COLLECTIVE BARGAINING AGREEMENT

BETWEEN

TYONEK SERVICES GROUP, INC.

and

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

at

Patuxent River Naval Air Station
Patuxent River, Maryland

EFFECTIVE

September 1, 2025, through August 31, 2028

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PURPOSE OF AGREEMENT

This Agreement, entered into by and between Tyonek Services Group, Inc. (hereinafter called "the Company), and the International Association of Machinists and Aerospace Workers, AFL-CIO, District Lodge No. 4, Local Lodge No. 4 (hereinafter called "The Union"), evidences the desire of the parties here to promote and maintain harmonious relations between the Company and its employees, as they are defined in Article 1, Section 2, of this Agreement, and the Union as their Representatives.

The purpose of this Agreement is to provide for wages, benefits, terms, and conditions of employment for 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 employees and between employees and the Company, and the Union and the Company; that operations must be uninterrupted and 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.

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. The parties recognize the skills, and the abilities of the bargaining unit are unique and distinct in the interest of National Security and are highly skilled and dedicated professionals in supporting the United States Navy.

NOW, THEREFORE, the parties agree as follows:

ARTICLE I

GENERAL CONDITIONS OF CONTRACT

Section 1- General Provisions

(A) In reaching this Agreement, the parties hereto have fully exercised and complied with 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.

(B) The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to all proper subjects of collective bargaining and that all such subjects have been discussed and negotiated upon and the agreements contained in this Agreement were arrived at after the free exercise of such rights and opportunities. Therefore, the Employer and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waive the right, and each agrees the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

The parties understand and agree that this Agreement covers all bargained for conditions of employment, and that the Employer has the right, at its discretion, to change, modify or amend conditions of employment not so covered as its business judgment dictates.

(C) 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

(D) This Agreement can be changed or modified by mutual agreement only by a document in writing signed on behalf of both parties hereto by their duly authorized representatives,

(E) 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.

(F) 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 2 - Recognition and Exclusive Representation

(A) Definition of Bargaining Unit and Employees Covered by this Agreement - The Company recognizes the Union as the sole exclusive representative and bargaining agent with respect to rates of pay, wages, hours and other conditions of employment for the bargaining unit comprised of all full-time and regular part-time employees as defined in **N68520-22-C-0010** and Appendix A of this Agreement employed by Tyonek Services Group, Inc. located at Patuxent River Naval

Air Station, Patuxent River, Maryland. The word "employee" and "employees", as used in this Agreement, means all employees of the Company employed at the sites in job classifications listed in Appendix A of this Agreement and those provided for in Article IX of this Agreement.

(B) Excluded are all branch managers, assistant branch managers, group supervisors, assistant group supervisors Site Manager**,** assistant site supervisors, production supervisors, shop supervisors, crew leaders/work center supervisors, quality control supervisors, office clerical employees, flight engineers' professional employees, managerial employees, guards, and supervisors as defined by the Act.

(C) Non -Bargaining Unit Personnel - It is understood and agreed that there are times when non-bargaining unit employees may be required to perform work customarily performed by bargaining unit employees. It is also understood that Supervisors and others will be required to work with tools only to meet requirements under the conditions listed below. Therefore, the Company shall have the right to utilize non-bargaining unit employees only under the following conditions:

(1) For instruction and training purposes.

(2) For tests, evaluation, and/or experimentation purposes.

(3) In emergencies as defined by the Company at its sole discretion provided such actions do not result in a layoff or reduction in force.

(4) As required to assist in working a malfunction/discrepancy on a scheduled aircraft that must be corrected expeditiously to successfully launch the aircraft, when bargaining unit employees with the necessary skills are not immediately available.

(5) In limited circumstances where the satisfaction of the Company's obligations and responsibilities as a contractor may be jeopardized, when bargaining unit employees with the necessary skills are not immediately available.

(6) When an employee fails to report to work and other qualified employees are not available.

(7) For Customer Flying Crew personnel initial or proficiency training requirements.

(8) When there is a temporary need for Third party technicians by the Company that will not result in a layoff or reduction in force.

Section 3 - Period of Agreement and Ratification

(A) This agreement shall be effective September 1, 202**5**, and shall remain in full force and effect up to and including August 31, 202**8**, and thereafter from year to year unless written notice to modify, amend, or terminate the Agreement is served by either party upon the other at least sixty (60) days prior to the expiration date of this Agreement.

** Where not otherwise specified, any reference to "days" in this Agreement shall mean calendar days.*

(B) Any notice given under this section shall be deemed to be served by the Union when mailed postage prepaid, registered mail, return receipt requested, or delivered in hand, to the Company’s Site Manager for service upon the Company, and such notice shall be deemed to be served by the Company when similarly mailed, or delivered in hand, to the assigned Business Representative, District Lodge No. 4, Local Lodge No. 4, for service upon the Union. The date of mailing shown on the registered mail return receipt or the date of written receipt of personal service shall be the controlling date for purposes of Section 3 (A) of this Agreement.

Section 4 – Separability

(A) Should any part hereof or any provisions 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.

(B) The Company and the Union shall, within thirty (30) days, negotiate the provision of the Agreement affected by such legislation or court decree. Any modification or changes to this agreement brought about by the above negotiations shall be in writing and signed by the parties hereto.

(C) In the event the Employer decides to sell, transfer, or assign the business, this Agreement will be subject to existing Federal Labor Law.

Section 5 - Security Regulations

(A) The parties to this agreement hereby recognize the Company's obligations in its contracts with the Government pertaining to security, security clearances, and access to Government - managed property and agree 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 on Government - managed property, advises the Company that any employee in the Union bargaining unit is restricted from access to Government - managed property, or restricted from work on or access to classified information and material, 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) In the event that such Government Agency following the taking of such action within one year advises the Company that such an employee is no longer restricted from access to Government - managed property or restricted from work on or access to classified information and material, the Company shall promptly reinstate the employee with seniority, to the same job classification held at the time such action was taken, subject to the applicable seniority provisions of the Agreement, if he/she promptly applies for such reinstatement within fifteen (15) days.

(D) It is understood by and between the parties that, as a necessary condition of employment as defined in the Company's offer letter of employment, employees shall be subject to investigation for security clearances, special access requests, national agency check and/or unescorted entry authorization under regulations prescribed by the Department of Defense, or other agencies of the United States government on government work. Failure to apply, maintain, or gain a security clearance and/or the denial of required clearances and unescorted entry authorization by such governmental agency will be cause for release from the Company, due to inability to meet job requirements.

In the instance of a denial or a loss of a required clearance known as an "interim denial" an employee will be placed on 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 denial of clearance and/or unescorted entry authorization by the United States Government and/or non-receipt of a required clearance.

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.

Section 6 – Nondiscrimination

It is the intent of the Company and the Union to provide employees with a working environment that is free from all forms of discrimination and harassment which is, or which may become unlawful during the period of this Agreement. To this end, the parties agree to comply with all applicable laws, statutes and regulations concerning nondiscrimination in employment.

Section 7 - Union shop and check off

(A) All of the Company's present employees within the bargaining unit shall become members of the Union as a condition of employment within thirty (30) days of the execution of this Agreement. All newly hired employees in the bargaining unit shall become members of the Union within 90 days after their date of hiring and shall remain members of the Union as a condition of employment, within the requirements of the National Labor Relations Act. To be a member of the Union a member must pay all initiation fees, Union dues and assessments uniformly required of all members. Union membership is required only to the extent that employees must pay either (i) the Union's initiation fees and periodic dues or (ii) service fees which in the case of a regular service fee payer shall be equal to the Union's initiation fees and periodic dues or, in the case of an objecting service fee payer, shall be the proportion of the initiation fees and dues corresponding to the proportion of the Union's total expenditures that support representational activities.

