



Collective Bargaining Agreement

Between

Global Logistics Support Services, Inc. (GLSS)

And

**District Lodge 171, Local Lodge 463,
International Association of Machinists and
Aerospace Workers IAMAW**

For the

**Little Rock AFB T-56 Centralized Facility
Little Rock AFB, Arkansas**

Effective

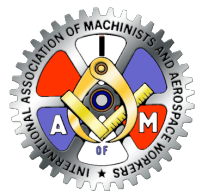
1 June 2024 through 31 May 2027

“The Team for our People and their Mission”



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PREAMBLE

This Agreement is made and entered into this 4th day of April 2024 between *Global Logistics Support Services, Inc.* (hereinafter referred to as the "Company"), and the *International Association of Machinists and Aerospace Workers, AFL-CIO, Machinists District Lodge 171, Local Lodge 463* (hereinafter referred to as the "Union"). The Company and the Union are jointly referred to hereinafter as the "Parties" with respect to certain work performed at the AFRC Centralized Repair Facility for C-130 Engines and Propellers at Little Rock AFB, Arkansas. In making this Agreement the Company and the Union recognize their duty individually and collectively to comply and cooperate with the intent and purpose of this Agreement. This Agreement expresses the complete understanding of the parties on the subject of wages, benefits, hours of labor, and conditions of employment.

The term "employee" or "employees" as used in this Agreement (except where the context clearly indicates otherwise) shall mean an employee or employees of the Company within the bargaining unit described in Article 1 of this Agreement.

ARTICLE 1: RECOGNITION

The Company recognizes the Union, its designated agents and representatives, its successors and/or assigns, as the sole and exclusive collective bargaining agent on behalf of all of the employees of the Company within the bargaining unit as hereinafter defined, with respect to wages, hours, and all other terms or conditions of employment.

All employees; Aircraft Mechanic II, Aircraft Mechanic I, Aerospace Welders, GSE/AGE Mechanics, Supply Technicians, Tool and Parts Attendants, and Production Control Clerks; supporting the United States Air Force Reserve Command (AFRC) Consolidated Repair Facility (CRF) C-130 Engine Rebuild Program located at Little Rock Air Force Base (LRAFB), Arkansas, and exclude managers as defined in the Act are recognized as Collective Bargaining Unit (CBU) members.

The Company and the Union agree to a partnership that will accomplish goals of mutual benefits to both parties, including open dialog pertaining to all contractual and operational requirements.

ARTICLE 2: NONDISCRIMINATION

The Company and the Union separately and jointly recognize their obligation to abide by those state and federal laws relating to equal employment opportunity and nondiscrimination. The Agreement shall be applied fairly and shall not in any way be used to discriminate against employees on account of race, color, religion, sex, sexual



orientation, gender identity, age, national origin, veteran or disability status. Any terms denoting gender in this Agreement shall be referred to as them or their.

ARTICLE 3: MANAGEMENT RIGHTS

Section 3.1. Except as specifically limited by this Agreement, the Company has and shall retain the full rights of management and direction of the Company's operations. Such rights of management include, but are not limited to, the following:

- A. The right to determine, change, discontinue, alter or modify in whole or in part, temporarily or permanently, the number, locations or types of administrative subdivisions, business units, or work groups, and the work assigned thereto;
- B. The right to select, direct and control the working force, to maintain order, discipline and efficiency;
- C. The right to determine, control, or direct the hiring and promotion of employees and demotion of employees for non-disciplinary reasons subject to the terms of this Agreement;
- D. The right to make, continue, alter and enforce reasonable rules, regulations, policies and practices regarding discipline, attendance and the safety of employees;
- E. The right to determine, change, discontinue, alter or modify in whole or in part, temporarily or permanently, the work pace, work performance levels and standards of performance;
- F. The right to plan, direct, manage and control operations;
- G. The right to determine, change, discontinue, alter or modify in whole or in part, temporarily or permanently, the direction and supervision of all of the employees;
- H. The right to determine the scope, location, and extent of its operations, the services to be offered, the methods and processes of service, the number of hours per day or per week that operations shall be carried on, and the commencement, expansion, curtailment or discontinuance in whole or in part, whether such action is planned or taken on a temporary, intermittent, or permanent basis;
- I. The right to determine, change, discontinue, alter or modify in whole or in part, temporarily or permanently, the assignment and transfer of employees between job classifications and between working schedules, subject to the terms of this Agreement;



- J. The right to determine, change, discontinue, alter or modify in whole or in part, temporarily or permanently, the services, tools, equipment, machinery, production schedules, and production standards;
- K. The right to terminate, merge, consolidate, sell, or otherwise transfer its business or any part thereof;
- L. The right to control, modify, create, or direct job classifications and the content and qualifications thereof, including the establishment of new job classifications;
- M. The right to determine, change, discontinue, alter or modify in whole or in part, temporarily or permanently, the need for and the administration of physical examinations or mental tests for any reason, including drug screens and drug tests subject to the terms of this Agreement;
- N. The right to determine the number of employees needed by the Company at any time and the number of employees who shall operate on any given job, operation, or unit, including the number of employees assigned to any particular operation or working schedule, and whether, when or where there is a job opening;
- O. The right to determine and control when overtime shall be worked and whether to require employees to work overtime;
- P. The right to determine, change, discontinue, alter or modify in whole or in part, temporarily or permanently, the work week, PTO schedules, and working schedules, provided that a previously scheduled, approved PTO will not be changed unless there is a serious business need for which another reasonable solution cannot be found. In such cases, the Company will reimburse the employee whose PTO is changed for any PTO expenses already incurred, provided that receipts for such expenses are provided to the Company.
- Q. The right to control and determine the hiring of temporary employees and the number thereof;
- R. The right to evaluate the qualifications, skills, or abilities of any employee;
- S. The right to determine the job abilities, and qualifications needed, preferred, or required to hold or be considered for any job or classification;
- T. The right to assign and to reassign employees and equipment for valid business reasons;
- U. The right and power to subcontract services as requested by the customer;



- V. The right to control, determine, and direct the security of employees, premises, facilities, and property of the Company;
- W. The right to control and direct the utilization of all Government premises, equipment, and facilities, utilized by the Company:
- X. The right to move, sell, close, liquidate, or consolidate the operation in whole or in part and to separate its employees in connection with said moving, selling, closing, liquidating, subcontracting, or consolidating the operation or any portion thereof.

Section 3.2. The above enumeration of rights is by way of example and is not a limitation on the Company's sole and exclusive right to manage the enterprise and its business without interference. All other rights of management not limited by the clear and explicit language of this Agreement are expressly reserved to the Company. The provisions of this Agreement constitute the only limitations upon the Company's rights. The exercise of any right reserved to management herein in a particular manner or the non-exercise of any such right shall not be deemed a waiver of the Company's right or preclude the Company from exercising the right in a different manner.

