AGREEMENT

BETWEEN

Industrial, Technical and Professional Employees Union, OPEIU Local 4873, AFL-CIO,

AND

BLACKSTONE CONSULTING, INC

COVERING EMPLOYEES

AT

SCHOFIELD BARRACKS

EFFECTIVE DATES:

January 1, 2026, THROUGH December 31, 2028

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PREAMBLE

THIS AGREEMENT is entered into by and between **BLACKSTONE CONSULTING, INC.**, (hereinafter referred to as the "Company"), and **Industrial, Technical, And Professional Employees Union, AFL-CIO - OPEIU Local 4873** (hereinafter referred to as the "Union",) as representative of its food service employees located at **SCHOFIELD BARRACKS, HI** hereinafter referred to as the "Base", in the mutual interest of the employees and the Company to promote and further the efficiency and economy of operations, to provide orderly collective bargaining relations, a method for the prompt and equitable disposition of grievances, and a method for the establishment of fair wages, hours and working conditions for the employees covered hereunder. In making this Agreement, it is recognized to be the duty of the parties to cooperate fully with each other, both individually and collectively, for the advancement of the purposes of this Agreement.

ARTICLE I - UNION RECOGNITION

SECTION A.

The Company hereby recognizes the Union as the sole bargaining agent for all its food service employees at Schofield Barracks, hereinafter referred to as the Base.

SECTION B.

Whenever the words "employee" or "employees" are used in this Agreement, they designate only such employees as are covered by this Agreement. Whenever in this Agreement employees or jobs are referred to in the male gender, it will be recognized as referring to both male and female employees.

SECTION C.

It is understood by this Section that the parties hereto shall not use any leasing or subcontracting device to evade the terms of this Agreement. The Company shall give a copy of this Agreement to the Contracting Officer.

ARTICLE II - UNION SECURITY AND MEMBERSHIP

SECTION A.

It shall be a condition of employment that all employees of the Company covered by this Agreement who are members of the Union in good standing on the effective date of this

Agreement, shall on or after the thirtieth (30th) day following the effective date of this Agreement or the execution date, whichever comes later, become and remain members in good standing of the Union. It shall be a condition of employment that all employees of the Company covered by this Agreement and hired on or after the thirtieth (30th) day following the beginning of such employment become and remain in good standing of the Union.

SECTION B.

Union Shop Provision to Take Effect if Prohibition Law Invalidated.

The provisions of Article II, Section A, shall be deemed to be of no force and effect in any state whose law governs this contract to the extent of which the making or enforcement of such provisions is contrary to statutes, constitutional amendment or the law of such state; provided, however, that whenever, any such court of last resort having jurisdiction of such questions finds the state law to be invalid or inapplicable, the provision of Section A above shall immediately thereupon be deemed to cover this bargaining unit or employees directly affected by such declaration of invalidity.

SECTION C.

If the provisions of Article II, Section A shall be deemed to be of no force and effect, the following shall govern: Employees who are members of the Union on the date of execution of this Agreement, and employees who join the Union subsequent to the execution hereof, shall maintain their membership in the Union as a condition of employment during the term thereof.

SECTION D.

The Company will deduct from the wages of any employee covered by this Agreement said employee's dues as a member of the Union upon receiving the employee's voluntary and individual written authorization for the Company to make such deductions, signed by the employees. Such authorization form shall be provided by the Union. The Company will pay over to the proper officer of the Union the wages withheld for such initiation fees and dues. The remittance shall be accompanied by a list showing individual names, social security numbers, dates hired and amounts deducted. The total remittances are to be made not later than twenty (20) days after the end of the month. The Union shall advise the Company of the amount of the initiation fees and dues and the manner in which the same shall be deducted. The amount so withheld, less any amounts due to any improper withholding, shall be reported and paid to the Union.

SECTION E.

Payment for membership dues shall not be required as a condition of employment during leaves of absence without pay in excess of thirty (30) days or during period of permanent transfer to a classification not covered by this agreement.

SECTION F.

In the event of termination of employment, there shall be no obligation upon the Company to collect dues until all other deductions have been made.

SECTION G.

The Company will make available to the Union a list of newly hired and terminated employees covered by this agreement. Such lists will be prepared monthly and will show the Name, Social Security number, address, job classification and hire or termination date of such employees who were hired or terminated during the quarter for which the list is prepared.

SECTION H.

