

AGREEMENT
BETWEEN
FIORE INDUSTRIES INC.
AND
TEAMSTERS LOCAL UNION NO. 896

Effective April 13, 2026 to September 30, 2028

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PREAMBLE

This Agreement, effective April 13, 2026, is entered into by Fiore Industries, Inc. and its successors and assigns, hereinafter referred to as the "Company" or the "Employer" at their operations at the Jet Propulsion Laboratory California Institute of Technology ("JPL"), under government sub-contract for dispatch services, and International Brotherhood of Teamsters, Local 896, their successors and assigns; hereinafter referred to as the "Union," as the sole and exclusive representative for collective bargaining of the employees covered by the Agreement.

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.

Whenever the words "employee" or "employees" are used in this Agreement, such language shall designate only such employees covered by this Agreement. When the words "he" or "his" are used, it is understood that the female gender is included.

This Agreement supersedes any previous agreement between the parties including existing or any pre-existing practices or customs not specifically covered by this Agreement.

ARTICLE 1 SCOPE & PURPOSE OF AGREEMENT

Section 1. It is the intent and purpose of the parties hereto that this Agreement shall serve to establish and maintain harmonious labor relations between the Company and the Union to set the rates of pay, wages, hours of work, and the other terms and conditions of employment of employees as stated by this Agreement.

Section 2. The Company recognizes the Union as the sole and exclusive collective bargaining representative for all full-time and part-time Dispatchers and Lead Dispatchers, (as certified

by the NLRB on October 15, 2024, Case 31-RC-352646), employed by the Company at its operations located at 4800 Oakgrove Dr, Pasadena, CA 91109 providing services for Jet Propulsion Laboratory California Institute of Technology, but excluding all other employees, managerial, temporary employees, confidential personnel, guards, office and clerical employees, and supervisors as defined in the Act.

Section 3. Except as otherwise indicated in this Agreement, the following terms shall have the following meanings:

- a. "Employee" or "Employees" are the Dispatchers and Lead Dispatcher employed in the classifications identified in Section 2. Employees are generally classified as Alarm Monitors under Service Contract Act ("SCA") classification.
- b. Company" means Fiore Industries, Inc.
- c. "Jet Propulsion Laboratory California Institute of Technology" or "site" shall include, for purposes of this Agreement only, at the site, in Pasadena, CA.
- d. Employees are assigned to provide dispatch services to JPL under (Contract No. 1653778 between Fiore and JPL, who is a subcontractor to the California Institute of Technology).
- e. "Union" is the International Brotherhood of Teamsters, Local 896 ("Union" or "Teamsters").

ARTICLE 2 MANAGEMENT RIGHTS

Section 1. The Company retains the exclusive right to manage the business, to direct, control and schedule its operations and workforce and to make any and all decisions affecting the business, whether or not specifically mentioned herein, and whether or not heretofore exercised except as specifically limited by the express terms of this Agreement. Management of the business and the direction of the protective and dispatch services are the exclusive right of the Company which has authority over the work force, including but not limited to institute, determine, change, discontinue, alter, improve, update, or modify in whole or in part, temporarily or permanently, any, of the following:

- a. Hiring, including whether, when, or where there is a job opening, promote, layoff, assign, and transfer bargaining unit employees;

- b. The number, location and types of dispatch posts;
- c. Direct the work force and manage the business;
- d. Assign work and work stations to employees in a fair and impartial manner;
- e. Discontinue any posts temporarily or permanently;
- f. The Company technology, equipment, vehicles, tools, software, machinery, property, in any form or format, and any electronic systems;
- g. Discipline or discharge any bargaining unit employees provided there is just cause subject to Article 6 Disciplinary Action;
- h. Maintain order, efficiency, and capability of employees in operations;
- i. Determine the composition and number of shifts and the starting and ending times of each shift;
- j. Require employees to observe reasonable rules and regulation, as are currently in force or as may be introduced during the term of this Agreement;
- k. Action to comply with current, new and/or changing ordinances, laws, regulations, directives and/or orders under city, county, state and/or federal law and/or agencies, and
- l. Select individuals in its sole discretion for promotion to supervisory positions.

Section 2. The Company agrees to provide written notice to the Union of any employee qualification changes as mandated by its client.

Section 3. The Company shall have the right to require of an employee to have a fitness for duty examination by a physician of the Company's choosing if the employee is exhibiting signs of struggle, either mentally or physically, to determine if the employee is able to perform their job assignment efficiently and safely. The Company will bear the cost of the Company mandated fitness for duty examination. The Company shall have the right to evaluate the ability of the employee to perform their job assignment efficiently and safely. The Company shall have a right to respond to the results of the fitness for duty examination and take appropriate action. This Section shall be interpreted in accordance with applicable federal and state law.

Section 4. The Company shall have the right to evaluate the work performance of the employees by this Agreement, and shall have the right to demote, discipline or discharge employees for just cause per Article 6 Disciplinary Action. Any such action shall be provided to the Union.

Section 5. The Company shall have the right to establish, administer, or change a drug and alcohol abuse prevention program in accordance with federal and state regulations. The Company shall have the right to test employees for drugs or alcohol as mandated by the Company's client and/or United States Government, or as set forth in Article 28 Drug and Alcohol Testing.

Section 6. The above rights of management are not inclusive of all manners or rights, which belong to and are inherent to management. Any other rights, powers, or authority the Company had prior to the signing of this Agreement are retained by the Company, except those specifically abridged or modified by this Agreement and any supplemental agreements that may be hereafter made.

ARTICLE 3 STRIKES & LOCKOUTS

So long as this Agreement is in effect, the Union will not cause, nor permit its members to cause, nor will any member of the Union take part in, any strike, including a sympathy strike, slowdown, stoppage of work, planned inefficiency or any other curtailment of work or restriction or interference with the Company's or Government's operations for any reason whatsoever. Nor will the Union authorize or sanction the same. Upon hearing of any unauthorized strike, slowdown, stoppage of work, planned inefficiency or any other curtailment of work or restriction or interference with the operation of the Company and/or the Government as set forth above, the Union shall take the necessary steps to avert or bring such activity to a prompt termination.

Any employee who violates the proscriptions of this provision will be subject to disciplinary action, to include termination. Furthermore, it is agreed and understood that in addition to other remedies, the provisions of this Article may be judicially enforced including specific performance by way of injunctive relief.

During the life of this Agreement, the Company shall not lockout any employees covered hereunder.

ARTICLE 4 UNION SECURITY AND DUES DEDUCTION

Section 1. It shall be a condition of employment that all employees of the Employer covered by this Agreement who are members of the union in good standing, and those employees who are not members in good standing, shall on the thirty-first (31st) calendar day following the effective date of this Agreement, become and remain members in good standing in the Union. It shall also be a condition of employment that all employees covered by this Agreement, and hired on or after its' effective date, shall, on the thirty-first (31st) calendar day, following the beginning of such employment, become and remain members in good standing in the Union.

Section 2. The Company agrees to give the Union monthly written notice of all new hires and employees terminating employment.

Section 3. In the event an employee, due to his/her own negligence, fails to apply for or maintain his/her membership in the Union, the Union shall give the Employer notice of this fact. In the event the Union requests the discharge of an employee for failure to comply with the provisions of this Article, it shall serve written notice on the Employer requesting that the employee be discharged effective no sooner than one (1) calendar week after the date of that notice. The written notice shall also contain the reasons for discharge. In the event the Union subsequently determines that the employee has remedied the default prior to the discharge date, the Union will notify the Employer and the employee, and the Employer will not be required to discharge that employee.

Section 4. If requested by the Union and authorized by the employee, the Company agrees to make deductions for Union dues and initiation fees for each employee who individually and voluntarily signs and delivers a written deduction authorization in the form legally proper under the Labor Management Relations Act of 1947 as amended and approved by the Company. The Union agrees to provide the Company with a copy of the deduction form being used and any changes to it going forward. The foregoing deductions shall be forwarded by the Company to the Union, together with a list of names of employees from whose pay deductions were made. Such checkoff shall commence from the month following employment, plus one-half (1/2) of the initiation fee. After the second month of employment, the balance of the initiation fee shall be deducted along with monthly dues. The Company shall have no responsibility for the application of funds transmitted to the Union in accordance with the operation of the checkoff.