Section 3.3. The Company may require as a condition of continued employment, that any employee or potential employee submit to a physical examination, including but not limited to eye examinations, hearing examinations, or drug testing for just cause at any time by a doctor of the Company's choosing. The Company may, in whole or in part, rely upon the results of any such examination in evaluating the ability of the employee to perform efficiently, effectively, and safely and may accommodate, retract any offer of employment, disqualify, or take other action deemed appropriate by the Company and which is consistent with the evaluation.

Section 3.4. The Company shall have the sole and exclusive right to conduct job studies and to evaluate the work performance of the employees covered by this Agreement, and shall have the sole and exclusive right to demote, transfer, or discharge employees for inefficiency, incompetency, or inability to perform the work assigned to them.

ARTICLE 4: ASSISTANCE TO COVERED EMPLOYEES

Section 4.1. All bargaining unit work will be performed by employees covered by this Agreement. Non-bargaining unit personnel shall not perform any bargaining unit work except in cases of: instruction and emergencies, as determined by the Managing/Associate Managing Site Supervisor (MSS/AMSS), to ensure compliance with the terms of the Government contract, and as permitted in Section 4.2. below. The MSS/AMSS, as appropriate, will coordinate and communicate actions involving the use of non-bargaining unit personnel to the Union Steward as soon as the requirement is identified.



Section 4.2. In addition, whenever a member of the bargaining unit; with or without consultation with the MSS/AMSS, their designee, or a Union Steward; believes they need such assistance, the Company may provide it from sources within the Company.

ARTICLE 5: NO STRIKE/NO LOCKOUT

Section 5.1. During the term of this Agreement, the Union and the employees agree not to call, cause, sanction, participate in, permit, authorize, initiate, support, assist, or condone any strike (including any unfair labor strike), sympathy strike, sit-down, slowdown, picketing, boycotting, work stoppage, or other concerted efforts which interferes with, or interrupts or threatens such interference or interruption of the Company's operation, hinder the Company's ability to satisfactorily meet contractual obligations, and/or otherwise negatively impact the Government's operations.

Section 5.2. In the event of any proscribed activity, the Union and its officers, agents, and representatives will make every good faith effort to end such activity.

Section 5.3. In the event of any proscribed activity, the Company has the right to suspend the grievance and arbitration procedure of this Agreement until the proscribed activity has fully ceased.

Section 5.4. The obligations, rights, and provisions of this Article shall be completely independent of and shall not be affected or limited by the inclusion or absence of any other provisions of this Agreement, including the grievance and arbitration provisions.

Section 5.5. Any employee who participates in any activity proscribed herein shall be subject to discipline, up to and including discharge. If any such discipline is arbitrated, the arbitrator is limited to deciding whether or not the violation occurred. The arbitrator cannot mitigate the punishment. The Company shall have the right to hire replacements for those employees who are disciplined or discharged under this Section.

Section 5.6. During the term of this Agreement, the Company will not lock out any employees.

ARTICLE 6: UNION ACCESS

The Parties recognize that facility access procedures are established by the U.S. Government and must be adhered to at all times. Subject to the foregoing, and under the escort of the Managing Site Supervisor or the Managing Site Supervisor's designee, the Business Representative of the Union shall be granted reasonable access to the Government's exterior property, employee breakroom, and shop area where bargaining unit employees' work for purposes of administration of this Agreement. During the exercise of such access rights, the Business Representative shall not interfere with the work of employees. Such requests shall include the date and time the Business



Representative intends to visit and the individual employees they wish to contact. Permission shall not be unreasonably denied.

ARTICLE 7: SENIORITY

Section 7.1. An employee's bargaining unit seniority is the length of their continuous service within the bargaining unit including time spent with predecessor companies under the contract. An employee shall also hold job classification seniority in the job classification as listed in Article 1 of this Agreement that they hold or has previously held.

Section 7.2. In cases of layoff, the employee with the least job classification seniority in the affected job classification shall be laid off first. Employees selected for layoff may elect to bump into equal or lower rated classifications which they've previously held and based on job classification seniority against others in those classifications. The employee will inform the Company of their election to bump within five (5) workdays following their notice of layoff.

Section 7.3. For the purpose of recall, the Company shall designate by classification the number of positions to be restored. Employees bumped during previous layoffs will be offered restored positions on the basis of seniority and qualification. Employees who decline such offers will have no further recall rights to previous positions. Restored positions occurring after such procedure shall be filled by the most senior employee on layoff from the classification.

Section 7.4. Notification of openings for recall shall be given by the Company by certified mail to the last mailing address furnished by the employee. A copy of such notice shall also be sent to the Union. In order to preserve their recall rights, employees must notify the Company of their intent to return to work within five (5) workdays of receipt of delivery of the recall notice and must report to work within ten (10) workdays after the employee's receipt of the notice of recall. If the employee does not respond as required by this Section, the next senior employee shall be recalled and the employee not responding will be removed from the recall list. Nothing in this section will preclude the Company from making direct contact with the employee by phone and/or the employee returning as soon as possible. Specific return dates will be determined by the Company.

Section 7.5. Failure of the employee to keep the Company advised in writing of their current correct address shall relieve the Company of all obligations indicated in Article 6, Section 7.4. above.

Section 7.6. An employee shall lose their seniority and their continuous employment shall be broken for the following reasons:

- A. Resignation;



- B. Discharge for just cause;
- C. Layoff in excess of twenty-four (24) months;
- D. Failure to return to work at the expiration of a leave of absence;
- E. Failure to return to work within ten (10) workdays after being recalled from layoff unless excused by the Company;
- F. Absence of three (3) consecutive workdays without reporting to the employee's Supervisor on a daily basis, except in case of an emergency. If the Supervisor or their designee cannot be reached in a timely fashion, the employee must report the absence to the Human Resources Department.
- G. Job abandonment or voluntary quit; and
- H. Promotion to a position outside the bargaining unit for more than three hundred and sixty-four (364) days.

Section 7.7. Each new employee shall serve a probationary period of ninety (90) calendar days. If during the ninety (90) calendar day period the Company finds that the new employee is not suitable for the job, their employment may be terminated at the Company's sole discretion, without recourse to the grievance or arbitration provisions of this Agreement.

