COLLECTIVE BARGAINING AGREEMENT

Between

NELOGIS

And

INTERNATIONAL ASSOCIATION OF MACHINIST and AEROSPACE WORKERS, AFL-CIO, DISTRICT LODGE #4, LOCAL LODGE #4

EFFECTIVE JANUARY 1, 2025

Through

DECEMBER 31, 2027

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Article 1

Parties

Section 1

The parties to this agreement are NELOGIS who is hereinafter referred to as the ("Company") and International Association of Machinist and Aerospace Workers, AFL-CIO, District Lodge 4, Local Lodge 4 ("Union").

Article 2

Purpose

Section 1

The purpose of this agreement is to provide for wages, benefits, terms and conditions of employment for the employees in the bargaining unit, and to ensure industrial peace. To this end, it is recognized that there must be mutual understanding, harmony and cooperation among the employees and between employees and the Company, and the Union and the Company, that operations must be uninterrupted and the duties faithfully performed in order for the Company and its employees to fulfill their mutual and vital responsibilities to both the public and to the government, and that the business of the Company must be operated with economy and efficiency with due regard to competitive conditions. It is recognized by the Agreement to be the duty of the Company, the Union, and the employees to cooperate fully, both individually and collectively, for the advancement of said conditions.

Section 2

It is agreed that the parties desire to enter into this Agreement to establish wages, hours and working conditions and to provide for the peaceful settlement of disputes and grievances that may arise affecting the employees covered hereby.

Section 3

The purpose of this Agreement is to set forth all terms and conditions of employment for the employees working in the bargaining unit described in Article 4 (Recognition), including all mandatory and permissive subjects of bargaining, this Agreement represents the complete agreement and understanding of the parties with regards to subjects appropriate for collective bargaining and cannot be modified except by a written document signed by both parties. The parties can, but cannot be required to, negotiate over modifications.

Article 3

General Conditions of Contract

Section 1

In reaching this Agreement, the parties hereto have fully exercised and complied with any and all obligations to bargain and have fully considered and explored all subjects and matters in any way material to the relationship between the parties. In negotiating and agreeing to this contract, all matters concerning which parties could contract have been considered and disposed of.

Section 2

It is understood wherever in this Agreement employees or jobs are referred to in the male or female gender it shall be recognized as referring to both males and females.

Section 3

The waiver of any conditions or breach of this Agreement by either party shall not constitute a precedent for any further waiver of such condition or breach.

Section 4

Either party hereto shall be entitled to require performance of the provisions of this Agreement. It shall be the duty of the Company and its representatives and the Union and its representatives to comply with and abide by all of the provisions of this Agreement.

Section 5

Should any part hereof or any provision herein contained be rendered or declared invalid by reason of any existing or subsequently enacted legislation or a decree of a court of competent jurisdiction, such invalidation of such part or portion of this Agreement shall not invalidate the remaining portions hereof and they shall remain in full force and effect.

Article 4

Recognition

Section 1

A. NELOGIS recognizes the Union as the sole and exclusive representative and agent of the employees covered by the National Labor Relations Board Certification of Representative dated 8 February 2008 in case 5-RC-16183, INCLUDING

B. All full-time and regular part-time Motor Vehicle Mechanics, Dispatcher, FDSO, and DSO/Drivers employed by the employer at its Patuxent River NAS Facility, but excluding all office clerical employees, professional employees, guards, and supervisors as defined in the National Labor Relations Act.

Article 5

Management's Rights

Section 1

Except as expressly modified or restricted by a specific provision of this Agreement, all statutory and inherent managerial rights, prerogatives, and functions are retained and vested exclusively in the Company, including, but not limited to the rights, in accordance with its sole and exclusive judgment and discretion: to reprimand, suspend, discharge, or otherwise discipline employees for just cause; to determine the number of employees to be employed; to hire employees, determine their qualifications, and assign and direct their work; to promote, demote, transfer, lay off for lack of work, recall to work, and to process employees' retirement; to set the standards of productivity, the products to be produced, and/or the services to be rendered; to train and develop employees; to determine the amount and forms of compensation for employees; to determine what types and levels of benefits may be provided to employees; to determine whether to share or allocate any awards to employees; maintain the efficiency of operations; to determine the personnel, methods, means, and facilities by which operations are conducted; to set the starting and quitting time and the number of hours and shifts to be worked; to use independent contractors to perform work or services; to subcontract, contract out, close down, or relocate the Company's operations or any part thereof; to expand, reduce, alter, combine, transfer, assign, or cease any job, department, operation, or service; to control and regulate the use of machinery, facilities, equipment, and other property of the Company or provided for the use or lease of the Company; to introduce new or improved research, production, service, distribution, and maintenance methods, materials, machinery, and equipment; to determine the number, location and operation of departments, divisions, and all other units of the Company; to issue, amend, revise, implement, and enforce reasonable policies, rules, regulations, and practices, including but not limited to safety and substance abuse requirements and prohibitions; and to take whatever action is either necessary or advisable to determine, manage, and fulfill the mission of the Company, to manage its operations, and to direct the Company's working force and employees. These rights are not intended to be all inclusive, but enumerate by way of illustration, the type of rights which belong to and are retained by the Company. The Company's failure to exercise any right, prerogative, or function hereby reserved to it, or the Company's exercise of any such right, prerogative, or function in a particular way, shall not be considered a waiver of the Company's right to exercise such right, prerogative, or function or preclude it from exercising the same in some other way not in conflict with the express provisions of the Agreement. No relationship between the parties to this Agreement shall be construed to constitute or create any implied limitation on the Company's authority, rights, functions, prerogatives, or powers.

Article 6

Union Security

Section 1

Upon execution of this Agreement, The Union shall promptly furnish the Company, in writing, the name(s) of the Union Steward(s). Thereafter, the Union shall promptly advise the Manager, in writing, of any change in Stewards. No Steward will be recognized as such by the Company prior to receipt of written notice of notification.

Section 2

A. Full-time representatives of the Union shall have access to the Company's operations for the purpose of contacting Stewards regarding employee's complaints or grievances or matters arising out of the application of this Agreement. If it is necessary for a full time Union Representative to meet with any single employee and one Steward or a Steward to meet to discuss a complaint or grievance, the employee and Steward time shall be Company paid providing that he or she first notifies the site Manager. It is agreed the Company shall pay Stewards for time away from the performance of their normal jobs while acting in their Steward capacity as defined in this section for up to two (2) hours per week. The contacts on company time, which are provided for in this section, shall be no more frequent and no longer than the matter for discussion reasonable requires. Such visits shall be subject to such regulations as may be made from time to time by the Company, the U.S. Military Services, and other government agencies. It is agreed that the Company will not impose regulations which will render ineffective the intent of this provision. Prior to entering the Company's operations, the Business Representative shall notify the Manager to agree on the date and time he/she will be on the facility.

B. A full-time Union Official or Business Representative may discuss any problems with employees (other than Stewards) on the employee's own free time. If further discussion of a complaint or grievance is necessary, the Union Representative may meet with any single individual on Company paid time providing that he first notifies the Manager and such does not interfere with required contractual obligations. No discussions will be held with supervision of any section unless the Manager has been notified and given an opportunity to be present.