Section 5. The Union shall provide indemnity, defend and hold the Company harmless against any and all demands, suit or other liability that shall arise out of, or result from any action taken by the Company for the purpose of complying with the provisions of this Article. In addition, the Union agrees to return to the Employer any erroneous or improper overpayment made to it.

Section 6. Upon timely demand received from the Employer, the Union agrees to represent and indemnify the Employer against any loss or claim, which may arise as a result of the Employer's compliance with the Union membership or check off articles. In addition, the Union agrees to return to the Employer any erroneous or improper overpayment made to it.

Section 7. Administrative Fee. It is understood that the Employer is performing a service by deducting and remitting dues to the Union. The parties agree that the Union shall pay the Employer one dollar (\$1.00) per employee, per month, to defray its administrative costs in performing this service.

ARTICLE 5 PHYSICAL/PSYCHOLOGICAL EXAMINATIONS

Section 1. If required by the Company's client or the U.S. Government, physical examinations of employees may be required periodically by the Company at the expense of the Company and without loss of pay to the affected employee. Should an employee disagree with the results of a physical examination, affecting the employee's employment status, such employee at the employee's own cost may, if the employee so desires, submit a certificate from a health care provider of the employee's own choice. If there is a disagreement between the health care provider selected by the Company and that selected by the employee, the two health care providers shall select a third health care provider, and the decision of a majority of the three health care providers shall be final and binding upon the employee and/or the Company. The Union and the Company shall share the fee of the third health care provider equally.

Section 2. Employees will be given at least fourteen (14) days prior notice for any annual physical examination required by the Company's client or the U.S. Government.

Section 3. It is agreed that full-time and part-time employees who are required to take a physical exam on their own time will be paid for actual time spent taking the physical.

ARTICLE 6 DISCIPLINARY ACTION

Section 1. Discharge from employment or disciplinary action may be taken by the Company for just cause. The Employer shall use the principles of progressive discipline outlined in the Company's Progressive Disciplinary Policy.

- A. Verbal Warning
- B. Written Warning
- C. Suspension without pay; and
- D. Termination of employment.

Some acts of misconduct or violation of policy/procedure may be so egregious that suspension or termination of employment may be warranted on the first occasion.

Section 2. Discharge and discipline matters shall be subject to the grievance and arbitration procedures contained in this Agreement. However, an arbitrator shall not have the authority to reduce a discharge or otherwise modify the discipline imposed by the Company for a proven violation of any of the following:

- A. Unauthorized post abandonment.
- B. Sleeping while on duty or action(s) which could cause or does cause the assessment of a penalty against the Company by the U.S. Government, Caltech or JPL).
- C. Insubordination (deliberate failure to carry out assigned tasks, refusal of a direct order, directing profanity towards a supervisor, and similar conduct).
- D. Conducting personal affairs during official time without prior approval from the Employee's supervisor.
- E. Falsification or unlawful concealment, removal, mutilation or destruction of any official documents or records, and/or concealment of material facts by willful omissions from official documents or records.
- F. Fighting on client property or while on duty. Participating in disruptive or disorderly conduct which interferes with the normal and efficient operations of the client or Company.
- G. Theft, vandalism, or criminal acts.
- H. Drinking, or drunkenness on the job; use or possession on the job or being impaired by unlawful drugs/stimulants or alcoholic beverages on the job, or violation of the Company's Alcohol and Drug Abuse Policy.
- I. Improper use of official authority or credentials.
- J. Unauthorized use of client communications equipment or other client property.
- K. Possession of private firearm or other private weapon on the job.
- L. Sexual, racial or verbal harassment in violation of Company policy.
- M. Violation of state or federal laws regarding the possession or use of a firearm.
- N. Falsification of time records.
- O. Failure to cooperate with Government officials, local law enforcement authorities, or the Company during an official investigation.

- P. Deliberate or negligent conduct causing monetary damages, penalties or invoice deductions to the Company.

The foregoing is not intended to be the complete list of offenses for which disciplinary action may be imposed; however, it is a list of offenses for which the parties have bargained to place the disciplinary penalty for a proven offense entirely within the Employer's discretion.

It is expressly agreed and understood that the Company shall have the right to establish from time to time other reasonable rules of conduct and the right to discipline, up to and including the right to terminate, for violating same. The employer shall have the right to determine the level of discipline, subject to the rules of just cause and consistent with the principles of progressive discipline. Any new rules of conduct shall be bargained with the Union prior to implementation.

Section 3. Absenteeism. Employees are required to report and be ready for work at their required times. It shall constitute an offense for an employee to be absent from work or late reporting to work without prior authorization unless the employee uses available sick leave to account for the absence or as otherwise required by law. Sick leave and other absences specifically protected by law from an attendance policy may not be used to account for tardiness or absences.

Employees shall provide as much advance notice as possible of an absence or tardiness. In no case shall such notice be given less than four (4) hours in advance. Failure to provide at least four (4) hours' notice of an absence to the Program Manager/Supervisor in advance will result in skipping of a one step in the progression of discipline described below, and the employee shall not be eligible to use sick leave to account for the absence. There shall be no skipping of a step for tardiness.

Each unauthorized absence (after exhaustion of sick leave or in the event of ineligibility due to late notice) or late reporting for work will result in the following disciplinary progression, unless the Company determines, in its sole discretion, that mitigating circumstances rendered the event beyond the employee's control.

- A. With respect to the first absence or late reporting within any consecutive 12-month period, a verbal reprimand will be given.
- B. With respect to the second absence or late reporting within any consecutive 12-month period, a written reprimand will be given.
- C. With respect to the third absence or late reporting within any consecutive 12-month period, a one-day suspension will be given.
- D. With respect to a fourth absence or late reporting within any consecutive 12-month period, a five-day suspension will be given.
- E. With respect to a fifth absence or late reporting within any consecutive 12-month period, the employee will be terminated.

It is expressly agreed and understood between the parties that this is a "strict liability" absentee policy.

Section 4. Open Post - Notwithstanding the progression of discipline set forth in Section 3, if an employee's unexcused lateness reporting to work causes an Open Post that the Company could not with reasonable diligence avoid, a one-day suspension will be given on the first offense. On the second such offense within any consecutive 12-month period, a three-day suspension will be given. On the third offense within a consecutive 12-month period, a five-day suspension will be given. On the fourth such offense within a consecutive 12-month period, the employee will be terminated.

It is expressly understood and agreed that this Open Post policy is to be administered in a spirit of fairness, and that the Company retains the right to waive such suspension if it is determined that the lateness reporting to work was the result of circumstances entirely beyond the employee's control. It is further expressly understood and agreed that normal traffic delays and congestion, weather delays, childcare issues, and similar circumstances are part of every employee's daily commute, and it is the employee's responsibility to anticipate such delays and structure their commute accordingly.

Section 5. Investigatory Interviews - Subject to, and in accordance with the National Labor Relations Act, any investigatory interview between an Employee and a Company representative which the employee reasonably believes could lead to discipline shall, at the request of the

employee, be conducted in the presence of an authorized Union Official or Steward, if such Officer or Steward is reasonably available. If an Officer or Steward is not available, the Employee will be offered a peer as a witness.

Section 6. Personal Electronics - The use or visible possession of tablets, laptops, gaming devices, Bluetooth earpieces, headphones, smart watches, or any other unauthorized electronic device on post is forbidden. For the purpose of this section, "use or visible possession" includes any visible possession or engagement of the device on post, including making or receiving a call, checking the time, checking email, checking texts, engaging or disengaging an alarm, charging of the device, and any other unauthorized use or visible possession whatsoever. Use or possession of personal cell phones authorized for work use is permitted for work functions but personal use of a personal cell phones during working time is not permitted.

For violation of this section, a three (3) day suspension will be given on the first offense. On the second offense within any consecutive twelve-month period, a five (5) day suspension will be given. On the third such offense within any consecutive twelve-month period, the employee will be terminated.

An employee with a bona fide emergency need to have means of contact with family members while on duty (such as hospitalization of a family member) shall notify his or her supervisor of the need and make arrangements with the supervisor to communicate emergency messages.

