

**Article XX. Subordination of Agreement and Savings Clause**

Should any part of this Agreement or any provision contained herein be determined by a body of competent jurisdiction to be unlawful or invalid, the remainder of the Agreement shall remain in full force and effect. Upon request from either party, the Union and Employer negotiating committee shall commence negotiations within thirty (30) days for the purpose of coming to agreement on a substitute provision for that which was declared unlawful or invalid.

Tentatively Agreed To:

For the Employer:

DocuSigned by:  
*Banks Evans*  
Banks Evans C5469E99932C427...  
Date: 9/26/2022

For the Union:

DocuSigned by:  
*David Parsons*  
David Parsons 2CF7701799DD422...  
Date: 9/26/2022

DocuSigned by:  
*Max Friedfeld*  
Max Friedfeld F8541F77FFF34F1...  
Date: 9/26/2022

DocuSigned by:  
*Sam Sumpter*  
Sam Sumpter 7D8725B192E74AD...  
Date: 9/26/2022

DocuSigned by:  
*Abby Gambrell*  
Abby Gambrell BE452B433C7C41D...  
Date: 9/26/2022

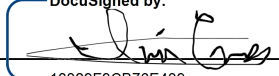
DocuSigned by:  
*Anya Kalata*  
Anya Kalata D6716E9CF07047E...  
Date: 9/26/2022


DocuSigned by:  
*Deborah Nemens*  
Deborah Nemens B2FC651F641D49D...  
Date: 9/26/2022

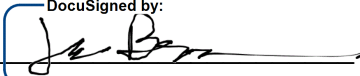
DocuSigned by:  
*Stacey Wedlake*  
Stacey Wedlake 53E000B1315E46E...  
Date: 9/26/2022


DocuSigned by:  
*Katie Osterhage*  
Katie Osterhage 03B309A126F34ED...  
Date: 9/26/2022

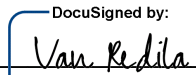
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DocuSigned by:  
  
Iván Cruz 18329F9CB76E439...  
Date: 9/26/2022

DocuSigned by:  
  
Tricia Wu 58C2AC000A8A44F...  
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DocuSigned by:  
  
Jai Broome 2C095751AB3946D...  
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DocuSigned by:  
  
Joshua Yee A2B1FD53B308470...  
Date: 9/26/2022

DocuSigned by:  
  
Van Redila CF78BA49257C486...  
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Ryan Will 6058C96E8C6C44A...  
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