

COLLECTIVE BARGAINING AGREEMENT

Between

VECTRUS SYSTEMS CORPORATION

MAXWELL INFRASTRUCTURE SUPPORT

And

UNITED STEEL, PAPER AND FORESTRY, RUBBER,

MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND

SERVICE WORKERS INTERNATIONAL UNION AFL-CIO-CLC

LOCAL UNION 9504

July 1, 2021 to June 30, 2024

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PREAMBLE

This AGREEMENT is entered into as of this 1ST day of July, 2021 by and between Vectrus Systems Corporation, hereinafter referred to as the "Company", and the UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL UNION, AFL-CIO-CLC, on behalf of its Local Union 9504, hereinafter referred to as the "Union", as representatives of certain Company employees who are engaged in the performance of services relating to the Company's contract with the Department of the Air Force at Maxwell-Gunter Air Force Base, Alabama and included in one of the NLRB certified bargaining units listed in ARTICLE 1, UNION RECOGNITION; and, in the mutual interest of the employees and the Company to promote and further efficiency and economy of operations, to provide orderly collective bargaining relations between the Company and its employees and a method for prompt and equitable disposition of grievances, and a method for the establishment of fair wages, hours, and working conditions for the employees covered hereunder. In making this Agreement, it is recognized to be the duty of the Union and the employees to cooperate fully with the Company, both individually and collectively, for the advancement of the purpose of this Agreement.

The Union recognizes that the Company is a contractor to the Federal Government and that the Company is always required to fully meet its obligations as a contractor. Nothing in this Agreement is intended to prevent the Company from fully meeting its obligations and responsibilities as a contractor.

This Agreement shall be binding upon the successors and assignees of the parties hereto and shall not be affected by any change in the regular status, ownership, or management of either party hereto. The Union expressly acknowledges and agrees that the Company is performing services at Maxwell-Gunter Air Force Base, Alabama, under contract with the United States Air Force, and that in the event the Company's contractual relationship with the United States Air Force at said bases should terminate, the Company shall be relieved of all other obligations under said Agreement.

Anytime the masculine gender is used in this Agreement, the provision shall also apply to the female gender. All provisions of this Agreement shall apply equally to male and female employees alike.

ARTICLE 1- UNION RECOGNITION

The Company hereby recognizes the Union as the sole and exclusive collective bargaining agent in regards to wages, hours, and other terms and conditions for employment, for the employees of the Company employed at Maxwell-Gunter Air Force Base, Montgomery, Alabama in the following bargaining units:

1. Airfield Bargaining Unit — NLRB Case No. 15-RC-8522

2. Civil Engineering Bargaining Unit — NLRB Case No. 15-RC-8537
3. Personnel Systems Bargaining Unit — NLRB Case No. 15-RC-8552
4. Communications Bargaining Unit — NLRB Case No. 15-RC-8553
5. Warehouse & Acquisition Bargaining Unit — NLRB Case No. 15-RC-8562
6. Information Technology Bargaining Unit — NLRB Case No. 15-RC-8563
7. Craft Services Bargaining Unit — NLRB Case No. 15-RC- 8564
8. Janitorial Bargaining Unit — NLRB Case No. 15-RC-8565
9. Mission Support Bargaining Unit — NLRB Case No. 15-RC-8568
10. CE Program Control Bargaining Unit — NLRB Case No. 15-RC-8569
11. NAF Accounting Bargaining Unit — NLRB Case No. 15-RC-8570
12. Recreation Bargaining Unit — NLRB Case No. 15-RC-8653
13. Marketing Bargaining Unit — NLRB Case No. 15-RC-8657
14. Civil Engineering Support Bargaining Unit – NLRB Case No. 15-RC-8759

ARTICLE 2 - MANAGEMENT RIGHTS

The Company shall remain vested with all management functions, including the full and exclusive control, direction but not limited to the right to hire, suspend, or discharge for just cause, to assign to jobs, to increase and decrease work force, to determine services to be performed, and the schedule of work, and the methods, processes of means of performing the services, to promote, demote, or transfer, to maintain discipline of employees and to make reasonable rules and regulations for the purpose of maintaining efficiency and discipline which do not conflict with the terms of this Agreement. The Company further shall have the right to establish reasonable standards relating to the performance of the job functions and to be the judge of an employee's ability to perform work according to the standards so set. Should an employee be unable to perform work according to the Company's standards, the Company shall have the right to terminate and discharge that individual from employment, subject to the provisions of this Agreement. In the event of a conflict in interpretation by any arbitrator or court of competent jurisdiction as against any other provision of this Agreement, this section shall prevail.

ARTICLE 3 - UNION MEMBERSHIP - CHECKOFF

The Company will deduct from the pay of each employee covered by this Agreement, the Union initiation fee of Ten Dollars (\$10.00), and regular monthly dues as prescribed by the International Secretary-Treasurer of the Union. Such deductions, accompanied by an itemized statement showing the name of each such employee who is employed on the date such deductions are made and the amount of initiation fee dues, and/or lawful assessments deducted from each, shall be remitted by the Company to the International Treasurer, United Steelworkers, AFL-CIOCLC, Five Gateway Center, Pittsburgh, Pennsylvania, 15222, within ten (10) days after the month in which such deductions are made. A copy of the itemized statement shall be forwarded to the assigned Staff Representative at 1413 Thompson Circle, 1st Floor, Gardendale, AL 35071.

The Union will identify and provide employee authorizations for each deduction required by this Agreement. The Union hereby indemnifies the Company and agrees to hold harmless and free from any loss and/or liability arising at any time by virtue of the making of any deduction in accordance herewith.

SECTION A.

All employees, not members of the Union, (including part-time employees who average working more than twenty-five (25) hours per month) receiving benefits under this Agreement shall pay to the Union, commencing thirty (30) days after employment and continuing during the terms of this Agreement, and so long as they remain non-members, as a condition of employment, a service charge as a contribution toward the cost of administration of the Agreement and the representative of such employees. The amount of this service charge shall be equivalent to the amount required to be paid as Union initiation fees and dues by those employees who become members of the Union.

SECTION B.

The provisions of this Article, Section A, shall be deemed to be of no force and effect in any state whose law governs this Agreement to the extent to which the making or enforcement of such provisions is contrary to statutes, constitutional amendment, or law is declared by the Court of last resort having jurisdiction of such questions to be invalid, the provisions of Section A above shall immediately thereupon be deemed to cover the bargaining unit of employees directly affected by such declaration of invalidity.

ARTICLE 4 - INTERRUPTION OF WORK

During the term of this Agreement, or any extension thereof, no employee shall engage in a strike, slow down, refusal to work, or any other disruption of work, nor shall the Union or its representatives or members cause, authorize, pay, condone, or participate in any strike, stoppage of work, boycott, or other work interruption or interference with the Company's operation. Should any employee engage in any of the above listed activities he/she shall be subject to discharge or other disciplinary action as may be determined by the Company.

During the term of this Agreement, or any extension thereof, there shall be no lockout by the Company.

The provisions of this Article shall not come within the grievance and the arbitration procedures for the purpose of assessing damages or securing specific performance of the terms hereof. Such matters shall be solely determined in the appropriate Court.

ARTICLE 5 - BARGAINING UNIT WORK

It is understood and agreed that non-bargaining unit and/or supervisory personnel may perform work of employees covered by this Agreement under the following conditions:

1. To instructing and training employees.

2. Under emergency conditions to prevent injury to employees or other individuals or damage to property or when unit employees are not immediately available.
3. When required for military exercises or immediate surge requirements imposed by the Government.
4. In circumstances which Bargaining Unit employees lack the technical ability to perform the required work.
5. When work being performed is incidental to job duties of a position which is not covered by this Agreement.
6. In circumstances which are required to ensure the quality of performance and/or the satisfaction of the Company's obligation as a contractor to the Government when a bargaining unit employee cannot be reasonably obtained.

It is not the Company's intent to erode the work of the Bargaining Unit or affect any reductions in force of Bargaining Unit employees by any of the conditions.

ARTICLE 6 - SENIORITY

SECTION A.

Seniority shall be defined as the length of continuous, uninterrupted service of the employee with the Company or predecessor contractor, whichever is earlier, provided that the employee shall have first completed his/her probationary period. If two (2) or more employees have the same date of hire, seniority shall be determined by the month, day and year of birth.

SECTION B.

In the application of principles of seniority as provided in this Agreement, consistent with applicable Federal and State laws and regulations, the employee must have the qualifications and physical capability to perform the work involved. The terms "qualified" or "qualifications" for the purpose of filling of vacancies means that the employee meets the requirements of the job description. For all other purposes under this contract, "qualified" or "qualifications" for also includes having the ability (includes all authorizations required) to perform the work without the necessity of any additional training. In addition to these qualifications the Company will give preference to seniority among employees who meet the requirements of this Section.

It is understood and agreed that in all cases of increases or decreases of forces and promotions, the following factors shall be considered:

1. Ability to perform the work.
2. Seniority.

Only where factors 1 and 2 are relatively equal shall seniority be the determining factor.

SECTION C.

The Company retains the right to assign available work to employees, and to transfer qualified workers to

and among jobs, shifts and days off, where needed, and such assignments will be made by seniority.

SECTION D.