Section 3

The Company will furnish to the Union Business Representative, Steward or Local Lodge Officer information, as provided by law.

Section 4

It is agreed that the Company shall not be required to pay an employee for any time that he/she is taken away from his/her work to serve the Union in any official capacity or to serve on any Union Committee other than what is provided for in this Article. Union Officers, Committee persons and Stewards will be allowed authorized absence, without pay, to attend one (1) scheduled Union meeting each month, on a date and during the hours certified by the Business Representative or Local Lodge President of the Union. All employees in the bargaining unit who are members in good standing on the effective (execution) date of this Agreement shall be required, as a condition of continued employment with the Company, to maintain membership in the Union to the extent of current monthly dues and initiation fees and reinstatement fees, if any, commencing not later than the thirty-first (31st) day following the effective (execution) date of the Agreement.

Section 5

Any employee hired on or after the effective (execution) date of the Agreement shall become a member of the Union not later than thirty-one (31) days after his date of employment. Such an employee, as a condition of continued employment, shall maintain his membership in the Union to the extent of current monthly dues, initiation fees and reinstatement fees, if any.

Section 6

Effective January 1, 2019, the Company will make monthly payroll deductions for Union dues, fees, and assessments on the basis of individual authorization cards voluntarily signed and dated by each employee. The Company will remit all such deductions to the officer of the Union designated in writing to receive this payment. This remittance will be made within ten (10) days after the deductions are made.

Section 7

In order to ensure the orderly administration of the terms of the labor Agreement, during periods of reductions in force, such employees designated as Stewards shall be considered the most senior employees in their assigned job classification.

Article 7

Bulletin Boards and Posting Notices

Section 1

The Union will be allowed to post notices and other communications to employees on a Union provided bulletin board provided that the communications are not derogatory towards the Company.

Article 8

Seniority

Section 1

All employees shall be considered probationary employees for the first ninety (90) calendar days of active employment. Throughout this period, supervision will evaluate the probationary employee as to such factors as, but not limited to, work habits, willingness to accept varied work assignments and training, safety, productivity, quality of work, attendance, and ability to work with others. Upon completion of his/her probationary period, the employee will become a regular employee whose seniority will be retroactive to his/her first day of employment. Supervisory determinations as to retention, reassignment, or termination of probationary employees anytime during the ninety (90) day probationary period are not subject to the Grievance and Arbitration Articles of this Agreement.

Section 2

For the purposes of this agreement, there shall be two types of seniority defined as below.

A. Company Seniority Full Time: Company seniority for full time employees begins on the date the employee was hired by the Company or predecessor contractor in any job classification provided for in this Agreement and represents all accumulated full time for which the employee has served as a full time employee of the Company and all predecessor contractors in the performance of similar work at Patuxent River, NAS Company site.

B. Company Seniority Part Time: Company seniority for part time employees begins on the date the employee was hired by the Company or predecessor contractor in any job classification provided for in this Agreement and represents all accumulated part time for which the employee has served as a part time employee of the Company and all predecessor contractors in the performance of similar work at Patuxent River, NAS Company site. If an employee is moved from part time to full time his seniority shall start the day he became a full time employee for the purpose of promotion, job assignments, and lay-off or recall from lay-off.

C. Seniority for vacation purposes shall be based upon the date of hire with the Company or any predecessor Contractor at any Company site.

D. When two (2) or more employees have the same seniority date, the employee with the lowest four digits of their social security number will be deemed to be the most senior.

Section3

An employee who re-enters the bargaining unit from a position outside the bargaining unit may return to the last classification held provided he has sufficient seniority to return.

Section 4

A. All promotions, job assignments, lay-offs, and recalls shall be based on full time seniority provided that the senior employee is qualified and available to perform the work in question.

B. In the event there is a recall from layoff, the Company shall mail a registered or certified (return receipt requested) notice of recall to the appropriate employee. Recalled employees must respond within seventy-two (72) hours after receipt of notification, and must report for work within ten (10) work days unless extended by the Company.

C. All notices required under this provision of this Article shall be sent to the employee at the last address filed by the employee with Human Resources.

D. Layoff listings and recall notifications will be copied to the Business Representative or his designee of the Union.

Section 5

Seniority shall be lost and employees shall have their names stricken from the seniority list under the following circumstances.

1. Discharge for just cause
2. Resignation
3. Failure to respond to recall notification within the time frame established in this agreement.
4. Failure to be recalled from general layoff within twenty-four (24) months after such layoff.
5. Failure to report to work upon expiration of any approved leave of absence. Exceptions shall be limited to extreme circumstances beyond the employee's control.
6. Accepting other employment while on an approved leave of absence.
7. When an employee is absent from work for a period of three (3) consecutive work days without providing notification to the Company of sufficient reasons to warrant the absence.

Article 9
Promotions and Filling of Vacancies

Section 1

A. Posting Notice of Vacancies

When the Company determines to fill a job classified vacancy within the bargaining unit, the Company will post a notice of the vacancy or job opening on employee bulletin boards within seven (7) days. Such notice shall contain the following information and remain posted for 7 days:

1. Job Classification
2. Specific Initial Shift Assignment
3. Wage Rate
4. Date and Time after which bids will no longer be accepted for the Job.

B. Bidding: Subject to the provisions in this Article (f) any employee may submit a bid for the job to the Company's manager, in writing, during the posting period. The Company will provide a Bid Form for the employee. Bids received after the closing date shall not be considered. The Company reserves the right to cancel the posted bid or withdraw its filling of the vacancy prior to the successful bidder assuming the duties thereof.

C. Selection: From employees who submit bids for the posted job, the Company will award the job to the senior full time employee who is qualified for that job. If no full time employees who submitted bids are qualified or may become qualified for the posted job, the Company may fill the job from part time seniority employees. When no full time or part time employees who submitted bids are qualified or may become qualified for the posted job the Company may fill the job from any source. An employee awarded a job vacancy shall be reclassified to the job classification as of the first day of work on the job. The Company will make its best efforts to award the job vacancy within fifteen (15) calendar days after the bidding procedure.

D. Qualifications: In application of the principles of seniority as provided in this Agreement, consistent with applicable federal and state laws and regulations, the employee must have the qualifications to be performed in the work involved. For purposes of this Article the term "qualifications" and "qualified" mean that the employee meets the requirements of the job classification and description and has the physical and technical abilities, as applicable, to perform the work and duties involved as determined by the Company.

E. Restrictions on Bidding: An Employee must have been employed by the Company for twelve (12) months in order to bid. The parties agree that this restriction for new employees may be waived for an individual by mutual agreement.

F. Disqualification of Bidder: An employee who is unable to perform the job to which he bid, to the satisfaction of the Company within forty-five (45) calendar days after being awarded the job shall be returned to the job classification the employee held at the time of submitting the bid. An employee so returned shall not be eligible to bid again for the same job from which the employee returned for a period of twelve (12) months.

Article 10

Wages and Benefits

Section 1

Definition:

An employee's "base rate", for the purpose of this Agreement, shall be the straight time hourly rate of pay applicable to that employee's job classification.

The following wage scale shall remain in effect for the duration of this Agreement.

