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COLLECTIVE BARGAINING AGREEMENT

Between

D2 GOVERNMENT SERVICES Inc

820 Aviation Drive

New Bern, NC 28562

In Support of the

Columbus AFB Aircrew Flight Equipment Services Contract

And

IUE-CWA

Industrial Division of the Communications Work of America AFL-CIO

CLC and its Local83770

Effective October 1, 2025-September 30, 2028

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PREAMBLE

This Agreement is made and entered into this first day of October 1, 2022 by and between D2 GOVERNMENT SERVICES, LLC (hereinafter referred to as the "Company", and the IUE-CWA, Industrial Division of the Communications Workers of America, AFL-CIO, CLC, and its Local 83770 (hereinafter referred to as the "Union" collectively referred to as the "Parties" or "Party".

It is understood wherever in this Agreement employees or jobs are referred to in the male or female gender it shall be recognized as referring to both males and females.

1.0 INTENT AND PURPOSE

1.1 It is the intent and purpose of the Company and the Union to set herein the entire Agreement with respect to wages, hours, and working conditions as relates to the Government contract covered by this Agreement.

Further it is the mutual intent of the parties to secure efficiency of the operation and production of the employees; that operations and duties be faithfully performed in order for the Company and its employees to fulfill their mutual and vital responsibilities to the Government; that the business of the Company must be operated with due regard to competitive conditions; to promote harmony between the Company, its employees, and the Union for the benefit of the Company, its employees, and the Government.

It is recognized by this Agreement to be the duty of the Company, the Union, and the employees to cooperate fully, both individually and collectively, for the advancement of said conditions; and to provide a fair and prompt grievance procedure for the peaceful settlement of employee grievances and to provide that there shall be harmony between the Company and its employees during the term of this Agreement.

1.2 The Union recognizes that the Company is a contractor to the Federal Government and that the Company is required at all times to fully meet its obligations as a contractor. Nothing in this Agreement is intended to prevent the Company from fully meeting its obligations and responsibilities as a contractor. The Union recognizes that from time to time the Government may impose various legal and/or lawful demands or obligations upon the Company and that the Company and its employees must meet such demands and obligations or comply with such rules and regulations as may be promulgated or imposed by the Government.

2.0 MANAGEMENT RIGHTS

2.1 Except to the extent expressly abridged by a specific provision of this Agreement the Company reserves and retains, solely and exclusively all of its lawful rights to manage the business. The sole and exclusive rights of management which are not specifically abridged by this Agreement shall include but are not limited to its right to determine prices of products and services, levels, quality and quantity of services, volume of production, methods of financing; to drop a service or product line; to sell or lease the business or modify policies, practices or procedures; to determine and from time to time re-determine the number, location, relocation and types of its operation, and the methods, materials, equipment, and facilities to be employed; to discontinue services or operations or to discontinue their performance by employees of the Company; to utilize suppliers and subcontractors; to determine the number of hours per day or per week services or operations shall be carried on; to select and to determine the number and qualifications of persons to be employed or assigned specific jobs; to assign work to such employees IAW the requirements determined by management; to establish and change work schedules and assignments; to transfer, promote, or demote employees or to layoff, terminate, or otherwise relieve employees from duty for lack of work, failure to comply with performance standards as established by the Company or

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Government, or other legitimate reasons; to determine the fact of lack of work; to make and enforce reasonable rules for the maintenance of discipline, to suspend, discharge, or otherwise discipline employees for just cause and to take such measures as management may determine to be necessary for the orderly and efficient operation of the business.

2.2 The foregoing enumeration of the Company's rights shall not be deemed to exclude other pre-existing rights which do not conflict with the provisions of this Agreement and nothing in this Article shall be deemed to limit the Company in the exercise of customary and recognized functions and prerogatives of management, including the right to make such agreements and enter into such agreements as it may deem necessary to the successful operation of its business.

3.0 UNION RECOGNITION

3.1 The Company recognizes the Union certified by the National Labor Relations Board on July 9, 1990 (Case No. 26-RC-7281 as the exclusive representative of all employees stipulated in the Board's Certification of Representation as follows:

3.1 (a All Aircrew Flight Equipment (AFE survival support employees employed by the Company on Contract Number FA3022-16-C-0007 at the Columbus Air Force Base, Mississippi, excluding all secretaries, professional employees, contracts administration, government property personnel, Human Resources, Payroll, guards, and supervisors as defined by the Act.

3.2 The Company and the Union reaffirm their adherence to the principle of a fair day's work for a fair day's pay. The Union agrees that it will cooperate with the Company and support its efforts to assure a full day's work on the part of its members and it will support programs and policies which combat absenteeism and any other practices which restrict productivity and efficiency. It further agrees that it will support the Company in its efforts to eliminate waste in production; conserve supplies, improve the total quality of workmanship; prevent accidents; and strengthen goodwill between the Company, the employee, the customer, and the general public.

4.0 UNION SECURITY: DUES CHECKOFF

4.1 Employees covered by this Agreement may at their own discretion become and remain members of the Union following their first sixty (60) work days of employment.

4.2 Upon receipt of a properly executed IUE-CWA Deduction Authorization from an employee covered by this Agreement, the Company, during the term of this Agreement, will deduct from the employee's earnings, if any, initiation fees and/or Union dues and remit the money as set forth herein within ten (10) days following the end of the month in which the initiation fees and/or Union dues were collected. Initiation fees and dues collected from the employee shall be remitted by the Company to the office listed below. The amount of remittance to each office shall be as designated in writing by the Secretary/Treasurer of Local Union 83770: local8370@iuecwa.org And the remittance itself mailed to: Communications Workers of America P.O. Box 79176 Baltimore, MD 21279-0176 PU# 0861401

4.3 It is understood and agreed that IUE Dues Deduction Authorization(s) forms must be received by the Company no later than fourteen (14) calendar days prior to the end of the pay period in order for initiation fees or dues to be deducted for such pay period. Initiation fees or dues to be deducted as a result of Authorization(s) not received fourteen (14) calendar days prior to the end of the pay period will be deducted the following pay period.

4.4 The Company shall be required to make only one (1) payroll deduction for each employee authorizing the deduction.

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4.5 The Company shall provide the International an electronic copy and the Local a complete list of the local members from whom the dues were deducted and a list of the individuals from whom initiation fees were collected with each remittance as defined in 4.2.

4.6 It is understood that any authorization for such payroll deduction shall be voluntary on the part of the employee and may be cancelled by the employee IAW the terms of the IUE Deduction Authorization.

4.7 The Company will comply with any notice of revocation of deduction authorization received from an employee IAW the procedures and limitations set forth in the IUE Deduction Authorization. Should an employee be promoted or transferred to a classification not covered by this Agreement, the Company shall cease deducting dues from such employee. When ceasing to deduct dues in such cases, the Company shall submit the name of the employee and the reason for no deduction in writing to the Secretary-Treasurer of Local Union 83770.

4.8 If an employee does not have sufficient earnings in any payroll period to cover the Union dues deduction for that payroll period, the Company shall have no further responsibility for collection of dues for that pay period.

4.9 There shall be no collection of Union dues or fees or solicitation of such dues or fees on Company or Government facilities in the custody of the Company. Furthermore, there shall be no solicitation of Union membership during time when either the employee(s) being solicited or the employee(s) performing such solicitation are being paid by the Company to perform work.

4.10 The Parties agree that if an agency shop provision becomes legal in the state of Mississippi, or that if and when Columbus Air Force Base, Mississippi, is determined to be a Federal Enclave, the following shall become effective:

a) All bargaining unit employees shall, not later than sixty-one (61) days following the effective date of such change in the law, conform to one (1) of the following two (2) requirements as a condition of employment:
b) Become and remain a member of the Union in good standing to the extent of tendering the dues or application service fees uniformly required of all members, or
c) Commence to regularly tender to the Union the dues or applicable service fees uniformly required of all members.
d) Bargaining unit employees hired after the effective date of such change in the law shall, not later than sixty-one (61) days after their date of hire, conform to one (1) of the two (2) requirements noted in 4.10.b and 4.10.c as a condition of employment.
e) There shall be no discrimination by the Company or Union because of membership or non-membership in the Union.

4.11 The Union shall indemnify and hold harmless the Company from any and all claims, demands, suits, or forms of liability that shall arise out of or by reason of action taken or not taken by the Company for the purpose of complying with any of the provisions of this Article including the reasonable cost of any defense made necessary by any such liability, claim, suit, or dispute.

5.0 STEWARDS VISITATION

5.1 The Company agrees to recognize the Stewards duly authorized by the Union to represent those employees covered by the terms of this Agreement. It is understood and agreed that the term "Steward" shall include the Shop Steward. The number of Stewards shall be in that number required by the Union to assure employees in the unit ready access to a Steward in their assigned work location. There will be no

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more than one (1) Steward within any work center of Less than five (5) employees unless approved by the Company.

5.2 The Union will notify the Company in writing of the names of the Stewards. The Company will not recognize any subsequent changes of Stewards until official written notice is received from the Union.

5.3 Subject to other provisions of this Agreement, reasonable and necessary paid time off from work shall be authorized to permit Stewards to carry out their responsibilities under the grievance procedure to employees in their area of representation, providing the carrying out of these responsibilities will not unduly interfere with the assigned work duties of the Steward or the employee involved. Any alleged abuse or misuse of time by the Steward or the granting of time off by Supervision shall be brought to the attention of the party at fault, who shall take immediate action necessary to correct the problem.

5.4 When the Steward finds it necessary to investigate a grievance, the Steward shall request permission to leave his/her work assignment from his/her supervisor. Such request must include the nature of the grievance, if known, who the Steward wants to talk to, and how long the Steward expects to be off the job. Upon entering the work area of another Supervisor's responsibility, the Steward will contact the immediate Supervisor and gain permission to contact any employee. If permission is denied, the Supervisor will promptly establish an alternate time at which the Steward can contact the employee(s).

5.5 Subject to existing security regulations, the Business Representative or other authorized Business Representative of the Union shall have access to the Company's work areas during working hours for the purpose of investigating grievances and attending meetings IAW the administration of the CBA. Before doing so, he/she will notify the Company either by phone or email. The Company shall permit said Representative to enter the Company's premises, provided that such right is exercised reasonably and will not interfere with the normal conduct of the Company's operations. The Company may require such Representatives to be escorted by a Company Representative at all times while on Company controlled premises.

5.6 Stewards shall be a seniority employee who is a full time, active employee of the Company who is not on lay off or in his/her trial period, selected from among those employees that they represent. Areas of representation shall be determined by mutual agreement of the Company and the Union. Stewards have no authority to take strike action, or any other action interrupting the Company's business. The Company in so recognizing such limitation shall have the authority to impose proper discipline, including discharge in the event a Steward has taken unauthorized strike action, slow down, work stoppage, or any other actions in violation of this Article. Any such disciplinary action shall be subject to the grievance and arbitration procedure defined herein. Should the Company prove the individual did participate in such action, in violation of this article; the disciplinary action shall not be altered. No Steward shall be temporarily transferred out of his/her permanent assigned area of representation, during his/her term as Steward, except as last resort.

5.7 It is agreed that the Company shall not pay an employee for any time that they are taken away from their work except as provided in the Agreement.

5.8 There shall be no solicitation of complaints or grievances. However, the Union will have the right to talk with any employee and make the determination whether to file a union grievance.

5.9 The Steward shall be empowered to adjust employees' grievances occurring under his/her jurisdiction as provided for in the grievance procedure, so long as such adjustments are not in conflict with this Agreement. If there should be a question of application of the CBA or a conflict of interest between members, the Shop Steward or the President shall adjust such grievance or address such questions.

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5.10 The Company will provide a list on all new hires, if any, in the bargaining unit to the Shop Steward or President or Recording Secretary. Such list shall include the name, classification, man number, work center, shift, last 4 digits of their social security number, and effective hire date.

6.0 NO STRIKE- NO LOCKOUT

6.1 It is expressly understood and agreed that the business of the Company is directly related to the important and vital work of the United States Government and that efficient and uninterrupted services must be furnished to those agencies who have need of and make use of the capabilities of the Company.

Therefore, the Parties agree that during the term of this Agreement:

a) The grievance procedure provided for herein shall serve as a means for the peaceful settlement of all disputes that may arise between the Parties of this Agreement.
b) The Union (its officers, and/or agents, and/or members) shall not authorize, encourage, sanction, or take part in any strike, sympathy strike, sit down, work stoppage, stay in, slow down, refusal to work, sick out, picketing, or any other action which may interfere with any of the operations of the Company.
c) No rules, customs, or practices shall be permitted which limit production or increase the time required to do any work. There shall be no limitation or restriction of the use of machinery, tools, or other labor-saving devices.
d) Any employee or employees, individually or collectively, who cause, encourage, or take part in any violation of this Article, or any activities prohibited by this Article, shall be immediately discharged. Any such disciplinary action shall be subject to the grievance procedure/arbitration procedure as defined herein.
e) In the event of a violation of this Article, the Union (its officers, agents, and members) individually and collectively agree that it shall use its total efforts to end such prohibited conduct, taking such actions as:
    1) Requesting through personal contact with employees, that they comply with the Agreement and not participate in any prohibited conduct.
    2) Immediately notify all affected employees by mail that such prohibited conduct is in violation of the Agreement.
    3) Request those employees violating this Agreement to return to work and/or otherwise fully comply with the terms of this Agreement.

6.2 Violation of this Article and any liability resulting therefrom shall not be excused or forgiven because the Union is engaged in any form of lawful or unlawful strike or other coercive activity against any other contractor. Nor because the employees covered by this Agreement engaged in any form of conduct prohibited by this Article in support of or in sympathy with the employees of any other employer who may be engaged in a strike or other form of coercive activity at this location.