In the event of a job opening or new job created within a particular bargaining unit, the Company will post the job for bid for a period of seven (7) working days in all units and on all Union bulletin boards or the Manager may notify employees via electronic distribution of job openings, replacements or newly created positions. The location of all Union bulletin boards will be confirmed with the Union. All employees may bid for the job opening. Employees in the bargaining unit where the job exists will be considered first before employees in other units will be considered. The job will be awarded according to the criteria in Section B, above. If no qualified employee bids on said job, the Company may hire an outsider.

Human Resources will notify the Local Union President in writing of the name of the employee selected within ten (10) working days of the position being filled. The Company will notify the Local Union President in writing if a decision is made to allow the position to remain vacant after it has been posted. Such notification will be made as soon as possible after the decision is made.

SECTION E.

An employee will lose his/her seniority standing if he/she:

1. Resigns
2. Discharged for Just Cause
3. Laid off for twelve (12) consecutive months
4. Absent due to illness certified by a Physician for twelve (12) consecutive months
5. Absent due to on the job injury for twenty-four (24) consecutive months
6. Fails to return from written leave of absence at the end of such leave
7. Absent for three (3) consecutive working days without a bona-fide excuse acceptable to the Company.

However, if the employee is reinstated, all previous seniority will be restored.

SECTION F.

Notice of recall from layoff shall be by certified mail, to the employee's last known address filed with the Company. The employee has five (5) days to notify the Company that he/she will return to work and he/she must return to work within seven (7) days from date of delivery of said notice unless the Company grants an extension. Requests for an extension must be made in writing. An employee failing to abide by these conditions shall forfeit his/her recall and seniority rights.

SECTION G.

No employee will be laid off without ten (10) working days written notice by the Company. Employee(s) who is/are laid off from his/her job may displace an employee, who is junior, provided he/she is qualified to perform the work. Any laid off employee may within five (5) working days of layoff notify the Company's Human Resources

Department of other jobs he/she may be qualified for. Should a vacancy occur during the layoff in a classification for which the employee has provided such notice, the Company will consider the employee for the vacancy.

SECTION H.

An employee who advances to a position in management out of the bargaining unit or another position within the bargaining unit will be granted a thirty (30) day probationary period. If the employee does not, or cannot perform his/her job adequately, he/she will be allowed to return to the previous position with no loss in seniority. Any person who bid or filled the position during the 30-day period will also return to his/her former position.

SECTION I.

The Company will provide the Union with the name, position, and date of hire of any new employees subject to the Collective Bargaining Agreement within one week after hire. A seniority list shall be established for each bargaining unit and shall be revised at least each three (3) months with a copy furnished to the International Staff Representative and the Local Union. The list shall be posted on all Union bulletin boards.

SECTION J.

The Company will keep all bargaining unit employees trained, as required by the contract performance work statement (PWS), or as new equipment is introduced. Any employee selected by the company for training will be paid his/her normal wage rate during such training and will be reimbursed any travel expenses in accordance with Company policy and the DOD Joint Travel Regulation. Any employee who wishes to attend a particular training course will advise the Company of his/her desires. Selection of employees for training when offered by the Company shall be made by the Company based on qualifications, ability, physical fitness and job performance

ARTICLE 7 - PROBATIONARY PERIOD

SECTION A.

Every new employee subject to CAC requirements to perform their job duties and responsibilities shall be on probation until all training and security IT access qualifications are met or one hundred and twenty days (120 days) or whichever is the last to occur for only those employees. This one hundred and twenty (120) day extension of the probationary period is only for those employees required to obtain a CAC card to complete their job duties. If the employee has not received their CAC card after one hundred and twenty (120) days, the probationary period ends. Every rehired employee shall be on probation for the first sixty (60) days of re-employment. A part-time employee who has worked on a part-time basis shall serve a sixty (60) day probationary period if hired in a full-time position, provided the employee has worked part-time for a minimum period of ninety (90) days. The applicable Union representatives will be consulted by management prior to the end of the probationary period as to the suitability of the new hire's job performance.

A probationary employee will not compete for, nor work overtime until all regular full-time employees in

the same classification assigned on the same shift and location have been offered the overtime.

SECTION B.

At any time during the ninety (90) day, or sixty (60) day probationary period specified above, any employee may be discharged for any reason, and any such employee so discharged shall not have the right to file or have other recourse to the grievance procedure.

ARTICLE 8 - UNION STEWARDS

SECTION A.

The Company agrees to recognize the Grievance Committee and Shop Stewards duly authorized by the Union to represent those employees covered by the terms of this Agreement. The number of Committee members and Stewards authorized for the bargaining units covered by this Agreement are as follows:

	<u>GRIEVANCE COMMITTEE PERSONS</u>	<u>SHOP STEWARDS</u>
Airfield Unit	1	2
Civil Engineering and Warehouse & Acquisition, CE Program Controls, CE Support Units	1	5
Personnel Systems, Mission Support (minus Community Center Specialist) Unit	1	2
NAF Accounting Unit	1	1
Communications Information Technology and Communications Units	1	3
Craft Services and Mission Support Community Center Specialists Only Unit	1	2
Janitorial Unit	1	2
Recreation Unit	1	4

The Company recognizes the need for continuity between the Local Union representatives and its members. As such, the Company will make every effort to recognize this need when movement of employees is necessary to support contract requirements. It is agreed that the representation objective can be achieved with the above Union representatives unless modified by mutual agreement of the Company and the Union.

The Union will notify the Company in writing of the names of Local Union officers, grievance committeepersons and Shop Stewards, and the areas each Committeeperson or Steward represents. The Company will not recognize any subsequent changes of Stewards until official written notice is received from the Union.

SECTION B.

It is agreed and understood that Officers, Committeepersons and Shop Stewards are to continue to be a productive, contributing and working employee of the Company subject to all the normal and usual rules and regulations of any other employee. However, Committeepersons, Officers, and Shop Stewards will be granted

permission, when requested, to receive and process grievances in and about those work centers for which he/she is responsible without loss of pay. The Company will allow a Shop Steward the opportunity to meet new employees assigned to his/her work center for the purpose of explaining the CBA. Shop Stewards shall not handle any grievance arising outside of their respective areas except in the absence of a Shop Steward. In such an event, the Shop Steward assigned to the area nearest the absent Shop Steward's area shall be permitted to handle grievances in the absent Shop Steward's area.

When a Committeepersons, Officers, and Steward find it necessary to investigate a grievance, the Steward shall request permission to leave his/her work assignment from his/her supervisor. Such request must include the nature of the grievance, if known, who the Steward wants to talk to, and how long the Steward expects to be off the job. Upon entering the work area of another Supervisor's responsibility, the Steward will contact that Supervisor and gain permission to contact any employee. If permission is denied, the Supervisor will promptly establish an alternate time at which the Steward can contact the employee(s). The above procedures will apply to equally to Grievance Committeeperson and Stewards.

Each Steward shall charge their time to handle official union business to a special Activity Code set up in our time keeping system. This time will continue to be paid by the Company.

SECTION C.

The senior Union representative in each Bargaining Unit, employed by the Company, shall have seniority over all other employees in their Bargaining Unit in cases of layoffs and/or cutbacks of personnel.

ARTICLE 9 - VISITATION

Authorized representatives of the International Union shall be permitted to visit the operations to the Company at Maxwell-Gunter Air Force Base, Alabama, during working hours for the purpose related to the administration of this Agreement, provided further that such visit shall not interfere with the normal business operations of the Company or of the work of its employees. Such visits are subject to the security and safety regulations of Maxwell-Gunter Air Force Base.

ARTICLE 10 - GRIEVANCE PROCEDURE AND ARBITRATION

SECTION A.

Should differences arise between the Company and the Union as to the meaning and application of this Agreement, or should differences arise about matters directly connected with this Agreement, there shall be no suspension of work or a slow down by the employee, nor any lockout by the Company, but such differences shall be settled in the following manner.

Failure by the Union to present a grievance or appeal a grievance within the specified time limits will bar

the grievance from any further action. If the Company fails to answer a grievance in a timely manner, the Union may appeal the grievance to the next step in the procedure.

It is understood that the time limits specified herein may be extended by written mutual agreement of the Company and Union. Saturdays, Sundays, and holidays shall not be counted in computing the due date for any decision or appeal.

If it is determined under the Grievance Procedure, including Arbitration, that any adjustment in pay is appropriate, such adjustment shall be based upon the rate of pay at the time of the occurrence. Any retroactive adjustments shall not extend more than thirty (30) calendar days prior to the date upon which the grievance was presented to the Company.

The Company shall provide access to all legally-required and relevant Company records requested by the Union for use in the Grievance Procedure. It is not the intent of the Company to unreasonably withhold information. Any question of relevancy shall be discussed between the Parties if any dispute arises as to the relevancy of the requested data, and the Union may take appropriate legal action if it believes the Company is improperly withholding relevant information.

The request for information will be in writing from the Local Union President, Local Union Vice-President, or Chief Steward to the Human Resources Manager. It is understood that the Grievance Procedure time limits may be extended to accommodate the collection and delivery of requested data.

All grievances will be settled according to the following procedure:

STEP 1:

The employee with his/her Shop Steward shall meet with the immediate Supervisor and Human Resources Manager. The grievance shall be filed within ten (10) working days from the date of occurrence upon which the grievance is based. The Step 1 meeting shall be held within five (5) working days from the receipt of the grievance. The immediate Supervisor shall give his written answer within five (5) working days after the Step 1 meeting.

