REGISTER OF WAGE DETERMINATION UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane Koplewski Director Division of Wage Determinations	Wage Determination No.: CBA-2026-43 Revision No.: 0 Date Of Last Revision: 02/02/2026

State: Arizona

Area: Pima

Employed on DEFENSE LOGISTICS AGENCY contract for CONUS AF GOCO Storage Services.

Collective Bargaining Agreement between contractor: BSH Management, and
union: International Association of Machinists & Aerospace Workers Local 2949, effective 06/28/2025 through 06/28/2028.

In accordance with Section 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

AGREEMENT BETWEEN

BSH Management

AND

INTERNATIONAL ASSOCIATION OF MACHINISTS
&
AEROSPACE WORKERS
2949

Davis Monthan Air Force Base - Tucson, AZ

June 28, 2025

through

June 28, 2028

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PREAMBLE

The Parties have entered into this Agreement for the purpose of setting forth in writing the understandings they have reached with respect to wages, benefits and working conditions of the employees covered hereby, as well as to the rights of the Company and the Union, and to provide a peaceful means for the settlement of any disputes which may arise with respect to the interpretation or application of their understandings and agreements as set forth herein.

AGREEMENT

This Agreement is made and entered into this June **28, 2025,** to be effective by and between BSH Management (hereinafter referred to as the Company or Employer) and the International Association of Machinists and Aerospace Workers, Local 2949, AFL - C10, (hereinafter referred to as "the Union").

This agreement shall remain in effect until midnight on **June 28, 2028** without reopening rights for any purpose by either party except by mutual consent. This agreement shall automatically renew itself from year to year thereafter unless written notice of desire to terminate the Agreement is given by either party at least sixty (60) calendar days prior to any annual expiration date thereafter. If such written notice of desire to terminate is given, the parties may nevertheless mutually agree in writing to extend this Agreement for a specified length of time beyond the expiration.

ARTICLE 1: RECOGNITION

Section 1. The Company hereby recognizes the Union, its designees and representatives, its successor and/or assigns, as the sole and exclusive bargaining representative for all full time and regular part-time BSH Management employees at Davis Monthan AFB as certified by the National Labor Relations Board in Case # 28-RC-6641 and such other programs and tasks as may hereafter be added by mutual agreement of the parties hereto. This agreement excludes quality control inspectors, office clerical employees, professional employees, managerial employees, and supervisors as defined in the act.

ARTICLE 2: NON-DISCRIMINATION

The Company and the Union separately and jointly recognize their obligation to abide by those state and federal laws relating to Equal Employment Opportunity, OSHA, nondiscrimination on account of veteran status, disability status, Union activity, or other labor laws that may apply to this location. It is understood that wherever in this Agreement employees or jobs are referred to in the male or female gender, it shall be recognized as referring to both male and female employees. The provisions of this agreement and

conditions of employment shall be applied among all employees in a fair and equitable manner.

ARTICLE 3: MANAGEMENT RIGHTS

Section 1. Except as specifically limited by this Agreement, the management of the Company and the direction of the work force, including but not limited to the service performed, the location of the work force, the schedules and fair standards of employee performance, the schedules and hours of shifts, the methods, processes, and means of providing services, materials to be purchased, determination of staffing levels, the right to hire, promote, demote, transfer, assign and reclassify employees, the establishment of reasonable rules of conduct, the discharge or discipline of employees for just cause, and the management of efficiency of employees, are the sole and exclusive rights and responsibilities of the Company.

Section 2. The Company agrees to meet and confer with the Union prior to the implementation of new policies or changes in the existing policies.

Section 3. The Company shall provide all policies pertaining to this site only (Davis Monthan AFB) make available to all employees. This request will be through the on-site manager. The Company will also provide the Union with a copy of these policies within thirty (30) days of the date of this agreement.

ARTICLE 4: UNION ACCESS TO OPERATIONS

Section 1. The Company agrees that the International Representative and or Business Representative shall be allowed to visit employees while they are on the job in the Company's operations for the sole purpose of investigating grievances or complaints related to the provisions of this Agreement or ensuring the terms and conditions of the Agreement are being complied with. Prior approval will be obtained from the Site Manager, or his designee and such visits shall not interfere with production of work being performed. Such approval shall not be unreasonably withheld. The Representative shall notify the Site Manager or his designee when they are arriving and leaving the Company's operations.

Section 2. The Company, if it desires, may have a Company Representative accompany the Union Representative while they are visiting its operations, recognizing that the Union Representative is entitled to private conferences with any represented employee.

ARTICLE 5: UNION SECURITY

Section 1. Check-off. Upon receipt of a signed voluntary deduction authorization of the employee involved, the Company shall deduct from the employee's pay an amount necessary to satisfy his financial obligations to the Union during the period provided for in

said authorization. The amount will be certified by the Financial Secretary of the Local.

Deductions shall be made on account of dues and/or initiation fees, if appropriate, from each paycheck in each month of the employee after receipt of the authorization

The parties agree that check-off authorizations shall be on a form as approved by the Union.

Section 2. The sums deducted as stated above shall be forwarded to the designated financial officer of the Union no later than the fifteenth (15th) day of the month following the month in which deductions are made.