6.3 The Company agrees that it will not engage in any lockout of employees during the duration of the Agreement, providing the Union is in full compliance with all provisions of this Agreement.

6.4 Nothing in this section, or any section of this Agreement, limits the Company's or the Union's rights to seek and receive, legal and equitable relief in the event of the proven breach of the no strike/no lockout provision, including but not limited to, injunctive relief prohibiting any strike, lockout, sympathy

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strike, sit down, work stoppage, stay in, slow down, refusal to work, picketing, or any other action which would interfere with any of the operations of the Company.

7.0 GOVERNMENT SECURITY/RESPONSIBILITY

7.1 The Union recognizes that the Company has certain obligations in its contract with the Government pertaining to security, and that security is vital to the Company and the Union in carrying on their part in the defense effort. Therefore, in the event that the Department of Defense, through its duly authorized Representatives concerned with security, advises or have advised the Company that any employee covered by this Agreement is denied access to classified information where such access is required in the performance of that employee's duties, such employee shall be subject to appropriate action(s) the Company considers necessary for security reasons. If the employee is a trial period employee as defined in Article 08.00, the employee may be terminated for cause. Subject to government approval, a non-trial period employee denied access to classified information will be offered bumping rights lAW Article 19.00 or may elect layoff. In the event such employees elect layoff, any notice of layoff requirement specified in Article 19.00 shall be waived.

In the event that the U.S. Air Force advises or have advised the Company that any employee covered by this Agreement is denied access to Government workstations due to an unfavorable National Agency Check (NAC), such employee may be reassigned to a position within the same classification which does not require access to Government workstations, if such position is available. If no such position is available or the employee refuses the reassignment, the following action will be taken:

1. If the employee is a trial period employee as defined in Article 08.00, the employee may be terminated for cause.
2. A non-trial period employee will be offered bumping rights IAW Article 19.00, provided the position does not require access to Government workstations, or may elect layoff. In the event the employee elects layoff, any notice of layoff requirement specified in Article 19.00 shall be waived.

It is understood and agreed that determinations by the Government as to an individual's suitability for access to classified information or the results of a NAC are not reviewable via the Grievance/Arbitration procedures provided in this Agreement.

7.2 It is further understood that where a security clearance is required in order to perform the duties of a particular position covered by this Agreement, that issuance and retention of such security clearance shall be condition of continued employment in that position. Such employee(s) shall be subject to investigation for security clearance under regulations prescribed by the Department of Defense or any other authorized and appropriate agency of the United States government and shall cooperate fully with representatives of said agencies during the conduct of investigations. Failure to comply with the requirements for a clearance or denial or withdrawal of such clearance by such government agency will be just cause for the Company's removal of such individuals from positions requiring access to classified information.

7.3 The Company, all representatives of the Union having access to the premises, and all employees are required to comply with applicable Government security regulations. Government classified information will be revealed only to persons properly cleared and having need for access to such information as defined by applicable regulations.

7.4 The Union and the Company recognize the employees covered hereby are performing services for the U.S. Government and in U.S. Government facilities, utilizing U.S. Government equipment. The Company is not authorized to maintain, modify, or repair such Government facilities except as

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contractually directed. The Company will provide indoor areas designated for breaks within the employees general work areas.

7.5 Employees will be responsible for reasonable care of customer and/or Company furnished equipment and will notify the Company of any loss, sabotage, or willful damage to Company, customer, or employee property or materials.

7.6 Where an employee's base access or Common Access Card is revoked and is restored by the Federal Government within twelve (12) months of revocation, the Company will reinstate the employee's employment (without loss of seniority) into his/her previously held position at the time of termination, if a vacancy exists, or any lower available classification for which he/she is qualified and there is a vacancy. The Company shall not be obligated to reinstate any employee whose base access was revoked as a result of circumstances otherwise justifying a just cause termination pursuant to the terms of this Agreement.

8.0 SENIORITY

8.1 New employees and those hired after a break in continuous service, regardless of classification, shall be considered trial period employees until they have completed sixty (60) work days from the date of hire. After completion of the trial period, the employee shall be placed on his/her respective seniority list with seniority from date of hire. No grievance shall be filed by or on behalf of such trial period employees.

8.2 Seniority among employees who were employed on the date of ratification of this Agreement will be determined as follows: Employees who are employed by the Company on or before the date of ratification of this Agreement will have their seniority based upon their length of service on the contract but not earlier than 7 March 1988. For the purpose of this article the term "on the contract" shall include continuous service with predecessor contractors providing aircraft maintenance and related support to the Air Education and Training Command, 14th Flying Training Wing, at Columbus Air Force Base, Mississippi.

08.2(a) Employees who may be transferred into or hired on the contract subsequent to 8.2 will have their seniority based upon their date of transfer onto the contract or their most recent date of hire with the Company, whichever is lesser. It is agreed and understood that such an employees(s) shall retain the earlier date only for the purpose of benefit accruals including, but not limited to, vacation accruals.

8.3 The seniority of an employee shall be forfeited and canceled and his/her employment with the Company shall be terminated under the following conditions:

a) Discharge for Just Cause.
b) Resignation.
c) Failure by the employee to respond to a recall notification within seventy-two (72) hours after receipt of such recall notice and/or the employee's return to work within five (5) calendar days following the receipt of such notice. Notification will be by certified mail.
d) Failure to be recalled from layoff within thirty-six (36) months after such layoff.
e) Failure to report for work upon expiration of an approved leave of absence (LOA) except for reasonable and legitimate reasons acceptable to the Company.
f) Accepting other employment while on approved LOA without prior permission of the Company.
g) Unexcused absences from work for a period of three (3) consecutive work days, unless satisfactory evidence of inability to report for work can be verified.

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8.4 When two (2) or more employees have the same seniority date, the employee having the lowest last four (4) numbers of his/her social security number shall be considered having the most seniority for tie breaking purposes.

8.5 Employees covered hereby who are transferred or promoted to positions within the Company, but not within job classifications covered hereby shall retain and accrue seniority hereunder for a period of one hundred-eighty (180) days but shall not be construed as working under the terms of this Agreement while occupying such positions. Thereafter, such employees shall retain but not accrue seniority.

8.6 The Company agrees to provide the Union with an updated seniority list every 90 days or anytime a change in current staffing occurs. Any changes in staffing due to Termination. voluntary or other, Retirement. and any type of Leave of Absence to include Military. Workman's Compensation, and Short or Long Term medical shall be provided immediately to local83770@iuecwa.org. The list shall contain employees' names, employee numbers, classifications, work center, shift, last four digits of social security number, and seniority dates. A seniority list will stand as correct unless the Company is notified in writing by the Union of any errors within ten (10) work days of receipt.

The seniority list will be kept with the Officers and Stewards of the Union. At the request of an employee, the Union will allow the employee to view the list. The parties agree that the list will be held as a confidential document.

8.7 Elected officers of the Union: President, Vice President, Chief Steward, Recording Secretary, Financial Secretary, and Assistant Chief Steward. The Survival/Aircrew Equipment Services Shop Steward shall, be the last employees to be laid off and the first employees to be recalled to work so long as they are qualified to perform the work available.

8.8 The Steward of the section and shift involved shall, during his/her term of office, be the last employee to be laid off and the first to be recalled in the section and shift for which the Steward was elected so long as the Steward is qualified to perform the work available.

8.8(a) A Steward may be transferred from his/her shift for essential mission requirements if there are no other qualified employees available. It is further understood, should a Steward be transferred from his/her shift the Company shall notify the Chief Steward or in the absence of the Chief Steward, the President if such transfer is permanent or temporary within twenty-four (24) hours.

9.0 NON-BARGAINING UNIT PERSONNEL

9.1 It is understood and agreed that non-bargaining unit personnel will not normally perform work of employees covered by the Agreement except under the following conditions:

a) For the purpose of instructing and training employees.
b) Under Emergency Conditions.
c) When immediate action is necessary to ensure mission performance or in response to government exercises.
d) In order to prevent injury to employees or damage to property.
e) When necessitated by security requirements.
f) When required for safety.
g) When required to maintain their personal qualifications and proficiency as directed by the customer.

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10.0 HOURS OF WORK/TDY ASSIGNMENTS

10.1 No provision of this Agreement shall be construed as a guarantee of any specified numbers of hours of work either per day or per week.

10.2 Seven or Eight (7 or 8) consecutive hours, exclusive of a lunch period of thirty (30) or forty-five (45) minutes as customarily established shall constitute a standard work shift. When requested by an employee and approved by the Company, an alternative lunch schedule may be established.

10.3 The standard workweek shall consist of seven (7) consecutive days, beginning with the start of the first shift on Monday. The Company may establish standard work week schedules consisting of five (5) consecutive work days comprised of standard work shifts as defined in 10.2 and two (2) consecutive days off within the workweek. It is understood and agreed that the Company may establish non-standard workweeks to utilize part-time or temporary employees or to respond to customer requirements. In response to mission requirements, the Company may establish a workweek of four (4) ten (10) hour work days with two (2) consecutive days off. This work week would apply to selected employees in flight line work centers. Such non-standard workweeks will not be established to displace current employees.

10.4 The Company will permit the employee to take a fifteen (15) minute un-interrupted rest period during each half of the work shift without loss of pay. Should any rest period be interrupted due to work requirements, the employee shall be allowed to take the remaining time later during the shift. Employees required to work beyond the end of their shift will be permitted to take a fifteen (15) minute rest period at the beginning of the extra over time hours if at least one (1) extra hour is anticipated.

10.5 The Company will advise employees of their scheduled hours by bulletin or other medium. An un-interrupted rest period of not less than ten (10) hours shall be scheduled between the end of one regularly scheduled shift and the beginning of the next scheduled shift except under emergency conditions. Any employees not wanting to be phoned for a TDY assignment as indicated by the TDY list shall not be called.

10.6 An employee's normal starting time shall be the same each regularly scheduled workday, unless the employee voluntarily agrees to change, or the Company provides seventy-two (72) hours advance notice. It is understood and agreed that in response to mission requirements placed upon the Company by the Customer; this notice may not be possible. In these instances, the Company will provide as much advance notice as possible. A written notice shall be posted on the Company Bulletin Board. Each employee will be notified by their supervisor. After the Company's weekly work schedule is posted for the Flight lines, the Company will minimize schedule fluctuations under its control.

10.7 In the event an employee's scheduled days off are not consecutive, the Union and the Company shall meet to discuss the basis for this requirement. If the Union and the Company do not agree that such requirement is valid, then either party may submit the issue through the Grievance/Arbitration procedures contained in this Agreement.

10.8 Employees called or directed to report to work by Management outside their normally scheduled shift shall be provided a minimum of four (4) hours work at their regular rate of pay. An employee shall not be entitled to such hours if he/she reports when told not to by Management. Should the employee request to leave work prior to completing the available four (4) hours of work and the supervisor approves such request, the employee will be paid only for hours actually worked.

10.9 Employees reporting for their regularly scheduled work shift shall be provided a minimum of four

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(4) hours work at their regular rate except in cases where work is unavailable due to acts of God, sabotage, national emergency, or other circumstances beyond the control of the Company. Should the employee request to leave work prior to completing the available four (4) hours of work and the supervisor approves such request, the employee will be paid only for hours actually worked.

a) The Company will notify an employee prior to reporting for work if there is not any work available due to conditions beyond the Company's control. Such contact will be by radio and television, if possible.
b) When it is necessary to cancel operations for reasons beyond the control of the Company for a period of up to four (4) workdays, employees in the classification affected shall be temporarily laid off per their seniority. Such affected employees have the option to use Personal Paid Time, Vacation, or time off without pay.
   In cases of customer designated no-fly days, Goal Days, Family Days, Weather Days, and Christmas shut- down, with Company approval, employees will have the option to work their normally scheduled shift for the day or take Vacation, Paid Personal Time, or unpaid absence.

10.10 TDY assignments for the purpose of training and/or technical conferences will be made by Management based on required classification, employee qualifications, and mission requirements. When more than one employee meets the requirements and has relatively equal qualifications, volunteers among the qualified employees will be selected based on seniority. Training and technical conference assignments will normally be on a defined work schedule of forty (40) hours per work week and shall include scheduled days(s) off when the assignment exceeds five (5) calendar days.

10.11 Per-Diem shall be IAW the Joint Travel Regulations (JTR) as required by government contract. A per-diem shall be paid when the travel period is over twelve (12) hours, while employee(s) are on TDY assignment. Employees covered hereby will be reimbursed for authorized use of their personal vehicle IAW the JTR after submission of an approved Expense Report.

10.12 Employees must turn in a completed expense report within ten (10) working days after their return from TDY. Arrangement for monies due must be made at that time. If the employee fails to submit a completed expense report within ten (10) working days, the Company shall withhold the total travel advance via payroll deduction until restitution is made. Should monies be due to the employee, it will be paid within ten (10) working days after the employee submits the completed expense report.

10.13 The Company will provide each employee with up to three (3) paid weather days per year. A weather day is defined as base closure directed by the Wing Commander for inclement weather.

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11.0 OVERTIME/OVERTIME EQUALIZATION

11.1 The provisions of this Article are intended to provide the basis for calculation and payment of overtime and shall not be construed as a guarantee of any specific overtime hours per day or per week. For the purpose of this Article, the employee's first scheduled day off within the workweek shall be considered his/her Saturday. The second such day off within the workweek shall be considered as the employee's Sunday.