ARTICLE 8: FIELD DUTY ASSIGNMENTS (TDY TRAVEL)

Section 8.1. Employees sent to off-site locations beyond fifty (50) miles from the contractually supported base and required to stay overnight shall receive per diem for meals and incidentals and lodging for hotel accommodations in advance. All Company preapproved travel arrangements, including hotel, will be made by the Company and reimbursed by the Company. All travel shall be in accordance with Company's CFT Contract and the Joint Travel Regulation (JTR). Employees who utilize their own vehicle for Company business while on TDY shall receive the standard mileage reimbursement established by the JTR. The Company will make hotel arrangements as close as possible to the Detachment work location and will take into consideration employee preferences.

Section 8.2. The Company will select the labor categories with the necessary job skills and the number of employees in each such labor category for each TDY requirement. The Company will provide a copy of the labor categories and number of positions for each labor category required to the Chief Steward and post a copy of the requirement on the bulletin board within two (2) workdays of receipt of the Customer's requirement. Employees interested in volunteering for the requirements will apply for the requirement by notifying the MSS/AMSS of their desire to support the requirement within five (5)



business days of posting the requirement. In the event there are more than the required number of applicants, we will select the employee(s) for the requirement based on their qualifications and seniority. If there are less than the required number or no applicants for the requirement, the MSS will select qualified inverse order of seniority personnel to travel and complete the requirement. The Detachment roster will be posted within one (1) week after review of the employees who have bid. The detachment roster will be listed in order of the most senior to the most junior employee. All leave requests shall be put on hold for approval until the detachment list is complete.

Section 8.3. Upon return from a Detachment, employees will have two (2) workdays to complete (with receipts) and submit their expense report. In return, the Company will reimburse the employee within the 1st pay period after receipt by the Company of the completed expense report. Employees will sign and may retain a copy of their expense report. Any expense report not received by the Company within five (5) workdays of the completion of the detachment may not be reimbursed in the above timeline.

Section 8.4. Employees on TDY assignment are normally assigned a minimum eight (8) hour workday, unless it's a day off. Employees will be paid for all hours worked/traveled.

Section 8.5. Employees' travel time should begin and end at the Little Rock AFB, AR site. Travel distances should be the most direct route, unless unavoidable.

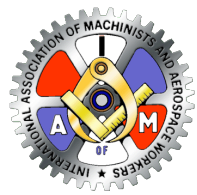
Section 8.6. In the event an employee is on the posted detachment list desires not to deploy, they may decline in accordance with the following:

- A. The detachment will go to the next qualified employee on the detachment list by seniority.
- B. The employee who wishes not to deploy shall give at least two (2) weeks' notice to the MSS, unless the period to deploy is shorter than two (2) weeks. In such scenarios, employee shall reasonably provide notice at the earliest opportunity that allows the Company to plan accordingly.

Section 8.7. In the event the commencement date of detachment is either moved up or delayed, and an employee who is assigned to the detachment is negatively impacted, the Company will arrange for a qualified (by labor classification and job skill) replacement. If a detachment has commenced, replacement of employees on detachment will not be allowed.

ARTICLE 9: JOB OPPORTUNITIES

Section 9.1. Should the Company decide to fill an open job, it will post notice of the opportunity on the Company bulletin board and online for five (5) workdays. Any eligible employee may indicate interest in competing for the open job. The notice posted declaring



that such a vacancy or job opening is to be filled shall contain at least the following information:

- A. The date the notice is posted and the date and time the notice will be removed;
- B. The job to be filled and the classification;
- C. Job specifications;
- D. Minimum requirements; and
- E. Effective date the job is to be filled.

Section 9.2. The Company shall offer the job to the interested employee the Company considers the most qualified. If the Company, in its sole discretion, determines that there is no qualified interested employee, the Company may hire from the outside to fill the job.

Section 9.3. The employee awarded the job shall have twenty (20) calendar to demonstrate that they are fully capable of performing the job. If, at any time during the twenty (20) calendar period, the Company disqualifies the employee they will be returned to their former position. Likewise, within twenty (20) calendar days of being assigned to the new job classification, an employee may choose to return to their former job classification/position without prejudice.

ARTICLE 10: HOURS OF WORK AND OVERTIME

Section 10.1. Definitions

- A. **Workday.** The normal workday shall be eight (8) consecutive hours exclusive of an unpaid sixty (60) minute lunch break, between 12:01 a.m. and midnight. The Company may require employees to work an alternative workday.
- B. **Work Week.** The normal work week shall be five (5) consecutive days with two (2) consecutive days off. The Company may require employees to work an alternative work week.
- C. **Payroll Period.** The payroll period is fourteen (14) consecutive days between starting at 12:01 a.m. on a Saturday and ending at midnight the second consecutive Friday.

Section 10.2. Nothing in Section 10.1. above, shall be considered a guarantee by the Company of any work or of any particular work schedule. Employees may be required to work on their scheduled days off and may be required to work overtime when the Company or Customer deems it necessary.



Section 10.3. Work Shifts. The Company may assign and reassign employees to any shift to fulfill business needs. All hours are to be logged against the day the shift started. All hours worked on a shift shall be considered to have been worked on the day on which the shift commenced. Shift start times as established by the Company, shall fall within the range from 5:00 a.m. and 8:00 a.m., unless situations call for a different time.

Section 10.4. Notwithstanding the foregoing, the Company may change the start times or shift assignments of individual employees as it deems necessary. Further, the existing flexibility enjoyed by the MSS to accommodate employees, at their discretion, shall remain in place.

Section 10.5. Employees may not work overtime without the prior approval of the MSS or their designee. When overtime is required by the Company, it is mandatory. Overtime will be paid as follows:

- A. Hours worked in excess forty (40) hours in any work week shall be compensated at the rate of one and one-half (1½) time the employee's regular hourly rate.
- B. The Company shall make reasonable efforts to notify employees as early as possible regarding required overtime.

Section 10.6. Only hours actually worked shall be counted as time worked toward the computation of overtime pay. Nothing in this Agreement shall be construed as to require the payment of overtime on overtime, or compounding of overtime, as a result of computing hours in accordance with this Article.

Section 10.7. The Company reserves the right to modify shifts or schedules as may be required by the Customer.

Section 10.8. If an employee is required to report to work a second time within twenty-four (24) hours of the beginning of their regularly scheduled shift, and is furnished less than two (2) hours of work, they will be paid for two (2) hours at their regular rate of pay.

ARTICLE 11: MEALS AND BREAKS

Section 11.1. Each employee covered by this Agreement shall be entitled to two fifteen (15) minute paid breaks during each full workday. Break times shall be assigned by the Company. In the event any employee is required to work beyond any nine (9) hour workday, the affected employee will receive an additional fifteen (15) minute break prior to commencing additional work and for each two (2) hour period of additional work.

Section 11.2. Each employee covered by this Agreement shall be entitled to one sixty (60) minute uninterrupted unpaid meal period during each full workday. Meal periods shall be assigned by the Company.



