



September 23, 2021

## **PARTIES TO THE MEMORANDUM OF UNDERSTANDING**

This Memorandum of Understanding is made and entered into by and between Triad National Security, LLC (the Company) and SMART International Association of Sheet Metal, Air, Rail and Transportation Workers, Local 49 (the Union).

The parties agree to amend the current Collective Bargaining Agreement (effective through June 30, 2022) to reflect the following language in Article XVIII, Personal Time OFF (PTO):

Section 1. All employees covered by this Agreement shall accrue PTO on the basis of fifteen (15) hours for each four (4) week period as established by the Company provided each such employee has worked and was paid a minimum of one hundred and twenty (120) hour pay at the straight-time rate during such period. Employees paid less than one hundred and twenty (120) hours pay at the straight-time rate of pay shall accrue PTO on a prorate basis.

The Company and the Union agree that the aforementioned section includes Maintenance and Construction (Davis-Bacon) straight-time hours in the equation for calculating PTO accruals.