(B) In the event that paragraph (A) becomes illegal, by reason of Maryland law prohibiting the Union shop, then the parties will substitute an agency shop provision for the Union shop provision if such substitution can lawfully be made. Such agency shop provision, if legal, would require all employees in the bargaining unit to pay the Union an amount equal to Union dues, initiation fees, and assessments.

(C) The Company will within 10 days after written notice from the Union discharge any employee who is not a member of the Union.

(D) The Company agrees to deduct from an employee's payroll check Union dues, initiation fees, assessments, or agency fees for all employees covered by this Agreement, provided that the Union or the employee delivers to the Company a written authorization to make such deductions, signed by the employee, irrevocable for one year or the expiration date of this Agreement, whichever shall occur sooner. The Company shall make deductions for each member or agency fee payer from the first pay of such member or agency fee payer each month.

(E) Such payroll deductions referred to in paragraph (D) of this Article shall be mailed to the Secretary Treasurer of the Union the week after the week in which the payroll deductions are made. The Company shall provide to the Secretary Treasurer of the Union with a listing, monthly, of all newly hired or laid-off employees.

(F) Should an employee be promoted or transferred to a managerial/salaried classification not covered by this Agreement, the Company shall cease deducting applicable service fees or dues from such employee. When ceasing to deduct applicable service fees or dues for reasons cited in this section, the Company shall submit the names of such employees, and the reasons for no deduction to the Financial Secretary of District Lodge No 4 and Local Lodge No. 4 constitutes a breach of this Agreement on the part of the Union for purposes of this paragraph.

Section 8 – No Strike – No Lock Out

(A) The Union, (its officers, agents, and members) agrees that for the duration of this Agreement it shall not cause, engage, or condone any strike (including sympathy strike) slowdown or stoppage of work or any acts of any nature which would interfere with the Company's ability to provide uninterrupted service to the United States Government. If the Company believes a violation of this Section has occurred, the Company shall notify the Union of the alleged violation. The Company agrees that it will not cause or engage in any lockout for the duration of this Agreement.

(B) In the event of a violation of this section, the Union, (its officers, agents, and members) collectively agree that it will use its best efforts to end such prohibited conduct.

(C) In the event of a breach by the Union of the provisions of this section of the Agreement, the Company may abrogate this entire Agreement. Any action by a Union Steward which is not authorized, concurred in, or supported by the Union, will not constitute a breach of this Agreement on the part of the Union for purposes of this paragraph.

ARTICLE II

MANAGEMENT RIGHTS

Except as expressly modified by a specific provision of this Agreement, the Company shall retain the exclusive authority, rights, and powers to manage its business and direct the workforce. Such authority, rights and powers include, but are not limited to, the right to hire, assign, transfer, promote, reclassify, layoff, discipline for just cause (including suspension and discharge); determine work schedules, starting times and quitting times, the number of hours and shifts to be worked; the qualifications of employees; to establish and modify rules and regulations not in conflict with the terms of this Agreement; to close down, curtail or move the business or any part of the business, to introduce new or changed methods; to determine the means of service or production; and to otherwise manage the operations and direct the workforce. These rights are not intended to be all inclusive, but enumerate by way of illustration, types of rights which belong to the Company.

ARTICLE III

UNION - COMPANY RELATIONS

Section 1- Union Stewards

(A) Upon execution of this Agreement, the Union shall promptly furnish the Site Manager in writing, the names of the Union Stewards. Thereafter, the Union shall promptly advise the Site Supervisor, 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.

(B) It is agreed that a Steward may receive, but not solicit, grievances from employees. For purpose of this agreement, the term "solicit" means the steward will receive grievances from employees and not petition for grievances. However, this does not limit the Steward from notifying the employee(s) that he/she has been grieved due to a breach or violation of this agreement. The Union recognizes and agrees that a Steward will carry out their duties with a minimum of interference with the orderly progress of Company work.

(C) The total number of Stewards recognized by the Company on the effective date of this Agreement will be **Two** (**2**). In addition to those Stewards designated above; a Chief Steward shall be designated and assigned to the entire contract work area.

(D) It is agreed that since the Stewards have a regular work assignment to be performed, that contacts involving union business with other employees or Stewards, or the Business Representative of the Union will be no more frequent and no longer than the matter for discussion reasonably requires. Where necessary, the Steward's work schedule or assignment will be adjusted where practical, to allow for time to conduct Company-Union business as specified below:

(1) To consult with an employee regarding the presentation of a request or clarification concerning this Agreement, complaint, or grievance which the employee desires the Steward to be present.

(2) To investigate a complaint or grievance of record before presentation to the appropriate Company Representative.

(3) To present a request concerning this Agreement, complaint, or grievance to an employee's Supervisor to settle the matter for the employee or group of employees who may be similarly affected.

(4) For discussions with Stewards or the authorized Business Representative of the Union on employee complaints or grievances or on matters arising out of the application of this Agreement.

(E) The number and locations of Stewards may be adjusted within reason by Company-Union to compensate for facility and population changes.

(F) The Steward shall secure permission of their Company Representative or assigned alternate before leaving their workstation, reporting back to their Company Representative, or assigned alternate upon return to their workstation. Permission shall be granted unless operation activities are affected. The Company shall not unreasonably deny or delay access to the Steward. Upon entering the work area of another Manager's responsibility, the Steward shall contact the Manager or assigned alternate before attempting to contact any employee.

(G) 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 Article for up to four (4) hours per week. The Chief Steward may use up to eight (8) hours per week of such company paid time. It is agreed that time away from normal work activities shall be reviewed and monitored and shall be addressed by the parties during the period of this Agreement when such an issue is raised by either party. This hour limit shall not include time spent:

(1) To meet by appointment with the Site Manager or other designated representative of the Company, when necessary to adjust grievances in accordance with the grievance procedure of this Agreement.

(2) To attend grievance hearings as defined by the Agreement

(3) To meet each new employee covered by this Agreement who shall be introduced to the applicable Union Steward by the Company Representative within three (3) workdays after hire.

(4) To report safety hazards or make safety recommendations to the management of their area.

(5) To attend jointly scheduled meetings such as monthly communications meetings, and arbitrations – Each party shall be responsible to compensate their respective representatives and any persons they select to attend such meetings.

(6) To attend meetings scheduled by the Company – The Company shall compensate all Union Stewards invited to the meeting. Such meetings may involve periodic or special communications meetings called by management for the purpose of communications of Company events, policies, or plans, including training.

(7) To attend meetings scheduled by the Company at the request of an employee to conduct an investigative interview that may lead to disciplinary action or to issue disciplinary action.

(H) 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, for purposes of applying Article V, Section 2, of this Agreement.

(I) It is agreed between the parties that should a Steward lose or resign their Stewardship while maintaining super-seniority, he/she will remain in place (classification and labor grade while Steward) until another Steward replaces and assumes the duties as a Steward.

(J) On the date the new Steward assumes office replacing the Steward who was maintaining super-seniority; the former Steward's status will be determined by their actual seniority. That is, if there is a more senior employee on recall to the job classification and specialty occupied by the former Steward, the more senior employee will be recalled and the former Steward will be subject to the layoff and displacement provisions of Article V, Section 2 of this Agreement.

(K) A steward that is designated as a representative of a shift shall keep the normal working hours of that shift for the duration of his term or until a new steward assumes office.

(L) The Supervisor shall operating requirements permitting approve an employee to confer with his or her designated Steward to express a question or concern about the application of this Agreement during straight time hours without loss of pay.

(M) The Supervisor shall operating requirements permitting approve an employee to attend a Step One or Step Two grievance hearing for a grievance that he or she signed. No more than three employees (including Stewards) from the then working shift may attend a Step One or Step Two grievance hearing, without prior approval of the Site Manager or delegated authority on straight time hours without loss of pay.