Section 11.3. Employees may not skip meal periods or breaks in order to leave work early.

ARTICLE 12: TEMPORARY EMPLOYEES

Section 12.1. The Company may use temporary non-Union employees to cover short term fluctuations in workload; to fill in for scheduled absences, PTO, leaves of absence or other similar situations, where a sufficient number of bargaining unit employees are not immediately available.

Section 12.2. A temporary employee is one who is hired for a limited period not to exceed ninety (90) calendar days in a twelve (12) month period. This temporary period can be extended by mutual agreement of the Parties. Temporary employees shall be excluded from the bargaining unit and may perform bargaining unit work. Temporary employees may be laid off or terminated by the Company at will.

ARTICLE 13: LOCAL OPERATING INSTRUCTIONS (LOI)

Section 13.1. The Company has the right to promulgate and modify LOI, including rules regarding attendance. Violation of such rules will be cause for discipline, up to and including discharge.

Section 13.2. The Union may grieve the reasonableness of a new LOI within five (5) workdays of the date of the publication of the new or modified LOI. Any such grievance must be filed at Step 2 of the grievance procedure.

Section 13.3. LOIs do not include Company Policies.

ARTICLE 14: DISCIPLINE AND DISCHARGE

The Company may discipline an employee up to and including discharge for just cause. The principles of progressive discipline shall be followed, provided, however, that the Company, pursuant to its Management Rights (Article 3) to promulgate Company Policies and LOIs including rules regarding attendance, may establish categories of conduct which call for initial discipline at any appropriate step depending on the severity of the violation.

ARTICLE 15: GRIEVANCE PROCEDURES AND ARBITRATION

Section 15.1. Definition. For the purpose of this Agreement, a grievance is defined as any reasonable complaint or reasonable dispute arising out of the interpretation or application of a specific Article and Section of this Agreement during the term of this Agreement or extensions thereof as to events or incidents affecting the Bargaining Unit. No grievance as defined above shall be considered under the grievance procedure unless it is presented as provided below. Both parties agree to use their best efforts, including



informal meetings and messaging involving Management, Supervision, Steward, and Grievant, to resolve matters without resorting to grievance procedures. For purposes of computing time under any of the provisions of this Article, “days” shall mean working days, excluding weekend days and holidays. A grievance may be filed by an employee, the Union, and/or the Company. If the Union files the grievance, the adversely affected employee(s) shall be identified. Nothing in this Agreement shall prevent an employee from resolving any problem consistent with this Agreement with or without the presence of a Union representative.

Section 15.2. Procedural Steps. A grievance, as defined in Section 15.1. shall be considered in accordance with the following five-step grievance procedure. A timely grievance shall be submitted by the Union in accordance with Step 1 within five (5) workdays after the occurrence of the facts or circumstances constituting the grievance arose or when the Union, the employee or the Company first became aware, or should have become aware, of the circumstances giving rise to the grievance. All grievances that deviate from the procedures in Steps 1. through 5. shall be considered as untimely, unsubstantiated, and rejected. In the case of grievances on behalf of employees and subject to the further provisions of Step 3. below, relating to cases of layoff or dismissal or suspension for cause of involuntary resignation. The five steps in the grievance procedure are:

STEP 1. The employee(s) and/or Steward shall bring any alleged violation of the Agreement to their MSS within five (5) working days after the date the grievance arose, if the Steward considers the grievance to be valid. In the event an employee is unavoidably absent due to illness or injury, or unavailable due to vacation or other approved reasons, the employee’s Union representation may bring the grievance to the MSS.

STEP 2. Grievance Reduced to Writing. If no settlement is reached in Step 1 the Steward, if they consider the grievance to be valid, may reduce to writing a statement of the grievance or complaint which the grievant or the Steward as a representative of the grievant, must sign. This written grievance must contain, at a minimum, the following:

- A. The facts upon which the grievance is based.
- B. Reference to the section or sections of the Agreement alleged to have been violated.
- C. A detailed explanation of the remedy sought.

If any of the criteria listed above are not met, the grievance will be considered invalid, and the clock will not re-start on a timely filing.



The Steward shall sign and submit the written statement of grievance to the General Manager for consideration within five (5) workdays after the oral discussion in Step 1 has taken place. Failure to submit the written grievance in accordance with the terms and within the five (5) workday deadline of this Step 2 will be deemed an abandonment of the grievance, and the matter will be closed. After such submission, the General Manager and the Steward may, within the next five (5) workdays, unless mutually extended, have open discussion on the grievance at hand to settle the written grievance and, over their signatures indicate the disposition made thereof. Otherwise, promptly after the expiration of such five (5) workday period, or agreed extension thereof, the General Manager and the Steward shall sign the grievance and their signatures will indicate that the grievance has been discussed and reconsidered by them and that no settlement has been reached.

STEP 3. Written Grievance Handling at Union Representative/Company Representative Level. If no resolution of the grievance is reached in Step 2 within the specified or agreed time limits, the Union Representative or their designee may initiate Step 3 by submitting the grievance to the Company's Director of Contracts within five (5) workdays after the signature of the written grievance as required in Step 2 has occurred. Failure to submit the written grievance in accordance with the terms and within the five (5) workday deadline of this Step 3 will be deemed an abandonment of the grievance, and the matter will be closed. After such submission, the designated representative of the Company and the Union Representative or their designee may, within the next ten (10) workdays settle the grievance and, over their signatures, indicate the disposition made thereof. Otherwise, promptly after the expiration of such ten (10) workday period the designated representative of the Company and the Business Representative, or their designee, shall sign the grievance and their signatures will indicate that the grievance has been discussed and reconsidered by them and that no settlement has been reached.

STEP 4. Mediation. If resolution of the grievance is not reached under Step 3 above, the Union or the Company wishing to take the grievance to Step 4 must notify the other party in writing of their desire to proceed to mediation and must formally request mediation in writing from the office of the Federal Mediation and Conciliation Service located nearest to the worksite. This request for Mediation and notice of request to the other party must be provided within ten (10) workdays after the signature of the written grievance as required in Step 3 has occurred. Failure to submit the request for mediation and notice of request for mediation in accordance with the terms and within the ten (10) workday deadline of this Step 4 will be deemed an abandonment of the grievance, and the matter will be closed. Mediation under this section is required before arbitration. The request for



mediation must be served in writing by the party requesting it on the Federal Mediation and Conciliation Service and the other party within this time period as a condition for processing the grievance up to and including arbitration. The mediation must be scheduled at a time and location mutually agreeable to the parties within thirty (30) calendar days of the request for mediation and notice of request for mediation, unless the parties mutually agree in writing to an extension of that thirty (30) calendar day period. If the Steward's presence is requested by the Union, such request for time off without pay to attend the mediation will not be unreasonably denied.

