

AGREEMENT

between

Akima Support Operations

and

**INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE WORKERS,
DISTRICT LODGE NUMBER 1
LOCAL LODGE 2424**

MARCH 1, 2021 THRU SEPTEMBER 30, 2023

TABLE OF CONTENTS

AGREEMENT.....	1
ARTICLE I.....	1
ARTICLE II Recognition/Check-Off.....	2
ARTICLE III Managements Rights.....	3
ARTICLE IV Alterations of Agreement/ Savings Clause.....	4
ARTICLE V Adjustment of Grievances.....	5
ARTICLE VI Seniority.....	6
ARTICLE VII Wages and Classifications.....	9
ARTICLE VIII Rate Establishment and Adjustment.....	9
ARTICLE IX Hour of Work.....	10
ARTICLE X Overtime.....	12
ARTICLE XI Holidays.....	14
ARTICLE XII Benefits.....	15
ARTICLE XIII Safety and Health.....	18
ARTICLE XIV Bulletin Boards.....	19
ARTICLE XV General Provisions.....	19
Signature Page.....	20

AGREEMENT

This Agreement is made and entered into as of the first day of March 2021, by and between **Akima Support Operations (ASO)**, its successors and assigns, hereinafter referred to as the “Company” or “Employer”, and **DISTRICT LODGE 1, INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, AFL-CIO, LOCAL LODGE 2424**, its successors and assigns, hereinafter referred to as the “Union”.

WITNESSETH:

WHEREAS: The Company and the Union have bargained collectively, in good faith, with respect to wages, hours and other conditions of employment for employees in a bargaining unit hereinafter more clearly defined and have reached agreement.

NOW, THEREFORE, in consideration of the mutual promises and covenants herein contained, the Company and the Union do hereby agree as follows:

ARTICLE I Intent and Purpose

Section I

The purpose of the Company and the Union in entering into this labor agreement is to set forth their agreement on rates; hours of work; and other conditions of employment so as to promote orderly and peaceful relations with the employees; to achieve uninterrupted operations and to achieve the highest level of employee performance consistent with safety, good health, and sustained effort.

Section II

The term “employee” shall be limited to those persons employed in positions listed in Article VII, Section 1.

Section III

It is the continuing policy of the Company and the Union that the provision of this Agreement shall be applied to all employees without regard to sex, race, color, religious creed, national origin, or, where prohibited by law, age, or disability. Where the term “his or her” or any other designation of male or female is used in the Agreement, it is understood that wherever provisions shall require it, the designation shall apply to both sexes.

Section IV

There shall be no discrimination against any employee because of membership in or proper activity in behalf of the Union. The provisions contained in this section shall in no way restrict the rights of the parties to enforce this Agreement.

Section V

This Agreement shall become effective as of **1 March 2021**, and shall continue in full force and effect until midnight, **30 September 2023**, provided the Contract between the Company and the Government is in effect. Either party hereto shall notify the other in writing not more than seventy-five (75) days, but at least sixty (60) days, prior to the expiration of the term or any extended term of this Agreement of an intention to make changes in or terminate the Agreement. An exception to the foregoing shall prevail when the Company is notified by the Government Contracting Officer of a Contract status change that does not conform to the sixty (60) day minimum period.

ARTICLE II Recognition / Check-Off

Section I

- (a) The Company recognizes the Union as the exclusive bargaining agent for all employees of the Company at its Phillips Army Airfield facility except as provided for under **Article I**.
- (b) No employee shall engage in any Union activity or Union business during the working hours of such employee.