Section 2 - Business Representatives and Union Officials

(A) Full time representatives of the Union shall have access to the Company's operations for the purpose of contacting Stewards regarding employee complaints or grievances or matters arising out of the application of this Agreement. 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 Site Manager to agree on the date and time they will be on the facility and the department(s) they **wish** to contact.

(B) If it is necessary for a full time Union Representative to meet with any single employee and one steward 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. The contacts on Company time, which are provided for in this Section, will be no more frequent and no longer than the matter for discussion reasonably requires. No discussions will be held with supervision of any section unless the Site Manager has been notified and given an opportunity to be present. The Site Manager shall meet upon request with a full time Union Business Representative to discuss the Representatives request to simultaneously meet with more than one employee and a steward.

Section 3 - Bulletin Boards and Posting Notices

(A) It is agreed that the Union will be permitted to post on bulletin boards at locations approved by the customer:

(1) Notices of Union recreational affairs.

(2) Notices of Union elections and election results.

(3) Notices of Union appointments.

(4) Notices of Union meetings.

(5) Such other notices as may be mutually agreed upon by the Union and Company.

(B) The Company will provide a locked three (3) foot by Four (4) foot bulletin board clearly identified as "Union Business" where only Union notices will be displayed. The Union bulletin board in building 301 will be secured and always locked and the keys to the bulletin board will be kept in the possession of the applicable Steward for the hangers in which the bulletin board are maintained.

The bulletin boards will be prominently displayed in the main work areas of each hanger with the purpose of being easily accessible by all employees of the hangers in which the bulletin boards are maintained.

The bulletin boards will be distributed as follows:

(1) One (1) locked Bulletin Board in hangar 301 at FRC-MA-PAX in the main work area of the building in a prominent, central location.

(2) One open access Bulletin Board in each building attached to FRC-MA-PAX in a prominent, central location for union information in every building or structure.

Section 4 - Information Provided to and or by the Union

The Company shall furnish the Union with information required by law within ten (10) calendar days. Requests by Union to the Company will be made to Site Manager or Director of Operations. The Union shall furnish the Company with information required by law within ten (10) calendar days. These time limits may be extended by mutual agreement of the parties.

Section 5 - Official Union Business

It is agreed that the Company shall not be required to pay an employee for any time that he/she is taken away from their work to serve the Union in any official capacity or to serve on any Union Committee, except as provided in the Agreement. If such unpaid union activity interferes with the working hours of employees, the Company will allow authorized absence without pay for the hours absent for up to two (2) Union officials, to attend one (1) scheduled Union meeting each month, on a date and during the hours certified by the Business Representative of the Union.

ARTICLE IV

GRIEVANCE PROCEDURE AND ARBITRATION

Section 1 - Definition of Grievance

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.

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

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 to discuss and resolve the issue. Both parties will make every effort to resolve the issue within two (2) regularly scheduled workdays 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 Site Manager and present a written grievance, with their Union Steward or Chief Steward. The Union Steward or Chief 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 of occurrence, the applicable Article 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 or Chief 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/ Chief 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 Site Manager shall render their written decision to the Union Steward or Chief 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 Site Manager fails to provide their 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 Director of Operations or his designated representative no later than five (5) working days after receipt by the Union assigned Business Representative and/or Chief Steward of the decision rendered in step two (2) hereof. The Director of Operations and/or designated company representative shall meet with the Business Representative, Chief Steward, and Union Steward 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 Director of Operations 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.

(A) 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.

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

(C) The Company and the Union may mutually agree to combine the grievance of an employee and other similarly affected employees to eliminate the need for multiple filings of grievances. If no agreement on this issue is reached, either party may request an Arbitrator to combine the grievances and the Arbitrator's decision is final.

(D) The Company and the Union may mutually agree in writing to waive any prior step of the grievance procedure and proceed directly to Step Three of the grievance procedure as it is described in Section 2 of this Article.

(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 Director of Operations 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) The parties' representatives shall make the necessary arrangements to arbitrate the grievance. If the parties' representatives are unable to agree upon the issue, the arbitrator shall determine the issue.

(B) The arbitrator shall have the authority to determine the rules of evidence and procedure and to adjourn or continue the hearing from time to time. 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.

(C) 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 function and purpose of the arbitrator is to determine disputed interpretation of terms found in the Agreement, or to determine disputed facts upon which the application of the Agreement depends. 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.

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

ARTICLE V

SENIORITY

Section 1 - Basis of Seniority and Establishment of Seniority Rights

(A) All employees shall be considered probationary employees for the first ninety (90) 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 their probationary period, the employee will become a regular employee whose seniority will be retroactive to their 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.

(B) For purposes of this Agreement, there shall be two types of seniority and they are defined as follows:

> **Company Seniority** – For employees covered by the collective bargaining agreement as of the effective date of the Agreement, or employees re-hired within thirty (30) days or less of a break in service, Company Seniority represents all accumulated time for which the employee has served as an employee of the Company in the performance of similar work at any Company site.
>
> For employees hired after the effective date of this Agreement, Company Seniority begins upon the most recent hire date.
>
> **Bargaining Unit Seniority** – For employees covered by this collective bargaining agreement as of the effective date of the Agreement, Bargaining Unit Seniority is the same as Company Seniority cited above.
>
> For employees hired or transferred after the effective date of this Agreement, Bargaining Unit Seniority begins upon the hire or transfer date at a site covered by this Agreement.
>
> For all purposes of this agreement that pertain to seniority will be known as bargaining unit seniority unless otherwise stated within Articles or Sections of this Agreement.
>
> When two (2) or more employees have the same Bargaining Unit seniority date, the employee with the most Company Seniority will be deemed senior. In the event that Company Seniority dates are the same, the employee with the lowest last four digits of the social security number will be deemed to be the most senior.

(C) An employee who re-enters the bargaining unit within six (6) months from a position taken outside the bargaining unit may return to the last classification held, provided a vacancy is open for that classification and he/she meets the definition of fully qualified as defined in Article V, Section 2 of this Agreement and has sufficient bargaining unit seniority to return. For purposes of this paragraph, bargaining unit seniority does not accumulate while outside the bargaining unit.

(D) Seniority for vacation eligibility and benefit determination purposes will not be affected by Article V, Section 1(C), above. The employee's bargaining unit seniority would be frozen until such time as the employee returned to the bargaining unit within the six (6) month period contained in Article V, Section 1(C) above and would accumulate going forward from the date of return. **An employee who enters the bargaining unit with the Company from another Company represented by the IAM Union District 4 Local 4 will maintain his/her Union Seniority and Seniority with his/her previous Company for the purpose of vacation after they complete their 90-day probationary period with Tyonek.**

(E) An employee who transfers, is reassigned, is promoted, demoted, or has been reclassified within the Bargaining Unit will retain all Seniority.

(F) Service awards shall be given to all employees based on years of service. Service awards shall be given to employees who complete five (5), ten (10), fifteen (15), twenty (20), twenty-five (25) and thirty (30) years. The company shall give employees a choice of awards at each defined interval as available. A final service award shall be presented to each employee who retires from the company after twenty (20) or more years of service.

(G) Members of the Executive Board of IAMAW Local Lodge 4 shall be the most senior members of the bargaining unit and will maintain super-seniority for the length of time served on the Executive Board. Shop Stewards shall also be senior members of the bargaining unit as defined in Article III, Section 1, paragraph (H). The Union shall furnish the names of the Executive Board and all stewards to the Company and shall notify the Company of any changes to the Executive Board or the stewards.

Section 2 – Promotions, Layoffs and Recall

In the event of a layoff, probationary employees shall be laid off first and then part-time employees shall be laid off next. In assigning employees to higher-paying jobs, or in the case of layoff due to lack of work, or recall from layoff, the Company shall select those employees who are best qualified to be so promoted, retained, or recalled regardless of classification. In making such selection, consideration shall be given to such qualification factors as ability, performance, and skill. If ability, performance, and skills are equal, Bargaining Unit seniority shall prevail in layoff, promotion, and recall. The applicable Steward shall be informed of decisions under this Article V, Section 2 before such decisions are announced.

