COLLECTIVE BARGAINING AGREEMENT

between

Federal Technical Services, Inc.

and the

NORTHERN ALABAMA
BUILDING and CONSTRUCTION TRADES COUNCIL

CENTER OPERATIONS SUPPORT SERVICES CONTRACT
(COSS)

MARSHALL SPACE FLIGHT CENTER

July 1, 2010 – June 30, 2014

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PROJECT MAINTENANCE AGREEMENT

PREAMBLE

This Agreement is entered into this 1st day of July, 2010, by and between URS, Federal Technical Services, Inc., (formerly known as EG&G and hereafter referred to as the "Company") located in Huntsville, Alabama, and those Local Unions of the AFL-CIO who are signatory and listed hereinafter (herein referred to as the "Unions") for the purpose of facility maintenance, repair and renovation work assigned to the Company's contract with the George C. Marshall Space Flight Center located at Huntsville, Alabama.

The Unions are composed of the following Local Unions of the AFL-CIO:

BAC, Local 6 LA/MS/AL
Electricians Local Union No. 558
Southeast Laborers District Council, Local 366
Sheetmetal Local Union No. 48
Plumbers and Steamfitters Local Union No. 377
Midsouth Carpenter's Regional Council 1209
Millwrights Local Union 1192
Operating Engineers Local Union No. 320
Painters District Council 77, Local No. 1293

COVENTANTS

Whereas, the Company is engaged in the business of continuous facility maintenance, repair and renovation (as defined in Articles 6 and 7) with the G ernment and this work is of importance to the Unions herein listed, and it being recognized there is an essential difference in the conditions required to perform this type of work, the Unions herein listed wi the Company wish to enter into an Agreement for their mutual benefit covering work of this nature.

Whereas, the Company and the Unions desire to mutually stabilize wages, hours of work and work conditions.

Whereas, the Company and the Unions agree that, due to the particular nature of the work covered by this Agreement, there shall be no lockouts or strikes the life of this Agreement, and provisions must be made to achieve this end.

It is, therefore, agreed by the Undersigned Company and Unions in consideration of the mutual promises and covenants contained herein that the Project Maintenance Agreement be made as follows:

ARTICLE 1 - INTENTS AND PURPOSES

This Agreement is for the joint use and benefit of the contracting parties, and the provisions herein defined and set forth shall be construed as binding upon and effective in determining the relations between the parties and/or subordinate subdivision thereof signing hereto, and to set forth herein the basic Agreement covering the rates of pay, hours of work, and conditions of employment to be observed by the parties hereto.

It is mutually understood that the following terms and conditions relating to the employment of workmen covered by this Agreement have been decided upon by means of collective bargaining and that the following provisions will be binding upon the Company the Unions during the term of this Agreement and any renewal thereafter. It is further agreed that the employees working under Agreement shall constitute a bargaining unit separate and distinct from all others. This Agreement may be modified by mutual consent and in writing by the parties signatory hereto.

ARTICLE 2 - MANAGEMENT RIGHTS

The Unions understand that the Company is responsible perform the work required by the Government. Therefore, the Company has the complete authority and right to:

A. Plan, direct and control the operation of this work.

B. Decide the number of employees required with due consideration to the proper craft classification thereof.

C. Hire and lay off employees as the Company feels appropriate to meet work requirements and/or skills required.

D. Determine work methods and procedures.

E. Determine the need and number of foremen. To name the foremen and to require Foreman to work with their tools when in the Company's opinion this is advisable.

F. Require all employees to observe all safety regulations prescribed by the Company and/or the Government and to work safely.

G. Discharge, suspend, or discipline employees for proper cause.

H. The Company may, if it desires, maintain a variety of within its group of employees to be prepared to have skills and/or supervision for any type of work that may arise.

I. It is understood that all employees will work together harmoniously as a group and as directed by the Company. This is not to be construed under regular operation conditions as the Company's prerogative to assign employees out of their regular skill classification.

J. The Unions understand the extreme importance of keeping operating equipment, units, and facilities running at all times. The Unions also understand that the loss of production and the cost of repairs together create a great loss to the Government. Therefore, the Unions will encourage and advise the employees to exhaust every effort, ways and means to perform work of good quality and quantity. The Company and the Unions recognize the necessity for eliminating restrictions and promoting efficiency and agree that no rules, customs or practices shall be permitted that limit production or increase the time required to do the work, and no limitation shall be placed upon the amount of work which an employee shall perform, nor shall there by any restrictions against the use of any kinds of machinery tools or labor-saving devices.

K. It is understood by the Company and agreed to by the Unions that the employees of the Company will perform the work requested by the Company without having any concern or interference with any other work performed by any employees who are not covered by this Agreement.

ARTICLE 3 - UNION SECURITY AND REFERRAL

A. The Unions are recognized by the Company as the primary source of employment referrals. When additional personnel are required, the Company will contact the appropriate Unions who will make every effort to supply the required manpower at the time required.