STEP 2:

If the grievance is not resolved at Step 1, the Union may appeal the grievance to Step 2, provided such appeal is made within five (5) working days from receipt of the Supervisor's reply. A Step 2 meeting shall be held within ten (10) working days after receipt by the Company of the appeal. The appropriate Grievance Committeeperson and the Shop Steward involved shall meet with the Department Manager or designated representative and the Human Resources Manager. The Department Manager shall provide the Chairman of the Grievance Committee Chairperson with a written reply to the grievance within ten (10) working days after the Step 2 meeting.

STEP 3:

If the grievance is not resolved at Step 2, the Union may appeal the grievance to Step 3, provided such

appeal is made within ten (10) working days from receipt of the Company's written response of the Step 2 meeting. The Union's Staff Representative, Local Union President and the Grievance Committee Chairperson shall meet with the Company's Deputy Program Manager or his designated representative and the Human Resources Manager within fifteen (15) working days after receipt by the Company of the appeal. The Company's Deputy Program Manager shall provide the Union's Staff Representative with a written reply to the grievance within ten (10) working days after the Step 3 meeting.

STEP 4:

Any grievance which has not been settled or disposed of in accordance with the steps of the grievance procedure outlined above may be appealed to arbitration by either party within fifteen (15) working days after the Company's written Step 3 reply.

The party appealing the grievance to arbitration will submit a list of arbitrators from which the other party may select within fifteen (15) working days from notification to the other party the grievance has been appealed to arbitration. If the parties are unable to select an arbitrator from this list, the parties will request a panel of seven (7) arbitrators from the Federal Mediation and Conciliation Service. Upon receipt of the panel, the parties shall alternately strike a name from the list until one (1) name remains and this person shall be the arbitrator.

A date for Arbitration will be set within forty – five 45 days from the date an Arbitrator has been chosen.

The parties agree that the decision or award of such arbitrator shall be final and binding on each of the parties and that they will abide thereby. The authority of the Arbitrator shall be limited to determining questions involving the interpretation or application of specific provisions of this Agreement, and no other matter shall be subject to Arbitration hereunder. The Arbitrator shall have no authority to add to, subtract from, or to change any of the terms of this Agreement. In no event shall the same contract interpretation issue be the subject of arbitration more than once. Each party shall bear the expenses of preparing and presenting its own case. The cost of the arbitrator and incidental expenses mutually agreed to in advance shall be borne equally by both parties.

SECTION B — NON-BINDING MEDIATION

If a grievance cannot be satisfactorily resolved at Step 3, and if both parties agree, the grievance may be submitted to non-binding mediation by a joint request of the Company and the Union to the Federal Mediation and Conciliation Service. Such request must be made during the time after the Company gives its written Step 3 answer and before the Union's time limitations on providing written notice to arbitrate expires. Once such a request is agreed to, the time limits will be extended up to twenty (20) working days. If a satisfactory solution cannot be reached through mediation, the parties shall have ten (10) working days after conclusion of such mediation to appeal the grievance to arbitration. Time spent by the grievant or Union officials in attending mediation will be without loss of pay.

SECTION C — REPRIMANDS

Any reprimand shall be in writing, and a copy shall be provided to the Local Union President within twenty-four (24) hours of receipt of the letter. Reprimands more than twelve (12) months old may not be used for future progressive disciplinary purposes provided the employees has not received any other reprimands during the twelve (12) months. Any reprimand is subject to grievance procedures.

SECTION D — TRAFFIC VIOLATIONS

All traffic violations received while operating a Government vehicle must be reported to the employee's supervisor and to the Company Human Resources Manager. The violation will remain in the employee's file for a period of three (3) years from the date of the violation. In addition, any employee required to maintain a valid driver's license must report any loss or restriction of driving privileges to the Company. Failure to report a driver's license suspension or revocation will result in termination of employment.

ARTICLE 11 - HOURS OF WORK AND OVERTIME

SECTION A

All employees of the Company covered by this Agreement shall be classified as either full- time employees or part-time employees.

SECTION B

The standard work week shall be the seven (7) day period beginning at 00:01 a.m. on Saturday and ending at 12:00 midnight on Friday. An employee's standard workday shall be the twenty-four (24) hour period commencing with the start of the employee's work shift.

The normal workday for full-time employees shall consist of eight (8) hours, excluding meal periods. When necessitated by operational requirements, the Company may utilize other workday schedules with or without specific meal periods. The normal work week for full-time employees shall consist of forty (40) hours; provided, the Company shall have the right to schedule such shifts and hours as are necessary or advisable in the conduct of its business.

SECTION C

Employees shall be paid One and One-Half (1.5) times their regular rate for all hours worked more than forty (40) hours per week; provided, there shall be no duplication of overtime. Overtime hours worked will not be exchanged for compensatory (comp) time.

SECTION D

Nothing in this Agreement shall be construed or considered as a guarantee by the Company to provide employees with any number of hours of work during their employment.

Qualified full-time employees of this Company will be afforded the opportunity to work forty (40) hours in a workweek before part-time employees are used.

SECTION E

Overtime, as between qualified employees, shall be distributed by seniority.

SECTION F

The Company shall not schedule a full-time employee time off to avoid paying overtime, except where such scheduling is required to meet surges in workload, recall, emergency or disaster. However, this should not be misconstrued to suggest that the Company does not have the right to plan and manage its operations to accomplish the objectives of the Government and of the Company or abrogate any management function.

SECTION G

Janitors required by the Company to drive their POV to multiple buildings, two or more, will receive a thirty dollar (\$30) bi-weekly travel allowance.

Janitors required by the Company to drive their POV to a single point or building will receive a twenty dollar (\$20) bi-weekly travel allowance.

Other employees required by the Company to use their POV, when a company furnished vehicle is not available, will be reimbursed mileage at the current Joint Travel Regulation (JTR) mileage rate.

SECTION H

Holiday pay, paid vacation and paid sick leave will be considered as hours worked for the purpose of determining overtime eligibility.

SECTION I

This Section applies only to the Airfield Bargaining Unit. Whenever the Airfield is closed, employees whose normal work schedule is affected will be rescheduled to make up the lost hours during the same pay week. Employees will be notified of their revised work schedule, in advance, at the time they are notified of the Airfield closure.

ARTICLE 12 - CALL IN - REPORTING

SECTION A

Any full-time employee who reports for work at his/her regular starting time and who has not been given at least six (6) hours previous notice not to report shall receive a minimum of four (4) hours straight time pay.

SECTION B

A minimum of four (4) hours will be paid to each full-time employee when called in to work when not scheduled. A minimum of four (4) hours will be paid to each part-time employee when called in or scheduled to work. A minimum of two (2) hours will be paid for scheduled work during non-duty hours.

SECTION C

All employees that are required, in writing, to standby in cases of emergency, on weekdays will be paid twenty dollars (\$20) per day and the provisions of Article 12 Section B shall apply. Employees that are required, in writing, to standby in cases of emergency on weekends or holidays will be paid thirty dollars (\$30) per day and the provisions of Article 12 Section B shall apply. All employees on call-in or standby status shall locate themselves at a point that will provide telephone and/or beeper contact with the work performance area.

SECTION D

This Section shall apply only to the Information Technology Bargaining Unit, Communications Bargaining Unit, and all Civil Engineering Bargaining Units regarding trouble calls. If the employee can resolve the issue of the trouble call from his/her home utilizing Company supplied equipment, he/she will be paid a minimum of two (2) hours for such work.

If the issue of the trouble call cannot be resolved from the employee's home and he/she is required to travel to the facility to correct the problem, the employee will be paid a minimum of four (4) hours in accordance with Article 12, Section B of the CBA. The employee will determine if such a trip is necessary to satisfy the customer.

If the employee is unable to resolve the problem at the facility in accordance with Paragraph 2, above, he/she will contact his/her Supervisor for direction.

ARTICLE 13 - WAGES

SECTION A

The schedule of classifications and hourly wage rates for employees are set forth in the Appendix A, attached.

SECTION B

In the event the Company establishes a new or revised classification in a bargaining unit covered by this Agreement, the wage rate applicable shall be determined by negotiations between the Company and the Union. In the event an agreement is not reached within fifteen (15) working days from the date of submission to the Union, the Company may implement the new or revised classification and the Company proposed wage rate subject to continued negotiations with the Union. Any change from the Company implemented wage rate resulting from the negotiations shall be retroactive to the date of Company implementation. If the parties cannot reach agreement on the wage rate,

either party may appeal the issue to arbitration.

SECTION C,

All employees of this contract will be paid bi-weekly every other Thursday.

SECTION D

Effective September 1, 2021 each employee covered by this Collective Bargaining Agreement shall receive a wage increase of three percent (3%) of their base rate of pay.

Effective September 1, 2022 each employee covered by this Collective Bargaining Agreement shall receive a wage increase of two- and one-half percent (2.5%) of their base rate of pay.

Effective September 1, 2023 each employee covered by this Collective Bargaining Agreement shall receive a wage increase of two percent (2.0%) of their base rate of pay.

Unless otherwise indicated, any economic improvements shall be effective September 1, of each calendar year.