11.2 With the exception of work in progress, the Company will first request volunteers to perform overtime work by the process described in 11.6. In the event sufficient personnel are not obtained by this method, required overtime work will be assigned on the basis of seniority as described herein and in 11.6.a. It is understood and agreed that the Company reserves the right to require all employees covered hereby to perform overtime work when the entire work center or unit is required to work in order to meet Government contract requirements. When overtime is required, employees shall be given as much advance notice as possible IAW the following principles:

a) For work in progress, affected employee(s) will be notified as soon as practical and generally with one (1) hour notice of required overtime. For the purpose of this Article, the term "work in progress" is defined as a job currently being performed by an employee or employees which in the judgment of Management requires unscheduled overtime work and has been approved by the Program Manager. For scheduled maintenance jobs within an aircraft phase inspection work center, the overtime will normally be for only the tasks currently in progress. It is not the Company's intent to schedule such overtime work to go beyond that which is necessary to meet the customer mission.

b) For overtime work occurring at the end of a shift other than as defined in 11.2.a, the Company will give as much notice as practical with at least one and one half (1 and ½) hour notice of required overtime work.

c) For scheduled overtime work occurring on an employee's Saturday or Sunday, a list will be posted in the affected sections requesting volunteers on the Monday before the overtime work. The list will be removed on Wednesday after 1400. Once the list is removed, an employee will not be allowed to add his/her name. Employees will be notified of such requirement by the end of their shift on their Thursday preceding such scheduled overtime work. Except as provided for in 11.2.d, employees who are not notified within the time limit specified above will not be required to work such scheduled overtime. In cases where Management fails to notify employees by the end of his/her shift on Thursday, then volunteers will be requested by seniority. Personnel who are TDY at the time the list is removed on Wednesday, preceding such scheduled overtime work, are not eligible for weekend duty.

d) The parties recognize that requirements placed upon the Company by the Government may preclude compliance with the overtime notifications set forth in this Article. In such cases, the Company will notify the Section Steward and provide as much advance notice as possible to affected employee(s).

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11.3 Overtime shall be paid for hours worked in excess of forty (40) in a workweek at one and one half (1 and 1/2) times the employee's effective hourly rate.

a) Hours worked on Saturday or Sunday will be paid at one and one half (1 and 1/2) times the employee's effective hourly rate. Scheduled hours on 2nd shift, for Friday only that end on Saturday will not be paid at time and one half (1 and ½), unless time exceeds eight (8) hours, refer to 11.06.
b) Hours worked on Sunday will be paid at two (2) times the employee's effective hourly rate provided the employee works and/or is compensated the other six (6) days within the workweek.
c) All hours worked by an employee in excess of twelve (12) hours on one (1) shift will be paid at two (2) times the employee's effective hourly rate.

The parties agree that this shall not apply in the event of base closure or in cases where the employee is unavailable for work as a result of disciplinary action. In the event the Company establishes standard workweeks consisting of four (4) ten (10) hour workdays, this requirement shall apply to hours worked in excess of ten (10) per shift.

11.4 No overtime shall be worked except by authorization of the Company.

11.5 There shall be no pyramiding of overtime premium payments.

11.6 When overtime is required, the supervisor of the work center will determine the classification and shifts within the work center required to perform the overtime work. The overtime work will first be offered to qualified volunteers in the classification and shift in the work center by seniority order. Employees accepting overtime will be obligated to perform such overtime work. Work center to be defined as employees employed solely by the Company.

a) In the event that an insufficient number of volunteers accept the scheduled overtime work, the overtime work shall be performed by the least senior, qualified employee on the shift and in the work center affected until the required number of employees is obtained.

b) Employees failing to work such overtime shall be subject to appropriate disciplinary action except in cases where personal emergencies arise after the employee's acceptance.

c) Employees may be excluded from being required to perform overtime as in 11.6 for religious commitment or other legitimate reasons. This will be done on a case-by-case basis with Company approval.

11.7 When determined by the Company to be practical, an attempt will be made to schedule overtime on all shifts.

12.0 WAGE RULES

12.1 The Company shall pay the scale of wages included in Appendix A made a part hereof.

12.2 For the purpose of this Agreement, an employee's straight time hourly rate of pay is defined as the employee's base hourly rate of pay as listed in Appendix A plus any premiums agreed to as a part of this Agreement.

12.3 Employees promoted or temporarily assigned to another job classification shall receive the rate of that job classification or continue at their present rate, whichever is greater. If temporarily assigned, they shall, upon return to their prior classification, assume the rate held prior to the temporary assignment. Pay increases or decreases relative to such temporary assignments, promotions, and demotions shall become effective at the time the employee assumes the new assignment.

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Employees temporarily assigned by Management to perform the duties of a higher classification for a period of one (1) hour or more will receive the wage rate for that classification for the duration of the temporary assignment.

12.3(a Any employee, other than a Lead person, who is required to perform training (OJT, etc.) will be compensated at the senior pay rate for the classification of the employee providing the training. If a senior classification within the position does not exist, the employee will receive a four percent (4%) increase in pay while conducting training. This does not apply if the training is given voluntarily by an employee.

12.4 Employees covered herein shall be paid on alternate Fridays for the two (2) workweeks ending the preceding Sunday. A pay period shall run seven (7) consecutive days, Monday through Sunday Employees working on shifts other than first (1st) shift will receive their pay checks or pay stubs (direct deposit) after 1500 hours on the Thursday proceeding the normal Friday payday. Excluding any times that Acts of God or circumstances beyond the Company's control cause pay checks to be unavailable on the regularly scheduled pay day, the Company will distribute pay checks as soon as possible.

12.5 Pay increases relative to a promotion shall become effective when the employee is assigned the new position by Management or ten (10) working days from being notified in writing of the promotion.

12.6 Employees severed from the employment of the Company will be paid all accrued/unpaid vacation hours and any unused PPT up to a maximum of eighty (80) hours at their base rate for loss of

contract by the current contractor. Employees shall be able to use credited Personal Paid Time (PPT) and/or Vacation through the employee's termination date with approval of the Company.

12.7 Upon completion of ten (10) years of continuous service, all full time employees shall receive an incentive longevity pay of one percent (1%). Upon completion of twenty (20) years of continuous service, all full time employees incentive longevity pay shall be increased to two percent (2%). Upon completion of twenty (20) years of continuous service, all full-time employee's incentive longevity pay shall be increased to three percent (3%).Longevity pay is not cumulative. The maximum longevity pay is three percent (3%).

13.0 SHIFT PREMIUM

Reserved

14.0 HOLIDAYS

14.1 The following eleven (12) days are designated as holidays:

New Year's Day
Martin Luther King Jr.'s Birthday
Independence Day
Columbus Day
Presidents Day
Memorial Day
Juneteenth
Labor Day
Thanksgiving Day
Christmas Day
One (1) Floating Holiday
Veteran's Day

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Employee may take their Floating Holiday at any time during the Government Fiscal Year, 1 October-30 September. Such holiday must be requested in writing no less than three (3) calendar days in advance and will, insofar as practicable, be granted as requested by eligible employees. In addition to the above designated holidays, the Company agrees to observe any day declared or treated as a legal Federal holiday by either the President or the U.S. Congress and observed by Columbus Air Force Base when Government employees at Columbus Air Force Base receive holiday pay for such day.

14.2 A full-time employee who is on the active payroll on the holiday and has worked either his/her last scheduled shift preceding the holiday or his/her first scheduled shift succeeding the holiday shall be eligible for eight (8) hours pay at their base rate for such unworked holiday.

14.3 For purposes of determining eligibility for holiday pay, paid time off, excluding paid time off under the Company's insurance plan(s), shall be considered as time worked. Holiday pay shall be considered time worked for the purpose of computing overtime.

14.4 It is understood and agreed that the Company reserves the right to require employees to work on a holiday. When employees are required to work on a holiday, they shall be paid at two (2) times their effective hourly rate for a minimum of four (4) hours in addition to their normal holiday pay.

14.5 Should one of the holidays authorized above fall on a scheduled day off, employees will be authorized an alternate day off with pay at their base rate, to be taken at a time mutually convenient to the employee and the Company, within thirty (30) days following the holiday.

14.6 Should any holiday authorized above occur on a Saturday, the preceding Friday will be considered the holiday. Should any holiday authorized above occur on a Sunday, the Monday following will be considered the holiday.

14.7 Part-time employees are eligible for holiday pay on a pro-rata basis determined by the number of non-overtime hours worked the week preceding the holiday as a percent of forty (40) hours per week.

14.8 Should the Company's contract with the Government be modified by the Government to incorporate an additional holiday(s), the holiday(s) will be provided to the bargaining unit employees.

14.9 In the event the Government employees of Columbus Air Force Base are granted leave in observance of a special occurrence, company employees covered by this Agreement may be granted the same day off. The employee may elect to use vested Vacation time, Paid Personal Time, or take the day off without pay.

15.0 VACATIONS

15.1 An employee who meets the requirements as set forth in this Article shall be eligible for vacation credits in accordance with the following: An employee who meets the requirements as set forth in this Article shall be eligible for vacation credits in accordance with the following:

Length of Service	Accrual Rate	Annual Hours
A: 0 - 60 months	1.54	80 hours
B: 61 - 120 months	2.31	120 hours
C: 121 - 180 months	3.08	160 hours
D: 181 - 240 months	3.85	200 hours
E: > 240 Months	4.62	240 hours

The vacation eligibility date will be the date of last hire by the Company or predecessor contractor when service was continuous, or the most recent rehire date following a termination. When there has been more than a one-year break in service, the Company will give rehires credit for prior service. If less than one-year break in service, it will be treated as though there had never been a break in service. This applies

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only to vacation benefit time and not seniority.

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For the length of service, an "A" employee accrues at the 1.54 hours rate per credited work week from his/her date of hire, "on the contract," without a break in service through five (5) full years; upon celebrating his/her actual anniversary date of five (5) full years of service, an employee becomes a "B" length employee and begins to accrue at the 2.31 hours rate per credited work week. Upon celebrating his/her actual anniversary date of ten (10) full years of service, an employee becomes a "C" length employee and begins to accrue at the 3.08 hours rate per credited work week. Upon celebrating his/her actual anniversary date of fifteen (15) full years of service, an employee becomes a "D" length employee and begins to accrue at the 3.85 hours rate per credited work week. Upon celebrating his/her accrual anniversary date of twenty (20) years of service, an employee becomes an “E” length employee and begins to accrue 4.62 hours rate per credited work week.

15.2 For the purpose of accruing vacation credit for full time employees, a creditable workweek shall be defined as follows:

a) A workweek during which an employee works no less than one (1) full work day, or is on vacation or other paid leave, except as limited in 15.02.b.
b) The first (1st) four (4) full workweeks of any absence that is compensated under a Company insurance program.

15.3 Vacation pay shall be computed at the employee's straight time hourly rate at the time of vacation, and shall be limited to those credits the employee has vested at the end of the payroll period immediately preceding the requested vacation period.

15.4 Vacation carry over up to a maximum of three hundred twenty (320) hours will be applied manually on the employee's anniversary date. Hours greater than three hundred twenty (320) on the employee's anniversary date will be paid out at the employee's regular straight time rate no later than one (1) pay period after anniversary date.

15.5 Vacation periods greater than eight (8) hours must be requested in writing no less than seven (7) calendar days in advance and will, insofar as practicable, be granted as requested by eligible employees. Vacation periods of eight (8) hours or less must be requested in writing at least three (3) calendar days in advance. When conflicts in requested vacation periods arise, and because of workload/operational requirements, not all requests can be granted, the senior employee shall be given preference except the senior employee may not displace a junior employee who has already selected the vacation period in question. Vacation requests may not be submitted more than one-hundred eighty (180) days in advance, unless special circumstances exist, as determined by the Company.

Vacation approved for the day prior or after an employee's scheduled days off will normally include the scheduled days off. In the event the employee will be required to work on a scheduled day off, the approval of the vacation request will be annotated with the overtime requirement if known at the time of the approval.

Written approval/disapproval for vacation greater than eight (8) hours will be received back to employee within three (3) days. Written approval/disapproval for eight (8) hours or less will be received back to employee in one (1) day.

15.6 It is understood and agreed that final approval of vacation request rests exclusively with the Company to assure orderly operation of the contract.

15.7 When a holiday, as defined in this Agreement, falls within an employee's vacation period, such holiday hours shall not be charged as vacation hours.

15.8 Employees may utilize accrued vacation credits after obtaining thirteen (13) weeks seniority as defined in Article 08.00. Such vacation credits shall vest on the date the employee obtains thirteen (13) weeks seniority and thereafter, vacation credits shall vest as accrued.

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15.9 Employees with twenty-six (26) or more weeks of seniority who otherwise are eligible for vacation and who terminate employment, are eligible to receive pay in lieu of vacation as follows:

a) Unused vested vacation benefits will be paid for regardless of the nature of the termination.
b) Unused non-vested vacation benefits will be paid to employees with less than twenty-six (26) weeks seniority only under the following conditions:
   1) The termination is caused by employee's death.
   2) The employee joins the Armed Forces of the U.S.

15.10 Part-time employees are eligible for vacation pay on a prorated basis determined by the number of non-overtime hours worked in the previous anniversary year as a percent of two-thousand eighty (2,080) hours per year.

15.11 Paid vacation hours will be considered as time worked for the purpose of computing overtime.

15.12 Vacation hours may be scheduled and paid in an initial increment of one (I) hour.

15.13 The Company will reflect vacation balances on each employee's pay check stub. It is understood and agreed that such balances will be current for the applicable pay period.