B. If the Unions are unable to supply the required personnel within forty-eight (48) hours, the Company may solicit and hire qualified personnel from any other source. Any employee so hired will be notified by the Company that the Union is recognized by the Company as the exclusive Bargaining Agent for employees in the Bargaining Unit.

C. In order to meet MSFC’s Homeland Security Presidential Directive – 12 (HSPD-12) requirements, new hires will complete the initial handwritten security form (SF85P) prior to reporting to work. Those employees, who receive short notice (less than 48 hours) to report, will be required to complete and return the form within 48 hours of hire.

ARTICLE 4 - SENIORITY

A. In the event of a layoff, seniority will prevail provided the remaining employees are qualified to

perform the work required. Apprentices and journeyman will be on separate seniori listings. Reductions in force will be made in a manner, which maintains the apprentice to journeyman ratio below:

Classification	Journeyman	Apprentice
Maintenance Electrician	3	1
Maintenance Pipefitter	3	1
Maintenance Insulator	3	1
Maintenance Millwright	3	1
Maintenance Sheetmetal	4	1
Maintenance Painter	3	1
Maintenance Carpenter	4	1
Maintenance Bricklayer	3	1
Maintenance Operating Engineer	4	1
Maintenance HVAC Mechanic	3	1

B. The referring unions will designate on the referral which individual will have the greatest seniority date when two or more employees from the same local begin working on the same day.

C. An employee previously employed by the Company who is laid off by the Company and is rehired within ninety (90) calendar days will retain his/her previous vacation accrual date, along with his/her previous seniority date.

D. After completion of a ninety (90) day training, certif ation and orientation process, the Company shall transfer the new (least senior) employee(s) to the second or third shift in place of more senior employee(s) desiring to move to the daytime shift. If the employee(s) do not qualify in the ninety-day period, he will be terminated unless the union agrees to extend the ining period. The employer endeavors to schedule all necessary requirements as soon as possible.

E. The Company shall give an employee a forty-eight (48) hour notice prior to an effective layoff (RIF).

ARTICLE 5 - NON-DISCRIMINATION

The Unions and the Company shall not discriminate against any employee or applicant for employment because of race, creed, color, sex, disability, national origin, age or status as a disabled or Vietnam Era Veteran.

ARTICLE 6 - SCOPE OF WORK

This Agreement covers only that work assigned by the Government to the Company as Maintenance and performed by the employees of the Company covered by this Agreement. This Agreement does not cover work performed by the Company of a new construction nature, in which event said work shall be done in accordance with existing local and/or National Building Construction Agreements.

The Unions and the Company understand that the Government may choose to perform or directly subcontract or purchase any part or parts of the work necessary on this project with due consideration given to achieving the highest maintenance standards and harmonious working conditions herein.

ARTICLE 7 - DEFINITIONS

A. Maintenance shall be work performed for the repair, renovation, revamp and upkeep of property, machinery, equipment and facilities within the limits of Marshall Space Flight Center.

B. All work performed by the Company on existing equipment, machinery and facilities including all associated work at Marshall Space Flight Center shall be maintenance. This shall include replacement of existing individual items of machinery and equipment with new units, including all

associated work.

C. Addition of spare machinery or equipment may be done under this maintenance agreement provided it is for operation enhancement. There are two existing pumps. Both pumps are required to run at all times to maintain full production. A spare may be added for the purpose of having one pump down for maintenance.

D. Changes to existing units for reasons of feed stock changes fuel changes shall be maintenance.

E. Regarding buildings and structures, part of the Marshall Space Flight Center Property, these buildings would, of necessity, have to be kept in serviceable condition; however, construction of new additional buildings and structures would be of a construction nature and Local Construction Agreements would prevail.

ARTICLE 8 - GRIEVANCE PROCEDURE

All grievances that may arise on any matter covered by the Agreement shall be handled in the following manner:

Step 1:

Between the aggrieved employee and/or the Steward and employee's immediate on-site Supervisor within five (5) days of knowledge of the alleged occurrence. It is understood that the on-site Steward shall have permission to phone the appropriate Union Business Representative for guidance in any situation that may arise during working hours.

If the alleged grievance is not settled, it shall be processed into Step 2 within ten (10) days from the meeting with the Supervisor.

Step 2:

The Local Union Representative (Business Agent) shall bmit the grievance in writing to the Operations & Maintenance Division Manager. The Operations & Maintenance Division Manager will answer the grievance in writing within ten (10) days of receipt of the Union appeal.

Step 3:

A. Within five days from receipt of the answer given by the Operations & Maintenance Division at Step 2, the Unions may appeal the grievance in writing to the Program Manager.

B. The Program Manager, or his designated representative, shall render a decision within ten (10) days from receipt of the union's appeal.

Step 4: Grievance Committee

Within ten (10) days from receipt of the Program Manager's decision, the Union may appeal that decision by informing the Program Manager or his designee in writing. This notice of appeal will include the names of two (2) individuals that the Union appoints to be members of the Grievance Committee.

