

COLLECTIVE BARGAINING AGREEMENT

between

AMENTUM SERVICES, INC.

Customs and Border Protection Program
Miami Air and Marine Branch
Homestead, Florida

and

**INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS, AFL-CIO
AIR TRANSPORT DISTRICT 142**



EFFECTIVE DATES: JULY 1, 2026 – June 30, 203

PREAMBLE

This Agreement is by and between Amentum Services, Inc., hereinafter referred to as the “Company” and the International Association of Machinists and Aerospace Workers, Air Transport District 142, hereinafter referred to as the Union, and hereafter referred to collectively as the “Parties” with respect to work performed at the U.S. Customs and Border Protection (CBP) facility locations at Miami Air and Marine Branch in Homestead, FL

INTENT AND PURPOSE

It is the intent and purpose of the Parties to set herein the entire Agreement with respect to wages, hours and working conditions as related to the U. S. Department of Homeland Security Contract covered by this Agreement.

It is recognized by this Agreement to be the duty of the Parties and the employees to cooperate fully, both individually and collectively, to perform faithfully the obligations imposed by this Agreement, and to cooperate fully in such a manner consistent with the provisions of this Agreement.

There shall be no discrimination by the Company or the Union against any employee because of race, sex, creed, religion, national origin, age, disability, union membership, veteran status or other status protected by applicable federal, state or local law or regulations.

ARTICLE 1 - UNION RECOGNITION

The Company recognizes the Union certified by the National Labor Relations Board (NLRB) in Case Nos. 12-RM-353 and 12-RD-720 as the sole and exclusive representative for the purpose of Collective Bargaining for all employees employed by the Company at the CBP facilities covered by this Agreement.

Included: All Aircraft Mechanics, Aircraft Workers, Avionics Technicians, Support Equipment Mechanics, Supply Technicians, Corrosion Control Technicians, Aircraft Servicers and Quality Assurance Inspectors.

Excluded: All office clerical employees, professional employees, guards and supervisors as defined by the Act.

ARTICLE 2 - MANAGEMENT RIGHTS

2.01 Except as otherwise specifically provided in this Agreement, the Union recognizes and agrees that the management and control of the Company's business, operations, work force and facilities are exclusively vested in the management of the Company.

The Company has the right to plan, direct and control the Company's business, methods, operations and work force; to hire, promote, transfer and lay-off employees and for just cause to demote, discipline, suspend or discharge employees; and the right to determine schedules of work and hours, the work tasks, and the determining of schedules, all services, processes and standards to and required by the customer or other Government agencies; and the right to make rules not in conflict with this Agreement. The Union recognizes all current Company rules and policies not in conflict with this Agreement. It is not intended by the above recitation to limit any of the usual functions of management or to define all such functions. All matters which are not specifically covered by this agreement are solely functions and responsibilities of management.

2.02 The Company will provide for advanced notification to the Union and employees of new rules, policies and/or procedures that change existing work rules. The Parties shall meet to discuss such changes. policies and/or procedures.

2.03 The Company has the right to subcontract out work where CBP determines that such work cannot be performed by employees covered by this Agreement or as required by CBP. The Company agrees that, during the term of the Agreement, no work currently performed by the employees in the bargaining unit will be subcontracted. This section is not intended to erode the bargaining unit.

ARTICLE 3 - UNION SECURITY

3.01 Membership in the Union is not required. Employees in the bargaining unit must either be a member of the Union and pay Union dues or an agency fee to the Union not later than ninety (90) days after their date of employment. Such an employee shall maintain their status with the Union.

3.02 Upon receipt of a signed authorization from the employee involved, the Company shall deduct from the employee's pay an amount necessary to satisfy the financial obligation to the Union for dues or agency fees during the period provided for in said authorization. Deductions shall be made from the employee's first paycheck on a monthly basis.

3.03 Deductions shall be remitted to the Air Transport District 142 Secretary-Treasurer, no later than the fifteenth (15th) day of the month following the month in which the deductions were

made and shall include all deductions made in the previous month. The Company shall furnish the Secretary-Treasurer a monthly report of those for whom deductions have been made, the amounts of the deduction, and the names of those from whom deductions were not made and the reason(s) they were not made.

3.04 The Union shall indemnify and hold harmless the Company from any and all claims, demands, suits, or forms of liability that shall arise out of or by reason of action taken, or not taken, by the Company for the purpose of complying with any provisions of this Article.

3.05 For the purpose of implementing the payroll deductions described in this Article, the Parties agree that check-off authorizations shall be by a method as prescribed by the Union.

3.06 In cases where improper deductions are made from the wages of an employee, and such improper deductions are received by the Union, the Union agrees to refund said deductions directly to such employee.

Collection of any back dues owed at the time of starting deductions for any employee and collection of dues missed because the employee's earnings were not sufficient to cover the payment of dues for a particular pay period, will be the responsibility of the Union and will not be the subject of payroll deductions.

ARTICLE 4 – SUCCESSORSHIP

In the event that the Company is an unsuccessful bidder for work currently covered by this Collective Bargaining Agreement, the Company shall promptly notify the successful bidder of the existence of this Collective Bargaining Agreement and this Successor Clause.

ARTICLE 5 - NO STRIKE - NO LOCKOUT

It is understood and agreed that the business of the Company is in direct support of the vital work of CBP is important and that uninterrupted services must be furnished to CBP and other United States Government agencies as needed.

Therefore, the parties agree that during the term of this Agreement, or extensions thereof, that there will be no strikes, slowdowns, work stoppages, and/or curtailment of, or interference with operations as a result of any dispute or controversy, or any reason whatsoever. The Company agrees that there will be no lockouts.

ARTICLE 6 – STEWARDS/UNION REPRESENTATIVES

6.01 The Company recognizes and will work with authorized Union Representatives to resolve differences that may occur with respect to the terms and conditions of this Agreement. The

Union shall designate and the Company shall recognize one (1) Chief Shop Steward and one (1) alternate Shop Steward at each location. The Union shall notify the Company in writing on Union letterhead of the individuals selected. The alternate Shop Steward shall act in the capacity of Shop Steward in the event the Shop Steward is absent from the facility. The Chief Shop Steward shall receive top seniority for purposes of layoff.

6.02 Reasonable and necessary time off from work during work hours shall be authorized to permit the Steward to carry out their responsibilities under the grievance procedure. The Steward shall secure the permission of their Supervisor before leaving their workstation for purposes of processing grievances and reporting back to their Supervisor upon return to their workstation, provided that the carrying out of these responsibilities will not unreasonably interfere with the assigned work duties of the Steward or the employee involved. Instances of alleged abuse or misuse of time by the Steward shall be brought to the attention of the Union, who shall take the action necessary to correct the problem.

6.03 The Steward shall not be denied such permission without good cause. If permission is denied, the supervisor and steward will mutually establish an alternate time at which the Steward can carry out the processing of grievances.

6.04 Subject to existing security regulations of CBP, the authorized Business Representative, or other authorized representative of the Union, shall have access to the Company's work areas during working hours for the purpose of investigating grievances, attending meetings in the administration of the Collective Bargaining Agreement and observing whether or not this agreement is being followed. Such Business Representative will contact the Site Supervisor or designee who shall permit the Business Representative to enter the Company's premises, provided such right is exercised reasonably and does not interfere with the normal conduct of the Company's operations.