Section 3. The Union will indemnify and hold the Company harmless from and against any and all claims, demands, charges, complaints or suits instituted against the Company which are based on or arise out of any action taken by the Company in accordance with or arising out of the foregoing provisions of this Article, or in reliance on any list, notice or assessment furnished under any of such provisions.

ARTICLE 6: ASSIGNMENT OF SHOP STEWARDS

Section 1. It is hereby understood and agreed that the Union may assign one (1) Shop Steward and one (1) alternate shop steward to represent bargaining unit employees. The Union shall notify the Company in writing of the individuals so selected in this capacity.

Section 2. It is agreed that the Steward shall have full-time job duties to perform as an employee and that they shall keep time spent in handling grievances to a minimum. A steward shall notify and obtain permission from their supervisor before leaving their work assignment. If a steward is not released, they shall be notified as to the nature of the delay and the expected time in which they may leave. This time off will be granted without loss of pay. It is the intention of both the union and the employer that the shop steward's time away from the job will be to the minimum necessary to handle the situation.

Section 3. The Employer and the Union realize there may be times when it would be mutually beneficial for the Steward to investigate and/or discuss Union business with other employees during working hours, and the Employer shall adopt a reasonable attitude on this situation.

ARTICLE 7: SUBSTANCE ABUSE POLICY

Section 1. The Company and the Union are committed to providing employees with a drug-free and alcohol-free workplace. It is the goal of both parties to protect the health and safety of employees and to promote a productive workplace, as well as to protect the reputation of the Company, the Union, and the employees. Consistent with these goals, the Company prohibits the use, possession, distribution, or sale of drugs, drug paraphernalia, or alcohol

on Company premises. The Company also prohibits an employee from being under the influence of illegal drugs or alcohol while at work. Bargaining unit employees may be subject to drug and alcohol testing under the Company's substance abuse policy. The Company agrees that any such testing will be conducted in compliance with applicable federal or state regulations. All drug and alcohol testing will be at the expense of the Company unless the employee fails the drug or alcohol test.

Section 2. Employees wishing to seek assistance for drug or alcohol abuse may self- identify and take a leave of absence to receive such treatment, without fear of being disciplined, provided that they do so prior to the day on which they a) are directed to take a random test, b) are involved in an accident / incident, or c) engage in conduct that gives rise to reasonable suspicion to be tested. In exercising this option, the employee shall enter into and complete a medical treatment program. The employee may be required to submit to random/ regularly scheduled testing after completion of the program for a period of up to twelve months. Failure of the employee to comply with these provisions after seeking safe harbor shall be grounds for termination by the Company.

Section 3. Testing shall be done with the split sample method. A copy of all documentation of the testing process shall be provided to the Employee, and to the Union upon request, to include any chain of custody documents.

ARTICLE 8: NO STRIKE/NO LOCKOUT

Section 1. The Union agrees that neither it nor any of the employees in the bargaining unit, covered by this Agreement will collectively engage in or participate in any strike, slowdown, or stoppage of work during the term of the Agreement.

Section 2. In the event of any violation of Section 1 of this Article, the Union, within twenty-four (24) hours following written notice from the Company, will take all reasonable steps required to bring an end to such action and advise the employees to return to work.

The Union shall be limited to the performance of the actions as stated above and upon compliance the Union and its officers, agents and members shall have no further liability during the term of the Agreement or thereafter for any damages suffered by the Company arising from or out of any stoppage or strike.

Section 3. If the reasonable steps attempted in Section 2 do not return the striking employees to work then the employees may be subject to discipline or discharge by the Company.

Section 4. The Company agrees that for the duration of the Agreement there shall be no effort to lockout or in any way deny access or work for employees covered by the Agreement.

ARTICLE 9: SECURITY

Section 1. The Union recognizes that the Company may now have, or may incur in the future, obligations with respect to the security of information and materials under contract with the Government.

Section 2. The Union agrees that nothing contained in this Agreement shall place the Company in violation of security agreements with the Government, and that it shall abide by AFI 64-106.

Section 3. It is understood by and between the parties hereto that, as a necessary condition of continued employment, employees shall be subject to investigation for security clearance or national agency check and/or unescorted entry authorization under regulations prescribed by the Department of Defense, or other agencies of the United States Government on governmental work, and that denial or withdrawal of such clearance and/or unescorted entry authorization by such governmental agency shall be cause for release from the Company due to inability to meet job requirements. All security clearance and background checks will be at the expense of the company.

Section 4. The Company shall reinstate the seniority of an employee who was denied security clearance if reinstated by the Federal Government, provided it is reinstated within 30 days of the time it is denied or revoked, unless the parties mutually agree to extend such time period. Any employee whose seniority is reinstated under this provision will be reinstated in his previously held occupational title.

Section 5. The parties agree to ensure the strictest confidence is adhered to concerning the security of any personal information of employees. The Union recognizes that the Company may now have, or may incur in the future, obligations with respect to security and release of employee information pertaining to disability and related limitations.