A. Within three (3) days from receipt of that notice, the Program Manager will notify the Union in writing of the appointment of two (2) individuals as members of the Grievance Committee representing the Company.

B. The four (4) members of the Grievance Committee so appointed will meet within five (5) days from the appointment of the company representatives and select a fifth impartial Grievance Committee member. These five members will render a decision within ten (days. Upon mutual agreement, the fifth member may be an FMCS mediator.

C. If the Company and the Union cannot agree on an impartial member, a list of arbitrators will be requested from the Federal Mediation and Conciliation vice. The parties will alternately strike names, with the requester striking first. The remaining name will be the selected arbitrator. Cost of arbitration will be shared at equal parts by the Company and the Union.

D. The decision of the Grievance Committee or arbitrator ding on both parties.

E. All references to days in this article are workdays.

F. The Unions and Company agree that employees covered by this agreement shall exhaust all remedies provided by binding arbitration in lieu of pursuing legal proceedings.

ARTICLE 9 - WORK ASSIGNMENT

The signatories to this Agreement agree to the concept that jurisdictional disputes cannot and shall not interfere with the efficient and continuous operations required in the successful application of the intent of this Agreement. In the event of a jurisdictional dispute, Company assignments will prevail until the dispute is settled between the Unions or by finding of the appropriate Jurisdictional Disputes Board.

Project maintenance conditions do not always justify adherence to craft lines which in itself does not establish precedent or change the appropriate jurisdiction of the crafts involved. Periodic reviews of the work assignments are appropriate to take care of changing needs. The Company agrees that it shall abide by such agreements reached by and with Local Union Representatives.

ARTICLE 10 - TEMPORARY WORK ASSIGNMENTS

The Company may make work assignments outside normal craft guidelines on a temporary basis to prevent costly production waste and/or inefficient use of the workforce. Such temporary assignments shall be made in a prudent manner, shall not exceed two (2) hours per job, and shall not be made with intent of eroding craft lines.

The Company and the Unions herein agree that the following examples typify the temporary work assignments, which are contemplated and addressed in this Article. It is understood that these are examples and not necessarily all-inclusive.

Typical situations for temporary work assignments:

1. Plumber and millwright need to pull pump for repair. pull switch and disconnect electrical wires. Electrician would rewire to assure proper phasing.

2. Electrician and plumber checking malfunction on pump and determine bearing needs replacing. They remove anchor bolts and remove pump. Millwright d reset pump to assure proper alignment.

3. A small amount of insulation must be removed to repair a leak in a pipe. Plumber removes insulation, makes repair and replaces insulation, completing the work order.

4. A leak above a ceiling has damaged two or three ceiling tiles. Plumber repairs leak and installs new tiles.

5. Painter removes and replaces panel covers, switch and outlet covers when repainting room.

6. Painter or carpenters move air conditioner from one window to another if braces are to be re-used.

7. Electrician and millwright need to disconnect and remove air compressor. They disconnect pipes without calling plumber.
8. On call-outs craftsmen do their own clean up.

9. Separate crafts pull their own equipment and start/stop equipment, contingent upon Operating Engineers availability and workload.

10. Separate crafts to operate forklifts under 6000#, contingent upon operating engineers availability and workload.

11. Different crafts on same crew, same truck.

12. Have mixed pairs, crafts helping each other.

Note: No other craft than Electricians of the International Brotherhood of Electrical W shall carry or use any electrical testing equipment.

ARTICLE 11 - UNION SITE REPRESENTATION

Unions shall be represented by job stewards selected in accordance with Local Union's By-Laws. At no time shall the Company discriminate against stewards because of faithful performance of their duties.

When in need of assistance or direction, a steward shall contact the appropriate Local Union Business Representative. It is understood that the stewards will have access to a telephone during working hours in order to contact the Unions.

ARTICLE 12 - CONTRACTOR'S REPRESENTATIVE

The Company shall appoint a Representative who shall cooperate with the on-site Union Steward in the exchange of information, which will be beneficial to the harmonious operation of the project. The Unions shall be informed as to the identity of the Company's Representative.

ARTICLE 13 - LOCAL UNION REPRESENTATIVES

Officials of any of the signatory Unions shall be provided access to projects covered by this Agreement. Requests shall be arranged through the Company for such visitations in keeping with Government's uniform rules of safety and security as expeditiously as possible.

ARTICLE 14 - WAGE RATES AND PAYDAY

A. Wage rates and fringe benefits shall be as specified in Schedule "A" attached hereto.

B. For purposes of this Agreement, wage premiums established under local and/or national agreement affecting maintenance repair or renovation work such a pay, acid pay, high or low work and other similar premiums shall not be applicable to this Agreement.

C. After the Company's operation has commenced in any particular area, no subsequent change in wages or working conditions in such area will become effective insofar as the Company is concerned, except to the extent that any such change in wages or working conditions shall have been agreed upon in negotiations between the Local Union having jurisdiction over the area and the Company.