- (c) No employee shall be required to become or remain a member of the Union as a condition of employment or continued employment.
- (d) All bargaining unit employee on the active payroll as of the effective date of this agreement who are not members of the Union shall complete a Union Application within thirty days after the effective date of this agreement.
- (d) All bargaining unit employees hired or transferred to this facility after the effective date of this agreement shall complete a Union application no later than thirty days following the beginning of such employment or transfer.
- (e) When completing the application, Employees have the option to become Union members or nonmember agency fee payers. Individuals who elect to be nonmember agency fee payers may object to funding expenditures non germane to the collective bargaining process and support only chargeable activities. The procedure to file objections can be found on the back of the Union application. Objectors who choose to renew their requests for an advance reduction must do so annually.
- (f) The Company shall deduct from the pay of each employee who signs a deduction authorization the dues, initiation fees and uniform assessments of the Union (or the nonmember agency fees if opting for the objector status in lieu of full union membership) and the Company shall remit to the Union all such deductions on or before the 10th day of the month following the month for which such deductions were made.
- (g) The Union shall indemnify and save the Company harmless against any and all claims, demands, suits, or other forms of liability that shall arise out of or by reason of action taken or not taken by the Company in connection with the deduction or failure to deduct dues or initiation fees, pursuant to this Article.

ARTICLE III Management Rights

Section I

The Management of the Company and the direction of the working force, including the right to plan, direct and control operation; to schedule and assign work to employees; to determine the means, methods, process and schedules of production; to determine the services to be performed, the location of the work and the continuance of its operation

departments; to establish and require employees to observe Company rules and regulations; to hire and terminate employees; to maintain order and to suspend, discipline, and discharge employees for just cause, are and shall remain the sole rights of the Company to exercise or not as it sees fit. The Company agrees that on the exercise of the aforesaid rights, it will not act in violation of any provision of this Agreement.

ARTICLE IV Alteration of Agreement / Saving Clause

Section I

No agreement, alteration, understanding, variation, waiver, or modification of any of the terms, conditions or covenants contained herein shall be made by an employee or group of employees with the Company, and in no case shall it be binding upon the parties hereto unless such agreement is made and executed in writing between the parties hereto and the same has be ratified by the Union.

Section II

The waiver of any breach or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of all terms and conditions.

Section III

If any provision of the Agreement shall be declared legally invalid, such invalidity shall not impair the validity or enforceability of the remaining provisions of the Agreement. In the event that any portion of the Agreement is declared invalid, the parties shall meet within thirty (30) calendar days and attempt to negotiate a replacement provision. In the event they are unable to reach an agreement, the parties are free to exercise their traditional economic tactics without restriction by this Agreement, but only as to that section of this Agreement that was held invalid.

ARTICLE V Adjustment of Grievances

Section I

In most cases of disciplinary action such action shall take place within ten (10) working days of the date, the Company became aware of the alleged infraction(s). However, the parties recognize that in some cases it may take more time to investigate the alleged infraction(s) and agree that they do not want to force the company to fail to investigate thoroughly or fully consider all relevant facts before it must take action(s). Therefore reasonable request to the Union for additional time will be granted.

Section II

Should any differences or disputes arise between the Company and the Union with respect to any specific or other provisions of the Agreement, an earnest effort shall be made to settle the differences in the following manner:

Step 1:

Any employee who believes he has a just grievance shall discuss it with his immediate supervisor in an attempt to settle the same within ten (10) working days of the time the employee has knowledge of, or had reason to have knowledge of, the occurrence in question. During such discussion, the Union Steward will be present if requested. The supervisor shall verbally answer the oral complaint before the end to the next working day.

Step 2:

If the grievance is not satisfactorily resolved in **Step 1**, it must be reduced to writing and be presented in writing by the Union Grievance Committee to the Contract Manager within five (5) working days of the receipt of the of the answer in **Step 1**. Within five (5) working days after the receipt of the written grievance, the Contract Manager will render a decision in writing and present a copy to the Union.

Step 3:

If the grievance is not satisfactorily resolved in **Step 2**, the Union must so advise the President in writing within ten (10) calendar days of such notice. The business representative of the Union and representatives of the Company shall meet and attempt to

resolve the grievance. The Company will render a decision and record the answer in writing within ten (10) calendar days from the date of such meeting with the business representative of the Union and communicate his answer in writing with proof of delivery to the Union business representative.

