

AGREEMENT

By and Between

ARAMARK FACILITIES SERVICES, LLC

at

PENN PRESBYTERIAN MEDICAL CENTER

and

NATIONAL UNION OF HOSPITAL

AND HEALTH CARE EMPLOYEES, AFSCME

AFL-CIO

AND ITS AFFILIATE DISTRICT 1199C

EFFECTIVE: FEBRUARY 1, 2018
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PREAMBLE

AGREEMENT made and entered into this 1st day of February, 2018 by and between Aramark Facilities Services, LLC, at Penn Presbyterian Medical Center located in Philadelphia, Pennsylvania, (hereinafter called the "Employer") and the National Union of Hospital and Health Care Employees, AFSCME, AFL-CIO, and its affiliate District 1199C (hereinafter referred to as the "Union") acting herein on behalf of the Employees of the said Hospital as hereinafter defined now employed and hereinafter to be employed and collectively designated as the "Employees."

WITNESSETH

WHEREAS, the Employer recognized the Union as the collective bargaining representative for the Employees covered by this agreement as herein provided, and

WHEREAS, it is the intent and purpose of the parties hereto that this Agreement promote and improve the mutual interests of the patients of the Employer as well as of its Employees and to avoid interruptions and interferences with services to patients and to set forth herein their agreement covering rates of pay, hours of work, and conditions of employment.

NOW THEREFORE, in consideration of the mutual covenants herein contained, the parties hereto agree as follows:

ARTICLE 1 RECOGNITION

SECTION 1: The Employer recognizes the Union as the sole and exclusive bargaining representative for all the employees covered by this Agreement. The term "employee" as used in this Agreement means all full-time and regular part-time nonprofessional employees employed by Aramark to perform maintenance work at Penn Presbyterian Medical Center, Philadelphia, Pennsylvania, and excluding all other employees, PRNs, guards and supervisors as defined in the Act in accordance with the NLRB certification dated August 2, 1993.

SECTION 2: A temporary employee is one who is hired for a period of up to three (3) months and is so informed at the time of hire, and who is hired for special temporary needs (of which the union will be advised) or to replace an employee on leave or vacation. The said three month period may be extended up to an additional three (3) months or for the length of leave of the employee being replaced, with the consent of the Union which shall not be unreasonably denied. However, such employee shall become a member of the bargaining unit after the expiration of the initial sixty (60) working day period. It is understood that temporary employees shall be employed only for the duration of the temporary position.

SECTION 3: Part time employees (working 16 or more hours per week) covered by this Agreement shall receive fringe benefits on a pro-rata basis all of which is more fully set forth in the provisions of this Agreement concerning such benefits. With respect to all part time employees (working 16 or more hours per

week), all benefits shall be paid pro rata on the basis of scheduled hours of work.

SECTION 4: The Employer shall provide to the Union, once yearly, an updated seniority list.

ARTICLE 2 UNION SECURITY

SECTION 1: All employees on the active payroll as of the effective date of this Agreement, who are members of the Union, shall maintain their membership in the Union in good standing as a condition of continued employment.

SECTION 2: All employees on the active payroll as of the effective date of this Agreement, who are not members of the Union, shall become members of the Union thirty (30) days after the effective date of this Agreement.

SECTION 3: All employees hired after the effective date of this Agreement shall become members of the Union no later than the sixtieth (60th) working day following the beginning of such employment and shall thereafter maintain their membership in the Union in good standing as a condition of continued employment.

SECTION 4: For the purposes of this Article, an employee shall be considered a member of the Union in good standing if he/she tenders his/her periodic dues and initiation fee uniformly required as a condition of membership.

SECTION 5: An employee who has failed to maintain membership in good standing as required by this Article shall, within twenty (20) calendar days following receipt of a written demand from the Union requesting his/her discharge be discharged if, during such period, the required dues and initiation fee have not been tendered.

SECTION 6: The Union agrees that it will indemnify and hold the Employer harmless from any recovery of damages sustained by reason of any action taken under this Article.

SECTION 7: BARGAINING UNIT WORK - Supervisors shall not do work normally performed by Bargaining Unit Employees, except for the purpose of instruction, training, supervision, filling in for absentees, emergencies, or where the normal duties of supervisors overlap the duties of Employees. An emergency is herein defined as any suddenly-arising situation necessitating immediate action by the supervisor to maintain safety or health, to prevent damage to equipment, facilities, property and/or materials, and to aid in correcting or repairing malfunctions.

ARTICLE 3 CHECK-OFF

SECTION 1: Upon receipt of written authorization from an employee in the form annexed hereto the Employer shall, pursuant to such authorization, deduct from the wages due said employees each month, starting not earlier, than the first pay period following the completion of the employee's probationary period, and remit to the Union regular monthly dues and initiation fee as fixed by the Union. The initiation fee shall

be paid in two (2) consecutive monthly installments beginning the month following the completion of the probationary period. In the event that the Union amends the initiation fee and/or dues schedule the Employer agrees to make the revised deduction from the employee's pay upon thirty (30) days' written notice from the Union. After written notice from the Union, the Employer agrees to remit the following month's dues and initiation fees and dues and initiation fees thereafter to the Philadelphia office of the Union.

SECTION 2: An employee who is a member of and adheres to established and traditional tenets or teachings of a bona fide religion, body, or sect which has historically held conscientious objections to joining or financially supporting labor organizations, shall not be required to join and remain a member of the Union as a condition of employment. Such employee shall be required, as a condition of continued employment, to remit to either The American Cancer Society, The Lupus Foundation, or The Sickle Cell Anemia Foundation, so long as they are recognized as valid charities under Section 501(c)(3) of Title 26 of the Internal Revenue Code, monthly a sum equal to the initiation fee and regular dues of the Union as provided for herein. Such sums shall be check-off by the Employer from the employee's pay at the same time and in the same amount as initiation fees and dues are and shall be remitted by the Employer to the charity designated by the employee from the above list. Such designation shall be made in the form of a written authorization in the form annexed hereto.

SECTION 3: The Union shall indemnify and save the Employer harmless against any and all claims, demands, suits or other forms of liability, including legal fees and other expenses and costs of defense, that may arise out of or by reason of action taken or not taken by the Employer for the purpose of complying with any of the provisions of this Article or any other provisions of this Agreement relating to any requirement of remission of dues, initiation fees and political action funds delivered to the Union, any requirements of membership in the Union, or obligations of the Union members or by reason of the Employer's reliance upon any list, notice, request or assignment furnished under any of such provisions or by reason of any action taken or not taken by the Union.