STEP 5. Arbitration. If resolution of the grievance is not reached in Step 4 within the specified or agreed time limits, then either party may in writing, within ten (10) workdays thereafter, request that the matter be submitted to an arbiter for a prompt hearing as hereinafter provided in Sections 15.3. and 15.4. inclusive. Failure to submit the request for arbitration in accordance with the terms and within the ten (10) workday deadline of this Step 5 will be deemed an abandonment of the grievance, and the matter will be closed.

15.3. Selection of Arbiter – From Federal Mediation and Conciliation Service. The parties shall jointly request the Federal Mediation and Conciliation Service to submit a panel of seven (7) arbiters. Such request shall state the general nature of the case and ask that the nominees, be qualified to handle the type of case involved. When notification of the names of the panel of seven (7) arbiters is received, the parties in turn shall have the right to strike a name from the panel until only one (1) name remains. The right to strike the first name shall be determined by lot. The parties agree to strike the panel five (5) workdays after receipt of such panel.

15.4. Arbitration – Rules of Procedure. Arbitration pursuant to Step 4 shall be conducted in accordance with the following:

- A. The arbiter shall hear and accept pertinent evidence submitted by both parties and be empowered to request such data as they deem pertinent to the grievance and shall render a decision in writing to both parties within thirty (30) calendar days, unless mutually extended, after the completion of the hearing.
- B. The arbiter shall be authorized to rule and issue a decision in writing on the issue presented for arbitration which decision shall be final and binding on both parties.
- C. The arbiter shall rule only on the basis of information presented in the hearing before them and shall refuse to receive any information after the hearing except when there is a mutual agreement, in the presence of both parties.
- D. Each party to the proceedings may call such witnesses as may be necessary in the order in which their testimony is to be heard. Such testimony shall be limited



to the matters set forth in the written statement of grievance. The arguments of the parties may be supported by oral comment and rebuttal. Either or both parties may submit written briefs with a time period mutually agreed upon. Such arguments of the parties, whether oral or written, shall be confined to, and directed at the matters set forth in the grievance.

- E. Each party shall pay any compensation and expenses relating to its own witnesses or representatives.
- F. The Union and the Company shall equally share payment for the compensation of the arbiter including their necessary expenses.
- G. The total cost of the stenographic record (if requested) will be paid by the party requesting it. If the other party also requests a copy, that party will pay one-half ($\frac{1}{2}$) of the stenographic costs.

ARTICLE 16: DRUG AND ALCOHOL-FREE WORKPLACE

Section 16.1. The Company shall have the right to implement and modify its Drug and Alcohol-Free Workplace policy and the Union waives any right to bargain over the decision to make changes or the effect of the changes on the bargaining unit.

Section 16.2. The possession or use of illegal drugs or alcohol or unauthorized controlled substances on Company property, the Government provided place of work, or working under the influence of illegal drugs or alcohol, shall constitute cause for the immediate termination of that individual's employment.

Section 16.3. The Company shall have the right to establish and administer a fair, non-discriminatory, random drug, alcohol, or unauthorized controlled substances testing procedure.

Section 16.4. The Company shall also have the right to require any employee who it, in good faith, believes might be operating vehicles, machinery, and/or equipment under the influence of illegal drugs, alcohol, or unauthorized controlled substances to submit to immediate drug and alcohol testing. The Company may also require any participant in a work place injury or accident to submit to substance abuse testing.

Section 16.5. Any employee who self-identifies to the Site Supervisor, or the Associate Managing Site Supervisor as suffering from illegal drug, alcohol, or unauthorized controlled substance dependence will be provided reasonable assistance by the Company through applicable provisions of the Company's Employee Assistance Program (EAP) and medical insurance.



Section 16.6. Any employee who tests positive or is convicted of violating any federal or state criminal drug statute must notify the Corporate Facility Security Officer within five (5) workdays of such conviction. For the purposes of this notice requirement, a conviction includes a finding of guilt, a no contest plea, and/or an imposition of sentence by any judicial body for any violation of a criminal statute involving the unlawful manufacture, distribution, dispensation, possession, or use of alcohol, drugs or other controlled substances.

Section 16.7. Any disputes involving the application of the Company's Drug and Alcohol-Free Workplace rules shall be resolved through the grievance and arbitration procedures of this Agreement.

ARTICLE 17: BULLETIN BOARDS

To the extent permissible, the Company will provide the Union with one bulletin board near the bargaining unit work area for the purpose of posting legitimate Union notices. Nothing posted thereon shall disparage the Customer, the Company, or its representatives.

ARTICLE 18: STEWARDS

Section 18.1. The Company recognizes and will work with accredited Union Representatives to resolve differences that may occur from time to time with respect to the terms and conditions of this Agreement. The Union will provide the Company the names of up to four (4) designated Stewards, one of whom shall be designated as the Chief Steward, and one (1) designated as an alternate who shall act only in the event one (1) of the primary Stewards is unavailable. Stewards shall be the last employees laid off from the CBU or moved from their location or from their shift so long as work is available for them on that shift and location within their job classification.

Section 18.2. Duties of the Stewards and the Alternate include:

- A. Except as set forth in Section 18.3. below, the investigation and presentation of grievances to the Company or the designated Company representative, on non-work time of both the Steward and the grieving employee, in accordance with the following provisions:
 1. To consult with an employee in a non-biased manner regarding a question concerning the Agreement, complaint or grievance for which the employee desires a Steward to be present.
 2. To investigate a complaint or grievance in a non-biased manner before presentation to the MSS.



3. To present a question concerning this Agreement, complaint or grievance to an employee's MSS in an attempt to settle the matter for the employee or group of employees who may be similarly affected.
 4. To meet with the MSS when necessary to adjust grievances in accordance with the grievance procedure of this Agreement.
- B. The transmission of such messages and information during non-work times (breaks, lunch, before and after hours), which shall originate with, and are authorized by the Union or its Officers, provided such message and information have:
1. Been reduced to writing, or
 2. If not reduced to writing, are of routine nature and do not involve work stoppages, slowdowns, refusals to handle goods, or any other interference with the Company's business.

Section 18.3. In cases where it is necessary to investigate a grievance on work time, the Steward shall inform their MSS/AMSS. The MSS/AMSS will give the Steward reasonable time and access to investigate the grievance.

ARTICLE 19: UNION SECURITY/CHECKOFF

Section 19.1. Insofar as permitted by state and federal law, all employees covered by this Agreement shall within thirty-one (31) calendar days of employment either become and remain a member of the Union or tender to the Union a fair share equivalent to regular Union dues and initiation fees as a condition of continued employment.

