

AGREEMENT

BETWEEN

CCS KING GEORGE 2 LLC

AND

UNITE HERE LOCAL 74

COVERING EMPLOYEES AT

WHITEMAN AIR FORCE BASE

KNOB NOSTER, MISSOURI

EFFECTIVE OCTOBER 1, 2025 THRU SEPTEMBER 30, 2030

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PREAMBLE

THIS AGREEMENT is entered into the first day of October 1, 2025 by and between CCS KING GEORGE 2 LLC hereinafter referred to as the "Company" and the UNITE HERE LOCAL 74 UNION, hereinafter referred to as the "UNION", as representative of its employees located at WHITEMAN AIR FORCE BASE, KNOB NOSTER, MISSOURI, hereinafter referred to as the "Base".

WITNESSETH

In consideration of the Mutual covenant here in set forth, the parties hereto intending to be bound, hereby agree as follows:

Whereas, the Union represents a majority of the employees of the Company at its operation, located at the Whiteman Air Force Base Knob Noster, Missouri, and

Whereas, it is the desire and intention of the parties to provide orderly collective bargaining relations between the Company and the Union, to secure prompt and equitable disposition of grievances to maintain fair wages, reasonable hours of work, to maintain good working conditions of employment and provide good relations between the Company and employees.

Whereas, the parties hereto recognize that only with mutual understanding and cooperation, with uninterrupted operations is it possible for the Company to conduct business with the economy and efficiency indispensable to its existence and to the best interest of employees, clients, and customers.

Whereas, the Union agrees to support the Employer in his efforts to eliminate waste, combat absenteeism, conserve materials and supplies, ensure timely completion of work, improve the quality of workmanship, encourage submission of improvement and cost reduction ideas, prevent accidents and-promote development of good will among employer, the Union, employees and the local community.

Now, therefore, the parties hereto agree as follows:

ARTICLE 1. EXCLUSIVE RECOGNITIONS AND COVERAGE OF AGREEMENT

The company hereby recognizes the Union as the exclusive bargaining agent for all its full-time and part-time paid production employees (excluding all salaried personnel, including the Project Manager, Assistant Project Manager, professional employees, field supervisors, office clerical employees, guards, and supervisors as, defined in the Act). Production employees are to include shift leaders, cooks, bakers, line servers, salad preps, mess attendants, cashiers, and trainees.

ARTICLE 2. UNION SECURITY AND DUES CHECK OFF

SECTION 1

To the extent permitted by law the Company agrees that all bargaining unit employees after thirty (30) days of employment with the Company shall become members of the Union as a condition of employment.

SECTION 2

It is further agreed by and between the parties hereto, that any employees required under the terms of the agreement, who fails or refuses to become a member of the Union, or who having become a member fails to pay monthly union dues, will upon certification by the Union of such delinquency be subject to IMMEDIATE TERMINATION BY THE COMPANY.

SECTION 3 ***

To the extent permitted by law, the Company agrees to withhold from pay of each employee, upon receipt of an appropriate authorization, in writing, union initiation fees of forty dollars (\$40), and monthly membership dues of forty dollars and fifty cents (\$40.50) and remit the total amount so deducted to the Financial Secretary of the Local Union on or before the (15th) of each calendar month. This amount may increase during the length of this agreement. The Union will notify the Company of any increases a month before the increase goes into effect. The Union shall indemnify the Employer and hold it harmless against any and all suits, claims, demands, and liabilities that shall arise out of or by reason of any actions that shall be taken by the Employer for the purpose of complying with the forgoing provision of this Section.

ARTICLE 3. RIGHTS OF EMPLOYER

Except as expressly limited by a provision of this Agreement, the Company retains and shall continue to have the sole and exclusive right to manage its business and direct the working forces, including, but not limited to, the right to plan, direct, and control operations; the right to hire, suspend, discipline and discharge for just cause; to follow the directives of the United States Government including a verified directive to discipline, suspend, or remove an employee; the right to maintain order and efficiency, transfer or promote or to lay off employees because of lack of work or other legitimate reasons; the right to study, determine and regulate the methods, quantity and quality of work, the sources and kinds of merchandise, materials; the right to schedule, reschedule, and regulate the number of hours worked, work hours, work shifts and shift hours and overtime requirements and the assignments thereto; the right to establish, publish, and enforce rules and regulations governing production, discipline, safety, efficiency and employee conduct, transfer or terminate any job, job content, department, operation, or service. The rights of management described above, and all other inherent rights of management not expressly limited by a provision of this Agreement are vested exclusively in the Company.