6.05 The Steward shall be empowered to adjust employee grievances as provided for in the grievance procedures, so long as such adjustments are not in conflict with the Agreement.

ARTICLE 7 - DISCIPLINARY ACTION

7.01 The Company shall have the right to discipline employees for just cause by reprimand, suspension without pay or discharge for violation or infraction of the Company rules. No bargaining unit employee who has completed their probationary period shall be disciplined, suspended, demoted, or discharged except for just cause. The burden of proof to establish just cause rests entirely on the Employer. Disciplinary action shall be initiated only for just and sufficient cause and any penalty imposed shall be consistent with proven offenses. It is agreed and understood by the Parties that the concept of disciplinary action is to first correct the offending employee and all discipline imposed shall be consistent with the offense committed. In this regard, where it is reasonable to assume that a letter of reprimand will correct the offending employee, such course of action will be followed by the Company. It is understood and agreed that any disciplinary action issued to an employee by the Company shall be issued within fifteen (15) calendar days following knowledge by the Company of the occurrence of the alleged

violation(s) unless a longer period is required to complete a full and fair investigation. If a longer period is required to complete a full and fair investigation, the parties may mutually agree to extend this time limit.

Disciplinary action includes verbal counseling.

7.02 Copies of written disciplinary action notices shall be given to the Union and the employee. All verbal counseling will stay in effect for six (6) months. All written warnings will stay in effect for twelve (12) months, and written disciplinary suspensions will stay in effect for twelve (12) months. Letters of reprimand and suspension once removed from an employee's file shall not have any future effect on discipline. Disciplinary action due to workplace violence shall become part of the employee's work record for a five-year period.

7.03 Any employee requested to meet with management, and whom believes the discussion could result in or lead to the employee being disciplined, terminated or affecting their personal working conditions, shall have the right to request Union representation during such meetings. It is further understood the employee shall be allowed to meet with their representative apart from management prior to entering the meeting.

ARTICLE 8 - GRIEVANCE AND ARBITRATION PROCEDURE

8.01 It is the intent of the Parties to establish a means for prompt adjustment of working problems and personal grievances at the lowest organizational level by conference (verbally) between the Supervisor, Steward and the employee involved. Nothing in this Agreement shall prevent supervisory or other Company officials from discussing any matter with an employee subject to the assertion of the right of representation by the employee.

8.02 It is understood and agreed that an employee covered hereby may be represented by the Steward, or other authorized officials of the Union, at any and all meetings or conferences with the Company arising from the processing of any formal grievance, provided, however, that such representation shall be limited at any one time to no more than (1) Steward who is employed by the Company. If disciplinary action is to be taken or may possibly be taken, the employee shall have the right to Union representation and the Company shall remind them of that right.

8.03 If not resolved at this informal level, a formal written grievance shall be filed. The grievance shall contain a full statement of the grievance and the facts upon which it is based and the action, remedy or adjustment sought. In grievances filed on behalf of individual employees, the grievance shall be signed, by the affected employee, prior to Step 1 of the Grievance Procedure.

Grievances shall be processed according to the steps and time limits specified. These time limits may be extended upon written mutual consent of the parties. Claims for money shall not be valid, for a period of more than **twenty thirty (2 30)** workdays prior to the date of filing such grievance or the date the incident causing the grievance became known or should reasonably have been known by the employee.

8.04 No grievances shall be filed or processed based on facts or events, or omissions within the employee's knowledge which have occurred more than ten (10) working days (thirty working days while on travel) before such grievance is filed. Both parties agree to exert an earnest effort to settle such grievance promptly through the following steps.

STEP 1.

All grievance matters must be addressed verbally, as stated above, prior to a written grievance being filed at Step 1. Failure to satisfy the verbal requirement will result in an automatic denial and withdrawal of the grievance. Any and all grievances shall be handled during normal working hours without any unnecessary interruption of work. If the dispute is not resolved at the verbal step, then the Steward may file a grievance at Step 1. Within seven (7) workdays after receipt of grievance the Supervisor shall submit a written answer to the affected employee or Steward.

STEP 2.

If the grievance is not settled in STEP 1, the Steward may take the written grievance and submit it to the Company's Site Manager or designee within seven (7) workdays of receipt from 1st Step answer. The Union and the Company will attempt to settle/resolve the issue. Both the Steward and Site Manager or designee shall meet in person within five (5) workdays. If the issue is not resolved, the Site Manager or designee has seven (7) days to submit his/her answer to the Steward.

The Company and Union agree that the parties may, by mutual agreement, waive Step 1 or Step 2 of the grievance procedure and proceed directly to Step 3. It is understood and agreed that any of the steps of the grievance and arbitration procedure may be waived and/or any of the time limits extended by mutual written agreement of the parties.

STEP 3.

If not settled/resolved at Step 2, the Union may submit the grievance to the Company's Site Manager or designee within seven (7) working days. The Company's Senior Regional Manager and the Manager Labor Relations or their designee and the Union's Business Representative or designee will meet in person or by telephone conference within ten (10) workdays and attempt to resolve any grievance. If unable to resolve the grievance, the Company shall submit a written answer to the Union within twenty (20) workdays.

STEP 4.

The Union's Business Representative may submit, within twenty (20) workdays following the Company's Step 3 answer, written notice to the Company Manager of Labor Relations of its intent to arbitrate. If said notice is not served within the twenty (20) workday period, it shall be deemed that the grievance has been satisfactorily adjusted and the right to arbitrate waived.

The moving Party will request the Federal Mediation and Conciliation Service to submit an arbitration panel of seven (7) names to each party. In the latter case, the moving Party has the

first right to strike a name; the other party shall then strike a name. This procedure shall continue alternately until one name remains. The remaining arbitrator after alternating strikes will be the arbitrator. The moving Party will notify FMCS of the selection and the Arbitrator will coordinate schedules between the Company, Arbitrator and Union. The Company and the Union will continue to attempt to resolve the grievance prior to arbitration.

8.05 The arguments before the Arbitrator will be oral, written or both. The Arbitrator shall not have the authority to add to, subtract from, modify, alter or change any of the terms of this Agreement. The Arbitrator's authority is to interpret and apply provisions of this Agreement. The Arbitrator shall be bound entirely by the records presented in the form of evidence presented at the hearing and the Collective Bargaining Agreement.

8.06 The parties may file post-hearing briefs or provide oral summations as mutually agreed to. The Arbitrator shall render his decision within thirty (30) days of the close of the hearing or receipt of the briefs. The Arbitrator's decision shall be in writing. The award shall be delivered or mailed to each party. An Arbitrator may request for an extension not to exceed an additional thirty (30) days.

8.07 No more than one (1) grievance shall be submitted to the same Arbitrator, unless there is more than one (1) grievance on the same issue.

8.08 All time limits shall be strictly adhered to and may only be extended by mutual agreements of the parties. Failure of the grievant, the Union, or the Company to meet the time limits at any Step in the process will allow the other party to move the grievance to the next Step in the process.