SECTION 4: The Employer shall be relieved from making such check-off deductions from an employee upon (a) termination of employment, (b) layoff from work, (c) an excused leave of absence or (d) revocation of the check-off authorization in accordance with the Article on Union Security.

SECTION 5: The Employer shall not be obligated to make dues deduction of any kind from any employee who, during any dues period involved, shall have failed to receive sufficient wages to equal the dues deductions.

SECTION 6: A member of the Union who does not sign a written authorization for dues deduction may adhere to the same payment procedure by making payments directly to the Union.

SECTION 7: The Employer agrees to furnish the Union each month with a list of the name, position, Social Security number, date of hire of employees hired during the previous month, and also a list of the names of employees terminated, including transfers in and out of the bargaining unit, employees returning from leaves of absence, and employees commencing leaves of absence during the previous month.

SECTION 8: The Employer agrees to make a payroll deduction from employee's pay for the District 1199C Political Action Fund upon written authorization of any employee covered under this agreement and remit same to the District 1199C Political Action Fund. Said authorization shall be in the form annexed hereto. This deduction shall be made monthly for each active bargaining unit employee. The Employer shall remit to the Union all deductions made from the wages of employees for the preceding month together with a list of all employees from whom deductions have been made.

ARTICLE 4 NO DISCRIMINATION

Neither the Employer nor the Union shall discriminate against or in favor of any employee on account of race, color, creed, national origin, political belief, sex, age, membership or non-membership in the Union or handicap or anyone, in any manner that is prohibited by Federal, State, or local statutes or regulations.

ARTICLE 5 PROBATIONARY EMPLOYEES

SECTION 1: Newly hired employees shall be considered probationary for a period of 60 working days from the date of employment, excluding all time lost for any reason whatsoever.

SECTION 2: During or at the end of the probationary period, the Employer may discharge, discipline, or lay off such employee at will, and such action shall not be subject to the grievance or arbitration provisions of this Agreement.

SECTION 3: An employee shall remain in the job classification into which the employee was hired and shall not be eligible to bid on any other position during the probationary period.

ARTICLE 6 MANAGEMENT RIGHTS

Except as otherwise abridged by the specific provisions of this Agreement, it is recognized that in addition to other functions and responsibilities which are not otherwise specifically mentioned in this Article, the Employer has and will retain the sole right and responsibility to direct the operations which shall include but are not limited to the following: to determine the number of shifts, the shift schedules and the hours of work and the number of hours and shifts to be worked and the number of hours per day or per week operations shall be carried on; to select and determine the number and types of employees required, to hire, promote, transfer, assign, lay off, recall or terminate employees or otherwise relieve employees from duty for lack of work or other legitimate reasons; to discharge or otherwise discipline any employee for cause, to establish new job classifications, to discontinue, to organize or reorganize or combine, enlarge or reduce any department or branch of operations with any consequent reduction or other changes in the working force; to promulgate rules and regulations and to introduce new or improved methods or facilities regardless of whether the same causes a reduction in the working force. In addition, matters of inherent managerial policy are reserved exclusively to the Employer. These include, but shall not be limited to, such areas of discretion or policy as to functions and programs of the Employer standards of service, the over-all budget, utilization of technology, the organizational structure and selection and direction of personnel.

The Employer may subcontract bargaining unit work only in a bona fide emergency or for a specific project. The Employer agrees to meet with the Delegate and Union Representative before any subcontracting is schedule to begin. The union agrees to meet in an expedited manner.

ARTICLE 7 GRIEVANCE PROCEDURE

SECTION 1: A grievance is a difference between the Employer and the Union and/or the employees concerning the interpretation or application of a specific provision of this Agreement, and such grievance shall be processed and disposed of in the following manner:

Step 1. An employee having a grievance, his/her Union delegate or other Union representative shall take it up, verbally, with his/her immediate supervisor, or manager. In doing so the employee and/or his representative must tell the supervisor or manager their discussion of this issue is done in accordance with Step 1 of the Grievance Procedure. The Employer shall give its answer to the employee or his/her Union delegate or other representative within five (5) working days after the presentation of the grievance in Step 1.

Step 2. If the grievance is not settled in Step 1, the grievance may, within five (5) working days after the answer in Step 1, be presented in Step 2. When grievances are presented in Step 2, they shall be reduced to writing, signed by the grievant and his/her Union representative and presented by the grievant to the Department Director or his/her designee. The grievance in Step 2 shall be answered by the Employer in writing within ten (10) working days after its presentation.

Step 3. If the grievance is not settled in Step 2, the grievance may, within five (5) working days after the answer in Step 2, be presented by the Union representative or Union delegate in Step 3. The grievance shall be presented in this step to the Regional Human Resources Manager or his/her designee, and the Employer shall render a decision in writing within ten (10) working days after its presentation.

SECTION 2: Any grievance shall be void which is not presented for disposition through the grievance procedure described herein within seven (7) working days of the occurrence or condition which it claimed gave rise to the grievance.

SECTION 3: Prior to being submitted to Step 2 of the Grievance Procedure, the grievance shall be reduced to writing. The written grievance must set forth all of the following:

The date and time when the grievance arose; A statement of the grievance and facts; the remedy requested; The violation of the specific provision of the Agreement which is claimed; and Signature of the aggrieved employee and his/her Union representative and/or Union delegate. A grievance hearing shall be held if requested by either party in Step 2 and 3 of the Grievance Procedure.

SECTION 4: Failure on the part of the Employer to answer a grievance at any step shall not be deemed acquiescence thereto, and the Union may proceed to the next step.

SECTION 5: Any grievance shall be considered as settled on the basis of the last answer of the Employer

if not appealed to the next step or to arbitration within the time limitations set forth herein. Time is of the essence.

SECTION 6: Anything to the contrary herein notwithstanding, a grievance concerning the discharge or suspension may be presented initially at Step 3 in the first instance, within the time limit specified in Section 2 of this Article.

SECTION 7: All time limits herein specified shall be deemed to be exclusive of Saturdays, Sundays, and stated holidays as provided herein.

SECTION 8: A grievance which affects a substantial number or class of employees, and which the Employer representative designated in Steps 1 and 2 lacks authority to settle, may initially be presented at Step 3 by the Union representative.

ARTICLE 8 ARBITRATION

SECTION 1: A grievance, as defined in the grievance procedure provision, which has not been resolved thereunder, may within thirty (30) calendar days following the Employer's answer at Step 3 of the grievance procedure, be referred by the Union to the American Arbitration Association for arbitration under the Association's voluntary labor arbitration rules.