ARTICLE 4. UNION REPRESENTATION

SECTION 1

The employer agrees to recognize the elected officers and duly designated stewards of the Union and the Union shall keep management advised in writing of the names of its officers and stewards.

- A. Union stewards are authorized to perform duties, such as processing employee complaints, grievances and consultations with the employer at the local level on matters in connection with this agreement.
- B. The Employer agrees that there will be no restraint, interference, coercion or discrimination against stewards because of the performance of these duties.
- C. If a steward's use of regular working hours for consultation with employees or the employer interferes unduly with the proper performance of his/her official duties as an employee, the matter will be objectively discussed with his/her and other officers of the Union in order to find a satisfactory solution.
- D. Shop Stewards shall handle verbal grievances only and shall not solicit grievances of any kind at any time. Shop Stewards shall not suffer a loss of pay for verbal grievances handled during working hours; not to exceed fifteen (15) minutes per verbal grievance, unless the Employer or its representative agree to a longer period of time. Any employee who believes he or she has a verbal grievance may be allowed to report the grievance during working hours to the Shop Steward without loss of pay to either the Shop Steward or the employee, for the purpose of resolving the grievance with the Employer or its

representative; not to exceed ten (10) minutes per report unless the Employer agrees to a longer period of time, provided business operations are not disrupted. Shop Stewards shall handle all grievances promptly and endeavor to mitigate interruption of work in their department. In the event the oral grievance is not resolved on the day it is submitted by the Shop Steward to the Employer or its representative, then the grievance procedure in this Agreement shall apply.

E. Union stewards will be excluded from paying monthly membership Union dues.

SECTION 2

Consultation between management and the Union will normally be conducted during regular working hours, in connection with officially requested or approved consultation or meeting, with management officials or for the purpose of drawing up requests or recommendations.

ARTICLE 5. HOURS OF WORK

SECTION 1

For the purpose of calculating overtime pay, the regular scheduled work week shall be forty (40) hours and the work day shall be eight (8) hours. This section is not to be construed as a guarantee of hours of work per day or hours of work per week, but the Company will make every effort to provide eight (8) hour working days.

SECTION 2

Any work performed in excess of eight (8) straight time hours in any day or in excess of forty (40) straight time hours in any regular established work week, that being Sunday through Saturday, shall be paid at the rate of time and one-half the employees' regular hourly rate of pay. Employees required to work six (6) or seven (7) consecutive days shall receive a \$1.00 per hour shift differential for all hours worked on the sixth (6th) and seventh (7th) consecutive days beginning upon ratification of this agreement. Number three (3) of the standby policy contained in Exhibit B to this Agreement shall continue in full force and effect.

UTA weekends shall be covered via sign up sheet. Most senior employees shall be awarded the shifts. A sign-up sheet to work UTA weekends shall be posted the month before each UTA weekend. If there are not enough qualified volunteers to fill the UTA weekend shifts, then the standby workers shall work the UTA weekend. If enough standby workers cannot be located, the least senior regular employee shall be assigned to work the UTA weekend.

ARTICLE 6. REPORTING PAY

SECTION 1

In case of discharge of an employee, he /she shall be paid within seven (7) days.

SECTION 2

When the employer or his/her representative orders an employee to report for work or fails to notify an employee not to report for work for any reason, and said employee is not allowed to work, the employer shall pay the employee four (4) hours pay. Any employee scheduled and commencing to work shall receive their scheduled shift pay. An employee failing to report or failing to finish his/ her shift without cause shall be subject to proper disciplinary action by the employer. The Company is relieved of paying the four (4) hours to the employee

provided he has attempted to notify the employee three (3) times not to report for work and a log will be maintained.

SECTION 3

In the event an employee quits his/her job during the course of the day, he/she shall be paid only up to the time of termination.

SECTION 4

Employee Standby Policy shall be in accordance with Exhibit "B" attached hereto and made a part hereof.

ARTICLE 7. WAGES AND RATES OF PAY

Employee wages and rates of pay shall be in accordance with Exhibit "A" attached hereto and made a part hereof.

ARTICLE 8. HEALTH AND WELFARE

SECTION 1

The Company agrees to fund directly into the employee's paycheck the premiums for Health & Welfare benefits. This will be accounted for on a semi-monthly basis by multiplying total hours paid up to forty (40) hours per week times \$5.55 per hour or the Health & Welfare rate designated by the Department of Labor for SCA contracts at the time of each option period, whichever is greater.