16.0 LEAVES OF ABSENCE/CIVIC LEAVES

16.1 Limited unpaid personal leave of absence may be granted upon written request of employees who have completed their trial period. Such leaves shall not be more than thirty (30) calendar days. Requests for unpaid personal leave of absence must be made in writing and must be pre-approved by the Company. Extensions of unpaid personal leave may be granted by the Company for up to sixty (60) additional calendar days provided the employee makes such request in writing and submits same to the Company no later than five (5) days prior to the expiration of the original leave.

a) Vacation credits and paid personal leave credits are not earned while on a personal unpaid leave of absence.
b) Health Insurance may continue for the duration of the approved leave provided the employee pays his/her portion of the premium at least ten (10) days prior to the next month's insurance coverage commencing ("1st" of the month).

16.2 Seniority shall be retained but not accrued during any approved unpaid Personal Leave of Absence (except FMLA) exceeding sixty (60) days. The employee has the responsibility to request an extension of any leave, if needed, at least five (5) work days prior to the expiration of any such leave. Such an extension must have prior approval of the Company.

16.3 Subject to the conditions stipulated in this Article, leaves of absence may be granted for the reasons stated in the following paragraphs:

a) Leave of absence for legitimate personal health reasons will be granted to an employee for a period of up to thirty (30) calendar days and will be extended up to twenty-six (26) calendar weeks when supported by medical proof supplied by the employee. While on a leave of absence for personal health reasons, the employee shall notify the Company as to his/her potential of returning to work following each visit to the physician. All accrued Personal Paid Time in excess of eight (8) hours must be used prior to receiving Short-Term Disability.

b) Employees on leave of absence for personal health reasons may return to work prior to or at the expiration of such leave upon the full release of their personal physician as provided for in this Article and provided he/she is able to perform his/her duties safely. Should the Company question the employee's capability to perform his/her assigned duties safely. The Company may

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have the employee examined by another physician prior to his/her return to work. If the physician selected by the Company and the employee's physician disagree, then the employee will be examined by a third mutually acceptable physician and his/her decision will decide the employee's capability. Any such additional examination costs shall be borne by the Company. Such employee must notify the Company at least three (3) days prior to his/her reporting date.

c) Employees who are Union members may be granted leaves of absence without pay for Union business if they have been selected by the Union to attend functions such as conferences, conventions, and Union Educational courses, not to exceed five (5) days provided five (5) work days advanced notice is given in writing to the Company and their request does not unreasonably interfere with Company operations. However, not more than two (2) employees may be on such leave at any one time, unless otherwise agreed between the parties, and no more than one (1) employee may come from the same work center, unless otherwise agreed between the parties.

d) Leaves of Absence in Worker's Compensation injury cases will be granted for the full period of temporary disability, not to exceed one-hundred four (104) weeks, and seniority will be retained and accumulated for the full period of such leave for up to one-hundred four (104) weeks. Vacation and Personal Paid Time will accrue for twenty-six (26) weeks.

e) Employees who are called to and perform short term active duty of thirty (30) days or less including annual active duty training as a member of the United States Armed Forces Reserves or National Guard shall be paid the difference between their military base rate and their Company rate of pay exclusive of all premiums for up to fifteen (15) scheduled working days to a maximum of fifteen (15) days per calendar year. The differential pay will be calculated on a daily basis using the employee's base hourly wage rate times eight (8) hours and the employee's basic daily compensation received from the military exclusive of travel pay and subsistence and/or quarters allowances. Employees must present a copy of their orders to the Company as soon as received. Upon return from active short term duty employees must present pay vouchers so that the calculation of the difference may be computed. Employees will be given a Leave of Absence and will accumulate seniority during such period of service. Employees required to report for military training in excess of thirty (30) consecutive days shall be reinstated IAW the Universal Military Training and Service Act. The parties to this Agreement shall comply with current applicable state and federal legislation concerning military service.

f) Employees who are Union Officers or Stewards may be granted leaves of absence without pay when requested by the Union for arbitration preparation, preparation for, and participation in negotiations with the Company, or a successor company at Columbus Air Force Base provided five (5) work days advance notice is given in writing to the Company and their request does not unreasonably interfere with Company operations. However, not more than two (2) employees may be on such leave at any one time, the leaves cannot exceed five (5) working days, unless any or all of these restrictions are waived by mutual agreement between the parties.

g) Employees who are Union Stewards may be granted leaves of absence without pay when requested by the Union to attend steward training. Such requests shall be made by the Union at least thirty (30) days in advance of the requested leave start date and such leaves cannot exceed five (5) working days per employee per calendar year. No more than one (1) employee may be on such leave at any one time, unless any or all of these restrictions are waived by mutual agreement of the parties.

16.4 When leaves of absence are granted, employees, upon return to active employment, will be returned to their job, if such job exists, or to a job of like classification, and provided the employee's

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qualifications and seniority entitles them to the position. However, if circumstances have eliminated such comparable jobs, the employee may exercise his bumping rights under Article 19.00 or elect layoff.

16.5 Employees failing to return to work at the expiration of an approved leave of absence or accepting gainful employment during the leave of absence without the approval of the Company will be terminated except as provided in this Agreement. The term "gainful employment" shall not apply to a leave of absence for Union business approved by the Company.

16.6 Subject to approval of the Company, non-trial employees may be granted excused non-paid absences up to fifteen (15) days.

16.7 Employees who have completed their trial period shall be allowed time off with pay, in the event of a confirmed death in their immediate family as follows:

a) Four (4) working days bereavement leave with pay will be granted to employees on the active payroll who, because of death in the immediate family, take time off from work during their normal work schedule. Such pay shall be in increments of eight (8) hours at their straight time base rate. However, such policy will not be applicable if the employee receives pay for such days off under any other provision of this Agreement. Specifically, should such benefit be utilized during the course of a previously approved vacation period, the employee may extend such vacation period by three (3) days or retain three (3) days' vacation accrual. Should the benefit be utilized on workdays immediately preceding or following a holiday, the employee will be granted five (5) consecutive workdays off with pay (one day holiday, four (4) days bereavement leave). Such paid time will be considered as time worked for the purpose of computing overtime. Bereavement leave can be taken on the day of death and any time during the thirty (30) calendar days after the death or extended upon mutual agreement by the company and union. If an employee must attend services which include travel greater than six hundred (600) miles, one (1) additional paid days be granted.

b) For the purpose of this Article as it relates to death in the immediate family, "immediate family" is defined as follows: spouse, mother, father, children, brother, sister, aunt, spouse's aunt, uncle, spouse's uncle, stepmother, stepfather, stepsister, stepbrother, half-sister, half-brother, stepchildren, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandparent, grandparent's spouse, grandparent-in-law, and grandchildren, and cousin, adopted children, non-biological (NB) children. NB parents. and NB grandparents. In addition, an employee will be granted bereavement leave for a stillborn child if the employee provides a certificate of fetal death which has been certified by the state. An unborn fetus past the first trimester shall be included in this article for the employee and spouse only.

c) The employee shall provide proof of the relationship to the deceased.

d) In the event the employee requires additional time off due to a confirmed death in his/her immediate family, he/she may utilize accrued Vacation, Personal Paid Time, or leave without pay to extend the bereavement period provided he/she requests such extension prior to their scheduled return to work. In cases where the employee intends to utilize accrued Vacation or Personal Paid Time hours, time frames for approval of such leave as defined in this Agreement shall be waived by the Company.

16.8 When employees are necessarily absent from their regular work shift by reason of required jury duty, or to report to a court in person in response to a jury duty summons, or to report for jury examination, they shall be granted pay for those hours during which they are necessarily absent from their regular work shift.

a) Pay for such time lost shall be computed at the employee's straight-time base rate of pay. In no event shall payment be made for jury duty performed on the employee's regularly scheduled days off, holidays defined herein or for any hours in excess of eight (8) in any regular workdays or hours in excess of forty (40) in any workweek. Such paid time will be considered time worked for the purpose of computing overtime pay.

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b) To be eligible for payment of jury service pay, employees must notify their supervisor no later than the completion of their regular work shift next following receipt by them of such notice or summons. Further, they shall be ineligible to receive jury service pay until such time as they present to the Company a statement from an official of the court attesting to the date or dates and time of such jury service.

c) If an employee's shift ends within ten (10) hours of the time he/she is to report for jury duty, he/she will be released from duty ten (10) hours prior to such reporting time and be paid for time lost as a result of such release as if the employee had completed eight (8) hours of work. Any employee required to serve four (4) hours or more will be paid for eight (8) hours on the day of such service and will be required to report to his/her next regularly scheduled shift following the day of full release. Any employee serving less than four (4) hours will be paid only for those hours he/she served and at his/her option, may report to complete his/her shift but will be required to report to his/her next regularly scheduled shift on the day following, such release.

16.9 Employees responding to a subpoena as a Company witness are considered to be on paid time.

16.10 Any member of the Union who is an employee of the Company that is elected or appointed to a full-time Union position shall, upon written request by the Union, be granted a leave of absence for the term of office for maximum of up to a three (3) year period. Employees who serve shall retain and accrue seniority for one (1) year. For additional leave time, they will retain but not accrue seniority. Not more than one (1) employee shall be on such leave at any one time. When the activities for which such leaves of absence are granted shall cease; the Union shall immediately notify the Company in writing, and if request is made within fifteen (15) days thereafter, such Union member will be given reemployment in a similar position, if same still exists, or a comparable position, IAW his/her qualifications and seniority privileges, and applicable wage rate at the time of return to the active payroll. Failure to make such a request within time limits shall lead to termination of the employee. It is understood and agreed that the returning Union member must report for active duty within five (5) days of the expiration date of such leaves in order to retain such rights, unless extended by mutual agreement of the parties.

16.11 Any member of the Union shall, on written request by the Union, be granted a leave of absence for Union activities for a one (1) year period. Such leaves shall be renewable for up to one (1) year provided the Union requests such extension in writing not less than fifteen, (15) days prior to the expiration of the current leave.

Employees on such leave shall retain and accrue seniority. Not more than one (1) employee shall be on such leave at any one time except by mutual agreement of the Company and the Union.

16.12 Any member of the Union shall, upon written request, be granted a leave of absence to pursue and serve in local, state, or federal elective political office. Such leave of absence will be limited to the term of office sought plus a maximum period of six (6) months immediately preceding the election for campaign purposes. During such periods of unpaid leave, the employee shall retain and accrue seniority.

16.13 Seniority will accumulate during all approved paid leaves of absence.

16.14 The parties agree to be in compliance with the Family Medical Leave Act (FMLA) of 1993 as mandated by law. Employees shall file grievances concerning any FMLA disputes.

a) Seniority will accumulate during all paid FMLA leaves.
b) No employee shall be required to utilize paid vacation for any FMLA absence in which the employee does not request to receive such pay.

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17.0 PERSONAL PAID TIME (PPT)

17.1 Effective October 1. 2022. Regular full-time employees shall accrue two and fifteen one hundredths (2.15) hours of Personal Paid Time (PPT) for each bi-weekly pay period.

17.2 All PPT hours shall accrue to the employee's account. Such accruals will vest on the date the employee obtains thirteen (13) weeks seniority as defined in Article 8.00. Thereafter, such accruals shall vest as accrued. PPT leave may be utilized for sickness, medical appointments, personal business, or in cases of temporary base closure.

17.3 The use of PPT is not required for personal business or base closure but may be used at the Employees discretion.

17.4 The employees and the Union recognize their obligation to prevent unnecessary absence or any other abuse of this PPT provision. The Company recognizes the existence of a bona fide family medical emergencies and; therefore, employees shall be able to utilize, but are not required to use, vested PPT to attend either a spouse or child where such attendance is deemed medically necessary. If the employee does not have sufficient vested PPT available, a reasonable amount of Leave Without Pay (LWOP) may be approved. Employees are required to notify the Company as soon as the family medical emergency is known and obtain approval of the absence. Approval will not be unreasonably withheld in such cases.

17.5 In order to qualify for the use of PPT, the employee(s) must give notification of his/her intent to utilize accrued hours to the Company IAW the following:

17.6 Employees who are prevented from reporting for work shall notify their immediate supervisor of their inability to report for work not later than thirty (30) minutes after scheduled shift start time giving the reason for the absence. Should the employee be unable to contact any of the management personnel listed above, he/she shall notify the Company. PPT hours will not be paid in cases of unauthorized absence or tardiness or on an employee's regularly scheduled day off. For an approved absence, if the employee has used all available PPT, the employee may elect to utilize available Vacation time or take LWOP.

17.7 An employee needing to leave work due to illness or personal emergencies shall notify his/her supervisor as far in advance as possible. Approval will not be unreasonably withheld in the case of personal emergencies.

17.8 Requests for PPT for reasons other than sickness or injury must be requested for approval by the employee's immediate supervisor at least one (1) day in advance. Such notice requirement may be waived by the Company.

17.9 If an employee has been out on PPT for personal illness for three (3) consecutive days or more, the employee shall be required to furnish a medical certificate acceptable to the Company, indicating the employee was under a physician's care. While it is not the policy of the Company to require a medical certificate for an illness of one (1) or two (2) days in order for an employee to be eligible for PPT pay, the Company reserves the right to require such certificate whenever unusual circumstances indicate probable abuses of PPT. Failure to submit a medical certificate acceptable to the Company will result in the absence being considered as unexcused and PPT will not be approved for such absence. All accrued PPT hours will be used prior to the payment of Short-Term Disability benefits provided under the Company's Group Insurance Plan.

17.10 PPT will be scheduled and paid in an initial increment of one tenth (.1) hour

17.11 Unused vested PPT benefits will be paid for regardless of the nature of the termination.

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17.12 Employees who have not accrued enough PPT but have a reasonable need or request for taking Personal Leave, shall be granted paid leave with the understanding this paid time off will leave the employee with a negative accrued balance that will be made up from future hours worked or deducted from their final paycheck should the employee terminate prior to accumulating enough hours cover their negative balance.