The Company shall notify the Union of all job openings within the unit covered by this Agreement. The Union may refer applicants for such openings. In interviewing and hiring for such job openings, the Company will not discriminate against any applicant referred by the Union. Nothing in this contract, however, shall be construed to create an exclusive hiring hall arrangement, and the Company shall at all times be free to advertise and list said job openings with employment agencies and to otherwise fill its job openings from any sources available to the Company.

SECTION I.

The Company shall be the judge of the qualifications of its employees, but shall give full consideration, without prejudice to the members of the Union, provided that they have the necessary qualifications.

SECTION J.

The Union agrees to indemnify and save the Company harmless against any claims, suits, judgements or liabilities of any sort whatsoever arising out of the Company's compliance with the provisions of this Union security and Membership Article.

ARTICLE III - EQUAL OPPORTUNITY

SECTION A.

In accordance with the established policy of the Company and the Union, the provisions of this Agreement will apply equally to all employees hereunder, regardless of sex, color, age, race, creed or national origin. The Company and the Union also recognize the desirability of implementing the national policy of providing equal opportunity to all persons and agree to work actively toward the implementation of that policy.

SECTION B.

There will be no discrimination against any employee on account of membership in, or activity in behalf of the Union.

ARTICLE IV - DRUG FREE WORKPLACE

The Union will support the Company in its commitment to the maintenance of a Drug Free Workplace as mandated by the Congress of the United States for all companies doing business with the Federal Government.

ARTICLE V-ACCESS TO FACILITY

Duly authorized representatives of the Union shall be permitted to investigate the standing of all employees and investigate conditions at the Base covered by this agreement to see that the agreement is being enforced, provided that the interview shall be held before the start of the employee's shift, during the employee's ten (10) minute rest period, during the employee's thirty (30) minute lunch period, or after the end of the employee's shift. The Company shall be notified by the Union Representative before he shall take action with persons involved. The representative of the Union shall contact the highest ranking Company representative then present at the facility and inform him of the circumstances. The employer and the Union representative shall conduct themselves in such manner as to carry out the intent and spirit of this section.

ARTICLE VI - PROBATIONARY PERIOD

SECTION A.

Every new employee and any employee rehired after a break in seniority under Article VI of this Agreement shall be on probation for the first ninety (90) days of employment or re-employment.

SECTION B.

At any time during such an initial probationary period, an employee may be discharged for any reason, and any such employee so discharged shall not have the right to file a grievance or have other recourse to the grievance procedure.

SECTION C.

Any employee promoted or placed in a higher job classification covered by this collective bargaining agreement from a lower paid classification shall be on probation for the first ninety (90) days of employment in the new classification. At any time during such a probationary period, the Company may, for any reason, return the employee to his or her former position without any loss of seniority; and any such employee shall have no right to file a grievance or have any other recourse to the grievance procedure.

ARTICLE VII - SENIORITY

SECTION A.

It is agreed that the Company and the Union will meet for the purpose of establishing a seniority list for all employees employed in the unit at the time of the signing of the Agreement. Said seniority list will be based upon official records of the Union, of the company and predecessor contractors. Not later than fifteen (15) days prior to the expiration date of the Company's contract covering the Base, the Company shall furnish the Union and the successor contractor a list of all its current employees together with their dates of hire and the dates of their last vacation pay was paid by the Company. The following Sections in this Article shall become applicable and shall be in full force and effect upon the establishment of said seniority list.

SECTION B.

In the event that the Company finds it necessary to lay-off employees for any reason, other than disciplinary or scheduled cycle breaks, such lay-offs shall be on the basis of seniority, i.e., the employee on duty in the establishment where the layoff occurs having the shorter period of continuous service with the Company, shall be laid off before any other employee having a longer period of continuous service. The Company shall recall such laid-off employees in reverse order. Senior employees shall have preference of full-time employment at all times if equal distribution of work is impossible. Senior employees may, however, exercise their seniority rights by taking a job in a lower classification

SECTION C.

Employees shall have the right to select available work schedules by seniority in job assignments for which they are qualified.

The work schedule for each week shall be posted at least four (4) days prior to the beginning of the workweek.

SECTION D.

Except as otherwise provided herein, seniority shall be measured from the date of the employee's initial hire at the base with the Company or a predecessor contractor engaged in providing similar services at the base, provided there has been no break in seniority under Section E of this Article. Employees transferred by the Company to any facility covered by this Agreement shall have their seniority measured from the date of the initial hire by the Company, or its franchisee as the case may be, regardless of where such service was performed.