Section 7. Removal of Verbal/Written Records - Disciplinary records shall remain in personnel files throughout an employee's tenure with the Company, unless reversed or altered in the grievance and arbitration process

The Company agrees that when considering discipline for a current infraction that only the previous rolling twelve (12) month period of employment will be considered when determining current discipline.

Section 8. At the time an employee is discharged from employment or discipline is imposed, the Company will provide the employee a written reason for his discharge or disciplinary action. The employee will be permitted to request Union representation if a meeting is conducted.

ARTICLE 7 GRIEVANCE & ARBITRATION PROCEDURE

Section 1. For the purpose of the Agreement, a grievance is defined as a written statement Signed by an individual employee, Union or by the Company, claiming a violation of the terms of this Agreement, including disciplinary discharge or suspension, or a difference arising between the Company and an individual employee or a number of individual employees as to the interpretation or application of any of the terms of this Agreement. Nothing herein shall be construed as restricting the rights of individual employees to present complaints to the Company through regular channels of the Company, or the rights of the Company to adjust such complaints, provided that adjustment shall not conflict with the provisions of this Agreement and that a representative of the Union has been given the opportunity to be present at such adjustment, if desired by the employee and/or employees involved in the complaint.

Failure to follow any of the set time limits in this Article will result in the grievance being void and waived, and the matter concluded without resort to arbitration unless the parties have mutually agreed to an extension. No extension of such time limits shall be effective unless reduced to writing and agreed to by the Union and the Company, nor shall such extension be deemed as precedent setting. The parties may mutually agree to expedite the procedures in the Steps below.

Step 1: It is the mutual desire of the Union and the Company that employees and their supervisors informally and promptly discuss and attempt to resolve problems arising under this Agreement. Any employee having a complaint under this Agreement shall first discuss the complaint with the employee' immediate supervisor. Neither the Union, the Company, nor any employee will be barred from filing a formal grievance whether or not an informal discussion has occurred.

Step 2: If the matter is not resolved informally at Step 1, if applicable, an employee or Union business representative must, under Step 2, file a formal written grievance with the immediate supervisor of the affected employee within fourteen (14) calendar days of knowledge of the first incident or circumstance giving rise or relating to the dispute. Similarly, if the Company files a grievance under this Article, the Company shall file the grievance with the Union within fourteen (14) calendar days of knowledge of the first incident or circumstance giving rise or relating to the dispute. The grievance shall be reduced to writing, stating the specific article of the CBA the grievant believes the Company (or Union) violated, which is giving rise to the grievance, any remedy the grievant is seeking and must be signed by the affected employee and the Union (by the Company for Company grievances). Within fourteen (14) calendar days after receipt of the Step 2 written grievance, a meeting shall be held to discuss the grievance with the Supervisor or Company's designated representative; the Local Union's designated representatives, and, if applicable, the affected employee. The Company shall provide a written response to the grievance no later than ten (10) business days after the Step 2 meeting (same for the Union for Company grievances). The Local Business Agent (or designee) and the Union Business Unit Labor Relations Director (or designee) shall be copied on the formal written submissions and responses at Step 2. For Company grievances, the parties will move to Step 4 if the grievance is not resolved at Step 2.

Step 3: If the employee or Union grievance is not resolved in Step 2, Union may appeal the grievance by submitting it in writing to the Employer's Director of Labor Relations within ten (10) business days from the receipt of the answer given by the Company. Within ten (10) business days from the receipt of the Unions' appeal, a meeting shall be held between the Director of Labor Relations and/or designee, the Dispatch Manager and/or the designated representative, the Local Business Agent (or designee) and the Union Business Unit Labor Relations Director (or designee). The Company's Director of Labor Relations and/or designated representative shall render a decision in writing within ten (10) business days after the conclusion of such meeting.

The parties agree that this meeting may be held electronically or telephonically. The written grievance must include the required items as listed in the Step 2 grievance process.

Step 4: If the matter is not resolved in Step 3, within ten (10) business days after receipt of the Step 3 response the Union or Company may request non-binding mediation in an effort to settle the matter. This request must be served upon the Employer's Director of Labor Relations (for Company grievances, on the Union's Local Business Agent). Should either party not agree to the non-binding mediation, step 4 will be skipped, and the matter will be moved to step 5. The moving party shall be responsible for arranging for a mediator from the Federal Mediation and Conciliation Service ("FMCS"), if unavailable, a mutually agreeable alternative. Each party shall be responsible for their own expenses incurred from mediation.

Step 5: If the matter is not resolved using the aforementioned steps, the matter may be referred for labor arbitration. Within twenty (20) business days of an unsuccessful attempt at mediation or notice that one party does not want to use mediation Step 4, the moving party may request the FMCS, if unavailable, a mutually agreeable alternative, to furnish a list of seven (7) available arbitrators.

Within thirty (30) calendar days after the receipt of the list of arbitrators, representatives of the Union and the Company will meet telephonically to alternatively strike names from the list and the last remaining name shall be the arbitrator to hear the case. The moving party shall be the first to strike from the list, with the last remaining name from the list be designated as the Arbitrator for the matter.

Section 2. The arbitrator selected shall have no power or authority to amend, alter, or modify this Agreement, including the appendices hereto, and shall have no authority to establish wage rates or to change existing wage rates except as provided elsewhere in this Agreement, but shall be limited to deciding whether or not a violation of this Agreement's express terms or of the Company rules has been committed. The arbitrator shall have no power to substitute his/her judgment for that of the Company in cases where the Company has retained discretion or the right to act under this Agreement. In cases of discipline or discharge, the Arbitrator may reverse the action of the Company or modify the penalty imposed only if it is established by clear and convincing evidence that the Company's action was clearly arbitrary. The party contending that a violation has been committed shall bear the burden of proof and the burden

of going forward in all cases, except in discipline or discharge cases. The award (decision) of the arbitrator shall be in writing and shall be final and binding upon the Company, Union, and the involved employee.

Section 3. Disputes, which include claims for back pay, shall be valid back to the date the incident occurred. The Arbitrator must deduct all interim earnings in making a monetary award for any claimed back wages, and the employee must demonstrate good faith attempts to secure interim earnings. No settlement of any grievance shall be deemed a precedent or be admissible in any arbitration proceedings.

Section 4. The fees and expenses of the Arbitrator, a court reporter and transcript (if requested by either party) and the facility shall be borne equally by the Company and the Union. Each party shall bear its own expense, including any witness expense, in presenting its case to the Arbitrator.

Section 5. For the purposes of this Article, Saturdays, Sundays and holidays shall be excluded in computing time frames.

Section 6. Neither the Company nor shall the Union be required to arbitrate more than one (1) grievance in any arbitration, except by mutual agreement.

Section 7. It is a specific condition precedent to the processing of grievances that the time limits specified herein shall be strictly complied with and are jurisdictional unless waived mutually by the Union and the Company. Therefore, any grievance not originated and processed within the time limits and manner provided herein shall be considered settled on the basis of the decision, which was not appealed, and the matter closed, final, and binding on all parties.

ARTICLE 8 SENIORITY

Section 1. Seniority shall mean the total length of time an employee has been employed in the bargaining unit as Specified in Section 2, Article 1 of this Agreement, unless otherwise provided. The last four (4) digits (lowest) of the affected employee's social security number will establish seniority for employees with a common hire date, except as provided elsewhere under Article 8.

Section 2. Each newly hired employee shall be considered a probationary employee until they have been an employee of the Company for one hundred and eighty (180) days after the date of hire. While an employee is a probationary employee, they may be discharged by the Company without recourse to the Grievance and Arbitration Procedure as outlined in Article 7 of this agreement. A probationary employee is not entitled to Union representation for disciplinary action. After the probationary period, each employee shall be considered a regular employee and shall accrue seniority from the date of his hire. During the probationary period, the employee shall be paid \$2.00 less per hour than the Alarm Monitor rate set forth in Article 16 of this Agreement.

Section 3. Full-time employees who voluntarily request to move to part-time will be placed at the bottom of the part-time seniority list or recall list.