SECTION E

Temporary Assignment — An employee, temporarily assigned by the Company for one (1) continuous hour or more to job classifications paying a higher rate of pay than their regular rate, shall receive the higher rate while performing work in such classifications. Employees temporarily assigned to a job classification paying a lower rate of pay than their regular rate, shall retain their regular rate of pay. When there is insufficient work for an employee in his regular job classification, the Company may offer the employee work in another classification which the employee is free to accept or reject.

SECTION F

The Company will furnish all tools and equipment to perform the work required.

SECTION G

An employee who works any hours between 1800 hours and 0459 hours will be paid a night shift differential of seventy-five cents (.75) per hour for such hours.

SECTION H

A hazardous duty premium of eighty centers (.80) per hour shall be paid for hours worked by employees under the following circumstances.

- (1) Members of a spill response team when working an actual spill clean-up.
- (2) Working in a confined space as defined in MSD Confined Space Entry Procedure
- (3) Working on energized circuits above 110 volts.
- (4) Unprotected work performed at a height of twenty (20) feet or more above the ground where there are no railings, guards or other adequate safety measures which effectively eliminates the hazard of a free fall.
- (5) When required to wear a full-face or half-face respirator.
- (6) When Material Safety Data Sheets require personal protective equipment (PPE) beyond that of basic safeguards as determined by the Health, Safety and Workers Compensation Committee.

SECTION I

Should any employee be required by the Company to stay overnight at a location more than 50 miles from the Company's offices at Maxwell-Gunter AFB, the employee will receive a per diem payment for meals and lodging in accordance with the most recent per diem schedule applicable to Federal Employees as set forth in the Joint Travel Regulations.

SECTION J

The Company will reimburse the fee to renew a Commercial Driver's License for those employees required by the Company to possess such license. If the customer requires an employee to renew a certification to perform the employee's duties on the program, the Company shall reimburse that employee for the cost of the required certification only if the employee successfully obtains the certification. The employee will not receive any reimbursement if they do not successfully complete the requirements for the certifications.

ARTICLE 14 – HOLIDAYS

SECTION A

All full-time employees who work eight (8) hour shifts shall receive holiday pay of eight (8) hours at their straight-time hourly wage rate for each of the following designated holidays. All full-time employees who work ten (10) hour shifts shall receive holiday pay of ten (10) hours at their straight time hourly wage rate for each of the designated holidays:

- 1) New Year's Day
- 2) Martin Luther King's Birthday
- 3) President's Day
- 4) Memorial Day
- 5) Independence Day
- 6) Labor Day
- 7) Columbus Day
- 8) Veteran's Day
- 9) Thanksgiving Day
- 10) Christmas Day

SECTION B

If a holiday falls on an employee's schedule day off, such holiday will be observed on one of the employee's scheduled workdays during the same regular work week as mutually agreed to between the employee and the Company.

SECTION C

If one of the holidays shall occur during an employee's vacation period, that day will be recognized as a paid holiday and will not be charged as vacation.

SECTION D

All holidays shall be celebrated on the day designated by Maxwell-Gunter Air Force Base as outlined in Section A above.

Any holiday declared by the President of the United States will be observed by the contract personnel and will be paid at the regular rate of pay, providing the holiday falls on a work day and the Government pays the contractor for that day's work.

SECTION E

To be eligible for holiday pay, an employee must work his/her regularly scheduled shift both the day before the

holiday and the day after the holiday or provide proof of a bona fide reason acceptable to management. Pre-approved paid annual leave approved sick leave, as well as approved Leave Without Pay (LWOP) are considered the same as working a regularly scheduled shift for purposes of eligibility for holiday pay.

SECTION F

Part-time personnel will receive pro-rated holiday pay in lieu of time off with pay. Pay will be pro-rated based on the number of hours the employee works during the work week prior to the work week in which the holiday occurs divided by forty hours times eight. In no event will a part-time employee be eligible for more than eight (8) hours of holiday pay per holiday. The employee must work at least five hours during the workweek in which the holiday occurs to receive holiday pay. (Example: Total hours worked [20] divided by hours in work week [40] x hours in workday [8] = Number of holiday hours earned [4].)

SECTION G

On a rotating seniority basis, full-time employees will be given preference twenty-four (24) hours in advance in scheduling on holidays and weekends to make a full work week (40 hours) if the reasons caused by the Company or the Air Force that the full-time employee could not otherwise get a full regular forty (40) hours.

ARTICLE 15- VACATIONS

SECTION A

All new full-time employees who have been employed at Maxwell-Gunter Air Force Base, Alabama with the present Company, or its predecessor or successor, will after three (3) months of continuous service accrue vacation (by pay period) per the following schedule provided the employee is in active status at the time the vacation is earned.

Years of Service	Accrual Rate	Maximum Amount
0 but less than 4 years	3.08 hours	80 hours
4 but less than 10 years	4.62 hours	120 hours
10 but less than 15 years	6.16 hour	160 hours
15 but less than 25 years	7.70 hours	200 hours
25 years or more	8.00 hours	208 hours

SECTION B

Vacation will be paid at the employee's basic straight time rate of pay. Employees are entitled to take vacation that has been accrued.

SECTION C

Employees can have one year's worth plus 40 additional hours of vacation on the books at one time. Employee's may request (with at least 2 weeks' notice) to receive one week of vacation pay in lieu of taking the equivalent vacation days.

SECTION D

Vacation will, in-so-far as possible, be granted at a time most desired by the employees; however, advance vacation scheduling is required to insure a normal operation. Requests for Vacation exceeding eight (8) hours should be submitted in writing or electronic mail by employees to his/her supervisor at least two (2) weeks in advance of the anticipated vacation. Vacation periods of eight (8) hours or less should be requested at least three (3) workdays in advance. Workload permitting, vacation may be taken in one quarter (.25) hour increments.

SECTION E

Vacation pay for part-time personnel will be pro-rated based on the number of hours the employee works during the anniversary year divided by 2,080 hours. No vacation pay will be granted until the employee completes three (3) months of continuous service. Requests for time off with pay shall not be unreasonably denied and shall not exceed seven (7) calendar days.

SECTION F

Any employee who is terminated, resigns or loses his/her job due to the expiration of this agreement, or of the government contract shall receive pro-rated vacation pay for which he/she is entitled through the last day of employment; provided, however, that no vacation pay will be granted unless the employee has completed at least three (3) months of continuous employment.

ARTICLE 16 - SICK LEAVE

SECTION A

Full-time employees shall be entitled to sick leave with pay following one (1) month of service. Sick leave shall be accrued at 2.75 hours each bi-weekly pay period in which the employee works or receives pay effective October 1, 2021. An employee shall not be paid for unused sick leave; however, sick leave may be carried over from year to year, provided that no employee shall be allowed to accumulate more than two hundred and forty (240) hours of sick leave.

Part-time employees shall accrue paid sick leave at 1.332 per pay period in which the employee works or receives pay from the Company.

An employee shall not be paid for unused sick leave; however, sick leave may be carried over from year to year, provided that no employee shall be allowed to accumulate more than two hundred and forty (240) hours of sick leave.

SECTION B

If any employee is absent for three (3) or more days due to illness, the Company may require a doctor's certificate. The Company may require a medical certification of illness for one (1) day of absence if the employee is absent on a Monday or Friday. Employees may also use their sick leave for their spouses or child(ren)'s illness, or personal time, on the same terms and conditions of an employee's use of sick leave for his/her own illness.

SECTION C

It shall be the employee's responsibility to notify the employer if he/she will be absent. Employees that will be absent shall have the responsibility of giving management notification at least thirty (30) minutes (ninety (90) minutes for employees in the Airfield Bargaining Unit) before the shift they are scheduled to work. If any employee is unable to contact their supervisor, he/she must contact the Vectrus Systems Corporation Human Resources Manager's Office. Ensure you leave all pertinent information needed by your supervisor. When using sick leave for an appointment, the employee shall notify his/her supervisor as soon as possible. If management suspects abuse of this language, the employee must give a three (3) day notice for any future appointments.

SECTION D

If the Company has reasonable grounds to believe that an employee is abusing sick leave, the Company may require a doctor's certificate from the employee.

ARTICLE 17 - JURY DUTY

The Company will pay to a full-time employee summoned to perform jury duty, requiring absence from the regular scheduled work, the difference between the employee's regular rate of pay during such absence and the amount received by such employee for such jury service. It will be the employee's responsibility to present the summons, the certificate of jury service, and the amount that has been paid for jury service to the Company.

ARTICLE 18 - BEREAVEMENT

A full-time employee who has completed the probationary period and has a death in their immediate family shall be given three (3) workdays off with pay at their regularly straight-time hourly rate. For purpose of this Article, "immediate family" shall mean legal spouses, parents, stepparents, father-in-law, mother-in-law, child, stepchildren, brother, sister, brother-in-law, sister-in-law, daughter-in-law, son-in-law, grandparents and grandparents-in-law and grandchildren. Upon request, the Company shall be furnished proof of such death. Employees may ask and be granted additional days off without Pay.

Employees shall also receive one (1) workday off with pay in the event of the death of aunts and uncles.

A part-time employee who has completed the probationary period and has a death in their immediate family shall be given (1) workday off with pay at their regular straight-time hourly rate. For purpose of this Article, "immediate family" shall mean legal spouses, parents, stepparents, father-in-law, mother-in-law, child, step-children, brother, sister, brother-in-law, sister-in-law, grandparents and grandparents-in-law and grandchildren, step- parents, aunts, and uncles.