SECTION 2: The fees and expenses of the American Arbitration Association and the Arbitrator shall be borne equally by the parties. Each party shall bear the expense of its own witnesses.

SECTION 3: The award of the Arbitrator hereunder shall be final, conclusive and binding upon the Employer, the Union and the employees.

SECTION 4: In the event that two or more grievances become ready for arbitration at the same time in the grievance procedure, there shall be a separate arbitrator selected and assigned to each case and a separate date fixed for each hearing. The parties, however, by mutual consent, can agree to have two or more cases heard on the same date by the same arbitrator.

SECTION 5: The arbitrator shall have the authority only to interpret and apply the provisions of the Agreement, and shall have no authority to add to, detract from or alter its terms, and shall have no authority to rule upon management prerogatives including, without limitation thereto, standards of service, matters involving the over-all budget, utilization of technology, organization structure, selection and direction of personnel, or other matters of inherent managerial policy.

SECTION 6: All time limits herein specified shall be deemed to be exclusive of Saturdays, Sundays, or holidays.

SECTION 7: Retroactivity. Awards or settlements of grievances shall in no event be made retroactive beyond the date on which the grievance was first presented in Step One of the Grievance Procedure except if

the grievance concerns an error in the employee's rate of pay, the proper rate shall be applied retroactively to the date the error occurred. All claims for back wages shall be limited to the amount agreed to by the Employer and the Union, or ordered by the arbitrator, as the case may be, less any unemployment compensation or other compensation that the aggrieved employees may have received from any source during the period for which back pay is claimed other than compensation the employee received from a job held with another employer prior to discharge.

ARTICLE 9 DISCHARGE AND PENALTIES

SECTION 1: The Employer shall have the right to discharge, suspend, or discipline any employee for just cause.

SECTION 2: The Employer will notify the Union at its Philadelphia office in writing of any discharge or suspension within three (3) working days from the time of discharge or suspension. Notice shall be complete upon its deposit in the U.S. Mail (certified). If the Union desires to contest the discharge or suspension, it shall give written notice thereof to the Employer within five working days. In such event, the dispute shall be submitted and determined under the grievance and arbitration procedures set forth in this Agreement, however, commencing at Step 3 of the grievance procedure.

SECTION 3: If the discharge or suspension of an employee results from conduct relating to a patient or customer and the patient or customer does not appear at the arbitration, the arbitrator shall not consider the failure of the patient or customer to appear as prejudicial.

The term "patient" for the purpose of this Agreement shall include those seeking admission and those seeking care or treatment in clinics or emergency rooms, as well as those already admitted. Patient shall also include the patient's parents, immediate family and guardian.

SECTION 4: All time limits specified herein shall be exclusive of Saturdays, Sundays, and holidays.

ARTICLE 10 NO STRIKE OR LOCK OUT

SECTION 1: The Union, its officers, agents, representatives, and members agree that for the duration of this Agreement there shall be no strikes, sit-downs, sit-ins, slow-downs, picketing as related to the terms and conditions of this Agreement, cessation or stoppage or interruption of work, boycotts or other interference with the operations of the Employer or Presbyterian Medical Center.

SECTION 2: Employees participating in any of the acts specified in Section 1 of this Article shall be subject to discharge by the Employer without recourse to the grievance and arbitration procedures.

SECTION 3: The Union, its officers, agents, representatives, and members shall not in any way directly or indirectly authorize, assist, encourage, participate in or sanction any strikes, sit-downs, sit-ins, slow-downs, cessation or stoppage or interruption of work, boycott, or other interference with the operations of the Employer, or ratify, condone or lend support to any such conduct or action.

SECTION 4: In addition to any other liability, remedy or right provided by applicable law or statute, should a strike, sit-down, sit-in, slow-down, or cessation, interruption, or a stoppage of work, boycott or other interference with the operation of the Employer occur, upon notification the Union will immediately:

- a. Publicly disavow such action by the employees;
- b. Advise the Employer in writing that, such action by employees has not been called or sanctioned by the Union;
- c. Notify employees of its disapproval of such action and instruct such employees to cease such action and return to work immediately; and
- d. Post notices at Union Bulletin Boards advising that it disapproves such action and instructing employees to return to work immediately.

SECTION 5: The Employer agrees that it will not lock out employees during the term of this Agreement.

ARTICLE 11 SENIORITY

SECTION 1: Bargaining unit seniority is defined as the length of time an employee has been continuously employed from the employee's most recent date of hire. Employees employed by Presbyterian Medical Center prior to 6/6/93 will be red circled with their seniority date as of their date of hire with Presbyterian Medical Center. Bargaining unit seniority shall apply in the computation and determination of eligibility for all benefits when length of continuous service is a factor pursuant to this Agreement.

SECTION 2:

- a. An employee's seniority shall commence after the completion of his/her probationary period and shall be retroactive to his/her most recent date of hire.
- b. Bargaining unit seniority shall accrue during a continuous authorized leave of absence without pay provided that the employee returns to work immediately following the expiration of such leave of absence, during an authorized leave with pay not to exceed six (6) months.
- c. Temporary employees as defined in Article 1 hereof shall have no seniority during the time they occupy the status of temporary employees, but should any temporary employee become a permanent employee, then his/her seniority shall be retroactive up to the date of employment and such time shall be counted towards the probationary period.
- d. Part-time employees who are regularly scheduled to work 16 or more hours per week shall accrue seniority.

SECTION 3: An employee's seniority shall be lost for any of the following reasons:

- a. If the employee quits or resigns;
- b. If the employee is discharged for cause;
- c. If an employee exceeds an official leave of absence unless the employee presents a reason satisfactory to the Employer or the employee is employed by another Employer while on leave of absence.
- d. If an employee is laid off for a period of one (1) year or a period exceeding the length of the employee's continuous service, whichever is less;
- e. If an employee who has been laid off fails to return to work on the job to which he/she is recalled within two (2) working days from the date of electronic notification or registered letter sent to the employee's last address as shown by Employer records. A copy of such registered letter or telegram will be sent to the Union. This period may be extended by the Employer if the employee gives a reason satisfactory to the Employer;
- f. If an employee is absent for more than two (2) consecutive workdays without notifying the employer unless such employee presents a reason which is satisfactory to the Employer.
- g. The employee engages in outside employment while on a leave of absence.

