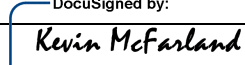


**Letter of Understanding  
By and Between  
Schott North America, Advance Optics, Duryea  
and  
United Food and Commercial Workers ("UFCW") Union,  
Local 1776 Keystone State**


Whereas Schott North America, Advanced Optics, Duryea, hereinafter "Company", and UFCW Local 1776 Keystone State, hereinafter "Union", are parties to a Collective Bargaining Agreement ("CBA"), effective March 17, 2020 through April 7, 2020. Due to the COVID-19 pandemic the Company shall have the right, on a non-precedent setting basis, to take the following actions:

1. The Company shall have the right to send high-risk employees home from work.
2. The Company shall have the right to create an A and B shift. The hours of operation for the Crews scheduled will be: Large Optics/Precision Machining/Precision Optics: Monday – Friday, 6:00 am to 2:30 pm. **The trades will be: Monday – Friday 7:00 am – 3:30 pm.** For Interferometry there is no change.
3. The A shift shall work for two weeks.
4. During the two week period that the A shift is working the B shift shall be off of work. During the two weeks off the B shift shall be paid their normal daily rate for 10 days of work.
5. At the conclusion of A shifts two week work period, B shift will work for two weeks. The shift hours will be the same as A shifts two weeks.
6. While B shift is working the two week period A shift employees will be compensated in the same manner that B shift was compensated, i.e. paragraph 4 above.
7. While B shift is working the two week period, B shift employees will be compensated in the same manner that A shift was compensated, i.e. paragraph 3 above.
8. The two week rotation will continue for a period of one (1) month. Prior to the end of the one (1) month period, the Company will discuss and assess with the Union the current [at that time] Centers for Disease Control ("CDC"), or any other government agency, guidelines/directives to determine the continuation of this non-precedent setting schedule for another month.
9. The Company shall have the exclusive right to determine which employees shall be placed on A shift and B shift, however, seniority will be a determining factor.
10. Notwithstanding the above paragraphs, the Company will continue to comply with the parties CBA as much as possible during the COVID-19 pandemic, however the Union agrees that due to the unique nature of this situation, they will be open to further discussions to address any operational or health-related matters.
11. The Company agrees that this non-precedent setting schedule will last no more than three (3) months, unless mutually agreed to by the Union. **At the sole discretion of the company this agreement may be ended at any time.**

*For Schott North America,  
Advanced Optics, Duryea:*

DocuSigned by:  
  
Date: 3/17/2020

*For UFCW Local 1776 Keystone State:*

  
Date: 3/17/2020

**Internal**