

09/18/2025

LABOR AGREEMENT

Between

OUTFRONT MEDIA, LLC.

And the

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL
WORKERS**

LOCAL UNION NO. 11

Effective Date:

10/01/2025 – 09/30/2028

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ELECTRICAL BILLBOARD INDUSTRY AGREEMENT

10/01/2025 – 9/30/28

THIS AGREEMENT, which supersedes all prior agreements between the parties, is made and entered into at Los Angeles, California effective the 1st day of December 2021 by and between OUTFRONT Media, LLC having its principal place of business at 1731 Workman Street, Los Angeles, CA 90031, hereinafter and sometimes referred to as the "Company" and Local Union No. 11 of the International Brotherhood of Electrical Workers, AFL-CIO, hereinafter sometimes referred to as the "Union".

WITNESSETH:

In consideration of the mutual promises made herein, the parties hereto agree as follows:

ARTICLE 1 – RECOGNITION

For the purpose of collective bargaining with respect to rates of pay, wages, hours of employment and other conditions of employment, the Company recognizes the Union as the exclusive representative for all its employees in the Electrical Department and classified as:

Journeyman Electricians, Apprentices and Lamp Changers. This Agreement shall cover all phases of electrical work. Journeyman Electricians may perform any electrical work. They shall install all new equipment and remove existing items for the take-down and rebuilding of boards. The work of Maintenance Electricians shall be confined to the service and maintenance of electrical equipment after the original installation. The mere visual inspection and reporting of electrical outage may be performed by employees not covered by this contract. The work of Lamp Changers shall be confined to the cleaning of fixtures, changing of lamps and starters and the setting of time clocks.

ARTICLE 11- COMPANY AND UNION RELATIONS

The Company has and will retain the right to manage the plant and direct the working forces, including the right to hire, suspend or discharge for just cause; to promote and demote employees subject to the provisions of this Agreement. It is further agreed that any employee who feels aggrieved as the result of any disciplinary action taken by the Company, or entertains any other grievance or dispute covering the application of this Agreement, shall have recourse to the grievance procedures as set forth in this Agreement.

The Company and the Union pledge themselves to give each other the fullest cooperation to the end that harmonious relations will be maintained in the best interests of both employer and employees. It is the intent of the parties to this Agreement that the

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procedures herein shall serve as a means for peaceable settlement of all disputes that may arise between them. It is the responsibility of the individuals covered by the Agreement to carry out the spirit and intent of this Article.

There shall be no stoppage of work either by strike or lockout because of any proposed changes in this Agreement or disputes over matters relating to this Agreement. All such matters must be handled as stated herein.

ARTICLE 111 – UNION SECURITY

Section 1:

All persons who are presently employed by the Company within the bargaining unit shall be required to submit applications for membership in the International Brotherhood of Electrical Workers within thirty (30) days after the effective date of this Agreement. They shall, at the expiration of said thirty (30) day period become and remain members in good standing in the IBEW for the duration of this Agreement as a condition of employment. All persons who are subsequently employed by the Company shall also be required to make application for membership in the IBEW within thirty (30) days after their date of hire and shall, as a condition of employment, at the expiration of said thirty (30) days be required to become and remain members in good standing for the duration of this Agreement.

Section 2: Dues Deduct

The Employer agrees to deduct and forward to the Financial Secretary of the Local Union upon receipt of voluntary authorization the working dues from the pay of bargaining unit employee. The amount to be deducted shall be 1 ½ % of gross wage per month, payable to the IBEW Local Union # 11, 297 N. Marengo Ave. Pasadena CA 91101.

Section 3:

When the Company requires employees to perform the work included within the scope of this Agreement, the Company agrees to notify the Local union of the number of employees and classifications required. When the Local Union is requested to furnish men, the Union agrees to supply the Company with the most competent workmen available within three (3) working days after the date for which men are requested. The Company shall not discriminate against employees in regard to hire or tenure of employment by reason of Union membership.