Section 4. In the event of a layoff or recall from layoff, bargaining unit seniority shall control, provided the senior employee is capable and qualified to perform the available work. The employee with the least seniority shall be laid off first and recall will be in the inverse order of layoff. It is understood that probationary period employees will be laid off before employees with seniority.

Section 5. An employee who accepts a permanent supervisory position with the Company shall retain the seniority he had as of the date of promotion to supervisor, but shall not accumulate additional seniority while employed in a supervisory capacity. Additionally:

- a. Any supervisor returning to the bargaining unit, without a break of employment, who has served the probation, will not serve an additional probationary period and their seniority will commence upon their first day of return to the bargaining unit. If he elects to return or is removed from a supervisory position within one hundred twenty (120) calendar days, he may return to the bargaining unit without loss of seniority accumulated before his promotion. An employee, who accepts an Acting Captain position, not to exceed 120 days within a period of 12 months, shall suffer no loss of seniority. The Company and the employee will monitor the 120-day limitation and the Company will provide the Union with a timesheet printout upon a request. This limit may only be modified by mutual agreement between the Union and the Company in writing and may only be extended by 60 calendar days.

Section 6. A non-probationary employee who is laid off shall have callback rights for a period of one (1) year.

Section 7. It is the responsibility of any laid-off employee to keep the Company advised by certified mail of any changes in his mailing address or home phone number. The Company Shall be considered to have fulfilled its obligation for recall under this Section by sending notice of the job opening to the employee's last known address by certified mail. The employee shall express to the Company his intent to return to work not more than seventy- two (72) hours after receipt of certified notice from the Company; thereafter, the employee will have a maximum of five (5) days in which to report for duty.

Section 8. An employee who has worked for the Company for one (1) year and meets all other requirements under FMLA, who is unable to report for work because of an injury or illness shall be eligible for up to twelve (12) weeks of leave in accordance with the Family & Medical Leave Act ("FMLA"). The Union agrees that employees undertaking a leave of absence under the FMLA shall be responsible for completion and submission of required paperwork, as required by Company policy, to support the absence, as well as compliance with any other regulatory requirements contained therein. Employees on FMLA absence are subject to layoff in accordance with this retained seniority. The employee will provide a minimum of fifteen

(15) days prior notice in writing to the Company of their intent to return from such leave. Before returning, the employee will be required to meet all qualifications required for their job classification.

An employee who is unable to report to work because of an injury or illness shall continue to accumulate seniority during the term of the disability up to one (1) year, except that he shall be subject to layoff according to his seniority.

Section 9. An employee's seniority shall be terminated upon the occurrence of any of the following events:

- a. Discharged from employment;
- b. Voluntarily resigns;
- c. Has been on layoff status in excess of the time limits provided in Article 8, Section 7a of this Agreement;
- d. Fails to notify the Company his intent to return to work and/or does not return to work in accordance with the requirements in Article 8, Section 6 of this Agreement;
- e. Has been paid compensation for permanent and total disability on account of an occupational injury or illness;
- f. Fails to report for work for two (2) consecutive days without notifying the Company, except for circumstances beyond his control;
- g. Transfers out of the bargaining unit, except as provided in Article 8, Section 5 above;
- h. Falsifies the reasons for a leave of absence; and
- i. Permanently denied site access by Jet Propulsion Laboratory, California Institute of Technology. This is not an arbitral subject.

Section 10. The Company shall prepare each quarter (or sooner if there is a change) an up-to-date seniority list, which shall be available in the Chief of Security's Office and the Company shall furnish to the Union a duplicate copy of such seniority list. If an employee has a question regarding his seniority date, he will advise the Company in writing of what he feels is his correct seniority

date. The Company will check their records, confer with the Union, and notify the employee of their findings.

Section 11. In the event a vacancy should occur while an employee is on vacation, or on a Leave of Absence of no more than three (3) weeks, the affected employee will advise the Company in writing prior to leaving on vacation or leave, that they desire to exercise their seniority while they are on vacation or leave. If such employee's seniority is sufficient to be awarded the vacancy, the Company may temporarily fill the vacancy pending the return of the employee on vacation or leave.

Section 12. Vacancies in any positions shall be posted within five (5) business days of the position being vacant and shall remain posted for seven (7) consecutive days. The vacant position shall be awarded to the employee who submits a bid within the time period based on seniority and job performance, and who possess the Skills, qualifications, training, and certifications for the position. Employees in their probationary period shall not be eligible to bid for such vacancies.

Should an employee bid and be awarded a position, they must remain in the position for one full year from the time of completing the required training for the position

Section 13. Annual Shift Bid The Company shall provide the operational assignment grid to the Union which will provide the number of positions and days off for each position. The Union shall conduct an annual shift bid each year for employees in the bargaining unit. After the Union conducts a shift bid for the upcoming calendar year, the Union will notify the Employer by November 15th of each year of the results. The new shift bid will take effect in January of the upcoming year on a date that will cause the least disruption to the pay period. This process will not disrupt the continuity of staffing or daily operations.

The shift bid will be based on seniority and the employee must possess the skills, qualifications, training, and certifications for the position.

ARTICLE 9 REPORT & CALL-IN PAY

Section 1. In the event an employee reports to work on his regular shift as scheduled, without having been previously notified not to report or is called in to work after the completion of his scheduled working hours and/or after completion of any overtime work, that employee shall be paid a minimum of four (4) hours work at the applicable rate of pay. Employees may be required to remain on duty to receive this pay.

Section 2. All employees will provide a current phone number and physical address, and valid email address to the Company, and shall be responsible for updating the information as any changes occur.

ARTICLE 10 PAYDAYS

Section 1. Employees shall be paid biweekly, with Friday as the designated payday. The pay week is Monday through Sunday.

Section 2. All employees shall be required to have electronic deposit for their paychecks.

Section 3. The standard workday is defined as the 24-hour time period between 0001 hours and 2400 hours each day.

ARTICLE 11 HOLIDAYS

Section 1. Full-time employees will be paid straight-time pay of eight (8) hours for each of the following holidays:

New Year's Day	Independence Day (2)
Washington's Birthday	Labor Day
Martin Luther King Jr's Birthday	Thanksgiving Day (2)
Memorial Day	Christmas Day (2)
Juneteenth	

(2) Designates two days for the respective holiday. The actual days/dates are as designated by JPL and or California Institute of Technology.

The parties agree that the actual dates recognized as holidays shall be the same as those of JPL employees.

Section 2. In addition to these holidays, all employees shall be granted any holiday that may hereafter be established by an Act of Congress of the United States or by proclamation of the President of the United States, provided approval for reimbursement has been received from the client.

Section 3. Full-time employees required to work on any of those holidays listed in Section 1 shall receive their regular rate for all hours worked on the holiday, in addition to any pay due an employee under Article 11, Section 1. Part-time employees required to work a full eight hours on any of these holidays shall receive their regular rate for all hours worked on the holiday and will be paid 8 hours of straight time holiday pay (if they work less than 8 hours, they would be paid proportionate to the hours worked on that day). Part-time employees who do not work on a holiday will be paid pro-rated holiday pay based on the number of hours worked in the pay period immediately prior to the pay period the holiday fall in. Pro rata of pay shall the total hours worked by the Part Time employee in the period, divided by 80, time 8 hours.

Section 4. In order to be eligible for holiday pay as provided in Section 1 above, an employee must have been on pay status during the work week in which the holiday falls, and must have worked his last scheduled workday prior to and his next scheduled workday after such holiday, unless his absence is approved in advance by the Company.

Section 5. An employee eligible as provided in this Article to receive holiday pay, who is scheduled to work on a holiday and, after being assigned, refuses or fails to report to work without reasonable cause shall not receive holiday pay as defined in Article 11, section 1.

Section 6. Time paid for, but not worked on a holiday, shall not be considered as time worked for the purpose of computing weekly overtime.

Section 7. In the event a holiday falls during that time an employee is on accrued sick leave, the employee will receive holiday pay as provided in Section 1 above but will not receive sick pay for that time period. The employee must still meet the eligibility criteria set forth in Section 4.

Section 8. When the employee is on authorized vacation day, the employee is given the day as a holiday and vacation hours are not used.

Section 9. All holidays will be designated and observed on the day observed by the Client.

