

ADDENDUM "A"

**TO THE COLLECTIVE BARGAINING AGREEMENT
BETWEEN THE LABORERS' INTERNATIONAL UNION OF NORTH AMERICA
AND**

R&R BUILDING SERVICE (PRIME CONTRACTOR) AND INTEGRITY NATIONAL CORPORATION (SUBCONTRACTOR)

AT

JET PROPULSION LAB, PASADENA, CALIFORNIA

<u>ITEM</u>	<u>CLASSIFICATION</u>	<u>PRESENT RATE</u>	<u>RATE EFFECTIVE</u>
			10/01/2026
Wages	Janitor Janitor Lead Floor Care Utility Cleaners Cleared Custodian	\$24.15 \$26.25 \$24.65 \$25.40 \$25.95	\$25.15 \$27.25 \$25.65 \$26.40 \$26.95
Health & Welfare		\$6.05 per hour paid (Southern California Laborers H&W Plan)	\$6.35 per hour paid (Southern California Laborers H&W Plan)
Pension		\$ 2.40 per hour paid (Southern California Annuity Plan)	\$ 2.45 per hour paid (Southern California Annuity Plan)
Holidays		Any of the holidays may be substituted for holidays observed by the employer's client. The Employer agrees to negotiate any substitution with the Union prior to implementation: 11 per collective agreement.	Any of the holidays may be substituted for holidays observed by the employer's client. The Employer agrees to negotiate any substitution with the Union prior to implementation: 11 per collective agreement.
Vacation		2 weeks after 1 year 3 weeks after 5 years 4 weeks after 13 years Pro rata (see CBA no payout) All employees must use all earned vacation benefits within one year.	
Training		\$.20 per hour paid (A personal education & training benefits for bargaining unit employees	
Uniforms		Employer furnishes 3 initial wash/wear uniforms plus 2 additional wash/wear uniform every 12 months	
Shift Differential		\$0.30	\$0.30 above regular rate for second shift
Sick Leave		12 days per years (earned at 1 day per month); Employer will comply with all other requirements of Executive Order 13706 not covered by this agreement.	
Funeral Leave		5 days for immediate family (2 additional paid days if funeral is outside California. Employees will provide proof of out of state travel for the purpose of attending a funeral in order to be granted the (2) additional paid days off.	
Hazardous Duty/Essential Employee Pay		In the event JPL recognizes a National Emergency is declared such as a future pandemic and janitors are required to report to work on lab, they shall be entitled to "Mission Essential Pay". This compensation shall be \$2.00 per hour for each hour worked on lab only, as janitors are required to have regular or routine contact with other personnel. This compensation is applicable until the emergency is dismissed or normal operations resume. Employer may either have a dedicated team performing the Hazardous Duty services or combine with regular cleaning tasks. Employer has sole discretion to determine number of hours employees perform Hazardous Duties.	
Jury Duty		In the event an employee is called for jury duty or jury qualification, the Employer will grant court leave not to exceed eight (8) hours per day. If called, the employee shall notify the Employer promptly and submit a true copy of the summons for jury service. Upon completion of service, the employee shall present to the Employer evidence of time spent on such duty, together with any jury fees received. The Employer will pay the difference between the jury fees received and the employee's daily earnings up to five (5) days.	

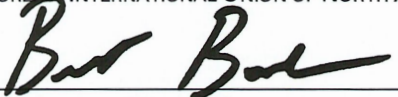
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It is hereby agreed between the Union and Employer that all bargaining unit employees hired on or after 05/01/2012 shall receive \$1.00 per hour less than the above rates for the first 1,827 hours worked or twelve (12) consecutive months of employment whichever comes sooner. This agreement shall apply to the wage rates for the classification of "Janitor" exclusively.

The Floor Care classification will be paid to all full-time designated Floor Care employees. Emergency floors care work may be performed up to 3 hours per shift by non-designated Floor Care employees at the Janitor classification.

The parties have negotiated and agreed to the above changes in the articles covering wage and fringe benefits under the provision established in the Re-Opener Clause. In the event there are conflicts between the language of the collective bargaining agreement and this Addendum A, the language of this Addendum shall apply.

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA


BRENT BOOKER, GENERAL PRESIDENT

DATE

R&R BUILDING SERVICE

Jose A
Reyes:A01097B0
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250000012D
Digitally signed by Jose A
Reyes:A0109780000018E
143191250000012D
Date: 2026.06.24
07:50:35 -0400'

JOSE REYES, PRESIDENT
06.24.2026

DATE

INTEGRITY NATIONAL CORPORATION

By: Miguel Velazquez
Digitally signed by Miguel Velazquez
Date: 2026.06.24 14:58:15 -0400'
ANTONINUS H. HINES, PRESIDENT & CEO

06/24/2026

DATE

NOTE: To satisfy the FAR Requirement of 22.1010, the notice should be sent to Orlando A. Bonilla at obonilla@maliuna.org or cell number 703-473-1325