ARTICLE IV – REPRESENTATION

Section 1:

The Union shall be represented by one (1) Shop Steward to be selected from the employees covered by this Agreement in such manner as the Union may determine. Each Shop Steward shall be a full-time regular employee. The Union shall notify the Company of any changes of Shop Stewards and the Company shall notify the Union of its representatives authorized to handle and settle grievances for it. The Shop Steward is employed to perform full-time work for the Company and shall be responsible for such work on his/her part, except as otherwise provided herein.

Section 2:

The Shop Steward shall be permitted to enter into or remain on the premises after or before his/her regular work shift to perform his/her duties as defined herein.

Section 3:

The Company agrees that Shop Stewards shall not be hindered, coerced, restrained or interfered with in the performance of their duties, or in presenting, investigating and adjusting disputes or grievances as provided in this Article. The Union understands and agrees that each Shop Steward has a full-time job to perform and that he will not leave his/her work during working hours except to perform his/her duties under this Agreement. The Company and the Union agree to cooperate with each other in reducing to a minimum the actual time spent by Shop Stewards in investigating, presenting and adjusting disputes or grievances.

Section 4:

In the event of a grievance or dispute, the aggrieved employee shall take his/her grievance up with the Shop Steward who will, in turn, meet to settle same with management. Should the Shop Steward and management fail to settle the grievance, the Business Representative of the Union will be notified and a meeting arranged with management to attempt a settlement.

Section 5:

In the event of the failure to accomplish a settlement or adjustment of a grievance involving the interpretation or application of any provision of this Agreement within twenty (20) days after the facts occurred out of which such grievance arose, the grievance may be referred to arbitration by a written notice by either party to the other of its desire to refer the matter to arbitration. Said notice shall state that the parties thereto request that the matter be arbitrated and such notice must be given prior to the expiration of forty-five (45) days after occurrence of the facts giving rise to the dispute.

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The employer and the Union representative shall then agree upon a statement of the issue to be submitted to arbitration. If such an Agreement cannot be reached, the aggrieved party shall set forth a statement of the grievance or dispute and the other party shall set forth his/her answer thereto and the issue or issues to be submitted to arbitration shall be those raised by such statement of grievance or dispute and the answer thereto.

The grieving party, the Company or the Union only, may then submit the matter to arbitration to be held in the City of Los Angeles before a single Arbitrator in accordance with the then controlling Voluntary Labor Arbitration Rules of the American Arbitration Association (AAA).

The Arbitrator may not change, modify, alter, amend, add to, or take away any of the provisions of this Agreement and shall make decisions only upon issues submitted to him/her.

During the hearing each party shall have full opportunity to present evidence and argument, both oral and documentary.

The decision of said Arbitrator shall be final and binding upon both parties. All expenses, including the fees and expenses of the Arbitrator, cost of transcript and other expenses deemed necessary by the Arbitrator for the proper conduct of the proceedings, shall be borne by and divided equally between the employer and the Union. Any expenses connected with the calling of any witness shall be borne by the party calling him/her.

ARTICLE V – SENIORITY

Section 1: Definition

Seniority shall be the relative status of employees in respect to length of service with the Company.

Section 2:

An employee's seniority date shall be the date on which he was last hired or rehired.

Section 3:

An employee hereafter transferred from an occupation shall continue to accumulate seniority and in case of transfer to an occupation covered by this Agreement of the position to which transferred seniority thus accumulated shall be applied.

Section 4:

When it becomes necessary for the Company to lay off employees for lack of work, employees shall be laid off in the inverse order of their seniority, with due regard for qualifications and ability of employees to perform the available work. When added into the forces within the plant, employees therefore laid off shall be recalled in the order of their seniority. Employees who refuse recall to their former occupation shall lose all rights to further recall.

Section 5:

Seniority shall be lost by the occurrence of any of the following:

- a) Resignation
- b) Discharge for cause
- c) Layoff or absence from active employment for any reason exceeding twelve (12) consecutive months.
- d) Failure to return to work within seven (7) days after recall, when such request is made at the last address given by the employee.