ARTICLE 10: PROMOTIONS

Section 1. The Company shall transfer employees to any open position(s) from within the bargaining unit if employees have the skill and ability necessary to do the work. If two (2) or more employees are eligible and express an interest, seniority shall be considered if qualifications and prior job performance are substantially equal. If no employee within the bargaining unit possesses the skills and abilities to fulfill the open position, the Company may use other means of filling such vacancies and shall notify the Union of such intent.

Section 2. The Company will notify bargaining unit employees of any openings to be filled by posting such openings on Company bulletin boards at least seven (7) calendar days prior to filling such vacancies. The postings shall contain the position(s) open and the method that employees may apply for such openings.

Section 3. Upgraded employees will be considered on probation in the new position up to sixty (60) days after upgrading. During this period, the Company may, at its discretion, reclassify the employees to their former occupations (bumping his/her replacement to their former position) if it is determined by the Company that the employee is not performing the job satisfactorily.

Section 4. The Company may temporarily upgrade an employee to a higher paid classification. The employee shall receive the pay rate for the classification of work that they are performing for thirty (30) minutes or more. Incidental upgrades of less than thirty (30) minutes will not be compensated at the higher rate. Promotion and Seniority rules apply to all promotions to a higher paid classification. Temporary Promotions shall not be used to circumvent promotion to any regularly permanent position and shall not normally be used in excess of thirty (30) days but in no case shall the promotion exceed 90 days.

ARTICLE 11: SENIORITY

Section 1. Probationary Period. New employees shall be on probation for the greater of ninety (90) calendar days or sixty (60) workdays from the initial hire date during which time they may be discharged at the sole discretion of the Company and not subject to the grievance provisions of this agreement. If retained after the probationary period, their names shall be placed on the Seniority List as of their date of hire. The Company will provide the employee/employees a copy of the negotiated agreement after probation period has ended and be introduced to the shop steward within thirty (30) days. The shop steward shall have reasonable time to review the negotiated agreement with the employee/employees.

Section 2. Definitions. Seniority is defined as including the whole span of service with the present contractor, or successor, and with predecessor contractors, in the performance of work at Davis Monthan AFB. The Company and the Union will meet and confer on the seniority dates of the existing employees in the bargaining unit. Employees hired on or after the date of contract ratification will establish their seniority from date of hire/report date with **BSH Management** at Davis Monthan AFB.

Seniority will not be adjusted for:

1) Periods of approved absence with leave. (90) ninety days

2) Periods of layoff due to lack of work. (12) Twelve months

3) Periods of absence due to workers' comp injury or illness. (12) Twelve months

When two or more employees are hired on the same day, the last four digits of their Social Security number shall then be used for purposes of lay off, recall and promotion, i.e., if two employees have the same seniority date, the employee that has the lowest number shall be considered to be the most senior of the employees hired on the same day.

Section 3. Seniority List. A seniority list will be maintained by the Company and will be made available to the Union upon request. The Company shall also furnish a list to the Union reflecting new hires or rehires, their classification, their date of hire/report date, and termination or layoff dates. Employees transferring from other sites within the company on this contract retain their original seniority date for benefit and vacation purposes only.

Section 4. Personnel Actions. Seniority will not be used as a factor in personnel actions; provided, however, that seniority will be considered by the Company in making layoff, recall and promotion decisions depending on the requirements of the Company's contract with the Government; and if all other, including but not limited to qualification, skills, and ability are equal.

Section 5. Steward Seniority. A Steward shall not have his shop or shift changed by the Company, provided the steward is qualified to perform the work remaining in the shop or on the shift, except by mutual agreement of the parties.

ARTICLE 12: LAYOFFS AND RECALL

Section 1. Layoff Notice. When it becomes necessary to reduce the number of employees at the work site, employees shall be laid off in accordance with their seniority within a particular job classification. An employee slated for layoff shall have the right to displace a more senior employee in a lesser-rated job classification, which the more senior employee previously held, provided he is currently able and qualified to perform that lesser rated job and provided he notifies the Company in writing of his desire to displace the less senior employee within 3 work days of being notified of layoff. The company shall notify the Union and affected employees as soon as the Company is aware of any potential layoffs.

Section 2. Recall. Employees laid off will be recalled as follows: In accordance with their seniority, the Company shall recall employees who have been laid off from the job classification in which the opening exists. If there is no one on layoff who was laid off from that position, then the Company will recall the most senior person on layoff who is qualified for the open position. If attempts to contact the employee via telephone, in the presence of a Union official, are unsuccessful the company shall send recall notices by certified mail to the employee's last known official address. The notice will instruct laid off employee when to report to work. The employee shall report to work within seven (7) calendar days after receipt of the notice to report to work. If the employee does not report to work within seven (7) calendar days, the employee will be deemed to have abandoned their job and will be removed from the Seniority List. The Company agrees that an employee may request a later return to work date for extenuating circumstances. The company will notify the shop steward of this situation as soon as possible.

Section 3. Change of Contract. The Company shall notify the Union as soon as the facts are known that there will be a change in the status of the Company's contract with the Customer to include contact information for any successor contractors and a current seniority list.

ARTICLE 13: DISCIPLINE

Section 1. The Company shall only initiate disciplinary action for just cause. Any discipline imposed will be consistent with proven offenses.