ARTICLE 19 - EMPLOYEE BENEFITS

The Company reserves the right to modify or replace the following benefit plans. However, should such action be planned, the Company will notify the Union in advance and meet with the Union as soon as possible after such notification to negotiate modifications to Sections A and B below.

SECTION A

The Center for Medicare and Medicaid Services (CMS) does not allow Medicare-eligible employees to decline company medical coverage if the employees receive any financial (or other incentive) for opting out of the company health plan.

This means that beginning on January 1, 2022 all Medicare-eligible employees who are not enrolled in another medical plan that is *primary* to Medicare will be automatically enrolled in the Vectrus HDHP 4500 medical plan, unless you select one of the other medical plans offered by Vectrus; or can provide proof that you are enrolled in another medical plan that is primary to Medicare. The Vectrus medical plan will become primary over any of your other medical plans. This is for medical only; you are not required to take dental or vision coverage.

Should you be automatically enrolled in the company medical plan, the Flexible Benefit Credits that Vectrus provides you to put towards medical coverage will be used to offset the cost of the plan.

Any amounts left over after payment of the monthly insurance premium will be paid to you as cash minus all applicable taxes and withholdings.

The Company will offer group insurance plans for each full-time employee under the Vectrus Systems Corporation Benefits Program. A full-time employee is one who was not hired as a part-time employee and whose average weekly hours worked and/or paid is at least 32 hours. Under this program, the Company will provide each covered full-time employee with Flexible Benefits Credits in the amount shown below each bi-weekly pay period in which the employees works or receives paid time off. 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 Vectrus Systems Corporation Benefit Program including Medical, Dental, Vision, Supplemental Life, Flexible Spending Account, Cancer plan, Accident Plan, Medical Bridge Plan, Short Term Disability

and Long Term Disability Insurance. Flex benefits credits can be used to purchase dependent coverage. 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 each pay period. In addition to the benefits, the company will provide each employee with Basic Life Insurance, Accidental Death and Dismemberment Insurance and Short-Term Disability Insurance, at no cost to the employee.

Flexible Benefits Credits

The Company will provide Benefit Credits in the amounts set forth in the table below

Effective	Annual Credits	Bi-Weekly Credits	Bi-Weekly Credits
Current	\$600		
1-1-2022	\$605		
1-1-23	\$610		
1-1-24	\$615		

SECTION B

Part-time employees receive the dollar amount below per hour paid to a maximum of forty (40) hours per week in lieu of the above benefits program.

Effective	Per Hour Paid
Current	\$4.60
1-1-22	\$4.65
1-1-23	\$4.70
1-1-24	\$4.75

SECTION C

All eligible employees in the bargaining unit may participate in the Vectrus Systems Corporation, Retirement

Savings Plan, a defined contributions retirement plan with pre-tax savings (401K) provisions. Participation may begin on the date of hire, whichever is later. The provisions of this program are as stated in the Summary Plan Description to be provided to all eligible employees. Company-matching contributions shall become effective on the ratification date of this agreement as described below:

Eligibility —

New employees will be eligible the first of the month after completing 30 days of employment.

Employee Contributions —

Employees may save from 1% to 25% of pretax base salary up to the limitations set by the IRS. For employees turning age 50 (or older) by December 31st of each calendar year, catch-up contributions are allowed up to the limit set by the IRS. The Company will allow catch up contributions if the IRS allows catch up contributions.

Fund Options —

Seventeen (17) Fund Options are available for investment.

Vectrus Systems Corporation Contributions —

The Company will contribute a match of fifty (50) cents on the dollar up to three percent (3%) of the employee's base wages to the employee's 401(k) account.

SECTION D

The Company will offer a voluntary Roth 401(k) after-tax option to all employees. Employees may elect to make contributions through payroll deductions to this plan in accordance with all applicable IRS rules and regulations. All applicable provisions of the Company's plan will prevail.

SECTION E

The Company promotes and encourages education and training as a means of increasing employee productivity and expanding career potential. The Company shall allow employees under this agreement to participate in the Vectrus System Corporation Training and Opportunities (i.e. Vectrus System Corporation tuition Assistance Program, On-Site Learning Opportunities, external training and/or online learning opportunities), provided that such training is relevant to the employee's current job assignment or future job assignment on this program. Certifications and/or licenses required by the Air Force in performance of an employee's duties shall be paid by the Company provided that the employee receives his/her certificate or license. Employees under this Agreement are eligible for these benefits. Contact the Human Resources office for further information.

ARTICLE 20 - UNIFORMS

When the Company requires an employee to wear a uniform in the performance of their duties, the Company will furnish the employee an adequate number of uniforms to have one available for each workday (11 sets). The uniform set will consist of a pant and short-sleeved shirt. Should the employee be required to wear a long sleeve uniform shirt, the Company will provide long sleeve uniform shirts in lieu of short sleeve uniform shirts. The Company will provide a locker and service for the laundering and maintenance of Company provided uniforms.

In the event that an employee is not required to wear a uniform but would prefer to, the Company will provide a means for the employee to rent said uniforms and the cost of such service will be payroll deducted on a bi-weekly basis. The cost will include the locker and laundering service.

Uniform requirements may be changed at management's discretion. Employees will not receive any uniform benefit if the company decides to terminate the requirement.

In the event an employee's work status is terminated, the employee must return all uniforms prior to receiving their final paycheck. If the employee cannot produce all the uniforms furnished, the employee will be responsible for the cost of the items not returned. The cost will be deducted from the employee's last paycheck.

When an employee is required to wear, as a condition of his/her employment, any specific shoes, the company will reimburse the employee for those shoes not to exceed one hundred and seventy-five dollars (\$175) net per calendar year. The employee must produce a receipt, original or a copy, for the shoes purchased to be eligible for reimbursement. A calendar year is 1 January through 31 December. Required footwear damaged due to a catastrophic event as determined by the Company such as a fuel spill, will be replaced not exceed the cost of one hundred and seventy-five dollars (\$175) net.

When an employee is required to wear, as a condition of his/her employment, any specific safety glasses, and the employee's vision is impaired and a doctor prescribes glasses in order to correct their vision to 20/20, the Company will reimburse the employee for those prescription glasses not to exceed - two hundred dollars (\$200) per calendar year. The employee must produce a receipt for the prescription glasses purchased to be eligible for reimbursement. A calendar year is 1 January through 31 December. Required eyewear damaged due to a catastrophic event as determined by the Company, will be replaced not to exceed the cost of one hundred and seventy-five (\$175.00).

Employees who desire to wear a United Steel Workers (USW) patch on shirts and/or jackets shall be authorized to wear a Company and Union approved USW patch (at the employee's expense) on the right sleeve of the uniform shirts and/or jackets.

ARTICLE 21 - LEAVES OF ABSENCE

SECTION A

A leave of absence without pay will be granted an employee when such leave will not impair the normal operations. Application for leaves of absence of less than one (1) week shall be made to the Department Manager. Applications for leaves of absence for longer periods of definite duration shall be made in writing to the Human Resources Manager. Any employee on a leave of absence who engages in other gainful employment, shall lose his/her status as an employee of the Company unless special permission is obtained in advance.

SECTION B

The Company may, in its sole discretion, allow an employee a personal leave of absence if requested in writing of up to thirty (30) calendar days within a twelve (12) month period without pay. Provided that a requested leave of absence for personal reasons will not interfere with the efficient operation of the Company's business, the Company will not unreasonably deny a request for such leave.

SECTION C

The Company will, upon written application, grant a leave of absence without pay for a period up to three (3) months, for personal illness or off the job injury that prevents the employee from working. Such leave may be extended for additional three (3) month periods however the total leave of absence may not exceed twelve (12) months. The employee will be required, as soon as possible, to substantiate his/her reason for his/her inability to work and the anticipated time that he/she will be absent from work. The Company must be notified of any extensions of absence beyond the date initially given and the expected new date of return to work. Upon medical release to return to work, the employee must provide the Company at least five (5) workdays' notice of such return.

Any employee who appears to be physically or mentally incapable of performing his/her assigned duties may be required by the Company to have a physical examination or to present a statement from a doctor to his/her supervisor stating that he/she is able to continue to perform his/her assigned duties.

Any person, regardless of medical release, who is found to be unable to perform his/her assigned duties, or otherwise be unable to perform to the standards of the Company due to any medical condition, will be placed on disability leave without pay. The period of leave shall be such as is reasonable for rehabilitation, but in no event longer than twelve (12) months from the date of commencement of leave. During the period of leave, the employee's seniority will not be affected. In the absence of a reasonable medical basis for disability leave, the Company will not be obligated to reinstate the employee. Where practical and reasonable, the Company will modify the position or reassign the individual to an alternate position.

SECTION D

An employee suffering injury arising out of and in the course of his/her employment who is required to leave the job will be paid from the time of the injury to the end of the normal shift on the day of such injury. Payment will be at the

employee's regular rate of pay. Employees on leave because of an on the job injury shall accrue seniority while on leave for a period not to exceed twenty-four (24) months for injuries occurring on the job; and shall be reinstated to his/her former position upon his/her return to work, provided the position is still in existence. Any person who has bid or filled the injured person's position will return to his/her previous position, or if hired to fill a vacancy, will be laid off.