SECTION 2

The Company will offer medical, dental, and vision benefits to the employees that meet the requirements of the Affordable Care Act.

SECTION 3

The Company shall contribute the amount listed below, based on the employee's Seniority Date, per hour for all hours paid, for each employee covered by this Agreement, not to exceed forty (40) hours in any one week, to the Company's 401k Plan on behalf of the employee. Length of service includes the whole span of continuous service with the present (successor) contractor wherever employed, and with predecessor contractors in the performance of similar work at the same federal facility.

Years	Rate
0 to 4 years	\$0.25
5 to 9years	\$0.50
10 to 14 years	\$0.75
15+ years	\$1.00

ARTICLE 9. SUPERIOR PRIVILEGES

As a result of the execution of this agreement, no employee shall receive a reduction in rate of pay, benefits, or adverse working conditions covered by this agreement, nor shall this agreement deprive any employee from receiving a rate of pay higher than set forth in Article 7.

ARTICLE 10. SICK LEAVE

SECTION 1

All employees shall accrue 1 hour of paid sick leave for every twenty-six (26) hours paid up to eighty (80) hours of paid sick leave per year beginning one year after completing the ninety-day (90) day probation period.

SECTION 2

When an employee requires use of sick leave, he/she will be personally responsible for notifying his/her supervisor by telephone as soon as possible but in any case, no later than one hour prior to the beginning of his/her scheduled work shift.

SECTION 3

If an employee calls in sick, sick leave will be paid at the time of taking leave. The accrual year will be October 01 through September 30 each year. Any accrued but unused sick leave will carry over to the following year but the employee will not be permitted to have more than 112 hours of sick leave in their bank at any time. The Employer will stop accruing paid leave until the employee uses paid sick leave and the balance drops below 112 hours. Employee must use paid sick leave in 1- hour increments.

Any unused sick time will become the sole burden and shall be binding on all successors and assigns of the contractor, whether by sale, transfer, merger, acquisition, consolidation, or otherwise.

SECTION 4

The sick leave policy contained in this article shall supersede Executive Order 13706 and shall serve in its place and stead as the sick leave policy for the employees covered under this agreement.

SECTION 5

Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including obtaining diagnosis, care, or preventive care from a health care provider; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including obtaining diagnosis, care, or preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking.

ARTICLE 11. MASCULINE TO INCLUDE FEMININE

Whenever in this Agreement, the masculine gender is used, shall be deemed to include the female gender.

ARTICLE 12. LEAVE OF ABSENCE

SECTION 1

The employer will not grant leave of absence during the first six (6) months of the employee's employment, except by mutual contract of both the employee and employer. After the completion of six (6) months employment for any reasonable cause not to exceed three (3) months, any and all employees granted a

leave of absence will not lose seniority rights by reason of said leave of absence. The employer will notify the Union in writing of the granting of leave of absence.

It is further agreed by both the union and the Employer that granting a leave of absence must be submitted in writing fourteen (14) days prior to the leave. The only exception to this rule is in the case of an emergency, or whereas the Family Medical Leave Act would take precedence over a particular circumstance.

SECTION 3

DOMESTIC VIOLENCE LEAVE

SECTION 4

RELIGIOUS PRACTICES LEAVE

SECTION 5

BREASTFEEDING MOTHERS RIGHTS

The provisions of Article 12 Sections 3, 4, and 5 shall not be subject to the arbitration process of Article 21.

ARTICLE 13. PAY DAY

All employees shall be paid semi-monthly. Should the pay day fall on Saturday, Sunday or Holiday which falls on a Monday, employees will be paid on the preceding Friday.

ARTICLE 14. VACATION AND HOLIDAY PAY

SECTION 1

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Employees will receive vacation in accordance with the following schedule based upon their length of service:

Years of Service	Weeks of Vacation	
1-5	2 weeks	
5-7	3 weeks	
7+	4 weeks	

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

The amount of hours paid for a vacation week shall be calculated based upon an average of the actual hours paid per week in the previous year (one year shall be calculated based on the employee's anniversary date). Vacation is prorated by actual hours paid in the previous year. Vacation balances vest or are earned annually on the Employee's Anniversary Date. The Anniversary Date refers back to the first day worked after the 90 day probation period.

