

APPENDIX A – COVERED FACILITIES

This Agreement covers the Company's operations with NASA Ames Research Center at all facilities designated under Contract NNA04C114T.

The Union and the Company agree that any new posts that are ordered by NASA in the localities covered by this Agreement will be adopted and covered by this Agreement.

APPENDIX B – WAGE AND HOUR ISSUES

SECTION 1: BASE PAY

The base hourly rate of pay shall be as indicated in the table below and shall be effective as of January 1, 2007. The employee's base rate will increase 3.5% on each successive September 1st.

| Year | Job Classification | Job Classification |
|--------------|----------------------------|-----------------------------------|
| Present rate | Security Officer - \$19.55 | Security Police Officer - |
| \$37.75 | | |
| 1 Jan. 2007 | Security Officer - \$21.55 | Security Police Officer - \$39.07 |
| 1 Sep. 2007 | Security Officer - \$22.30 | Security Police Officer - \$40.44 |
| 1 Sep. 2008 | Security Officer - \$23.08 | Security Police Officer - \$41.86 |
| 1 Sep. 2009 | Security Officer - \$23.89 | Security Police Officer - \$43.33 |

Wages will be paid semimonthly on the 10th and 25th days of the month. In the event that a regularly scheduled payday falls on a weekend or holiday, employees will receive pay on the last day of work before the regularly scheduled payday.

If the wage determination exceeds the negotiated rate, it will trigger a reopener on wages in June, 2009 for the contract year.

SECTION 2: SHIFT DIFFERENTIAL

A shift differential pay of \$0.45 per hour will be paid in addition to the base rate for all hours worked on 3rd (afternoon) shift. A shift differential pay of \$0.55 per hour will be paid in addition to the base rate for all hours worked on 1st (midnight) shift. An employee whose scheduled shift starts on or after 0500 hours but not before 1030 hours, shall be deemed to be working the 2nd (day) shift. An employee whose scheduled shift starts on or after 1030 hours but not before 1930 hours shall be deemed to be working the 3rd (afternoon) shift.

SECTION 3: BREAK PERIODS

All Security Officers and Security Police Officers shall be provided a paid 15 minute break for every four (4) hours the Officer is scheduled to work. A paid thirty (30) minute lunch break shall also be provided for every eight (8) hours of work. The lunch break may occur at any time within the first eight (8) hour period contingent upon availability of a relief Officer. It is not the intent of the Company to deny, avoid or abuse this requirement, or modify schedules to avoid there obligations under this section. Shifts that are manned more than six