# Supplemental Agreement

**WHEREAS,** **Blackstone Consulting, Inc.** (hereinafter referred to as the "**Company**") and the Industrial Technical and Professional Employees Union, OPEIU LOCAL 4873, AFL-CIO, (hereinafter referred to as the "**Union**") have entered into a Collective Bargaining Agreement on **January 9, 2026** and;

**WHEREAS,** the Union has been duly designated by the Company's non-supervisory Food Service employees at **Non-Commissioned Officers Academy, Fort Stewart, GA** as their collective bargaining representative and;

**WHEREAS,** the aforementioned Agreement provides for the Company and the Union to negotiate wages and fringe benefits for each facility covered thereby and to enter into a supplemental agreement setting forth these economic terms,

**NOW THEREFORE,** it is hereby agreed as follows:

## WAGES

| CLASSIFICATION | CURRENT | EFFECTIVE 01 FEBRUARY 2026 |
|---|---|---|
| Food Sanitation Specialist | $18.35 | $18.85 |
| Food Sanitation Specialist Lead | $18.38 | $18.88 |
| Cook II | $19.46 | $19.96 |
| Cook I | $20.78 | $21.28 |
| Rations Clerk | $20.14 | $20.64 |
| Headcount | $18.35 | $18.85 |

## HEALTH AND WELFARE

**CURRENT:**

The Company shall contribute to the ITPEU Health and Welfare Fund the sum of **five dollars and thirty-five cents ($5.35)** per hour for all straight time hours worked plus all hours paid for vacation, holidays and sick leave, for each and every employee covered by this Agreement.

In executing this Agreement, the Company agrees to be bound by the terms and conditions of the Agreement and Declaration of Trust establishing the ITPEU Health and Welfare Plan and any amendments duly adopted thereto.



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The Company further agrees to be bound by all resolutions and other actions taken by the Board of Trustees of the ITPEU Health and Welfare Fund.

**Contributions for Family or Medical Leave**

The Company shall contribute **five dollars and thirty-five cents ($5.35)** per hour to the ITPEU Health and Welfare Fund on behalf of any employee who is on a family or medical leave of absence. In order to be eligible for such contributions, an employee must have worked for the Company or its predecessor at the Base for a total of at least twelve (12) months and for at least 1,250 hours in the twelve (12) month period preceding the period of family or medical leave.

With the exception of government laws or statutes*, in no event shall contributions for family or medical leave exceed a period of twelve (12) weeks per employee in any calendar year. The hours of contributions for each week of family or medical leave shall be calculated by determining the average weekly hours worked by the employee during the twelve (12) week period preceding family or medical leave, including all hours during said period of paid vacation, holiday and/or sick leave.

*FMLA law currently allows twenty-six workweeks of leave during a single 12-month period to care for a covered service-member with a serious injury or illness if the eligible employee is the service member's spouse, son, daughter, parent, or next of kin (military caregiver leave).

**EFFECTIVE 01 FEBRUARY 2026:**

The Company shall contribute to the ITPEU Health and Welfare Fund the sum of **five dollars and fifty cents ($5.50)** per hour for all straight time hours worked plus all hours paid for vacation, holidays and sick leave, for each and every employee covered by this Agreement.

In executing this Agreement, the Company agrees to be bound by the terms and conditions of the Agreement and Declaration of Trust establishing the ITPEU Health and Welfare Plan and any amendments duly adopted thereto.

The Company further agrees to be bound by all resolutions and other actions taken by the Board of Trustees of the ITPEU Health and Welfare Fund.

**Contributions for Family or Medical Leave**

The Company shall contribute **five dollars and fifty cents ($5.50)** per hour to the ITPEU Health and Welfare Fund on behalf of any employee

who is on a family or medical leave of absence. In order to be eligible for such contributions, an employee must have worked for the Company or its predecessor at the Base for a total of at least twelve (12) months and for at least 1,250 hours in the twelve (12) month period preceding the period of family or medical leave.

With the exception of government laws or statutes*, in no event shall contributions for family or medical leave exceed a period of twelve (12) weeks per employee in any calendar year. The hours of contributions for each week of family or medical leave shall be calculated by determining the average weekly hours worked by the employee during the twelve (12) week period preceding family or medical leave, including all hours during said period of paid vacation, holiday and/or sick leave.

*FMLA law currently allows twenty-six workweeks of leave during a single 12-month period to care for a covered service-member with a serious injury or illness if the eligible employee is the service member's spouse, son, daughter, parent, or next of kin (military caregiver leave).

## PENSION

**CURRENT & EFFECTIVE 01 FEBRUARY 2026**

The Company shall contribute to the ITPEU Pension Fund the sum of **one dollar ($1.00)** per hour for all straight time hours worked plus all hours paid for vacation, holidays and sick leave, for each and every employee covered by this Agreement.

In executing this Agreement, the Company agrees to be bound the terms and conditions of the Agreement and Declaration of Trust establishing the ITPEU Pension Plan and any amendments duly adopted thereto.

The Company further agrees to be bound by all resolutions and other actions taken by the Board of Trustees of the ITPEU Pension Fund.