8.09 The decision of the arbitrator shall be final and binding on all parties. However, the arbitrator shall not have jurisdiction or authority to add to, subtract from, modify or in any way change the provisions of this agreement. The expense and fees of the Arbitrator shall be borne equally by both parties. Each Party shall pay its own fees, costs and expenses incidental to the arbitration.

ARTICLE 9 – SENIORITY

9.01 Seniority is defined as the length of continuous service at the CBP facilities within any classification as outlined in Appendix A. In the event that employees begin their employment on the same day, the employee having the lowest last four (4) numbers of their social security number shall be considered having the most seniority for tie breaking purposes. AIP

9.02 New employees shall be considered probationary for a period of ninety (90) calendar days of active employment from date of hire at the facilities. During this period, the Company may release such probationary employee as it finds advisable and such action shall not be grievable. This period may be extended by mutual agreement between the Company and Union Business Representative for a total period not to exceed one hundred twenty (120) days.

9.03 Employees who may transfer to the facilities will have their seniority based upon their date of hire at the facilities or their most recent date of hire with the Company, whichever is lesser. It is agreed and understood that such an employee shall retain the earlier date of hire with the Company only for the purpose of benefit accruals. Site seniority shall be used in the scheduling of benefits.

9.04 When reducing the work force, employees will be laid off in the order of the least senior employee in the affected classification. More senior employees will be allowed to "bump down" to a lower classification, provided they have the seniority and qualifications to perform the work in the lower classification, thereby displacing a less senior employee. The Company shall notify the Union and the employees affected as soon as the facts are known to the Company of an upcoming layoff, but not less than two (2) weeks' notice, or, one (1) weeks' pay in lieu thereof.

9.05 Employees may be promoted on the basis of seniority and qualifications, to jobs which may become available and for which the employee has expressed an interest by signing a job notice that will be posted by the Company. When an employee covered hereby is awarded a promotion to a new Classification, and such employee of their own desire elects to return to their former position/Classification within sixty (60) workdays after assuming such duties, the employee may be returned to the former position or Classification held prior to award of such promotion, while retaining their previous Classification seniority and so long as that position has remained vacant. Employees will submit their application for vacancies using the Company's electronic application process.

9.06 In increasing the workforce subsequent to a layoff, employees will be recalled back to their classification in reverse order to the way they were laid off. An employee will be subject to recall for a period of up to twelve (12) months from the date of lay-off. Employees will be responsible for maintaining their current address and telephone number with the Company. Failure to do so shall relieve the Company of the obligation to recall the employee. The Company will ensure that all available openings within the program are posted on the Company's web site.

9.07 An employee loses seniority when they:

- Are discharged for just cause and are not reinstated;
- Voluntarily resigns from the Company;
- Are laid off for a period greater than twelve (12) months;
- Fail to report within five (5) workdays after receipt of a registered recall notice from lay-off;
- Are absent three (3) consecutive workdays without reporting or contacting the Company with a reason sufficient to justify the absence;

- Fail to notify the Company of a change of address or telephone number while on layoff;
- Fail to report upon expiration of an approved leave of absence;
- Accept other employment while on approved leave of absence without prior permission of the Company.

ARTICLE 10 – TRAINING

10.01 As determined by the Company, bargaining unit employees may be transferred to other assignments within their classification for the purpose of training employees in the operation and/or maintenance and/or equipment involved.

10.02 If the employee is transferred by the Company for training to a classification paying a higher rate, the employee will continue receiving the pay rate being paid to the employee for their current classification prior to the date of the assignment, until determined qualified by the Company and permanently transferred to the new classification.

10.03 The Company will determine the need and the number of employees to be trained and will arrange such training as appropriate subject to CBP funding.

10.04 Selection of employees for attendance at aircraft-related schools will normally be made by the Site Manager/Supervisor. The Company will discuss who will attend the training with the Chief Steward. All employees will be given consideration based on classification, prior training, prior experience, course content, operational requirements and benefit to the operation. While the objective is to spread training as evenly as possible among qualified employees, this may not always be possible/practical. The Site Manager/Supervisor will have final decision-making authority concerning school attendance.

ARTICLE 11 - HOURS OF WORK

11.01 The pay week will begin at 12:01 a.m., Saturday and end at 12:00 midnight the following Friday. Each employee's schedule shall consist of five (5) consecutive workdays per week. The work week and the pay week are considered to be one in the same for the purposes of computing overtime. The workweek may consist of work schedules from Monday through Sunday of each week in the Company's discretion.

11.02 Eight (8) consecutive hours, exclusive of a thirty (30) minute meal period, shall constitute a normal work shift. There will be no split shifts.

11.03 All employees will receive two (2) uninterrupted paid fifteen (15) minute breaks per day. One (1) to be taken during the first half of their workday and one (1) to be taken during the second half of their workday. Deviations may be authorized by the supervisor. AIP

11.04 The starting time for shifts will normally be between the hours listed below:

First Shift: Beginning at or after 5:00 a.m. but before 8:00 a.m.

Second Shift: Beginning at or after 2:00 p.m. but before 5:00 p.m.

Third Shift: Beginning at or after 10:30 p.m. but before 1:30 a.m.

11.05 A Supervisor will list all shift assignments by classification. Each employee will indicate, by seniority, their preference on the list. The number one bid position employee will sign first, the next bidder second and so on until all have indicated their preferences. Employees will bid on the first Sunday occurring in the month of February, June and October, a shift rebid will be performed. No shift change will be made except in connection with a normal shift rebid as outlined above, unless required by CBP/operational needs. Qualified senior employees who have made written application for transfer to another shift shall have preference to available openings.

11.06 FLEX TIME

The Parties agree that employee work schedules may need to be temporarily altered to meet the needs of the employee from time to time. To accommodate absences that are anticipated an employee may request to alter his/her regularly scheduled hours of work within a workweek. For example, an employee may plan to work two extra hours on Monday in order to leave two hours early for a personal commitment on Tuesday. Work schedule modifications may only occur with notification and approval of the respective supervisor. Request for non-emergency flextime shall not be unreasonably denied if the employee provides supervision with twenty-four-hour (24) notice.

11.07 INCLEMENT WEATHER

Employees shall continue to receive their regular pay during periods of weather-related official site closures until the "All Clear" is issued by CBP. Employees should call their Site Manager at the first available opportunity after local authorities authorize travel of essential personnel within the area to return to work.

ARTICLE 12 - NON-BARGAINING UNIT PERSONNEL

12.01 Non-bargaining unit personnel, including personnel from other locations, may be brought into the facility locations covered under this agreement, but shall not perform the work of, or with, unit employees, but may perform bargaining unit work only under the following conditions:

- For the purpose of instructing and training employees.
- Under emergency conditions. The term "emergency" as used in this provision is defined to mean any unforeseen combination of circumstances, which would require immediate action.
- Up to four (4) hours in any shift until management can secure an available qualified employee in the classification when an employee fails to report to work and sufficient qualified employees are not available at the site.
- In order to prevent injury to employees or damage to property.
- Where technical qualifications and training requirements make it more efficient to bring in outside personnel for specific services.
- When necessitated by documented security requirements.