Section 19.2. Union dues, initiation fees, and reinstatement fees shall be deducted out of current net earnings payable to an employee upon receipt of and in accordance with a voluntary deduction authorization. The Company shall remit payroll deductions to the Union in accordance with the Company payroll cycle by splitting the monthly dues in half and remitting payment to the Union twice each month. Authorizations shall be duly executed by the employee on a card provided by the Union and shall continue deductions until such authorization is duly revoked by the employee. The Company is entitled to rely upon notification from the Union, of the amount of money due to the Union by an employee.

Section 19.3. Insofar as permitted by state and federal law, any employee who fails to tender the agency fee or a copy of such communication shall be provided to the Company, and the Company shall take final action to terminate the employee for cause if the delinquency is not resolved within thirty (30) calendar days of the Company receiving communication. Upon receipt of such communication from the Union, the Company shall



suspend the employee without pay until the delinquency is resolved or the employee is terminated for cause. Suspensions and terminations of this nature are not subject to the grievance procedure.

Section 19.4. The Union agrees to and does hereby hold the Company harmless from any and all liability, responsibility, or damage for deduction, payment, authorization, or notification as provided for in this article. The Union assumes full responsibility for the disposition of the funds so deducted when turned over the General Secretary-Treasurer of the Union.

ARTICLE 20: LEAVES OF ABSENCE

Section 20.1. FMLA. The Company will offer family and medical leaves pursuant to the provisions of the Family and Medical Leave Act.

Section 20.2. Military Leave. Employees required to report for military training in excess of thirty (30) consecutive days or those called to active duty shall be reinstated in accordance with the Uniformed Service Employment and Reemployment Rights Act. The parties to this Agreement shall comply with current applicable state and federal legislation regarding military service. The employee will provide copies of their orders to the Company to substantiate military duty.

Section 20.3. Bereavement Leave. In case of the death of an immediate family member of the employee, the employee will be granted a maximum of three (3) scheduled workdays off with straight time pay for purposes of bereavement and attendance to administrative details. For bereavement out of state, or two hundred and fifty (250) miles outside of the normal work area, an additional two (2) days of paid bereavement leave shall be authorized. Bereavement leave may be used only during the ninety (90) calendar day period commencing with the date of death. For purposes of this Article, "immediate family shall be defined as legal spouse, domestic partner, brother, sister, child, parent, stepparent, aunt, uncle, nephew, niece, cousin, grandchild, and grandparent. The Company may require reasonable proof of death. The Company shall grant five (5) additional workdays off, without pay, in the event of the death of members of the employee's immediate family as defined above, at the employee's request or the employee may use advanced PTO for which they are eligible if desired.

Section 20.4. Jury Duty. Full-time seniority employees who are required by proper court order or summoned to be absent from work in connection with jury duty will be paid the difference between the gross fee they received from the court and the earnings they would have received for a regular scheduled eight (8) hour shift, had the employee not been required to be absent from work. Employees called for jury duty and released by the court with less than four (4) hours service will be expected to return to work. Payment will be



made at the employee's regular straight time wage rate. Jury pay differential will not exceed eighty (80) hours per calendar year.

Section 20.5. Temporary Absence for Disabling Illness, Injury. Full-time seniority employees have ninety (90) calendar days or more of continuous service credit and who are found and certified by a physician to be unable to perform their regular assigned duties with the Company because of disabling illness or injury, shall receive a leave of absence without pay, with service credit and seniority accumulating while such condition continues. If the disability continues beyond twenty-four (24) months and the employee has not returned to work, the employee's service credit and seniority will be broken and terminated.

Section 20.6. Leave without Pay. Employees may request extended continuous excused absence without pay for up to thirty (30) days (240 hours) for extenuating circumstances stated in a written request submitted to the MSS/AMSS at least one (1) week in advance of said absence except in emergencies. MSS/AMSS shall not unreasonably withhold approval of employee's reasonable and timely request. The thirty (30) day limit may be extended by agreement of the Company at its sole discretion. Any PTO or vacation pay accumulated must be used first before LWOP implementation. LWOP under these circumstances shall be separate from short-term or long-term injury or medical leave. Continuous service credit and seniority shall accumulate during all leaves of absence described in this Section unless otherwise noted.

ARTICLE 21: SAFETY

Section 21.1. All employees of the Company must have a complete understanding of the Company's Safety Plan for the Site (the "Safety Plan"), which the Company may modify from time to time and the Union waives any right to bargain over the decision to make changes or the effect of the changes on the bargaining unit. All employees of the Company shall adhere to and comply with the Safety Plan.

Section 21.2. Any employee becoming aware of an unsafe working condition or an accident will immediately report the condition or accident to the employee's immediate supervisor and also will record and submit a written report of the unsafe working condition or accident to the employee's immediate supervisor within the same workday. If it is impossible to submit the written report within the same workday, the written report will be submitted by the employee within twenty-four (24) hours of the initial verbal report. If the employee needs assistance with writing the report, the Site Safety Supervisor shall assist the employee. Failure to report an unsafe working condition or an accident will result in discipline, up to and including termination.

Section 21.3. An employee who has engaged in an unsafe work practice, fails to follow established safety procedures, fails to use required or provided safety equipment or



protective clothing, commits unsafe acts, or has failed to notify the employee's supervisor of an unsafe condition or accident may be subject to coaching, counseling or disciplinary action, up to and including discharge. Any employee who willfully or intentionally engages in such misconduct may be immediately discharged, and if discharged, the discharge shall be deemed and regarded by the parties as for just cause. The question of whether an employee willfully or intentionally engaged in such misconduct shall be subject to grievance and arbitration under Article 15 of this Agreement.

Section 21.4. The Safety Plan and associated rules, regulations, and policies will be in compliance with applicable local, state, and federal laws, rules, and regulations. The Company may amend the Safety Plan and associated rules, regulations, and policies from time to time so they will be maintained current with the applicable laws, rules, and regulations.

Section 21.5. An employee injured on the job, who is taken off the job for treatment will receive pay for the remainder of their scheduled workday if the employee's injury is serious enough to preclude their return to work that day. Where necessary, the Company will furnish transportation as soon as possible for an injured employee to receive medical treatment.

Section 21.6. Employees must possess and wear, at all times while at work, OSHA approved protective footwear and eyewear.

Section 21.7. Safety Shoe Allowance. Employees shall be given a stipend of \$75.00 the 1st pay period of June annually for OSHA standard safety footwear.