18.0 TRANSFERS/PROMOTIONS

18.1 In order to provide maximum stability to insure the even flow of operations, the security of all employees, and minimize the possibility of layoffs, the Company may temporarily assign employees to other assignments on the contract as the work load dictates for up to sixty (60) calendar days, unless extended by mutual agreement of the parties. The Company will notify the Union if such temporary assignment is anticipated to exceed four (4) full work shifts. Whenever possible such temporary assignments will be on the same shift the transferred employee is assigned, and the Company will utilize the most readily available employee in that work center.

18.2 An employee temporarily assigned to a higher rated classification by the Company shall be paid the appropriate rate of pay for that classification for the hours spent actually working in that classification. Such temporary assignments will be documented on forms supplied by the Company.

18.3 The Company shall notify the Union of its intentions to create a new classification which is not now covered under this Agreement. Said notice shall be given to the Union ten (10) days in advance of the implementation of such new classification. In the event a revision is required to update an existing classification, the Company shall notify the Union ten (10) days in advance of implementation.

18.4 The wage rate for such new or revised classification shall be established by the Company in a reasonable relationship by assessing the duties to be performed in relation to other classifications covered by this Agreement. The Union may pursue the wage rate established through the grievance and arbitration procedure if the Union feels the wage rate established is inappropriate. When a final decision is reached on the classification and rate of pay, it shall be retroactive to the date the new or revised classification was established.

18.5 When it is determined by the Company that a vacancy in a classification exists on a shift and in a work center and that such vacancy shall be filled, it shall be filled in the following manner:

a) First, by recalling to a vacancy, the senior qualified employee currently reduced from the affected classification and work center. It is understood and agreed that the Company may, at its option, temporarily fill a vacancy by assignment during the period from the time the vacancy is posted for bid and the time it is filled or during the time required to affect the restoration procedure.
b) Next, by honoring shift preference requests on file, as of Hiring Authorization date, of those employees currently holding the same classification on another shift in the same work center; however, provided that shift preference need not be honored if so doing would adversely affect the efficiency of the operation.
c) Next, all vacancies shall be posted individually on all Company bulletin boards for a period of five (5) consecutive work days. Bid forms will be available in the supervisor's office or Company corporate office. Such notice shall contain the following information:
    - Classification
    - Work Center
    - Job Description
    - Specific Initial Shift

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- Wage Rate
- Estimated Reporting Date and Time
- Date and Time after which bids will no longer be accepted.

d) The Company will consider all bidders on the basis of experience, applicable education, and abilities in performing the duties of the posted vacancy within fifteen (15) working days after the closing date of the posting unless such time limit is extended by mutual agreement of the parties. Should qualifications be determined by the Company to be relatively equal, seniority shall prevail in the selection. It shall be the responsibility of the employee to provide updated documents for his/her personnel file relevant to their qualifications for any job bid. The Union President or designee will be allowed to sit in as a silent observer on all Collective Bargaining Union job selection boards.

e) In the event there are no bidders for the posted vacancy or if in the opinion of the Company that no bidders are qualified to perform the job, the vacancy may be filled at the discretion of the Company IAW Article 30.09, or by new hire.

18.6 The Company shall furnish a copy of the posted vacancy, at the time of posting, to the Shop Steward.

a) An employee shall not be considered for any vacancy until the employee has held his/her current position for a minimum of six (6) months by the closing date of the posting. If there are no qualified bidders for the position, the Company may consider employees with less than six (6) months.

b) Completed bid forms must be submitted to the Human Resources office who shall affix thereto the date and time when it was received to validate the timely filing. Bids received after the closing date will not be considered. The Union shall be provided a copy of all bid forms submitted and a copy of the dated hiring authorization.

c) The Company may cancel any vacancy prior to the awarded employee assuming the duties thereof. Temporary vacancies expected to be of not more than thirty (30) calendar days need not be posted and shall be filled IAW Article 18.01.

d) The successful employee who receives the job award will be notified in writing and given a copy of the Job Description and a copy of such notification will be provided to the Chief Steward. The employee will have twenty-four (24) hours to accept or decline the job. An employee shall be moved to the awarded position as soon as possible, normally within thirty (30) work days from the date of notification.

18.7 In the event the Company creates a new position/classification in a work center under this Agreement, the Company will post the new position IAW Article 18.05. Employees may be required to provide documentation of their experience and education.

18.8 Unless otherwise approved by the Company, employees shall not be considered for lower rated vacancies.

18.9 Temporary vacancies may be filled at the Company's discretion and paid under the provisions of Article 12.03 or by hiring a temporary employee.

18.10 The Company will notify the Union in writing when a temporary vacancy is filled and the reason for such vacancy.

18.11 When an employee is awarded a transfer/promotion, and fails to satisfactorily perform the duties of the position within sixty (60) work days after assuming the position, the employee will be returned to the position last held prior to award of such transfer/promotion provided the position has not been abolished or filled. In the event the employee's previous position has been abolished or filled, he/she may

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exercise his/her bumping rights as defined in Article 19.00. The time period to become qualified may be extended by mutual agreement of the Company and the Union. Employees so returned shall not be eligible to be considered again for the position from which they returned for a period of twelve (12) months.

18.12 An employee awarded a position vacancy of a higher rated pay classification shall be reclassified to the new classification as of the first day of work in the position, or ten (10) work days from the date he/she is notified of the promotion, whichever comes first.

18.13 Nothing in this Agreement shall prevent an employee from performing work which is below their classification when required to do so by the Company. Such employees shall not suffer a reduction in pay.

18.14 The Company and Union recognize that it is impossible to operate the work center efficiently with all of the most qualified or senior employees in a particular classification on any shift. In order to maintain the necessary skill and proficiency levels on each shift, seniority may not be the sole determining factor in shift assignment.

18.14(a) Furthermore, it is recognized by the parties that the Company has the right to temporarily change shift assignments to maintain required skill and proficiency levels.

18.15 Accordingly, efficiency permitting, qualified senior employees who have made written application for transfer to another shift shall have preference for available openings to that shift under the provision of 18.05. However, in the absence of written application for transfer, the Company may transfer the least senior qualified employee.

18.16 Upon ratification of this Agreement, if applicable, the Company will allow shift realignment within work centers wherein qualified senior employees may exercise shift preference provided so doing will not adversely affect the efficiency of the work center. Such realignment will be effective once per quarter (every three months) to be effective in the first week of the following quarter.

19.0 LAYOFF/RECALL

19.1 In the event of layoffs, the Company shall designate by classification the number of positions within each work center to be reduced. Temporary employees shall be laid off first on the condition the remaining employees possess the necessary skills to perform the work. Trial period employees as defined in Article 08.00 in the job classifications affected shall be laid off next on the condition the remaining employees possess the necessary skills to perform the work. The Company will provide the Chief Steward copies of all layoff notices prior to presenting such notices to the affected employee(s).

a) If further layoffs are necessary, such layoffs shall be made on the basis of seniority as follows:
b) The Company shall designate by classification and qualifications the number of positions within each work center to be reduced. Employees within each classification having the least seniority shall be laid off first. Affected employees may bump the least senior employee in a lower or equal classification provided they possess the ability and qualifications to perform the duties of the lower or equal classification. It is understood and agreed that the term "affected employee" shall also include employees designated for layoff as the result of a bump. In no event can an employee bump a higher classified employee. It is understood and agreed that for the purposes of this Article the term "lower or equal classification" will be defined as any classification covered by this Agreement with a lower or equal hourly rate of pay. Similarly, the term "higher classification" will be defined as any classification covered by this Agreement with a higher hourly rate of pay. Bumping rights must be exercised by the end of the employee's next scheduled shift after the

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employee is notified of the layoff. Employees bumping to lower or equal classifications will assume the hourly rate of the lower or equal classification when assigned to the new classification.

c) An employee who takes layoff rather than bumping another employee shall not be permitted to exercise recall or seniority rights to displace another employee who remained at work after such employee had elected layoff.

19.2 For the purpose of restoration or recall, the Company shall designate by classification the number of positions within each work center to be filled according to the following procedures:

19.2(a) Active employees bumped will be offered available positions in a lower pay rate for which they possess the required skills and abilities on the basis of seniority. Declining an offer in a lower pay rate does not affect future recall rights. An employee laid off from a position will be considered for openings in the classification from which he/she was laid off from any work center for which they possess the required skills and abilities on the basis of seniority. An employee who is offered and accepts such an offer will have no further recall rights to the position from which he/she was laid off. Declining of an offer in the same classification applies toward the first and second recall offers above.

19.2(b) Available positions occurring after the procedure in 19.02.a shall first be offered to the most senior non- active employee on layoff for which they possess the required skills and abilities on the basis of seniority. Such an employee may decline recall to positions in the lower classifications and retain recall rights. If an employee accepts recall to a lower classification, they will retain their recall rights as specified in 19.02a. After the procedures in 19.02 and 19.02.b have been completed and the vacancy(ies) have not been filled, the job posting procedures defined in Article 18.00 will be used.

19.3 Notification of recall shall be given by the Company through certified mail to the last employee furnished recorded mailing address. A copy of such notice shall be sent to the Union. In order to preserve recall rights, the employee must notify the Company of his/her intent to return to work within twenty-one (21) days after the notice of recall is sent and must report to work within five (5) work days after notification of the intent to return to work. The Company will notify the Union in writing when an employee has failed to respond to notice of recall fourteen (14) work days after the notice of recall is sent. Any employee who fails to meet time requirements for recall shall be terminated. If no qualified employee remains, a new employee may be hired.

19.4 Failure of the employee to keep the Company advised in writing of his/her current address shall relieve the Company of the obligation to recall the employee.

19.5 The Company will not hire new employees as long as there are individuals on the recall seniority list who are qualified to perform the duties of the particular job to be filled.

19.6 Employees laid off shall be given as much advance notice as practical with a minimum of ten (10) working days. It is understood and agreed that this requirement does not apply in the case of temporary layoffs of ten (1 0) working days or less or in the case of an employee(s) laid off as a result of a bump. Employees laid off as the result of a bump will be provided at least five (5) working days' notice if possible. The above shall not apply where such reduction is beyond the Company's control.

20.0 DISCHARGE AND DISCIPLINE

20.1 It is understood and agreed that the Company may discipline or discharge employees for just cause. Should an employee feel such action improper, the employee shall then be extended all the rights and privileges accorded by the Grievance and Arbitration Procedures contained herein provided the employee has completed the trial period defined in Article 08.00.

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a) A Disciplinary Action shall not remain in effect if it has been found through the grievance procedure to have been unjustifiably issued and will be returned to the employee.
b) It is understood and agreed that any Disciplinary Action issued to an employee by the Company shall be issued within ten (10) working days following knowledge by the Company of the occurrence of the alleged violation unless such time limit is extended by mutual agreement of the Company and the Union. Such Disciplinary Action is subject to challenge by the Union or employee to whom the action is issued IAW Article 21.00.
c) The Company rules and schedule of Disciplinary Actions are provided in Appendix B. All Disciplinary Actions shall be issued consistently with the offense committed and the individual's prior disciplinary history. It is understood and agreed that such rules shall not be in conflict with other provisions of this Agreement. Further, it is understood and agreed that such rules are not exhaustive. The Company reserves the right to establish reasonable new rules for the orderly, efficient and safe operation of the work place. Such rules shall not be in conflict with any provision of this Agreement.
d) The Company shall post such new rule(s) and they will be effective ten (10) workdays after posting. Copies of such new rules shall be routinely provided to the Chief Steward at the time of posting.
e) Should the Union disagree with such rule(s), it shall notify the Company of such disagreement in writing within ten (10) work days of posting. The parties shall meet to discuss such disagreement within ten (I0) work days of such notification in an attempt to resolve the issue(s) resulting from the new rule(s). In the event the issue(s) are not resolved by this method, the Union may submit the issue(s) to the grievance/Arbitration procedures provided for herein.
f) In the event the Union fails to notify the Company of disagreement as noted in 20.1(e), the rule shall stand.
g) It is understood and agreed that the time limits specified in 20.0l.e may be extended by mutual agreement of the parties.
h) It is understood and agreed that the procedure defined in 20.0l.d-20.0l.e shall not apply to rules resulting from customer directive or legislative requirements.

20.2 Copies of all disciplinary action notices shall be given to the Union and the employee. In all cases where an employee (including probationary) may be disciplined, the employee shall be advised of his/her right to request the presence of his/her Union Steward, Chief Steward, or Officer before commencing any meeting to discuss any possible discipline.

20.3 It is the duty of every employee who, for any reason, will be absent from work for a scheduled work shift or who expects to report for work late to notify their Supervisor or PM of the reasons for such absence or tardiness as far in advance of the scheduled starting time as possible, indicating when they expect to report for work.

20.4 An employee who is absent from work for a period of three (3) consecutive work days without proper cause as determined by the Company or an employee who fails to report to work for three (3) consecutive work days without reporting an acceptable reason for such absence to the Company may be terminated.

20.5 In cases of layoff, dismissal, suspension for just cause, or involuntary resignation, employees shall be given a copy of the layoff, suspension, or termination of service notice if they are available to be presented with such copy. If they are not available, copies of the notice will be sent to the employees at their last known address. Copies of such notices will be given in a timely manner to the Steward or President. Employees shall have the right to appeal the action shown on the notice, provided the

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employee files through the Union a written grievance with the designated representative of the Company IAW the grievance article in this Agreement.

20.6 An employee discharged or suspended shall have the opportunity to talk to the appropriate Steward without pay prior to departing the premises provided he/she requests such discussion and said employee's presence is not considered hazardous to other employees, customers, or equipment under Company control and jurisdiction.