Section 2. There shall be a twelve (12) month reckoning period for any disciplinary action taken, other than a suspension. For a suspension the reckoning period shall be twenty-four (24) months. After the reckoning period all reference to the matter shall be removed from the employee's record, provided the employee has not committed any other infraction for which they were disciplined during the reckoning period.

Section 3. For relatively minor infractions of Company rules, the Company shall follow a four (4) step procedure of oral reprimand, written reprimand, suspension and finally discharge, but depending on the nature, severity, and facts surrounding a given incident, the steps of progressive discipline may be bypassed or accelerated. At the final step of the procedure the Company may elect to enforce another suspension rather than a discharge without prejudice to any other incident.

Section 4. Employee(s) shall have the right to Union representation during any interview that may be disciplinary in nature or lead to any discipline. Employee(s) shall be notified of these rights prior to any such interview-taking place. The Steward shall be notified and be given the opportunity to attend such interviews.

ARTICLE 14: GRIEVANCE PROCEDURE

Section 1. Grievances or complaints arising between the Company and its employees subject to this Agreement, or the Company and the Union, with respect to the interpretation or application of any of the terms of this Agreement, shall be settled according to the following procedure

Section 2. Employee Grievance: All grievances beyond Step 1 below, involving employee claims shall be in writing on grievance forms provided by the Union and shall be signed by all employees claiming rights there under. In an effort to adjust employee grievances by mutual agreement, they shall be presented in the following order and within the following time limits:

> **Step 1:** The employee(s), with or without their Steward, shall promptly bring a grievance to their supervisor within five (5) working days following the event or discovery of the event-giving rise to the grievance. In the event an employee is unavoidably absent due to illness or injury, or unavailable due to vacation or other approved reasons, the employee's shop steward may bring the grievance to the supervisor. If a satisfactory decision is not reached within ten (10) working days, then:

Step 2: Within five (5) working days following the Step 1 decision, a written grievance containing the article or section which is claimed to be violated and the remedy requested, must be signed by the employee, and submitted by the Steward and taken up with the Terminal Superintendent or designee. A grievance meeting will be scheduled within five (5) working days. Within five (5) working days following the grievance meeting, the Terminal Superintendent will reply in writing. If the written reply is not satisfactory then:

Step 3: Within five (5) working days of the Step 2 reply, the grievance may be moved to Step 3 by written appeal to the Company's Corporate Human Resources Department. A representative from the HR department and the Business Representative or designee of the Union, shall discuss the grievance within five (5) working days after receipt of the grievance being placed into a third step. A written reply from the Program Manager will be given to the Union within five (5) working days after the meeting. If no agreement has been reached after the Step Three meeting, the Union may submit the grievance or dispute to arbitration as covered in the "Arbitration Procedure" Article 15.

Section 3. Union grievances. Processing of grievances, which the Union may have against the Company, shall begin at Step 3 Section 2 of this article and shall be limited to matters dealing with the interpretation or application of terms of this Agreement. Such grievance shall be submitted in writing to the designated representative of the Company.

The grievance shall be in writing and signed by the designated representative of the Union and submitted within fifteen (15) working days from the date of the event or discovery of event giving rise to such grievance. The Labor Relations Representative or designee, and the Business Representative or designee of the Union, shall meet within ten (10) working days after receipt of the grievance into a third step. A written reply from the Company Labor Relations Representative will be given to the Union within ten (10) working days after the meeting. If no agreement has been reached the Union may submit the grievance or dispute to arbitration as covered in the "Arbitration Procedure" Article 15.

Section 4. A settlement made with respect to any grievance in the first or second step shall apply to that grievance only and shall not become a binding precedent in the case of other grievances or a precedent, which shall bind the parties as an interpretation of the Agreement. All settlements must be consistent with the terms and conditions of the Agreement.

Section 5. Any aggrieved employee and Union representative shall have the right to be present at any stage of the grievance procedure in which the grievance is being considered.

Section 6. The Union or its authorized representative shall have the right to examine time sheets and other records pertaining to the computation of compensation of any individual or individuals whose pay is in dispute or other records pertaining to a specific grievance. Compensation will be paid for reasonable time spent discussing or investigating grievances during, normal work schedules.

Section 7. It is understood that the time limits specified herein may be extended by mutual agreement of the parties hereto.

Section 8. Nothing in this article precludes the union from filing, a general grievance on behalf of an employee(s) in the event of unusual or unforeseen circumstances.

ARTICLE 15: ARBITRATION PROCEDURE

Section 1. The Union shall give written notice to the Company setting forth the matter to be arbitrated. If said notice is not served within a thirty (30) calendar day period following the Step 3 decision of the Grievance Procedure, it shall be deemed that the grievance has been satisfactorily adjusted and the right to arbitrate waived.

Section 2. In the event the Union submits a grievance to arbitration and the parties cannot mutually agree to the selection of an arbitrator, a panel of seven (7) arbitrators will be requested from the Federal Mediation and Conciliation Service. The parties will meet within fifteen (15) days from receipt of such list in order to strike for an arbitrator. Lot will determine the right to first strike a name; the other party shall then strike a name. This procedure shall continue alternately until one (1) name remains.