D. Wages will be paid bi-weekly. The payroll period shall close so that no more than five days pay will be held back and payments to be made before the end of the employee's shift.

ARTICLE 15 - TWENTY-FOUR HOUR RULES

All the time worked before and after the regularly established shift hours in any twenty-four hour period or on the sixth day shall be paid at the rate of time and one-half. All time worked on the seventh day and holidays shall be paid at the rate of double time. Employees working overtime beyond their shift shall be paid overtime.

ARTICLE 16 - DAY WORK SCHEDULE

The standard workday shall be an established consecutive eight-hour period between the hours of 7:00 a.m. and 5:30 p.m. exclusive of a thirty minute lunch Forty hours per week shall constitute a week's work, Monday through Friday, inclusive.

At the Company's discretion, employees will be permitted to take a fifteen (15) minute break every four hours.

When the job conditions dictate, a change in the established starting time and/or a staggered lunch period on certain work of the project or with individual crafts, the Company and the Local Unions involved shall mutually agree to such changes.

NOTE: All time before and after the established work day of ight hours, Monday through Friday, and all time on Saturday shall be paid for at the rate of time and one-half. All time on Sundays and the holidays stated in Article 23 shall be paid for at the rate of double time.

ARTICLE 17 - STAGGERED WORKWEEK

Facilities requiring continuing maintenance on a seven-day basis can be established. When a seven-day staggered workweek is established, it is understood that the employees shall receive two consecutive days off in lieu of Saturday and Sunday. If the employees work either of these two days, on the first regularly scheduled day off they shall receive time and one-half the regularly established rate; when employees work their second day off, they shall receive two times the regularly established rate. All other overtime payment shall be consistent with the terms of this Agreement.

Within the concept of the staggered workweek a second shift may be established. Employees working on such second shifts shall work seven and one-half hours and receive eight hours pay. Employees working on third shift shall work seven hours and receive eight hours pay. Employees assigned to a staggered workweek will receive an additional $.80 per hour. Effective July 1, 2011, employees assigned to a staggered workweek will receive $.85 per hour. Effective July 1, 2012, employees assigned to a staggered workweek will receive $.90 per hour. Shift differential shall apply in the same manner as stated in Article 20.

If a Holiday falls on the 1st off day, the day before shall be observed as the Holiday. If a Holiday falls on the second off day, the next day shall be observed as the Holiday.

ARTICLE 18 – FOUR/TEN HOUR WORKWEEK

The Company may elect a four, ten hour (4/10) work-week in order to meet the customer's needs. The standard workday shall be established between the hours of 6:00 AM thru 6:30 PM exclusive of a thirty minute lunch break period. Forty hours shall constitute a workweek, Monday thru Thursday or Tuesday thru Friday, inclusive. The Union and affected employees will be given (48 hours) notice prior to the commencement of the shift.

The 10 hours shifts shall be established at the company discretion. The company will establish the number of craftsmen and skills assigned to each shift. The Shift will be staffed with volunteers only. When there are more volunteers than required, seniorit will prevail. Four consecutive 10-hour days will establish the workweek, with three consecutive days off. All time worked before and after the established 10-hour workday, Monday thru Thursday or Tuesday thru Friday, and all time worked on Saturday will be paid at the rate of time and one-half. All time worked on Sunday and Holidays as stated in this agreement shall be paid at the rate of double time. The following Day Work Conditions shall apply to any established four day 10-hour days, work week:

A. There shall be a 30-minute unpaid lunch period.
B. For the purpose of bereavement and jury duty, a ten hour day shall be reimbursed.
C. Administrative time will be based on a 10 hour day when allowable by NASA.

D. 80 hours of holiday will be observed as stated in the Holiday Article of this Agreement.

   a. Should a holiday be celebrated on a shifts normal day off, an alternate day will be given to observe the holiday.
   b. A holiday will be considered an 8-hour day for payroll purposes. To make up the 2-hour difference between this and the newly enacted 10-hour work day, and to establish a 40 hour week, an employee may elect to take 2 hours vacation time or 2 hours LWOP VOL.

E. For those employees on four tens filing grievances the term “normal work days” referenced in the Collective Bargaining Agreement shall mean Monday through Thursday or Tuesday thru Friday.

ARTICLE 19 - TEMPORARY SHIFT WORK CONDITION

When so elected by the Company, in accordance with contract requirements, multiple shifts on a temporary basis of at least three consecutive workdays duration may be worked. When two or three shifts are worked, the first or day shift shall be established on an eight hour basis, the second shift shall be established on a seven and one-half hour basis, and the third shift shall be established on a seven hour basis. The pay for the second and third shifts shall be equivalent of eight times the employee's straight time hourly rate.

Unnecessary fluctuations of the three consecutive workday provisions for the purpose of circumventing the regular overtime provisions are a violation of this Article. In the event of such violation, all employees on such temporary shifts will be paid at the appropriate overtime rate.