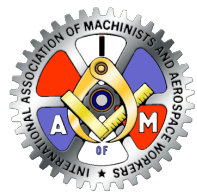
ARTICLE 22: PAID TIME OFF (PTO)

Section 22.1. Paid time off will vest on the employee's anniversary date, as set forth in the chart below:

Seniority	Annual PTO
At completion of Years 1-4	88 Hours Per Year
At completion of Years 5-9	128 Hours Per Year
At completion of Years 10+	168 Hours Per Year

PTO requests must be approved in advance by the Site Supervisor or the Associate Site Supervisor.

Section 22.2. For the purpose of paid time off, an employee's continuous service will start on the date they first reported for work with the Company or with a predecessor contractor, whichever is earlier, and will continue until the employee is severed from the payroll with the following exceptions:



- A. **Military Service.** If an employee leaves the Company to join the Armed Forces of the United States because of induction or voluntary enlistment, and at a subsequent date is rejected or honorably discharged and returns for employment within a reasonable length of time not to exceed sixty- five (65) work days, his/her employment will be computed from the date of initial hire, deducting only the time he/she was absent.
- B. **Compensation Cases.** Employees who are away from work because of an injury sustained on the job, and who are drawing Workers Compensation, shall be considered in continuous employment for vacation purposes during the time of incapacity.
- C. **Rehires.** If an employee is severed, due to a reduction in force and the employee is rehired within a period of two (2) years from the date of severance, the continuity of employment will be considered unbroken and the time not worked will be deducted.
- D. **Leave of Absence.** If a final severance has not been issued, there will be no break in the continuity of service; however, the period of leave of absence will be deducted and PTO will be pro-rated accordingly based on 2,080 hours.

Section 22.3. Sick Leave:

- A. As provided for in Executive Order (EO) 13706, bargaining unit employees will accrue one (1) hour of paid sick leave for every thirty (30) hours worked, earning up to a total of fifty-six (56) hours Sick Leave per year, which is defined as equaling the Task Order's twelve (12) month period of performance of the following year.
- B. Employees are permitted to use Sick Leave for the following purposes:
 - 1. For an employee's own illness, injury, or other health related needs, including preventive care.
 - 2. To assist a family member or person who is like a family member to the employee, who is ill, injured, or has other health related needs, including preventive care.
 - 3. For reasons resulting from or to assist a family member or person who is like a family member to the employee, who is the victim of domestic violence, sexual assault, or stalking.
- C. Employees are not permitted to use sick leave for any reason not specified in Paragraph B., above. Employees who miss more than three consecutive days due to a reason specified in Paragraph B. (1) or B. (2) must present a doctor's



verification to their supervisor. Failure to follow these Sick Leave procedures will result in discipline, up to and including termination.

D. Employees may carry over unused, paid sick leave from one year to the next, however, the total amount of sick leave an employee can accrue or maintain in their sick leave account is fifty-six (56) hours.

E. Sick leave is not eligible to be paid to any employee for any reason.

Section 22.4. When a bargaining unit employee takes paid time off, such bargaining unit employee will be paid at the regularly hourly rate of pay at the time the paid time off. A bargaining unit employee will be paid forty (40) hours pay for each full week of paid time off taken. Paid time off can be taken in less than full day increments of no less than one (1) full hour.

Section 22.5. Vested, unused paid time off is to be paid in full in the event of separation from the Company's payroll for any reason. The Company is not responsible for paying a bargaining unit employee for paid time off benefits vested while that bargaining unit employee worked for a previous contractor.

Section 22.6. Employees may be required to take all paid time off during the year that follows the anniversary date of vesting if possible. If an employee has not scheduled all vested paid time off at the midpoint of that employee's service year, the Company will work with the employee to schedule the balance of their paid time off before the next service anniversary. The Company retains the final right to reasonably assign paid time off in its sole discretion to the extent an employee refuses or fails to schedule time.

Section 22.7. If the Company loses the contract, the Company shall be responsible to pay out all unused vested paid time off.

Section 22.8. Part-time bargaining unit employees will receive prorated, per SCA regulations, paid time off per year under the same terms as all other employees.

ARTICLE 23: WAGES AND JOB CLASSIFICATIONS

Section 23.1. Employees will be paid in accordance with the wage schedule below. No employee will be paid less than the appropriate rate set forth in the wage schedule.



Labor Category	4/29/2024 Current Wage	6/1/2024 Proposed Wage	6/1/2025 Proposed Wage	6/1/2026 Proposed Wage
		2.20%	3.25%	3.25%
A/C Mechanic I	\$36.06	\$37.23	\$38.44	\$39.69
A/C Mechanic II	\$37.72	\$38.95	\$40.21	\$41.52
Aerospace Welder	\$37.72	\$38.95	\$40.21	\$41.52
GSE/AGE Mechanic	\$36.06	\$37.23	\$38.44	\$39.69
Production Control	\$27.58	\$28.48	\$29.40	\$30.36
Supply Technician	\$33.92	\$35.02	\$36.16	\$37.34
Tool & Parts Attendant	\$20.07	\$22.52	\$23.25	\$24.01

Section 23.2. Any employee laid off or terminated will be paid in full on the next pay day occurring after the date of layoff or termination.

Section 23.3. Premium Pay:

Lead: Any employee designated a Lead, will receive a \$1.50 per hour Lead Differential, paid on all hours paid. Area Leads will include A-Line, R-Line, QEC, CTK, Supply, Test-Cell, and Ground Support Equipment. The Company shall designate Leads in the areas it determines necessary.

Test Cell Operator: Employees who are Test Cell Operator Certified in accordance with AFI21-101 AFRCSUP, dated 13 AUGUST 2020 and who are assigned to the Engine Test Cell Section will receive an additional \$.75 per hours paid.

If an employee is qualified to get more than one (1) premium, only the higher premium will apply.

ARTICLE 24: HEALTH AND WELFARE

Section 24.1. Employees may participate in the following Company group benefit coverage plans: medical, dental, vision care, and prescription drug, (together, the "Plan") as detailed in the periodically revised summary plan description. The Company retains the right, upon notice to the Union to change carriers and change the design of the Plan.

Section 24.2. All employees, as part of their Health & Welfare plan will automatically be enrolled for life insurance and AD&D coverage valued at \$50,000.00 provided by the Company to its employees.

Section 24.3. The employee cost of the elected Plans in Section 24.1. will be those in effect as of the ratification of this Agreement.