Section 3 - Loss of Seniority

Employees shall lose all seniority rights and employment shall cease for any of the following reasons.

a. Resignation

b. Discharge for just cause.

c. Failure to report to work within fourteen (14) days after recall from layoff.

d. Absence due to layoff for twenty-four (24) months.

e. Failure to report to work upon expiration of an approved leave of absence. Exceptions shall be limited to extreme circumstances beyond the employee's control.

f. If the employee gives a false reason for a Leave of Absence or engages in gainful employment with another employer during such leave.

g. If any monetary settlement is made with an employee covering total disability.

h. If an employee falsifies information on their application for employment. The falsity may become known at any time after the employee's date of hire.

i. When an employee is absent from work for a period of three (3) consecutive days without prior notification of sufficient reasons to warrant the absence.

j. Failure for any reason, to secure/maintain a government clearance except as provided for in this Agreement.

k. Refusal to take a drug test directed by the Company, as required by Company Policy.

Section 4 Assignment of Premiums

The Company shall select those employees who are best qualified to receive premiums. In making such selection, consideration will be given to such qualification factors as ability, performance, and skill. If ability, performance, and skills are equal, seniority shall prevail in assignment of premiums. The applicable, Steward shall be informed of decisions under this Article V, Section 4 before such decisions are announced.

Section 5 Shift Preference

Shift changes shall occur on a quarterly basis (every three months). One month in advance of each shift change, a shift preference list shall be posted for employees to express their shift preference. If ability, performance, and skills are equal, seniority shall prevail in assignment of shifts provided there is an adequate distribution of ability, performance and skills distributed across the shifts as defined by management. The applicable steward shall be informed of decisions under this Article V, Section 5 before such decisions are announced. Individual changes in cases of hardship shall be handled on case-by-case basis at the sole discretion of the Site Manager.

ARTICLE VI

EMPLOYMENT CONDITIONS

Section 1 - Working Conditions

(A) General

The Company agrees to maintain working 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) Safety Rules and Regulations

Employees shall be required to comply with all safety rules and regulations established by the Company and government agencies, and to wear such protective clothing or use such safety equipment as may be required.

(C) Clothing and Safety Equipment

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

(D) Acts of Sabotage

Employees, the Company, and the Union will use their best efforts to prevent any acts of sabotage or willful damage to Customer property, Company property and employee property or materials. To that end, all employees, Company personnel and Union Representatives will immediately report to their supervisor any acts of sabotage or willful damage to property or materials, or any threat to sabotage or willfully damaging such property.

(E) Medical Examinations

Should the Company have reason to believe an employee is unable to satisfactorily perform the duties of their job classification, such employee may be required to take such medical examination as may be directed by the Company. The Company shall pay for such examination. No employee shall be disciplined or discharged because of such an examination. The Company will select the physician that will conduct the medical examination. In the event the Company requires a medical examination for the purposes of job requirement for non-probationary employees the cost of the examination shall be borne by the Employer.

(F) On-the-Job Injury

An employee injured on the job, who is taken off the job for treatment will receive pay for the remainder of his scheduled workday if the employee's injury is serious enough to preclude his return to work. Where necessary, the Company will furnish transportation to and from the medical facility (Hospital) immediately, except in a case of an emergency transportation is required for an injured employee to receive medical treatment.

(G) Training

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

(H) Employee Assistance

The Company agrees to provide an Employee Assistance Program (EAP) related to substance abuse. The program will be established at work sites based on duration of the contract, number of employees assigned to the site, the availability of local resources, and in accordance with the following guidelines:

1. The Company will provide an (800) number which will be posted at each company worksite.
2. The EAP will provide contacts with local substance abuse counseling agencies and related organizations. The purpose of these contacts will be to obtain assistance in establishing local sources for counseling, education, training, and rehabilitation programs.
3. Employees seeking assistance will be assured that the strictest possible confidentiality will be always maintained regarding their activities.
4. Employees who voluntarily admit to a drug/alcohol abuse problem will be granted an initial leave without pay to participate in an in-patient rehabilitation program and shall be entitled to Short Term Disability Benefits if eligible, as determined by the short-term disability provider during the leave period. A "Request for Leave of Absence" form will be obtained through Management channels. Additional leaves of absence may be granted.

Section 2 - 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 VII

EMPLOYEE PRIVLEGES

Section 1-Vacations

(A) Definitions

(1) The term "seniority" as used in this Section, shall be the Company Seniority to which an employee is entitled under the provisions of Article V, Section 1 (B) of this Agreement.

(2) 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.

(3) Earned vacation credits as used in this Article shall accrue weekly and vest on a bi-weekly basis.

(B) Vacations

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. Creditable workweek is defined as a week in which the employee earns pay from the Company.

An Employee 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. If 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.

Vacation Benefits (bi-weekly accrual) for bargaining unit employees on the Active Payroll of the Company are as follows:

Length of service	*Accrual Rate*	*Annual Hrs.*
(A) Less than **3** years	3.70 hrs.	96 hrs.
(B) **3 – 9** years	5.24 hrs.	136 hrs.
(C) 1**0** - 20	6.76 hrs.	176 hrs.
(D) 20 +	7.70 hrs.	200 hrs.

(1) An employee with less than **three** (**3**) years of Company seniority on their vacation eligibility date and who is on the active payroll on his or her vacation eligibility date shall accrue vacation with pay at a rate of 1.85 hours per creditable work week (3.70 hours bi-weekly): twelve (12 days per year when working fifty-two (52) creditable work weeks.
(2) An employee with **three** (**3**) to **nine** (**9**) years of Company seniority but less than **ten** (1**0**) years seniority on his or her vacation eligibility date, and who is on the active payroll on his or her vacation eligibility date, shall accrue vacation with pay at a rate of 2.62 hours per creditable work week (5.24 hours bi-weekly): seventeen (17) days per year when working fifty-two (52) creditable work weeks.

(3) An employee with **ten** (1**0**) to twenty (20) years of Company seniority on his or her vacation eligibility date, and who is on the active payroll on his vacation eligibility date, shall accrue vacation with pay at a rate of 3.38 hours per creditable work week (6.76 hours bi-weekly): Twenty-two (22) days per year when working fifty-two (52) creditable work weeks.

(4) An employee with twenty (20) plus years of Company seniority on his or her vacation eligibility date, who is on active payroll on his vacation eligibility date, shall accrue vacation with pay at a rate of 3.75 hours per creditable work week (7.7 hours bi-weekly): Twenty-five (25) days per year when working fifty-two (52) creditable work weeks.

(C) Vacation Benefits for an Employee who terminates or is Terminated, Laid Off, or who entered the Armed Forces.

(1) An employee who has vested and accrued vacation with pay which has not been used at the time he terminates, is terminated, enters the Armed Forces, is laid off, or who dies shall receive such pay for such unused vested and accrued vacation.

(2) Unused vested and accrued vacation benefits will be paid only under one of the following conditions or as required by any applicable legislation either Federal or State in the jurisdiction.

a. The termination is caused by employee’s death or retirement

b. The employee enlists or is drafted into the Armed Forces of the United States

c. As defined by other applicable Federal, State, or local law or statute.

(D) Scheduling of Vacation

(1) Consideration will be given to the employee's personal plans and preference for a suitable time which is acceptable, except that no more than one preferred vacation period or date per employee may be scheduled in any one calendar year. The Company shall endeavor to honor vacation requests as scheduled. If a conflict exists, the appropriate Supervisor shall use his best efforts to solve them, however mission requirements must be met.