The determination of the start of multiple shifts is the prerogative of the Company. If it is necessary to use employees from a previous shift within a twenty-four hour period, overtime provisions of Article 15, paragraph 1, shall apply and will be considered the beginning of the three consecutive work days.

ARTICLE 20 - PERMANENT SHIFT WORK CONDITIONS

A four-cycle shift system will be operated only when the work is considered to be of a permanent nature. The names of those employees employed on permanent shifts will be published showing shift rotation, the working shifts, and the days off for each employee for a period of at least three months.

The standard workday shall be eight hours of continuous employment, including a thirty-minute lunch period. Forty hours per week shall constitute a week's work. All time worked in excess of eight hours per day shall be paid at the applicable overtime rate. If a regularly scheduled day off is worked, the first y shall be paid at the rate of time and one-half and the second scheduled day off worked shall be at the rate of double time.

The days off for permanent shift workers shall be two consecutive days per week in lieu of Saturday and/or Sunday.

When permanent shifts are to be reduced or canceled, the Unions shall be given at least three days notice in writing.

The differential for permanent shift work will be $.90 per hour for the second shift and $1.00 for the third shift and will be applied to the base rate of pay. Effective 1 July 2011, the differential will be $.95 per hour for the second shift and $1.05 for the third shift. Effective 1 July 2012, the differential will be $1.00 per hour for the second shift and $1.10 for the third shift. Effective 1 July 2013, the differential will be $1.05 per hour for the second shift and $1.15 for the third shift.

ARTICLE 21 - SICK LEAVE

The Company will provide at its expense, group accident and sickness (A&S) insurance coverage for the employees with three months of continuous service with the company in accordance with the following:

A. Sick leave benefits begin on the eighth calendar day of absence.

B. Accident and Sickness benefits will be an amount equal to 66.67% of an employee's base weekly earnings, payable up to 26 (includes the waiting period) weeks for any one period of disability due to injury or sickness.

ARTICLE 22 - BEREAVEMENT LEAVE

An employee shall be entitled to leave with pay for a maximum of three (3) days or twenty-four (24) scheduled work hours in the event of the death of the loyee's spouse, child, parent, father-in-law, mother-in-law, brother, sister, stepparents, stepchildren, grandparents, grandchildren and relatives actually living in the employee's household. Such leave may be used only during the period commencing with the date of the death through two (2) calendar days after the date of the funeral. Leave under this section shall be conditioned upon the employee submitting to the Company, proof of death of the deceased and the employee's relationship to the deceas Payment for such time lost from work in this Section shall be paid at the straight time rate in effect on the day in which the leave is taken. An employee must have worked within thirty (30) days prior to the first eligible bereavement leave day to be eligible for bereavement leave pay.

ARTICLE 23 - HOLIDAYS

A. The following ten days shall constitute the legal paid holidays within the terms of this Agreement, except mutually agreed to changes between the parties:

New Year's Day	Labor Day
Martin Luther King's Birthday	Columbus Day
Washington's Birthday	Veteran’s Day
Memorial Day	Thanksgiving Day
July 4th	Christmas Day

B. The days observed as holidays will be consistent with the days observed by MSFC. For premium purposes, holidays celebrated as such shall be utilized for the computation for overtime pay.

C. In the event the employees of MSFC are granted administrative leave in observance of a special occurrence, Company employees covered by this Agreement wil granted the same privileges, provided reimbursement for such action is received by the Company from the customer.

D. Employees out on weekly A&S or Workers Compensation (W/C) will continue to receive holiday pay for thirty days or less. Employees out on A&S or W/C beyond thirty days will not continue to receive holiday pay.

ARTICLE 24 - VACATION LEAVE

A. PL will be accrued by employees on a bi-weekly basis. Employees begin to accrue leave at the higher accrual rate on the employees anniversary date for a higher accrual rate. Upon approval of the Company, PL may be taken when accrued. Any employee leaving the Company will be paid all accrued, and any unused PL.

B. Payment of PL will be made for regularly scheduled hours of work falling in the leave period on the basis of the employee's rate of pay in effect during the PL period. Such payment will be made at the employee's straight time rate of pay.

C. Regularly scheduled non-work hours paid as PL shall be considered as hours worked in determining hours for which an employee is eligible to receive overtime payment.

D. Payment in lieu of PL will not be permitted while the employee remains in the service of the Company. An employee leaving service of the Company for any reason and eligible for PL in accordance with this PL policy will be paid on the basis of the employee's regular rate of pay in effect on the last day of the employee's service.

E. If a day recognized by the Company as a holiday occurs during the period an employee is on PL and the day is a regularly scheduled work day for the employee, payment to the employee will be made as holiday pay and the day will not be charged against the employee's PL eligibility.

F. In applying for and taking PL, employees shall conform to such regulations and procedures as the Company may establish regarding PL leave. Consistent with maintaining the force necessary for carrying on operations, the Company will grant vacation leave as nearly as possible to the time the employees desire to take vacation leave.