SECTION E.

An employee shall lose his seniority upon his retirement, resignation or discharge for just cause. An employee will be considered to have resigned if he:

(1) Fails to report to work on the day following expiration of an authorized leave of absence, unless failure to report is due to conditions recognized by the Company to be beyond the control of the employee and he reported such conditions as soon as possible;

(2) Is on lay-off for a period exceeding one (1) year;

(3) Is absent from work for two (2) work days without properly notifying the Company of the reason for absence even though the reason for such absence is beyond is beyond the control of the employee, or in any event, fails to report for work as scheduled without such reason;

(4) Walks off the job during his shift.

(5) Fails, while on layoff of one week or longer, upon notice from the Company that work is available, to report to the Company for work as soon as practicable, but not later than two (7) work days and provided that the employee notifies the Company within three (3) days of such notice that he

will return to work within the seven (7) day period.

The Company fulfills its obligation under this Section by sending notice by telegram or by certified letter to the last known address of the employee. It is the obligation of the employee to keep the Company informed of his current address and telephone number.

SECTION F.

An employee who has occupied a position with the Company covered by this Agreement and who accepts a position with the Company in a classification not covered by this Agreement will continue to accrue seniority for nine (9) months, after which period he shall retain his accumulated seniority, provided he remains in the employ of the employer.

ARTICLE VIII - DISCIPLINE

Section A.

All employees covered by this Agreement shall be governed by the employee handbook of the Company, attached hereto as Appendix "I". However, when such rules are in conflict with the Agreement said agreement shall apply.

Section B.

Each employee shall be furnished a copy of the Company's Employee Handbook by the Company. Each employee shall become familiar with the Company's Employee Handbook.

Section C.

All Employees shall abide by the Company rules as set forth in the Company handbook. No employee shall be disciplined or discharged without just cause, and all disciplines or discharges will be subject to the grievance procedure and arbitration clause. All reprimands and discharge notices shall be in writing and shall be signed by the Project Manager or his representative. Copies of the reprimand or discharge notice shall be given to the employee reprimanded and to the shop steward. Each reprimand shall be cancelled after one year. Three (3) reprimands may result in immediate dismissal. Theft, intoxication on the job, failure to perform work as directed, illegal use of drugs, or other serious breaches of discipline as provided in the Company Handbook, may result in immediate dismissal regardless of the number of prior reprimands.

ARTICLE IX - GRIEVANCE PROCEDURE

SECTION A.

A grievance is defined as a claim or dispute by the employer or employee or the Union concerning the interpretation or the application of this Agreement or of any local addendum hereto.

SECTION B.

All grievances must be presented in writing and filed and processed in accordance with the following exclusive procedure:

Step 1: The employee who has a grievance shall discuss it with the Project Manager either himself or through his steward. If the grievance is not settled in this Step, it may be appealed by the Union Representative to the Project Manager or Area Supervisor to Step 2 within five (5) days of the Step 1 meeting. Company grievances shall be processed beginning with step 2.

Step 2: The Union Representative and the Project Manager or Area Supervisor, will discuss the grievance. If the grievance is not disposed of to the satisfaction of the party filing the grievance at step 2, the grievance may be appealed to step 3 by the party or representatives of the party filing the grievance by filing a written appeal to the opposing party within seven (7) days after step 2.

Step 3: Within seven (7) days after the appeal of the opposing party, the parties (the Company represented by the Regional Manager and the Union represented by its designated representative) will meet to attempt to settle the grievance. The party being complained against shall render that party's decision within five (5) days of such meeting. If the grievance is not disposed of to the satisfaction of the complaining party, the grievance may be appealed to arbitration by the Company or the Union lodging a written appeal with the other party within ten (10) days of receipt of such written decision.

SECTION C.

A grievance involving discharge of an employee shall be brought directly to step 2 and must be filed within five (5) days of discharge.

SECTION D.

A grievance not involving discharge shall be without effect unless filed in writing within seven (7) days from the date the complaining party discovered the facts or should have discovered the facts giving rise to the grievance.

SECTION E.

Stewards shall be afforded time off without loss of pay to investigate, discuss and present grievances. Such time shall be kept to a minimum.

SECTION F.

At any step of the grievance procedure, the Company or the Union may designate a substitute for the official designated herein, other than persons who have previously participated in such grievance. The officially designated representative of either party may be accompanied by two (2) other persons at any Step of the procedure except Step 1. The parties may mutually agree that further representatives may be present.