Section 10. An employee whose scheduled post is deactivated must make his request to work a holiday in writing seven (7) days before the holiday. The number of open posts per shift will be honored in accordance with the employee(s) seniority on their respective shift. If any posts are still open on any shift, they will be filled by employee(s) from other shifts by seniority.

Section 11. Any employee whose post is not deactivated on a holiday must submit a request not to work no later than fourteen (14) days prior to the holiday. If approved, the request not to work will be honored in accordance with employee's seniority.

Section 12. The Company shall provide the Unions' designee with a copy of the proposed holiday schedule to verify the assignment of full-time employees before the schedule

being posted. The Company shall post the holiday schedule three (3) days in advance of the holiday.

ARTICLE 12 VACATIONS

Section 1. Full-time employees shall accrue vacation based on the schedule below. Part-time employees shall earn a proration of the amount below.

Years of completed service.

1 to 3 Years	4 to 7 Years	8 to 12 Years	13 to 15 Years	15 Plus Years
96 Hours	120 Hours	144 Hours	168 Hours	180 Hours

Employees shall be eligible for earned vacation upon the completion of one (1) year of continuous employment (not to include pre-assignment training) and each subsequent anniversary to the date of hire with the Company or predecessor to the Contract between the Company and the Government. Vacation shall not vest and employees shall not be entitled to vacation under the above schedule until the employee has completed each twelve (12) months of employment. An employee who separates from employment for any reason with less than one year and one day of employment with the Company or its predecessor shall not be entitled to any vacation pay.

Section 2. Accrual. Vacation credit for all employees is earned and accrues based on the employee's hours worked, plus holiday and vacation time, during the anniversary year. No employee may earn more than the maximum for that employee's years of service.

Vacation time for all employees is earned based on the employee's hours worked, plus vacation time and sick time actually taken. The amount earned is calculated by the number of hours worked plus vacation and sick time taken in the previous year, divided by 1872, and then multiplied by the maximum vacation hours for that employee's years of service. No employee may earn more than the maximum for that employee's years of service. Vacation credit will only accrue during any

pay period to eligible employees who are on active status, paid sick leave, or vacation for more than one-half of the pay period.

Section 3. Rate of Pay. Employees shall be compensated for vacation at the straight-time rate of pay that was in effect at the time the vacation was taken.

Section 4. Vacation Vesting and Cashout. Vacation vests on the employee's first Service Contract Act work anniversary, and each anniversary thereafter. Any vested and unused vacation will be paid out in cash to the employee in the first full regular pay period after each subsequent anniversary. An employee with vested and unused vacation on the books upon separation from employment shall be paid such unused vacation balance in their final check. An employee with vested vacation on the books who wishes to receive cash in lieu of taking leave may do so at any time during the anniversary year, in increments of no less than eight (8) hours, provided the employee leaves at least forty (40) hours of leave on the books. An employee who cashes out vacation during the anniversary year shall not be entitled to take unpaid leave except under unusual circumstances that must be approved by management.

Section 5. Employees shall be allowed to select vacation and holiday periods based on seniority for each calendar year subject to the limitations in this Article. The company shall seek requested dates of vacation in November of each year, with the vacation beginning on January 1, following the November period. The company will assign the most senior employee with their first selected vacation period, following with the next senior person, and their first choice of vacation period and so forth until each employee has chosen their first selected period. Upon completion, of the first selection, the second selection of each employee in seniority order shall occur, with assignment by seniority until all personnel have selected all available time frames.

Section 6. Vacation preferences shall be submitted to the Company for approval and senior employees shall have vacation preference. The Company has the right to schedule vacations, in accordance with seniority, and will allow no more than two (2) employees off on the same shift at any given time. The Company, at its discretion may allow more than two (2) employees off on the same shift at any given time.

Section 7. The vacation period shall be the twelve (12) consecutive months following the date the vacation is earned, and each succeeding anniversary date thereafter.

Section 8. Employees entitled to vacation will not be given pay in lieu thereof unless mutually agreed to by the Company and the employee.

Section 9. Unless the employee selects otherwise, vacations will normally be scheduled to begin following an employee's regular off days, and such off days will not be counted as vacation days.

Section 10. Vacation requests of more than 24 hours must be submitted in writing to management no later than fourteen (14) calendar days prior to the first day of vacation requested and must be returned to the employee with an approval or denial no later than seven (7) calendar days upon its receipt.

- a. Vacation requests of 24 hours or less must be submitted in writing to management no later than seven (7) calendar days prior to the first day of vacation requested and must be returned to the employee with an approval or denial no later than three calendar days upon its receipt.
- b. The Company at its discretion may approve vacation requests which do not meet the requirements as set forth in the preceding sub-paragraph.

Section 11. Hours paid under this Article are not considered hours worked and will not be used in the computation of overtime.

ARTICLE 13 SICK LEAVE

Section 1. Full-time employees shall receive eight (8) sick days a year and can accrue up to three hundred (300) hours total. Part-time employees shall receive prorated sick leave hours based on the hours worked each week. Sick leave payments will be made to the extent of the

earned sick leave for all periods of disability, where such disability occurs for non-occupational injury or illness.

Section 2. After 90 days of employment, an Employee may not be absent for more than three (3) consecutive workdays without a supporting doctor's certificate, except in conjunction with vacation, the day before or after a non-working holiday, or where there are other demonstrated patterns of abuse. Sick leave may be used for reasons set forth in Labor Code 245.5 (c) and Labor Code 246.5(a) or as otherwise required by law. Upon the Employer's request, a Doctor's note must be presented to the employee's supervisor before the employee returns to work. Sick leave may be taken to obtain medical treatment or provide care for authorized dependents. The parties understand that care for authorized family members may be covered under the FMLA and will be subject to the same administrative requirements as stated in Article 8, Section 6. The requirements of this section, relating to providing doctor's excuses, are still applicable for time taken for dependent care.

Section 3. Sick leave payments will be made for the period of disability at the straight-time rate in effect at the time of disability. An employee may only use the amount of sick hours they have accrued and shall be paid sick leave at the appropriate hourly rate set forth in this Agreement for all hours the employee was scheduled and absent on such day. An employee is required to use any accrued sick leave they may have on occasions in which they are calling off sick. There is no leave without pay, if the employee has accrued sick or vacation time they must use the leave when calling off sick.

Section 4. In order to receive payments under this Article, the employee shall notify the on-duty shift Supervisor on duty at least four (4) hours before the employee's scheduled starting time for the shift that he/she will be absent due to sickness or injury (except in cases of emergency). It is understood that telephonic voice messages, text messages, emails, or any other form of notification other than a personal discussion with the on-duty shift supervisor do not constitute an acceptable form of notification. In the event the employee is unable to contact the on-duty Supervisor, they will contact the Alarm Monitor who will notify the on-duty Supervisor of the absence.

Section 5. An Employee may carry over up to three hundred (300) hours of any remaining sick leave into the next calendar year. Sick leave is not cashed out upon termination of employment.

Section 6. Hours paid under this Article are not considered hours worked and will not be used in the computation of overtime.

ARTICLE 14 WORK SCHEDULE & HOURS OF WORK

Section 1. The workweek shall be 0001 hours Monday to 2400 hours Sunday. The pay period shall consist of two work weeks. Nothing herein guarantees any specific hours or shifts, but rather defines the normal work week in effect at the time of these negotiations.

Section 2. The current standard shift for employees is 8.5 hours for Alarm Monitors including .5 hours for an unpaid lunch. The Company will not modify this standard shift unless it has first informed the Union and provided an opportunity to bargain the effects of the new schedule. No employee will be required to work in excess of 16 consecutive hours except in the case of an emergency.

The Company may institute an alternative work week schedule, if needed, for operational and business needs. If the Company institutes an alternative workweek schedule, it will provide at least 30 business days in advance notice to the Union to bargain the effects of the new schedule.

Section 3. Unless modified by the Company who shall inform the Union within 30 business days, prior to the schedule change the schedule shall be:

Dayshift shall be from 0600 hrs – 1430 hrs;

Afternoon shift shall be from 1400 hrs – 2230 hrs;

Graveyard shift shall be from 2200 hrs – 0630 hrs.