SECTION E

Upon proper notice, employees elected or appointed as officers or representatives of the Union, Local or International, may be granted leave of absence without pay for official Union business at any time and shall retain and accumulate seniority while on leave. They shall be reinstated to their former positions if such positions exist. If their former positions no longer exist, they may exercise their seniority to bump into a comparable position for which they are qualified. Any leave subject to this section shall be of short duration, temporary in nature, and shall not exceed six weeks in any federal fiscal year. It shall be the duty of the Union to give the Company a notice of any proposed leave of absence for official Union business as soon as is practical after determining that said leave will be necessary; preferable, at least two (2) weeks in advance of the proposed leave; and said leave will be granted upon proper notice.

SECTION F

Any employee who enters the Armed Forces of the United States shall have the right to reinstatement in his former job and other re-employment rights in accordance with applicable Federal law.

SECTION G

The parties agree to follow the Family and Medical Leave Act (FMLA) of 1993, as amended. Employees shall complete the appropriate application and provide the required documentation for FMLA leaves of absence.

SECTION H.

Any employee on leave of absence without pay will not receive the Flexible Benefit Credits shown in Article 19, Employee Benefits. If the employee desires to continue his/her group insurance benefits during his/her leave of absence, they must pay the applicable premiums in full. However, the Company will pay up to one hundred eighty (180) days of the employee's group insurance premiums if the employee is absent due to personal injury or illness. Flexible Benefit Credits will be paid up to six months while an employee is on leave (period an employee may remain on company benefit plans while on leave).

ARTICLE 22 - NONDISCRIMINATION

SECTION A

The parties to this Agreement agree not to discriminate against any employee or applicant for employment with the Company, any member of the Union, or applicant for membership in the Union, because of race, creed, color, sex, age, national origin, disability, veteran status, sexual orientation and in particular, to comply with the applicable provisions of Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act, the American's with Disabilities Act, and/or the Veteran's Re-Adjustment Act.

SECTION B

The practice of employing relatives shall be governed by the Vectrus System Corporation, Policy and Standard Practice HR 3.5 (dated 03 July 2006). Any revisions made shall be given in writing to the Local Union President.

ARTICLE 23 - AIR FORCE REGULATIONS

The Union acknowledges that the operations of the Company are subject to the rules and regulations of Maxwell-Gunter Air Force Base and the United States Air Force. Any action taken by the Company to comply with such rules and regulations shall not be construed as a violation of this Agreement.

ARTICLE 24-ALTERNATE CONTACT

Within the Information Technology bargaining unit, alternate duty assignment(s) can be performed by Computer Service Technician individuals who possess the required knowledge and skill set.

Article 13, Section A would allow for the temporary pay increase when a Computer Service Tech IV or Computer Service Tech III is performing the work.

Any required USG appointment of alternate contact personnel in writing would require a by name assignment. However, where allowed by the USG, and if a member of the bargaining unit possess the required skill set and experience, the assignments would be performed by individuals in the bargaining unit. If no individual in the bargaining unit possess the skill set and experience to be named as an alternate contact, the company reserves the right to name a non-bargaining unit person as the alternate contact. The intent is to ensure required minimum coverage of the required contracted work.

ARTICLE 25- SUB-CONTRACTING

The Company agrees not to sub-contract bargaining unit work for the purpose of undermining the integrity of the bargaining unit or inhibiting long-term bargaining unit growth. However, the Union recognizes that it is necessary for the Company to engage in certain subcontracting to satisfy its small business sub-contracting goals required under the contract with the U.S. Air Force. The Union also recognizes that the Company currently has sub-contractors performing work which is the same or like work performed by certain employees covered by this Agreement. Nothing in this Agreement is intended to restrict the Company's right to continue to sub-contract work to satisfy the sub-contracting goals in its contract with the Government.

The Union agrees that the Company has the right to continue its practice of sub-contracting work when the Company determines that such work cannot be effectively and economically performed by its own employees due to lack

of time, skills, tools, equipment, facilities or availability of manpower, or as required by its contract with the Government.

The Company agrees to notify the Union of any change in sub-contracting requirements which impact the bargaining unit.

ARTICLE 26 - EMPLOYEE ADDRESS AND TELEPHONE

Every employee shall report and assure that his or her personnel records are updated with their most recent home address, mailing address and home telephone number. In the event the employee does not have a home telephone number, the employee is required to provide a telephone number where a message can be left for the purposes of recall, call in and reporting, or emergencies.

ARTICLE 27- BULLETIN BOARDS

The Company shall permit the posting of official Union Notices, which shall be submitted to the Company in advance for approval before posting. This article is subject to the rules and regulations of Maxwell-Gunter Air Force Base, Alabama, regarding the posting of notices. Bulletin boards will be in each major work section.

ARTICLE 28 - SEPARABILITY

SECTION A

Should any or provisions of this Agreement be rendered or declared invalid by reason of any existing or subsequently enacted legislation or law or by reason of any decree of a court of competent jurisdiction, such invalidation of such part or parts of this Agreement shall not invalidate the remaining portions hereof and the said remaining portions shall remain in full force and effect. In the event of such invalidation, the parties shall meet at a mutually agreeable time within thirty (30) calendar days to negotiate change(s) to bring affected portion(s) into compliance with the legislation or law. Any modification or changes to this Agreement brought about by the above negotiations shall be in writing, signed by the Parties hereto and added to this Agreement, to the appropriate Article.

ARTICLE 29 - INFORMATION PROVIDED TO THE UNION

The Local Union President shall be the point of contact for all Company correspondences. Correspondences are defined as but not limited to items required by this Agreement, such as seniority rosters, job vacancies, job position awards, new hires, appointments, letters of reprimand, etc. All correspondences will be in a mutually agreed format between the Local Union President and the Human Resources Manager.

In the event of a job opening or a new job created within a particular bargaining unit within Local Union 9504, the Company will furnish a copy of every job posting to the Local Union President at the same time the job posting is distributed to Area Managers. Distribution will be made electronically.

Ten (10) days after ratification and every three months, (January, April, July, and October) of each year, the Company shall provide a copy of the current seniority list to the Local Union President. Such list shall include the Bargaining Unit RC Number, Bargaining Unit Name, Employee Name, Classification, Seniority Date and Home Address.

Within ten (10) days of the end of each month, the Company shall furnish the Local Union President and the Financial Secretary a list of employees hired or terminated during the month. Such list shall include Date of Hire / Termination, Bargaining Unit RC Number, Bargaining Unit Name, Classification and Home Address.

All information may be provided electronically in a mutually agreed format.

The Company will provide a locked office, desk, and filing cabinet to the Local Union President to safeguard materials for the exclusive use of the Local.

ARTICLE 30 - COMMITTEES

SECTION A

The Company agrees to maintain a Safety and Health Committee. Three (3) of the members shall be selected by the Union from among employees of the Company within the Bargaining Units. The Company shall designate three (3) employees from its workforce. The Committee shall meet once each quarter. Problems or issues of concern raised at the meeting will be recorded in the minutes of the meeting and copies will be distributed to each Committee member. Deposition of the recorded problems or issues of concern will be reviewed at the next meeting. As part of these meetings, the Company will notify the committee of all incidents that relate directly to Safety and Health issues. This Committee shall schedule periodic safety and health inspections as they deem appropriate.

SECTION B

The Company and the Union agree to the formation of a Civil Rights Committee. The Committee shall consist of the Staff Representative, Local Union President and Grievance Committee Chairperson of the Union and the Program Manager and Human Resources Manager of the Company.

The Committee shall meet periodically. Problems or issues of concern raised at the meeting by either the Company or the Union shall be recorded in the minutes of the meeting and a summary provided to each member of the Committee. Disposition of the recorded problems or issues of concern will be reviewed at the next meeting.

ARTICLE 31 - REST AND LUNCH PERIODS

Rest and Lunch periods shall be afforded to all employees, with time periods to be established by section (unit) managers in keeping with sound Company practices and efficiencies. Management will not restrict employees' mobility during rest breaks and lunch periods except for those positions which require employees' constant presence.

ARTICLE 32 – DRUG AND ALCOHOL TESTING

The parties agree to comply with the Drug Free Workplace Act and fully comply with Vectrus System

Corporation's policies titled Drug Abuse and Controlled Substances (HR 2.9) and Use of Alcohol (HR 3.16). Any employee, who is required to comply with the Department of Transportation regulations regarding substance abuse, will also be subject to the applicable Department of Transportation regulations and be held to the higher of the two standards if any variations exist.

ARTICLE 33 - SEVERANCE

SECTION A

Employees covered by this Agreement who lose their job because of a reduction in force, contract modification or contract termination shall be eligible for a severance payment of eighty (80) hours pay at their straight-time hourly rate. If the employee continues to perform the same or similar work at the same Government facility with a successor contractor, the employee shall not be eligible for such severance pay.

ARTICLE 34 – TELEWORK

Telework is a method the government adopts in times of public and national emergencies for the protection and welfare of workers. When and where possible in the performance of the governments mission and contracted functions, telework could be directed. Telework always is considered being at an alternate work location. Employees must be available telephonically, electronically, and are required to return to the work site to meet the governments requirements for the full term of their assigned shift.