	Current	**1/1/25** **5.0%**	**1/1/26** 4.0%	**1/1/27** 4.0%
Motor Vehicle Mechanic	$39.20	**$41.16**	**$42.81**	**$44.37**
Dispatcher	$33.72	**$35.41**	**$36.82**	**$38.30**
FDSO	$32.96	**$34.61**	**$35.99**	**$37.43**
DSO/Drivers	$32.96	**$34.61**	**$35.99**	**$37.43**

Section 2

The Company will provide direct deposit for the employees payroll check.

Article 11

Vacation

Section 1

A. Employees will be granted paid vacation time based on the following schedule:

1. An employee with less than 5 years of service, the employee will be entitled to take two (2) weeks during each anniversary year, until
2. Upon completing five (5) years of service, the employee will be entitled to take three (3) weeks during each anniversary year, until
3. Upon completing ten (10) years of service, the employee will entitled to take four (4) weeks during each anniversary year, until
4. Upon completing twenty (20) years of service, the employee will be entitled to take five (5) weeks during each anniversary year, **until**

5. **Upon completion of twenty-five (25) years of service, the employee will be entitled to take six (6) weeks during each anniversary year.**

B. An employee who has earned a vacation with pay which has not been used at the time he/she terminates, is terminated, enters the Armed Forces, is laid off, or who dies shall receive such pay for such unused vacation.

C. The term "seniority" as used in this section, shall be Company seniority with Nelogis or any predecessor Company.

D. Pay for each week of vacation for a full-time employee means pay for forty (40) hours at the employee's base rate of pay. A "full-time" employee means an employee who is regularly scheduled to work five (5) or more standard daily shifts per week.

E. Creditable workweek is defined as a week in which the employee earns pay from the Company (to include vacation, holiday, bereavement, jury duty, sick leave, military reserve training (Article 21)). Employees covered by this Agreement shall vest vacation credits on a bi-weekly basis for each creditable workweek based on their length of continuous service.

F. Employees may utilize vacation during the twelve (12) months of accrued/vested leave with JVGS or any predecessor Company. Employee will have access to the number of hours of vacation used and available on their pay stubs. Employees may carry over vested paid vacation time off up to the maximum balance that is equal to the amount an Employee can vest in the year after his or her last anniversary date in which the vacation accrued. Every effort will be made between the Employee and his/her supervisor to schedule vacation time as to minimize the amount of carry over hours. In the event that vacation time cannot be scheduled, an Employee will receive pay in lieu of paid time off for all vested paid vacation benefits that exceed the maximum that can be carried over.

G. Personal time off requests in excess of eight (8) hours shall be submitted by Employees to the Employee's manager at least ten (10) workdays before the commencement of a personal time off period and must be approved by the Project Manager, or the designee of the Project Manager, before any personal time off is taken. **Employees will be notified of vacation approval or denial within 5 days after the request has been made.** Personal time off in increments of eight (8) hours or less employees shall notify the Project Manager 3 hours prior to the start of their work shift. As practical and consistent with the operational requirements of the Company and the government/customer, Employees will be granted their requested personal time off.

Article 12

Holidays

Section 1

The following paid holidays will be recognized during the term of this agreement:

New Years Day

MLK'S Birthday

Washington's Birthday (Presidents Day)

Memorial Day

Juneteenth

Independence Day

Labor Day

Columbus Day

Veterans Day

Thanksgiving Day

Christmas Day

Employee's Anniversary Hire Day

Section 2

If an executive order designates another holiday and the customer authorizes for the Contractor/Employee, the employees will be paid accordingly.

Section 3

Employee's Anniversary Hire Date can be scheduled for any day in the pay period of the hire day with management's approval.

Section 4

Full pay for eight (8) hours at the base rate shall be paid to employees for each of these holidays regardless of the day of the week upon which the holiday falls or for any day for which holiday pay is due under this Article.

Section 5

The Company reserves the right to require employees covered in this Agreement to perform work on holidays or re-scheduled holidays in order to meet contractual requirements. When such work is required, employees selected shall be given as much advance notice as possible. When such work is required the employee will be paid at the rate of time and one half (1 ½ times) for all hours worked on such day designated as a paid holiday (in addition to the holiday pay required in this Article) provided the employee works eight (8) hours per day or takes a full day of scheduled vacation on each of the other regularly scheduled days of that employees work week.

Section 6

A. In order to be eligible for holiday pay, an employee must have worked or been on a vacation or authorized paid leave on the last workday before or the first workday after the holiday; except that when the holiday falls on the day before employment or the day after termination, the employee shall not receive holiday pay.

B. Whenever one of the above holidays falls on a Sunday, the Monday immediately following shall be observed, if officially declared a legal holiday and generally observed by the Military at the respective Navy site. Whenever one of the above holidays falls on a Saturday, the Friday immediately preceding shall be observed, if officially declared a legal holiday and generally observed by the Military at the respective Navy site.

C. Said holiday falling on a Saturday or Sunday, and observed on the preceding Friday or Monday, shall be considered the regular holiday.

D. Should a holiday fall upon the sixth or seventh day of the standard workweek of an employee assigned to an odd workweek, the preceding or the following day, respectively, shall be considered a holiday for such employee.

E. If one or more of the above holidays occurs while an employee is on an authorized vacation, holiday pay will be substituted for a vacation day.

Section 7

A. Part-time employees do not receive paid holidays or paid vacations. Part-time employees shall in-lieu of paid holidays and paid vacation, shall receive an hourly differential according to the following schedule:

Years of service	differential
Hire to 2 years	$0.85
2 years thru 5 years	$1.50
6 years thru 15 years	$1.75
More than 15 years	$2.30

A. No overtime will be paid on this differential.

Article 13

Health and Welfare

Section 1

A. The following health and welfare benefit shall be paid for the duration of this agreement:

1/01/25	1/01/26	1/01/27
$7.50	$7.75	$8.00

B. Full-time employees may elect to waive participation in the Company sponsored program. This waiver eliminates their option to participate in all coverage. The specified health and welfare benefit listed above shall be applied each year and paid up to forty (40) hours per week and will be paid to the employee as cash in-lieu each pay period. Employees who elect to waive participation in the Company sponsored program must provide proof of medical coverage through some other provider. This proof may be requested at random by the employer. The Company will continue its opt-out program which will allow Employees to choose to receive the payment set forth above (less applicable tax and withholding) in lieu of health insurance coverage provided by the Company; provided that the Company will not be assessed any fine, fee or penalty under applicable law for permitting Employees to opt out of health insurance coverage.

(2) If the opt out program may result in a potential fine, fee or penalty to the Company, the Company shall have the right to re-open the benefits provisions of the collective bargaining agreement to negotiate insurance changes to avoid such fine, fee or penalty. Notice to the Union shall be in writing and discussions shall commence within fifteen (15) days of such notice to reopen. In the event the parties cannot reach an agreement within sixty (60) days of the Company providing notice of its intent to reopen, the Company shall thereafter have the right to implement its last proposal.

(3) The opt out program will be managed in a manner consistent with applicable plan documents and governing law.

C. Full-time employees electing to waive participation in the Company sponsored plan, may elect to enroll in the Machinist Custom Choice Plan which offers STD, LTD and life Insurance. The Union will provide signed authorization to deduct premiums from the employee's paycheck. Such authorization will define the premium amount and detailed information as to where the premiums are to be remitted.