SECTION 2

By October 1 of every year, the Company will post a vacation schedule and to the extent business requirements permit, employees may request up to two weeks of vacation and the request will be honored with the most senior employees having preference as to the time they take their vacation. The Company reserves the right to schedule dates that no one is allowed to request off for vacation. These "blackout" dates shall only be used during high volume times when all employees are needed to work, such as reservist weekends. As has been the past practice, the approving manager may grant time off at their discretion during these blackout dates provided all positions can be covered. Thirty (30) days after the vacation schedule is posted, employees may request any remaining vacation time off and said request will be honored on a first come first serve basis. The vacation request will be approved or denied within 7 days of submission. The union agrees to cooperate with the employer so that granting of vacations will be, with minimum expense to the Company and agrees that, wherever possible, employees shall be assigned so as to avoid replacements. Changes in vacation schedule may be arranged by mutual agreement between the approving manager and the employee concerned.

SECTION 3

All employees entitled to vacation shall take vacation periods unless otherwise approved by the employer. Vacation pay will be paid to the employee at their regular rate of pay on the pay period the vacation is actually taken. Vacation period shall be after an Anniversary Date unless otherwise agreed to between the employer and the individual employee affected.

Employees are encouraged to use all of their vacation each year. In the event an employee was unable to use all vacation time, any unused vacation will be paid out on the first check following their anniversary date. At the time that said contract terminates, any unused vacation shall be paid out to the employees at their regular rate of pay at the termination of said contract. Anniversary Dates and years of seniority will be provided to successor contractors. Successor employers shall be liable for the full vacation benefit when the vacation benefits have not vested prior to the contract termination.

SECTION 4

When an employee is laid off, quits with notification or is discharged for other than an illegal or immoral act, the employee shall be entitled to a pay out of any unused and accrued vacation.

SECTION 5

Each employee who is covered by this agreement, and who is required to work on New Year's Day, Martin Luther King's Birthday, President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Christmas Day, and Good Friday, shall receive one and a half times the employee's regular rate of pay for the time actually worked on that Holiday.

SECTION 6

Each employee who is covered by this agreement shall be paid at his/her regular rate of pay for each of the days set forth in SECTION 5 not worked ("Holiday Pay") except when an employee fails to report for work on his / her first scheduled workday immediately before and after the holiday. Employees using Sick pay or Vacation Pay in accordance with the terms of this agreement will be eligible for Holiday Pay. Employees on leave of absence, or away from work in an unpaid status for any reason, will not be eligible for Holiday Pay.

Full-time Employees will be paid Holiday Pay based on their normal work hours. For example, if an employee is normally scheduled 7.5 hours per day, they will receive 7.5 hours of holiday pay. Part-time employees will receive holiday pay based on the number of hours worked in the previous week. Hours worked

Sun – Sat will be added and divided by 5 to determine the number of Holiday hours to be paid. A full-time employee is defined as one who is regularly scheduled for at least thirty (30) hours per week.

SECTION 7

Employees will not lose vacation pay if they miss a pay period through no fault of their own.

SECTION 8

If an employee is on vacation and a holiday occurs during such employee vacation, such employee shall be paid at his/ her regular hours rate of pay.

ARTICLE 15. UNIFORMS AND MEALS

SECTION 1

The Company agrees to furnish uniforms, as required, without cost to the employee. The Company will pay the employees for performing their own laundry care, in which case the employee will be responsible for keeping his/her own uniforms neat, clean, and wrinkle- free. The employee is responsible for maintaining a pair of non-slip soled shoes.

Employees who clean their own uniforms and purchase their own non-slip soled shoes will be paid not less than seventy-five cents (\$0.75) per hour for all hours worked for such cleaning and shoe allowance.

SECTION 2

The employees will be issued uniforms on an as needed basis to be determined by management. The Company may supply up to five (5) new uniforms per year for all employees.

SECTION 3

Employees shall not be charged with normal wear and tear of uniforms and aprons but must replace or pay for lost or damaged or destroyed uniforms by the employee. Change in weight does not constitute a requirement for changing uniforms at employer's expense.

SECTION 4

Employees will be allowed thirty (30) minutes for meal periods. Employees will not be interrupted but will be allowed the **full** thirty (30) minutes to eat their meal on employee time.

SECTION 5

Employees will receive a fifteen (15) minute break for each four (4) hours of scheduled work during any one shift.

SECTION 6

The Company shall supply aprons, name tags, 5 shirts and hats.

SECTION 7

Employees shall be permitted to have sealed beverage containers within designated

areas.