ARTICLE 35 - DURATION

This Agreement shall become effective on the July 1, 2021 and shall remain in full force and effect through June 30, 2024 . Thereafter, this Agreement shall remain in full force and effect from year to year unless either party to this Agreement desires to change or modify any of the terms or provisions of this Agreement. The party desiring the change or modifications must notify the other party to this Agreement, in writing, not less than sixty (60) days prior to the expiration date of this Agreement, or not less than sixty (60) days prior to any subsequent anniversary date thereof. Should either party to this Agreement serve such notice upon the other party, a joint conference of the Company and the Union shall commence not later than thirty (30) days prior to the expiration date in the year in which the notice is given. IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their duly authorized representatives as of the day and year first above written.

APPENDIX A					
CLASSIFICATIONS AND WAGES					
Classifications	Current	One time only AWD Increase 9-1-21	9/1/2021	9/1/2022	9/1/2023
Airfield Bargaining Unit:					
Airfield Management, Shift Lead	\$24.53	\$26.74	\$27.54	\$28.23	\$28.80
Weather Observer	\$24.31		\$25.04	\$25.67	\$26.18
Aircraft Mechanic	\$23.99	\$30.33	\$31.24	\$32.02	\$32.66
Aviation Ground Support Equipment Mechanic	\$23.99	\$30.33	\$31.24	\$32.02	\$32.66
Airfield Management Operations Coordinator, Lead	\$22.29		\$22.96	\$23.53	\$24.00
Laboratory Technician, Lead	\$21.87		\$22.53	\$23.09	\$23.55
Aircraft Worker	\$21.70	\$27.10	\$27.91	\$28.61	\$29.18
Airfield Management Operations Coordinator	\$21.01		\$21.64	\$22.18	\$22.62
Fuel Distribution System Operator/Accountant	\$20.48		\$21.09	\$21.62	\$22.05
Fuel Distribution System Operator	\$19.40		\$19.98	\$20.48	\$20.89
Civil Engineering Bargaining Unit:	Current	One time only AWD Increase 9-1-21	9/1/2021	9/1/2022	9/1/2023
Emergency Management Analyst	\$29.02		\$29.89	\$30.64	\$31.25
Emergency Management Lead	\$30.02		\$30.92	\$31.69	\$32.33
Computer Services Technician III	\$32.50		\$33.48	\$34.31	\$35.00
Mechanical Lead	\$31.57		\$32.52	\$33.33	\$34.00
Electrician, Licensed	\$31.44		\$32.38	\$33.19	\$33.86
Electrician Journeyman	\$26.48		\$27.27	\$27.96	\$28.52
Digital Data Controls Technician	\$30.52		\$31.44	\$32.22	\$32.87
Instrument Mechanic	\$27.24		\$28.06	\$28.76	\$29.33
Plumber, Maintenance	\$20.67	\$21.02	\$21.65	\$22.19	\$22.64
Plumber Journeyman	\$23.60		\$24.31	\$24.92	\$25.41
Plumber Maintenance Master	\$26.53		\$27.33	\$28.01	\$28.57
Operations Technician	\$26.01		\$26.79	\$27.46	\$28.01
Pavement & Ground Lead	\$25.76		\$26.53	\$27.20	\$27.74
Pest Control Specialist II	\$25.39		\$26.15	\$26.81	\$27.34
Heavy Equipment Operator	\$24.49		\$25.22	\$25.86	\$26.37
Assessor	\$27.30		\$28.12	\$28.82	\$29.40
Facility Maintenance Lead	\$22.81		\$23.49	\$24.08	\$24.56
Heating, Refrigeration & A/C Mechanic	\$22.58	\$24.96	\$25.71	\$26.35	\$26.88
Locksmith	\$21.79		\$22.44	\$23.00	\$23.46
Fire Alarm System Mechanic	\$23.66	\$24.64	\$25.38	\$26.01	\$26.53
Fuel Distribution System Mechanic	\$21.66	\$22.21	\$22.88	\$23.45	\$23.92
Electrician, Maintenance	\$21.53		\$22.18	\$22.73	\$23.18
Power Production/Barrier Maintenance	\$21.53		\$22.18	\$22.73	\$23.18

Housing Maintenance Lead	\$21.18		\$21.82	\$22.36	\$22.81
Unaccompanied Housing Assistant	\$21.13		\$21.76	\$22.31	\$22.75
Welder, Combination, Maintenance	\$21.04		\$21.67	\$22.21	\$22.66
Pest Control Specialist	\$20.67		\$21.29	\$21.82	\$22.26
Appliance Mechanic	\$19.90		\$20.50	\$21.01	\$21.43
Carpenter, Maintenance	\$19.90		\$20.50	\$21.01	\$21.43
Painter, Maintenance	\$19.90		\$20.50	\$21.01	\$21.43
Roofer, Maintenance	\$19.90		\$20.50	\$21.01	\$21.43
General Maintenance Worker	\$18.76		\$19.32	\$19.81	\$20.20
Maintenance Trades Helper	\$15.72		\$16.19	\$16.60	\$16.93
Pest Controller	\$14.83		\$15.27	\$15.66	\$15.97
Laborer	\$12.56		\$12.94	\$13.26	\$13.53
Personnel Systems Bargaining Unit:	Current	One time only AWD Increase 9-1-21	9/1/2021	9/1/2022	9/1/2023
Personnel Systems Analyst II	\$28.51		\$29.37	\$30.10	\$30.70
Personnel Systems Analyst I	\$27.80		\$28.63	\$29.35	\$29.94
Publications and Forms Specialist II	\$24.32		\$25.05	\$25.68	\$26.19
Personnel Specialist II	\$23.51		\$24.22	\$24.82	\$25.32
Personnel Specialist I	\$17.32		\$17.84	\$18.29	\$18.65
Publications and Forms Specialist I	\$17.32		\$17.84	\$18.29	\$18.65
Publications and Forms Clerk	\$16.34		\$16.83	\$17.25	\$17.60
Communications Bargaining Unit:	Current	One time only AWD Increase 9-1-21	9/1/2021	9/1/2022	9/1/2023
Telephone Services Technician V Lead	\$47.28		\$48.70	\$49.92	\$50.91
Telephone Systems Technician IV Lead	\$33.12		\$34.11	\$34.97	\$35.67
Cable Systems Technician IV Lead	\$31.96	\$33.12	\$34.11	\$34.97	\$35.67
Telephone Systems Technician IV	\$31.95		\$32.91	\$33.73	\$34.41
Audio Visual Support Technician III, Lead	\$29.44		\$30.32	\$31.08	\$31.70
Cable Systems Technician III, Lead	\$29.44		\$30.32	\$31.08	\$31.70
Audio Visual Support Technician III	\$28.15		\$28.99	\$29.72	\$30.31
Cable Systems Technician III	\$28.15		\$28.99	\$29.72	\$30.31
Telephone Systems Technician III	\$28.15		\$28.99	\$29.72	\$30.31
Wireless Communications Technician III	\$28.15		\$28.99	\$29.72	\$30.31
Telephone Services Technician III	\$28.15		\$28.99	\$29.72	\$30.31
Cable Systems Technician II	\$23.13		\$23.82	\$24.42	\$24.91
Telephone Systems Technician II	\$23.13		\$23.82	\$24.42	\$24.91
Telephone Services Technician II	\$23.13		\$23.82	\$24.42	\$24.91

Warehouse & Acquisition Bargaining Unit:	Current	One time only AWD Increase 9-1-21	9/1/2021	9/1/2022	9/1/2023
Supply Technician - Customer Service	\$23.17	\$28.56	\$29.42	\$30.15	\$30.76
Supply Technician - EAE	\$23.17	\$28.56	\$29.42	\$30.15	\$30.76
Supply Technician - GFE	\$23.17	\$28.56	\$29.42	\$30.15	\$30.76
Supply Technician - Inspector	\$23.17	\$28.56	\$29.42	\$30.15	\$30.76
Supply Technician - Mobility	\$23.17	\$28.56	\$29.42	\$30.15	\$30.76
Supply Technician - Munitions	\$23.17	\$28.56	\$29.42	\$30.15	\$30.76
Supply Technician - Recvg Pickup & Receiving DLADS	\$23.17	\$28.56	\$29.42	\$30.15	\$30.76
Supply Technician - ROS	\$23.17	\$28.56	\$29.42	\$30.15	\$30.76
Supply Technician - Storage & Issue	\$23.17	\$28.56	\$29.42	\$30.15	\$30.76
Supply Technician	\$23.17	\$28.56	\$29.42	\$30.15	\$30.76
Material Expeditor, Lead	\$21.70	\$23.15	\$23.84	\$24.44	\$24.93
Material Expeditor -Munitions	\$21.57	\$23.15	\$23.84	\$24.44	\$24.93
Material Expeditor	\$20.42	\$23.15	\$23.84	\$24.44	\$24.93
Stock Clerk	\$18.30		\$18.85	\$19.32	\$19.71
Warehouse Laborer	\$12.57	\$14.60	\$15.04	\$15.41	\$15.72
Information Technology Bargaining Unit:	Current	One time only AWD Increase 9-1-21	9/1/2021	9/1/2022	9/1/2023
Computer Service Engineer	\$47.28		\$48.70	\$49.92	\$50.91
Systems Engineer	\$47.28		\$48.70	\$49.92	\$50.91
Network Engineer	\$47.28		\$48.70	\$49.92	\$50.91
Cyber Security Specialist - Compusec, Lead	\$40.42		\$41.63	\$42.67	\$43.53
Network Technician III, Lead	\$40.33		\$41.54	\$42.58	\$43.43
Systems Administrator II, Lead	\$40.33		\$41.54	\$42.58	\$43.43
Computer Services Technician IV, Lead	\$40.33		\$41.54	\$42.58	\$43.43
Web Developer IV, Lead	\$40.33		\$41.54	\$42.58	\$43.43
Cyber Security Specialist - Compusec	\$39.37		\$40.55	\$41.56	\$42.40
Network Technician III	\$39.03		\$40.20	\$41.21	\$42.03
Systems Administrator II	\$39.03		\$40.20	\$41.21	\$42.03
Computer Services Technician IV	\$39.03		\$40.20	\$41.21	\$42.03
IT Planner III	\$39.03		\$40.20	\$41.21	\$42.03
Web Developer IV	\$39.03		\$40.20	\$41.21	\$42.03
Cyber Security Specialist - Compusec/EMSEC	\$38.31		\$39.46	\$40.45	\$41.25
Cyber Security Specialist - C&A	\$38.31		\$39.46	\$40.45	\$41.25
Cyber Security Specialist - LRA	\$38.31		\$39.46	\$40.45	\$41.25
Computer Systems Analyst II- Lead	\$37.46		\$38.58	\$39.55	\$40.34
Computer Systems Analyst II	\$36.20		\$37.29	\$38.22	\$38.98
Computer Systems Analyst I	\$35.52		\$36.59	\$37.50	\$38.25
Web Developer III	\$33.27		\$34.27	\$35.12	\$35.83
Computer Services Technician III	\$32.50		\$33.48	\$34.31	\$35.00
IT Planner II	\$31.95		\$32.91	\$33.73	\$34.41