(2) Earned vacation may be taken in consecutive weeks, in one (1) week, or in one (1) day increments with seventy-two (72) hours of advanced notice. A minimum of two (2) hours vacation must be used for leave scheduled less than 24 hours in advance of the leave of absence. Once an employee has submitted a vacation request, the supervisor shall notify the employee in writing within twenty-four (24) hours after submission of vacation request of the approval/disapproval of vacation. In the event of a compelling personal need while employee is present at work, employees may take vacation in any increment with supervisor approval. Employees may take all earned vacation in full day /or partial day increments by calling in prior to start of the scheduled shift however, more than **f**our (4) unscheduled call outs in six (6) months could result in administrative action.

(E) Sick Leave/Personal Time-Off (PTO)

(a) The company will provide 56 hours of PTO in accordance with the EO 13706. (Sick Leave/PTO).
(b) The 56 hours of PTO will pop annually on January 1. Employees who start work after the 1st of the year will receive a prorated amount of leave based on their start date.
(c) Any unused balance at the end of the year will rollover to the following year with a maximum of 112 total hours.
(d) Employees will be allowed to use this leave in 30-minute increments.

(F) Leave Donation

Employees who encounter challenges such as medical or personal emergencies often are justifiably concerned when they don't have enough paid time off to continue receiving a paycheck while they're off from work. To give employees an opportunity to support their colleagues in their time of need, Tyonek will allow employees to donate a portion of their vacation time to other employees in accordance with company policy.

(G) Maternity Leave

The Company shall provide forty (40) hours of maternity leave at the Bargaining Unit Member's regular base rate of pay, regardless of years of service, following the birth of a child. The pay a bargaining unit member receives when using maternity leave will be the same pay the Bargaining Unit Member would receive if the Bargaining Unit member were using annual leave. In no case will the Bargaining Unit Member receive more than forty (40) hours of maternity leave in a rolling 12-month period, regardless of whether more than one birth event occurs within that 12-month time frame. The occurrence of multiple births (I.E. twins) does not increase the maternity leave for the event.

Section 2 - Military Reserve Training Leave

An employee on the active payroll of the company who is required to engage annually in military reserve training shall be granted a leave of absence for the period of "annual training" of up to eighty (80) hours ("annual training" is not defined as the monthly commitment) and shall be paid the difference between the total pay/allowances received for the training period and the amount of wages the employee would have received for his normal work schedule. Normal, for the purposes of this section shall mean the employee's normal work schedule at the employee's base rate of pay, including flexible benefit credit.

Section 3 - Bereavement Leave

(A) An employee may be granted up to five (5) days of bereavement leave for the loss of an immediate family member. Immediate family member is defined as mother, father, stepparent, sister, brother, spouse, child, stepchild, mother/father-in-law, and grandchild. TSG will pay the employee regular straight time pay for any time missed during this five (5) day period.

(B) An employee may be granted up to three (3) days of bereavement leave for the loss of any other family member listed in the definition above. This includes grandparents, brother/sister-in-law, daughter/son-in law.

(C) For the purposes of this Section 3 Bereavement leave shall mean the employee's normal work schedule at the employee's base rate of pay, including flexible benefit credit.

Section 4 - Leaves without Pay

(A) Leaves of absence up to thirty (30) days without pay may be granted at the sole discretion of the Site Manager. A request for leave must be submitted on a Request for Leave of Absence form and approved in writing by the Site Manager prior to the effective date of the leave. A copy of the approved or denied request must be given to the employee. A leave of absence may be extended only by the Site Manager or his or her designee. An employee who is denied such a leave by the Site Manager may appeal that denial to the Director of Operation.

(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 after the employee's departure; however, such emergency leave must be promptly reported, reviewed by the Site Manager, and forwarded to the Human Resources.

(C) For good and sufficient reason, the Company may extend the period of the 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 or benefit credits. Such employees will continue to retain and accumulate bargaining unit seniority during such leave.

(E) Leaves of absence without pay or benefit credits may be granted at the Company's sole discretion on two weeks written request of the Union to persons designated by the Union for Official Union business to attend conventions and/or educational training.

(F) The Company will comply with all Federal posting requirements and responsibilities under the Family and Medical Leave Act.

(G) Extended military leaves of absence will be administered in accordance with the Uniformed Member Employment Rights Act.

Section 5 – Holidays

(A) Employees shall be granted the following holidays yearly during the life of the agreement:

- New Year's Day
- Martin Luther King Jr. Birthday
- President's Day

- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Columbus Day
- Veteran's Day
- Thanksgiving Day
- Friday After Thanksgiving
- Christmas Day

(B) Full pay for eight (8) hours at the Employee base rate of pay.
(1) Compressed Work week Scheduled (CWS) employees shall receive his or her rate of basic pay for the number of hours of the compressed work schedule on that day.

(C) Should any the above-named holidays fall on a Saturday or Sunday, the day observed by the Federal Government shall be considered the holiday. Should any of the above-named holiday fall on an employee’s regularly scheduled day off, the holiday will be observed on a regular workday scheduled by the Company.

(D) Any additional holiday (or official day or mourning) designed by Federal Government mandate or Presidential Executive Order that is observed at the FRC N.A.S. Patuxent River, Maryland base will be observed in addition to the above.

(E) The Company reserves the right to require employees covered in this Agreement to perform work on holidays or re-scheduled holidays 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 for all hours worked on such day designated as a paid holiday (in addition to the holiday pay required in this article VII, Section 5) provided the employee works eight (8) hours per day (nine (9) hours for CWS employees) or takes a full day of scheduled vacation on each of the other regularly scheduled days of that employee’s work week.

Section 6 - Lunch Periods

All employees covered in this Agreement shall be granted a minimum of two paid fifteen (15) minute breaks, one in the middle of the first half of the shift and one in the middle of the second half of the shift, and an unpaid lunch break of thirty (30) minutes in the middle of the shift. The timing of such lunch and break periods may be occasionally adjusted to meet customer requirements.

Section 7 - Jury Duty

(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, or to serve as a witness at the request of the Company, he shall be paid for their normal work scheduled hours at the employee’s base rate for that day in lieu of reporting to work, except when such a duty is scheduled on the employee’s regularly scheduled day off or when the employee is excused from jury duty by 10 AM or earlier. Employees released from jury duty by 10 AM will report to work on first shift to complete their normal work scheduled hours when serving in St. Mary's or Calvert County.

To receive pay under this section the employee must deliver to the Site Manager the summons calling him for such duty within three (3) working days after it is received by him.

(B) In no case will payment be made for jury duty performed on the sixth or seventh day of an employee's standard workweek or for hours more than the employee's regular scheduled work shift.

(C) An employee must promptly notify his Site Manager of any notice the employee receives to report for jury duty 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, and the compensation paid, excluding transportation allowance. Certification from the court clerk must be obtained and turned in to the payroll section for all days the employee is required to appear.

(D) In no event shall payment under this Article be made to an employee who is on non-scheduled compensatory or approved time off.

Section 8 – Uniforms

(A) The Company will provide uniforms: eleven (11) shirts, eleven (11) pants, and either two (2) jackets or (2) coveralls for all employees per contract year. The cost of laundering these items provided by the Company will be borne by the Company. If the employee selects jackets, he or she may wear coveralls provided that such coveralls are paid for by the employee; the same color as those provided by the Company; and maintained by the employee in a neat and clean condition. The Company will provide Tyonek Services Group, Inc. patches which the employee may affix to such coveralls.

(B) Company provided uniforms will be worn during working hours.

(C) All employees covered under this Agreement shall be allowed to tastefully display a Company and customer approved Union logo patch on their shirts, jackets, and coveralls during working hours.

(D) Employees covered under this Agreement shall be allowed to wear Union tee shirts approved by Site Manager.

(E) Employees may wear only those ball caps provided by the Company.