SECTION G.

The time limits set forth in this Article may be extended mutually in writing.

ARTICLE X - ARBITRATION

SECTION A.

Within ten (10) days after the filing of the notice of the intent to submit the unsettled grievance to arbitration, the parties shall attempt to mutually select an impartial arbitrator. If the parties are unable to agree within five (5) days of that meeting upon the choice of an arbitrator, they shall request the Federal Mediation and Conciliation Service to submit a list of five (5) persons qualified to act as the impartial arbitrator. A representative of the Company and a representative of the Union shall meet within five (5) days of the receipt of the list and shall alternately strike two (2) names from the list, the party to strike first to be selected by lot. The fifth (5th), remaining person shall thereupon be selected as the impartial arbitrator.

SECTION B.

During the hearing, each party shall have full opportunity to present evidence and argument, both oral and documentary. The impartial arbitrator will render his finding and award in writing within fifteen (15) calendar days after the conclusion of the hearing. The decision of the impartial arbitrator shall be final and binding. The impartial arbitrator shall have no authority to modify, amend, revise, add to or subtract from any of the terms or conditions of

this Agreement.

SECTION C.

The fees of the arbitrator and necessary expenses, including transcript, if desirable, of any arbitration proceeding shall be borne equally by the Company and the Union except that each party shall pay the fees of its own counsel or representative. If an employee witness is called by the Company, the Company will reimburse him for time lost at his regular straight time base rate. If an employee witness is called by the Union, the Union will reimburse such personnel for time lost.

ARTICLE XI - MILITARY LEAVE

SECTION A.

Employees entering the military or naval service, Red Cross, or other combat relief service or conscripted civil service of the United States during the life of this Agreement will be placed on military leave of absence in accordance with the provisions of the Universal Military Training and Service Act, and will retain their seniority while in such service and be returned to their former positions upon honorable discharge from service, provided they are physically and mentally capable of working.

SECTION B.

An employee who is a member of a military reserve unit and who is required to participate in active training will be granted a leave of absence without pay for the period of such training duty, not to exceed thirty (30) days in any year.

SECTION C:

An employee applying for leave under this Article will give the Company at least five (5) working days notice prior to reporting date, if possible.

ARTICLE XII - LEAVE OF ABSENCE

SECTION A.

Employees are entitled to leaves of absence not exceeding one (1) year for good cause. Such leave of absence may be granted for restoration of health, medical, dental, or other treatment, maternity leave, or employment by the Union, and shall not prejudice seniority

status for purposes of layoffs and recalls.

SECTION B.

A leave of absence under this section will not be considered employment time for seniority. For example, an employee works continuously for nine (9) months and is granted a thirty (30) day leave of absence without pay. When the employee returns to work, he has nine (9) months seniority and will be required to work three (3) more months in order to have one (1) year seniority.

SECTION C.

Upon return from a leave of absence, the employee will be returned to work for which he can qualify in his job classification on the basis of seniority.

SECTION D.

Any employee who engages in gainful employment without permission of the Company while on leave of absence shall be subject to discharge.

SECTION E.

All leaves of absence must be applied for in writing and if granted must be granted in writing by the Company.

SECTION F.

All leaves of absence shall be for a specific designated period of time, and an employee may return to work earlier than the specifically designated date for his return only with the consent of the Company.

ARTICLE XIII - BEREAVEMENT LEAVE

Employees shall be entitled to paid bereavement leave as set forth in Appendix "H" attached hereto.

ARTICLE XIV - SHOP STEWARDS

SECTION A.

Shop stewards shall be designated by the Union Repesentive; they may not be elected by

the non-supervisory employees of the Company. The Union will notify the Company of the identity of the Shop Steward(s).

SECTION B.

The shop stewards shall not interfere with management of the business or direct any work of any employee, but may advise the Company of any violations of the Agreement and also notify the employee participating therein.

SECTION C.

Prior to leaving the work area, the shop steward will request permission from the Dining Facility Manager or Area Supervisor. The shop steward will not leave the work area during rush hours.

SECTION D.

Shop Stewards shall be entitled to top seniority at the Base to the fullest extent allowed by law.

SECTION E.

A telephone will be made available to the shop stewards for the purpose of communicating with the Union. Such calls will be placed at no cost to the Company.

