted and for restrictions on re-enrolling later.)

Contribution rates are subject to increase by the Trust at any time.

The present level of benefits and benefit levels as described above shall be maintained for the duration of this Agreement.

Any agreed upon rates will meet the definition of "affordable" under the Affordable Care Act.

T/A 8/12/21

Keolis will not offer alternatives (Keolis Corporate Medical plans) to represented employees at the Reno, NV location.

In consideration for executing this TA, Teamsters Local 533 will end the current work stoppage affecting the RTC of Washoe County's fixed route bus operation as soon as reasonably possible but not later than start of service Saturday August 14, 2021.

The parties agree to meet to reach a successor agreement and to meet with FMCS to mediate before striking or lockouts. Such meetings will be traditional negotiations conducted face to face in a singular room with the assistance of the mediator. The parties will not engage in "shuttle diplomacy" through the mediator.

Keolis  August 12, 2021

Teamsters Local 533  August 12, 2021