(F) Female employees may: wear the existing uniform shirts or select up to 11 company provided polo shirts; or any combination thereof, not to exceed a total of 11. In addition to the existing uniform pants, at their option, female employees may wear their own pants provided they are blue or black in color (provided at their own expense.) The option for the uniform cleaning service will not be provided for the Polo shirts or the personally purchased pants. In addition to the blue or black, office females have the option of wearing black pants (provided at their own expense.)

(G) Any employee attending off site meetings will have the option to dress in business casual in lieu of the regular uniform. Employees will have the option of wearing either a company, or a union logo watch cap. At any time if the supplied uniform does not fit because of pregnancy, the employee may purchase and wear professional looking maternity clothing. Skirts are authorized, but Capri pants are not. Office personnel will not be required to wear steel toe shoes. The uniform requirements do not apply to new hire employees until uniforms are issued (i.e. new hires will not be required to purchase industrial clothing prior to uniform issue).

(H) The Company and the Union shall meet to discuss alternatives to paragraph (A) of this Section 8.

Section 9 – Safety Shoe/Glasses Allowance

Employees will have a Safety Shoe **and/or safety glasses** allowance of **$200.00** per year on their anniversary date. **The company offers a discount safety glasses program through Eye Pro and boot program through Northern Safety.**

Section 10 - Costs of Examinations Related to Employment

All examinations related to employment, whether requested/directed by the Company, (Medical Exams, Respiratory Exams, Chest X-rays, Physical Exams, Hearing Tests, CDL License Testing, License Exams, Passport) shall be at the Company's expense unless otherwise defined by the Company's new hire Offer Letter. The Company shall make provision for all exams to be taken during the employee's normal or adjusted hours of work without loss of pay. With prior notice to the Company an off-shift employee's start time will be the start of a government required security interview.

Section 11 - Employee Benefits

The benefits provided and/or offered to employees covered by this Agreement are detailed in Appendix B, Benefits, of this Agreement.

It is understood and agreed between the parties that the Machinists Custom Choice Worksite Benefits Program of supplemental insurance benefits will be offered to employees in the bargaining unit through their designated agent, employee Benefit Systems, Inc. (EBS).

The Company will honor payroll deduction requests and remit deductions to the underwriting insurance company designated by EBS on a schedule, which is mutually agreed to by the Company and EBS. The Union will defend, save, and hold harmless and indemnify the Company from all claims, demands, suits or any other forms of liability that shall arise out of the execution of this letter by the Company.

The parties agree that the provisions of this section will be effective for the term of the current collective bargaining agreement between the parties unless rescinded or amended earlier by mutual agreement between the parties.

Representative of Machinist Custom Choice may meet with the employees each September during the annual enrollment period on dates acceptable to the Company and the Union during break periods and lunch periods or before or after an employee's shift.

Section 12 - Temporary Duty Assignments (TDY)

(A) Employees who are temporarily assigned away from the work site, to which they are permanently assigned to perform work for the Company, shall have their transportation provided for by the Company. Such employees shall be given an Allowance, prior to the date of travel, for the purpose of purchasing meals and incidentals, and rooms when a debit card is not issued.

(B) Employees can request either a travel or pay advance based on the per diem rate of the arrival location, and other expenses that are estimated to occur. All requests for advances will be approved based on an accurate estimate of expenses. Additional advances will be issued if the travel is extended beyond the original estimated duration if logistically possible.

(C) It is the employee's responsibility to claim all travel advances on their expense reports.

(D) Reimbursement of expenses will be made by a separate check if the expenses are claimed on an expense report. The timing of the reimbursement is based on the employee's timely completion of an expense report and normal administrative processing of the expense report. Per Diem claimed on the employee's time sheet will be reimbursed through the normal pay cycle on the employee's paycheck.

(E) If the employee travels by personally owned vehicle (POV) or company provided vehicle, and the use of such conveyance is Company-directed, the actual time of travel from departure to arrival at the worksite or quarters will be used for the travel time. Travel time shall not exceed eight (8) hour a day for up to five (5) travel days. Special authorization must be given to exceed the five (5) day requirement. Travel time is considered time worked for the purpose of computing overtime.

(F) Employees on TDY assignment will be paid their normal classification rate.

Section 13 – Tool Insurance

If an employee's toolbox and/or tools which he/she is required to maintain at work are stolen, damaged, or vandalized while the toolbox was at the worksite or lost/stolen while in transit by request of the Company, or at a temporary worksite (TDY) the Company and the applicable steward will investigate within fifteen (15) business days of such an occurrence. If it is found that the employee was not at fault and if any missing items cannot be found and/or unusable, the Company will fully reimburse the employee for the cost of said tools which are deemed to be lost, stolen, damaged beyond the ability to be usability, or vandalized., up to the Site Manager inventory record not to exceed-Twenty-five hundred dollars ($2500.00). Toolboxes/tool(s) in control of the employee must always be secured but may be unlocked when engaged in work in the immediate proximity of the toolbox. Removal of the toolbox from the work site without prior notification to the employee's Supervisor voids this insurance.

Section 14 – Closures and Weather Status

In the event of an emergency condition as determined by the Contracting Officer Representative (COR) and normal work operations are suspended, employees covered by this Agreement shall follow the direction of the COR. When in an emergency condition status or condition listed below, each covered employee under this agreement shall be authorized to use available Emergency Disaster Leave (EDL), available vacation, or leave without pay (LWOP) at their discretion. As a result of or if the Company is prevented from assigning work to employees covered by this Agreement or as the result of such:

a. A determination or an Executive Order that applies to federal agencies,

b. Administrative leave determination,

c. Anytime that military or government activity's prevents employees reporting to work that applies to Pax customer personnel,

d. For any other non-disciplinary actions

Such time shall be paid for their normal work scheduled hours up to **fifty-six (56) hours** per calendar year.

Emergency Disaster Leave (EDL) is to be tracked on an individual employee basis and not as a collective bargaining unit.

(1) An occurrence is defined as any length of time an employee misses in a single regularly scheduled work shift due to an emergency event as determined by the Contracting Officer Representative (COR). Such determination must prevent TWSI from assigning work to covered employees as identified in items A thru D of Article VII, Section 14 of the C.B.A.

(2) Emergency Disaster Leave (EDL) is defined as paid leave because of an emergency event, determined by the COR, which prevents the company from assigning work to covered employees during each covered employee's regularly scheduled work hours. EDL is paid in the event of an occurrence.

(3) Employees do not receive EDL pay for any missed time made up during the workweek in which EDL pay would have otherwise been authorized. It is for missed time due to an emergency event.

(4) Employees have discretion when to use EDL on a delayed arrival or early exit. Employees may use EDL, available vacation time, or Leave Without Pay (LWOP).

(5) Employees that are not scheduled to work during an emergency event (i.e., scheduled Friday off, preauthorized time off, etc.) are not eligible for EDL pay during periods of time they were not expected to be at work.

Furthermore, it is acknowledged that NASPAXRIV 12610.7G applies only to civil service employees during emergency conditions. It does not apply to contractors.

EDL may be recorded in fifteen (15) minute increments in accordance with standard time.

ARTICLE VIII

PAY PROVISIONS

Section 1-Wages

(A) **Definitions:**

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

Section 2 – Overtime

(A) The Company reserves the right to require employees covered in this Agreement to perform overtime work to meet contractual requirements. When such overtime is required, employees selected shall be given one day advance notice when possible. The parties recognize that most overtime is circumstance driven and such notice may not be possible to meet contractual requirements.

(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 (1½) times their base rate of pay plus any applicable shift differential for all hours worked or traveled more than forty (40) hours in their normal pay week. For this Section, hours worked includes paid vacation, sick leave/PTO, and paid holidays.

(D) Overtime shall be subject to policies established for each Work Center. The parties shall establish overtime policies while keeping fairness in the distribution of overtime to qualified personnel.

Section 3 - Hours and Days of Work

(A) The purpose of this article is to define the normal hours of work, but nothing in this agreement shall be construed as a guarantee of work for any period.