12.02 Due to the nature of the work to be performed, personnel from other locations may be brought in to perform short term specific assignments, when there are no qualified employees on lay-off in the classification(s) of work affected and so long as such action does not cause the lay-off of any qualified employees from the affected classification.

12.03 When TDY personnel are required to perform functions at a facility location other than the one to which they are assigned, the TDY personnel will not be allowed to perform overtime labor at the TDY location unless there are no qualified personnel available or volunteers at that facility to perform the work.

12.04 If there are two (2) people needed to perform overtime work on TDY aircraft, the one (1) TDY person will work overtime, and one (1) local person will work overtime. If only one (1) man is needed for overtime on a TDY aircraft, the TDY man will work the overtime. AIP

12.05 This Article shall not be used to reduce or eliminate overtime for bargaining unit personnel.

ARTICLE 13 – TEMPORARY DUTY ASSIGNMENTS (TDY)

13.01 All employees are required to perform TDY assignments as a condition of employment. Employees shall first be selected by the Company for temporary duty assignments away from the site with senior eligible qualified volunteers from the classification(s) needed to support the mission. The Company reserves the right to make exceptions to the selection process where the mission or skillset dictates. When the mission dictates such exceptions the Shop Steward will be informed of the reasons.

TDY assignments will be filled from qualified personnel on a seniority rotational basis. Assignments will be offered to the most senior qualified employee(s) per classification. The selection process will start with the most senior employee, and should the most senior qualified employee decline he/she will be rotated to the bottom of the rotation list and the position offered to the next senior employee on the list. The process will continue until all assignment requirements are satisfied. Should there be an insufficient number of employees obtained, management will satisfy remaining requirements by selecting employees from the most junior qualified employee(s) on the seniority rotational assignment list. Upon return the employee shall be placed on the bottom of the rotation list. Each new TDY assignment will begin at the point left off on the list from the previous detachment selection. Once you have been forced to TDY, you cannot be forced again until everyone has been forced unless there are no other qualified employees available for TDY or except in cases of national emergency. TDY assignments will not normally exceed thirty (30) calendar days, however when it is known and understood in advance by the employee prior to the assignment that the TDY will exceed thirty (30) days, the normal limit may be exceeded by mutual agreement.

The following employees will be considered exempt from TDY assignments: employees on approved leave and/or vacation; persons already on TDY status; persons enrolled in a Company training program of more than eight (8) hours. In the event of an unforeseen emergency or personal situation an employee may request in writing for temporary removal, once per calendar

year, from the TDY rotation or change position with another qualified employee if mutually agreed upon by both the Company and the Union.

An employee who has accepted or is currently assigned to a TDY mission will not be eligible for a subsequent TDY mission until the original mission is either completed or canceled.

Employees will be given as much notice of any impending TDY mission as is possible. The Company will attempt to provide forty-eight (48) hours' notice when possible, except in cases of emergency as determined by CBP.

Employees who are temporarily assigned away from the site to which they are permanently assigned to perform work for the Company, will have their transportation provided for by the Company. Such employees will be reimbursed for travel expenses in accordance with the Joint Travel Regulations provided the employee complies with said regulations. The Joint Travel Regulations will be made available to the Union upon request. Any additional cost for reasonable lodging above the rates listed in the JTR, if approved by a Regional Manager will be paid by the Company upon presentation of the receipts by the employee.

While an employee assigned to such Temporary Duty Assignment (TDY) is traveling to that Temporary Duty Assignment (TDY) assignment and returning to their regular workstation from such assignment, they shall be paid, at the regular rate for all travel in accordance with the following: (1) If traveling by commercial airlines, the employee shall be allowed actual travel time from home to the destination worksite or quarters. Upon return, the employee will be allowed actual travel time from the worksite or quarters to home. The Company reserves the right to determine the reasonableness of travel time. (2) 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. (3) For travel by POV or Company provided vehicle, travel shall not exceed twelve (12) hours in a twenty-four (24) hour period. Travel time is considered time worked for the purpose of computing overtime.

Employees who accept TDY Assignments outside of CONUS will remain subject to this agreement.

13.02 Employees assigned to a TDY mission shall be responsible with acquiring and maintaining a Corporate Credit Card in accordance with the Company's Corporate T & E Credit Card Program. Employees will be reimbursed travel expenses as soon as administratively feasible, not to exceed thirty (30) days from approved expense report submittal to Supervisor, provided the employee has submitted their expense report in accordance with the Company policy.

13.03 Government guidelines shall determine whether deployment is in a Hazardous Duty area and, if so, the Hazardous Duty pay associated with such assignment.

13.04 Employees who accumulate seventy-six (76) expense travel nights in a calendar year will be compensated with travel incentive pay (TIP) at a rate of thirty-two dollars (\$32.00) before taxes per expense night, upon reaching and/or exceeding seventy-six (76) days.

13.05 No employee will be required to go TDY more than thirty (30) days every six (6) months beginning January of each year except in cases of national emergency as determined by CBP.

13.06 Employees who have been assigned TDY shall not be eligible for another TDY until thirty (30) calendar days from return date of their last TDY have elapsed except for cases of national emergency. Requests for deviations to this requirement may be submitted to the Site Manager or designee for approval. The Company will make every effort to accommodate requests, providing mission requirements are met.

13.07 When the employee is required to work their regular days off while on TDY, the Company may not change the employee's regular bid days off for the purpose of avoiding overtime payment.

ARTICLE 14 - LEAVES OF ABSENCE

14.01 Employees may, with Company approval, be granted excused absence without pay for a good cause stated in a written request submitted at least one week in advance of said absence except in emergency situations. Continuous service credit and seniority shall accumulate during all leaves of absence described in this section unless otherwise noted.

14.02 An employee's job will be held for one (1) year from the start of the leave when an employee is on long term illness or injury whether paid or unpaid. When leaves of absence are granted, the employee, upon return to active employment, will be returned to their classification based upon seniority and qualifications. Seniority shall continue to accumulate during the approved leave of absence. When an employee has been granted a leave of absence for a specified period of time, it will be the employee's responsibility to request an extension of such leave prior to expiration if additional time is required. All such extensions must have prior Regional Manager approval.

14.03 Jury Duty: Employees who are required by proper court order or summoned to be absent from work in connection with jury duty or testimony will be paid the earnings they would have received for a regular scheduled shift, exclusive of transportation and meal cost. A copy of the court order or summons shall be provided to the Supervisor. Employees called for jury duty or testimony and released by the court with less than four (4) hours service, will be expected to return to work for the remaining portion of their normal workday. Payment will be made at the employee's regular straight time rate.

This pay shall not exceed forty-five (45) days in any twelve (12) month period. To be eligible for jury duty pay, the employee must present a statement from a court official attesting to the dates and times of such service. In no event shall such pay for time lost be made for jury duty performed on the employee's regularly scheduled day off, holidays as defined herein or for hours in excess of eight (8) per regular workday or hours in excess of forty (40) per week.

Employees making any court appearance on behalf of the U.S. Customs and Border Protection or the Company shall be compensated for all time spent in the appearance.