ARTICLE 16. NO STRIKE

SECTION 1

The Union shall not engage in any strike, slow-down walk-out, picketing boycott or other interference with the orderly operation of the Company and the Company shall not engage in any lock-out of employees during the term of this agreement, or any extension thereof.

SECTION 2

The Company shall have the right to immediately discharge or otherwise discipline any employee who engages in a strike, slow-down, walk-out, picketing, boycott, or other interference with the orderly operations of the (Company during the term of this agreement or any extension therefore). Employees do not waive any other rights or recourse under the State or Federal law looking toward the enforcement hereof, but the same are hereby specifically reserved.

ARTICLE 17. SENIORITY

SECTION 1

Seniority shall mean the length of an employee's service for the Company from his/her first day worked. Employees will be credited with seniority earned by virtue of employment with the previous employer.

SECTION 2

For the purpose of laying-off or recalling, the employee having the least seniority shall be the first to be laid-off, provided those who are retained have the ability and are qualified to perform the work to be done. After such lay-off in recalling employees to work the laid off employee who has the most seniority will be the first recalled provided the employee has the ability and is qualified to perform the job. IT IS THE RESPONSIBILITY OF EMPLOYEES TO MAINTAIN CORRECT ADDRESS AND TELEPHONE NUMBER ON FILE WITH THE COMPANY AND THE UNION IN ORDER TO BE ELIGIBLE FOR RECALL.

Employees that are laid off due to the contingency period ending shall not earn seniority between contingency periods but shall not lose the seniority that they earned while working during the contingency period.

SECTION 3

The Employer will abide by seniority along with the ability and qualifications when making promotions, demotions, or permanent transfers from one job classification to another when openings are available. If an employee has been trained to perform a job and has performed said job at this work site, then the employee is deemed to have the ability and qualification to perform the job. The Employer will post notices on a bulletin board in each dining facility for 72 hours prior to filling a position permanently. Employees may bid on open jobs and shall be picked by seniority, provided they have the ability and qualification to do the job. The Company shall offer training to any employee who desires to be trained in another classification when there is a need for additional trained employees in any qualification at the discretion of the employer. The Employer will not bring help from outside the bargaining unit until the regular full-time employees have had the opportunity to bid on the job. If there is not an individual employee who is suitable the company may employ help from outside the unit. Any employee who is assigned by the Project Manager to train another employee, if the SHIFT LEADS are not available, shall receive an extra \$1.00 per hour more for all hours spent training other employees.

SECTION 4

An employee will lose his/ her seniority if he/she voluntarily quits his job, is discharge for cause, remains on lay-off for more than 360 days, or fails to report for work within forty-eight (48) hours after recall of his intention to return to work or fails actually to return to work after recall or is absent from work for two (2) consecutive days (no-call, no show) without permission or without properly notifying the employer.

SECTION 5

Seniority rights will be interpreted to mean and will be based upon (a) Length of service with the employer computed from first day worked on a regular permanent shift, provided that there shall also be included any previous employment with the employer which was interrupted by a lay-off of not more than 360 days prior to the latest hiring date; (b) Seniority shall not be broken when an "employee is absent because of accident or childbirth; (c) In the case of pregnancy, any employee who desires to remain on the job shall be required to produce medical evidence of her fitness to continue employment.

SECTION 6

It is agreed and recognized by both Employer and the Union in this agreement, that all Employees covered by this agreement, upon leaving for Military or Naval Services, shall receive all benefits required by the Selective Service Act.

SECTION 7

Seniority as defined above, shall govern in cases of vacation schedule promotions when qualified available shifts, working hours and days off where practical. If an employee is promoted and proves unqualified in the higher classification, he /she may return to their previous position within the bargaining unit, provided that this occurs within a trial limit of thirty (30) days.

ARTICLE 18. EMPLOYMENT

SECTION 1

The employer agrees to notify the Union of the hiring of all new employees covered by this agreement once a month. The employer will also notify the union once a month of the termination of employment of all employees covered by this agreement.

SECTION 2

There will be no discrimination against any employee because of his/her union activities. It is also understood and agreed that there shall be no intimidation, coercion or suggestion on the part of the employer or its agent to discourage membership in the Union.

SECTION 3

There will be no discrimination against any employee because of race, sex, age, religion, creed, identity, orientation or national origin. This provision shall not be subject to Article 21 (Arbitration) and no violation of this provision shall be submitted to arbitration.

SECTION 4

There shall be no favoritism shown to any employee, such as giving unfair preferential treatment to one person or group.

