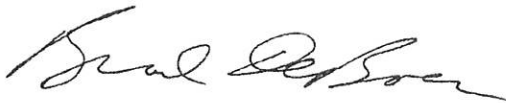


Mutual Letter of Agreement Between
MidAmerican Energy Company
and IBEW Locals 109 and 499 and USW Local 738

Bereavement or Funeral Leave Benefits – BHE Policy Coverage

By way of background, it is the parties' intent to expand bereavement or funeral leave benefits currently provided by the existing collective bargaining agreements. To facilitate this change, MidAmerican Energy Company, the International Brotherhood of Electrical Workers Locals 109 and 499 and the United Steel Workers Local 738 agree to the following:

1. Effective upon execution of this agreement, the bereavement or funeral leave provisions under the current Collective Bargaining Agreements (set forth below) shall be suspended for the life of this agreement.
 - i. IBEW Locals 109/499: Article XX, Section 6.1
 - ii. USW Local 738: Article XII, Section 12.5
 - iii. IBEW Local 499 (Fort Madison): Section I-6
2. Effective upon execution of this agreement, bereavement or funeral leave benefits will be provided under Berkshire Hathaway Energy's Bereavement Leave policy dated May 1, 2022, and coverage will be extended to employees covered under this letter of agreement pursuant to the terms and conditions of the BHE policy.
3. For purposes of this agreement, the five days of paid time off do not need to be used consecutively.
4. To clarify, under the new policy the benefit remains equal with following exceptions:
 - a. ADDED coverage:
 - i. Civil unions and partnerships included with spouse and parent-in-law
 - ii. Mother and partner pregnancy loss
 - iii. Aunt, uncle, niece, nephew, cousin
 - iv. Any person over whom the employee is legal guardian
 - b. REMOVED coverage:
 - i. Employee and spouse great-grandparents
 - ii. Spouse's grandparents and grandchildren
 - c. Additionally, Half-siblings are considered siblings under the new policy
5. Any party has the right to cancel this agreement with a 60-day notice.

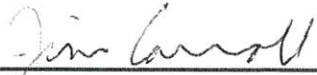


3.10.23

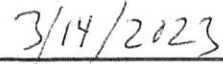
Brad DeBoer, HR Business Partner
MidAmerican Energy Company

Date

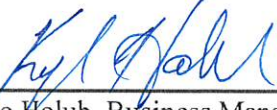




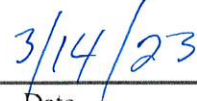
Jim Carroll, Business Manager
IBEW Local 499



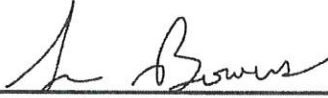
Date



Kyle Holub, Business Manager
IBEW Local 109



Date



Sam Bowers, President
USW Local 738

3/14/2023

Date

	Bereavement Leave	
	Businesses: BHE Corporate, BHE Pipeline Group, BHE Renewables, BHE U.S. Transmission, CalEnergy, MidAmerican Energy, MidAmerican Energy Services	
	Revision Date: May 1, 2022	

To support employees during a time of loss, the company will provide employees up to five consecutive days of paid time off due to the death of an immediate family member in order to grieve and handle matters relating to the loss. Additional time off may be provided based on the situation.

Under this policy, an immediate family member includes the following:

- A spouse, including individuals in a civil union or domestic partnership
- A parent, including stepparent, parent-in-law, civil union and domestic partner's parents
- A mother and partner who have experienced pregnancy loss, including miscarriage and still birth
- A sibling, including sister-in-law or brother-in-law
- A child, including child of a civil union or domestic partner, biological, adopted, foster, stepchild, daughter-in-law or son-in-law
- A grandparent or grandchild
- An aunt, uncle, niece, nephew or cousin
- Any person over whom the employee is a legal guardian

Special circumstances may be given to any other person whose association with the employee was similar to any of the above relationships.

Employees may take time off without pay or use any existing paid time off to attend the funeral of a non-immediate family member. Based on business related reasons, this time off will be considered and granted by the employee's manager or supervisor or human resources on an individual basis.

Employee Eligibility

The provisions of this policy for paid time off apply to full-time and part-time employees who are not covered by a collective bargaining agreement.

Where an employee is covered by a collective bargaining agreement, the company will comply with the specific terms of such agreement.

Length of Leave

Full-time and part-time employees may take up to five consecutive days of paid time off due to the death of an immediate family member. Additional paid time off may be granted depending on various circumstances, such as distance, the employee's responsibility for the funeral arrangements and the employee's responsibility for taking care of the estate of the deceased.

Paid bereavement leave is also available to attend the funeral of a co-worker. The length of time (e.g., days, hours) for such paid leave depends on various circumstances, including distance to the service and relationship.

Individual employee circumstances may be discussed with the employee's manager or supervisor or human resources to determine whether additional considerations are needed.

Compensation

When bereavement leave is provided, paid time off will be based on the employee's regular work schedule at their regular rate of pay, excluding overtime pay, other premium pay or bonuses. Paid time off for bereavement will not be used to calculate overtime.

Reporting and Verification

In the event of a death covered under the policy, the employee should inform their manager or supervisor immediately or as soon as reasonably practical. The company may require verification of the need for the leave upon the employee's return to work (i.e., a death certificate or an obituary).

These policies supersede and revoke any and all past policies and practices, oral and written representations, or statements regarding terms and conditions of employment concerning the subject matter covered herein. The company reserves the right to add to, delete, change or revoke these policies at any time, with or without notice. These policies do not create a contract between the company and any employee, nor do they create any entitlement to employment or any benefit provided by the company to its employees.

CAUTION! – This document may be out of date if printed.