ARTICLE XV - REST PERIODS

An employee who is scheduled to work for not less than four (4) continuous hours on a shift shall be entitled to one paid ten (10) minute unscheduled rest period during each four (4) hours or part thereof. A rest period is to be taken as close as possible to the middle of the shift.

ARTICLE XVI - LAYOFFS AND RECALLS

In the event of a reduction of forces, the Company will give reasonable notice of layoff, under the circumstances, to the employees with the least seniority, and will recall employees in the reverse order, such recall to be by job classification. No new employees will be hired until all qualified, laid-off employees have been recalled, and all qualified, laid off employees have been offered the positions involved. However, a laid-off employee from a facility other than one in which the vacancy occurs may reject the offer, if it would require that employee to relocate, without loss of seniority and future right of recall.

ARTICLE XVI - WAGES

The schedule of effective wage rates and job classifications for non-supervisory employees is set forth in Appendix "A" attached hereto.

ARTICLE XVIII - OVERTIME

SECTION A.

One and one-half (1 1/2) times the hourly rate of pay will be paid for all timed worked in excess of forty (40) hours in one week.

SECTION B.

When a regular employee is called to work within two (2) hours of starting time of his next regular shift, he will receive a minimum of 2 hours pay at the applicable rate.

When an employee works more than eight (8) hours in any twenty-four (24) hour period due to a change in shift pursuant to his request, or in accordance with the regular rotation of employees, such employee shall receive only straight time for the second eight (8) hours or portion thereof worked during such twenty-four (24) hour period.

SECTION C.

A regular employee who has completed his shift, has left the Company property and is thereafter called for work at any time prior to two (2) hours before his next scheduled shift, will be provided with four (4) hours of work or pay therefor at the applicable rate.

SECTION D.

When an employee works more that eight (8) hours in any twenty-four (24) hour period due to a change in shift pursuant to his request or in accordance with the regular rotation of employees, such employee shall receive only straight time for the second eight (8) hours or portion thereof worked during such twenty-four (24) hour period.

SECTION E.

When an employee other than a security guard works overtime beyond his shift, he will be entitled to a ten (10) minute rest period at the completion of his regular shift, and another such rest period at the completion of this tenth (10th) consecutive hour if he is required to

beyond ten (10) hours. On the same basis, similar rest periods will be provided after each additional two (2) hours worked. Such periods will be scheduled as near to the appointed time as practicable, subject to requirements of the service.

SECTION F.

Overtime work will be distributed among the employees qualified to perform the work necessitating overtime within the appropriate crew of shift as equitability as practicable. The Company will make overtime lists available as required.

SECTION G.

No overtime will be worked except by prior direction of the proper supervisory personnel of the Company, except in case of emergency and when prior authority cannot be obtained.

SECTION H

For overtime purposes, a workweek starts Sunday at 12:01 am and ends Saturday at midnight, as set forth in the Company Handbook.

SECTION I

Nothing herein shall be construed to require or permit the pyramiding of overtime or overtime pay.

ARTICLE XIX - HEALTH AND WELFARE

The Company shall pay the Health and Welfare Benefits as set forth in Appendix "B" attached hereto not to exceed (8) hours per day or forty (40) hours per week for each employee.

ARTICLE XX - VACATIONS

SECTION A.

Employees shall be entitled to paid vacations and paid leave as set forth in Appendix "C" attached hereto. The hours paid will be computed as in Article XXII, Section A- Holidays, which follows.

SECTION B.

Vacations will not be accumulated from year to year, not taken back to back. If the Company consents, the employee may elect not to take his vacation, in which case he will receive pay in lieu thereof, on the anniversary date of his employment. The employee may take his vacation in more than one segment with the consent of the Company. The employee will be paid at the rate current when vacation was due.

SECTION C.

An employee will receive an extra day's vacation or be paid an extra day's pay for a paid holiday which falls within his vacation period, in accordance with the provisions of Article XXII - Holidays.

SECTION D.

Vacations will be granted at times most desired by employees in order of their seniority within their work shifts, but the final right as to allotment and scheduling of vacation periods is reserved to the Company in order to assure the orderly operation of its business. Except in case of emergency, a vacation period once assigned will not be cancelled by the Company except with agreement of the employee.

SECTION E.

Temporary layoffs or leaves of absence during the year will not interrupt the continuity of service for the purpose of eligibility for vacation.

ARTICLE XXI - SICK LEAVE

Sick leave will be paid as set forth in Appendix "G" attached hereto.

ARTICLE XXII - HOLIDAYS

SECTION A.