D. Full-time employees electing to participate in the company sponsored plan will be enrolled in the medical / vision and dental insurance. The employee will participate in the life insurance, short term and long term disability program. Employees will enroll themselves and may enroll legal dependents in our medical / vision and/or dental plans. These employees will also have the option of enrolling themselves and their legal dependents in supplemental life insurance, which is 100% employee paid (after tax).

E. The insurance benefits will be in accordance with the Company's established insurance contracts and plans are subject to change when the Company deems necessary. It is understood that the Company contracts with insurance carriers to provide the benefits contemplated under this Article. Interpretation and application of such contracts shall ultimately rest with the insurance carrier and any dispute thereunder shall be between the employee and the insurance carrier and are not subject to the Grievance and Arbitration Procedure of this Agreement.

F. If applicable, employees will contribute the amounts listed in the applicable Benefits Election Form through pre-tax payroll deductions.

G. The Health and Welfare amount listed above per hour paid up to forty (40) hours per week. The monies will be applied toward the benefits cost with any remaining monies deposited into the employees account under the Company Sponsored Saving Plan.

Article 14

I.A.M. National Pension Plan

(A) The Company shall contribute to the I.A.M. National Pension Fund, National Pension Plan to a maximum of forty (40) hours per work week for which employees in all job classifications covered by this Agreement are entitled to receive pay under this Agreement as follows:

1/01/25	1/01/26	1/01/27
$2.00	$2.00	$2.00

(B) The Company contributions shall be based on hours paid (wages, paid vacation, paid holidays, paid bereavement leave, paid jury duty, military training leave) up to forty (40) hours per week

(C) Contributions for a new, temporary, probationary, part-time and full-time employee shall be payable from the first day of employment.

(D) The Union and Company adopt and agree to be bound by, and hereby assent to, the Trust Agreement, dated May 1, 1960, as amended, creating the I.A.M. National Pension Fund and the Plan rules adopted by the Trustees of the I.A.M. National Pension Fund in establishing and administering the foregoing Plan pursuant to the said Trust Agreement, as currently in effect and as the Trust and Plan may be amended from time to time.

(E) The parties acknowledge that the Trustees of the I.A.M. National Pension Fund may terminate the participation of the employees and the Company in the Plan if the successor collective bargaining agreement fails to renew the provisions of this pension Article or reduces the Contribution Rate. The parties may increase the Contribution Rate and/or add job classifications or categories of hours for which contributions are payable.

(F) This Article contains the entire Agreement between the parties regarding pension and retirement under this Plan and any contrary provisions in this Agreement shall be void. No oral or written modification of this Agreement shall be binding upon the Trustees of the I.A.M. National Pension Fund. No grievance procedure, settlement or arbitration decision with respect to the obligation to contribute shall be binding upon the Trustees of the Pension Fund.

Article 15

Clothing Allowance and Shoe Allowance

Section 1

The Company will provide six (6) new shirts each year for the employees. The uniforms will be cleaned by the employees. The Company shall furnish rain gear for use by the employees covered by this Agreement. This rain gear shall consist of a rain coat and rain pants. The rain gear shall be kept clean and sanitary and be replaced when necessary. The Company will provide an annual allowance for safety shoes, and cold weather coat not to exceed two hundred fifty dollars ($250.00) per year. **The Company will furnish the cold weather coat with logo and employee name. The cost of the coat will be a one-time deduction of $60.00 from the annual clothing allowance or any other time the employee needs to replace the cold weather coat.**

Article 16

Sick Days

Section 1

A. A Full Time employee shall earn not less than 1 hour of paid sick leave for every 30 hours worked. The total accrual of paid sick leave per calendar year, shall be 56 hours. An employee may carry over any un-used portion of paid sick leave from year to year but shall be limited to a total of 56 hours at any time. Paid sick leave earned may be used by an employee for an absence resulting from: (i) physical or mental illness, injury, or medical condition; (ii) obtaining diagnosis, care, or preventive care from a health care provider; (iii) caring for a child, a parent, a spouse, a domestic partner, or any other individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship who has any of the conditions or needs for diagnosis, care, or preventive care described in (i) or (ii) or is otherwise in need of care; or (iv) domestic violence, sexual assault, or stalking, if the time absent from work is for the purposes described in (i) or (ii), to obtain additional counseling, to seek relocation, to seek assistance from a victim services organization, or take related legal action, including preparation for or participation in any related civil or criminal legal proceeding, or to assist an individual related to the employee as described in (iii) in engaging in any of these activities. Other time missed due to sickness will be without pay. Employees who are prevented from reporting to work must call their supervisor 1 hour prior to the start of their shift. Employees already at work must notify their supervisor that they need to leave work because of an illness or to care for a family member.

B. Sick leave hours may be scheduled in no less than one hour increments.

C. Sick leave hours will be allocated January 1st of each year. Employees hired as full time during the year will receive prorated hours based on their actual hire date.

Article 17

Bereavement Leave

Section 1

Full-time employees will be allowed time off with pay for a maximum of five (5) days in the event of the death of immediate family. The immediate family shall include employee's spouse, children/step-children, parents/parents-in-law and brother or sister. Three (3) days of paid leave will be granted for the death of a, brother-in-law, sister-in-law, grandparents and grandchildren. Other request for time off to attend funerals will be considered and granted as the operating schedule permits but will be without pay.

Article 18

On Call Pay

Section 1

When an employee is given written notice (on call slip) of being requested to be available to work on short notice and signs the slip to accept the assignment, the employee will be paid for two (2) hours of each day of designated on call duty. Employees accepting on call slips must remain available by personal cell phone for contacts. This on call pay will be in addition to any call back pay for actual time worked. On call pay will not count as time worked for overtime purposes.

Article 19

Call Back/Report In

Section 1

An employee reporting for work in the absence of notice not to report, or an employee called in to work on one of his scheduled days off, or an employee who is recalled after completing a day's assignment and has clocked out and left the facility, shall receive not less than two (2) hours pay at the employees rate of pay; provided, however, that any amount paid for hours actually worked shall be credited against such minimum guarantee.

Article 20

Safety

Section 1

A. The Company agrees to maintain sanitary, safe and healthful conditions in all its operations and working establishments in accordance with Federal law and the laws of the State, County and City of its place of operation.

B. As directed by the Company, protective clothing and safety equipment will be utilized by the employee during his/her performance of jobs requiring such equipment usage.

C. Training and certification for hazardous material handling will be accomplished in accordance with Federal and State guidelines.

Article 21

Military Reserve Training Leave

Section 1

An employee on the active payroll of the Company who is required to engage annually in up to fifteen (15) days of military reserve training shall be granted a leave of absence for the period of training and shall be paid the difference between the pay received for the training period and the amount of wages the employee would have receive for his normal fifteen (15) days' work schedule. Normal, for the purpose of this section shall mean an eight-hour day work schedule for each day of training at the employee's base rate of pay, for all hours paid.

Article 22

Leaves Without Pay

Section 1

A. Leaves of absence without pay may be granted to employees for a period not to exceed thirty (30) calendar days during the year, subject to operational requirements of the Company, A leave of absence may be extended by the Company. A request for leave must be submitted on a Request for Leave of Absence form, and approved in writing by the Manager prior to the effective date of the leave. A copy of the approved or denied request must be given to the employee.