(B) The standard workday will consist of twenty-four (24) consecutive hours beginning at 0001 hours and ending at 2400 hours (the calendar day).

(C) The pay week shall begin at 0001 hours on Friday and end at 2400 hours Thursday except for mid-shift. In the event the pay week is changed by the Company, the Company will provide its employees and the Union with thirty (30) days' notice.

(D) Changes to the normal Monday through Friday work week for the purpose of seven (7) day coverage required by the customer will be implemented. Employees will be given two weeks' notice before being assigned to such a changed schedule.

(E) Hours Adjustments - The parties agree that work schedules may need to be temporarily altered to meet the compelling personal needs of employees from time to time on an exception basis only. To accommodate partial day absences that are anticipated an employee may request at least forty-eight (48) hours in advance where practical to alter their regularly scheduled hours of work within a workweek. For example, an employee may plan to work two extra hours on Monday to leave two hours early for a personal commitment on Tuesday. Work schedule modifications may only occur with prior notification and prior approval of the applicable Site Manager operating requirements permitting in each instance. When an employee's request is turned down, he or she and the applicable Steward shall be told the reason. The decision of the Site Manager is final subject to review by the Director of Operation.

Section 4 - Pay Period

(A) Pay checks shall be issued to employees within eight (8) days after the last day of the pay period and shall represent the earnings of the employee from Friday, the beginning of the first week through Thursday the evening of the second week.

(B) Payday will customarily be on Friday.

(C) In the event the Company accounting department changes pay periods, the Company will provide the Union and employees a thirty (30) day notice of such a change.

Section 5 - Promotional Increases

When an employee is promoted to a higher paid job classification their base rate will be adjusted to the base rate shown in Appendix A on the date the employee begins work on the new job.

Section 6 - Temporary Promotions

Employees who are temporarily promoted by the Company to a higher paid job classification will have their base rate adjusted to the rate of pay in effect for the higher paid job for all time spent working in said classification.

Section 7 – Effective Date of Economic Improvements

All first-year economic improvements in this Agreement are effective the first pay period after October 1, 202**5**, unless otherwise specified.

Section 8 – Premiums

(A) **Aircraft Engine Turn/APU Qualifier:** An employee (excluding pilots) certified by a Ground Flight Representative shall receive a premium of $0.30 for all straight time hours worked.

(B) **CDI, CDQAR**: Employees (excluding inspectors) certified as CDI or CDQAR shall receive a premium of $ 1.**50** for all hours worked.

(C) All job openings involving the premiums above will be filled according to Article V, Section 2.

(D) When an employee covered under this agreement is placed in a detachment coordination position where the scope of the detachment is aircraft maintenance related to facilitate the maintenance coordination responsibilities, they shall be paid two dollars ($2.00) per hour differential above the employee's base rate of pay for all hours worked when the detachment involves more than three (3) employees.

(E) When an employee covered under this agreement is assigned by the Company in a position to fill in for an absent Work Center Supervisor where the scope of duties is aircraft maintenance related to facilitate the maintenance coordination responsibilities, he/she shall be paid two dollars ($2.00) per hour differential above the employee's base rate of pay for all hours worked.

Section 9 – Ordnance Pay Differential

Ordnance certified employees regularly assigned to Quality Control, AME, PR, or an Ordnance Work Center will receive a four (4) percent per hour ordnance differential for all hours worked. Ordnance certified employees who assist in ordnance events as a team member but are not regularly assigned to Quality Control, AME, PR, or an Ordnance Work Center will receive a four (4) percent per hour ordnance differential for hours worked as such a team member.

Section 10 - Report Time

An employee reporting for work in the absence of reasonable prior notification not to report shall be given a minimum of four (4) hours of work. An employee scheduled for or called in to work on one of his or her scheduled days off shall be given a minimum of four (4) hours of work and shall be paid at the employee's base hourly rate, flexible benefit credit and all applicable premiums. An employee called back to work after completing a scheduled shift shall be given a minimum of four (4) hours of work and shall be paid at the employee's base hourly rate, flexible benefit credit and all applicable premiums. This call back provision does not apply to shipboard duty. The above provisions apply except in cases beyond the Company's control.

Section 11 - Shift Differential

(A) Employees who are required to work a day shift as their regular working hours will not be paid a shift differential for regular hours worked.

(B) Employees who are required to work a day shift as their regular working hours who are asked to work an off shift will receive a shift differential for hours worked per paragraph (C) below.

(C) An employee who is required to start his or her workday on an off-shift between Noon and 5:59 AM shall receive a shift differential of $1.00 per hour for up to forty (40) hours of such off-shift hours. When an employee is required to work such an off-shift after having worked forty

(40) hours in a work week, the employee will receive a shift differential of $1.25 per hour for those hours working such off-shift for hours over forty (40) hours.

Section 12 - Compressed Work Schedule

(A) The Company at the request of the customer shall implement a Compressed Work Schedule plan in any area designated by the customer. The work week in an area designated for a Compressed work schedule will be defined as commencing at 11:00 AM on Friday and operating through 10:59 AM on the following Friday. In such a designated Compressed Work Schedule area, half of the employees at each such applicable area alternately work a Schedule A work week and a Schedule B workweek while the other half of the employees alternately work a Schedule B and Schedule A workweek. Although the actual start and end times above may vary an example of the Compressed Work schedule is as follows in a calendar week:

(1) A Schedule A: Nine (9) hours per day Monday, Tuesday, Wednesday, and Thursday.

(2) A Schedule B: Nine (9) hours per day Monday, Tuesday, Wednesday, and Thursday, and eight (8) hours on Friday.

(B) When a paid holiday occurs on a day in which an employee is scheduled to work a nine (9) hour day in a designated Compressed Work Week area, such an employee will be given Nine (9) hours Holiday pay.

Section 13 – Alternate Workweek Schedule

1. The company may establish an Alternate Work Week Schedule (AWWS). This AWWS will be from Friday through Monday from 05:59 through 17:00.

2. Employees will be selected to be assigned to an AWWS as follows:
   - Qualified volunteers will be selected in seniority order
   - If there are insufficient volunteers the least senior qualified employees will be selected.

3. An AWWS employee on an approved day of vacation on a regularly scheduled AWWS workday will be paid for ten (10) hours of paid vacation.

4. An AWWS employee who has a regularly scheduled workday on the day observed as a paid holiday will receive ten (10) hours of holiday pay and be given an opportunity to work up to two (2) additional hours in the pay week in which the paid holiday occurs.

5. Should Christmas Day, December 25 or New Year's Day, January 1 fall on a Saturday or a Sunday an employee assigned to an AWWS will not normally be assigned to work on that Saturday or Sunday. Such an employee will be given an opportunity to work up to ten (10) hours in the pay week in which one of such days occur.
6. An AWWS employee who is scheduled for Jury Duty will be re-assigned to a regular work week schedule during the week(s) that Jury Duty is scheduled.

7. An AWWS employee who is scheduled for Bereavement Leave on a regularly scheduled AWWS workday will be given ten (10) hours of pay on such day(s).

8. An employee assigned to an AWWS may take a fifteen (15) minute break after eight hours of work on an AWWS workday.

9. When a Union Steward is called in by the Company to perform representational duties on a Saturday or Sunday, the employee will be paid by the Company for such time performing those duties.

10. If AWWS workday hour's result in difficulty meeting customer flight schedule requirements, the parties agree to re-negotiate such hours and the effects of such a change.

Section 14 – Tardy at the Gate

If an employee can provide verifiable proof that he or she was delayed at the gate or hangar security entrance due to circumstances beyond his or her control or unanticipated event on a non-reoccurring basis the employee shall be permitted to make up the lost time at the end of the shift on that day operating requirements permitting. Provided the employee does provide such verifiable proof, he or she will not be charged with unauthorized absence.