Employees required to serve on jury duty will be considered to be on day shift for all days served on jury duty and will not be required to return to work on either the swing or graveyard shift.

14.04. Bereavement: In the event of a death in an employee's immediate family, the employee will be granted five (5) days bereavement leave with pay. Immediate family definition is to be consistent with the Company's standard bereavement leave policy. Immediate family shall be defined as:

Mother, father, stepmother, stepfather or legal guardian, sister, brother, spouse, domestic partner, daughter, son, stepdaughter, stepson, grandmother, grandfather, great grandmother, great grandfather, mother-in-law, father-in-law, sister-in-law, brother-in-law, stepsister, stepbrother or grandchildren, great grandchildren, cousin, aunt, uncle, niece and nephew.

14.05. Military Reserve Training Leave: An employee on the active payroll of the Company who is required to engage annually in two (2) weeks (up to ten (10) working days) of military reserve training shall be granted a leave of absence for the period of training and shall be paid the difference between the pay received for the training period and the amount of wages the employee would have received for his normal two (2) week work schedule. Normal, for the purposes of this Section shall mean a forty (40) hour weekly work schedule at the employee's regular rate of pay.

14.06 UNION LEAVE

Leave of absence without pay will be granted by the Company on two weeks written request of the Union for persons designated by the Union for Official Union business or to attend conventions, educational or other functions of the Union. Seniority and benefits will accumulate during such leave for periods of two (2) weeks or less. Seniority only will accumulate for periods in excess of two (2) weeks. Not more than one (1) employee shall be on such leave at any one time, unless mutually agreed upon by the Parties.

14.07 FMLA

The Parties agree to be in compliance with the Family Medical Leave Act (FMLA) of 1993 as mandated by federal law and any State law requirements, regardless of the number of employees within the bargaining unit. Seniority will accumulate during all paid FMLA leaves.

No employee shall be required to utilize paid vacation for any FMLA absence for which the employee does not request to receive such pay. However, employee(s) may use accrued leave before being placed on unpaid FMLA leave.

14.08 TEMPORARY ALTERNATE WORK

The Company may provide Temporary Alternate Work (TAW) to bargaining unit employees who are unable to perform their normal work assignment due to an illness/injury.

The TAW assignment will be bargaining unit work.

The employees will receive their standard contractual hourly wage and benefits regardless of work performed. The employees' start time will be in accordance with the Collective Bargaining Agreement. Employees on TAW will not displace other employees or adversely affect their seniority. Additionally, the employee will be granted time off during working hours to continue follow up medical treatment, therapy or doctor visits as may be required and which are directly related to the complete rehabilitation and recovery of the ill/injured employee.

ARTICLE 15 – SAFETY

15.01 It is the intent of the Company to maintain safe and healthy conditions as necessary to protect employees from injury. It is the desire of the Parties to maintain high standards of safety in the operations of the Company in order to eliminate, as far as possible, industrial accidents and illnesses. Employees will present a neat, clean and professional appearance. Each employee will be required to wear the uniform designated by the Company. Employees will abide by the Company's Safety policies and procedures as well as federal regulatory guidelines at all times. Employees will be required to utilize Company-issued/ Required Personal Protective Equipment (PPE) that includes safety glasses; gloves; and Bump Cap. Employees may only be permitted to wear shorts when there are no known hazardous levels of atmospheric hazards and work functions preclude splashes, immersion, or the potential contact with hazardous levels of any chemicals. Employees may be required to perform one of these assignments based on their qualifications. In those cases, the employee must ensure they have trousers readily available at the site for use as required.

The Company shall make available foul weather gear (raincoats and pants) to those employees who are required to perform work outdoors. Any other protective clothing or safety equipment required by CBP or Company shall be provided also.

15.02 The Company will adhere to all of the state's Workers Compensation Laws as it applies to on-the-job illness/injury.

15.03 The Parties are committed to providing employees with a drug-free and alcohol-free workplace. It is our goal to protect the health and safety of employees and to promote a productive workplace, and protect the reputation of the Company, Union and employees. Consistent with these goals, the Company prohibits the use, possession, distribution or sale of illegal drugs, drug paraphernalia or alcohol on Company premises. A program, including random drug testing, will be maintained as well as all actions necessary to comply with the Drug Free Workplace Act, Company Policy and all Department of Homeland Security (DHS) and CBP Regulations.

15.04 Drug testing is a condition of employment.

ARTICLE 16 - BULLETIN BOARDS

16.01 The Union shall have made available to them a lockable bulletin board with a key controlled by the Stewards for the purpose of posting Union notices.

16.02 Such notices shall be limited to:

- Notices of Union charitable, recreational and social affairs.
- Notices of Union elections, appointments, and results of Union elections.
- Notices of Union Meetings.
- IAM Union Local or District membership bulletins and notices.
- Such other notices as are mutually agreed upon by the Parties.

ARTICLE 17 – GENERAL SAVINGS CLAUSE/COMPLETE AGREEMENT

17.01 In the event that now or hereafter there is any State or Federal Law or any directive order, rule or regulations made pursuant, thereto, which is in conflict with any provision or provisions of any agreement between the parties, the same shall supersede such provision or provisions and thereafter shall govern and control the relations and conduct of the parties so long as such law, directive, order, rule or regulations shall remain in force and effect.

17.02 The Parties acknowledge that during the negotiations which resulted in this Agreement, each had the right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from collective bargaining and that the agreements arrived at by the parties are set forth in this Agreement.

17.03 This Agreement expresses the complete understanding of the parties on the subject of wages, hours of labor, and conditions of employment. Any modifications of this Agreement may not be made except by mutual agreement in writing between the Company Labor Relations Department and designated representatives of the Union.

17.04 The waiver of any breach of any of the provisions or terms of this agreement by either party does not constitute a precedent for future waiver or enforcement of such breach.

ARTICLE 18 - NEW AND REVISED JOB CLASSIFICATIONS

When new or revised Bargaining Unit jobs are required that cannot be properly encompassed within an existing job classification, the Company will notify the Union of the requirements and will establish the rate of pay for the position(s). If the Parties are in disagreement, the Union has thirty (30) days from the date of the establishment of the new classification to challenge the rate of pay. If no agreement is reached during that period of time, the matter may be pursued through immediate Arbitration.

Copies of job classifications, as have historically been included in this CBA, shall be retained in the Site Manager/Supervisor's office and by the Chief Shop Steward. The current job

classifications shall remain in effect during the term of this Agreement. Any such job classifications and duties shall remain as prescribed by official government directive. Changes to those job classification and duties will be communicated to the Union forthwith.

ARTICLE 19 - PROMOTIONS / BIDDING

19.01 The Parties clearly recognize the Company's right to determine staffing levels within the Company. The Company therefore maintains the right to determine when there is a permanent job vacancy. When the Company determines that a permanent job vacancy exists, the Company will post the vacancy prior to hiring from outside the bargaining unit. The Company will post all job vacancies within the unit provided no employee has recall rights to the open position. When a bargaining unit job vacancy occurs within the Company the vacancy shall be posted for five (5) workdays. The notice will contain:

1. Job title and wage rate.
2. Qualifications required.
3. Date and time after which bids will no longer be accepted.
4. Work schedule, if known.
5. Effective date.