20.7 Documented Verbal will stay in effect for forty-five (45) days.

20.8 Letters of Reprimand will stay in effect for six (6) months.

20.9 Letters of Suspension will stay in effect for twelve (12) months.

20.10 Documents listed in 20.7, 20.8, and 20.9 will be removed from the employee's personnel files, and will be physically returned to the employee at the end of the time frames as stated above. Once removed from the employee's files, such documents will not be considered in successive disciplinary actions. A copy of such documents will be retained in the Labor Relations files for historical, government investigation, and litigation purposes.

21.0 GRIEVANCES

21.1 The procedure provided herein for the settlement of grievances shall serve as a means for the settlement of all disputes that may arise out of or regarding the interpretation and application of the expressed provisions of this Agreement The term "grievance", as used in this Agreement, means any dispute arising out of or regarding the interpretation, application, claim of breach, or violation of a specific and designated Article and Section of this Agreement All grievances shall be in writing and state in detail the facts of an actual condition or circumstance that has occurred. Grievances shall be filed personally by the employee involved or through his/her elected Steward or by the Company. There shall be no obligation of the Company to accept or process any grievance unless it is timely filed. Any grievance personally filed by an employee may be amended by the Union in the second step of the grievance procedure.

21.2 Any discussions or conferences with employees (including probationary) which may lead to disciplinary action shall take place with a Steward, the Chief Steward, or Union Officer present if the employee so desires. If none of the Union Officials are available at the location, the discussion or conference shall be postponed until such time representation is available.

21.3 It is understood that the time limits specified herein may be extended by mutual agreement of the Company and the Union.

21.4 There shall be no responsibility of the Company to make an adjustment on any grievance unless it is submitted within ten (10) working days after the occurrence giving rise to it or the date the Union should reasonably have known of the occurrence giving rise to it.

21.5 Grievances are to be presented and considered IAW the terms of this Agreement. It is understood and agreed that in cases of grievances not normally filed with the Production Supervisor/Manager, such grievances may be filed at the second step provided there is mutual agreement of the parties. Any grievance arising from the suspension or discharge of an employee covered by this Agreement shall be submitted directly to Step III of this procedure.

21.6 **STEP I:** Any matters of contention between an employee(s) or the Union and the Company shall be orally presented by the employee(s) involved, and/or the appropriate Steward and the Company. If a settlement is not reached within three (3) work days after the oral presentation, such matters of

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contention shall be submitted in writing using a grievance form. The grievance shall set forth a statement of the grievance including a summary of the event which gave rise to the grievance, the date, and approximate time the event occurred which gave rise to the grievance, and a summary of the Article(s) of the Agreement allegedly violated and the specific remedy or relief requested and shall be signed by the employee or Steward.

The Company shall provide his/her written answer to the employee(s) claiming to be aggrieved within five (5) work days.

21.7 STEP II: Any employee(s) having a grievance not resolved in Step I may appeal the Step I answer through their Steward, or their PM within five (5) work days in writing. The Company, the employee involved, if either party desires, and the Steward shall meet within five (5) working days to endeavor to arrive at a satisfactory adjustment of the grievance. The Company shall then provide a written decision within five (5) work days after discussion with the Steward.

21.8 STEP III: If the decision of the Company is not satisfactory, the Steward may file a written appeal of the grievance to the Contract Administrator or designee who shall meet with the President (or in his absence, the Vice-President) and the Steward and the employee claiming to be aggrieved, if any party desires, at a mutually agreeable time within five (5) workdays to endeavor to arrive at a satisfactory adjustment of the grievance. The Contract Administrator or designee shall provide a written decision within ten (10) working days of the meeting to the Chief Steward.

21.9 Any grievance arising out of interpretation or alleged violation of the terms and conditions of this Agreement which has been properly processed according to this grievance procedure and has not been satisfactorily adjusted or settled, may then be appealed to Arbitration as provided in this Agreement provided such written notice of appeal is filed with the PM or designee no later than ten (10) work days after receipt of Step III answer or the last day on which such decision was due if none is received; otherwise, such decision shall be final and there shall be no further recourse.

21.10 It is understood and agreed that any steps of the grievance procedure may be waived and/or any of the time limits extended by mutual agreement of the parties.

21.11 A grievance filed by the Company shall be presented to the Steward or International Representative. The Company and Steward and/or International Representative shall meet within thirty (30) calendar days to endeavor to arrive at a satisfactory adjustment to the grievance. The International Representative shall provide a decision within ten (1 0) working days.

21.12 Any grievance not filed within the stated time limit or sent on to the next step within the stated time limit shall be considered settled based upon the Company's last written response.

21.13 There shall be no grievances presented to arbitration until all steps of the grievance procedure have been utilized, except as provided in Section 21.10 of this Agreement. All such grievances shall be considered settled per the last Company answer and not subject to arbitration unless either party (Union or Company) serves written notice of intention to arbitrate upon the other party within ten (10) workdays after receipt of the Step III answer of the Company in the grievance procedure, if the grievance is not resolved.

21.14 When requested by the Union, the Company will provide access to or copies of all records relevant to the Union's investigation of any grievance, as may be required by law.

21.15 All grievance forms will be provided by the Company.

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21.16 All grievances settled at Step I or Step II shall be considered as having been settled without precedent and shall not be considered as binding on any other grievance decisions even though the facts may be similar or the same.

21.17 The parties shall continue to attempt to resolve any grievance prior to any Arbitration. This may be accomplished by either party, as enumerated in 21.08, requesting a meeting with the International Representative of the Union and the appropriate Company Representative.

21.18 Any time spent by the Union President in a grievance meeting, as referenced above, will be paid time.

21.19 The parties may agree to take a grievance or grievances to mediation prior to Arbitration. The mediator will be a federal mediator or agreed upon arbitrator and all parties will agree on a schedule date for the mediation. The parties shall share the cost of the mediation; however, each party will be responsible for the cost of its presentation. If mutually agreed, more- than-one mediation may be heard in one day.

22.0 ARBITRATION

22.1 There shall be no grievances presented to Arbitration until all steps of the grievance procedure have been utilized. All such grievances shall be considered finally settled and not subject to arbitration unless either party (the Union or the Company) first serves written notice of intention to arbitrate upon the other party during the first ten (1 0) work days after the final step of the grievance procedure.

22.2 The party requesting arbitration shall request the Federal Mediation and Conciliation Service (FMCS) to submit a list of seven (7) names from which the Arbitrator shall be chosen. The Union and the Company shall each alternately strike one name from the list until one name remains who shall act as Arbitrator of the dispute. The selection process will be completed within ten (10) workdays of receipt of the original list. In the event the arbitrator selected is unable to serve and the parties cannot agree on an arbitrator, then the above procedure will be repeated until an arbitrator is selected.

a) Each grievance shall be arbitrated separately and by a different arbitrator unless the parties agree to the contrary.

b) The Union's International Representative and the Company's Director of Labor Relations or delegated authority will continue to make every effort to resolve any issue before them, before it is actually heard by the arbitrator.

c) The Arbitrator shall hear the matter in dispute within sixty (60) days of being notified of his/her selection, if the selected arbitrator is available in that time frame. The parties reserve the right to file pre- or post-hearing briefs within thirty (30) days of the arbitration. The Arbitrator shall provide a decision within thirty (30) days of receipt of the briefs or the close of the proceedings if the parties waive the right to file post hearing briefs. The Arbitrator's decision or award shall be in writing and should reveal the reasoning and grounds on which it is based. The award shall be delivered or mailed to each party.

d) The Arbitrator shall not have the power to add to, subtract from, modify, alter, or change any of the terms of this Agreement or any other terms made supplemental hereto, or to arbitrate any matter not specifically provided for by this Agreement or arbitrate any new provision into this Agreement. The Arbitrator's authority is to interpret and apply provisions of the Agreement. The Arbitrator shall be bound entirely by the records presented to him/her in the form of evidence and argument.

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e) Any monetary award shall be limited to the actual net wage loss experienced by the grievant, less such other compensation, including wages, commissions, worker's compensation, and unemployment compensation, as the grievant may have received or which may be due to the grievant for the award period.

22.3 Except as provided in this Agreement, in no event shall the Company be penalized or in any way liable for monetary damages prior to thirty (30) calendar days preceding the submission of the grievance to Management, but in no event prior to the event giving rise to the grievance.

22.4 The parties will jointly submit a signed statement setting forth the issue or issues to be decided by the Arbitrator, the specific contract violations, and the remedy sought. The issue or issues shall be the sole matter to be decided by the Arbitrator. Should the parties fail to agree upon the issue, each party may submit a separate statement of issues it considers in dispute and the Arbitrator shall determine at or after the hearing the issue or issues to be arbitrated.

22.5 The decision of the Arbitrator, within the purview of his/her authority, shall be final and binding on all parties.

22.6 The parties agree that either party may be represented at arbitration hearings as they may choose and designate. Evidence may be presented either orally or in writing or both.

22.7 Each party shall bear its own expenses in preparing and presenting its case to include the compensation and other expenses of witnesses called or summoned by it. The cost of a court reporter and original transcript shall be shared equally between the parties, if the use of the court reporter is mutually agreed to.

22.8 All fees and expenses of the Arbitrator shall be borne equally by the parties. Each party shall bear the expense of the presentation of its own case. In cases of cancellation that do not involve a compromised settlement by the parties, the party requesting cancellation shall pay all fees and costs of the arbitrator for such cancellation. When there is a compromise settlement by the parties, fees or costs for the cancellation shall be shared equally by the parties.

22.9 The time limits in this article may be extended by mutual agreement of the parties.

23.0 APPEARANCE/UNIFORM STANDARDS

23.1 Professional personal appearance is required of all employees. Therefore, it is mutually agreed by the parties that all collective bargaining unit employees shall adhere to the following dress/appearance standards outlined in this Article.

23.2 Bargaining unit personnel will present a neat, clean, and professional appearance while on Columbus AFB including rest periods and meal periods taken on base eating facilities. Hair will be clean, neatly cut/trimmed, and not present a safety/hygienic hazard. Radical hairstyles such as "spikes" or "Mohawks" are prohibited. Hair shall not extend below the bottom of the standard uniform shirt collar. "Ponytails", if worn, shall conform to such requirement or be worn inside the shirt collar.

a) If barrettes, hairnets, or other hair restraining devices are worn, they will be worn IAW related Air Force directives and not present a potential FOD hazard.
b) If worn, beards will be clean, neatly trimmed, and not exceed three (3) inches in length.
c) If worn, mustaches will be neatly trimmed and clean. Radical mustaches such as "handlebars" are not permitted while on duty.

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23.3 Exposed jewelry such as rings, bracelets, necklaces, ear studs, or earrings shall not be worn in maintenance areas. "Medical alert" bracelets and watches may be worn IAW Air Force and OSHA regulations.

23.4 Effective on the date of ratification, the Company will, during the term of this Agreement, provide uniform shirts, (six (6) short sleeve, and five (5) long sleeve). Each employee will be responsible for the replacement cost of such uniforms in the event of loss by the employee. The company will also provide two jackets: one heavy (Winter appropriate), and one light (Fall appropriate). Employees will wear jeans of choice, and they must present a professional appearance.

23.5 Uniform shirts may be removed in the employees work area. If the employee chooses to remove the uniform shirt, a plain light gray, navy blue, or plain black crew neck T-shirt will be required to be tucked inside the pants waistline. The uniform shirt must be worn outside the AFE maintenance complex.

23.6 It is understood and agreed that the color(s) and style of the uniform for each work center shall be designated and/or approved by the Company. Shorts purchased by an employee may be worn as a uniform option in lieu of long pants provided the shorts are the same or a very similar color as the shirts. Such shorts cannot have any metal or ornamentation of any kind, present a professional appearance, and be no longer or shorter than one (l) inch from the knee.

23.7 Employees are responsible for laundry and maintenance of jackets and/or insulated coveralls. Uniforms will be worn while on duty IAW the following paragraphs:

23.9 Uniform shirts will normally be worn while on duty. The top two (2) buttons may be unbuttoned. Short sleeve shirts are acceptable. If long sleeve shirts are rolled up, they will be rolled up as not to present a safety hazard. During periods established by the Company T-shirts may be worn in lieu of the standard uniform shirt. Union apparel furnished by the Union is acceptable for wear with written approval from the Company and the Government. Union apparel worn must meet applicable safety requirements. T- shirts will be clean and not torn. Turtlenecks may be worn underneath the uniform shirt provided they are plain dark blue or gray. To provide better identification of Stewards, as stated in Article 5.1, the Union will provide each steward with a T-shirt showing the specific area that they represent. The cost will be borne entirely by the Union.

23.10 Standard design nametags with the individual's last name will be sewn over the right shirt pocket of the standard uniform shirt. A Company logo will be sewn over the left shirt pocket. The Company will provide and bear the cost of attaching logos, names and positions on the uniforms. Leads and Seniors will have a standard identification sewn over the name tag over the right shirt pocket. If the employee is promoted to such positions, the Company will provide the employee, new uniforms. Cost of the patch and attachment shall be borne by the Union. Employees may at their discretion attach a U.S. flag patch to the upper left sleeve of the uniform shirt. Cost of such patches and attachment shall be borne by the employee. The size of the patch shall not exceed 2.25" by 3.50".

23.11 If a belt is worn with the uniform, a brown or black belt is desired. Belt buckles must not present a FOD or scratch/mar potential.

23.12 A hat is not a mandatory item with the uniform. However, if hats are worn, the hat must have the Company Logo and be approved by the Company. During the winter months, a black or dark blue "watchcap" with no patches or a secured insulated hood may be worn while in Company work areas.

