ADDENDUM "A"

TO THE COLLECTIVE BARGAINING AGREEMENT
BETWEEN THE LABORERS' INTERNATIONAL UNION OF NORTH AMERICA
AND
[redacted]
AT
DYESS AFB, TEXAS

ITEM	CLASSIFICATION	PRESENT RATE	RATE EFFECTIVE	RATE EFFECTIVE
		11/01/23	11/01/24	11/01/25
Wages	Custodian Floor Tech Crew Leader	$16.67 $16.92 $17.17	$ 18.02 $ 18.22 $ 18.50	$ 18.47 $ 18.68 $ 18.96
Health/Welfare		$7.25 per hour paid	$7.40 per hour paid	$ 7.55 per hour paid
Pension		$1.50 per hours paid	$ 1.75 per hour paid	$ 1.75 per hour paid
Holidays		12 per collective agreement (to include Employee's Birthday & Juneteenth Day)		
Vacation		2 weeks after 1 year 3 weeks after 5 years 4 weeks after 15 years Carry over of unused leave or pay out at the end of the year		
Uniforms		4 Uniforms Annually; replaced as needed due to wear & tear		
Sick Leave		1 day per month; 7 days carry over to comply with Sick Leave EO 13706 (no payout)		
Training		$ .20 per hour paid		
Funeral Leave		3 days for immediate family; 1 additional day for travel over 8 hours		
Shift Differential	2nd shift 3rd shift	$ .50 $ .60		
Mileage Allowance		$0.70 per mile (or IRS standard, whichever is higher) *		

*** Mileage will be paid from the first building to the second and so on (not to get to first building).**

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

[redacted]

[redacted]

July 23, 2025
DATE

07/22/25
DATE