

Collective Bargaining Agreement
between
JVS SoCal
and
American Federation of State, County
and
Municipal Employees, Local 800, AFL-CIO
March 1, 2020 through January 30, 2022

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Article 1 -- Agreement

This agreement, effective March 1, 2020, is between JVS SoCal ("Employer") and American Federation of State, County and Municipal Employees, Local 800, AFL-CIO ("Union").

Article 2 -- Recognition

In accordance with the certification issued by the National Labor Relations Board dated December 13, 2012, in Case No. 31-RC-087528, Employer recognizes the Union as the exclusive collective bargaining representative of all-full time and regular part-time employees employed by the Employer and working for the L.A. County GAIN program at the following locations: 27233 Camp Plenty Road, Santa Clarita, CA 91351; 4680 San Fernando Road, Glendale, CA 91204; 1050 East Palmdale Blvd., Palmdale, CA 93550; and 21415 Plummer St., Suite B, Chatsworth, CA 91311; but excluding all other employees, confidential employees, managerial employees, already represented employees, guards and supervisors as defined in the Act, as amended.

In the event that Employer relocates its operations from any of the foregoing addresses, it shall continue to recognize the Union as the exclusive representative of the employees in the bargaining unit.

Article 3 -- Union Security

A. Employees

It shall be a condition of employment that (1) all employees of Employer in the bargaining unit who are not members of the Union in good standing on the effective date of this Agreement shall become Union members or pay to the Union a service fee, to be determined by the Union on an annual basis, and that (2) all employees covered by this Agreement who are members in good standing of the Union on the effective date of this Agreement shall maintain membership in good standing. Good standing shall be defined as timely payment of regular dues uniformly applied to all members.

It shall also be a condition of employment that all employees covered by this Agreement and hired on or after its effective date shall no later than the thirty-first (31st) calendar day following the beginning of employment, either join the Union and remain members of said Union, or pay a service fee to the Union.

Employer shall discharge an employee at the expiration of fourteen (14) calendar days following receipt of written notice from the Union that the Employee has failed to complete or maintain membership in good standing in the Union, or has failed to authorize a service fee payroll deduction to the Union, unless the

employee has corrected the deficiency and Employer is so notified within the fourteen (14) days.

B. Indemnification Clause

The Union agrees to indemnify and hold Employer harmless from any liabilities of any nature which may arise as a result of the dues check off application of the provisions of the Union Security Article of this Agreement.

C. Union Orientation.

Employer will permit a new employee who is covered by this Agreement to meet with the employee's shop steward for up to 15 minutes at a time pre-approved by Employer-designated representatives.

Article 4 -- Dues Check Off

Regular Union dues and initiation fees (but not fines, or assessments of any kind) shall be deducted monthly by Employer upon written authorization of any employee covered by this Agreement. In addition, Employer shall make deductions authorized by employees for the AFSCME PEOPLE program.

The Union agrees to indemnify and hold Employer harmless from any liabilities of any nature which may arise as a result of this Article.

Article 5 -- Right of Access

Non-employee representatives of the Union shall have access to the offices of the Employer for the purpose of taking up Union matters. Such access shall require the prior written consent of the Employer. Such consent shall not be unreasonably withheld. Except in an emergent situation requiring the intervention of police or emergency medical personnel, the Union shall endeavor to submit a request for access to Employer's VP of Human Resources at least one (1) working day in advance of the date of the planned visit, and such request will contain the name(s) of the Union representative(s) and the reason for the visit. Upon arriving at the Employer's facility, Union visitors shall report directly to the manager on site, or his or her designee, before meeting with any employees. Union visitors may be required to wear visitor badges. Union visits shall not unreasonably interfere with employees' performance of their work.

The Union may have access to the premises to conduct Union business outside of regular working time, after confirming with the on-site manager that space is available. The Union may not use the premises for political purposes.

Article 6 -- Identifying Parties' Representatives

Each party to this Agreement shall inform the other party of the name and contact information for notices to be given hereunder and for which the specific recipient of such notice is not established elsewhere in this Agreement. Each party shall also provide written notice to the other party within five (5) business days of any changes in any of the foregoing information.

Article 7 -- Bulletin Boards

A bulletin board shall be provided at each worksite that shall clearly indicate that the material placed thereon represents the views of the Union.

Article 8 -- Management Rights.