Section 6: Compensable Injuries

Any employee who has suffered a compensable injury or contracted a compensable disease as a result of his/her employment with the Company, shall continue to accumulate seniority in his/her occupation for a period not to exceed twelve (12) months (or such longer periods as may be mutually agreed upon, in writing, between the Company and the Union) during any absence required by such illness or injury. Upon recovery, such employees shall be reinstated to their former job classification with full seniority provided application is made within the above-specified period, and further provided they possess the required qualifications for the job.

Section 7: General Provisions

- a) Shop Stewards shall possess top-ranking seniority for purposes of layoff only, and shall be transferred without their consent or the consent of the Union.
- b) **Seniority Records:** The Company agrees to maintain an appropriate seniority record covering each employee in the bargaining unit. This seniority record shall be made available for inspection upon request of a properly designated representative of the Union upon request to the Company.
- c) **Retention Out of Seniority Order:** By mutual agreement, in writing, between the Company and the Union, persons may be retained, recalled or hired without regard to the provisions of this Article whenever circumstances not covered by this Agreement exist which warrant such action.

ARTICLE VI – LEAVES OF ABSENCE

Section 1:

An employee requesting a leave of absence shall make application in writing to his/her Foreman on a form to be provided for that purpose by the Company. Leaves of absence shall be granted for reasonable purposes as production requirements permit, upon application of the employee and approval of the Company. Seniority shall accumulate during the leave, but not in excess of more than ninety (90) days during any calendar year. Any leave of absence may be extended upon approval of the Company. Any employee accepting other employment while on formal leave of absence without the consent of the Company shall forfeit all seniority rights.

Section 2: Sick Leave/Leave of Absence

Upon completion of six (6) months of employment, employee will be entitled to five (5) paid sick days. Sick days will be used for a bona-fide illness. The employer may request that the employee provide a doctor's note for each absence. Employees will not receive pay for unused sick days.

Any employee who shall become ill or is injured and whose claim of illness or injury is reasonably supported by satisfactory evidence shall be placed on leave of absence automatically. Seniority shall accumulate during said period, but not for more than twelve (12) months, unless mutually agreed by the Company and the Union. Leaves of absence and sick leave will be in accordance with State law allowances.

ARTICLE VII – HOURS AND OVERTIME AND HOLIDAYS

Section 1:

a) The workweek shall consist of seven (7) consecutive days, commencing 12:01 AM Monday and ending the following Sunday at midnight. Forty (40) hours work shall constitute a normal straight time workweek. 8 ½ hours with an unpaid ½ hour meal break shall constitute a normal day's work. The meal break shall be taken at a time mutually convenient to the Company and the employee/work crew and as close as possible to the mid-point in the work shift. There will be two (2) paid ten (10) minute breaks each taken at times mutually convenient to the Company and the employee/work crew in the mid-points between the start of the shift and the start of the meal break and the end of the meal break and the end of the shift.

The normal workweek will be Monday – Friday and the normal day shift start time will be 5:00 AM but may be varied by plus or minus up to three (3) hours by notice given by the Company to the employees affected by not later than the close of the previous work shift. All the working hours beyond eight (8) straight time hours a day during an employee's regular workweek, shall be known as overtime and shall be paid for at a rate of time-and-one-half. All working hours beyond ten (10) hours a day worked during an employee's regular workweek shall be paid for at the rate of double time.

b) Notwithstanding the normal Monday – Friday workweek as noted above, any five (5) consecutive days, Sunday through Saturday, will constitute the workweek. After five (5) consecutive days of work, an Employee must be given two (2) consecutive days off. Any Employee required to work on the sixth (6th) consecutive day shall be paid at time-and-one-half (1 ½). Any Employee required to work on a seventh (7th) day or a holiday shall be paid at double-time (2x). A holiday will be considered an eight (8) hour workday and be inclusive in what is considered a forty (40) hour workweek.