SECTION 4: LAYOFF

- a. Reduction in force shall be by bargaining unit seniority within the job classification. In the event of a layoff within a job classification, probationary employees, followed by temporary employees, in the classification affected shall be the first to be laid off. Bargaining unit employees shall be the next to be laid off on the basis of bargaining unit seniority within the job classification.
- b. An employee scheduled to be laid off, may either bid for a posted vacant position or bump on the basis of bargaining unit seniority within the job classification into a position that the employee previously held and successfully performed beyond the probationary period. There shall be only one subsequent bump; that is, in the event of a layoff there shall occur only two bumps in the bargaining unit.
- c. Posted vacant positions shall be deemed to include those occupied by newly hired probationary and temporary employees in the bargaining unit for purposes of layoff and bumping.

- d. In the event of a layoff, the Employer agrees to give two (2) weeks' notice or two (2) weeks' pay in lieu of notice, at the Employer's discretion. Probationary and temporary employees need not be given such notice.
- e. All Delegates of the Union under this Agreement shall head the Bargaining Unit Departmental and Classification Seniority Lists for the duration of their term of office. At the expiration of their term of office, or removal, or resignation, they shall return to their regular Seniority standing. Such Super-Seniority Rights shall apply only in cases of layoff and recall.

SECTION 5: RECALL FROM LAYOFF

- a. When a position is open for recall, qualified employees who are on layoff from that position shall be recalled in inverse order of their layoff.
- b. When a position opens where no laid-off employee has recall rights as stated above, the position shall be posted first for currently employed employees bidding for a promotion to a higher pay grade vacancy. If the position is not awarded, or a position is vacated because of an award, the open position shall not be posted and an employee on layoff shall then be recalled to the open position in the inverse order of layoff and on the basis of present ability to perform the work. Whether an employee has the present ability to perform the work when recalled to a classification different from the one held at time of layoff shall not be subject to the grievance and arbitration provisions of this Agreement.

SECTION 6: PROMOTION AND TRANSFER

Vacancies in the bargaining unit shall be posted for one (1) week. Employees who bid on an open position shall be selected based on their ability and qualifications to perform the job. Should two or more employees have the same ability and qualifications to perform the job, then the bidder with the greatest bargaining unit seniority shall be selected. An employee who successfully bids or is transferred into a vacant position shall be ineligible to bid on other positions outside of his/her department until the employee has been in the new position for a period of six months.

SECTION 7: The Employer has the right to determine the qualifications of employees for promotional purposes. Within the first thirty (30) days after an employee has been transferred, promoted, or who exercises their bumping rights to an open position, and it is determined by the Employer, or the Employee that the employee is not qualified for the job, or is not performing the work satisfactorily, the employee will be moved back to their former position. The Employer's decision will not be subject to the grievance and arbitration procedure of the contract.

SECTION 8: The Employer will make every effort to transfer or promote successful bidders to their new positions within four weeks of the selection. Such period may be extended for an additional two weeks upon notification by the Employer to the Union.

ARTICLE 12 HOURS OF WORK

SECTION 1: The normal work week for regular full-time employees shall be forty (40) hours of work. Time used for meals shall not be counted as time worked. The foregoing provisions of this section shall not be construed as guaranteeing any number of hours of work per day, or per week, or days of work per week. Employees shall report dressed and ready for work at their job location and quit work at their job location at the time designated by the Employer at the beginning and end of their regular workday, unless expressly assigned to overtime or work by the Employer.

SECTION 2: One and one half times an employee's regular rate of pay will be paid for all time worked in excess of forty (40) hours in any one week. In computing overtime, the following paid absence will be counted as time worked: holidays and vacations.

SECTION 3: Full-time employees shall receive two (2) rest periods of fifteen (15) minutes each and a one-half (1/2) hour unpaid lunch break in each working day as assigned by the Employer to each employee. Part-time employees working more than four (4) hours in a working day shall receive one (1) rest period of fifteen (15) minutes as assigned by the Employer. Part-time employees who work eight (8) or more hours in a working day shall receive the same rest periods as full time employees.

SECTION 4: The Employer will endeavor insofar as it may be practicable to distribute overtime relatively equally among the available qualified employees who are regularly employed in such work within the classification and within the department where the overtime occurs. An employee shall be considered to have worked the overtime if he/she is offered and declines overtime work, is absent from work when he would have been offered overtime work or is not available when called for overtime work. If no employee makes himself available then the least senior available employee qualified to do the work must work the overtime, on a rotating basis.

SECTION 5: When two or more types of overtime or premium compensation are applicable to the same hours of work, only the higher rate of compensation shall be paid. In no event shall overtime or premium compensation be duplicated or pyramided.

SECTION 6: An employee reporting for work who has not been notified not to report for work shall be given four (4) hours work or four (4) hours pay at his regular straight time hourly rate. The provisions of this Section shall not apply in the event of strikes, slow-downs, work stoppages, picketing, failure of utilities, or any other interruption of operation beyond the Employer's control.

SECTION 7: Employees will be docked for lateness for actual time late.

SECTION 8: No employee shall be required to work more than sixteen (16) consecutive hours.

SECTION 9: In the event that the Employer wishes to change an employee's permanent starting time, the Employer shall notify the employee of such change at least two (2) weeks in advance. The Employer agrees to post employees' schedules at least two (2) weeks in advance. This provision shall not apply to probationary

employees.

ARTICLE 13 SAFETY AND UNIFORMS

SECTION 1: The Employer will make all reasonable provisions for the safety and health of its employees in accordance with the applicable laws. The Union agrees to cooperate with the Employer in assuring conformance to all established safety regulations and procedures.

SECTION 2: UNIFORMS - The Employer shall provide at least five (5) sets of uniforms each year. Employees will have the option of long or short sleeve shirts.

SECTION 3: The Employer shall make available foul weather gear for all employees required to work outdoors.

One pair of safety shoes will provided to employees each year of the contract. Safety shoes are part of the uniform, and must be worn at all times while at work. If the safety shoes are damaged as a result of a workplace incident, the shoes will be replaced by the employer.

ARTICLE 14 UNPAID LEAVES OF ABSENCE

SECTION 1: An employee who is absent due to verifiable illness, or on maternity leave, injury or other disability which prevents the employee from performing his/her work will be granted a medical leave of absence for a period of up to six (6) months. The employee shall return to his/her original job or a comparable position with seniority if available. The Employer will also comply with the provisions of the Family and Medical Leave Act, the Americans With Disabilities Act and similar state and local laws.

SECTION 2: MILITARY LEAVE - Leave of absence for the performance of duty with the United States Armed Forces or with a reserve component thereof shall be granted in accordance with applicable law.