Holidays for which every employee will be compensated at the hourly base rate of pay are set forth in Appendix "D" attached hereto.

In computing the number of hours for which an employee is entitled to compensation, the proportion which the average number of hours worked by an employee during the preceding normal work week bears to forty (40) hours shall be applied to eight (8) hours to determine the number of paid hours said employee is entitled to receive. For example, if an employee worked thirty (30) hours during the normal work week preceding the holiday week, his

holiday pay would be computed by 3/4 (30/40) of eight (8) hours and multiplying the resulting six (6) hours by his hourly base rate of pay.

SECTION B.

Any work performed on a holiday will be paid at the employee's regular rate of pay in addition to the holiday pay. If any of the named holidays fall on a non-working day, the employees shall either observe the holiday on the following working day or shall receive pay for their average number of hours normally worked in lieu of the observance above their normal compensation for work performed.

SECTION C.

In the event that one of the holidays shall occur during the employee's vacation, the employee will receive an additional day of paid vacation, unless the employee and the Company agree that he may receive pay in lieu thereof.

SECTION D.

In order for an employee to qualify for a paid holiday, he must have worked his regular scheduled work day immediately preceding the holiday and his regularly scheduled work day immediately following the holiday, unless excused by reason of illness, bereavement leave or other good cause.

ARTICLE XXIII - PENSION

The Company shall pay pension benefits as set forth in Appendix "F" attached hereto, not to exceed eight (8) hours per day or forty (40) hours per week for each employee.

ARTICLE XXIV - UNIFORMS

Wash and wear uniforms will be furnished by the Company without cost to the employee as set forth in the Appendix "E" attached hereto.

ARTICLE XXV - INDIVIDUAL CONTRACTS

No employee shall be compelled or allowed to enter into any individual contract or agreement with his employer concerning the conditions of employment herein with the exception of the commitment to the maintenance of a Drug Free Work Place.

ARTICLE XXVI - NO STRIKE - NO LOCKOUT

SECTION A.

During the term of this Agreement, the Union shall not authorize, cause or engage in, sanction or assist in any work stoppage, strike or slow down of operations.

SECTION B.

During the term of this Agreement, the Company shall not cause, permit or engage in any lockout of its employees.

SECTION C.

The Company reserves the right to discharge or otherwise discipline any employee taking part in any violation of this provision of the Agreement.

ARTICLE XXVII - PICKET LINES

Refusal of an employee to cross a bona fide picket line established by a labor organization claiming to have a dispute with the employer and approved by the Union shall not be construed to be a breach of this Agreement. This provision is not applicable to security guards.

ARTICLE XXVIII - EMPLOYEE INJURY

An employee injured during working hours shall receive the rest of the day off without loss of pay, provided that the injuries are such that a doctor orders the employee not to return to work.

ARTICLE XXIX - GOVERNMENT REQUIREMENTS

The Union agrees to cooperate with the Company in all matters required by the 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. The Union agrees that any actions taken by the Company pursuant to a requirement of the United States Government shall not constitute a breach of the Agreement. Nothing in this Agreement shall be construed to prevent institution of any change prior to discussion with the Union where immediate change is required by the United States Government.

The Union and the Company recognize and will abide by Executive Orders 11246 and

11247 and Title VII of the Civil Rights Act of 1964 and all related rules, laws and regulations, as amended.

ARTICLE XXX - GENERAL

SECTION A.

This Agreement and the local appendix hereto, when accepted by the parties hereto and signed by the respective representatives thereunto duly authorized, shall constitute the sole agreement between them involving the employees covered by this Agreement. Any alteration or modifications of this Agreement must be made by and between the parties hereto and must be in writing.

SECTION B.

In the event any provision of this Agreement or of any local appendix hereto is declared invalid by any competent court or governmental agency on account of existing or future legislation, such invalidation shall not affect the remaining provisions of this Agreement and local addenda.

SECTION C.

Any employee leaving the service of the Company will, upon request from the employee, be furnished with a letter setting forth the Company's record of his job classification, stating his length of service and beginning and ending rate of pay.

SECTION D.

Employees entering the service of the Company may be required to take a physical examination specified by the Company. Any time thereafter, an employee may be subjected to further physical examinations during the course of his employment or recall to service after layoff or leave of absence.

SECTION E.

The Company shall provide bulletin board space for use by the Union.

SECTION F.