c) Employees who report to work at the time they are instructed to report and are not put to work outside the shop shall be paid for two (2) hours.

d) An Employee, after having gone outside to work, shall be paid at least for four (4) hours minimum pay. (This applies to any day that he or she works, including sixth (6th) days, seventh (7th) days and holidays.)

e) An Employee after having worked four (4) hours may be laid-off for the remainder of that day when no further work is required or available. However, if he or she continues to work on into the fifth (5th) hour and beyond, the Company will either provide eight (8) hours work or will pay such Employee for the full eight (8) hour day (This Section does not apply to sixth (6th) days and seventh (7th) days, where the Employee will be paid only for the actual number of hours worked beyond four (4) hours.).

f) In the event work must be shut down because of conditions beyond the Company's control (i.e. civil disturbance, natural disaster) notwithstanding any provision to the contrary herein employees will only be paid for hours actually worked.

The Company may require its Employees to work a reasonable amount of overtime.

g) With permission from the Company, on inclement days individual employees will be permitted to show-up and leave immediately, thereby giving up the normal two (2) hours show-up time.

h) Any employee called in outside his/her regular working hours for special or emergency work and is furnished less than four (4) hours work shall receive four (4) hours pay for such period. This will be at time-and-one-half.

(i) Any break in the established workweek, as defined in Sections (a) and (b), shall require that all hours worked outside of the employee's continuous five (5) consecutive days be paid at time-and-one-half (1 ½) the employee's regular hourly rate. This premium is in addition to any overtime pay the employee may earn under this Agreement.

Section 2 – Holidays

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a) The following days shall be recognized as Paid Holidays during which days there shall be no work:

New Year's Day	Independence Day	Day After Thanksgiving
President's Day	Labor Day	Christmas Day
Memorial Day	Thanksgiving Day	1 personal day
Juneteenth	Martin Luther King Day	

b) All Regular Employees (those continuously employed more than three (3) months) shall receive eight (8) hours of pay at the Employee's straight-time hourly rate, even though no work is performed on the above-mentioned Holidays, provided that the Employee works, or is available for work, on the regular working day preceding and regular working day following said Paid Holiday. However, if such an absence on the regular working day preceding and/or the regular working day following said Holiday is due to the express permission of the Company or bona fide illness of the Employee, he or she shall be paid.

c) When a Paid Holiday referred to falls on Sunday, the following Monday shall be considered a Holiday. In no case shall work be performed on Labor Day. Except in cases of danger to life or property, there shall be no forced work on Paid Holidays and, in any event, the Company must have first attempted to obtain volunteers to perform the required work on such days.

A Holiday that falls on a Saturday will be celebrated on the previous Friday unless the state of California designates a different day in which case it will be the day designated by the state.

d) In no event will Holiday benefits accrue beyond a thirty (30) day period when the employee is away from work due to an illness, injury or authorized leave of absence.

e) To be eligible for a paid personal day, the employee must apply prior to the day on which the Employee desires to observe said Paid Holiday. Approval of the day selected for observance shall be at the Company's discretion, giving fair consideration to the desires of the Employee.

ARTICLE VIII – WAGES

Section 1:

The following shall be the straight-time hourly rates for the classifications covered by this Agreement:

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Effective October 1, 2025 :

	10/1/2025	10/1/2026	10/1/2027
Journeyman Electrician	\$53.09	\$55.84	\$58.84
	4.4% (\$2.25*)	5.2% (\$2.75*)	5.4% (\$3.00*)
Foreman Electrician	\$54.09	\$56.84	\$59.84

*Negotiated increases to be allocated by the membership and may be allocated to wages and/or fringe benefits.

Section 2:

Helper/Trainee Rate:

0-6 month 50%
7-12 months 55%
13-24 months 60%
25-36 months 70%
37-48 months 80%
49-60 months 90%
5 years 100% of Journeyman rate

ARTICLE IX – VACATIONS – All seniority dates as it relates to vacation is 12/1/2021

Section 1:

Vacation eligibility is as follows:

The Maximum number of annual weeks of vacation for any employee, regardless of level and length of service is two hundred forty (240) hours (5 weeks plus up to one week carryover.)