SECTION 3: UNION BUSINESS - A leave of absence for a period not to exceed two (2) years shall be granted to employees with one (1) or more years of bargaining unit seniority in order to accept a full-time position with the Union, provided that such leaves will not interfere with the operations of the Employer or provided further that not more than one (1) employee can be on any such leave at any one time.

SECTION 4: OTHER LEAVES - For employees who have one (1) year or more of service other leaves of absence without pay or benefits for other reasons will not be unreasonably denied by the Employer. Such leaves of absence will be granted for a period of up to three (3) months, and may be extended an additional three (3) months. Such leaves of absence will not be granted if they would interfere with the operations of the Employer.

SECTION 5: TRAINING AND UPGRADING LEAVE OF ABSENCE - An Employee who has been accepted for training under the Philadelphia and Vicinity Health Care District 1199C Training and Upgrading Fund shall be given an unpaid leave for a minimum of one (1) month and a maximum of two (2) years.

SECTION 6: LEAVE OF ABSENCE - The employee's request for a leave of absence shall not be denied unreasonably. Such leave of absence shall not be granted if it would interfere with the operations of the Employer.

Employees taking unpaid leave shall be entitled to return to their original or comparable positions, as provided in Section 1, provided the employee commits that he/she will definitely return to work at the time the leave of absence is requested and provides the Employer with the approximate date he or she will return to work.

SECTION 7: EMPLOYMENT DURING LEAVE OF ABSENCE - An employee on leave of absence who, without the specific written consent of the Director of Human Resources, engages in paid employment of any kind during the period of absence, shall be terminated as having abandoned his/her position. Date of termination will be the last day worked.

SECTION 8: FREQUENCY OF UNPAID LEAVE OF ABSENCE - An employee will not be eligible for an additional unpaid leave of absence until one year has elapsed since he/she returned from an unpaid leave of absence, unless it is essential for the health of the employee, or an individual covered under the three (3) day entitlement for bereavement leave. (Spouse, child, father, mother, mother-in-law, father-in-law, brother, sister, grandparent, grandchild, domestic Partner) An Employee will be allowed one bereavement day for aunt/Uncle per calendar year.

SECTION 9: During a leave of absence approved under the contract, whether the absence is paid or not, benefits will continue to be available so long as the employee continues to make the standard contribution for the coverage on a timely basis. Coverage will lapse at the end of a thirty (30) day period (when payment is due) if the employee fails to make the designated contribution for any benefit.

ARTICLE 15 UNION ACTIVITIES, VISITATION, AND BULLETIN BOARDS

SECTION 1: No employee shall engage in any Union activity, including the distribution of literature, which could interfere with the performance of work during his/her working time or in patient areas of the Hospital at any time. Without the prior approval from a member of Aramark's management team, shop stewards are not allowed to leave their work areas to engage in Union business.

SECTION 2: Upon receiving permission (which shall not be unreasonably withheld) from the Employer's Director of Human Resources, a representative of the Union shall be admitted to a designated area for the purpose of conducting legitimate Union business in accordance with the provisions of this Agreement with the Employer or authorized Union representatives. Such visit shall not interfere with the operation of the Employer or Hospital.

SECTION 3: The Employer shall provide one bulletin board for the purpose of posting proper official Union notices. The Union agrees that nothing inflammatory towards the Penn Presbyterian Medical Center or Aramark will be posted on this bulletin board.

SECTION 4: The Employer will recognize union delegates The work schedules of employees elected as Union Delegates shall be adjusted to permit attendance at regular delegate assembly meetings held in the evening provided that the Employer's operations shall not be impaired and provided further that said delegate gives his/her supervisor fifteen (15) days advance notice of the meeting.

SECTION 5: The delegate will be eligible to schedule two (2) days off each year, one (1) of which will be paid by the Employer for official Union business and can use vacation or personal holiday pay for the other day. All requests for time off for Union business must be submitted by the Union at least two (2) weeks in advance and have been signed by the Union Business Agent.

ARTICLE 16 EFFECT OF LEGISLATION - SEPARABILITY

It is understood and agreed that all agreements herein are subject to all applicable laws now or hereafter in effect; and to the lawful regulations, rulings and orders of regulatory commissions or agencies having jurisdiction. If any provision of this Agreement is in contravention of the laws or regulations of the United States or of the State of Pennsylvania, such provision shall be superseded by the appropriate provision of such law or regulation, so long as same is in force and effect; but all other provisions of the Agreement shall continue in full force and effect.

ARTICLE 17 PAST PRACTICE

This Agreement represents the sole and complete Agreement between the parties and supersedes all agreements, understandings and practices in effect prior to the date of this Agreement , whether the same were based on implication, written or oral agreements or other factors.

ARTICLE 18 SHIFT DIFFERENTIAL

All employees who work 50% or more of their shift between 3:00 p.m. and 7:00 a.m. shall be paid a shift differential of eighty cents (\$.80) per hour for all hours worked between 3:00 p.m. and 7:00 a.m., which shall be included in holiday, vacation pay and bereavement pay and will not be included in any other benefit or paid time off. Employees who were receiving a higher shift differential as of 1/1/94 will be red-circled at such rate.

ARTICLE 19 HOLIDAYS

SECTION 1: With respect to regular full-time employees , the Employer will recognize eight (8) stated holidays (New Year's Day, Martin Luther King's Birthday, Norman Rayford Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas) and in addition, four (4) personal holidays. Part-time employees who have completed their probationary and are working 16 hours or more per week will be entitled to the stated holidays above on a pro-rata basis and will also be entitled to four (4) personal holidays. The four (4) personal holidays will be pro-rated based on average of hours worked in the previous sixty (60) days. The four (4) personal holidays may be taken on an emergency basis.

SECTION 2: For new Full time employees working less than twelve (12) calendar months, the personal holidays will be prorated as follows:

If Hired Between:	Number of Personal Holidays Till End of Year
January through April	3
May through August	3
September through December	0

SECTION 3: Subject to the following provisions of this article, a full-time employee shall receive their regular scheduled daily hours at their regular straight time hourly rate for each holiday not worked including shift differentials but excluding all other premiums.

SECTION 4: Employees shall not be entitled to any paid holidays until they have completed their probationary period.

SECTION 5: In order to be eligible for holiday pay, an employee must have worked his/her scheduled hours on the workday immediately preceding and immediately following each holiday. However, a prescheduled personal holiday or a prescheduled vacation day will be deemed a day worked for purposes of this section. A preapproved sick day will also be deemed a day worked for purposes of this section if the employee provides a doctor's note for the preapproved sick day at the start of his/her first scheduled shift after a holiday.