1. All management rights and functions, except those which are clearly and expressly abridged by this agreement, shall remain vested exclusively in the Employer. Except as otherwise provided in this agreement, the Employer has the right to make and implement decisions related to areas including, but not limited to, those enumerated below. While the Employer and the Union may have discussion involving but not limited to these areas, the Union agrees that the Employer is not obligated to bargain with the Union as to such areas during the term of this Agreement.

2. Examples of the rights reserved solely to the Employer and its officers and agents, include, but are not limited to, the right to:

- Hire, promote, demote, transfer, discipline, suspend, or discharge employees;
- Increase or decrease the workforce to meet the exigencies of the business;
- Maintain the efficiency of the operation and of the employees;
- Establish and enforce reasonable work and workplace rules and regulations;
- Assign personnel, specify or assign work requirements and overtime;
- Transfer work in whole or in part;
- Determine and change the number of its locations and the nature of its operations;
- Establish or determine work processes, methods, productivity standards, and routing and scheduling of work;
- Effect technological changes, install new machinery or equipment or software; and
- Determine the schedule of work and days of work, subject to the provisions of Article 43.

3. The Union, on behalf of itself and its officers, agents and members, agrees that they will cooperate with the Employer in the exercise of the management rights enumerated in this Article.

4. The Union and its members agree to observe all rules not inconsistent with the Agreement which are promulgated by the Employer and further agree to maintain discipline and to respect the rights and prerogatives of the Employer and its representatives. All members of the Union shall perform the work to which they may be assigned conscientiously and with due regard to the interest of the Employer.

5. The Employer's exercise of management rights under this Article 8 shall not be grievable or arbitrable under Article 27 of this Agreement.

Article 9 -- Work Rules

1. During the term of this Agreement, Employer shall have the non-grievable, non-arbitrable right to promulgate, supplement, alter, modify, amend, and rescind, work rules, so long as such work rules do not violate an express provision of this Agreement. For purposes of this Article, work rules are defined as rules promulgated by Employer which regulate employees relative to and affecting their employment.

2. The Union and all employees covered by this Agreement agree that they will:

a. Cooperate to maintain standards of workmanship and job performance; and

b. Comply with all rules, regulations and policies promulgated by the Employer not inconsistent with the terms of this Agreement.

3. To the extent reasonably feasible, Employer will provide the Union with thirty (30) days' notice before implementation of any new or modified work rule. In the event that Employer is unable to provide thirty (30) days' advance notice, then Employer shall provide advance notice to the extent possible. Upon receipt of a request from the Union, Employer will meet and discuss such new or modified work rule.

4. In the event the application of a work rule is appealed to arbitration, the arbitrator shall have no authority to newly fashion, modify, or abrogate the work rule, although he or she may consider the reasonableness of the work rule when rendering his or her decision and related remedy. The arbitrator may also consider whether the employee had notice of the work rule.

Article 10 -- Union Officers/Shop Stewards

1. The Union may select two (2) shop stewards for Palmdale, one (1) shop steward for Chatsworth, and one (1) shop steward for Glendale/Santa Clarita (combined) for the purposes of representing unit members in grievances and investigating facts related thereto, attending investigatory interviews that the employee reasonably believes will result in discipline, and to meet with Employer's designated representatives to discuss administration of this Agreement, provided that only one shop steward may represent on any particular matter on work time. There shall be one (1) shop steward for the other locations where unit members regularly perform work for the Employer. Shop stewards may perform the foregoing duties only on behalf of bargaining unit members.

2. In the event there are 75 or more bargaining unit employees, the Union may add one additional shop steward and, in the event there are 100 or more bargaining unit employees, the Union may add another, additional shop steward.

3. Within thirty (30) business days of the ratification of this Agreement and annually thereafter on July 1, the Union will inform Employer in writing of the name, title, employer and contact information of each Union officer and steward, and will inform Employer in writing within five (5) business days of any changes to any of that information.

4. Except for meetings called by Employer and as permitted pursuant to Paragraph 1 above, Union officers and shop stewards shall not conduct union business during their regularly scheduled work time, nor shall they meet with other unit members during such other unit members' work time or otherwise disrupt or unreasonably interfere with the work of other employees, whether or not covered by this Agreement. Stewards will not perform their steward duties on their working time and they shall not interfere with the work of any other employee whether or not covered by this Agreement.