SECTION 5

All new employees shall be considered probationary employees until they have completed ninety (90) calendar days of employment. Upon successful completion of the ninety (90) day probationary period, an employee's seniority shall date back to his most recent date of hire. The Employer shall be the sole and exclusive judge in deciding whether to continue such an employee's employment. It is recognized by the parties to this Agreement that the probationary period is part of the Employer's employee selection process, and the assignment or retention of any probationary employee shall be solely at the Employer's discretion. Probationary employees can be terminated without cause and such terminations are not subject to grievance and arbitration.

ARTICLE 19. CONFORMITY TO EXISTING OR FUTURE LAWS

Employees shall always perform duties in accordance with and not in violation of the laws and ordinances of the United States of America, the State of Missouri. The parties agree that in the event any Federal or State laws are enacted that invalidate any portion of this agreement, that the balance of this agreement will remain in full force and effect.

ARTICLE 20. GRIEVANCE PROCEDURE

SECTION 1

No such complaint shall be considered under the procedure, unless it shall have been duly submitted within seven (7) working days after occurrence of the event complained of, or knowledge of the violation.

SECTION 2

Employees' complaints will be presented to the Union Steward and the union steward will attempt by negotiations with the Project Manager to settle the complaint.

SECTION 3

If the Project Manager and the Union Steward are unable to settle a complaint within five (5) business days from the time it is received, it will be submitted in writing to the local Union President who shall determine whether to present the complaint to the Company's General Counsel and attempt by negotiation with the Company's General Counsel to settle the complaint within 10 (ten) business days after receipt .

SECTION 4

If the complaint cannot be settled under aforesaid grievance procedure either party thereto may as a final resort, submit the matter to arbitration provided notice of such intention is given in writing by either the Company or the Union, as the case may be, within fifteen (15) days and naming thereto its arbitrators.

SECTION 5

All timeframes within this article can be extended by mutual agreement of the parties.

ARTICLE 21. ARBITRATION

SECTION 1

Within ten (10) days after filing of the notice of the intent to submit the unsettled grievance to arbitration, the parties shall attempt to mutually select an impartial arbitrator. If the parties are unable to agree within five (5) days of that meeting upon the choice of an arbitrator, they shall request the Federal Mediation and Conciliation Services to submit a list of seven (7) persons qualified to act as the impartial arbitrator. Within five (5) days of the receipt of the list, the parties will meet and shall alternatively strike three (3) names from the list, the party to strike first to be selected by lot. The last remaining individual shall thereupon be selected as the impartial arbitrator.

SECTION 2

Within ten (10) days after the selection of the arbitrator, the parties shall enter into a submission agreement which shall clearly state the issues to be decided. If the parties are unable to agree on a joint statement of the issue or issues to be decided by the arbitrator, the submission shall contain the written grievance and the disposition of the same with the notation the parties could not agree upon a submission agreement.

SECTION 3

During the hearing each party shall have full opportunity to present evidence and argument, both oral and documentary. The impartial arbitrator will render his/her finding and award in writing in a timely manner after the conclusion of the hearing. The decision of the impartial arbitrator will be final and binding. The impartial arbitrator shall have no authority to modify, amend, revise, add to or subtract from any of the terms or conditions of this agreement.

SECTION 4

The fees of the arbitrator and necessary expenses, including transcript of the proceeding, if desirable, of any arbitration proceeding shall be borne equally by the Company and the Union except that each party shall pay the fees of its own counsel or representative. If an employee witness is called by the Company, the Company will reimburse him/her for the time lost at his regular straight time base rate. If an employee witness is called by the Union or if the grievant is present at the hearing, the Union will reimburse such personnel for lost time.

SECTION 5

If either party fails to give timely and proper notice of intention to arbitrate, as provided, such party will have no right thereafter to have such matter referred to arbitration.

ARTICLE 22. JURY DUTY

Any employee called for Jury Service shall be compensated at a normal wage for days so spent less any sum received for service as a Juror. It is understood, however, that the employer shall not be obligated to pay in excess of three (3) days for jury Service in each contract year. Employees shall not be required to work on days serving as Juror.

ARTICLE 23. FUNERAL LEAVE

In the event of the death in the immediate family (current spouse/domestic partner, Mother, Father,

Mother/ Father In-Laws, child, sibling, grandparent, or grandchild) of a regular employee, such employee will be reimbursed for pay for the day before the Funeral, the day of the Funeral and the day after the Funeral. Proof of the employee 's attendance at the Funeral is to be furnished to the employer upon request.