SECTION 6: Recognizing that the Employer works every day of the year and that it is not possible for all employees to be off the same day, the Employer shall have the right, at its sole discretion, to require any employee to work on any of the holidays herein specified. The Employer shall, however, take seniority into account on a rotating basis in determining which employee shall not be required to work on a holiday. If an employee is scheduled to work on a holiday but fails to report for and perform such work, the employee shall not receive any holiday pay under Section 3 or a compensatory day off.

The provision of this section shall be waived by the Employer in case of an employee who is prevented from reporting to work because (a) illness or injury provided that the Employer may require evidence of such illness or injury; and (b) of a death in the immediate family as defined in Article 22 Section 1.

SECTION 7: Subject to the provision of Section 3 hereof, employees required to work on a personal holiday shall be paid at their regular straight time hourly rate plus shift differential, if applicable, and in addition, shall be scheduled one day off with pay of the employee's preference, provided it does not conflict with the department's staffing needs, but such employees shall not be entitled to any pay under Section 3. The prescheduled compensatory day off must be scheduled within thirty (30) days of the holiday.

SECTION 8: Employees required to work on the stated holidays listed in Section 1 of this Article shall be paid at time and one-half (1- 1/2) their regular rate plus shift differential, if applicable and, in addition, shall be scheduled one day off with pay of the employee's preference, provided it does not conflict with the

department's staffing needs, but such employees shall not be entitled to any pay under Section 3 hereof. The prescheduled compensatory day off must be scheduled within thirty (30) days of the holiday.

SECTION 9: Personal holidays must be requested one (1) week in advance of posting the schedule and approved by the department head or supervisor. Personal holidays must be taken in the year earned. Personal holidays may be taken on an emergency basis in the event of an emergency, provided that the Employer may require reasonable evidence of the existence of the emergency in order for the personal holiday to be given. When an employee uses this benefit, it shall not be counted toward the absenteeism policy. Employees may use sick days for visits to the Doctor, Dentist, or for an approved Family Medical Leave event.

SECTION 10: Stated holidays which fall on a Saturday will be observed on the preceding Friday and stated holidays which fall on Sunday will be observed on the Monday following.

SECTION 11: If a stated holiday falls during an employee's vacation, at the option of the Employer, the vacation shall be extended by one day or the employee shall receive an extra day's pay at his regular straight time hourly rate. In making the determination, the Employer will take into consideration the employee's express preference.

ARTICLE 20 VACATIONS

SECTION 1: All regular full-time employees on the active payroll of the Employer shall be entitled to vacation with pay at their regularly scheduled weekly hours as follows:

- a. An employee who completes one year or more of continuous service shall receive two (2) weeks' vacation with pay.
- b. An employee who completes seven (7) full years or more of continuous service shall receive three (3) weeks' vacation with pay.
- c. An employee who completes twelve (12) full years or more of continuous service shall receive four (4) weeks' vacation with pay.

Employees requesting vacation time must file a written request for the vacation week(s) at least two (2) weeks prior to the date requested.

SECTION 2: Vacation pay shall be paid at the employee's regular straight time hourly rate including shift differential, but excluding all other premiums.

SECTION 3: When scheduling vacations, the Employer, to the fullest extent practicable, shall give consideration to the seniority of an employee in the designation of the time for his/her vacation.

SECTION 4:

- a. Vacation shall be accrued on a monthly basis.

Weeks Vacation	Accrual Rate Per Month
2 weeks	0.84 days per month*
3 weeks	1.25 days per month*
4 weeks	1.67 days per month*

*Vacation days must be taken in whole days

- b. Vacation earned must be taken no later than the close of the anniversary year following the anniversary year during which it was earned. An employee who does not take all of his earned vacation during his vacation year may carry over into the following vacation year a maximum of one-half (1/2) of his/her earned vacation days. These carried-over days must be taken in the vacation year immediately following the year they were earned or the days shall be forfeited and the employees shall not receive pay in lieu thereof.
- c. Employees will not be compensated for vacation time not taken.
- d. No part of an employee's scheduled vacation may be charged to sick leave.

SECTION 5: An employee shall be paid his vacation pay before starting his/her vacation provided that the request for the vacation and request for advance payment is submitted two (2) weeks in advance of the scheduled vacation.

SECTION 6: Employees who fail to work the full twelve (12) months before their anniversary year shall receive a pro-rated vacation. In computing the length of a vacation to which an Employee is entitled, paid leaves will be counted but unpaid leaves exceeding thirty (30) days will not be counted.

SECTION 7: Employees who are discharged for cause shall be entitled to pro-rata vacation pay; employees who quit without proper notice shall not be entitled to any vacation pay unless it was impossible to give proper notice.

SECTION 8: Regularly scheduled part-time employees (working 16 hours a week or more) will receive a pro-rated vacation. Part-time employees will be paid vacation pay based on their average hours worked per week in the previous calendar year.

ARTICLE 21 SICK LEAVE

SECTION 1: Regular full-time employees who have completed their probationary period shall be entitled to paid sick leave earned at the rate of one day for each month of continuous active employment on the first (1st) day of the month following sixty (60) eligible days of employment retroactive to their starting date following their most recent date of hire, up to a maximum of twelve (12) days per year, provided however, that no employee may accrue or accumulate more than seventy-five (75) days of sick leave. Employees who

at the signing of this Agreement had sick leave accumulations of greater than 75 days would retain such accumulation but will not increase them. Employees who were receiving thirteen (13) days of sick leave per year as of 1/1/94 will be red circled and continue to receive thirteen (13) days per year.

SECTION 2: Pay for any day of sick leave shall be at the employee's regular straight time hourly rate.

SECTION 3: To be eligible for benefits under this Article, an employee who is absent due to illness or injury must notify his supervisor at least (1st shift one (1) hour, 2nd shift two (2) hours, 3rd shift three (3) hours) before the start of his regularly scheduled work day unless proper excuse is presented for the employee's inability to call. The Employer will require proof of illness.

SECTION 4: Employees who have been on sick leave may be required to be examined by the Employer's health service physicians before being permitted to return to duty.

SECTION 5: Unused accrued sick leave will not be paid at termination of employment for any reason whatsoever. Employees who formerly worked for Penn Presbyterian Medical Center and were hired by the Employer on 6/6/93 will be red circled and will receive 50% of their unused sick leave at retirement.

SECTION 6: No sick leave will be accrued in cases of layoff or unpaid leaves of absences.

SECTION 7: Employees who are absent due to illness or accident covered by Workmen's Compensation may use regular accrued sick benefits, any earned vacation benefits and any or all personal holidays to cover an absence not paid by Workmen's Compensation.