B. In the case of emergency such as death, serious illness, or injury of a member of the employee's family, a Leave Request may be processed without the employee's signature and subsequent to the employee's departure; however, such emergency leave must be promptly reported and approved by the Manager.

C. For good and sufficient reason the Company may extend the period of leave. The leave of absence, properly approved, shall not in any way jeopardize the employee's standing with the Company.

D. Employees elected or selected to full-time jobs in the Local Union or the International Union, which take them from their employment with the Company shall receive leave of absence, without pay, for the period needed.

E. Leaves of absence without pay will be granted by the Company on One (1) week written request of the Union to persons designated by the Union for Official Union Business or to attend conventions, educational or other functions of the Union. Seniority and benefits will accumulate during such leave.

F. Extended military leaves of absence will be administered in accordance with the applicable law.

G. The Company will adhere to all Federal, State, and Local regulations in reference to the Family Medical Leave Act.

Article 23

Jury Duty

Section 1

A. When an employee is absent from work in order to serve as a juror or to report to the court in person in response to a jury duty summons, he shall be paid for the hours which he is absent from work for such reason during his normal 8-hour work day or normal 5-day work week, less the fee or other compensation paid him with respect to such jury duty or such service as a witness. In order to receive pay under this section the employee must deliver to the Company the summons calling him for such duty within three (3) working days after it is received by him.

B. An employee must promptly notify his Manager of any notice the employee receives to report for jury duty or as a witness and must provide the Company with a statement filed by an official of the court certifying the employee's service as a juror or appearance in court for that purpose. Certification from the court clerk must be obtained and turned into the payroll section for all dates the employee is required to appear.

C. In no event shall payment under this Article be paid during any leave of absence, layoff, or absence due to a sickness or any injury covered under Worker's Compensation provisions.

Article 24

Overtime

Section 1

The normal work day will begin at 0001 and end at 2400 hours for the purpose of calculating daily overtime. The work week for calculating weekly overtime shall begin Monday at 0001 and end at midnight the following Sunday, and any change in the work week will take effect after thirty days' notice to the employees and the Union. Determination of starting time and hours of work shall be made by the Company, and such schedules may be changed from time to time to suite varying conditions of the business and to assure efficiency and timely operations.

Section 2

A. The Company reserves the right to require employees covered in this Agreement to perform overtime work in order to meet the requirements of the government contract with the Navy. When such overtime is required employees selected shall be given as much advance notice as possible.

B. No overtime will be worked by an employee unless it has been authorized by the proper supervisory personnel of the Company.

C. When overtime is assigned, employees will be compensated at a rate of one and one half (1 ½) times their regular rate for all hours worked.

1) In excess of forty (40) hours in their normal pay week.
2) In excess of eight (8) hours on a normal workday.

For the purpose of this Section, hours worked includes paid vacation and paid holidays.

Article 25

License Renewal

Section 1

The parties agree that the renewal of licenses is the employee's responsibility. The Company will reimburse the employee for the cost associated with the required medical examination for renewals of required licenses. The parties agree that employees will be permitted to complete the license renewal process during the regularly scheduled work day. The employees normal work schedule may need to be adjusted to complete the license renewal. The Company and the employee will schedule a date for such process to ensure coverage and also timely processing of the renewal license. The employee will receive pay for all time spent during normal working hours to renew the Commercial Driver's License and Hazardous Materials endorsement.

Article 26

Shift Differential

Section 1

An off shift employee is an employee who is regularly scheduled to work shifts other than the regular working hours of 7:00 AM to 3:30 PM Monday through Friday.

Any employee whose normal shift begins between 1:00 PM and 5:00 AM will be paid a shift differential of one dollar ($1.00) per hour.

Any employee who works beyond their normal work shift will receive the shift differential for the hours worked beyond their shift. For Example, if an employee works the normal work shift (7:00 AM - 3:30 PM), but works until 5:00 PM, the employee will receive 1.5 hours with the shift differential $1.00 per hour.

Article 27

Miscellaneous

Section 1

Employees tardy solely because of the gates being closed by the Military will not be counted as tardy and will be allowed to complete eight (8) hours of work.

Section 2

For the duration of this Agreement, employees who are promoted to a higher paid job classification will have his/her base rate adjusted to the rate of pay in effect for the higher paid job classification.

Section 3

For the duration of this Agreement, employees who are temporarily promoted to a higher paid job classification will have his/her base rate adjusted to the rate of pay in effect for the higher paid job.

Section 4

If, during the term of this Agreement, it become s necessary for the Company to establish new job classifications within the bargaining unit, the Company and the Union shall mutually agree upon the proper rate range for the new position. Operations shall not be delayed through failure to immediately agree upon a wage rate applicable to such job classification. In the event the parties fail to come to an agreement on the wage rate of a new job, the matter shall be submitted to a binding arbitration under the applicable article of this Agreement and the Arbitrator shall have the authority to establish the rate of pay for any new job classification challenged under this Article.

Section 5

An employee injured on the job, who is taken off the job for treatment will receive pay for the remainder of his scheduled work day if the employee's injury is serious enough to preclude his return to work. Where necessary, the Company will furnish transportation as soon as possible for the injured employee to receive medical treatment.

Article 28

Security Regulations

(A) The parties to this agreement hereby recognize the Company's obligations in its contracts with the Government pertaining to personnel security and the necessary details managed and reported through DISS. These critical, relevant, and reportable details include a subjects "Eligibility Level, Eligibility Determination, Open Investigation, their most current Investigation and Eligibility Adjudication status, and their Investigation History and enrollment into Continuous Evaluation. These details determine the ability of Company and Union employees to access classified and unclassified Government managed property, assets, and information. They also determine unescorted base access, and the access to the Governments unclassified networks. Each of these details are included in, and accessed through DISS. They are reviewed and reported by our FSO as necessary. Each party agrees that nothing contained in this Agreement is intended to place the Company in violation of its contracts and/or security agreements with the Government.

(B) In the event that the U.S. Military Service or other Government Agency duly concerned with security regulations or operations of Government managed property, advises the Company that any employee in the Union bargaining unit has incurred a change to Eligibility resulting in restrictions accessing Government - managed property, or as a result of their Eligibility being changed by the Government and is therefore restricted from working due to their loss of Eligibility, the Union agrees that such action as the Company may take pursuant to its contractual and/or security obligations to the Government will not be contested, nor will such action be a subject of the grievance procedure contained in Article IV of this Agreement.

(C) Restricted employees will remain a part of the Company's Security Management Organization (SMO) for a 1 Year period. In the event that within one year from when a subject was restricted, they find through Government Agency actions the subjects Eligibility has become reinstated, this action will result in , the Company promptly beginning a reinstatement process. The reinstatement process shall include the Union and Company together determining and agreeing on seniority of all employees with the same job classification the restricted subject had when they lost their Eligibility. Reinstatement decisions and will be subject to the applicable seniority provisions of the Agreement. The Agreement requires that the previously restricted Company employee promptly applies for such reinstatement within fifteen (15) days of being notified of their reinstatement. As stated, final decisions for reinstatement must be agreed upon with due consideration given to and agreed upon by both the Union and Company with seniority decisions weighed heavily against critical Government customer mission skills and potential mission impact.