Section 24.4. For the Health & Welfare of employees, the Company shall pay the amount indicated below for all hours paid up to a maximum of two thousand and eighty hours (2080) per year, up to forty (40) hours paid per week:

H&W	4/29/2024	6/1/2024	6/1/2025	6/1/2026
Opt Out	\$5.00	\$6.00	\$7.00	\$8.00
Employee Only	\$5.00	\$6.00	\$7.00	\$8.00
Employee Only + Child	\$6.50	\$9.00	\$10.00	\$11.00
Employee + Spouse	\$7.00	\$9.50	\$10.50	\$11.50
Family	\$9.00	\$12.00	\$13.00	\$14.00

Section 24.5. The Health & Welfare amount identified in Section 24.4. may be used to purchase medical, dental, vision insurance. The Value of the Life Insurance, Accidental Death and Dismemberment, Short-Term and Long-Term Disability (\$0.18 per hour paid, up to forty (40) hours per week) will be deducted from the Health & Welfare or Opt Out amount as well. If the allowance paid to the employee is insufficient to cover fully the actual cost of the employee's Company group benefit plan benefits, then that employee shall pay any additional required amount through a payroll deduction. Any unused portion of the Health & Welfare amount will be paid directly to the employee as wages.

ARTICLE 25: RETIREMENT

Bargaining unit employees may participate in the Company's 401(k) Savings Plan as described in the Plan Documents and Rules, on a voluntary basis. Employees will be permitted to contribute their own monies via payroll deduction up to the maximum allowable by the IRS regulations. Effective June 1, 2024, the Company will match 50% of the first 4% contributed by the employee to the Company's 401(k) Savings Plan.

ARTICLE 26: HOLIDAYS

Section 26.1. Holiday pay is eight (8) hours payable at the employee's applicable working rate of pay. To qualify for holiday pay, an employee must be "in pay" status for some part of the work week in which the holiday falls.

Section 26.2. The Company will observe eleven (11) holidays each calendar year:

- | | |
|---------------------------------------|-----------------------------|
| New Year's Day (January) | Labor Day (September) |
| Martin Luther King, Jr. Day (January) | Columbus Day (October) |
| Presidents Day (February) | Veteran's Day (November) |
| Memorial Day (May) | Thanksgiving Day (November) |
| Juneteenth (June) | Christmas Day (December) |
| Independence Day (July) | |



Section 26.3. Any employee required to work on any of the above holidays will be paid for all hours worked at one and one-half (1.5) times their applicable working rate of pay plus holiday pay at their working rate of pay. In the alternative, such employees may select another day to celebrate as the holiday. Such selection must be approved by the Company. In that event, the employee who works on the regularly scheduled holiday shall receive straight time.

Section 26.4. Any observed holiday, stated above, that falls on a Saturday or Sunday, will be observed under the same schedule observed by the Customer. When a holiday falls during an employee's PTO, the holiday will not be charged as PTO.

Section 26.5. Holiday pay shall not be considered as time worked for the purpose of computing overtime pay.

ARTICLE 27: GENERAL PROVISIONS

Section 27.1. Except for during meal periods and breaks, any employee intending to leave their primary work center on work time must have the advance approval of the Managing Site Supervisor or the Managing Site Supervisor's designee.

Section 27.2. It is recognized that all employees are working on a government installation and are subject to all regulations and rules of the installation. If any bargaining unit employee covered by this Agreement is denied entry or permission to work on this installation or loses or has their "Confidential Tier 1 Clearance," "NACI," or "CAC" suspended, when one is required, such employee shall be permitted ten (10) unpaid work days to regain permission to enter and work on the premises where the Company works, or to regain the requisite "Confidential Tier 1 Clearance," "NACI," or "CAC." Absent regaining such permission or "Confidential Tier 1 Clearance," "NACI," or "CAC" in that period of time, the employee will be terminated. Should the former employee regain the right to enter and work on such premises with the required "Confidential Tier 1 Clearance," "NACI," or "CAC," they will be eligible for rehire into any open position for which they are qualified.

Section 27.3. All personnel are expected to report to work in clean, neat work clothing appropriate to the task requirements. Employees are to keep their hair, beard or mustache trimmed and well groomed. Ragged, torn, unfit for intended use, and/or excessively dirty clothing are not acceptable. The Company will provide, on an annual basis, a minimum of three (3) shirts approved for use by the Company.

Section 27.4. When the performance of a task requires the use of safety equipment, or the wearing of safety attire, employees are required to be in the proper attire.

Section 27.5. If full or partial uniforms are required for positions, they must be worn during all work hours. Employees who are required to wear uniforms must wear all items in the



appropriate complete uniform. Employees may not substitute non-authorized items. Alterations are not to be made to any uniform pieces without prior authorization. Such uniforms shall be provided by the Company.

ARTICLE 28: WEATHER/GOVERNMENT RELATED SHUTDOWNS

Section 28.1. After Installation Commander closes the base for any purpose to include but not limited to, periods of weather-related shutdown, a safety stand-down, base delayed reporting, government/customer shutdown, periods of national mourning, mission support down days, other acts of God necessitate partial workday(s) or closing of the facilities and Little Rock AFB and with prior written approval from the Contracting Officer's Representative (COR), the Company will compensate employees in full, for periods employees are released from work or otherwise directed to not report for duty.

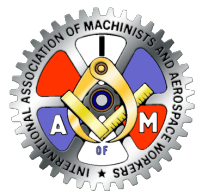
ARTICLE 29: PAST PRACTICES

Except as expressly set forth in this Agreement, the Company shall not be obligated to continue any practice that was or may have been in existence prior to the signing of this Agreement and the continuation or modification of any such practice, shall not be considered as creating an obligation to continue that or any other practice.

ARTICLE 30: SAVINGS CLAUSE

In the event that any federal or state legislation, governmental regulations, or court decisions cause invalidation of any Article or Section of this Agreement, all other Articles and Sections not so invalidated shall remain in full force and effect. Within thirty (30) calendar days, the Company and the Union shall meet to negotiate new contract language to replace the particular clause(s) which was invalidated by such action. During this process, the No Strike-No Lockout provision shall remain in full force and effect.

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the parties, for the life of this Agreement, waive the right, and each agrees that the other shall not be obligated, except as otherwise provided in this Agreement, to bargain collectively with respect to any subject or matter expressly addressed in the Agreement.



ARTICLE 32: DURATION

Upon ratification, this Agreement will be in full force and effect June 1, 2024, to and including May 31, 2027 and will continue from year to year thereafter unless written notice of desire to negotiate changes or revisions or terminate this Agreement is served by either party upon the other at least sixty (60) calendar days prior to the date of expiration by certified mail.

For GLSS



Jan Smith

Chief Executive Officer




Steve Smith

Director of Contracts



John H. Briggs
General Manager, GLSS




Steven Wilson
Managing Site Supervisor, GLSS


For the Union




Melone Wey
District 171 Business Representative



Seneca Williams
Chief Steward



Tim Hunter
Steward



Jason Yount
Committee Member



Charles Horton
Committee Member



Sharon Smith
LL463 Recording Secretary