Network Technician II	\$30.46		\$31.37	\$32.16	\$32.80
Systems Administrator I	\$30.46		\$31.37	\$32.16	\$32.80
IT Inventory Specialist III, Lead	\$29.18		\$30.06	\$30.81	\$31.42
Computer Services Technician II	\$28.93		\$29.80	\$30.54	\$31.15
IT Inventory Specialist III	\$27.90		\$28.74	\$29.46	\$30.04
Network Technician I	\$24.24		\$24.97	\$25.59	\$26.10
IT Inventory Specialist II	\$23.05		\$23.74	\$24.34	\$24.82
Computer Services Technician I	\$22.89		\$23.58	\$24.17	\$24.65
IT Inventory Specialist I	\$18.17		\$18.72	\$19.18	\$19.57
Computer Services Intern	\$15.13		\$15.58	\$15.97	\$16.29
Craft Services Bargaining Unit:					
	Current	One time only AWD Increase 9-1-21	9/1/2021	9/1/2022	9/1/2023
Motor Vehicle Mechanic	\$21.04		\$21.67	\$22.21	\$22.66
Woodworker	\$16.44		\$16.93	\$17.36	\$17.70
Ceramic Assistant	\$12.63		\$13.01	\$13.33	\$13.60
Janitorial Bargaining Unit:					
	Current	One time only AWD Increase 9-1-21	9/1/2021	9/1/2022	9/1/2023
Floor Tech	\$13.55		\$13.96	\$14.31	\$14.59
Janitor, Lead	\$12.75		\$13.13	\$13.46	\$13.73
Janitor	\$11.46		\$11.80	\$12.10	\$12.34
Mission Support Bargaining Unit:					
	Current	One time only AWD Increase	9/1/2021	9/1/2022	9/1/2023
Education Specialist II- Test Administrator	\$19.94		\$20.54	\$21.05	\$21.47
Education Specialist II	\$19.94		\$20.54	\$21.05	\$21.47
Education Specialist I	\$18.26		\$18.81	\$19.28	\$19.66
Family Support Clerk	\$18.26		\$18.81	\$19.28	\$19.66
Information, Referral & Marketing Clerk	\$18.26		\$18.81	\$19.28	\$19.66
Community Center Specialist	\$17.37		\$17.89	\$18.34	\$18.71
Library Technician	\$16.45		\$16.94	\$17.37	\$17.71
Base WAPS Monitor	\$16.45		\$16.94	\$17.37	\$17.71
Education Clerk	\$12.77		\$13.15	\$13.48	\$13.75
Resource Center Aide	\$12.77		\$13.15	\$13.48	\$13.75
CE Program Control Bargaining Unit:					
	Current	One time only AWD Increase 9-1-21	9/1/2021	9/1/2022	9/1/2023
Business Systems Engineer	\$43.17		\$44.47	\$45.58	\$46.49
CE System Analyst	\$41.30		\$42.54	\$43.60	\$44.47

CE Work Order Specialist II	\$22.22		\$22.89	\$23.46	\$23.93
Program Control Coordinator	\$21.62		\$22.27	\$22.83	\$23.28
CE Job Controller	\$20.13		\$20.73	\$21.25	\$21.68
CE Work Control Coordinator	\$20.13		\$20.73	\$21.25	\$21.68
CE Services Coordinator	\$19.94		\$20.54	\$21.05	\$21.47
Work Order Specialist I	\$18.63		\$19.19	\$19.67	\$20.06
CE Service Rep	\$17.20		\$17.72	\$18.16	\$18.52
CE O&M Shop Coordinator	\$12.77		\$13.15	\$13.48	\$13.75
NAF Accounting Bargaining Unit:	Current	One time only AWD Increase 9-1-21	9/1/2021	9/1/2022	9/1/2023
NAF General Ledger Accountant	\$25.25		\$26.01	\$26.66	\$27.19
NAF Accounting Clerk	\$23.03		\$23.72	\$24.31	\$24.80
NAF Central Cashier	\$17.32		\$17.84	\$18.29	\$18.65
Recreation Bargaining Unit:	Current	One time only AWD Increase 9-1-21	9/1/2021	9/1/2022	9/1/2023
Services Maintenance Worker, Florida	\$23.10		\$23.79	\$24.39	\$24.88
Services Maintenance Worker, Lead, Alabama	\$19.65		\$20.24	\$20.75	\$21.16
Park Attendant, Alabama	\$19.02		\$19.59	\$20.08	\$20.48
Services Maintenance Worker, Alabama	\$18.37		\$18.92	\$19.39	\$19.78
Recreation Specialist, Lead	\$18.00		\$18.54	\$19.00	\$19.38
Recreation Specialist, Community Center, Lead	\$18.00		\$18.54	\$19.00	\$19.38
Recreation Specialist, Fitness Center, Lead	\$18.00		\$18.54	\$19.00	\$19.38
Park Attendant, Florida	\$17.63		\$18.16	\$18.61	\$18.99
Personal Trainer	\$17.61		\$18.14	\$18.59	\$18.96
Recreation Specialist	\$16.72	\$17.73	\$18.26	\$18.72	\$19.09
Recreation Specialist, Community Center	\$16.72		\$17.22	\$17.65	\$18.01
Recreation Specialist, Fitness Center	\$16.72		\$17.22	\$17.65	\$18.01
Laborer, Grounds Maintenance, Florida	\$13.94		\$14.36	\$14.72	\$15.01
Recreation Aide	\$13.13		\$13.52	\$13.86	\$14.14
Laborer, Grounds Maintenance, Alabama	\$12.87		\$13.26	\$13.59	\$13.86
Marketing Bargaining Unit:	Current	One time only AWD Increase 9-1-21	9/1/2021	9/1/2022	9/1/2023
Graphics Artist II	\$26.12		\$26.90	\$27.58	\$28.13
Publicist	\$22.41		\$23.08	\$23.66	\$24.13
Graphics Artist I	\$21.89		\$22.55	\$23.11	\$23.57
Marketing Clerk	\$14.76		\$15.20	\$15.58	\$15.89

CE Support Bargaining Unit:	Current	One time only AWD Increase 9-1-21	9/1/2021	9/1/2022	9/1/2023
Project Technician	\$37.14		\$38.25	\$39.21	\$39.99
Engineering Tech V	\$37.14		\$38.25	\$39.21	\$39.99
Planning and Programming	\$32.46		\$33.43	\$34.27	\$34.96
Engineering Tech IV	\$28.69		\$29.55	\$30.29	\$30.90
Engineering Resource Technician	\$25.35		\$26.11	\$26.76	\$27.30
Engineering Tech III	\$25.19		\$25.95	\$26.59	\$27.13
CE Technician	\$23.15		\$23.84	\$24.44	\$24.93
CADD/GIS/Builder Engineering Tech IV	\$28.69		\$29.55	\$30.29	\$30.90
Site Developer	\$21.74		\$22.39	\$22.95	\$23.41
GIS/GEOBASE	\$21.73		\$22.38	\$22.94	\$23.40
Engineering Tech II	\$20.70		\$21.32	\$21.85	\$22.29
Engineering Tech I	\$20.18		\$20.79	\$21.31	\$21.73
Support Technician	\$18.83		\$19.39	\$19.88	\$20.28
Engineering Clerk	\$15.33		\$15.79	\$16.18	\$16.51

For the Company

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London Piarrot
Labor Relations Manager

Timothy Morris

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Morris
Date: 2021.05.26 15:42:15 -0500

Tim Morris
Program Manager
Maxwell AFB

Venola Scott

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Date: 2021.05.26 16:45:41 -0400

Venola Scott
Portfolio Human Resources Manager/Business Partner
AETC, AROSC and MCFRE

For the Union



Robbie Clark
Business Agent



Wendell Thomas
President
USW Local 9504