Section 4. The Employer may provide rest and meal periods in accordance with the law, but in any event no less than the following:

a. Rest Periods. Employees who work at least three and one-half (3½) hours per workday are authorized and permitted one (1) 10 consecutive minute rest break for every four hours or major fraction thereof worked. For purposes of this policy, “major fraction” means any time greater than two (2) hours. For example, if an employee works more than six hours, but no more than ten (10) hours in a workday, the employee is authorized and permitted to take two (2) 10-minute rest breaks: one during the first half of the shift and a second rest break during the second half of the shift. If an employee works more than ten (10) hours but no more than fourteen (14) hours in a workday, the employee is authorized and permitted to take three (3) 10-minute rest breaks, and so on. Non-exempt employees are paid for all rest break periods. All employees must take their rest breaks in accordance with this Section. Employees may leave the premises when taking their rest break but are still limited to a 10 consecutive minutes per rest break. Rest breaks may not be combined with each other or with the meal period.

b. Meal Periods. Employees who work more than five (5) hours in a workday are provided an unpaid, off-duty and uninterrupted meal period of at least thirty (30) minutes. If the Employer does not specifically schedule an employee’s meal period, employees are still responsible for scheduling their meal periods in accordance with this section, but should confirm the meal periods with their managers. Meal periods must begin no later than before the end of the fifth hour of work. For example, employees who start working at 8 a.m. must begin their meal period no later than 12:59 p.m. Employees may take an early meal period but not a late meal period.

Meal Period Waiver. If no more than six (6) hours of work will complete the day’s work, employees may voluntarily waive their meal period in writing if approved by their supervisor. See your direct supervisor to obtain this waiver forms. If an employee works no more than twelve (12) hours, the employee can voluntarily waive the second meal period, but only if the first meal period was received and not waived in any manner. Any waiver of the second meal period must be in writing, approved by your supervisor and submitted before the second meal period. See your direct

supervisor obtain a second meal period waiver form. Employees who work more than twelve (12) hours may not waive, and should take, their second unpaid, off-duty 30-minute meal period.

Employees are completely relieved of all work duties and responsibilities during the rest and meal periods. Employees are not expected to remain “on call” or available to respond to messages, monitor radios, telephones, email or other devices during meal and rest periods -- even those who are in sensitive positions. However, the Employer may interrupt their rest or meal period as long as it follows the provisions below.

If employees are interrupted by the Employer during their rest or meal period to perform work, the employee should restart their meal or rest period if they can still take it timely under this Article. If the employee cannot timely take their meal or rest period under this Article, the employee would be eligible to receive a rest or meal period premium of one hour at an employee’s regular rate of pay for the violation. Employees may only be eligible for one meal period premium and one rest period premium a day regardless of how many violations in a day.

Arbitration Of All Meal Period And Rest Period Claims - The Parties agree that the grievance and arbitration procedure set forth in Article 7 of this Agreement shall be the exclusive forum for resolution of any disputes concerning meal or rest period issues, regardless of whether the employee’s claim would otherwise be one that could be brought under a federal law, such as the Fair Labor Standards Act, or under California or local laws, statutes, Labor Code provisions, California Business and Professions Code provisions, regulations or Industrial Welfare Commission Wage Orders. This includes, for example and not by way of limitation, any claims that an employee may wish to pursue under California Labor Code Sections 226.7, 512-516 or 2699 et. seq.

Section 5. For the efficient operation of the Company’s business, special shifts to cover mission requirements and temporary special shifts for other requirements may be established from time to time. The Company will notify the Union when special shifts are required.

Section 6.

- a. Normal work schedules shall be prepared for a seven (7) day period and shall be posted in advance. A copy of the work schedule shall be posted on guard mount bulletin boards or by electronic systems. Employees will be permitted to trade, subject to management approval, on the seven (7) day schedule provided such changes are made in advance of posting. Supervisors will prepare a fair and impartial schedule for all employees.
- b. Work day trades may be allowed providing both parties are in agreement as long as it is on the same shift and does not create overtime for the involved parties

Section 7. Full-time employees covered by this Agreement will be scheduled to be off at least two (2) consecutive days when possible.

Section 8. Nothing in this Agreement shall be construed as a guarantee of any number of hours of work per day or per week.

Section 9. The Company reserves the right to assign part-time employees in order to fill open shifts and minimize the impact of overtime. In such cases, Part-time employees shall be scheduled based on their seniority and availability endeavoring to equally distribute hours among part-time employees in a fair and impartial manner.

Section 10. Part-time employees who refuse more than four (4) assigned shifts in a monthly calendar period may be subject to disciplinary action up to and including termination. Under this Section, the Company must have endeavored to notify the affected part-time employee in a timely manner with the exception of emergencies, unexpected operational issues or client directive where advance notice is not always possible. If untimely notice is not due to emergencies, unexpected operational issues or client directive, the refusal of untimely notice of an assigned shift will not be counted towards the four (4) refusals in a monthly calendar period.

Section 11. Part-time employees shall provide, in writing (email or other written form), their supervisor/manager with their availability for work (daily, weekend and/or Holiday) on or before the 1st of each month for the following 15th through the 30th. On or before the 15th of each month, part-time employees shall provide, in writing (email or other written form), their availability for work (daily, weekend and/or Holiday) for the following 1st through the 15th of the following month.

Section 12. Nothing contained in this Agreement shall be construed as a limitation upon the Company's right to schedule more or less hours or work per day or per week, as the operations of the business require.

ARTICLE 15 EQUAL OPPORTUNITY

Section 1. Both parties agree to comply with all applicable federal, state and local laws, including but not limited to the Civil Rights Act of 1964, as amended, and also including 41 CFR 60-1.4(a) and the employee notice clause in 29 CFR Part 471, Appendix A to Subpart A, as applicable. Each party further agrees that it will not discriminate against any employee or applicant for employment because of race, color, religion, sex, genetic information, national origin, age, or disability.

Section 2. The Employer and Union shall abide by the requirements of 41 CFR 60-300.5(a) and 41 CFR 60-741.5(a). This regulation prohibits discrimination against qualified protected veterans and qualified individuals on the basis of disability, and requires affirmative action by covered federal contractors to employ and advance in employment qualified protected veterans and qualified individuals with disabilities.

ARTICLE 16 WAGES

Section 1. The following rates of pay shall be effective on the dates indicated and thereafter for employees covered by this Agreement.

Classification	Current Rate	April 13, 2026	October 1, 2026	October 1, 2027
Alarm Monitor	\$36.85	\$38.35	\$39.50	\$41.00
Lead Alarm Monitor	\$38.85	\$40.35	\$41.50	\$43.00

Section 2. A shift differential shall be paid for all hours worked, including overtime, in addition to the straight time hourly rate as follows:

Shift	Current	October 1, 2027
Graveyard Shift	\$0.80	\$1.00
Afternoon Shift	\$0.40	\$0.50

Section 3. Any bargaining unit employee who performs work outside the bargaining unit shall receive the higher rate of pay for the hours worked.

Section 4. Should the Company decide to change hours of work (shifts) for the employees, the Company and Union will meet to discuss shift differential compensation for the newly created shifts.

ARTICLE 17 JURY DUTY & WITNESS

Section 1. Full-time, non-probationary employees, who have been subpoenaed for Jury Duty, shall receive payment at their regular rate for eight (8) hours pay for each scheduled work shift they miss while serving on Jury Duty. Employees will be required to notify the company a minimum of 10 business days prior to the first day of Jury duty and produce evidence that they were called and required to serve on a jury and in no event will receive pay under this section

for any days in excess of ten (10) days per calendar year. Hours paid under this Section are not considered hours worked and will not be used in the computation of overtime.

Section 2. Employees who serve as a witness in connection with the performance of their official duties shall receive their regular rate of pay for all hours served in connection with this duty. Should an employee serve in an on call status as a witness, and are not working their assigned shift, they will not receive payment for time while on call. Hours paid under this Section are considered hours worked and will be used in the computation of overtime.