G. In the event of the death of any employee who was eligible for vacation leave, a payment in lieu of vacation will be made by the Company to the person, persons, or entity designated on the Company's Designation of Beneficiary form. In the event an employee failed to complete the form, said payment will be made to the person or entit ignated by appropriate legal authority.

H. Employees out on weekly A&S or Workers Compensation (W/C) will continue to accrue vacation for thirty days or less. Employees out on A&S or W/C r beyond thirty days will not continue to accrue vacation. Accrued vacation may be used to supplement weekly A&S only.

I. The accrual schedule below will apply for earned PL accrual and will be accrued in accordance with section A above. Employees may elect to carry-over any unused PL hours from one year to the next with the year-end date being the last day of the last payroll period of the calendar year, subject to the following limitations. Any unused PL hours in excess of the maximum carryover limits listed below, will be forfeited by the employee unless the Company specifically requests an employee to forego the vacation leave during the leave year.

Length of Service	Accrued Hours Biweekly	Annual Personal Leave Days	Maximum Carryover Hours Per Year
0-5	3.08	10	80
6	3.69	12	96
7	4.00	13	104
8	4.31	14	112
9	4.62	15	120
10	4.92	16	128
11	5.23	17	136
12	5.54	18	144
13	5.85	19	152
14	6.15	20	160
15	6.46	21	168
16	6.77	22	176
17	7.08	23	184
18	7.38	24	192
19	7.69	25	200
20	8.00	26	208

ARTICLE 25 – Optional Supplemental Benefits

A. **Optional Term Life Insurance**

Employees may elect to participate in the Company's optional Term Life Insurance Program as described in the Summary Plan Description and at the employees' expense.

B. **Optional Spouse Term Life Insurance**

Employees may elect to participate in the Company's optional Spouse Term Life Insurance Program as described in the Summary Plan Description and at the employees' expense.

C. **Optional Dependent Child Term Life Insurance**

Employees may elect to participate in the Company's optional Dependent Child Term Life Insurance Program as described in the Summary Plan Description and at the employees' expense.

D. **Optional Personal Accident Insurance**

Employees may elect to participate in the Company's optional Personal Accident Insurance Program as described in the Summary Plan Description and at the employees' expense.

E. **Optional Long Term Disability**

Employees may elect to participate in the Company's optional Long Term Disability (LTD) Insurance Program as described in the LTD Summary Plan Description and at the employees' expense.

F. **Hyatt Legal Plan**

Employees may elect to enroll in the Hyatt Legal Plan at the employees' expense.

ARTICLE 26 - REPORTING TIME AND CALL-INS

REPORTING TIME

When employees report to work at the start of their regular work shift and are not given the opportunity to work because none is available, and were not previously notified not to report to work, they shall be paid two hours reporting time. If an employee is delayed due to inclement weather, he may be given two hours grace period (without pay) for reporting time. uring this two-hour grace period employees may choose to use their personal leave or accept leave without pay.

When employees start to work, they shall be paid not less than four hours and if they work beyond the four hours, they shall be paid for actual time worked. It shall be the Company's prerogative whether or not to stop work. If employees refuse to start or stop work on their own volition, the minimum set forth herein shall not apply.

CALL-INS

A call-in is defined as notification to report for work by whatever means to employees for work outside of their regular shift or regularly scheduled day off or holiday. Call-ins as defined above shall be paid in accordance with one of the following categories:

A. A call-in two (2) hours prior to and continuous with an employee's normally scheduled shift shall be paid for on the basis of hours actually worked at the applicable overtime rate.

B. When employees are called in to work at or after the est starting time or on Saturday, Sunday, scheduled day off or holidays, they shall be paid not less four hours at the applicable overtime rate for that day except when the all-in is two (2) hours prior to and continuous with the normal work hours.

C. If there is an overlapping of an employee's time from the fifth day to the sixth day, the sixth day to the seventh day or holidays as a result of a call-in from one day to the next, the employee shall be paid under the four hour plan as outlined in sub-section B above at the applicable overtime rate, but at no time will he receive the four hour guarantee more than once for any one call-in.

ARTICLE 27 - TOOL ROOMS

A. The Company and the Unions agree that it shall be the Company's prerogative to maintain and

operate a general centrally located tool room and warehouse. The Unions agree that the manpower required for the operation of the centrally located tool room and warehouse Company's option be employed directly by them.

B. If it is the intention of the Company to establish area tool rooms and warehouses as required for efficient service in the plant, these area tool rooms warehouses will be manned under the terms of this Agreement.

ARTICLE 28 - FIRST AID AND SAFETY

A. The employees covered by the terms of this Agreement shall at all times while in employ of the Company be bound by the safety rules and regulations as established by the Government and/or Company. These rules and regulations are to be posted at conspicuous places throughout the plant. The Company with the aid of NASA shall maintain compliance with the NASA's volunteer protection program, by partnering with NASA's Management and Labor for a safer, healthier work environment.