23.13 Gray, black, or brown work shoes or boots are required. When required, gray, black or brown steel-toe safety footwear will be worn. Employees required to wear such safety footwear will be reimbursed by the Company. IAW Article 26.00: Solid-gray, black, or brown athletic exercise shoes will be permitted in those work areas where it is safe to wear them.

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23.14 Employees reporting for work who fail to meet the foregoing standards will not be allowed to clock-in until they meet such standards. Employees who fail to meet such standards after clocking-in will be required to clock- out until such time they meet such standards. It is understood and agreed that employees failing to meet these requirements after clocking-in as a result of the normal course of duty, i.e., soiled, stained, or torn clothing, will not be required to clock-out Tardiness or absence resulting from failure to adhere to these standards shall be considered as unexcused and may subject the employee to appropriate Disciplinary Action as outlined in Article 20.00.

23.15 If a jacket is worn, it will be the jacket provided by the Company. If the employee elects to wear another jacket, it shall be dark blue, grey, tan, or brown in color. If the Company requires a jacket to be worn other than that provided by the company, they shall provide the jacket at no cost to the employee. Should the employee resign or be terminated, the jacket shall be returned to the Company. If the employee loses the jacket or fails to return the jacket upon termination, the cost of such jacket shall be deducted from the employee's paycheck.

24.0 GROUP INSURANCE AND FRINGE BENEFIT

24.1 Group insurance plans as defined in the Summary Plan Description Booklets will be offered to all full-time employees covered by this Agreement which provide benefits as summarized in Appendix C of this Agreement.

As these Group Insurance Plans are provided by outside vendors and/or are Company-wide plans, the Company may find it necessary or desirable to amend, revise, or replace some or all of the plans during the life of this Agreement. Should this occur, the Company will immediately advise the Union of such changes and will meet as soon as possible to negotiate modifications to Appendix C. The current plan(s) will remain in effect during such negotiations and until such negotiations are concluded IAW 31.03 of this Agreement.

24.2 Employees may continue to purchase through payroll deduction optional life and dependent life insurance as included in the Plan document.

24. 3 Fringe Benefit Rate (FBR) - Defined as the minimum Employer Contributions towards providing Group Health Insurance, Life and Accidental Death and Dismemberment Insurance, PPT, Military Duty Pay, Jury Duty Pay, Bereavement, Leave Pay, 401(k), and Retirement Benefits Plan under this Agreement.

The costing of such fringe benefits is an average rate per hour computed on the bases of hours worked less overtime (up to 2,080 man-hours per year) by employees covered under this Agreement. The Parties agree that the overall package and combination of wage rates and benefits collectively bargained for in this Agreement meet or exceed the prevailing rates established by the Service Contract Act (SCA).

The Company shall pay each employee the difference between the SCA FBR and the actual cost of the benefits annually. Such payment, if any, shall be paid to the employee each pay period. Current FBR rate is: $4.80 per hour.

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25.0 EDUCATIONAL REIMBURSEMENT

25.1 The Company will reimburse full-time employees who have completed their trial period as defined in 08.01 and who are not eligible for reimbursement of educational costs from other sources for the cost of tuition, lab fees, vocational or academic schools, subject to the following provisions.

25.2 Courses must be directly related to the employee's work or work the employee may be reasonably expected to perform for the Company in the future.

The Company shall not deter any employee from any form of education provided such education is not subsidized by the Company, except as stated herein, occurs outside of the employees work hours, and does not interfere with the safe, efficient, and productive operations and work schedule of the Company in meeting the mission of the customer.

25.3 The employee must obtain approval of his/her Program Manager and D2GS corporate prior to enrollment in the course(s) on a form provided by the Company.

25.4 Reimbursement of costs noted in 25.01 will be made on a percentage basis according to the grade received upon satisfactory completion of a recognized portion or unit of the course in cases where payment is by course, quarter, semester, or similar unit.

25.5 Reimbursement will be made IAW the following principles. Letter grades or their percentage equivalents will take precedence over completion or pass/fail grades where such grades are provided. Letter grades, their percentage equivalents, and level of reimbursement are as follows:

Letter Grade	% Equivalent	Reimbursement
"A"	90%	100%
"B"	80%	80%
"C"	70%	60%
"D" or lower	69% or less	0%

Satisfactory completion or equivalent in non-graded courses or passing grades in pass/fall courses will be reimbursed at 50%.

25.6 Claims for reimbursement must be made within ninety (90) days after completion of the course or unit and must be accompanied by all supporting documents.

25.7 No reimbursement will be made to an employee who resigns or is discharged prior to the date on which he/she successfully completes the course or recognized unit thereof.

25.8 Employees who are placed on layoff due to a reduction in force or who enter military service are entitled to reimbursement for only those portions or units of courses satisfactorily completed within four
(4) months of their termination date.

25.9 Any amount reimbursed to the employee by the Company is included in the employee's taxable income and is subject to any required withholding tax deductions. The employee may be able to deduct all or a portion of the cost of off-duty training on his/her income tax return, subject to the terms of the Internal Revenue Code.

25.10 The Company reserves the right to limit the approval of courses on a semester or annual basis IAW the budgetary constraints of the Division. The current budget shall be maintained at six-thousand dollars ($1,000) per business contract year. In such instances, courses will be considered on a "first-come, first-served" basis. In the event courses are not approved based on budgetary considerations, employees not approved for enrollment will be considered first in the next successive semester/year.

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25.11 An employee wishing to enroll in any approved course before shift rotation may do so provided the following:

The employee has a qualified replacement to swap shifts. The other employee must agree to change shifts. The employee provides a copy of his/her enrollment papers to the Company at least two (2) weeks prior to the shift change. The shift change is approved by the employee's Flight Manager.

26.0 SAFETY/HEALTH

26.1 The parties recognize their responsibility to the employees, the Government, and to the general public to provide a work environment where hazards are minimized and/or eliminated. The Parties agree to work jointly toward reducing and/or minimizing such hazards by reasonable means. The Company and the employees will adhere to applicable safety regulations and/or procedures prescribed by the Company and the Government.

26.2 The Company welcomes suggestions from employees that will contribute to reducing accidents and/or injuries to employees and the general public. Such suggestions should be made in writing on suggestion forms provided by the Company. It is each employee's responsibility to bring hazardous or unsafe conditions to the immediate attention of the employee's immediate Supervisor/Shop Lead. If the employee believes the condition has not received proper attention within a reasonable period of time, the employee or Steward may present the condition to the Shop Lead or Program Manager.

26.3 If an employee believes that a condition on the job presents a clear and present hazard endangering life, limb, or health, the employee's first obligation in such cases is to immediately inform his/her Supervisor/Shop Lead of the condition. In the event an employee's Supervisor/Shop Lead is not immediately available, the employee should contact the Program Manager. In either case, the Company will respond immediately to the condition. All of the foregoing will be understood to comply with OSHA standards. It is understood and agreed that in cases where immediate action by the employee(s) is required to prevent injury, loss of limb or life, or to prevent loss or damage to property, the foregoing sequence of communication shall not apply.

26.4 The Company will determine IAW safe practice/procedure and applicable government regulations those individuals required during the course of their duties to use such items as goggles, rubber gloves, face shields, respirators, or similar safety devices and furnish such items for the employee's use. Employees required to use such items will use the items provided in the manner prescribed and will be responsible for the reasonable care of the items. Employees will immediately report to their Supervisor/Shop Lead any safety equipment that becomes unserviceable. Management will ensure that all safety equipment that becomes unserviceable is promptly repaired or replaced.

26.5 All footwear will be black/brown in color and meet the standards prescribed by the Government agency controlling the work area. Solid black/brown exercise shoes will be permitted in work areas where it is safe to wear them with Company approval. Employees covered by this Agreement will wear black/brown shoes as required by the Government agency controlling the work area. In areas requiring safety shoes as listed in 26.05.a, the Company will provide an annual allowance of two- hundred dollars ($200) for the purchase of safety shoes for use on the job. New employees will be provided this allowance within thirty (30) days of employment. Current employees will receive this allowance during the month of October of each year. The annual allowance will not be paid to new employees who receive their initial allowance on or after June 1st of the same calendar year. All employees working in the Survival/Aircrew Equipment Shop require safety shoes.

26.6 The Local President and/or Survival Shop Steward shall attend the shop safety meetings each quarter to discuss the status of safety issues arising and/or related safety concerns.

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27.0 OCCUPATIONAL DISABILITY

27.1 Employees unable to work as a result of a job related injury or illness will be compensated at their straight-time rate as if he/she had completed his/her shift in which such inability to work commenced. Thereafter, such employees will be compensated IAW the provisions of the Mississippi Workers Compensation Act via the Company's worker's compensation insurance carrier.

27.2 It is understood and agreed that employees determined to be totally and permanently disabled as the result of a work-related illness or injury may have their seniority broken and be terminated upon such determination.

28.0 BULLETIN BOARDS

28.1 The Company shall provide one (1) bulletin board within the AFE shop for the use of the Union. Such bulletin boards will be located as agreed to between the parties. All notices placed on such bulletin boards shall relate to official Union business and be signed by an official of the Union. A copy of all such notices shall be submitted to the Columbus Support Division Manager or designee for approval prior to posting except:

a) Notices of Union meetings.
b) Notices of elections of Union officials and results of such elections.
c) Notices of recreational and social events.
d) Union Benefits.

28.2 The number of bulletin boards may be changed by written agreement of the Parties.

28.3 The bulletin boards shall not be used for posting or distributing pamphlets of a political nature of any kind and shall not in any way be used for advertising purposes.

29.0 RETIREMENT

29.1 The Company will provide all full-time employees covered by this Agreement with an IRS approved 40l(K) Retirement Savings plan IAW the Plan Document. The contribution rate shall be five percent (5%) of the employee's total compensation with the Company.

29.2 The employee is immediately vested in the Company Contributory 40l(K) plan upon enrollment.

29.3 The employee may elect to contribute up to the maximum allowable percentage of his/her total compensation into an IRS approved 40l(K) savings plan IAW the Plan Document. This amount will be in compliance with applicable law.

29.4 In the event the Company should lose or transition the Contract at Columbus AFB, MS, the employees vested in the plan may execute their options as prescribed in the Plan Document.

29.5 As this Plan is a Company-wide plan, the Company may find it necessary or desirable to amend, revise, or replace this plan during the life of this Agreement. Should this occur, the Company will immediately advise the Union of such changes and will meet as soon as possible with the Union to negotiate the effect of such changes on the employees covered by this Agreement. The current plan will remain in effect during such negotiations and until such negotiations are concluded IAW 31.03 of this Agreement.

29.6 The Company shall deposit their contribution into the employees 401(k) account the Friday following the end of the pay period.

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30.0 GENERAL

30.1 There shall be no posting by the Union or by employees of advertising or political material, notices, or any other kinds of literature on Government property under the Company's control other than herein provided. Further, there shall be no distribution of such materials while employees are being paid to perform work or while person(s) receiving such materials are being paid to perform work. Any such distribution will be conducted with due consideration to sound Foreign Object Damage (FOD) controls.

30.2 Employees covered by this Agreement shall be governed by all Company rules, regulations, and policies which are not in conflict with the terms and conditions of this Agreement.

30.3 Any employee or Union member who defaces, adds to, or writes over any general notices or bulletins on Company and/or Union designated bulletin boards, or posts unofficial bulletins or any notices that are offensive will be subject to disciplinary action IAW Article 20.00.

30.4 Should any provision or provisions of this Agreement be rendered or declared invalid by reason of any existing or subsequently enacted legislation or law or by reason of any decree of a court of competent jurisdiction, such invalidation of such part or parts of this Agreement shall not invalidate the remaining portions hereof and the said remaining portions shall remain in full force and effect. In the event of such invalidation, the parties shall meet at a mutually agreeable time within thirty (30) calendar days to negotiate change(s) to bring affected portion(s) into compliance with the enacted legislation or law.

30.5 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 referred to or covered in this Agreement. Furthermore, the parties waive the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject matter not specifically referred to or covered by this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of any of the parties at the time this Agreement was negotiated or signed.

30.6 There shall be no discrimination by the Company or the Union against any employee because of race, sex, creed, color, religion, national origin, age, disability, veteran status, or other status protected by applicable federal, state or local law, or regulations.

30.7 As determined by the Company, bargaining unit employees may be transferred to other assignments, shifts, and work centers within the bargaining unit for the purpose of training of employees in the operation and/or maintenance of the equipment involved and duties of the assignment. If an employee is transferred for training, the employee will continue to receive the rate of pay being paid the employee prior to the date of the assignment. The Company will determine the need and number of employees to be so trained and will arrange such training. In the event of a reduced workload in a work center and/or classification, the Company will at its option arrange training of affected employees in other work centers and/or classifications.

30.8 It is not the intent of the parties to establish or permit rules, customs, or practices which limit production or increase the time required to do any work. There will be no attempt to place limitations or restrictions on the use of equipment, tools, or machinery or work efficient practices or methods. It is

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further agreed that the adoption of new or revised work practices, machinery, tools, or other labor saving devices will be implemented lAW established regulations and safety considerations.

30.9 The Company will determine the number of employees to be trained and will arrange for such training. Such employees will be paid at their normal hourly rate during such training.

30.10 It is the sole intention of the Company to engage in its longstanding practice of subcontracting work where the Company determines that such work cannot be effectively and economically performed by its own employees due to lack of time, skills, tools, equipment, facilities, or availability of manpower, or as required by its contract with the Government.

30.11 Should an employee fail a medical examination required for a particular job, and as a result thereof, is unable to perform the duties of his/her job classification, the employee may exercise his/her bumping rights as defined in Article 19.00 or elect layoff.