Company payroll records with respect to any employee in the unit whose pay is questioned will be provided upon request of the Union within a reasonable period of time, except for

payroll records with respect to the current period with respect to such an employee, which may be examined by the Union upon request during business hours.

SECTION G.

Determine the starting and quitting time, to establish or discontinue or change operations, productions, or work standards, or plant rules, provided, however, that with respect to any action which results in a change in established work rules, existing hours or work or the size of the work force, the Company shall give prior notice to the Union before taking such action and shall afford the Union a reasonable opportunity to negotiate on such matters. Nothing herein shall prevent individual employees, either alone or with a Union representative, from consulting with Company representatives on problems relating to their individual work schedules.

ARTICLE XXXI – DURATION

SECTION A.

This agreement shall become effective January 1, 2026, and shall continue in full force and effect until December 31, 2028, and shall renew itself each successive July 1, thereafter unless written notice of an intended change is served in accordance with the Labor Management Relations Act, as amended, by either party hereto at least sixty (60) days but not more than ninety (90) days prior to the termination date of the contract.

SECTION B.

For the purpose of negotiating changes in wages, group insurance contributions, sick leave, vacation and holidays, as well as changes in or the introduction of other fringe benefit programs, for a covered facility, the parties shall meet on or about January 1st of each contract year. If the parties are unable to reach agreement by sixty (60) days of each year, either party may terminate this Agreement upon ten (10) days written notice to the other party.

N WITNESS WHEREOF, the parties hereto have executed this Agreement this **1** day of **January**, 2026

FOR THE UNION:

Industrial, Technical & Professional
Employees Union, Local 4873, AFL-CIO

Trina Williams
ITPEU Representative

FOR THE COMPANY:

Blackstone Consulting, Inc

Joe Blackstone
President

APPENDIX A WAGES

	CURRENT	EFFECTIVE February 1, 2026
Food Sanitation Specialist Leader	$21.12	$22.37
Food Sanitation Specialist	$20.07	$21.32
Cook II	$23.69	$24.94
Cook I	$21.40	$22.65
Baker	$24.15	$25.40
Salad Maker	$20.00	$21.25
Cashier	$20.00	$21.25
Storekeeper	$22.30	$23.55
AFMIS Clerk	$22.30	$23.55

APPENDIX B HEALTH AND WELFARE

CURRENT:

The Company shall contribute to the ITPEU Health and Welfare Fund the sum of **six dollars and twenty-five cents ($6.25)** per hour for each and every employee covered by this agreement, not to exceed forty (40) hours in any one week.

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

The Company further agrees to be bound by any 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 **six dollars and twenty-five cents ($6.25)** to the ITPEU Health and Welfare Fund on behalf of any employee who is on a family or medical leave of absence under the Federal Family and Medical Leave Act. 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.

In no event shall contributions for family or medical leave per employee exceed a period established by applicable statute 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.

EFFECTIVE February 1, 2026:

The Company shall contribute to the ITPEU Health and Welfare Fund the sum of **six dollars and fifty cents ($6.50)** per hour for all straight time hours worked for each and every employee covered by this agreement, not to exceed forty (40) hours in any one week.

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

The Company further agrees to be bound by any 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 **six dollars and fifty cents ($6.50)** to the ITPEU Health and Welfare Fund on behalf of any employee who is on a family or medical leave of absence under the Federal Family and Medical Leave Act. 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.

In no event shall contributions for family or medical leave per employee exceed a period established by applicable statute 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.

APPENDIX C VACATION

CURRENT And EFFECTIVE February 1, 2026

Shall be defined under the Annual Benefit Fund

APPENDIX D HOLIDAYS

CURRENT And EFFECTIVE February 1, 2026:

Shall be defined under the Annual Benefit Fund

APPENDIX E UNIFORM ALLOWANCE

CURRENT AND EFFECTIVE February 1, 2026:

All employees will receive an allowance of **twenty cents ($0.20)** per hour worked for laundering and maintaining company-furnished uniforms.

The Company shall be required to furnish a minimum of three (3) uniforms per employee, with name tags, and said uniforms shall be made of wash-and-wear material.

In those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, 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 nature of work, there is no requirement that employees be reimbursed for uniforms maintenance costs.

APPENDIX F PENSION

CURRENT:

The Company shall contribute to the ITPEU Pension Fund the sum of **one dollar and thirty-six cents ($1.36)** per hour for all straight time hours worked for each and every employee covered by this agreement, not to exceed forty (40) hours in any one week.