5. The Employer will provide reasonable release time to permit union officers and/or stewards to perform the functions described in Paragraph 1, and except where meetings are called by Employer, or in an emergent situation requiring the intervention of police or emergency medical personnel, the Union will give Employer at least two (2) working days' notice of the requested release time. In no event shall Employer be obliged to suffer any financial hardship or to have its work by any union officer or shop steward unreasonably interfered with as a result of such activity. Without limiting the foregoing, the parties acknowledge that staffing and work requirements imposed upon Employer pursuant to its Subcontractor Agreement with Maximus, Inc., dated August 2,

2012 (the “Subcontractor Agreement”) may make it difficult for the Employer to accede to requests for release time. In the event the requested released time is deferred, the time frames in Step 2 or 3, as applicable, of Article 27 (Grievance and Arbitration Procedures) shall be extended by an equivalent number of working days. Under no circumstance shall the time to commence a grievance (Step 1) be extended.

Article 11 -- Labor-Management Committee

Employer and the Union agree to establish “Labor-Management Committees” at each work site that will seek to resolve issues of mutual concern of the parties, to review proposed changes to Work Rules, to help the Employer attain its goals and to enable employees to be more effective and satisfied in accomplishing Employer’s mission.

There shall be meetings no less than every quarter of said Committee. Such meetings may take place during the non-working lunch time of the Union and management representatives without pay. However, if scheduled by management during working time, the representatives appointed by the Union shall not lose any pay because of their attendance. Under no circumstances shall the Union representatives receive overtime pay for attendance at such a meeting.

Meetings shall not be scheduled in order to discourage or prevent attendance or participation by any members.

The Committee will focus on non-grievance issues that affect the relations of an employee and the employer. When discussing proposed changes to Work Rules, the management representatives shall, in good faith, respond to the concerns raised by the Union representatives. The Committee shall not circumvent or alter existing terms of the Collective Bargaining Agreement, nor shall the Committee be construed as a substitute for collective bargaining. Since matters not covered by this Contract may be discussed, disagreements arising out of such meetings are not subject to arbitration unless otherwise provided in other provisions of this Agreement.

Article 12 -- Establishing New Classifications

Whenever the Employer intends to establish a new classification, or change or consolidate the duties of an existing classification, the Union shall be notified in writing at least ten (10) working days prior to the proposed change.

Upon request, the Employer shall meet with the Union and discuss the wage rate for the new, changed or consolidated classification in the bargaining unit in a

good faith effort to arrive at a mutual agreement. If, after ten (10) calendar days, the Employer and the Union have failed to reach an agreement on the wage rate, the Employer shall have the right to establish the wage rate applicable to the new, changed or consolidated classification.

The Employer agrees not to be arbitrary, capricious or discriminatory in establishing new wage rates.

Article 13 -- Notice to Union of Employee Status

When a new employee is hired into a classification covered by this Agreement, Employer shall forward to the Union written or electronic notice of the employee's name, date of hire, job classification, rate of pay, and work site.

Every twelve (12) months, the Employer shall provide the Union with a list of all bargaining-unit employees showing name, date of hire, job classification, agency, work site, rate of pay and hours. The information shall be provided by email in a format compatible with Excel. At the time of hire, the new employee shall electronically be given a copy of this Agreement and any additional appropriate materials supplied by the Union.

Article 14 -- Job Descriptions, Posting of Job Openings and Transfers

A. Job Descriptions

Upon initial employment and any subsequent change in job, each employee shall be provided with the current job description of the job to which he/she is assigned along with the salary and benefits and work rules that apply. In addition, Employer shall provide the employee with written notice that Employer's ability to continue to employ the employee is dependent upon continued funding of the GAIN program by the County of Los Angeles, and/or the continued relationship between Employer and Maximus.

B. Job Openings

Employer will post notices of vacancies, promotional opportunities and new jobs for positions at the locations covered by this Agreement.