B. The Company will reimburse each eligible full-time regular employee up to a maximum of $125.00 per year. Effective July 1, 2012, the reimbursement amount shall increase to a maximum of $130.00 per year. Effective July 1, 2013, the reimbursement amount shall increase to a maximum of $140.00 per year. Safety shoes shall be manufactured in accordance with ANSI 41 – 1991 and must be clearly marked to indicate that they satisfy the ANSI – 41 requirements. If an employee's safety shoes are damaged at work, due to circumstances beyond the employee's control, the Company shall reimburse the employee for the purchase of replacement safety shoes up to the reimbursement amount.

C. Employees will not be eligible for safety shoe reimbursement for 30 days upon initial employment. Employees desiring to purchase safety shoes shall contact the Human Resource department to verify eligibility. After purchase, the employee shall submit the receipt along with a completed safety shoe reimbursement form to Human Resources. Employees resigning within three (3) months of reimbursement shall refund the Company a prorated amount for the remaining months. Employees requesting reimbursement during the last six (6) months of the Company's contract shall receive a prorated amount. If the Company succeeds itself, the employee will be reimbursed the remaining amount.

ARTICLE 29 - PROJECT RULES AND REGULATIONS

A. It is agreed that project rules and regulations will be limited to safety and security, and will be prepared and distributed among the employees on the job by the Company, provided such rules do not conflict with or contravene terms of this Agreement.

B. It is further agreed that violation of these project rules and regulations is direct and just cause for disciplinary action, including immediate discharge, subject to Article 8, Grievance Procedure.

ARTICLE 30 - PROTECTIVE LEGISLATION

All employees covered by this Agreement shall have the protection of all existing federal, state and local laws applicable to employees in general.

ARTICLE 31 - PERIODIC CONFERENCE

Periodic conference shall be held by the parties from time to time for the purpose of discussing matters of mutual interest.

ARTICLE 32 - GENERAL SAVINGS CLAUSE

A. Any provisions in this Agreement which are in contravention of any federal, state, local or county regulation or laws affecting all or part of the limits covered by this Agreement shall be suspended in operation within the limits to which such law or regulation is in effect. Such suspension shall

not affect the operation of any such provisions covered by this Agreement, to which the law or regulation is not applicable. Nor shall it affect the operations of the remainder of the provisions of the Agreement within the limits to which such law or regulation is applicable.

B. It is mutually agreed by the parties hereto that if any liability by signatory Local Unions to this Agreement should arise, such liability shall be several and not joint.

ARTICLE 33 - WORK STOPPAGES

THERE SHALL BE NO STRIKES, WORK STOPPAGES, PICKETING OR SLOWDOWN BY THE UNIONS OR EMPLOYEES AGAINST THE COMPANY OR ANY OTHER CONTRACTOR PERFORMING WORK ON THE PROJECT SITE THAT WOULD AFFECT THE TERMS OF THIS AGREEMENT. THERE SHALL BE NO LOCKOUTS BY THE CONTRACTOR. To achieve this end, the following procedures will be followed:

A. If the Company contends that any Union has violated this Section, it will email or fax the President of the North Alabama Building and Construction Trades Council advising of that fact. The president will immediately instruct the Local Union(s) signatory to this Agreement to cease any violation of this Section and advise the Company and Government of action taken.

B. After twenty-four hours from the above mentioned telegraphic notice, if for any reason corrective action has not taken effect, the Company shall notify the President of the Building Trades Council who will immediately institute any necessary further a ion. In the event that said further action on the part of the Council becomes necessary, it is understood that the Local Union(s) Business Representatives involved pledge their full cooperation and institute any action necessary to protect the integrity of the project.

C. If any of the Unions or the employees contend that the Company has violated this Section, such Unions on behalf of the employees will immediately inform the Program Manager of the Company who will immediately take any necessary steps within his means to bring about corrective action.

ARTICLE 34 - TERM OF THE AGREEMENT

This Agreement shall become effective on the 1st day of July **2010** and remain in full force and effect until the 30th day of June, **2014** and shall continue in force from year to year thereafter unless written notice of reopening is given not less than sixty (60) days prior to the expiration date. In the event such notice or reopening is served, this Agreement shall continue in e and effect until conferences relating thereto have been terminated by either party.

ARTICLE 35 - SUCCESSOR AND ASSIGNS

This agreement shall be binding not only upon the Company but upon its successors and assigns.

ARTICLE 36 - ON THE JOB INURIES

Employees injured on the job shall not be at loss of pay for day of injury or follow-up appointments to the doctor during work hours. The Company shall have the right to verify appointment availability.

ARTICLE 37 - COPIES OF AGREEMENT

The Company will make available 81/2" X 11" booklets o the new collective bargaining agreement to employees and signatory unions. If pocket size booklets are to be provided, the Union and the Company will split the cost of publishing 50/50.