Section III

The Union Steward may process grievances during work time without loss of pay provided it is not inconsistent with the work requirements of the Company.

Section IV

- (a) In the event that a grievance is appealed to arbitration, the Company and the Union shall endeavor to agree on an arbitrator. If they are unable to agree within one (1) week, the Company and the Union shall jointly request a list of seven (7) qualified arbitrators from the Federal Mediation and Conciliation Service and shall in turn strike one name on the list until only one name remains. Such last remaining name on the list shall be the arbitrator.
- (b) The arbitrator shall have no power to add to, subtract from, or modify the terms of this Agreement. The Fees and expenses of the arbitrator shall be borne equally by both parties. All other expenses shall be paid by the part incurring them. The decision of the arbitrator shall be final and binding upon both parties.

Section V

By mutual agreement, the time limits specified above may be extended.

ARTICLE VI Seniority

Section I

Seniority shall be computed in terms of years, months and days since an employee's date of hire by the Company or any predecessor Company, whichever occurred first; provided, however the counting of seniority from last hire date by any predecessor shall not indicate in any way that the Company is or was bound by any predecessor's collective bargaining agreement. In case of employees starting on the same date, the time of reporting-in will

control. New employees shall receive a copy of the collective bargaining agreement, plant work rules, and safety rules on the first day of employment.

Section II

The employee shall be on probation until the employee has actually worked sixty (60) shifts during which time: [1] he or she is subject to discharge without recourse by the Union and [2] he or she cannot exercise seniority for any reason. Absences shall be added to calendar days of employment to extend the probationary period.

Section III

Layoffs will be on the basis of plant-wide seniority and specific job qualification. The Shop Steward will have "Super Seniority" and may displace any employee in any classification for which he or she is qualified. In the event of layoff, an employee may exercise his seniority to displace a less senior employee only in a lower rated or equally rated classification for which he is qualified in accordance with qualifications established by the Company. The hourly wage for each class of employee indicated at **Article VII, Section I** shall be the governing factor in determining an equal or lower rated classification. Recalls shall be in the reverse order of layoffs, and subject to the same requirements of being qualified.

Section IV

Promotions to fill vacancies in bargaining unit jobs shall be governed by seniority where physical fitness, experience, skill, ability and efficiency are relatively equal. If during the first sixty (60) work shifts, the employee selected for promotion fails to prove satisfactory for the job or his services are no longer required on the job, he shall be reinstated to his old job in accordance with his seniority if that position remains open. All vacancies will be posted as soon as practical and will remain on the bulletin board for three (3) working days.

Section V

Seniority shall be forfeited if any employee:

- (a) Quits
- (b) Is discharged for just cause
- (c) Is absent without reporting within forty-eight (48) hours

- (d) Does not report for work after layoff within five (5) working days after having been notified to report for work (such notification to be by Certified Mail directed to the employee's last known address as it appears on the Company's record)
- (e) Is laid off for a period of twelve (12) consecutive months
- (f) Does not return to work at the end of an approved leave of absence.

Section VI

Where an employee returns from the Armed Services of the United States Government, such employee's seniority will be governed by such legislation at the time.

Section VII

Employees heretofore or hereafter transferred out of the bargaining unit to exempt or supervisory position shall continue to accumulate seniority in the bargaining unit for a period of sixty (60) calendar days following their transfer out of the bargaining unit. During the said sixty (60) calendar day period, the employee may return to the bargaining unit if he so wishes. If not, then at the end of the said sixty (60) calendar day period his name shall be removed from the seniority list.

Section VIII

If an employee is physically unable to perform his regular job assignment due to health or other physical reasons and at the same time is physically able to satisfactorily perform other job assignments within the bargaining unit, the Company will endeavor to assign the employee to another job assignment in line with his seniority and qualifications.