(D) It is understood by and between the parties that, as a necessary condition of employment as defined in the Company's offer letter employees shall be subject to maintaining their contract required Eligibility. It is further understood that the interrelated and complimentary details listed in the Security Requirements section of this document are critical as well. Together these details convey the contractual security Eligibility requirements necessary to

maintain a Favorable determination for each subjects Tier-3 Background Investigation. Failure to apply, maintain, or earn a Favorable determination to their Investigation the denial of this determination as reported by DISS will be cause for release from the Company, due to inability to meet job requirements.
In the instance of the loss of required Eligibility the employee will be considered for an open job commensurate with his or her qualifications if any exist. If no such opening exists, then the employee will be terminated. It is understood that there shall be no liability on the part of the Company or the Union for any release growing out of the loss of the necessary Eligibility.
Failure for whatever circumstances to meet the above requirements shall not be a cause of action under the Grievance and Arbitration provisions contained in this Agreement.

Article 29

Discipline and Discharge

Section 1

A. The Company will utilize progressive disciplinary procedures. A copy of the work rules will be provided to the employees.

B. The Company may discipline or discharge any employee for just cause. The parties agree that some offenses may be grounds for immediate termination as set forth in paragraph (F) below.

C. No employee shall be disciplined without having the opportunity to be represented by the Union via the Stewards presence. The Company will notify the Steward, and the Steward will report to the disciplinary meeting. The Steward will inquire of the employee their desire to have the Steward present. If the employee refuses Union representation, the Steward will request the employee to sign a refusal for representation form. The form will be applicable to that current disciplinary meeting and not be considered for future disciplinary meetings.

D, The Union shall be permitted to grieve and appeal to arbitration pursuant to the grievance and arbitration procedures set forth in this agreement any disciplinary actions to the extent or appropriateness of the penalty levied or remedial action given to an employee for a violation listed in paragraph (F) items.

E. All disciplinary actions taken by the Company shall remain active under the progressive disciplinary policy for a period of twelve (12) months from the date of the infraction. Discipline prior to twelve (12) months will not be used for progressive discipline but such documents will remain in the personnel file.

F. Just cause for immediate discharge of an employee by the Company shall include the following:

(1) Willful dishonesty, deceit, and making false or fraudulent representations.

(2) Intentionally making false statements, concealing facts, or fabricating falsehoods in records or documents, such as time sheets and employment applications, or forgery.

(3) Intoxication during working hours.

(4) Any violations of the Company's Substance Abuse Program, Article 18 of this Agreement, for which termination of or discharge from employment is designated in the Company's Substance Abuse Program and policy as the sole disciplinary or administrative action to be taken for such violation.

(5) Fighting while on the Company's premises or while performing work or duties for the Company.

(6) Not reporting to work for three (3) consecutive workdays or over staying an authorized leave of absence, without notifying the Company and informing the Company the reason for the absence and when the employee is intending to return to work.

(7) Unauthorized possession of firearms or explosives within Naval Air Station, Patuxent River, Maryland; Company work areas or facilities; or on Company jobs or assignments.

(8) Deliberately damaging property or equipment, assault, or battery.

(9) Being restricted by the Government from entering the installation and facilities at Naval Air Station, Patuxent River, Maryland.

(10) Unlawful gambling, while working or on the premises of the Company or government installations and facilities in violation of law or governmental regulations.

(11) Engaging in lewd, lascivious, or indecent conduct on the premises or while working or performing the duties assigned by the Company.

(12) Insubordination.

(13) Refusal or intentional failure to perform lawful assignments, tasks, and directions of the Company.

(14) Sleeping on the job during working hours.

(15) Willful violation of Company or government safety rules and regulations while at work.

(16) Theft, embezzlement, or misappropriation of Company or government property.

(17) Intentionally not reporting accidents or injuries.

(18) Any violation of airfield communication rules, on a case-by-case basis and subject to a formal investigation, will be grounds for immediate dismissal including an employee entering the runway without pre-approval from the control tower.

G. An Employee that neglects to follow Company standard operating and maintenance checks and required actions will be disciplined with 3 violations within a year shall be grounds for dismissal (also referred to as "Preventive Maintenance Checks and Services").

H. An Employee who uses abusive language to a customer, government employee or representative, a supervisor, a Company or Union representative or official or a fellow Employee shall be grounds for a disciplinary action. An Employee who has repeated disciplinary actions of this nature shall be grounds for immediate dismissal.

Article 30

GRIEVANCE PROCEDURE AND ARBITRATION

Section1

Definition of Grievance

A. The term grievance as used in this Agreement is a written claim involving the interpretation, application or claim of breach or violation of applicable provision(s) of this Agreement that the Company or an employee has not been able to adjust. The grievance must identify the applicable provision(s) of the Agreement that is claimed to have breached or violated and the remedy sought. All references and procedures in the Article which refer to "employee" grievances refer to the Company as well, as the Company also has the right to file a grievance under this Article.

B. Time limits may be extended only by mutual consent of both the Union and the Company.

C. Grievances arising out of a suspension without pay or a discharge shall be submitted directly to Step Three described in Section 2 herein.

Section 2

Grievance Procedure

A. Grievances will be conducted as follows:

Step One

The parties agree that all complaints and grievances should be resolved, whenever possible, with the immediate supervisor and the employee involved. It is the intent and purpose of the parties to provide a fair and equitable procedure for the orderly settlement of all grievances. Any employee with a complaint or issue should contact the appropriate supervisor in order to discuss and resolve the issue. Both parties will make every effort to resolve the issue within two (2) regularly scheduled work days before it is reduced to writing as described in Step Two of this Procedure. The employee may have their Shop Steward present if desired. The company shall inform the employee of the right to have a Shop Steward present prior to the start of any investigation meeting that could lead to discipline.

Step Two

Any employee believing they have been aggrieved as defined in section one (1) of this Article, must confer with the employees Supervisor and or Project Manager and present a written grievance, with their Union Steward. The Union Steward on a form provided by the Union and agreed to by the Company must reduce the grievance to writing. Such written grievance shall set forth the complaint and remedy sought, the facts on which it is based, the date(s) of occurrence, the applicable Article(s) of the Agreement which is claimed to be the basis for the filing of the grievance, and this, together with any accompanying statement. The form shall be dated and signed by the grievant and the Union Steward. The written grievance must be presented to the employees Supervisor within five (5) working days from the date the employee became aware of the incident that gave rise to the grievance. If the employee or Union Steward fails to present the written grievance within this time limit, the grievance shall be considered settled and no further action can be taken thereon. Both parties will make every effort to resolve the issue. The Supervisor shall render his/her written decision to the Union Steward and the employee within five (5) working days after being presented the grievance. If a settlement is reached it will be reduced to writing on the grievance form and the matter shall then be considered closed. If the Supervisor fails to provide his/her written response within this time limit, the grievance shall be advanced to the next step. Any grievance settlements at Step Two of the grievance process, whether by concession, withdrawal, settlement agreement, or resolution actions occurring due to a failure of either party to abide by the time limits of this section, shall not constitute a precedent binding upon the Company or the Union, unless the parties agree, in writing that such settlement shall set a precedent binding on future grievances.