Signed this 4th day of June 2010:

FOR THE COMPANY:
URS, Federal Technical Services, Inc.

Andrew Knapper
Program Manager

Valerie Singleton
Human Resource Representative

Donna Mercer, Director
Human Resources

Lester W. Jordan, Director
Employee & Labor Relations

FOR THE SUBCONTRACTOR

Robert Whitaker, President/CEO
ePro, LLC

FOR THE UNIONS:

Gary Dalrymple, Business Manager
Operating Engineers Local 320

John Mason, Business Manager
BAC, Local 6 LA/MS/AL

Gaylon Barnes, Business Manager
Plumbers & Steamfitters Local 377

Jimmy Mayfield, Business Manager
Painters District Council 77, Local 1293

Brent Newsome, Business Manager
Sheetmetal Workers Local 48

Steve Crunk, Business Manager
IBEW Local 558

Glen Farner, Business Manager
Southeast Laborers District Council,
On behalf of Local 366

Newman Webster, Business Manager
Millwrights Local 1192

Donald Finley, Business Representative
Midsouth Carpenters Regional Council,
Local 1209

SCHEDULE A

Job Classification	1-Jul-10	1-Jul-11	1-Jul-12	1-Jul-13	H&W	National Pension	Pension	Appr Training	Total	Employee Contribution
Electrician	$ 27.03	$ 28.38	$ 29.66	$ 30.99	$ 5.25	$ 0.81	$ 4.00	$ 0.44	$ 10.50	
Pipefitter	$ 27.03	$ 28.38	$ 29.66	$ 30.99	$ 3.83	$ 3.00	$ 2.97	$ 0.32	$ 10.12	$ 1.28
Insulator	$ 27.03	$ 28.38	$ 29.66	$ 30.99	$ 3.40	$ 3.00	$ 1.56	$ 0.86	$ 8.82	$ 0.40
Millwright	$ 27.03	$ 28.38	$ 29.66	$ 30.99	$ 3.40	$ 3.00	$ 1.56	$ 0.86	$ 8.82	$ 0.45
Millwright/Tool & Die Maker	$ 27.03	$ 28.38	$ 29.66	$ 30.99	$ 3.40	$ 3.00	$ 1.56	$ 0.86	$ 8.82	$ 0.45
Sheetmetal Worker	$ 27.03	$ 28.38	$ 29.66	$ 30.99	$ 3.66	$ 5.70		$ 0.42	$ 9.78	$ 1.17
Painter	$ 27.03	$ 28.38	$ 29.66	$ 30.99	$ 2.89	$ 5.25		$ 0.50	$ 8.64	$ 0.70
Operating Engineers	$ 27.03	$ 28.38	$ 29.66	$ 30.99	$ 3.80	$ 6.00		$ 0.15	$ 9.95	$ 1.62
Carpenter	$ 27.03	$ 28.38	$ 29.66	$ 30.99	$ 3.40	$ 3.00	$ 1.56	$ 0.86	$ 8.82	$ 0.40
Bricklayer	$ 27.03	$ 28.38	$ 29.66	$ 30.99	$ -				$ -	
HVAC Mechanic	$ 27.03	$ 28.38	$ 29.66	$ 30.99	See respective Electrician or Pipefitter					
Utility Person	$ 22.35	$ 23.47	$ 24.52	$ 25.63	$ 3.80	$ 6.00		$ 0.15	$ 9.95	$ 1.62
Laborer	$ 18.92	$ 19.86	$ 20.76	$ 21.69	$ 3.40	$ 4.63			$ 8.03	
Apprentices										
4th Year (95%)	$ 25.68	$ 26.96	$ 28.17	$ 29.44						
3rd Year (85%)	$ 22.97	$ 24.12	$ 25.21	$ 26.34						
2nd Year (75%)	$ 20.27	$ 21.28	$ 22.24	$ 23.24						
1st Year (65%)	$ 17.57	$ 18.45	$ 19.28	$ 20.14						
Foremen										
Laborers	$ 21.28	$ 22.35	$ 23.35	$ 24.40						
Other Crafts	$ 30.41	$ 31.93	$ 33.36	$ 34.86						

1. Annual increases in wages will become effective the first full pay period in July each year.

2. Laborer classification will be paid 70% of craft rate of pay effective July 1, 2010.

3. Utility Person classification will be paid 82.7% of cr ate of pay.

4. The Foreman's rate for Laborers and Other Crafts will be 12 ½ % above the respective wage rates.

5. The Company has incorporated monies into wages above to allocate to benefit costs as needed. All benefit rates and contributions listed in the schedule above are as of the effective date of this agreement, 7/1/10.

6. The Company and the Unions herein agree that should any fringe benefit cost exceed that amount specified above, the difference in the actual cost and the portion the Company is obligated to pay will be deducted from the employee's hourly wage rate. Benefit increases will be allowed quarterly with 30 days prior notice.