19.02 Job bids must be submitted using the Company's electronic application process. Bids received after the closing date will not be considered.

19.03 The Company shall determine which of the bidders are qualified (minimum requirements) to perform the posted position have the required qualifications as posted. The position will be awarded to the senior bidder that meets the minimum requirements of the job. The employee awarded the bid will be notified and will report for work on the new bid as of the effective date as determined by the Company.

19.04 If a more senior employee's bid is rejected by the Company, the individual will be informed of the reason(s).

19.05 A bargaining unit employee who bids and is promoted or transferred and who fails to satisfactorily perform the duties of the new job, within a period of up to thirty (30) workdays unless extended by mutual written agreement of the parties, will be governed by the following: P

- If the position the employee vacated has not been filled the employee shall be allowed to return to the position from where they came; or
- If the position is permanently filled, the employee will move to an available position.

The Company will make every effort to provide an available position to an employee who disqualifies from a bid position.

ARTICLE 20 - GOVERNMENT SECURITY / RESPONSIBILITY

20.01 The Union recognizes that the Company may now have, or may incur in the future, obligations with respect to the security of information and materials under contact with the Government. The Union agrees that nothing contained in this Agreement shall place the Company in violation of security agreements with the Government. The Parties agree that security information will be revealed only to persons properly cleared and required by the Government to have the information.

20.02 It is understood by and between the parties hereto that as a necessary condition of continued employment, employees shall be subject to investigation for security clearance or national agency check and/or unescorted entry authorization under regulations prescribed by CBP, or other agencies of the United States Government on government work, and that denial of such clearance and/or unescorted entry authorization by such governmental agency shall be cause for release from the Company due to inability to meet job requirements.

It is understood that there shall be no liability on the part of the Company for any release growing out of the denial of clearance and/or unescorted entry authorization by CBP or the United States Government.

20.03 The Parties recognize that employees covered hereby are performing services for the U.S. Government in U.S. Government facilities and by use of U.S. Government equipment. The Company is not authorized to maintain, modify or repair such government facilities and equipment, except as contractually directed.

Each employee shall be responsible for the reasonable care of CBP and/or Company furnished property or material and will notify the Company of any sabotage, or willful damage to CBP, Company or employee property or material.

ARTICLE 21 - HOLIDAYS

21.01 The Company observes the eleven (11) holidays (a total of eighty-eight hours (88) for an eight (8) hour shift) listed below:

New Year's Day

Labor Day

Martin Luther King Jr. Day

Veteran's Day

Presidents Day

Thanksgiving Day

Memorial Day

Day after Thanksgiving

Juneteenth

Christmas Day

Independence Day

21.02 An employee who is assigned to work a holiday may choose to take a compensating day off in lieu of pay for a working holiday. The compensating day off must be used within one hundred eighty (180) days and must be taken within the calendar year of the holiday.

21.03 An employee who is not required to work on one of the designated holidays mentioned above will be compensated for the holiday at eight (8) hours at their straight time rate, provided they are on the active payroll on the day of the holiday and has worked the last scheduled workday before the holiday and the next scheduled workday after the holiday, except an employee off on such day or days with prior permission of the employer, or due to personal illness/injury, will be compensated for the holiday.

21.04 Should any of the listed holidays fall on Saturday or Sunday the day observed by State or National Proclamation shall be considered the holiday. If the holiday falls on an "odd work week" employee's regular day off, the employee shall select the scheduled workday preceding or following the holiday as a day off. Provided the employee gives at least a one (1) week advance notice, the employee's choice of the proceeding or following day as a day off will not be changed without mutual consent of the Company. Any employee who is required to work on any of the above-mentioned holidays shall be paid at the rate of time and one-half (1 1/2) of their regular hourly rate for all hours worked in addition to their normal holiday pay. When senior qualified volunteers are insufficient in number to accomplish the necessary work, the junior qualified employees will perform such work on such a holiday.

21.05 Any holiday pay shall be considered time worked for the purpose of computing overtime .

21.06 Any additional holiday designated by the Federal Government as a Federal holiday that is observed by the CBP facilities will be observed in addition to the above holidays.

ARTICLE 22 – VACATIONS

22.01 Employees covered by this Agreement shall accrue vacation based on their Company Service date or service date on this program, whichever is greater. (Program service date is defined as the whole span of continuous service with the company, predecessor and successor contractors). Each anniversary date thereafter shall be the reference point for accrual of vacation. Paid vacation entitlement will be accrued as follows:

Length Of Service	Bi-Weekly Accrual Rate	Annual Rate
0 to 60 months	3.08	80 Hours
60 to 180 months	4.62	120 Hours
180 to 240 months	6.16	160 Hours
240 months or more	7.70	200 Hours

- A maximum of one hundred sixty (160) hours vacation may be carried over to the following year.
- Vacation balances over the maximum of one hundred sixty (160) hours carried over to the following year will be calculated on January 1st of each year and will be paid no later than the first pay period in February.
- An employee who has earned a vacation with pay, which has not been used at the time they cease employment, the earned/unused vacation will be paid out.

22.02 Vacation should be requested no less than fourteen (14) days in advance and will, insofar as practical, be granted as requested by eligible employees. When conflicts in requested vacation periods arise, the employees having the greater seniority shall be given the preference. However, an employee who has requested and had scheduled vacation approved, will not be displaced by a more senior employee.

- Vacation may only be scheduled on the employee's regularly scheduled workdays and only for the amount of hours regularly scheduled on that workday.
- Vacation periods of one (1) workday or less must be requested, a minimum of one (1) day in advance and must be approved.
- Employee's request for vacation leave must be approved by the employee's Supervisor before such leave is taken. Employees failing to secure such approval, who subsequently fail to report to work as scheduled, will be subject to appropriate disciplinary action for unexcused absence.
- The maximum allowable length of vacation will be the amount of the employee's unused vacation at the end of the payroll period immediately preceding the vacation period requested.

Preference as to dates for vacation leave will be granted on the basis of Company seniority within each classification. However, senior employees will not be permitted to take vacation time already assigned to a junior employee. In order to facilitate advanced bidding of vacation, a list indicating the number of employees in each classification who may be on vacation at any given time during the year will be posted. Pre-bidding for vacation will begin two (2) weeks prior to the first Saturday occurring in the month of February, June and October. The pre-bid will not exceed one (1) week in length and Employees will only be able to pre-bid vacation for each four (4) month period referenced above. An employee shall exercise his seniority in his first choice and his second choice will be considered only after all first choices are made and third choices will be considered after all second choices are made, etc.

Vacation shall be scheduled and paid in increments of four (4) hours or eight (8) hours. Requests for vacation leave, not submitted in the December 1 bidding period, in excess of eight (8) hours shall be submitted to the employee's supervisor at least one (1) week in advance (7 days) of the requested starting date. Request for vacation, not submitted in the December 1 bidding period, in excess of forty (40) hours must be submitted a minimum of thirty (30) days in advance of the requested starting date. Vacation leave requests, not submitted in the December 1 bidding period of eight (8) hours or less must be requested three (3) days in advance of the requested starting date.