Step Three

If not satisfactorily settled as outlined in Step Two (2) above, the written grievance may then be presented to the designated Corporate Labor Relations Administrator no later than five (5) working days after receipt by the Union assigned Business Representative and/or Steward of the decision rendered in step two (2) hereof. The Corporate Labor Relations Administrator shall meet with the Business Representative, and Union Steward in an attempt to resolve the matter and render a written decision thereon within five (5) working days after said meeting/appeal. If a settlement is reached it will be reduced to written form on the grievance form and the matter shall then be considered closed. If the Corporate Labor Relations Administrator fails to provide a written decision within this time limit, the grievance remedy shall be advanced to the next step of this procedure. Any grievance settlements at Step Three of the grievance process, whether by concession, withdrawal, settlement agreement, or resolution actions occurring due to a failure of either party to abide by the time limits of this section, shall not constitute a precedent binding upon the Company or the Union, unless the parties agree, in writing that such settlement shall set a precedent binding on future grievances.

B. If the two parties' representatives are unable to reach a settlement, either party may request a list of qualified arbitrators from the United States Federal Mediation and Conciliation Service. The request shall be for a list of seven (7) arbitrators. The Union and the Company shall alternately strike one name from such list (the right to strike the first name having been determined by lot) until only one name remains and that person shall be the arbitrator.

C. It is understood that the time limits specified herein may be extended by mutual written agreement of the parties.

D. The Company and the Union may mutually agree to combine the grievance of an employee and other similarly affected employees in order to eliminate the need for multiple filings of grievances.

E. The Union shall have authority, with respect to any employee covered by this Agreement, to decline to process a grievance, complaint, or dispute if in the judgment of the Union such grievance or dispute lacks merit or justification under the terms and conditions of this Agreement, or has been adjusted or justified under the terms of the Agreement to the satisfaction of the Union.

F. It is mutually agreed that should an employee be unavailable to sign a grievance form and deliver it to the Company within the time limits specified in Steps One and Two of the grievance procedure, the Union may forward the grievance unsigned. Requests for additional time due to circumstances of the unavailability of the employee to sign will be made to the Project Manager and will be granted at the sole discretion of the Company. The Union must secure the employee signature prior to the grievance form proceeding through the next step of the grievance procedure.

Section 3 - Arbitration

A. All expenses incurred by the arbitrator including the fee and expenses which he authorized in connection with the arbitration, shall be shared equally by the parties. Costs incurred by the respective parties for their witness (es) shall be borne by the respective party.

B. This Agreement constitutes a contract between the parties which shall be interpreted and applied by the parties and by the arbitrator in the same manner as any other contract under the laws of the land. The arbitrator shall have the authority to interpret and apply the provisions of this agreement. The arbitrator shall not have the authority to amend or modify this Agreement or to establish new terms and conditions of this Agreement. The decision of the arbitrator shall be in writing and shall not be made until both parties have had reasonable opportunity to present their case, together with oral arguments. Said decision shall be given not later than thirty (30) days after the submission of the final briefs. Such briefs shall be submitted to the Arbitrator no later than fourteen (14) days from the date of the hearing. Such time limits may be extended by mutual agreement of the parties. It is understood and agreed that a decision of the arbitrator made in accordance with the requirements hereof shall be final and binding on both parties.

C. The parties will conduct arbitration within twenty-five (25) miles of Patuxent River Naval Air Station, Patuxent River, Maryland.

Article 31

Strikes and Lockouts

Section 1

There will be no strikes or lockouts of any kind during the term of this Agreement.

Article 32

Term

This Agreement shall be effective the 1st day of January 2019 and shall remain effective for a term of three (3) years, UNLESS neither party serves a written request for bargaining upon the other within sixty (60) to ninety (90) day time frame prior to expiration, in which case the Agreement shall extend for an additional year.

Article 33

New Technology

The Company and the Union agree that it is to their mutual benefit and sound economic and social goals to utilize the most efficient machines, processes, systems, methods, and/or materials. In this way, the Company will be able to compete effectively in the marketplace, and, thereby, provide economically secure jobs for its employees. It is the Company's policy when possible to assure that training is available for its employees so that they may have the opportunity to acquire the knowledge and skills required by the introduction of new technology.

In order that employees can better prepare themselves for the skill requirements of the future and in its fulfillment of its obligation to provide information to the Union, the Company will provide notification to the Union full-time Business Representative or his designee of Company initiated plans for the introduction of new technology which may affect the employees' employment security. This notification will inform the Union of anticipated schedules of introduction of such new technology, and will identify areas of skill impacts and any training programs associated with those impacts. The Union, and its representatives, will protect the confidentiality of Company sensitive and proprietary information disclosed in the notification. The Company will provide employees in the affected classification(s) in the bargaining unit the opportunity to volunteer for applicable training. The Company will select employees based on factors such as ability, skill, dependability, efficiency and qualifications to attend training and perform the work involved. If such factors are relatively equal, the most senior employee will be selected.

In lieu of layoff, an employee displaced by new technology initiated by the Company will be placed on an open job commensurate with his or her qualifications if any exist.

ARTICLE 34

JOB DESCRIPTIONS

Incorporation. The job descriptions for job classifications listed in Article 10 applicable and subject to this Agreement and in existence and in effect on the effective date of this Agreement are incorporated by reference herein and attached hereto as Appendix 1.

Requests for Copies. Upon written request by the Business Representative of the Union to the

Project Manager, the Company will provide the Union, within 15 days of receipt of the Union's written request, with a copy of the job description listed in Appendix 1 to this Agreement.

Revisions and Amendments. If the Company intends to implement revisions to any job description or to establish a new job description, the Company shall notify the Union of the need for any new or revised job description. The parties will promptly meet to discuss and review any new or revised job description and will attempt in good faith to reach agreement on the new or revised job description. If the parties are unable to reach agreement, the Company may put into effect and implement the new or revised job description; however, the Union may not grieve or arbitrate in accordance with Article 29 of this Agreement the implementation of the new or revised job description. The Union reserves the right, however, to grieve and arbitrate the contents of the new or revised job description.

Signatures

IN WITNESS WHEREOF, the parties hereto have caused this Collective Bargaining Agreement to be executed by their authorized representatives on **November 14 2024.**

FOR THE COMPANY

Raymond L. Rodon

Ray Rodon
President
NELOGIS

Michael P. Rodon
VP Mission Support
NELOGIS

Wanda Rodriguez

Wanda Rodriguez
Chief People Officer
NELOGIS

FOR THE UNION

Mark M. Duval
Business Representative
International Association of Machinist and Aerospace Worker AFL-CIO, District Lodge 4

Jeremy Leissner
President, IAMAW LL 4
International Association of Machinist and Aerospace Worker AFL-CIO, District Lodge 4

Negotiating Committee

Jamie Emery

Edward Lucas

IAM NATIONAL
PENSION FUND

IAM National Pension Fund
Standard Contract Language
CBA Insert For Employers On The Preferred Schedule

ARTICLE- Pension

AEC/Rehab Plan Adoption Date: June 1, 2019

A. Pursuant to the terms of the Trust Agreement, the Collective Bargaining Agreement and the IAM National Pension Fund Rehabilitation Plan, it is hereby established that the Employer shall make contributions to the IAM National Pension Fund ("Fund") for each hour/day* during which the employees in the job classifications specified herein are entitled to receive pay under this Agreement and according to the following Preferred Rehabilitation schedule: Agreement Term:

Under the **Preferred Schedule**, effective for contributions earned on or after September 1, 2019, unless adopted earlier, the employer contribution rate will increase by 2.5% annually during the rehabilitation period as outlined in the chart below.