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

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

EFFECTIVE February 1, 2026:

The Company shall contribute to the ITPEU Pension Fund the sum of **one dollar and forty-five cents ($1.45)** per hour for all straight time hours worked, plus all hours paid for

vacation, holiday, and sick leave for each and every employee covered by this agreement, not to exceed forty (40) hours in any one week.

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

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

APPENDIX G SICK LEAVE

CURRENT And EFFECTIVE: February 1, 2026:

Shall be defined under the Annual Benefit Fund

APPENDIX H BEREAVEMENT LEAVE

CURRENT And EFFECTIVE: February 1, 2026:

Shall be defined under the Annual Benefit Fund

APPENDIX H ANNUAL BENEFIT FUND

CURRENT:

For the purposes of providing vacation, holidays, sick leave, jury duty, bereavement leave, training, and other benefits, the Company shall contribute to the ITPEU Annual Benefit Fund the sum of **five dollars and ten cents ($5.10) per hour** worked by each and every employee covered by this agreement, or for each hour for which the Company makes or is required to make direct payment of wages to such employee.

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 Annual Benefit Plan created thereunder. In addition, the Company agrees to be bound by any amendments to the aforesaid Agreement and Declaration of Trust and Plan, together with all resolutions and other actions duly adopted by the board of trustees of the ITPEU Annual Benefit Fund.

The vacation, holiday, sick leave, jury duty, bereavement leave, training and other benefits provided under this agreement and any eligibility requirements for such benefits shall be as specified in the ITPEU Annual Benefit Plan.

Holiday Benefit

(12) Paid holidays per year as defined in the ITPEU Annual Benefit Plan.

Sick Leave Benefit

(8) Paid sick days per year as defined in the ITPEU Annual Benefit Plan.

Training Pay Benefit

(12) Paid training hours per year as defined in the ITPEU Annual Benefit Plan.

Bereavement Benefit

(3) Days paid bereavement leave as defined in the ITPEU Annual Benefit Plan.

Jury Duty Benefit

(5) Days paid Jury Duty Benefit per year as defined in the ITPEU Annual Benefit Plan.

Vacation Benefit

Two weeks paid vacation after 1 year(s) of service with a contractor or successor
Three weeks paid vacation after 3 years of service with a contractor or successor.
Four weeks paid vacation after 5 years of service with a contractor or successor.
Five weeks paid vacation after 10 years of service with a contractor or successor

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

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 Annual Benefit Fund.

EFFECTIVE February 1, 2026:

For the purposes of providing vacation, holidays, sick leave, jury duty, bereavement leave, training, and other benefits, the Company shall contribute to the ITPEU Annual Benefit Fund the sum of **five dollars and eighty-three cents ($5.83) per hour** worked by each and every employee covered by this agreement, or for each hour for which the Company makes or is required to make direct payment of wages to such employee.

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 Annual Benefit Plan created thereunder. In addition, the Company agrees to be bound by any amendments to the aforesaid Agreement and Declaration of Trust and Plan, together with all resolutions and other actions duly adopted by the board of trustees of the ITPEU Annual Benefit Fund.

The vacation, holiday, sick leave, jury duty, bereavement leave, training and other benefits provided under this agreement and any eligibility requirements for such benefits shall be as specified in the ITPEU Annual Benefit Plan.

Holiday Benefit

(12) Paid holidays per year as defined in the ITPEU Annual Benefit Plan.

Sick Leave Benefit

(8) Paid sick days per year as defined in the ITPEU Annual Benefit Plan.

Training Pay Benefit

(12) Paid training hours per year as defined in the ITPEU Annual Benefit Plan.

Bereavement Benefit

(4) Days paid bereavement leave as defined in the ITPEU Annual Benefit Plan.

Jury Duty Benefit

(5) Days paid Jury Duty Benefit per year as defined in the ITPEU Annual Benefit Plan.

Vacation Benefit

Two weeks paid vacation after 1 year(s) of service with a contractor or successor
Three weeks paid vacation after 3 years of service with a contractor or successor.
Four weeks paid vacation after 5 years of service with a contractor or successor.
Five weeks paid vacation after 10 years of service with a contractor or successor

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

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 Annual Benefit Fund.

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

FOR THE UNION:

Industrial, Technical & Professional Employees Union, Local 4873, AFL-CIO

Mrs. Trina Williams
ITPEU Organizing Director

FOR THE COMPANY:

Blackstone Consulting, Inc

Joe Blackstone
President