30.12 The Company will provide necessary tools for the employees' use in the performance of their duties on the contract.

30.13 Employees tardy solely as a result of unscheduled gate closure or delay by the Columbus Air Force Base Security Forces, other than delays caused by the employee, will not be considered as tardy and will be paid as though they were present for work on time. The Company will post scheduled gate closures on Company bulletin boards upon receipt of the schedule from the Government. In the event of a change in Force Protection Condition, the employee shall make the appropriate adjustments in their commuting schedule to allow them to arrive at work at their appropriate clock-in time.

30.14 As soon as possible after ratification of this Agreement, the Company will distribute this Agreement in booklet form along with a booklet of all the job descriptions to the Officers and Stewards of Local 83770. The company will provide a copy of the final CBA upon completion of final negotiations on or about 1 October, 2025.

30.15 The Company will continue its current practice of electronically depositing employee paychecks during the term of this Agreement for those employees who sign up for Direct Deposit.

30.16 Physical examinations required by the Company shall be promptly complied with by all employees. The employee(s) will be paid for the time spent during such examination and the cost of such examination shall be borne by the Company. For the purposes of this Article, it is understood and agreed that the term "physical examinations required by the Company" does not include examinations required by the Company's Group Insurance Plan(s). It is understood and agreed that the term "Group Insurance Plan/s" does not include Worker's Compensation Policy(ies).

a) All such required examinations will be conducted at medical facilities designated by the Company. If the Union disagrees with the results of such examination, the Union may have the employee re-examined by a licensed physician of their choice at Union expense.
b) In the event of a disagreement between the Company physician and the physician selected by the Union, the Company's and Union's physicians shall jointly select a third physician within thirty (30) calendar days to conduct a third examination. The results of such examination will be final. The expense of the third examination will be equally divided by the Union and the Company.

30.17 Within five (5) days of termination, the Company will return to the Steward the copy of the authorization card, when an employee terminates for any reason.

30.18 Due to the nature of the work to be performed, personnel from other locations may be brought in to perform specific assignments at Columbus Air Force Base when there are no qualified employees on

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layoff in the classification(s) and work center(s) affected and so long as such action does not cause the layoff of any qualified employees from the affected classification.

30.19 It is agreed among the parties to support the concept that employees working under this Agreement will be cross-trained. Primarily through on-the-job training, employees will learn Cross Utilization Tasks (CUT) that will fill gaps in maintenance capabilities, expand the employee skill base, and keep the Company competitive.

31.0 DURATION

31.1 These Articles constitute the complete Agreement between the Company and the Union. Neither changes nor amendments to this Agreement shall be effective unless such changes or amendments are reduced to writing and signed by appropriate representatives of the parties. Any additions, deletions, changes, amendments, or waivers whatsoever affecting the terms of this Agreement shall only be discussed by mutual agreement of both parties in writing and shall otherwise not be subject to Arbitration or negotiation. Further, provided that any such modification to this Agreement shall be mutually agreed upon and signed by authorized representatives of both parties and shall be co-terminus with this Agreement.

31.2 A 60 day written notice my given by either Party to the other, prior to the expiration date of this Agreement to terminate or amend this Agreement. Such notice will be sent registered mail or electronically and will state its intent to amend, modify, or terminate the Agreement.

31.3 Notwithstanding any provisions of this Agreement, the employer/employee contribution rates detailed in APPENDIX C, GROUP INSURANCE BENEFITS shall be maintained for any plan year. APPENDIX C of the Agreement may be reopened solely for the following reasons: (a) adjusting the employer contribution rates as defined in Appendix C; or, (b) maintaining overall equivalency of the employee benefit plans to which the Company contributes. In addition, ARTICLE 29.00, RETIREMENT may be reopened solely for the purpose of maintaining overall equivalency of the 40l(K) Retirement Savings Plan.

In any of the situations mentioned above, notification of the benefits re-opener must be received by the 10th of June of any contract year and negotiations must commence by the 20th of June. If by June 30th, the parties cannot reach an agreement on the issue(s) which prompted the re- opener, the parties by mutual agreement may submit the issue to binding arbitration lAW ARTICLE 22.00 - ARBITRATION. If the parties do not agree to arbitrate the dispute(s), the provisions of ARTICLE 6, NO STRIKE-NO LOCKOUT, ARTICLE 21.00, GRIEVANCES and ARTICLE 22.00, ARBITRATION shall be suspended solely as they apply in the particular dispute(s). All other provisions of this Agreement shall continue in full force and effect.

32.0 IUE COPE

32.1 The Company agrees, during the term of this Agreement, to the following with respect to the IUE Committee on Political Education (COPE).

32.2 To deduct each pay period voluntary contributions to the IUE COPE from the pay of each employee provided that each such employee has executed an "IUE COPE Checkoff Authorization" form supplied by the Local Union and that copies of such authorization has been supplied to the Company.

32.3 To continue to deduct each pay period thereafter the voluntary contributions to the IUE COPE from the pay of each employee from whom it has on file an unrevoked "IUE COPE Checkoff Authorization" form.

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32.4 It is understood and agreed that IUE COPE Checkoff Authorization(s} must be received by the Company no later than fourteen (14} days prior to the end of the pay period in order for such voluntary contributions to be deducted for such pay period. Contributions to be deducted as a result of Authorization(s} not received fourteen (14} calendar days prior to the end of the pay period will be started effective the following pay period.

32.5 If an employee does not have sufficient earnings in any payroll period to cover such contributions for that payroll period, the Company shall have no further responsibility for collection of contributions for that payroll period.

32.6 Deductions shall be made each pay period in the amount specified by the employee on the current "IUE COPE Checkoff Authorization" form executed by the employee.

32.7 The Company will remit such deductions monthly to the IUE-CWA Local 83770/PO Box 9638/Columbus, MS 39705 along with a statement showing the employees for whom such deductions have been made and the total of such deductions for each individual. An email of such statement will be provided to the Local.

32.8 The Union will agree to a one time COPE setup fee of one-hundred fifty dollars ($150.00} paid by the International Union.

33.0 APPROVAL

This agreement shall be effective on 01 October 2022 and shall continue in full force and effect through 30 September 2025 and thereafter from year to year unless at least sixty (60} days prior to the normal expiration date of this agreement either party gives written notice by mail to the other of its intent to amend, modify or terminate this Agreement.

In witness whereof the parties hereto have caused this Agreement to be executed by their authorized agents.

For the Company:

David Ricker, CEO
D2 Government Solutions

For the Union:

James W. Frederick, President
IUE Local 83770

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APPENDIX A

WAGE RATES

Position	Current			
Aircrew Flight, Lead				
Aircrew Flight, Senior				
Aircrew Flight, Specialist				
Position	**Current**	**1 Oct 2025 to 30 Sep 2028**	**1 Oct 2025 to 30 Sep 2028**	**1 Oct 2025 to 30 Sep 2028**
Aircrew Flight, Lead	**$44.34**	**$46.11**	**$47.96**	**$49.88**
Aircrew Flight, Senior	**$42.61**	**$44.31**	**$46.08**	**$47.93**
Aircrew Flight, Specialist	**$40.99**	**$41.69**	**$43.36**	**$45.09**

When the Company certifies an employee in writing they shall be paid a premium as follows: The Company agrees to pay sixty-five cents ($0.65) per hour premium to those employees that possess one or more of the following certifications. This premium shall be paid for all hours worked.

*Premium pay will be based on the number of certifications held by the employee. This premium shall be paid for all hours worked to employees that hold the certifications and maintain proficiency. All certifications must be approved by the Company for the employee to receive premium pay for certifications. For the Survival Shop, Hazardous Waste Monitor and NRTS, Condition Code Sign off Certifications apply.

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APPENDIX B
PROGRESSIVE DISCIPLINE

The Company utilizes the following forms of progressive discipline: Documented Verbal Warnings, Written Reprimands, Suspensions, and Discharge, hereinafter referred to as Disciplinary Actions.

CLEARING PROCEDURES:

A period of good conduct following a rule violation will result in the clearing of previously issued Disciplinary Action from the employee's personnel file IAW the following principles.

A. Disciplinary Actions Not Resulting in a Suspension: Disciplinary Actions not resulting in a Suspension will not be considered in successive Disciplinary Actions six (6) months from date of issue.

B. Disciplinary Actions Resulting in a Suspension: Disciplinary Actions resulting in a Suspension will not be considered in successive Disciplinary Actions one (I) year from date of issue.

EXCESSIVE RULE VIOLATIONS:

A. An employee receiving three (3) Written Reprimands (not necessarily on the same rule), none of which have been cleared by the above procedure, may receive a three (3) day Suspension as a result of the third Written Reprimand. Such Suspension will be considered as the third Disciplinary Action.

B. An employee receiving four (4) Written Reprimands (not necessarily on the same rule), none of which have been cleared by the above procedure, may be discharged as a result of the fourth Disciplinary Action.

C. An employee receiving two (2) Suspensions (not necessarily on the same rule), neither of which have been cleared by the above procedure, may be Discharged as a result of the second Suspension.

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Failing to report absence within one hour of start of work shift.	**Reporting late without authorization, three times in a 30 calendar day period or six times in six consecutive months.**	**Violating assigned work schedules by:**	**Unsatisfactory quality or quantity of work.**	**Violating Safety, fire, housekeeping, or health regulations or prescribed safety and health procedures.**	**Vending, seeking or collecting contributions or distributing literature in working areas without permission of a designated Company representative.**
Documented Verbal	Written Reprimand		Documented Verbal or	Written Reprimand or	Documented Verbal
Written Reprimand	3 Day Suspension		Written Reprimand or	3 Day Suspension or	Written Reprimand
3 Day Suspension	Discharge		3 Day Suspension or	Discharge depending upon severity of violation.	3 Day Suspension
Discharge			Discharge		Discharge

Threatening, Intimidating, coercing or interfering with or making defamatory, vicious or malicious statements against any employee, customers, the Company or its products or services.	**Leaving work early without authorization.**	**Operating vehicles, aircraft, machines, tools or equipment or entering a restricted area without proper management authorization.**	**Discrimination or harassment against fellow employees, customer representative, or other contractor personnel at any time in areas assigned to the Company.**	**Failing to notify Company authorities of an on-the-job accident or injury within the shift in which it occurs or the first shift in which the employee is aware that he/she has been injured.**	**Loafing, loitering or hiding; leaving workstation without supervisor's permission for reasons not connected with performance of job.**
3 Day Suspension	Written Reprimand	Written Reprimand	Written Reprimand or	Documented Verbal	Documented Verbal
Discharge	3 Day Suspension	3 Day Suspension	3 Day Suspension or	Written Reprimand	Written Reprimand
	Discharge	Discharge	Discharge depending upon severity of violation.	3 Day Suspension	3 Day Suspension
			Discharge	Discharge	Discharge

Preparing to quit work for the day prior to time established by management.	**Unauthorized absence of one work shift.**	**Fighting, inciting a fight or attempting to physically injure others on Company time or in areas assigned to the Company at any time.**	**Negligence or carelessness resulting in or contributing to loss, damage or destruction to government, civilian or other employee's property; or causing substantial rework; or contributing to critical**	**Knowingly clocking another employee's time card, altering time card, or having one's time card clocked by another employee.**	**Willfully altering, defacing, mutilating, abusing, destroying or wasting government, Company, civilian or other employee's property, facilities, records or equipment.**

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			or safety of flight discrepancies.		
Documented Verbal	Written Reprimand	Discharge	Written Reprimand or	3 Day Suspension or	3 Day Suspension or Discharge depending on severity of violation.
Written Reprimand	3 Day Suspension		3 Day Suspension or	Discharge depending upon severity of violation.	Discharge
3 Day Suspension	Discharge		Discharge depending upon severity of violation.		
Discharge					

Performing other work or activity which interferes with the employee's attendance or performance of Company duties, or is considered a conflict of interest by the Company.	**Performing work on personal property within areas or buildings assigned to the Company unless approved by management.**	**Attempting to or deliberately restricting output while on duty.**	**Sleeping on duty.**	**Any conduct that brings discredit to the Company.**	**Unauthorized absence for three consecutive working days.**
Written Reprimand or	Written Reprimand	Discharge	3 Day Suspension	Discharge	Discharge
3 Day Suspension or	3 Day Suspension		Discharge		
Discharge depending upon severity of violation.	Discharge depending upon severity of violation.				

Insubordination.	**Unauthorized possession of weapons or explosives on Company time or in areas assigned to the Company at any time.**	**Theft, attempted theft or unauthorized removal of property of other employees, the Company, the government or others.**			
3 Day Suspension	Discharge	Discharge			
Discharge depending upon severity of violation.					

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Other Employee Insurances

100% Company Paid

For each full-time employee the Company will provide Short Term Disability (STD), group term life insurance for 1X employee's annual pay (maximum $100,000), and AD&D insurance for 1X annual wages. See plan details for services and benefits.

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100% Employee Paid

Optional insurances to be offered to employees include Long Term Disability (LTD), additional voluntary life insurance for employee and dependents, and Accidental Death and Dismemberment. The cost for these plans will be paid by the Employee through payroll deductions. The Company will pay the insurance companies on the Employee's behalf.

As all Group Insurance Benefits are provided by third-party insurance companies, all rates and plan provisions are NOT controlled by the Company. Any changes to the policies are beyond the control of the Company, including cost. For the health, dental, and vision plans, any cost increases or decreases will be passed along to the Employee in the current cost share percentage reflected above. Also, insurance carriers require minimum participation in their optional insurance plans such as LTD and Life Insurance. If minimum participation is not met, the plans cannot be instated. Currently the minimum is 10 employees.