Section 3. The decision of the arbitrator shall be final and binding on all parties. However, the arbitrator shall not have jurisdiction or authority to add to, subtract from, modify, or in any way change the provisions of this agreement. The fee of the arbitrator shall be borne equally by the Company and the Union. Each party shall pay any and all expenses for their own representative and witnesses.

ARTICLE 16: HOURS OF WORK

Section 1. A regular work week shall consist of forty (40) hours, scheduled Monday through Friday, five (5) consecutive eight (8) hour days. Should the customer change its requirements for weekend coverage, making it impractical to use only Monday through Friday schedules, the Company may implement 40-hour workweeks, consisting of 5 consecutive days of 8 hours per day, which would be other than Monday through Friday with advanced 48 hour notification to the union and employee. The employee work schedule will be a continuous shift. Employees on Day Shift will receive an unpaid meal period of 30 minutes. Employees assigned to Swing or Mid Shift will not receive an unpaid meal period but will be allowed to eat as work allows during the shift.

Section 2. Employees on Day Shift shall be scheduled 2 paid rest breaks of fifteen (15) minutes or more, as authorized by supervision, consisting of one break during the first four (4) hours and the second break during the last four (4) hours of work. Employees assigned to Swing or Mid Shift shall be entitled to a total of 15 minute rest breaks each 4 hours, however, whether such breaks are continuous and when they will occur will depend on the work requirements. An area providing protection from inclement weather will be provided

with tables and chairs for employees during such periods and lunch periods. Shift schedules shall normally be as follows:

Except as the mission dictates otherwise, shift schedules shall generally be followed as:

Day shift start times -	7:30am	4:00pm
Swing shift start times	4:00 pm	Midnight
Mid shift start times -	Midnight	8:00am

Section 3. Swing shift - The Company shall assign swing shift employees by first asking for volunteers starting with the most senior qualified employees. If unable to get enough volunteers the least senior qualified employee shall work the required swing shift. Once the least senior qualified employee has been assigned for swing shift, he shall not be **assigned** for swing shift again until each successive senior qualified employee has been assigned.

Section 4. Mid Shift - The Company shall assign mid shift employees by first asking for volunteers starting with the most senior qualified employees. If unable to get enough volunteers the least senior qualified employee shall be assigned mid shift.

Section 5. No employee shall be docked hours as a result of schedule changes due to mission.

Section 6. Company will provide a 24 hour notice of shift change, provided notice from the customer is received in sufficient time to provide such notice.

Section 7. In the event of a base closure such as but not limited to severe weather on a normally scheduled workday, non-essential personnel shall not report to work per DMAFB guidelines. Such personnel will be paid for all hours lost up to (8) hours for each day.

ARTICLE 17: LEAVE OF ABSENCE

Section 1. Personal Leave. The Company may in its sole discretion approve leave of absence without pay up to ninety (90) calendar days for personal reasons. The 90-day limit may be extended by agreement of the Company in its sole discretion. Such leave must be requested in writing and approved by the Site Manager through the employee's supervisor. Said request must also state the reason for the unpaid leave. Employees must request such leave at least ten (10) calendar days prior to the date the leave would commence, except in cases of emergency.

Section 2. Failure to Return to Work from Leave of Absence. Failure to return from leave of absence on the first scheduled workday following the expiration date of said leave without prior approval, may result in disciplinary action up to and including termination being imposed by the Company.

Section 3. Military Leave. Employees ordered to active duty for annual training with the National Guard or Reserve component of organized military reserve units, shall be granted a leave of absence not to exceed a maximum of twelve (12) working days each fiscal year. The employee must furnish the Company a copy of their military orders at the time the leave is requested. Employees will be paid upon request the difference between their regular base pay and their military pay, provided a Leave and Earnings Statement is submitted. With advanced notice and work schedules permitting, an employee may elect to take PTO or a leave of absence without pay to participate in other types of inactive military training opportunities.

In the event that a mobilization of an employee's military unit is enacted, or a training regimen is required, to the extent required by the Uniformed Services Employment and Reemployment Rights Act their seniority shall continue to accrue and upon their release from such mobilization the employee shall be reinstated to their previously held occupation and title.

Section 4. Jury Duty

a) Employees summoned to serve for selection of, and, or jury duty will receive full jury duty pay for the duration for all such time spent on jury duty. The employee will receive the difference between gross fees received, excluding legitimate mileage, and the employee's regular earnings that would have been paid for their shift at the base rate of pay, for each day of service. Notice of jury duty must be given to the Company upon receipt of a jury summons, and proof of such service must be submitted to the Company before this Article shall apply.

b) Employees required to work shift work will be considered as assigned to day shift. Employees summoned to jury duty that are released by the Court with at least 4 hours remaining on their shift shall return to work.

Section 5. Union Business. Bargaining unit employees that are required to travel for official Union business or attend official Union functions shall be granted a leave of absence for performing such business. While on such leave employees shall not lose any benefit of seniority.

Employees shall submit such requests for leave accompanied by official Union communication authorizing them to travel or act in such capacity. These requests will normally be made at least fourteen (14) calendar days in advance of such requirement.

Stewards shall have their schedule modified, when requested, in order to attend a minimum of six (6) Local meetings per calendar year.