The accrual is as follows:

Date of hire 6.67 hours 80 hours = 10 days
5 years continuous service 10.00 hours 120 hours = 15 days
10 years continuous service 13.33 hours 160 hours = 20 days
25 years continuous service 16.67 hours 200 hours = 25 days

*The accrual above is based on a 40 hour work week
Employees working less than 40 hours per week will be pro-rated accordingly

Section 2:

Vacation period shall be decided by mutual agreement between employer and the employee.

ARTICLE X – GENERAL PROVISIONS

Section 1:

The Company agrees that employees are hired to perform jobs within the occupation of electrical and related work and will not be required to perform jobs regularly covered by other crafts.

Section 2: Workmanship

Workmen shall install all electrical work in a safe and workmanlike manner and in accordance with applicable code and contract specifications.

A Journeyman shall be required to make corrections on improper workmanship for which he is responsible, on his/her own time and during the regular working hours, unless errors were made by orders of the employer or the employer's representative. Employers shall notify the Union of workmen who failed to adjust improper workmanship and the Union assumes responsibility for the enforcement of this provision; corrections to be made only after a fair investigation by the employer and the Business Manager of the Union.

Section 3:

All electricians working under this agreement and performing work under the C-10 classification must be certified by The State of California Division of Apprenticeship Standards Electrician Certification Unit. The certification must be renewed every three (3) years.

The Company will furnish and agrees to keep in a safe and efficient condition all tools necessary in the performance of the duties of the Electrical classification with the exception of ordinary hand tools as normally furnished by the Electricians.

Section 4:

The International Brotherhood of Electrical Workers is affiliated with the American Federation of Labor and no member will be penalized for refusal to enter any establishment wherein a labor dispute has arisen, provided said dispute has been sanctioned by the Building Trades Council of the American Federation of Labor in accordance with the procedures as set forth by said Council. Members shall not be required to perform their work in an establishment wherein a labor dispute is in progress as described above.

Section 5:

All business between the Company and the Union shall be conducted on behalf of the Union by its duly accredited officers and representatives and on behalf of the Company by the Company's designated representative.

Section 6:

Notices to the Union shall be considered sufficient if given in writing and sent by regular or registered mail and addressed to Local Union No. 11, International Brotherhood of Electrical Workers, 297 North Marengo Avenue, Pasadena, CA 91101. Notice to the Company shall be considered sufficient if given in writing sent by regular or registered mail to: Mr. Bryan Canley, General Manager, OUTFRONT Media, LLC., 1731 Workman Street, Los Angeles, CA 90031 with a copy to: Mr. Stephen Hillwig, EVP National Operations, OUTFRONT Media, LLC., 185 US Highway 46, Fairfield, NJ 07004

Section 7:

As a safety measure, on all energized circuits of 480 volts or over, Foreman shall assigned two (2) Journeyman Electricians to perform such work.

Section 8:

Transportation will be furnished to all Electricians when work is to be performed away from the shop of the Company. Employees will travel to job and return on Company time.

Section 9:

The handling and moving of all electrical equipment, material and apparatus shall be performed by workmen employed under the terms of this Agreement. The changing and/or removal of apparatus that only requires the insertion of an attachment plug may be done by others after original installation.

Section 10:

It is the intent of the parties, by this Agreement, to have settled all issues between them and all collective bargaining obligations for the term of this Agreement.

Section 11:

The Company will reimburse each bargaining unit employee up to \$350 in a rolling three (3) year period for electrical training through the Electrical Training Institute conditioned upon the employee furnishing the Company with his/her certificate of completion and receipt(s) for payment.

Section 12:

When employees are required to work on a suspended stage where fall protection

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systems must be used, they shall receive a hazard pay premium at the rate of one and one-quarter (1.25) times their base hourly rate.

