

GTI TAs as of 7/17/2023

3.1: Discrimination: The Employer and Union both agrees that they will not discriminate against-or treat any worker differently because of Union support or activity; race, national origin, color, gender, religion or age; disability, pregnancy, or physical or mental health condition; sexual orientation; gender identity or expression; marital or veteran status; criminal record or any other characteristic protected by federal, state or local law or ordinance. (TA 5-19-23)

3.2: Harassment: The Employer agrees that it will not permit harassment in the workplace based on any characteristic protected by federal, state or local law or ordinance. The Union agrees to support the Employer's efforts in this regard and to cooperate regarding same. (7-13-23 – TA)

3.3: Transgender and Nonbinary Workers: If any employee is transgender, nonbinary, or intends to or is going through a transition in gender identity (with or without surgery or therapy) and makes a request, the Employer, upon request from the employee will:

- Work with the employee to determine a way to notify co-workers of the worker's status or transition, if the employee so desires the transition be known;

Employees, including supervisors, will make a good-faith effort to use the correct name and pronouns for all employees.

The Employer has a commitment to use the correct names and pronouns for all employees covered by this section, unless the employee requests the Employer refrain from doing so. The Employer will make all reasonable efforts to use correct names and pronouns in all public facing mediums, including

on things like schedules, nametags, lockers, or other publicly-posted communications) will be the covered employee's preferred names and pronouns.. Employees have a duty to inform the Employer of such changes. (TA 7-14-23)

5.1: Union Representative Off-Floor Discussions with Workers:

A Union representative employed by the Union shall be allowed to visit the worksite to conduct normal Union business. This right shall be exercised reasonably, and the Union representative shall provide the Company reasonable advanced notice of their

visit via email to the company designee. The Union representative must follow the employer and State rules and procedures related to non-employee visits to the facility. The Company reserves the right to accompany the representative in sensitive areas, and the Union representative cannot go into areas of the dispensary or production facility that are restricted by applicable law and/or regulation. The Union representative shall be allowed to meet with an employee during working hours or at working areas not to exceed 15 minutes, with the consent of the Company. The company reserves the right to deny any visitation requests for a legitimate business reason in such case the employer will accommodate an alternative date as soon as reasonably possible. (TA 5-19-23)

5.4: Union Steward: The Union has the right to appoint a reasonable number of stewards in each location. The Union will notify the Employer of the names of the stewards. In no instance shall the steward(s) be discriminated against or retaliated against for discharging Union duties. (TA 7-14-23)

5.5: Bulletin Board: The Employer agrees to provide a space at each location for a designated bulletin board where official Union notices originating from the Union will be posted. Such notices shall not contain any offensive material, or disparage the Employer, its products or its management personnel. The Company reserves the right to remove any material from the bulletin board that does not comply with these requirements. (TA 7-13-23)

5.7: Apprentice Program: In the event the Union develops and implements a Cannabis Industry Apprenticeship Program, both parties agree to meet and discuss the potential implementation of the program in appropriate classification upon its certification. No Employee's rate of pay shall be reduced as a result of the implementation of an Apprenticeship Program. (TA 7-14-23)

6.1: Just Cause: Employees who have completed their probationary period shall not be disciplined, suspended, or discharged without just cause. (TA 7-14-23)

6.2: Disciplinary Meetings Or Discussions:

Employees shall have the right to request union representation at any investigatory meeting, the result of which the Employee reasonably believes may lead to discipline. If requested, the Company shall make reasonable efforts to provide the Employee with their chosen representative. If the Employee's requested Union representative is unavailable, the Employer shall endeavor to make a suitable replacement available and/or shall re-schedule the investigatory interview if practicable.

At the outset of the meeting or discussion, the manager or supervisor will disclose the purpose of the meeting or discussion and all topics that the manager or supervisor intends to raise.

(TA 7-14-23)

8.1 This Agreement will be binding on the parties' successors and assigns.

(TA 7-13-23)

X.2 Uniforms: If required, the Employer will furnish employees with uniforms at no cost to employees. The Company will make a good faith effort to provide uniforms and promotional apparel of the appropriate size.

For Grow and Production Facilities: Employees shall be provided laundry services for any required uniforms. (TA 7-17-23)

X.6 Sales: The Company will make a good faith effort to provide advance notice to retail employees of any sales or promotional events applicable at their stores. (TA 7-17-23)

X.9 Tipping: Retail employees shall be allowed to accept tips if offered by customers. There shall be no tip pooling. (TA 7-13-23)

12.1: Commitment to Safety: The Employer agrees that it will provide a safe and healthy workplace and correct any unsafe condition or safety/health hazard. This includes the Employer's commitment to comply with all federal, state and local laws and regulations. The Employer agrees to promptly investigate all hazards, unsafe conditions and accidents brought to its attention and to promptly remedy all hazards and unsafe conditions its investigation reveals. (TA 7-13-23)

12.2 Training: The Employer will provide workers with orientation and training to perform their jobs safely, including instruction in proper work methods, use of protective equipment, and safe maintenance, handling and use of materials and equipment. The Employer agrees to pay workers to attend such orientations and training. The Employer will not ask or allow any worker to work or operate any equipment that requires such training until the worker has received all relevant training. (TA 7-17-23)

12.3 Equipment: The Employer will furnish, at its expense, all safety and protective equipment required for the protection of workers. If an employee believes additional safety/protective equipment is required, the employee should direct such requests to the General Manager and shall include the requested equipment and the factual basis for the request. If the request is due to an employee's own medical condition, the Employer shall follow the Company's policies and procedures concerning reasonable accommodations. For other requests, the Company will evaluate each on a case-by-case basis and will furnish such additional safety equipment it deems reasonably necessary. (TA 7-17-23)