Leave requests and schedule modifications, referenced in this Section 5, will be granted, unless the Company can demonstrate that doing so would negatively impact the mission.

ARTICLE 18: HOLIDAYS

Section 1. The following (11) holidays will be provided with pay:

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

Section 2. Any holiday falling on a Saturday or Sunday will be observed on the day set by the Federal Government.

Section 3. Holiday pay shall be paid in accordance with the employee's normally scheduled work hours. Holiday pay will be pro-rated for employees who are not in a full-time status.

Section 4. Any additional holiday (or official Day of Mourning) designated by Federal Government mandate or Presidential Executive Order that is observed by the DMAFB will be observed and treated as other federal holidays in addition to the above holidays.

ARTICLE 19: OVERTIME

Section 1. Overtime at one and one-half (1-1/2) times the employees pay rate shall be paid for all hours paid in excess of forty (40) hours in a workweek and all non-scheduled hours worked on Saturdays and Sundays. Hours paid for the purposes of overtime include paid holidays, paid time off (PTO), bereavement and jury duty.

Section 2. There shall be no duplication or pyramiding of overtime payments.

Section 3. To the greatest extent possible overtime will be equalized among qualified volunteers in order of seniority.

Section 4. An employee or employees who is scheduled to work an overtime day and reports to work as scheduled and there is no longer work available, the employee shall be compensated with a minimum of two (2) hours overtime pay.

Section 5. Overtime requests shall be communicated to employees with at least 24-hour advanced notice, except in cases of unforeseen circumstances.

If employees are required to work the overtime, the Company shall first ask for volunteers starting with the most senior qualified employees. If unable to get enough volunteers the least senior qualified employee shall work the required overtime.

Once the least senior qualified employee has been drafted for overtime, he shall not be drafted for overtime again until each successive senior qualified employee has been drafted.

Employees may be excused from the draft procedure for bona fide reasons; however, no employee will be consistently excused from such overtime.

ARTICLE 20: PAID TIME OFF (PTO)

Section 1. The PTO year for eligibility and service credit shall be from employee's Company benefit date to Company benefit date**.** Employees will accrue PTO based on biweekly accrual. Upon ratification, for the purpose of application of this section the seniority date agreed upon by the Company and the Union will be used as the Company Benefit Date. Paid vacation will be awarded as follows:

Completed Years of Service	Biweekly PTO Accrual	Annual PTO Accrual	PTO Cap/Ceiling
Less Than One Year through 4.99	4.42	115 Hours	173 Hours
5 through 14.99	6.16	160 hours	240 Hours
15 or more	7.69	200 Hours	300 Hours

a) There will be no pay in lieu of time off for PTO except in cases of extenuating circumstances where an employee's PTO requests have been denied for business operations/circumstances. PTO shall be paid at the employees' current rate of pay at the time the PTO is taken.

b) PTO time will be accrued and vested from the employee's benefit date at a rate of 1/26 of their entitlement each pay period and reflect the annual rate for each employee.

c) PTO accruals will be pro-rated for employees who are not in a full-time status.

d) Following probation period, employees shall be eligible to utilize their accrued PTO.

Section 2. PTO requests for vacation time shall normally be made in writing to an employee's supervisor fourteen (14) calendar days prior to the vacation start date. Except

for extenuating circumstances in which the fourteen (14) day requirement will be waved. Employees shall be notified of their vacation request within five (5) days of submitting a request. The Company reserves the right to approve or deny vacation requests based on business operations. If an employee's request is denied, they shall be notified as to the reason(s) why and be advised when their request can be accommodated. Once an employee's vacation is approved either party without mutual consent shall not alter it. Vacation may be used in increments of no less than one (1) hour unless approved by management. In the event that two or more employees submit vacation requests for the same period that cannot be reasonably accommodated, seniority shall be used as a determining factor.

Section 3. In the event the Government contract is not renewed or extended, or the employee resigns or is terminated, any earned/unused PTO leave shall be paid at the termination of employment at regular straight time rates.

Section 4. No medical evidence shall be required for any absence due to injury or sickness that doesn't exceed three (3) consecutive working days, unless there is evidence of abuse. However, an employee who misses any work due to an injury, which resulted in medical restriction, shall so advise the manager and, as a condition to being allowed to work, shall be obligated to provide a note from a medical provider advising of the existence or non-existence of any medical restrictions.

Section 5. Effective upon ratification, Employees shall receive a maximum of seven (7) days of paid sick leave annually for family care and absences. Sick time shall accrue at a rate of 2.15 hour of paid sick leave per pay period with a maximum of fifty-six (56) hours per year. For purposes of determining the maximum hours per year, the accrual period shall be a twelve (12) month period beginning 1 January and ending 31 December. Sick leave balances shall be reflected on payroll summaries each pay period. Any sick leave balances shall be carried over to new accrual period. Sick leave balances shall not be paid to employees upon separation of employment, however, employees returning to employment within twelve (12) months shall have sick leave balances reinstated. Sick leave may be used for any purpose in compliance with Executive Order 13706 (EO 13706)

Section 6. Employees will be allowed sixteen (16) hours paid per calendar year for personal business.