Premium pay applies only to hours actually worked at the elevated height and is in addition to all contractual wages, overtime, or differentials.

Outfront Media shall provide all required fall-protection equipment and PPE in compliance with OSHA, Cal/OSHA, and all applicable safety standards.

ARTICLE XI – EMPLOYEES' BENEFIT AGREEMENT

It is agreed that in accord with the Employees Benefit Agreement of the National Electrical Benefit Fund ("NEBF"), as entered into between the National Electrical Contractors Association and the International Brotherhood of Electrical Workers on September 3, 1946, as amended, and now delineated as the Restated Employees Benefit Agreement and Trust, that unless authorized otherwise by the NEBF the individual Employer will forward monthly to the NEBF's designated local collection agent: (1) an amount equal to 3% of the gross monthly labor payroll paid to, or accrued by the employees in this bargaining unit; and (the amount set forth in Article VIII), such amount to be no less than 50 cents for each hour worked for each classification, for the NEBF National Electrical Individual Benefit (NEIB) for the employees in this bargaining unit, and a completed payroll report prescribed by the NEBF. The payment shall be made by check or draft and shall constitute a debt due and owing to the NEBF on the last day of each calendar month, which may be recovered by suit initiated by the NEBF or its assignee. The payment and the payroll report shall be mailed to reach the office of the appropriate local collection agent not later than fifteen (15) calendar days following the end of each calendar month.

The individual Employer hereby accepts, and agrees to be bound by, the Restated Employees Benefit Agreement and Trust.

An individual Employer who fails to remit as provided above shall be additionally subject to having his agreement terminated upon seventy-two (72) hours' notice in writing being served by the Union, provided the individual Employer fails to show satisfactory proof that the required payments have been paid to the appropriate local collection agent.

The failure of an individual Employer to comply with the applicable provisions of the Restated Employees Benefit Agreement and Trust shall also constitute a breach of this Agreement.

ARTICLE XII – SAVINGS CLAUSE

Any provision of this Agreement adjudged to be unlawful by a court of competent jurisdiction shall be treated for all purposes as null and void, but all other provisions of

this Agreement shall continue in full force and effect except as provided hereinafter in this Agreement.

Both parties agree that in the event than any agreement deleted or rendered inoperative by processes of the preceding paragraph shall immediately be renegotiated so as to remove objectionable features.

ARTICLE XIII – SUCCESSORS AND ASSIGNS

This Agreement shall be binding upon the successors and assigns of the parties hereto, and no provisions, terms or obligations herein contained shall be affected, modified, altered or changed in any respect whatsoever by any change of any kind in the legal status, ownership or management of either party thereto, or by change, geographical or otherwise, in the location of the place of administering the business. All provisions of this Article shall be subject to the provisions of the National Labor Relations Act.

ARTICLE XIV – HEALTH AND WELFARE

Full-time employees covered by this agreement shall be eligible to continue to participate in the OUTFRONT Media Health and Welfare Plans under the same terms and conditions as apply to other OUTFRONT Media employees now eligible to participate in the said plans.

It is understood that any union represented employee who participates in the company sponsored medical plan does so on the same basis as other, non-union employees of the same operation. Therefore, as has been understood in the past, changes may be made in any such plan and/or policy which are applicable to other, non-union employees of the same operation, and such changes will apply to employees of that operation covered by this Agreement, and the Company will have no obligation to bargain over such changes with the Union.

By way of example, but not limitation, substitution of, or merger with another plan or policy, or part of such plan or policy, modifications in the terms of the plan or policy, all subject to the condition that where the changes apply to non-union employees of the same operation, they will apply to employees of that operation covered by this Agreement.

The Company will bargain with the Union if it proposes to apply such a change to employees of a particular operation covered by this Agreement without also applying such change to non-union employees of that same operation.