SIGNATURE PAGE

In witness thereof, the parties hereto have caused this Collective Bargaining Agreement to be executed by their authorized agents.

International Association of Machinist
And Aerospace Workers
District Lodge 4, Local Lodge 4

Mark M. Duval
Business Representative

Union Negotiating Team

Steve Tuttle
Committee Member/Steward

Patrick Curran
Chief Union Steward

Richard Pearson
Committee Member

Taurean Jones
Committee Member

Tyonek Services Group, Inc.
NAS Patuxent River, Md.

Tina Bruce
Director of Human Resources

Company Negotiating Team

Ralph Peters
Sr. Aviation Program Manager

Russell Brown
Program Manager

Kelly Stewart
HR Supervisor

James Sanchez
Program Manager

David Glass
HR Generalist

ARTICLE IX

JOB DESCRIPTIONS

Section 1 - Application of Job Descriptions

(A) Current job descriptions remain in effect and describe typical and normal requirements. These requirements are characteristic of the job and illustrate a level of difficulty of work and are not intended to list or describe all work operations or tasks done within the classification. These requirements do not fit all specific individual work assignments.

(B) All jobs covered by this Agreement are subject to the requirements that may include but are not limited to: may be required to provide OJT and or production instruction/direction to lesser skilled employees, may be required to maintain applicable certifications, qualifications and licenses may be required to become qualified on different equipment/systems, work shift work, overtime, travel (domestic, international and shipboard), pass physical requirements, demonstrate applicable oral and written communications skills and obtain/hold a security clearance at an applicable level and/or maintain visit request status. All work is to be performed in accordance with applicable military, commercial or Tyonek Services Group, Inc. procedures.

(C) If, during the term of this Agreement, it becomes 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 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.

Appendix A – Classification and Rates of Pay

New rates would not take effect until the beginning of the following pay period

Job Categories	SCA Occupation Code	Current Rate	10/1/2025 4%	10/1/2026 6%	10/1/2027 5%
ACM II	23022	$ 49.42	$ 51.40	$ 54.48	$ 57.20
ACW	23080	$ 42.29	$ 43.98	$ 46.62	$ 48.95
AC Quality Control Insp	23023	$ 51.42	$ 53.48	$ 56.69	$ 59.52
Aircraft Painter	23050	$ 44.78	$ 46.57	$ 49.37	$ 51.83
Elec. Tech. Maint. II	23181	$ 45.21	$ 47.02	$ 49.84	$ 52.33
Elec. Tech. Maint. III	23182	$ 48.19	$ 50.12	$ 53.12	$ 55.78
Supply Tech	01410	$ 45.57	$ 47.39	$ 50.24	$ 52.75
Prod. Control Clerk	21030	$ 40.63	$ 42.26	$ 44.79	$ 47.03
Automotive Worker	05070	$ 40.84	$ 42.47	$ 45.02	$ 47.27
Sr. Prod. Control Clerk	21030	$ 45.69	$ 47.52	$ 50.37	$ 52.89
Motor Vehicle Mech.	05190	$ 42.41	$ 44.11	$ 46.75	$ 49.09
Aerospace Structural Welder	23010	$ 49.42	$ 51.40	$ 54.48	$ 57.20
Aersopace Structural Machinst	23019	$ 49.42	$ 51.40	$ 54.48	$ 57.20

Appendix B

Section 1

TYONEK SERVICES GROUP, INC. EMPLOYEE BENEFIT PLANS

As these Plans are provided by outside vendors and/or are Company-wide Plans, the Company and/or Union may find it necessary or desirable to amend, revise or replace some or all of the Plans during the life of this Agreement between the Parties. Should this occur, the Company or Union will immediately advise the other party of such changes and will meet as soon as possible to negotiate the effect of such changes on the employees covered by this Agreement.

Group Insurance

Effective, October 1, 202**5**, the Company will provide each covered full-time Employee with the amount of the Flexible Benefits Credits specified below. These credits will be provided on a pre-tax basis under Internal Revenue Code Section 125. Employees may use these credits to purchase coverage for themselves and eligible dependents from any of the Group Insurance Plans offered under the Tyonek Services Group, Inc. Flexible Benefit Program including Medical, Dental, Vision, Life Insurance, Accidental Death and Dismemberment Insurance, Personal Accident Insurance, Short Term Disability and Long-Term Disability Insurance. Pre-tax credits may not be used to purchase Dependent Life Insurance. Any coverage costs more than the Company provided credits will be paid by the Employees via pre-tax payroll deductions. Any excess credits will be paid to the Employee as additional taxable income. Effective October 1, 202**5**, the Company will offer a 60% no cap STD plan, a suitable Dental and Vision Plan with an adequate number of plan providers for the Pax River area during open enrollment with employee elections. **To receive excess flexible benefit credits as cash, an employee must enroll in at least one of the following company offered benefits: medical, dental, vision, life insurance, accident, short-term disability, long-term disability, hospital indemnity, or critical illness.**

Flexible Benefit Credits

For employees that elect the Standard Medical Plan: Family Coverage:

Effective	10/1/2**5**	10/1/2**6**	10/1/2**7**
Hourly	**$10.60**	**$10.60**	**$10.60**

For Employees that elect Standard Medical Plan: employee + one dependent medical coverage:

Effective	10/1/2**5**	10/1/2**6**	10/1/2**7**
Hourly	**$8.00**	**$8.00**	**$8.00**

For Employees that elect Standard Medical Plan: employees who elect single medical coverage:

Effective	10/1/2**5**	10/1/2**6**	10/1/2**7**
Hourly	**$6.20**	**$6.20**	**$6.20**

For Employees who do not elect medical plan coverage:

Effective	10/1/2**5**	10/1/2**6**	10/1/2**7**
Hourly	$5.65	$5.65	$5.65

The hourly Flexible Benefit Credit will be paid for all hours paid (wages, paid vacation, sick Leave/Personal Time-Off (PTO), paid holidays, paid bereavement leave and paid jury duty, military training leave up to forty (40) hours per week. If medical rates increase by more than 6% the company agrees to negotiate FBC credits.

Section 2- Tyonek Services Group, Inc. Savings Plan

Employees may continue to participate in the Tyonek World Wide Services Inc. Savings Plan by making bi-weekly contributions. There will be no Company discretionary or matching contributions to the Plan on the behalf of Employees.

Section 3 – 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:

*10/1/2**5***	*10/1/2**6***	*10/1/2**7***
$2.00	$2.00	$2.00

(B) The Company contributions shall be based on hours paid (wages, paid vacation, sick Leave/Personal Time-Off (PTO), paid holidays, paid bereavement leave, paid jury duty, military training 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.

Section 4 - Tuition Reimbursement

An employee satisfactorily completing an outside training course, which has been approved in writing by the Company prior to the employee beginning such course, will be reimbursed for work related courses at eighty percent (80%) of the tuition, books, and supplies, provided the employee obtains a grade of "C" or better. Eligible classes at Embry-Riddle Aeronautical University include Aircraft Electrical Systems Theory; Airframe Structures and Applications; Airframe Systems Structures and Applications; Power plant Theory and Applications; Aircraft Propulsion Systems and Applications; Introduction to Computers and Applications; Aeronautical Science for Management. Eligible classes at college of Southern Maryland include Customer Relations**,** Elements of Supervision.

Section 5 – Temporary Alternate Work

A. The company may provide a Temporary Alternate Work (TAW) program to bargaining unit employees who are unable to perform their normal work assignments due to an illness or injury. The intent of which is to assist bargaining unit employees by providing them with an opportunity to continue gainful employment under the provisions of the Collective Bargaining Agreement, but not to impede the recovery process of their illness or Injury’s. Provided the Company has the work available and can accommodate the employee’s medical restrictions.
B. The employee will receive the standard contractual hourly wage and benefits for the work performed.
C. Employees on TAW will not displace other employees or adversely affect their seniority.