Section IX

The Company will post on the bulletin board and distribute to the Union representative a seniority list by job classification every six (6) months.

ARTICLE VII Wages and Classifications

Section I

The current department, position and hourly wage during the term of this Agreement are as follows:

DEPT	POSITION	Current	3/01/21	10/01/21	10/01/22
			2.0%	3.4%	2.7%
101	Acft QC (Working Leader)	\$47.18	\$48.12	\$49.76	\$51.10
102	Acft Quality Control	\$44.29	\$45.18	\$46.71	\$47.97
104	ATC Specialist, Station	\$40.16	\$40.97	\$42.36	\$43.50
105	MHE Mech/ALSE	\$43.14	\$44.00	\$45.50	\$46.73
106	Flight Operations Spec	\$40.16	\$40.96	\$42.36	\$43.50
107	Acft Mechanic/Crewmember	\$41.74	\$42.57	\$44.02	\$45.21
108	Aircraft Servicer	\$36.34	\$37.07	\$38.33	\$39.36
109	ATC Specialist, Terminal	\$43.35	\$44.22	\$45.72	\$46.95
110	ATC Specialist, Terminal (Working Leader)	\$46.16	\$47.08	\$48.68	\$50.00
111	Supply Technician	\$37.28	\$38.03	\$39.32	\$40.38

All increases are effective the first full pay period in the designated month

Section II

The aforementioned wages and wage increases are subject to **Article I, Section V.**

Section III

A 10% alternative shift differential is to be paid to those employees working the 1:00 PM to 9:00 PM shift and to all employees for any hours worked between 6:00 P.M. to 6:00 A.M.

ARTICLE VIII Rate Establishment and Adjustment

Section I

The rates of pay and job classification listed in **Article VII** shall continue in effect unless the Company, at its discretion, establishes a new job or substantially changes the content of an existing job.

Section II

It is recognized that changing conditions may require establishment of new jobs or the adjustment of wage rates of existing jobs because of substantial changes in job content. In such event, the following procedures shall apply:

- (a) Management will develop an appropriate wage rate.
- (b) The following methodology outlined by the United States regulations will be used by the Company to conform each class of service employment not covered under the Wage Determinations appropriate to the Contract:
 - (1) The Company will classify the position, so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between the unlisted classification and the classification listed on the Wage Determination.
 - (2) Such conformed class of employees shall be paid the monetary wages and furnished fringe benefits as are determined by Company management.
 - (3) Such conforming procedure will be initiated by the Company before the unlisted class of employee performs and Contract work.
 - (4) A written report of the proposed conforming action, including information regarding the agreement or disagreement by the Union, shall be submitted to the Contracting Officer no later than thirty (30) days after such unlisted class of employees perform any Contract work.
 - (5) The Company will abide by the decisions of the Contracting Officer.
 - (6) The Union reserves the right to request a desk audit or any other appropriate action by the DOL.

ARTICLE IX Hours of Work

Section I

The normal work week shall be Monday through Sunday. The pay period shall be bi-weekly with pay checks being issued by the Friday following the close of the bi-weekly pay period.

Section II

A normal workday shall consist of eight (8) consecutive hours of work in a twenty four (24) hour period beginning with the time the employee begins work. The normal workweek shall consist of forty (40) hours made up of five (5) workdays.

Section III

A Government directed compressed work week will be worked as follows: First week consists of 5-8 hour days; Second week consists of 4-10 hour days with the Friday of the second week being a regular day off (RDO). Any work on a RDO day will be counted as overtime for hours worked in that week.