The parties also agree that notwithstanding anything contained in this Agreement to the contrary, anyone leasing or buying all or part of an operation cannot literally assume this entire Agreement, because certain plans and policies therein are unique to the Company. Thus anyone buying or leasing all or part of an operation or facility will not be obligated to assume those provisions of the Agreement which relate to benefit plans or

policies which are provided by the Company. However, it is understood that if such purchaser/lessee does not assume some or all of the provisions of this Agreement which relate to benefit plans or policies, that the purchaser/lessee must bargain in good faith with the Union as to what replacement benefit plans or policies, if any, shall be provided.

ARTICLE XV – STANDARD NON-DISCRIMINATION CLAUSE

Neither the Company nor the Union will discriminate against any Employee or applicant for employment or Union membership on account of race, creed, color, age, gender, place of national origin, veteran status, marital status, sexual orientation or disability (provided the disability does not impair the ability of the Employee or applicant for employment to perform the required work).

ARTICLE XVI – IBEW POLITICAL EDUCATION FUND

An IBEW Political Education (COPE) Fund will be established upon adoption of mutually agreed to language by the parties, but administered solely by IBEW Local 11. Contributions to the Fund will be employee deductions.

ARTICLE XVII – OVERNIGHT ALLOWANCE

Employees on a road trip where it is necessary for them to be away from their base overnight shall receive one-hundred-twenty-five-dollars (\$125) per diem when a night's lodging is necessary at the end of a day's work; and, actual expenses for each portion of a day thereafter when lodging is not necessary.

ARTICLE XVIII - SAFETY

- a) It shall be a condition of initial and continuous employment that all employees have a valid Class "C" California driver's license and maintain a reasonably safe driving record.
- b) The Employer shall reimburse for the purchase of work boots up to \$175.00 per year. Footwear must conform to industry and contractor safety standards.
- c) No Employee shall be required to work under conditions which may be detrimental to his or her health or safety.
- d) The Union acknowledges that all employees as a requirement of initial and continuous employment must read, understand, honor and execute the OUTFRONT Media Personal Protective and Fall Protection Policy revised July 2018, which by this reference is made a part of this collective bargaining agreement.

e) Other non fall protection safety violations (depending on severity) will usually result in the following three-step reprimand process:

1 st offense	written reprimand
2 nd offense	three-day suspension
3 rd offense	discharge for cause

f) All accidents, no matter how minor in nature, shall be reported by the injured Employee to his or her immediate supervisor who will arrange with the medical department to provide treatment of the injury. Failure to so report shall result in disciplinary action. The Company will post this reporting requirement and confirm same to Employees at periodic safety meetings.

ARTICLE XIX – OUTFRONT Media CONTROLLED SUBSTANCE & ALCOHOL ABUSE POLICY

The Union acknowledges receipt by it and its members who are covered by this Agreement of the OUTFRONT Media Controlled Substance and Alcohol Abuse Policy Statement dated January 2008. While not part of the collective bargaining agreement, the Union and the Employees fully endorse the said policy; and, understand and agree that the Employees who are covered by this agreement will be subject to said policy.

If in the future the Company makes any changes to the policy, the Union will be consulted with prior to the implementation of any such changes.

The Company acknowledges that the Union has the right to grieve and arbitrate whether or not a reasonable suspicion testing ordered by the Company was made consistent with the terms and criteria of the Company's policy.

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ARTICLE XX – DURATION

This Agreement, as revised, shall become effective on the 1st day of October 2025 and shall remain in full force and effect until the 30th day of September 2028 and for additional period of one (1) year thereafter, provided, however, that if either party desires to terminate this Agreement or to modify any portion of any of the terms hereof, said party shall notify the other party in writing between the ninetieth day (90th) and sixtieth day (60th) prior to September 30, 2028 or September 30th of any subsequent year otherwise this Agreement shall automatically renew for additional one (1) year period absent such notice.

Signed for:
IBEW, LOCAL UNION 11

Date: _____

Signed for:
OUTFRONT MEDIA, LLC.

_____

Date: 10/1/25

Signed for:
IBEW, LOCAL UNION 11

Date: _____