ARTICLE 22 PAID LEAVES

SECTION 1: In the event of a death in the immediate family (spouse, child, mother, father, mother-in-law, father-in-law, sister, brother, grandparent, grandchild, Domestic Partner) of a regular full-time or part-time (sixteen (16) hours or more per week) employee, who has completed his/her probationary period, such employee, upon request, shall be granted a maximum of three (3) days off with pay and shall receive pay at his/her regular straight time hourly rate including shift differential provided that the absences occur on the employee's regularly scheduled workdays. Employees shall be entitled to one (1) day off under this paragraph in the event of death of, stepparent or stepchildren. An employee may elect to take one earned vacation day or one earned optional holiday at the time of a funeral leave as provided herein. Proof of death and verification of relationship will be required.

SECTION 2: All regular full-time and part-time (working sixteen (16) hours or more per week) employees who have completed their probationary period and who are called, not volunteered, to serve as jurors shall receive their regular pay, less their pay as jurors, for each work day, up to a maximum of twenty-six (26) weeks, while on jury duty but which shall not include "on-call" jury time when an employee is able to be at work. The receipt of a subpoena or a notice to report for jury duty must be reported immediately to the Human Resources Department of the Employer and the Employer may request that an employee be excused or exempted from such jury duty if, in the opinion of the Employer, the employee's services are essential at

the time of the proposed jury service. Regular pay as used herein means the employee's basic daily rate exclusive of shift differential, overtime and any other premiums, but includes pay for any stated holiday under Article 19.

SECTION 3: All regular full-time and part-time (working sixteen (16) hours or more per week) employees who have completed their probationary period and who are members of a reserve component in the United States Armed Forces and as such are required to attend a two week military training period shall receive their regular pay, less their pay from the military for such duty, for a period not to exceed ten (10) working days per year. Regular pay used herein means the employee's basic daily rate exclusive of shift differentials, overtime and any other premiums. Employees who were receiving more than ten (10) working days per year as of 1/1/94 will be red circled and will continue to receive same.

SECTION 4: Employees who are on the negotiating committee will not lose any wages as a result of contract negotiations.

ARTICLE 23 HEALTH AND WELFARE

SECTION 1: The Employer will offer eligible employees Medical, Dental, Drug plan (with the employee paying the applicable co-pay for prescriptions), and Vision benefits, comparable to the current plan, through an Aramark selected provider, in accordance with the plan's summary description.

SECTION 2: Employees who are eligible for Healthcare (Medical and Dental) benefits are fulltime employees who have completed their probationary period sixty (60) days of eligible employment, and work thirty-five (35) hours or more per week. Regular part time employees are employees who have completed their probationary period sixty (60) days of eligible employment, and who work sixteen (16) to thirty-four (34) hours per week. Part-time employees desiring Health and Welfare coverage will pay the same rates as fulltime employees.

Employees who become eligible for Healthcare coverage, will be offered said coverage, on the first (1st) day of the month following sixty (60) days of eligible employment.

Effective May, 1, 2013 Employees will pay ten percent 10% percent of the total premium cost for coverage.

Effective January 1, 2016 Employee will pay fifteen percent (15%) of the total premium cost for coverage.

Effective January 1, 2017 Employees will pay twenty percent (20%) of the premium cost for coverage.

In the event Health and Welfare premiums increase more than fifteen (15%) percent in any year of the contract, the Union and the Employer agree to meet to discuss plan design or carrier changed in order to keep the premium costs to a minimum.

Employees may opt out of the medical plan as long as they have coverage under another medical plan. The employee opting out must do so during open enrollment and once opted out only a major change in life will

allow the employee to opt back in. If opting back in the employee will be required to reimburse the company, on a pro-rated bases, any money they have received under the opting out program.

Employees Opting out will receive the following payments:

Effective January 1, 2014 Employees opting out of the medical insurance will receive a lump sum payment of:

June 30:	December 1:
\$750.00	\$750.00

Effective January 1, 2016 Employees opting out of the medical insurance will receive a lump sum payment of:

June 30:	December 1:
\$875.00	\$875.00

Effective January 1, 2017 Employees opting out of the medical insurance will receive a lump sum payment of:

June 30:	December 1:
\$1000.00	\$1000.00

SECTION 3: Employees not actively at work, i.e. (on layoff, leave of absence, medical leave of absence exceeding three (3) months) will be required to pay the entire monthly premium in order to continue coverage. (See Article 14, Section 9).

SECTION 4: LIFE INSURANCE AND SHORT TERM DISABILITY INSURANCE

Life and AD&D Benefits: Effective the first day of eligible employment, Aramark will provide eligible employees Basic Life and Basic Accidental Death & Dismemberment coverage in the amount of \$70,000. The coverage will be one hundred percent (100%) paid by Aramark. Employees regularly scheduled to work thirty (30) or more hours per week are eligible for this coverage.

Short Term Disability Benefits: Aramark will provide eligible employees the opportunity to enroll in Short-Term Disability (STD) benefits provided through an Aramark-selected provider. To be eligible, the employee must be full-time and be regularly scheduled to work a minimum of thirty (30) hours per week. The STD benefit is effective the first of the month following 90 days of continuous employment. Benefits include replacement of 60% of weekly base salary up to a maximum of 26 weeks, which includes the seven (7) calendar day waiting period. The plan(s), plan design(s) and schedules of benefits may be adjusted from time to time in line with changes in the disability benefits package for all Aramark employees or as required by law. Other changes might include a change in the insurer or other service provider that provides the benefits. Any changes to premiums or eligibility will be effective with the start of the plan year, January 1. Qualification for the STD benefit will be determined by the terms of the plan. Premiums for short term disability will be paid by Aramark.

ARTICLE 24 TRAINING FUND

SECTION 1: The Employer shall contribute monthly to the Trustees of the Philadelphia Hospital and health Care-District 1199C Training and Upgrading Fund a sum of money equal to one and one-half percent (1 ½%) of the gross payroll for all employees covered by this Agreement who have satisfactorily completed their probationary period.

SECTION 2: Contributions so received by the Trustees shall be used to study hospital manpower needs, including shortages in entry-level jobs, upgraded positions and credential jobs; to develop career ladders, and to subsidize employees in training and, when necessary, the costs of training in areas of manpower shortages. Such program shall be administered under an Agreement and Declaration of Trust. The Trustees of such Training and Upgrading Fund, in addition to the monies received from hospitals, shall attempt to secure such additional funds as may be available from public or other private sources. In addition, the Trustees shall seek community cooperation in such programs.