ARTICLE 21: BEREAVEMENT

Section 1. In the event of death of an employee's immediate family, the employee shall be granted five (5) day's bereavement leave with pay and may be granted further leave of choice for extenuating circumstances. Two (2) additional days of unpaid leave may be granted if out-of- town travel is required.

Section 2. "Immediate family" shall be considered as follows:

Spouse, children, stepchildren, brother, sister, father, mother, grandfather, grandmother, grandchildren, father-in-law, mother-in-law, sister-in-law, brother-in-law, daughter-in-law, and son-in-law or legal guardian.

ARTICLE 22: WAGE RATE SCHEDULE

Section 1. The wage rates listed below will be effective for the term of this Agreement and apply to all Bargaining Unit employees. Employees shall be compensated at the wage rate for the highest classification of work being performed and at no time shall they be compensated at any rate below the classification that they are normally assigned. This straight time hourly rate will be increased annually as designated below. These increases will be effective on the dates indicated in this Agreement.

	Current	10/1/2025	10/1/2026	10/1/2027
Fuel Terminal Operator -	$30.93	$34.58	$35.96	$37.04
Fuel Terminal Mechanic -	38.72	$40.66	$42.29	$43.56

- $2.00 Equity adjustment for Fuel Terminal Operators to remain in line with the AWD wage classification separation.

Classification descriptions shall follow those established by the U.S. Department of Labor for the Service Contract Act.

Section 2. Lead Differential. Lead differential pay of dollar seventy-five ($1.75) will be paid in addition to a lead employee(s) base hourly rate. A lead is defined as an employee who assists the Supervisor in scheduling work, responsible for instructing and aiding a group of employees. May be required to perform evaluations, assist Supervisor in maintaining a smooth flow of work and maintains records. Reports to Supervisor the reason for failure to maintain flow of work. May be called upon to act on behalf of a Supervisor temporarily in cases of emergency or absence. The Company in its sole discretion may assign a person to be the lead.

Section 3. Employees working swing shift shall receive a differential pay of **one dollar seventy five ($1. 75)** per hour for all hours worked on that shift. Employees working midnight shift shall receive a **two dollars ($2.00**) per hour differential for all hours worked on that shift.

Section 4. Call Back If an employee has left the worksite at the end of their scheduled shift and is called back for work, they shall receive a minimum of four (4) hours pay for

returning to work.

ARTICLE 23: INSURANCE

The Company will make health insurance plan(s) or an Opt Out available to each bargaining unit employee. The Company will review available plan(s) and coverages annually. If more than one plan is offered, the employee will have the right to designate the plan that they desire or to opt out of receiving health insurance and other supplemental programs through the Company.

During the duration of this Agreement, the Company will contribute for each hour paid, to a maximum of two-thousand eighty (2080) hours per year, up to forty (40) hours per week, on behalf of each bargaining unit employee, the amount set forth in the table below on their biweekly paycheck.

Current	10/1/2025	10/1/2026	10/1/2027
$7.80	$8.05	$8.30	$8.55
Per hour	Per hour	Per hour	Per hour

ARTICLE 24: RETIREMENT

Section 1. Employer will contribute 6% of hourly rate into IAM National 401K fund on behalf of the employee for all hours paid.

	10/1/20 25	10/1/20 26	10/1/20 27
Fuel Terminal Operator	$2.07	$2.16	$2.22
Fuel Terminal Mechanic	$2.44	$2.54	$2.61

The terms of the Plan are subject to change without the need for prior negotiations with the Union, but the amount of the company contributions will remain intact for the length of the agreement.

ARTICLE 25: TRAVEL

Section 1. Employees will be paid in accordance with a) and b) below when they are required to travel more than 25 miles from the normal workplace to perform duties for the Company.

a) An employee, while on travel status, will be paid for:
   1) All actual work time when such work has been assigned and approved in advance; and
   2) Actual travel time by any conveyance; provided, however, that hours paid under 1) and 2) of this paragraph shall not be duplicative.
   3) Mileage reimbursement for the use of a personal vehicle as specified by IRS publications or other applicable regulations.

b) On the days of travel to and from a temporary work site the travel time shall commence when the employee departs home/hotel and cease when the employee reaches home/hotel. Should travel be necessary outside an employee's normal daily work shift, the employee shall be paid in accordance with overtime rules as though they were at their normal duty location.

ARTICLE 26: MISCELLANEOUS PROVISIONS

Section 1. Safety. The Company and the Union recognize the importance of safety in the workplace. The parties agree to establish a joint Safety committee to address safety concerns of the worksite consisting of bargaining unit employees and non-bargaining unit employees equal in numbers. At no time shall such committee be in or cause a violation of any other part of this agreement.

The Company shall provide to each bargaining unit employee such PPE as required for the site. The Company will **provide shirts for each employee and will replace as needed. Each employee will receive $350 annually on the anniversary of this agreement to use as a uniform allowance at the employee's discretion for pants and/or shorts and boots.** Uniforms shall be maintained in a clean, serviceable condition and replaced when excessive wear requires.

Employees will be required to comply with all safety rules, and failure to do so may result in discipline up to and including discharge. The Company agrees to request from the customer any repairs or changes to the workplace if it is not in compliance with applicable safety standards.