Section IV

1. This agreement covers the addition of up to two part time ATC Specialists, Station, up to two part time Aircraft Servicers and up to one part time Aviation Life Support Equipment ("ALSE") technician.
2. Persons employed in these part time positions will be:
 - a. Paid the wage and fringe contribution set forth in the labor agreement.
 - b. Subject to the CBA provisions concerning access and purchase of benefits and with the applicable plan requirements for such benefits, regarding the minimum hours per week an employee must work in order to access the benefits in question. For example, access to health coverage is currently limited to employees who regularly and consistently work at least 30 hours per week.
 - c. Entitled to pro rata pay for time not worked. Pay for time not worked includes but is not limited to vacation, jury duty, bereavement, and sick time. The amount of leave earned will be based on Accrual rates will be based on the projected number of hours worked per week and will be adjusted if appropriate when there is a permanent change to the employee's schedule. Otherwise it will be examined on an annual basis to ensure accuracy. Leave will be allotted based on 20% allotments. So,

if the part-time employee is expected to work between 20 and less than 28 hours per week, they will earn 60% of a full-time employee's leave allotment. If they are anticipated to work between 28 and less than 36 hours per week they will earn 80% of a full-time employees leave allotment.

3. Since these are part time positions, it is acknowledged that Article IX sections I-III do not apply.
4. It is the Company's expectation that part time employees normal work schedule will be between 24-33 hours per week. If the number of hours worked by an employee hired to fill one of these part time positions increases to the point the employee is regularly scheduled to work 40 hours per week, that fact shall not be considered by the Union or the Company to constitute the creation of an opening, subject to the posting requirements in the CBA. In the event that a part time worker is needed to work in excess of the 24-33 hours a week as noted in the section above, the company will notify the Union in advance as to the number of hours expected to be worked and the length of time not to exceed (6) six weeks. If an extended length of time over the (6) six weeks is required, such extension will have to be mutually agreed upon between the company and the Union.

ARTICLE X Overtime

Section I

Overtime at time and a half the regular rate will be paid for hours worked in excess of forty (40) hours in a work week. Time off on a holiday recognized in **Article XI** or time off on sick leave and/or vacation approved by the Company pursuant to **Article XII, Section V**, is counted as time worked for the purpose of computing overtime.

Section II

Whereas reasonable, daily overtime will be offered on a rotating basis beginning with the most senior employee working within the department and on the shift where the overtime is needed. Such overtime shall be posted no later than twelve o'clock noon of the day such overtime is required. If the required number of employees does not volunteer, then those least senior employees on the shift within the department will be scheduled to perform the overtime.

Section III

The Company will post weekend overtime requirements upon notification and whenever feasible no later than noon Wednesday preceding the weekend the overtime shall occur. The overtime sheet will be posted plant-wide and will indicate the number of employees needed by shift and job classification within a department. Weekend overtime assignments will be offered to employees within a classification within a department in line of their seniority. If there are still insufficient employees who have signed up, then the least senior employee within the department and classification will be scheduled and required to perform the overtime.

Section IV

Emergency overtime will at times necessarily have to be worked. The least senior man in a given classification will be scheduled to work, unless it is necessary to work the entire classification on the shift.

Section V

No employee shall be compelled to work more that twelve (12) consecutive hours on any day except that maintenance employees may be required to work more than twelve hours in any given day so as to ensure job continuity. The Company shall not be compelled to schedule any employee to work more than twelve (12) consecutive hours in a day.

Section VI

Employees assigned to work two (2) hours or more overtime shall receive a ten (10) minute rest period at the conclusion of their initial shift.

Section VII

Employees returning to duty at the direction of the Company are entitled to a minimum of four (4) hours of overtime work or pay subject to the following:

- (a) The four (4) hour minimum does not apply to overtime worked prior to and immediately following a normal duty day.
- (b) If the Air Traffic Control Tower is closed and later reopened by the same shift and affected employees have not left the duty station, overtime will be based on the time

first opened and last closed. The four (4) hour minimum for reopening will only apply if there is a personnel change or when employees have left the duty station and return later in the day.

- (c) In those instances where employees are required to remain at their duty station (including those instances where their home is designated as their duty station) in a restricted on-call status, overtime will be paid with a four (4) hour minimum.
- (d) When a return to duty is not required and services are provided by telephone, overtime pay will not be granted unless the time spent performing the service is more than one half the smallest unit of time recognized by the payroll system.

