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9/18/2024

Mychael Havens
Washinton County Facilities

SUBJECT: WASHINGTON COUNTY – LABOR RATE INCREASE OCT. 15TH, 2024- JUNE 30TH 2025

Dear Mychael

Thank you for your continued interest in McKinstry's services and for the opportunity to provide our labor increase. This is the 45-day advanced notice. Moving forward we will send this notice out 45 days before the end of your fiscal year.

Below are the current amount and pricing for the labor increase starting 10/15/2024. This increase reflects the union increase we had April 2024 that was not included in the RFP pricing. This increase is just for HVAC, Chiller, Boiler and Plumbing. All other fees and administrative rates will remain the same.

<u>Contract Type</u>	<u>Anniversary Date</u>	<u>Current labor rates</u>	<u>Revised labor rate</u>
Labor Rate	11/1/2024	\$178-HVAC, \$200-Chiller/Boiler and \$179 Plumber	\$186-HVAC, \$209 Chiller/Boiler and \$187- Plumber
Labor Rate	6/30/2025	\$186-HVAC, \$209 Chiller/Boiler and \$187-Plumber	\$193 HVAC, \$216 Chiller/ Boiler, \$194-plumbing

We thank you for your business. Feel free to contact me at (503) 278-3982 with any questions you may have.

Regards,

Andi Van Blaricom

Andi Van Blaricom
Operations Manager

Wage sheet from UA290:

See wage sheets.

Hourly monetary increases in the total wage and fringe package for the life of this Agreement are effective on the dates indicated below:

April 1, 2023	(6.5%) Four Dollars and Twenty-Four Cents (\$4.24) on the check and (\$1.35) into benefits/sickpay/PTO
April 1, 2024	(4.75%) Four Dollars and Thirty-Five Cents (\$4.35) Distribution to be determined by Local 290
April 1, 2025	(3.75%) Three Dollars and Sixty Cents (\$3.60) Distribution to be determined by Local 290