22.03 Paid vacation hours will be considered as time worked for the purpose of computing overtime. When a holiday, as defined in this Agreement, falls within an employee's vacation period, such holiday hours shall not be charged as vacation hours.

22.04 Employees transferring to the bargaining unit shall retain their original date of hire with the Company for the purpose of accrual of vacation credits.

22.05 It is understood and agreed that final approval of vacation requests rests exclusively with the Company to assure orderly operation of work schedules.

Once approved by management and employee's vacation may not be changed without the employee's consent except in cases of operational requirements as dictated by CBP.

22.06 Vacation pay shall be computed at the employee's straight time hourly rate to include shift and all other applicable premiums in effect at the end of the payroll period immediately preceding the requested vacation period

22.07 In the event of contract turnover, when the Company does not turn over the employee's earned and unused vacation entitlement to the successor employer, the Company agrees to payout all earned and unused, accrued, and pro rata vacation to the employee at the end of the contract.

ARTICLE 23 – OVERTIME

23.01 Notice for scheduled overtime will be given as soon as practical after the Company deems that overtime work will be required.

The parties recognize two (2) different overtime situations for the purpose of determining who to ask. The two (2) types are: holdover time and scheduled overtime. Holdover time is defined as overtime for work in progress that is overtime, of a time sensitive nature arising from unforeseen circumstances, unplanned problems and/or to support unscheduled customer requirements.

- Scheduled overtime is defined as additional work requirements known at least four (4) hours in advance of the shift.

- Overtime in a holdover situation will be offered to those qualified employees already working the task ~~on the clock~~.
- Available overtime shall be rotated among qualified volunteers. If no volunteers are available to work the necessary overtime, it will become mandatory, and assignment shall be made by shift among qualified employees. Scheduled overtime will be offered to those qualified employees, regardless of shift, by seniority provided such employees possess the necessary skills, qualifications and/or certifications to perform the work in question, i.e. A&P License, Engine Run Up Card; Taxi License, APU Run Card; etc.

23.03 The overtime rate will be one and one-half (1 1/2) times the employee's straight time hourly working rate of pay for any work in excess of forty (40) hours in any one workweek. The overtime rate will be one and one-half (1 1/2) times the employee's straight time hourly working rate on the sixth (6th) consecutive day of work. The overtime rate will be two (2) times the employee's straight time hourly working rate for all hours paid on the seventh (7th) consecutive day of work.

23.04 The Company will not alter the employees assigned work schedule to avoid the payment of overtime.

23.05 All paid time will be counted as time worked toward the computation of overtime pay.

23.06 The Company will attempt to schedule overtime so that employees shall not be required to work more than two (2) consecutive Saturdays or Sundays.

23.07 An employee who has not completed their probationary period will not be assigned any overtime, unless all qualified senior employees have had an opportunity to work the overtime, and it is determined by the Supervisor that the probationary employee is qualified to carry out the responsibilities to be assigned to the overtime.

ARTICLE 24 - PERSONAL PAID TIME (PPT)

24.01 Personal Paid Time (PPT) will be accrued to the individual employee's account at the rate of 3.08 hours per bi-weekly pay period. Employees may accrue PPT up to a maximum of eighty (80) hours per year. Employees shall accrue PPT up to a maximum of one hundred and sixty (160) hours. PPT accrual records will be made available to employees upon request.

24.02 PPT accruals will begin to accrue on an employee's date of hire. Thereafter, such accruals shall vest as accrued. PPT will be considered as time worked for the purpose of computing overtime.

24.03 Employees who are prevented from reporting for work by reason of sickness or injury shall notify their supervisor of same within one (1) hour of their scheduled shift start time giving the

reason for the absence. PPT hours will not be paid in cases of unauthorized absence or tardiness or on an employee's regularly scheduled days off. Management approval will not be unreasonably withheld in the case of personal emergencies.

24.04 Requests for PPT for reasons other than sickness or injury must be requested for approval by the employee's supervisor at least one (1) day in advance. Such notice may be waived by the employee's supervisor.

24.05 The Company reserves the right to require employees to present a certificate from a licensed medical doctor to support time off of three (3) consecutive days or more due to illness or injury when notified by the Company prior to returning to work.

24.06 Employees who are terminated, laid off, retire or resign shall be paid for all unused personal paid time (PPT) up to a maximum of one hundred sixty (160) hours.

ARTICLE 25 – BENEFIT PLANS

25.01 Health & Welfare Benefit Plans

The Company will sponsor and make available to full-time employees, beginning on the first day of employment, Health & Welfare Benefit plans specified in the following paragraphs. The Company may find it necessary or desirable to amend, revise or replace some or all the plans during the life of this Agreement between the Parties. Such changes may be needed based on Company ownership changes, cost-containment, improved coverage, legally required, or changes imposed by the carrier. Should this occur, the Company will immediately advise the Union of such changes and will meet as soon as possible with the Union to negotiate the effect of such changes on the employees covered by this Agreement.

Employees shall have the opportunity to choose from the following benefit options during their initial enrollment period and during Annual Enrollment each year. Unless otherwise specified by Federal Law, employees shall not be allowed to change their pre-tax benefit elections outside of the Annual Enrollment period. Employee paid premiums will be deducted from the employee's bi-weekly paycheck.

The employee share of any premium increases to the medical, dental and/or vision plans in 2027, 2028, 2029 and 2030 (subject to the exception above in a Plan change) will be shared between the Company and the employee. The Company and employee will share in any annual increase each year with the Company paying 80% of the increase and the employee 20%.

Medical

Employees may choose to purchase one of the Company's optional medical benefits as provided in the Summary Plan Description. Any increase in premium rates will be shared between the Company and Employee as described above.

2026 BIWEEKLY EMPLOYEE COST				
Plan Name	EE Only	EE + 1 SP	EE + CH(DRN)	EE + F
Silver HSA	\$38.21	\$85.76	\$69.37	\$111.84
\$500 PPO	\$52.59	\$105.25	\$104.63	\$159.88

Dental

Plan Name	EE Only	EE + 1 SP	EE + CH(DRN)	EE + F
Delta Dental PPO Plus	\$2.88	\$5.94	\$7.14	\$11.12

Vision

Plan Name	EE Only	EE + 1 SP	EE + CH(DRN)	EE + F
VSP with Safety Glasses	\$0.66	\$1.65	\$2.00	\$2.15

25.02 – Medical Opt-Out Credit

Employees who maintain eligible medical benefits outside of the Company-offered medical plan, may qualify for a taxable credit in-lieu-of medical coverage in the amount of \$2.50 per hour paid up to maximum of eighty (80) hours paid. Employees receiving the credit may enroll in any other benefit, other than Company offered medical coverage. An employee may not be a covered dependent on another employee’s medical coverage and qualify for the Medical Opt-Out benefit.

Employees must furnish proof of eligible medical coverage during the initial enrollment time-period and at the beginning of each plan year to qualify for the Medical Opt-Out credit. Any Opt-Out credits paid to the employee when not eligible will be repaid to the Company.