ARTICLE XI Holidays

Section I

The Company will recognize the following eleven (11) paid holidays per calendar year. One additional paid holiday is authorized per calendar year for any days as may be designated by the appropriate Government authority and allowed by the appropriate Contracting official. If no special day off is designated by the government for that calendar year, this holiday will not be granted for that year.

New Year's Day	Martin Luther King Day
President's Day	Memorial Day
Independence Day	Labor Day
Columbus Day	Veteran's Day
Thanksgiving Day	Christmas Day
Employee's Birthday	

Section II

Federal holidays will be celebrated on the days of the week specified by the Federal Government for official observance of the holiday. Birthday holidays will be taken within the birthday month with prior approval.

Section III

The Company will pay each employee his regular daily wage for such holiday or days celebrated as such holiday, provided the employee was hired prior to the holiday and worked or received vacation and/or sick pay during the week of the holiday. Employees

required to work on a holiday will receive **two (2)** times their hourly rate for time worked on a holiday plus holiday pay.

Section IV

If a paid holiday falls during an employee's vacation, he shall receive holiday pay for the holiday in lieu of the vacation pay.

ARTICLE XII Benefits

Section I

All employees will earn two (2) weeks paid vacation after one (1) year of service with the Company; three (3) weeks after five (5) years; four (4) weeks after twelve (12) years; five (5) weeks after twenty (20) years in accordance with the Code of Federal Regulations. Length of service will include the whole span of continuous service with the Company, wherever employed, and with predecessor contractors in the performance of the same work at the same federal facility. Regardless of the day of the month service with the Company began, an employee will earn the afore stated vacation on the first day of the month during which service began. At any point in time employees may not have an unused balance of earned vacation that exceeds 1.5 times their annual vacation allotment. All earned vacation will be paid out to the employees at the expiration of the Company's government contract only when the incumbent contractor loses the contract. If the incumbent contractor retains the contract, all earned and unused vacation will be carried over to the new contract period.

Section II

The Company may grant personal leaves of absence without pay to employees who apply, with at least seven (7) days notice (bereavement and illness excepted), for good and sufficient reasons. Such leaves of absence will normally be limited to a maximum of thirty (30) days. Leaves of absence in excess of thirty (30) days will be considered on a case-by-case basis to accommodate such unforeseen situations as extended illness or injury, jury duty, etc.

While the Company may hire a temporary replacement for such long term administrative absences, the employee will be returned to his position, with seniority, upon return from

such approved leave of absence. Should extended illness, or injury, preclude a return to his original position, the employee will be offered a Contract position in accordance with his abilities (or limitations) and seniority, if work is available.

Section III

The Company will pay all employees a cash fringe of:

\$6.95 per hour effective at the execution of the CBA

\$7.05 per hour effective on the first full pay period of October 2021

Amounts will be paid for all regular, holiday, sick and vacation hours up to a maximum of **2,080** hours per year.

This amount is to cover such fringe benefits as identified in the Department of Labor Wage Determination for the Contract (life, accident and health insurance plans; sick leave; pension plans; civic and personal leave; severance pay; and savings and thrift plans). Fringe Benefits to be paid out in the employees' paycheck a minimum of every pay period.

Section IV

When employees are required to fly in an aircraft in the performance of their job skills, they will be compensated at the rate of **\$15.00** per flight hour in addition to their regular hourly rate.

Section V

The Company will provide seven (7) days sick leave each year of this labor agreement. Sick leave can be accrued to a maximum of twelve (12) days. Sick leave is subject to reasonable verification at the request of the Company. Sick days shall be granted in the month of the employee's anniversary date. Unused, sick time shall not be paid out on termination.

Section VI

- (a) Employees who serve on jury duty will receive as pay for up to two weeks (10 days) for those days of service, at their regular straight time pay plus court compensation.
- (b) Employees who are on military leave, will be eligible for up to one hundred twenty (120) hours of straight-time pay per year to cover absences resulting from leave to

perform military duties. Military pay will not be reduced for any earnings from the military.