ARTICLE 18 BEREAVEMENT LEAVE

Section 1. Employees who have been employed for at least 30 days may take bereavement leave of up to five (5) days upon the death of a family member (as defined below). Bereavement leave may be taken consecutively or intermittently within 90 days of the qualifying family member's death. If it is necessary for a full-time employee to lose time from work because of a death of a family member, the full-time employee shall be entitled up to three (3) paid days of the total of 5 days at his/her straight-time rate of pay in order to make arrangements for and to attend the funeral. The employee must otherwise have been scheduled to work on the requested days in order to receive payment under this Article. Full-time employees remaining 2 days of bereavement leave are unpaid. Sick or vacation time may be used to extend the bereavement period should the need arise.

All part-time employees shall be eligible for five (5) unpaid days of bereavement leave.

All employees may elect to use accrued vacation or sick leave to receive pay for bereavement leave which would otherwise be unpaid.

Section 2. Family member is defined to mean an employee's parents, stepparents, grandparents, sisters, brothers, spouse, children, stepchildren, spouse's parents, spouse's grandparents, domestic partner, and any relative of the employee or spouse who permanently resides in employee's household.

Section 3. Employees, if requested by the Company, within 30 days of the first days leave must provide documentation of the death of the family member. Documentation includes, but is not limited to, a death certificate, a published obituary, or written verification of death, burial, or memorial services from a mortuary, funeral home, burial society, crematorium, religious institution, or governmental agency.

Section 4. Hours paid under this Article are not considered hours worked and will not be used in the computation of overtime.

ARTICLE 19 GENERAL CONDITIONS

Section 1. Employees who are requested to work prior to the start of their regular shift will be permitted to complete their regular shift so long as the total consecutive hours worked do not exceed twelve (12) hours.

Section 2. Supervisors will not be assigned the duties of a represented employee other than in emergency situations, for purpose of instruction, to relieve employees for necessary breaks or fill open posts when no other bargaining unit employee is available, and only until such time as bargaining unit employee can be called in and assume the duties. Otherwise, the duties are claimed by the Union as Bargaining Unit work.

Section 3. The reinstatement rights of any employee who enters the military service of the United States by reason of an Act or law enacted by the Congress of the United States or who may voluntarily enlist during the effective period of such law shall be determined in accordance with the provisions of the law granting such rights. Leaves of absence will be granted as required by law to employees who are active in the National Guard or a branch of the Armed Forces Reserves for the purpose of fulfilling their required annual field training obligations, provided such employees make written request for such leave of absence immediately upon receiving their orders to report for such duty.

Section 4. The Company has issued and will continue to supply wash-and-wear uniforms. There shall be no uniform maintenance allowance – the employees may wash their uniforms using ordinary care with their other clothing. The Company will supply all uniforms. The Company shall provide all uniforms, accessories, and duty equipment. The Company will replace any item(s) that become unserviceable due to fair wear and tear, or through no fault of the employee, at no cost to the employee. It is the responsibility of the employee to report for work in the correct uniform, with all required duty gear and accessories and be in compliance with the Company's Uniform and personal appearance policy.

Section 5. Employees shall receive necessary relief in order of request and the ability of the company to provide requested relief; there shall be no discrimination or favoritism concerning such request.

Section 6. Employees shall remain on their post until properly relieved or released by their supervisor.

ARTICLE 20 OCCUPATIONAL ILLNESS OR INJURY

Section 1. Any employee who is injured while performing scheduled work for the Company and who is released from duty will receive pay for the shift involved and that day shall be counted as a whole day worked for the purposes of computing overtime pay.

Section 2. Any employee injured during working hours must report the injury immediately to the supervisor and/or Human Resources during the same shift. Medical attention will be directed by the Employer at no cost to the employee subject to the California workers compensation regulations. Any employee injured during the course of a shift, which requires medical attention, shall be paid for all hours missed during that shift while seeking medical attention.

Section 3. The Union shall cooperate fully with any investigation arising from any on-duty injury, or allegation of an unsafe working condition.

ARTICLE 21 OVERTIME COMPENSATION

Section 1. For all hours worked in excess of eight (8) hours in one day or forty (40) hours in one payroll week, or for the first eight (8) hours on the seventh consecutive day worked in the same payroll workweek, employees will be paid at one and one-half (1½) times their regular rate of pay. Employees will be paid double-time for hours worked in excess of twelve (12) in any workday or in excess of eight (8) hours on the seventh consecutive day worked in the same payroll workweek.

There shall be no pyramiding, duplication, or compounding of overtime payments for the same hours worked. These are the specific overtime rules employees are eligible for under this Agreement. Only hours actually worked by an employee shall be considered for purposes of computing overtime. Employees must receive prior, written approval from their supervisor/manager before the employee can work overtime.

Section 2. All overtime will be scheduled as soon as possible provided that the Employer has advance notice. Notice for weekend overtime will be provided by completion of the first shift on Thursday provided the Employer has advance notice.

- a. A voluntary and mandatory overtime list shall be maintained to provide equitable distribution of overtime. When an employee volunteers for overtime or is mandated to work overtime their name shall rotate to the bottom of the list. Failure to work mandatory overtime will result in appropriate discipline, up to and including dismissal. Employees who volunteer for scheduled overtime assignments and who then fail to work the assignment will be subject to appropriate discipline, the same as those who fail to work mandatory overtime. The company shall endeavor to provide as much notice as possible for any voluntary and mandatory OT. An employee must be qualified to work the assigned post, regardless of voluntarily or mandatory OT scheduling.

- b. In completing the voluntary OT list, an employee shall inform the company of their desire to work OT no later than Thursday for the pay week beginning on Monday. In informing the company of the desire to work OT for the week, the employee shall inform the company of the dates and times they are available for the OT assignment for the workweek.
- c. The company shall thereafter, using the most senior employee offer any OT, which arises on each specific date to an employee on the volunteer list. If an employee is offered OT, and works, or refuses to work the OT on a voluntary basis, they shall move to the bottom of the seniority list for each subsequent day they have volunteered.
- d. In cases in which an employee has not volunteered to work overtime, the company shall use reverse seniority in filling the OT in a mandatory manner. If an employee is assigned mandatory OT, they shall be put at the bottom of the mandatory OT list for each subsequent day of the workweek, regardless of length of the mandatory OT.
- e. In the event there are an insufficient number of employees who volunteer for overtime and the need for overtime remains, employees shall be mandated to work overtime in reverse seniority order utilizing the mandatory overtime list.
- f. The voluntary and mandatory OT lists shall be made available to employees.
- g. On the shift immediately prior to vacation leave, employees scheduled for vacation will be the last mandated to work overtime unless the employees agrees to stay over.
- h. Employees shall not have their regularly scheduled hours reduced in order to offset overtime previously worked. Employees requested to come to work early, prior to their scheduled starting times, will be permitted to complete their regular scheduled shift.

ARTICLE 22 HEALTH BENEFITS

Section 1. The Company will make Health and Welfare (H&W) payments to all employees on all hours worked plus vacation time taken up to forty (40) hours per week to a maximum of 2,080 hours per calendar year. H&W payment shall be paid as follows:

April 13, 2026	October 1, 2026	October 1, 2027
\$5.60	\$5.70	\$5.80

Section 2. These contributions shall be paid out in cash to the employee.

Section 3. Employees may elect to purchase Health and Welfare coverage for themselves and eligible dependents from those Health and Welfare benefit plans offered to Company employees at JPL. Employees may only opt out of the Employers' group health plan if the employee can prove they have other qualifying group coverage in place. Employees who elect not to purchase health coverage will receive the H&W payment paid directly to the employee as wages.

Section 4. In the event that the premium rate(s) required by the elected coverage of an employee are greater than the H&W payments provided for above, the Employer agrees to deduct from an employee's wages the amounts necessary to meet the premium requirement(s).

Section 5. Any employee who goes out on a leave of absence, except Military Leave of Absence, shall continue to make their premium payments during the period of the absence. Consistent with federal law, it is understood that in the event an employee fails to make their premium payments, the insurance coverage(s) would lapse due to their failure to pay. Insurance coverage(s) for those employees on Military Leave of Absence shall be governed by federal law.

No provision of the Company's Health and Welfare Plan is subject to grievance and arbitration.