Base Pension Rate	Type	AEC/Rehab%	AEC/Rehab$	Total$	AEC/NPF Effective Date
$ 2.00	For Each Hour	15.97%	$ 0.32	$ 2.32	January 1, 2025
$ 2.00	For Each Hour	18.87%	$ 0.38	$ 2.38	June 1, 2025
$ 2.00	For Each Hour	18.87%	$ 0.38	$ 2.38	January 1, 2026
$ 2.00	For Each Hour	21.84%	$ 0.44	$ 2.44	June 1, 2026
$ 2.00	For Each Hour	21.84%	$ 0.44	$ 2.44	January 1, 2027
$ 2.00	For Each Hour	24.89%	$ 0.50	$ 2.50	June 1, 2027
	For Each Hour				
	For Each Hour				

*****Please ensure that all dates are in MM/DD/YYYY format. You should have a line item for each AEC anniversary date regardless of an NPF rate increase.**
***All groups shall negotiate either an HOURLY or DAILY contribution rate as follows:**

Hourly or daily rate – standard work week is at least 40 hours based on 5 work days.
Daily rate – standard work week is 5 days but less than 40 hours.

IAM NATIONAL PENSION FUND
STANDARD CONTRACT LANGUAGE
CBA INSERT

ARTICLE____ - PENSIONS

A. The Employer shall contribute to the IAM National Pension Fund (the "Fund") for each hour/day* for which employees in the job classifications listed below are covered by this Agreement are entitled to receive pay under this Agreement as follows:

$ 2.00	For Each Hour	☒	For Each Day ☐	effective 1/1/2025
$ 2.00	For Each Hour	☒	For Each Day ☐	effective 1/1/2026
$ 2.00	For Each Hour	☒	For Each Day ☐	effective 1/1/2027
$ ____	For Each Hour	☐	For Each Day ☐	effective ____
$ ____	For Each Hour	☐	For Each Day ☐	effective ____
$ ____	For Each Hour	☐	For Each Day ☐	effective ____

*All groups shall negotiate either an <u>HOURLY</u> or <u>DAILY</u> contribution rate as follows:
Hourly <u>or</u> daily rate – standard work week is at least 40 hours based on 5 work days.
Hourly rate – standard work week is at least 40 hours but less than 5 days.
Daily rate – standard work week is 5 days but less than 40 hours.

<u>If the employee is paid only for a portion of an hour/day, contributions will be made by the Employer for the full hour/day.</u>

The contribution rates above apply to the following job classifications:

☒ All job classifications covered by this Agreement

☐ Only the following job classifications**: ____________________

**Note: Any excluded job classifications above must be covered under a separate Standard Contract Language specifying their applicable contribution rate.

The parties have negotiated to limit contributions to a maximum contribution for each employee as follows (please mark <u>only</u> one):

☒ 40 hours per week

☐ 2080 hours per year (with no weekly maximum)

☐ No weekly or annual maximum

B. The Employer shall continue contributions for all contractually obligated time paid.

C. If the parties agree to any exceptions to Section B, they must be listed below:

[x] None

1. ______________________________

2. ______________________________

3. ______________________________

4. ______________________________

D. The parties may negotiate that contributions **will continue** based on a forty (40) hour work week when an employee is on unpaid leave for union business: Yes ☐ No ■

If yes, indicate how long: ______________________________

E. Contributions for a new, temporary, probationary, part-time, and full-time employee are payable from the first day of employment. The parties may negotiate that contributions will begin at the completion of the employee's probationary period, but no later than sixty (60) calendar days after date of hire. If contributions are to begin later than 60 calendar days after date of hire, the exclusion may require approval by the Trustees.

1) Will contributions begin from date of hire? Yes ■ No ☐
2) If no, will contributions begin at the completion of the probationary period but not later than 60 calendar days after date of hire? ☐ Yes ■ No
3) If no, indicate length of time contributions will be excluded (specify calendar or working days) No Probationary Period
4) Indicate the length of the probationary period None
5) Does the company hire temporary employees? Yes ☐ No ■
6) Will contributions for temporary employees begin from date of hire? Yes ☐ No ■
7) If no, will contributions for temporary employees begin at 90 calendar days? Yes ☐ No ■
8) In no, indicate the length of time contributions will be excluded for temporary employees (specify calendar or working days) No Temps.

F. The Employer adopts and agrees to be bound by, and hereby assents to, the IAM National Pension Fund Amended and Restated Trust Agreement, including all amendments thereto, whether adopted before or after the date of this Agreement ("Trust Agreement"), which is incorporated into this Agreement and made a part hereof, and the Plan rules adopted by the Trustees of the Fund (the "Trustees") in establishing and administering the foregoing Plan pursuant to the Trust Agreement, as currently in effect and as the Trust and Plan may be amended from time to time.

G. This Agreement shall remain in effect until the Employer is no longer required to make contributions to the Plan. Subsequent rate increases may be implemented through a separate Letter of Agreement or renewal Collective Bargaining Agreement between the bargaining parties.

H. The parties may increase the Contribution Rate and/or add job classifications or categories of hours for which contributions are payable. The parties acknowledge that the Trustees may terminate the participation of the employees and the Employer in the Plan for reasons including, but not limited to, if the successor collective bargaining agreement fails to renew the provisions of this pension Article or reduces the Contribution Rate.

I. This Article contains the entire agreement between the parties regarding pensions and retirement under this Plan and any contrary provisions in this Agreement shall be void. No oral or written modification of this Agreement shall be binding upon the Fund unless agreed to in writing by an authorized representative of the Fund. No grievance procedure, settlement or arbitration decision with respect to the employer's obligation to contribute shall be binding upon the Fund, unless the Fund has agreed to be a party to such proceeding.

-- END OF STANDARD CONTRACT LANGUAGE –

[The remainder of this page is intentionally left blank.]

FOR THE UNION:

Patuxent River Local 4
Name and Number of Lodge

Mark M Duval
Union Signature

Mark M. Duval
Printed Name of Union Representative

ADBR
Title

Date: 11/14/2024

Email Address: mduval@district4.net

FOR THE COMPANY:

Nelogis
Name of Company

Raymond L. Rodon
Employer Signature

Raymond L. Roden
Printed Name of Employer Representative

President
Title

Date: 19 Nov 24

Email Address: ray.roden@nelogis.com

EMPLOYER'S IRS IDENTIFICATION NUMBER: 4 6 - 4 3 7 6 0 7 2

Company mailing address: 18 Ross Rd, Durham, NH 03824

For Plants or terminals located at:

(Street)	(City)	(State)	(Zip)
(Street)	(City)	(State)	(Zip)
(Street)	(City)	(State)	(Zip)

RECEIVED AND ACKNOWLEDGED BY:

Authorized Officer Signature

Date:

Authorized Officer: Yolanda D. Montgomery, Executive Director