Section VII

Each eligible employee is required to participate in the Company's group life insurance plan and each qualified employee is required to participate in the employee's portion of the Company's medical and dental group insurance. (A qualified employee is an employee who is not covered under his/her spouse's group insurance plan or receiving medical benefits by virtue of their retirement from any branch of the military).

Section VIII

Employees will be allowed time off, with pay, in the event of a death in their immediate family as follows:

- (a) Three workdays in the event of the death of the employee's father, mother, spouse, sister, brother, children, grandchildren, mother-in-law, father-in-law, brother-in-law, sister-in-law, grandparents, and step relationships to include child, mother, father, brother or sister.
- (b) If an employee must attend services which include travel greater than 600 miles, one (1) additional day or a total of four (4) days shall be granted.

Section IX

Once an individual has been hired by the Company, except as noted below, all examinations related to employment, whether required by virtue of employment with the Company or requested/directed by the Company, (Medical Exams, Respiratory Exams, Chest X-Rays, Physical Exams, Hearing Tests, CDL License Testing, License Exams, etc.) shall be at the Company's expense and the employee shall be paid by the Company for all time spent while submitting to any examinations. The Company shall make provisions for all exams to be taken during the employee's normal hours of work. The Company has the right to conduct Fitness for Duty exams when it has a legitimate, good faith concern that an Employee cannot perform the essential functions of their job in a safe manner.

Section X

The Company is free without further negotiation with the Union to enter into new arrangements with its benefits providers, which may result in changes in plan designs, premiums, and the bundling or unbundling of benefits offered.

Section XI

Employees will be able to participate in the Company's 401(k) Plan via payroll deduction. None of the funds deposited into the 401(k) Plan will be subject to a match by the Company. Except as noted herein, the terms of the 401(k) Plan shall be as specified in the Plan document, which terms may be changed by Company without further negotiations with Union.

ARTICLE XIII Safety and Health

Section I

The Company will make all reasonable provisions for the safety and health of its employees during the hours of their employment. This will include foul weather gear for the Aircraft Servicers, employees required to perform duties outdoors. This gear will be issued once in the life of this agreement. If the gear becomes unserviceable due to work being performed on the job, the Site Manager can approve the replacement at company cost.

Section II

The Company will include two (2) Union-designated safety representatives on its Contract Safety Committee.

Section III

If an occupational injury occurs which requires outside medical attention the Company will compensate the employee at his regular rate of pay until completion of his regular eight (8) hour shift. Should the doctor release the employee to work, he must do so or take appropriate leave.

Section IV

Employees and job applicants shall be subject to pre-hire, random, post-incident, and reasonable suspicion drug and alcohol testing, as may be required by law or as may be established and changed from time to time by the Federal customer or the Company.

ARTICLE XIV Bulletin Boards

Section I

The Company will provide the Union with a reasonable amount of bulletin board space for the posting of routine notices concerning the activities of the Union. Such space will be provided subject to the condition that management sees and approves all notices before posting. The Company agrees not to unreasonably withhold such approval.

ARTICLE XV General Provisions

It is understood by both parties, that any reference to a “written notice”, or “in writing”, email traffic is considered as acceptable.

It is also understood by both parties that any time limitation with it this agreement can be extended with written notice and agreement by both parties.

SIGNATURE PAGE

IN WITNESS WHEREOF, the parties have hereunto fixed their hands on the day and year first above written.

Wolverine Services LLC

By: 
Chris Hansen, Director of Labor Relations, Akima LLC

By: 
George M. Pate, Site Manager, Wolverine Services LLC

**INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE WORKERS
DISTRICT LODGE NUMBER 1
LOCAL LODGE 2424**

By: 
Bill Anagnost, Business Representative, IIA

By:

By: