

Second Contract Extension Agreement

This SECOND CONTRACT EXTENSION AGREEMENT (“Second Extension”) is by and between Solar Turbines Incorporated, located at 2200 Pacific Hwy, San Diego, CA 92101 (the “Company”), and IAM & AW, Local Lodge No. 389, located at 5150 Kearny Mesa Rd, San Diego, California 92111 (the “Union”), (collectively, the “Parties”).

WHEREAS the Parties entered into a Collective Bargaining Agreement on May 18, 2015 (the “Current Contract”).

WHEREAS the Current Contract is set to expire on May 17, 2020.

WHEREAS the first Contract Extension Agreement is set to expire on July 19, 2020.

WHEREAS the Parties desire to extend the terms of the Current Contract in accordance with the terms of the Current Contract as well as the terms provided within this Second Extension and the first contract extension.

The Company and the Union mutually covenant and agree as follows:

- The effective date of this Second Extension is July 20, 2020.
- The Parties agree to extend the Current Contract through this Second Extension, which will begin immediately upon the expiration of the first Contract Extension Agreement, and will end on September 20, 2020.
- In addition, the following provisions of the Current Contract and the first Contract Extension will be amended as described below:
 - 11.08 Holiday Schedule (2015-2020)
Add: Labor Day – Monday, September 7, 2020
 - All current Letters of Understanding (LOU) expiration dates will be extended to September 20, 2020.
- The parties agree that they will engage in all reasonable and good faith efforts to commence bargaining prior to the expiration of this Second Extension. The parties further agree that those reasonable and good faith efforts could include both in person and/or virtual bargaining sessions. Any such virtual bargaining sessions through video or teleconference will still be deemed part of the bargaining sessions.
- The Extension binds and benefits both Parties. This document, including the Current Contract and the first Contract Extension Agreement, are the entire agreement between the Parties.

All other terms and conditions of the Current Contract remain unchanged.