

ADDENDUM

BETWEEN

MARTIN EDWARDS & ASSOCIATES, INC.

AND

INDUSTRIAL, TECHNICAL & PROFESSIONAL,
EMPLOYEES UNION, OPEIU LOCAL 4873 AFL-CIO

FOR

LACKLAND AFB, TX
APPLIANCE MAINTENANCE

CONTRACT #

FA3016-18-D0003

(and any and all successor government contract numbers.)

EFFECTIVE July 1, 2020

ADDENDUM

LACKLAND AFB

WHEREAS, MARTIN EDWARDS & ASSOCIATES, INC. (hereinafter) the "Company" and the INDUSTRIAL, TECHNICAL & PROFESSIONAL EMPLOYEES UNION, OPEIU LOCAL 4873, AFL-CIO (hereinafter) referred to as the "Union" have entered into a National Agreement effective October 1, 2017 and

WHEREAS, the Union has been duly designated by the Company's non-supervisory appliance maintenance employees at LACKLAND AIR FORCE BASE, TEXAS as their Collective Bargaining Representative and

WHEREAS, the aforementioned National Agreement provides for the Company and the Union to negotiate wages and fringe benefits for each facility covered thereby, and to enter into an Addendum setting forth those economic terms,

NOW, THEREFORE, it is hereby agreed as follows:

WAGES

CURRENT:

Appliance Maintenance \$20.98 per hour

EFFECTIVE JULY 1, 2020:

Appliance Maintenance \$21.98 per hour

HEALTH AND WELFARE

CURRENT:

The Company shall contribute to the ITPEU Health and Welfare Fund the sum of four dollars and fifty cents (\$4.50) per hour for all straight time hours worked plus all hours paid for vacation, holidays and sick leave, for each and every employee covered by this Agreement not to exceed forty (40) hours in any one week.

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

The Company further agrees to be bound by the Board of Trustees of the ITPEU Health and Welfare Fund.

EFFECTIVE JULY 1, 2020:

The Company shall contribute to the ITPEU Health and Welfare Fund the sum of four dollars and sixty cents (\$4.60) per hour for all straight time hours worked plus all hours paid for vacation, holidays and sick leave, for each and every employee covered by this Agreement not to exceed forty (40) hours in any one week.

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

The Company further agrees to be bound by the Board of Trustees of the ITPEU Health and Welfare Fund.

PENSION

CURRENT AND EFFECTIVE JULY 1, 2020:

The Company shall contribute to the ITPEU Pension Fund the sum of forty-five cents (\$0.45) per hour for all straight time hours worked plus all hours paid for vacation, holidays and sick leave, for each and every employee covered by this Agreement not to exceed forty (40) hours in any one week.

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

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

VACATIONS

CURRENT AND EFFECTIVE JULY 1, 2020:

After one (1) years of service, two (2) weeks paid vacation.

After five (5) years of service, three (3) weeks paid vacation.

After fifteen (15) years of service, four (4) weeks paid vacation.

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

HOLIDAYS

CURRENT AND EFFECTIVE JULY 1, 2020:

Twelve (12) paid holidays per year:

New Year's Day	Labor Day
Martin Luther King's Birthday	Columbus Day
Christmas Day	Independence Day
Washington's Birthday	Veteran's Day
Thanksgiving Day	Memorial Day
Employees Birthday	Floating Holiday

SICK LEAVE

CURRENT AND EFFECTIVE JULY 1, 2020:

All employees who are currently employed with the Company shall be entitled to six (6) days of paid Sick Leave per year accrued at zero point five (0.5) day per month.

All sick leave benefits shall be paid to all employees in cash at the end of each contract year, or when termination of the incumbent Company's contract with the Government, or when an employee leaves the employment of the Company, whichever occurs first.

JURY DUTY

CURRENT AND EFFECTIVE JULY 1, 2020:

Employees shall be entitled to receive up to three (3) days paid Jury Duty benefits if summoned to serve on the jury on his or her regular scheduled work day, they shall be paid the difference between the amount they received for Jury duty and their usual rate of pay.

BEAREVEMENT LEAVE

CURRENT AND EFFECTIVE JULY 1, 2020:

If a member of the employee's immediate family should die, said employee shall be entitled up to three (3) days off paid to attend the funeral. The term "immediate family" shall mean spouse, parent, child, brother, sister, grandparents and grandchildren. Verification for such funeral pay may be required by the Company.

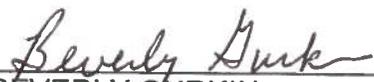
IN WITNESS WHEREOF the parties hereto have executed this Agreement this 18th Day of June, 2020.

INDUSTRIAL, TECHNICAL &
PROFESSIONAL EMPLOYEES UNION,
OPEIU LOCAL 4873, AFL-CIO

MARTIN EDWARDS & ASSOCIATE,
INC.



PATRICIA FOLEY,
ITPEU REPRESENTATIVE



BEVERLY GURKIN,
PRESIDENT