ARTICLE 24. GENERAL

SECTION 1

The employer reserves the right to disapprove requests for transfers based on shift preference, inability to withstand workloads or inability to work with or for fellow employees.

SECTION 2

The employer agrees to provide space on appropriate bulletin boards of a minimum 18" x 22" for the posting of Union notices and similar informational material. Bulletin boards or parts thereof are furnished for the convenience of the Union which is solely responsible for its material. The Employer does not vouch for the accuracy or authenticity of the Union information, nor does appearance of the board constitute endorsement by management.

SECTION 3

Performance requirements are standards established, adopted and accepted by the Employer, transmitted by the immediate shift leader and understood by the employees as to what is considered satisfactory performances for a position. It is the employer's responsibility to ensure that the employees are informed of these satisfactory performance requirements. Performance requirements for all duties must be reasonable and fair. These requirements must be documented prior to an unsatisfactory rating, satisfactory rating, and outstanding rating.

SECTION 4

Employees will be allowed to receive emergency telephone calls through the main office.

SECTION 5

At meetings between Management and the Union concerning policy matters, the Employer agrees that Management and the Union may have equal representation.

SECTION 6

The Business Representative of the Union will have the privilege of visiting and interviewing Employees and may investigate the standing of Employees in the bargaining unit. Union agrees to notify Company Management when a Union Representative is interviewing Employees on contract violations.

SECTION 7

The Employer agrees, when an Employee is required to take the place of another Employee in a higher wage classification and does the job said Employee will receive the higher rate of pay for all hours worked at the higher classification.

SECTION 8

If a cashier is short five dollars (\$5.00) over three (3) different times in a two (2) month period, he/she

will be replaced. If cashier is short twelve (12) times in a year, he/she will be replaced. •

SECTION 9

Employees shall be granted one (1) personal day per year with eight (8) hour notice to Employer prior to request of personal day off. One personal day off per year will be given with Company approval and will not be charged against absenteeism. A Personal day off will be without pay.

SECTION 10

Employees are to be paid if they attend a mandatory meeting on their day off or on their regular scheduled workday. Employees will be paid at the regular rate of pay for the time they attend the meeting.

SECTION 11

A complete Company handbook of rules is to be given to the Employee prior to the Employee's first regular shift. Employer will supply a paper copy upon request.

ARTICLE 25. TERMS OF AGREEMENT

SECTION 1

This agreement shall become effective on **October 1, 2025** and shall remain in full force and effect until **September 30, 2030**.

SECTION 2

This agreement shall be automatically self-renewing from year to year after the term thereof, but either party may terminate or modify this agreement by giving written notice to the other of its desire to terminate or modify this agreement at least sixty (60) days prior to the expiration date recited herein.

SECTION 3

At any time during the life of this agreement and by mutual consent the parties of this agreement, the agreement may be opened for amendment or a supplement may be put into effect with written concurrence of both parties. Any amendment or supplement made shall remain in effect until notified or until the termination of this agreement.

SECTION 4

If during the term of this agreement, or any extension thereof, any part of the provisions contained therein is by legal or legislative process tendered or declared to be invalid, such part or provision thereafter shall be void and shall not form a part of this agreement. All other provisions hereof shall remain in full force and effect and shall be fully binding upon parties. Parties can agree to meet collectively for suitable replacement for said invalid articles.

ARTICLE 26. TERMINATION OF EMPLOYEE

No employees shall be discharged by the Company without just cause, and all dismissals may be subject to the grievance procedure and arbitration clause. All reprimands, including those related to excessive absenteeism, tardiness, and personal appearances shall be in writing, and a copy given to the individual and a copy sent to the Union Steward. All reprimands shall be held on file no longer than one (1) year, after such time shall be discarded from employee's file. Three (3) written reprimands may result in immediate termination for the

employee. Theft, intoxication, illegal use of drugs altering or falsifying time records or other company records may result in immediate termination.

ARTICLE 27. ALCOHOL AND DRUG FREE WORKPLACE

SECTION 1

The Company and the Union agree to work toward the goal of establishing a work force that is free of drug abuse and alcohol misuse. Both are committed to this end to foster safety, productivity, and compliance with the Drug-Free Workplace Act of 1988 and applicable Federal and State laws, statutes and regulations. Accordingly, it is agreed that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is strictly prohibited in the work force. Further, the use of alcohol is strictly prohibited in the workplace.

