

VE Tentative Agreements

Updated 7/9/2024

HEALTH AND SAFETY

The employees will abide by the Company's health and safety rules, and promptly inform their supervisor of any perceived health or safety risk.

The Company will make available, at its expense, all safety and protective equipment required or advisable for the performance of Employees' job duties and responsibilities with the exception of a climbing harness and climbing shoes that Employees must purchase and maintain, but including the route setting harnesses. All personal equipment any employee uses during working time must meet the standards set by the International Climbing and Mountaineering Federation, also known as the Union Internationale des Associations D'alpinisme ("UIAA"); ASTM International; and/or the Occupational Safety and Health Association, as applicable. The Company reserves the right to prohibit an employee's use of equipment that it determines in its sole discretion does not meet controlling standards. To the extent multiple standards may control, the Company retains the discretion to determine the standard that shall apply and an employee's equipment must meet in order to be used during working time.

Employees with ideas, concerns, or suggestions for improved safety in the workplace are encouraged to raise them with the Facility Manager or Assistant Facility Manager. Reports and concerns about workplace safety issues may be made anonymously if the employee wishes. All reports can be made without fear of retaliation.

Employees who sustain work-related injuries or illnesses must inform their Shift Manager, Facility Manager, or Assistant Facility Manager immediately. Employees are required to follow the Company's Worker's Compensation policy, which the Company shall have the sole discretion to modify from time-to-time as it deems appropriate, including, but not limited to, for the purpose of maintaining compliance with state law and its insurance policy.

No matter how minor an on-the-job injury may appear, it is important that it be reported immediately. This will enable an eligible employee to qualify for coverage as quickly as possible. When an employee receives an on-the-job injury, the Shift Manager, Facility Manager, or Assistant Facility Manager may direct the employee to seek treatment. Any employee who

refuses to seek treatment may be subject to disciplinary action, in appropriate circumstances. Pursuant to Minnesota law, the Employer maintains a worker's compensation policy that provides benefits related to costs for treatment for covered injuries.

Employees have the right to report any injury/illness and the Company will not discriminate against or retaliate against an employee for making such a report.

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 will provide notice to Union of any changes to orientation and training and opportunity for discussion, but the Employer retains discretion to implement changes to orientation and training it deems appropriate. If the Employer identifies an immediate need to change its orientation and training, it may implement the change prior to notice and discussion with the Union. 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 until the worker has received all relevant training that the Employer provides.

After each employee's first six months of employment, the Employer shall provide the employee practical safety refresher training at least once every six months. The Employer shall maintain discretion over the refresher training including every training's length, timing, and content. Employees can request specific topics for safety refresher training.

DRUGS AND ALCOHOL

Employees be subject to Vertical Endeavors' policy on drug and alcohol use. The Employer shall have sole, exclusive discretion to modify and supplement its drug and alcohol policy.

FITNESS EXAMINATIONS

If there is any question concerning an employee's fitness for duty, or fitness to return to duty following a layoff or leave of absence, the Company may require, at its expense, that the employee have an examination by a qualified and licensed physician or other appropriate medical professional selected by the Company.

NURSING PARENT BREAKS

The Employer shall provide reasonable break times each day to an employee who needs to express breast milk for their infant child, in accordance with and to the extent required by applicable law or up to one year, whichever is greater. The break times must, if possible, run concurrently with any break times already provided to the employee. The Employer shall not reduce an employee's compensation for time used for the purpose of expressing milk.

The Employer will make reasonable efforts to provide a room or other location, in close proximity to the work area, other than a bathroom or a toilet stall, that is shielded from view and free from intrusion from coworkers and the public and that includes access to an electrical outlet, where the employee can express milk in privacy.

Employees shall advise the Employer if they need break time and areas for this purpose.

REPRESENTATION

Union Steward. The Union has the right to appoint stewards at the facility. The Union will notify the Employer of employees who are designated as stewards. The Union shall timely provide notice to the Employer of any employee's change in steward status. The Employer shall not discriminate against or retaliate against an employee because that individual holds the role of steward.

Union Activity. The Union agrees that it will not solicit Union membership or carry on any other Union activities during the work time of any employee involved, or carry on such activities in working areas at any time or in any manner.

Bulletin Board. The Employer shall provide a space at the facility in the employee break area or another non-customer facing area agreeable between the Employer and the Union for a bulletin board where all official Union notices originating from the Union and Union-related material shall be posted. The Union agrees it shall keep the designated bulletin board in neat order, and the Union shall be responsible for all costs related to the bulletin board. All postings to the bulletin board shall be completed during non-working time.