## UNIFORMS

**CURRENT & EFFECTIVE 01 FEBRUARY 2026:**

The contractor shall furnish all employees an adequate number of uniforms, **minimum of three (3)** without cost to the employee. When such uniforms furnished are made of "wash and wear" material and may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning or commercial laundering, in order to meet the cleanliness or appearance standards set by the terms of

the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs. However, in instances where "wash and wear" uniforms are not furnished, all employees shall be entitled to an allowance of **fifteen cents ($0.15) per hour** worked (not to exceed forty (40) hours per week) for such laundering and maintaining company furnished uniforms. Worn out, faded uniforms not deemed appropriate to meet required standards, shall be exchanged or replaced as necessary without cost to the employee. If the uniforms are badly soiled, torn, they may be taken to the Project Manager so that it can be determined whether it needs to be exchange or replaced. If the uniform requires replacement and the company does not have uniforms available, the employee may purchase a uniform and the Company will reimburse the employee not later than the next pay period. A printed receipt as proof of purchase is required. The reimbursement should not exceed $25.00 and/or two uniforms. Uniforms will not be replaced if Management deems the uniform has been damaged during non-work-related activities.

## VACATION

**CURRENT & EFFECTIVE 01 FEBRUARY 2026:**

A. Eligibility and Vesting for Vacation

An employee's eligibility for vacation benefits shall vest on the anniversary date of his employment following one (1) year of continuous service with the present contractor, wherever employed, and with predecessor contractors in the performance of similar work at the same Federal facility. No employee shall be entitled to a pro rate or partial vacation benefit if his or her employment is terminated prior to the completion of any year of service.

B. Employees will receive vacation in the following amounts based upon their years of active service with the Company:

- One (1) week paid vacation (5 days) after one (1) year of service;
- Three (3) weeks paid vacation (15 days) after two (2) years of service; and
- Four (4) weeks paid vacation (20 days) after five (5) years of service.

Length of service includes the whole span of continuous service with the present contractor, wherever employed, and with predecessor contractors in the performance of similar work at the same Federal facility.

Vacation pay will be prorated by the total hours worked during the previous year.

## HOLIDAYS

**CURRENT & EFFECTIVE 01 FEBRUARY 2026:**

New Year's Day
Martin Luther King Day
Washington's Birthday
Good Friday
Memorial Day
Independence Day
Juneteenth
Labor Day
Columbus Day
Veterans' Day
Thanksgiving Day
Christmas Eve
Christmas Day

## PERSONAL / SICK LEAVE

**CURRENT & EFFECTIVE 01 FEBRUARY 2026:**

**Section A.**

All employees shall receive paid sick leave / personal leave accruable on the basis of (0.75) days per month for a total of nine (9) days per year. Once accrued days are depleted and an employee calls in for sickness; disciplinary procedures begin; see Article VII - Discipline.

**Section B.**

All accrued unused sick leave benefits shall be paid to all eligible food service employees in cash at the end of each Government contract period, or when the employee leaves the Company's employ, whichever comes first.

**Section C.**

No employee shall be eligible for paid sick leave until they have accrued a minimum of one (1) day. Any employee, who voluntarily resigns from the employment of the Company and having accrued less than one (1) day of sick leave, shall not be entitled to sick leave pay.

**Section D.**

Upon applying for paid sick leave benefits, an employee shall be required to furnish the Company with a signed, bona-fide physician's statement attesting to the employee's physical condition and duty status on/or by the 2nd day of consecutive sick leave usage. When accompanied by the physician's statement for the sick leave, it will not be counted for disciplinary actions.

Section E.

It shall be a condition of qualifying for paid sick leave benefits that an employee call either their immediate supervisor or Company representative within a minimum of nine (9) hours of time prior to their regular scheduled work period for morning shift only, and two hours (2) notice for the afternoon shift advising of their intention to take sick leave, in order that the Company may obtain a temporary replacement.

## BEREAVEMENT LEAVE

**CURRENT & EFFECTIVE 01 FEBRUARY 2026:**

In instances of the death of a member of the immediate family of an employee, occurring after the completion of the employee's probationary period, the Company will grant a paid leave of not more than three (3) days to enable such employee to attend the funeral and otherwise assist in arrangements pertaining to the burial of a member of the family. A day's pay will consist of the employee's regular base rate for the hours scheduled for the time during which the bereavement leave occurs and shall be applicable only to days within his regular work week.

**The term "immediate family" used herein is defined as consisting of the following members only:**

**MOTHER, FATHER, SPOUSE, CHILDREN, BROTHERS, SISTERS, GRANDPARENTS, FATHER-IN-LAW AND MOTHER-IN-LAW**

No employee otherwise entitled to bereavement leave under this Article shall receive such benefits unless he/she gives reasonable notice to the Company prior to taking time off for bereavement leave. The employee must have completed the probationary period set forth herein.

## JURY DUTY

**CURRENT & EFFECTIVE 01 FEBRUARY 2026:**

If an employee is summoned to serve on the jury on his regularly scheduled work day, he shall be paid the difference between the amount he received for jury duty and his usual rate of pay.

In order to be eligible for this compensation, the employee shall furnish the employer, a written statement from the clerk of the court showing that he was summoned, and the amount received for jury duty. You must attend the jury summons to be eligible for this benefit.

In Witness Whereof, the parties hereto have hereunder set their hands and seals on the date first above written.

**FOR THE UNION:**

Industrial, Technical & Prof
Employees Union
OPEIU Local 4873, AFL-CIO

John Brenton IV
President

**FOR THE COMPANY:**

Blackstone Consulting, Inc.

Joe Blackstone
President