Medical Marijuana-The possession or use of marijuana, even if medical marijuana, is not allowed under the federally-based regulations for the U.S. Department of Transportation and the Federal Aviation Administration, or the federal Drug-Free Workplace Act, therefore use of marijuana is not allowed and is grounds for discharge.

SECTION 2

Employees are required to report to the Company any criminal alcohol or drug statute violation no later than five (5) days after such conviction. ·

SECTION 3

Employees will be scheduled for alcohol and drug testing as part of the employment pre- screen process, post-accident or as directed or required by the federal government.

The Company will make every reasonable effort to safeguard the privacy of the employee. All testing will be performed by a federally approved testing laboratory and/or personnel certified and/or licensed by any federal or state authority having jurisdiction thereof.

Employees testing positive will be placed on unpaid suspension pending further disciplinary action.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement this 23 day of September 20, 2025.

UNITE HERE LOCAL #74

CASCADE CONTRACTING SERVICE

CCS KING GEORGE 2 LLC

Signed by:
BY: KIM BARTHOLOMEW
F099E47A1A277421...

Signed by:
BY: Al Martina
AED54B3C08664B4...

TITLE: President Local 74

TITLE: CEO

DATE: 9/23/2025

DATE: 9/23/2025

kbartholomew@unitehere.org

al@cascadecontractingservices.us

KING AND GEORGE LLC

CASCADE CONTRACTING SERVICE

Signed by:
BY: George F. Bernard George F. Bernard
10114807E68044...

Signed by:
BY: Al Martina
AED54B3C08664B4...

TITLE: CEO

TITLE: CEO

DATE: 9/23/2025

DATE: 9/23/2025

Contracts@kinggeorge.us

al@cascadecontractingservices.us

EXHIBIT "A"
WAGE SCHEDULE
2025 THRU 2029
STARTING WAGES

Job Title	Current	6.00%	3.50%	3.50%	3.50%	3.50%
		Effective 10/1/2025	Effective 10/1/2026	Effective 10/1/2027	Effective 10/1/2028	Effective 10/1/2029
Trainee	\$ 17.75	18.82	19.48	20.16	20.87	21.60
Mess Attendant	\$ 21.60	22.90	23.70	24.53	25.39	26.28
Line Server	\$ 21.60	22.90	23.70	24.53	25.39	26.28
Cashier	\$ 21.85	23.16	23.97	24.81	25.68	26.58
Salad Prep	\$ 22.81	24.18	25.03	25.91	26.82	27.76
Cook	\$ 22.81	24.18	25.03	25.91	26.82	27.76
Baker	\$ 22.81	24.18	25.03	25.91	26.82	27.76
Shift Leader	\$ 23.48	24.89	25.76	26.66	27.59	28.56

** Shift Differential (2200 hours to 0400 hours) or for each job classification is set forth as \$0.50 per hour for the length of the contract.

EXHIBIT "B"
STANDBY POLICY

Standby employees fill in where needed and are required to be available to work at least one shift schedule. A dynamic standby list shall be established based on seniority and past responses to requests for work. Open shifts will first be offered to the most senior employees who are available. If no one picks up the shift and the need is still there, the shift will be assigned to the Standby employee ranking highest on the dynamic standby list.

1. Standby must provide and maintain a valid contact phone number.
2. Standby may be scheduled in advance or called in to work without notice.
3. Standby will be scheduled after all available seniority employees that does not put them into overtime have been offered the shift.
4. Standby team members are responsible for checking their schedule (either by coming in, calling, or requesting text messages, - followed up with a phone call or text).
5. If a Standby is required to work a shift after the schedule has been posted management must directly contact the employee.
6. If requested by an employee, Management may text schedules to Standby team members. This courtesy does not change or relinquish in any way the employee's responsibility for personally checking the schedule each week.
7. Standbys do not have set days off.
8. Standby must be available to work as agreed upon hiring as evidenced by written proof of availability at hiring.
9. If a Standby declines to work two requested shifts by management in a rolling 31-day period, they will fall to the bottom of the Standby seniority list.
10. If a Standby declines to work six or more shifts in a rolling 90-day period, this will be considered a voluntary resignation of employment.
11. A Standby who does not answer their phone or call back within 30 minutes of calling them will be documented as being unavailable and therefore declining work.
12. Failure of a Standby to show for a scheduled shift, that the Standby employee was contacted for, will result in the applicable attendance infraction and reduce him/her to the bottom of the dynamic standby list.
13. Standby employees can "pick up" another employee's shift providing they follow seniority and there is not a need for management to schedule them.