SECTION 3: The Trustees of the Training and Upgrading Program shall be composed of an equal number of representatives designated by the union and by the Hospitals. Such Trust Agreement shall provide for bloc voting and for the resolution of any dispute or deadlock between or among the Trustees by arbitration, as provided elsewhere in this Agreement.

SECTION 4: The Employer agrees to make available to the Fund such records of employees as classifications, names, social security numbers, and accounts of payroll and/or wages paid which the Fund may require in connection with the sound and efficient administration of the Fund or that may be so required in order to determine the eligibility of employees for Fund benefits, and to permit an Accountant for the Fund to audit such records.

SECTION 5: In March of every year of this contract, the Union will meet with members of the local management team to review what training programs are available and assist in the development of training program that is designated to meet the Employer's needs at the Penn Presbyterian Medical Center.

ARTICLE 25 LEGAL FUND

SECTION 1: The Employer shall contribute monthly to the Trustees of the District 1199C, National Union of Hospital and Health Care Employees Group Legal Services Fund (hereinafter referred to as "Group Legal Services Fund") a sum of twelve cents (\$0.12) per hour per employee for all hours paid for all employees covered by this Agreement who have satisfactorily completed their probationary period effective 2/1/06.

SECTION 2: Such payments by the Employer shall be made monthly based on the previous month's payroll. Contributions so received by the Trustees shall be used to provide employees with legal services and related benefits, as the Trustees of said Fund may from time to time determine.

SECTION 3: The Trustees of the Group Legal Services Fund shall be composed of an equal number of representatives designated by the Union and by the hospitals which contribute to the Fund. The Trust

Agreement shall provide for bloc voting and for the resolution of any dispute or deadlock between or among the Trustees by arbitration, as provided in the said Trust Agreement.

SECTION 4: Together with the periodic payments herein provided, the Employer shall submit regular monthly reports in such form as may be necessary for the sound and efficient administration of the Fund.

SECTION 5: The Employer agrees to make available to the Fund such records of Employees as classifications, names, social security numbers, and accounts of payroll and/or wages paid which the Fund may require in connection with the sound and efficient operation of the Fund or that may be so required in order to determine the eligibility of Employees for Fund benefits, and to permit an Accountant for the Fund to audit such records.

ARTICLE 26 PENSION FUND

SECTION 1: The Employer shall contribute monthly to the Pension Fund for Hospital and Health Care Employees - Philadelphia and Vicinity (hereinafter called the "Fund") according to Schedule "A" of the Rehabilitation Plan adopted by the Fund as of November 22, 2016, a sum equal to the amounts identified below. The amount identified is based on the gross payroll of the employees covered by this Agreement who have satisfactorily completed their probationary period:

07/01/17 - 22.55%

07/01/18 - 22.55%

07/01/19 and thereafter - 21.55%

If the Fund reduces the rates during the term of this Agreement, the Employer will then contribute the lower rates according to the advice of the Fund.

Employees who were former Presbyterian Medical Center employees and were hired on 6/6/93 and who will have five (5) years of service as of June 25, 1995 will be vested in the Presbyterian Medical Center Pension Plan on June 25, 1995 provided they are still employed on that date.

SECTION 2: Such payments by the Employer shall be made monthly based upon the previous month's payroll.

SECTION 3: The Fund shall be administered under the terms and provisions of the Agreement and Declaration of Trust and any amendments thereof which provide for equal representation by the Union and the Employer contributing to said Fund and that any dispute whatsoever that may arise or deadlock that may develop between such Trustees shall be submitted in arbitration before an arbitrator or umpire, except as may be otherwise provide for in said Agreement and Declaration of Trust, and his decision shall be final and binding.

SECTION 4: An independent audit of the Pension Fund for Hospital and Health Care Employees Philadelphia and Vicinity shall be made annually and a statement of the results thereof shall be furnished to the Employer.

Together with the periodic payments herein provided, the Employer shall submit regular monthly reports in such form as may be necessary for the sound and efficient administration of the Fund.

SECTION 5: Such Fund at all times shall take whatever action is necessary to secure and retain approval of the U.S. Internal Revenue Service as a qualified pension fund.

SECTION 6: The Employer agrees to make available to the Pension Fund for Hospital and Health Care Employees- Philadelphia and Vicinity any such records of employees as names, classifications, dates of hire, hours of work, social security numbers, accounts of payroll and/or wages paid, and dates of termination or leave which the Fund may require in connection with the sound and efficient operation of the Funds or that may be so required by ERISA in order to determine the eligibility of employees for Fund benefits, and to permit an accountant for the Fund to audit such records.

ARTICLE 27 WAGES

SECTION 1: All non-probationary employees on the payroll as of the date of ratification will receive General Wage Increases as follows:

02/01/2018	02/01/2019	02/01/2020	02/01/2021	02/01/2022
2.0%	2.0%	2.0%	2.0%	2.0%

SECTION 2: All wages shall be paid by check, direct deposit, pay card or other means available provided by the Company, provided employees who elect direct deposit or pay card also consent to receive an e-statement.

ARTICLE 28 LABOR MANAGEMENT COMMITTEE

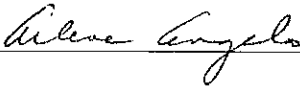
SECTION 1: A Labor Management Committee will be established to discuss problems of mutual concern including vacation and personal day scheduling and scheduling of part-time employees.

ARTICLE 29 DURATION

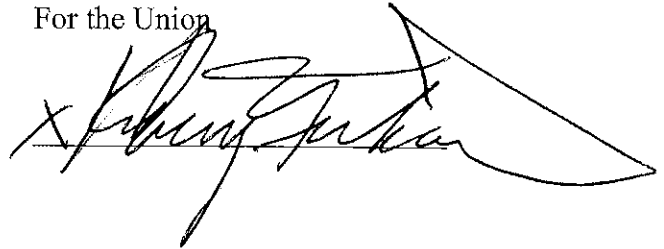
SECTION 1: This Agreement shall go into effect February 1, 2018, and shall continue in full force and effect until midnight January 31, 2023, and thereafter from year to year unless either party gives written notice to the other sixty (60) days prior to the expiration date or of any succeeding yearly expiration date of a desire to negotiate with respect to the terms and conditions of this Agreement.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed in their respective names by their respective representatives thereunto duly authorized.

For the Company



For the Union



SCHEDULE A

CLASSIFICATIONS

Carpenter
Electrician
HVAC Technician
Locksmith
Mechanic
Off Hours Mechanic
Systems Mechanic
Utility Mechanic
Painter
Plumber