ARTICLE 23 401(k) SAVINGS PLAN

Upon ratification of the final Agreement and fully executed by the Union and Employer, current employees would be eligible to participate in the 401(k) plan as discussed below. The 1,000 hour eligibility would start counting hours when the collective bargaining agreement is effective for 2026.

Section 1. It is understood and agreed that, employees will be eligible to enroll in the Employer's 401(k) Savings Plan or substantially equivalent plans, as such may change from

time to time, subject to the eligibility and terms in the plan documents. Eligible employees will receive a bi-weekly, non-matching Employer contribution rate of 6% of their bi-weekly wage earnings after the completion of a minimum of 1,000 hours worked per calendar year.

Section 2. During the term of this Agreement, the Employer shall give the Union thirty (30) calendar days prior written notice before changing carrier or administrator for the 401(k) plan. Upon request, the Employer shall effects bargain over any proposed changes with the Union. By giving such notice and engaging in effects bargaining, the Agreement shall not be deemed reopened and, accordingly, Article 3 - Work Stoppages shall remain in full force and effect.

ARTICLE 24 SEPARABILITY OF THE CONTRACT

Should any provision or provisions of the Agreement be rendered or declared invalid by reason of any decree of a court of competent jurisdiction, or any change to existing federal and/or applicable state law(s), 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.

ARTICLE 25 UNION BUSINESS

Section 1. A bulletin board will be provided at Building 310 providing space is available and with permission of the client, for the exclusive use of the Union and for the purpose of posting Union notices. Such notices may encompass subjects as: meetings and Union elections; appointments and results of Union elections; recreational and social affairs; and miscellaneous announcements. This bulletin board shall not be used for detrimental propaganda of any kind, nor shall it be used for posting or distribution of payments or notices of political matters, advertising, nor for notices adversely reflecting upon the Company.

Section 2. An employee elected or appointed for full-time Union activity necessitating an unpaid leave of absence shall be granted such leave, not to exceed one (1) year. This leave may be renewed upon written application. At the end of such leave, the employee will be

reinstated if there is sufficient work for which he may be eligible in accordance with seniority, ability, and qualifications, and the then current rate of pay. Seniority will accumulate during the period of such leave.

Section 3. Upon written request, a leave of absence without pay for a period not to exceed five (5) days in any calendar year may be granted to not more than two (2) employees if operationally possible at a time to attend Union conventions or conferences, without loss of seniority or benefits.

Section 4. The Union will select one steward and an alternate steward for each shift. The Union shall notify the Company in writing which union member(s) will serve in such capacities for each shift.

ARTICLE 26 LABOR & MANAGEMENT COOPERATION

On a quarterly basis, Union and the Company representatives will meet and discuss issues of mutual interest and concern. These meetings are intended to establish and maintain open channels of communications in order to foster positive employee relations and are not to be used to discuss active grievances.

ARTICLE 27 GOVERNMENT REQUIREMENTS

Section 1. The Union shall cooperate with the Company in all matters required by the Client and/or United States Government, and the union recognizes that the terms and conditions of the Agreement are subject to certain sovereign priorities which the United States Government may exercise.

Section 2. Any action(s) taken by the Company pursuant to a requirement or directive including the denial or withdrawal of employee access by the Client and/or United States

Government shall not constitute a breach of this Agreement. And the reasons for such shall not be subject to the grievance and arbitration process.

Section 3. Should the client direct the employer for a specific employee be assigned to a specified post the employer shall provide such written directive to the Union if requested. Should the directive not be communicated in writing, then the company shall provide a document attesting to such request.

Section 4. Nothing in this Agreement shall be construed to prevent institution of any change prior to discussions with the Union upon request, concerning the effects of any substantial or material change in terms or conditions of employment which might result from action taken to meet such Government requirements. However this does not preclude the Company from meeting and conferring with the Union on the effects of said change.

ARTICLE 28 DRUG TESTING

All employees covered by this agreement must comply with the Company's Drug & Alcohol Policy which is made part of this agreement. In accordance with the policy, employees are subject to post-incident, reasonable suspicion and random drug testing. Such testing will be done during an employee's regularly scheduled shift and will not result in a loss of pay.

ARTICLE 29 D.R.I.V.E. VOLUNTARY DEDUCTIONS

Section 1. The Company will honor written wage deduction authorizations employees for the payment of voluntary contributions to the Teamsters D.R.I.V.E political action ("DRIVE") in a deduction authorization form mutually agreed to by the Union and Company which complies with the law. The Company will remit such contributions to the DRIVE Headquarters, on a bi-weekly basis, with a list of employees and their employee number, in accordance with the procedure set forth in this section.

Section 2. Employee's authorizations must be voluntary and free of pressure, duress or coercion. An employee should understand that an employee's authorization and the making of payments to DRIVE are not conditions of membership in the Union or of employment with the Company. No employee will be discriminated against because the employee chooses to or chooses not to authorize such a deduction.

Once the Company receives a written, signed authorization by an employee, the Company will start the deduction when the Company's normal payroll procedures may process the change. A contributing employee may revoke his/her contributions to DRIVE by providing written notice to the Company, such revocation to be effective immediately but the end of deductions will be when the Company's normal payroll procedures may process the change.

Section 3. 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 for the purpose of complying with any of the provisions of this Article, or in reliance on any list, deduction form, or authorization or notice furnished under any of the provisions of this Article. If an improper deduction is made, the Union shall be liable to the employee for the amount.

Section 4. The Company's obligations set in this Article of the Agreement shall terminate automatically in the event of any strike, sympathy strike, sit-down, slow down, stoppage of work or picketing of the Company's by employees of the Company.

ARTICLE 30 DURATION

Section 1. This Agreement shall be binding upon the Parties hereto, their successors and assigns and no provisions, terms or obligations herein contained shall be affected, modified, altered, or changed in any respect whatsoever by the consolidation, merger, sale, transfer, or assignment of either party hereto or affected, modified, altered, or changed in any respect

whatsoever by any change of any kind in the legal status, owner or Management of either party hereto.

Section 2. This Agreement shall be in full force and effect as of April 13, 2026, and shall remain in full force and effect through September 30, 2028, and shall renew itself without change from year to year thereafter unless not later than sixty (60) days prior to the end of the then current term and duration, either of the parties hereto gives written notice to the other of an intent to terminate the Agreement or to enter into negotiations for a modified, amended, renewed, or revised Agreement at the end of its then current term.

In the event that any provision of this Agreement (including addendum hereto) shall at any time be declared invalid by any court of competent jurisdiction or through government regulations or decree, the Parties agree to renegotiate such provision of this Agreement for the purpose of making it/them conform to the decree, decision, regulation or statute so long as they shall remain legally effective. It is the express intention of the Parties that all other provisions not declared invalid shall remain in full force and effect.

Section 3. Waiver of Bargaining Rights and Amendments to Agreement. The parties acknowledge that, during the negotiation which resulted in the 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 all understandings and agreements reached by the parties are set forth in this Agreement. Except as specifically set forth elsewhere in this Agreement, the Company expressly waives its right to require the Union to bargain collectively, and the Union expressly waives its right to require the Company to bargain collectively, over all matters as to which the National Labor Relations Act imposes an obligation to bargain, whether or not (a) such matters are specifically referred to in this Agreement, (b) such matters were discussed between the Company and the Union during the negotiations which resulted in this Agreement, or (c) such matters were within the contemplation or knowledge of the Company or the Union at the time this Agreement was negotiated and executed. As used in this Section 18.3, the waiver of the right to “bargain

collectively' includes the waiver of the right to require the other party to negotiate, and the right to obtain information from the other party.

Section 4. Integration. This Agreement and the addendum attached hereto contains the entire understanding, undertaking, and agreement of the Company and the Union, and: finally determines all matters of collective bargaining for this term. Changes to this Agreement, whether by addition, waiver, deletion, amendment or modification, must be reduced to writing and executed by both the Company and the Union.

SIGNATURE PAGE

In witness thereof, the parties caused this Agreement to be executed by their duly authorized representatives as set forth below.

Teamsters Local Union No. 896:



Phil Cooper

Secretary-Treasurer

April 27, 2026
Date

Fiore Industries, Inc.



Nizar Jabara

Chief People & Administrative Officer

April 21, 2026
Date