- a. Employees must immediately notify the Company if they lose coverage outside of the Company-offered medical plan. If an Employee’s alternative health coverage ends, the Employee will not be eligible to participate in the Medical Opt-Out program.
- b. Eligible coverage is NOT from the individual market (either on or off the Market Place/Exchange) and meets the Affordable Care Act (ACA) guidelines of Minimum Essential Coverage (MEC).
- c. The Medical Opt-Out credit will be managed in a manner consistent with applicable plan documents and federal regulations, including but not limited to Medicare Secondary Payer rules, ACA regulations.

25.03 Company Paid Benefits: The Company will furnish the following at no cost to the employee. Employees are automatically enrolled:

- a. Basic Employee Life insurance in the amount of 1 x Base Annual Earnings. with a minimum of eighty thousand dollars (\$80,000.00) to a maximum one hundred fifty thousand dollars (\$150,000.00).

b. Basic Employee Accidental Death and Dismemberment (AD&D) insurance in the amount of 1 x Base Annual Earnings. with a minimum of eighty thousand dollars (\$80,000.00) to a maximum one hundred fifty thousand dollars (\$150,000.00).

c. Business Travel Accident insurance (BTA).

d. Employee Assistance Program (EAP).

e. Short-Term Disability insurance at sixty-six and two thirds (66.67%) percent of base pay with a maximum of \$2,000.00 per week.

Company sponsored Employee Paid Benefits: An employee may purchase and will pay one hundred percent (100%) of the premiums of the following optional group insurances:

a. Supplemental Life and Supplemental AD&D Insurance for Employee and Dependents: Evidence of Insurability and approval by the insurance carrier is required prior to purchasing any supplemental life insurance/AD&D and dependent life insurance. Benefit/Age reductions may occur in accordance with the plan document.

b. Long Term Disability Insurance at either: 50%, 60%, or 70% level as defined in the Summary Plan Description. Evidence of Insurability and approval by the insurance carrier is required prior to purchasing any optional Long Term Disability insurance.

Employee Premium Remittance while on Leave

Employees on leave are responsible for paying their portion of the benefit premium cost in full through the Company's monthly direct bill process, excluding 401(k) deferrals and loans. Failure to remit full payment within the time limit will result in termination of employee-paid benefit coverage due to nonpayment.

25.04 – Employee Benefit Systems. Inc

This Agreement acknowledges the Company has agreed to allow the International Association of Machinists and Aerospace Workers to offer the Machinists Custom Choices Worksite Benefits program of supplemental insurance benefits to their employees in the bargaining unit through their designated agent, Employee Benefit Systems, Inc. (EBS). Members will be given an opportunity to spend up to fifteen minutes with an EBS Counselor at the worksite during normal working hours, once per year. Further, the Company will honor payroll deduction requests and make payments to the underwriting insurance companies for all products to be offered. All policyholder service will be provided by the underwriter and Employee Benefit Systems, Inc.

25.05 Amentum Savings Plan

The Company will provide all full-time employees covered by this Agreement with an IRS approved Savings Plan and in accordance with the Plan document.

Currently, the Company is making a 4% bi-weekly non-discretionary contribution to each eligible employee's 401k Plan Account. Effective October 1, 2026, and each October 1 thereafter, the Company shall make the following non-discretionary contributions:

Effective 10/1/2026: - 4.25%

Effective 10/01/2027: - 4.5%

Effective 10/01/2028: - 4.75%

Effective 10/01/2029: - 5.0%

Said amounts shall be based on the gross weekly earnings for each employee.

Employees may elect to contribute up to the maximum allowable amount under federal law from their gross annual earnings into the IRS approved 401(k) savings plan. The employee will be responsible for all administrative fees for the Plan.

All Contributions are immediately vested.

25.06 UNIFORMS/SAFETY SHOES

Each employee will be required to wear the uniforms designated by the Company.

Employees purchasing the required uniforms (wet/cold weather gear and safety shoes/boots through the Company provider will be reimbursed for those purchases during the month of October each year. The Company will provide each employee with a reimbursement allowance of up to the amount of five hundred twenty-five (\$525.00), for uniforms and safety shoes. The Company will notify employees of the designated vendor(s) where employees may purchase these items. Receipts will be required.

ARTICLE 26 - DURATION

This Agreement shall become effective July 1, 2026, and shall continue in full force and effect through June 30, 2030, and thereafter from year to year unless sixty (60) days written notice is given by either party to the other, prior to the expiration date of this Agreement. Such notice will be sent via registered and electronic mail and will state its intent to amend, modify or terminate the Agreement.

For: Amentum Services, Inc

For: International Association of Machinists
and Aerospace Workers, Air Transport
District 142

Robert Renny
Senior Regional Manager - NAMLS/CBP

James M. Samuel
General Chairperson

Bruce E Goodman
Labor Relations Principal Advisor

Edgardo Nunez
Committee Member

Mike Greenberg
Finance Manager – NAMLS/CBP

Alexis Araya
Committee Member

Lazaro Garcia
Site Manager – NAMLS/CBP

Joni Mosier
Human Resources Manager – NAMLS/CBP

APPENDIX A

Classification	Current Rate	10/1/2026	10/1/2027	10/1/2028	10/1/2028
Aircraft Mechanic II	\$48.80	\$52.22	\$53.78	\$55.40	\$57.06
Aircraft Worker	\$41.70	\$44.62	\$45.96	\$47.34	\$48.76
Avionics Technician	\$48.80	\$52.22	\$53.78	\$55.40	\$57.06
Support Equipment Mechanic	\$39.98	\$42.78	\$44.06	\$45.38	\$46.75
Supply Technician	\$38.37	\$41.06	\$42.29	\$43.56	\$44.86
Corrosion Control Technician	\$38.93	\$41.66	\$42.90	\$44.19	\$45.52
Aircraft Servicer	\$31.38	\$33.58	\$34.58	\$35.62	\$36.69
Quality Assurance Inspector	\$50.81	\$54.37	\$56.00	\$57.68	\$59.41
Chief Quality Assurance Inspector	\$52.36	\$56.03	\$57.71	\$59.44	\$61.22

All monetary increases will be effective the first payroll period following October 1 of each year.

Base Rate: Base rate as used in this Agreement shall be the basic hourly wage rate of an employee excluding all other payments.

Working Rate: Working rate as used in this Agreement shall be the employee's base rate plus other applicable payments, if any, as provided in this Agreement.

DIFFERENTIALS

2nd shift: \$.65 per hour
 3rd shift: \$.70 per hour
 Odd Work Week: \$.55 per hour

PREMIUMS

Leads: \$1.75 per hour (as designated by the Company)
 CII Inspector: \$1.50 per hour (as designated by the Company)
 Engine Run/Taxi: \$1.00 per hour (while performing the assigned function minimum of four (4) hours)
 Hazmat: \$1.00) per hour (when performing HAZMAT inventory, handling, transport, and Inspections: Ground Support Equipment Mechanic; Aircraft Servicer and Corrosion Technician)
 IA License: \$.75 per hour for all hours worked.
 A&P License: \$.75 per hour for both licenses for all hours worked.
 Supply Technician): \$.50 per hour for all hours worked (with Hazmat qualification).