Section 2. Change of Address. Employees are responsible for notifying the Company of their proper mailing address and current telephone number. Laid off employees are also responsible for notifying the Company of their proper mailing address and current telephone number to maintain recall rights. The Company shall be entitled to rely upon its records and shall be held harmless for any action that may arise out of said reliance.

Section 3. Bulletin Board. The Company shall provide one (1) bulletin board located in the Company's facility and approved by the Union. The bulletin board space will be used by the Union solely for the purpose of conveying official information from the Union to bargaining

unit employees.

Section 4. Bargaining Unit Work. Non-bargaining unit employees in job classifications not covered by this Agreement shall not perform work typically performed by employees in the bargaining unit, except in cases of training or emergency. The term "Emergency" is defined to mean an unforeseen combination of circumstances. This Article shall not be construed to prevent employees outside the bargaining unit from performing work normally within their regular duties. The company agrees that none of the above circumstances as listed above will cause a bargaining unit employee to be laid off, displaced or excluded from overtime. The Company agrees that there shall be no contracting out of bargaining unit work, except as may be needed to cover work surges of anticipated limited duration (as opposed to an anticipated long-term requirement), or to secure special skills or equipment not possessed by the workforce or the Company.

Section 5. Tools. The Employer agrees to furnish all specialized and expendable tools. The employer further agrees that the tool requirements for each bargaining unit employee will be the minimum considered necessary to perform the normal duties of his/her job rating.

ARTICLE 27: EFFECT OF LAW

In the event that now, or hereafter, there is any State or Federal law or any directive, order, rule, or regulations made pursuant thereto, which is in conflict with any provision of this agreement, it is mutually agreed that within thirty (30) calendar days after such provision or provisions become unlawful, the parties shall meet to discuss a modification of such provision or provisions to comply with the law. In all other respects the provisions of this Agreement shall continue in full force and effect for the duration of this Agreement.

ARTICLE 28: SUCCESSORS AND ASSIGNS

The Agreement shall be binding upon and shall inure of the parties hereto, their successors, administrators, executors and assigns until its expiration, or until it is changed by mutual agreement of the parties. It is the expressed intent of the parties that the agreement shall remain in effect for its full term. In the event the Company ceases to perform on the contract as identified in Article 1, the Company shall be released from all future obligations on the project(s) so affected under this Agreement.

ARTICLE 29: TERM AND NOTICE OF CHANGE OR TERMINATION

This Agreement shall be effective **June 28, 2025** and shall continue in full force and effect through **June 27, 2028** and therefore be automatically renewed from year to year, unless the party desiring termination or modification of the agreement serves written notice, by

certified mail, upon the other party at least sixty (60) days prior to the expiration date of the agreement as it may be extended or renewed.

In witness whereof, the parties have caused this Agreement to be executed by their authorized representatives effective **June 28, 2025.**

ARTICLE 30: PUBLICIZING THE AGREEMENT

Section 1. Within ninety (90) days following the effective date of this agreement the Employer will reproduce and distribute a copy of the agreement to all bargaining unit employees currently assigned to the unit. As a part of their orientation, new bargaining unit employees hired in a position included in the unit will be provided a copy of the agreement and advised of the contractual relationship between the Company and the Union, and will be introduced to the steward of the shop to which they are initially assigned within thirty (30) days.

Section 2. The Employer will provide, at no cost to the Union, copies of the Agreement, printed in type that can be easily read, to each bargaining unit employee in the bargaining unit. The Employer agrees to provide replacement copies to a reasonable extent.

Section 3. The Employer will provide one (1) electronic copy to the Local 2949 Directing Business Representative.

AGREED AND ACCEPTED:

BSH MANAGEMENT dba
BLACKSON ARROW
TUCSON, AZ

BY: Michael A. Blackson

DATE: 05/29/2025

INTERNATIONAL ASSOCIATION OF
MACHINIST & AEROSPACE WORKERS
LOCAL 2949

BY: _____

DATE: 05/29/2025

LETTER OF UNDERSTANDING
Machinists Custom Choice Supplemental Benefits

This agreement acknowledges that BSH Management dba Blackson Arrow will allow the International Association of Machinists and Aerospace Workers to offer the Machinists Custom Choices Worksite Benefits program supplemental insurance benefits to their employees in the bargaining unit through their designated agent, Employee Benefit Systems, Inc (EBS). Members will be given an opportunity to spend fifteen minutes with an EBS counselor before or after normal working hours, once per year. Additionally, Employee Benefits Systems will be provided by BBU as part of this agreement, with standard census information upon request. EBS agrees to use this information strictly for the purpose of outreach education of the available benefits program and enrollment. EBS and the Union agree to hold harmless the company against any actions brought forth arising from fraud, misconduct, negligence, of intentional disregard by EBS, its employees or agents. All policy holder services will be provided by the underwriter and Employee Benefit Systems, Inc. Blackson Arrow will authorize payroll deductions for contributions made towards EBS. .

BSH Management dba
Blackson Arrow
TUSCON, ARIZONA

BY: Michael A. Blackson

DATE: 05/29/2025

INTERNATIONAL ASSOCIATION OF
MACHINIST & AEROSPACE WORKERS
LOCAL 2949

BY:

DATE: 05/29/2025