Union Access. Accredited representatives of the Union shall have access to the facility breakroom by permission of management to meet with employees on the employees' non-work time and in non-work areas out of public view and to maintain the bulletin board after providing forty-eight hours' advance notice. The Union representative shall comply with all safety and

security rules during the time on the premises, including, but not limited to, signing any and all necessary waivers of liability. A Facility Manager or Assistant Facility Manager must be at the facility during the time for which any Union representative is present.

WORK BY SUPERVISOR, NON-UNIT EMPLOYEES, AND OTHERS

It is fully understood that the Company's supervisors are "working" supervisors. Managers, supervisors, other non-unit employees (including, but not limited to, temporary and contractual employees), and other non-employees shall be permitted to perform any work (including work otherwise performed by employees in the bargaining unit) for the operation of the Company's business. Work by supervisors or other non-bargaining unit employees will not be used for the purpose of reducing the total facility headcount of bargaining unit members.

PERSONAL APPEARANCE

Employees should wear comfortable and appropriate clothes for the job they are performing. Clothing must be clean, neat, and in good taste, and neither torn nor tattered. Employees must wear shoes. Clothing must allow the employee to perform all of the tasks normally required of the position, including bending, stooping, climbing, cleaning bathrooms, etc. Company supplied name tags must be worn and visible at all times.

Additionally Employees should:

- Maintain good personal hygiene.
- Clothing, accessories, and visible tattoos must conform to the Company's Prohibited Discrimination and Harassment policy as outlined in the employee handbook. They must not reflect any form of discriminatory, abusive, offensive, or demeaning messages. Specific topics that are banned include sex, religion, politics, graphic violence and words or phrases that belittle others.
- Pants must be of a solid color (no plaid, patterns, etc.). Jeans and yoga pants in good condition are acceptable.
- Vertical Endeavors shirts must be worn as described in the Employee Handbook during working time. An employee performing job duties and responsibilities out of customers' view may wear a

top other than a Vertical Endeavors shirt that complies with the other requirements of this Agreement.

- Footwear must be in good shape. Holes, ratty condition, etc. is not acceptable nor are dirty old tennis shoes. Vertical Endeavors encourages the use of climbing-specific footwear such as hiking, approach, or other types of outdoor shoes.
- Hats and headwear may be worn, but should not impede your ability to see or hear what is happening around you or make eye contact with others.
- Hair styles (including facial hair) should be kept neat and trimmed to provide a clean professional appearance.
- Shirts must cover the midriff. Sleeveless shirts and tank tops with 1” band or wider may be worn.
- Undergarments should not be visible. Private body parts should not be visible through the clothing.

VIOLENCE IN THE WORKPLACE

As part of their continuing efforts to maintain a professional and positive working environment, the Company and the Union agree to work together to prevent workplace violence. Consistent with this common goal, any and all acts, attempts or threats of physical violence, including physical intimidation, harassment, and/or coercion that involve or affect the Company, and/or its employees, contractors, clients, and visitors, and/or that occur on Company or client property or any work-related premises, or any location during work time, will not be tolerated. Employees also shall not intentionally or recklessly damage or destroy Company property, buildings, or equipment. Any violation of this policy will result in disciplinary action, as the

Company may determine in its sole discretion, ranging from verbal counseling to immediate dismissal.

TRANSGENDER AND NON-BINARY EMPLOYEES

If any employee is transgender, non-binary, 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:

- Determine a way to notify co-workers of the worker's status or transition, if the employee so desires the transition be known;
- Designate all single person restrooms as gender neutral or unisex where the Employer has control and authority to make such changes at the facility;
- Create an expectation every employee in workplace to speak or refer to transgender workers by the names they choose and the pronouns they identify by prohibiting intentional misuse of name or pronouns preferred by the employee.

The Employer will change all non-legal and non-financial records so that all records use the names transgender employees choose and the pronouns they identify with to the extent allowed by law, unless the employee requests the Employer refrain from doing so. The Employer will also update any photographs unless the employee requests otherwise. Employees have a duty to inform the Employer of such preferences. The Employer will use the employees' preferred name unless otherwise legally required.

Any names and pronouns visible to all employees will be the covered employee's preferred names and pronouns. Employees have a duty to inform the employer of such preferences and to wear their nametags while on duty.

The Employer has a commitment to use the preferred 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 preferred names and pronouns in all public facing mediums, including on name tags.