C. Transfers

When an opening becomes available and Employer plans to transfer an employee from one covered facility to another in order to fill that vacancy, Employer shall first seek volunteers for the transfer and shall post the position to permit qualified volunteers to apply for at least two (2) working days. In the event there are no qualified volunteers and Employer decides to involuntarily transfer

an employee, then, in addition to any business-related reasons by which it shall make its decision, the Employer also shall take into consideration the following mitigating factors in deciding which employee to transfer: length of additional commute for the employee, and hardships such as medical or childcare needs, or the employee's need to care for a spouse, domestic partner, or elderly parent. Employees shall be given at least ten (10) days' notice of a permanent involuntary transfer for any transfer to a facility more than 25 miles from their current location and five (5) days' notice for a permanent involuntary transfer to a facility less than 25 miles from their current location. While the Employer is working to fill the opening, the Employer may temporarily transfer an employee into that opening. The Employer must provide two days' advance notice to any employee who is being temporarily transferred per the preceding sentence.

Article 15 -- Workloads

The Union recognizes that employee caseload is set by Maximus, and that Maximus and the County of Los Angeles have wide latitude to adjust this caseload. Employer acknowledges that the caseloads require effort to manage efficiently, particularly for new employees.

Employer will endeavor to provide advance notice of any anticipated material changes in caseloads for unit members. Upon receipt of a request from the Union, Employer will meet and discuss such changes with the Union.

Employees shall not be expected to work through their rest periods or unpaid meal breaks.

If an employee is having difficulty with his or her workload, Employer will take steps to assist the employee in becoming more efficient. This is not intended to be a disciplinary step, but the employee will be expected to implement the measures suggested by Employer to improve his or her efficiency.

Article 16 -- Personnel Files

1. There is only one official personnel file for each employee. Any employee, or his/her certified representative with the written consent of the employee, may inspect that employee's personnel file with the exception of all material obtained from other employers and agencies at the time the employee was hired.

2. An employee shall be advised of and entitled to read any written statement regarding his/her work performance or conduct if such statement is to be placed in his/her personnel file. Upon request, the employee

will be given a copy of any such statement, and shall have the right to have his/her written response, if any, placed in the file.

Article 17 -- Charitable Contributions

All charitable contributions by employees shall be on a voluntary basis.

Article 18 -- Employer Required Medical Examination

When an employee is required by Employer to take any kind of medical examination including drug testing as a condition of initial employment, or as a condition of accepting a job in a different classification, or as required by law, the expense shall be borne by Employer. Employer shall have the right to select the examiner.

Article 19 -- Membership in Professional Organizations

No employee shall be required to join any organization except those job-related professional organizations paid for by Employer.

Article 20 -- Dress Code

All employees are required to come to work dressed in a suitable, businesslike manner appropriate to their position and work site. Employees shall be allowed to wear appropriate footwear for warmth.

Article 21 -- Payment to Beneficiary

In the event of the death of an employee, the Employer shall pay accumulated wages, vacation pay and any other employee benefits theretofore accrued to the beneficiary or to the estate of the deceased.

Article 22 -- Licensing and Staff Development

Where the Employer requires a license or certificate for continued employment after an employee has been hired, the Employer will pay the minimum cost required to renew or maintain the license or certificate, including the minimum cost of any courses needed to renew or maintain such license or certificate, and will grant time off with pay to attend such courses at Employer discretion. This Section shall not apply to standard Class C driver's licenses.

If the Employer requires an employee to be licensed or certificated, such costs shall be borne by the Employer.

Article 23 -- Parking

Where parking is not provided by the Employer, the Employer shall reimburse the employee for the cost of parking.

Article 24 -- Nondiscrimination in Employment

A. General Provisions.

Employer will not discriminate against employees in the Unit on the basis of race, color, religion, marital status, national origin, ancestry, gender, gender identity, gender expression, sexual orientation, physical or mental disability, legally protected medical condition, genetic characteristic or information, pregnancy or pregnancy-related disability, HIV status, status as a Vietnam-era veteran or special disabled veteran, political affiliation, age, citizenship or Union activity, or any other status or condition protected by applicable law or regulation.

B. Grievability/Arbitrability

Other than in the case of a grievance alleging discrimination based on Union activity, if the Union appeals to arbitration a grievance that contains allegations of a violation of this Article (including harassment) but that does not allege violation of another Article that is arbitrable, the Union's notice must include an acknowledgement and waiver form signed by the affected employee. The acknowledgement and waiver form shall reflect that the employee had the opportunity to consult with an attorney of his or her choosing and has elected to pursue arbitration as the exclusive forum for the claim and that the employee understands the procedural and substantive differences between arbitration and the other forums in which the dispute might have been resolved, including the differences in the scope of remedies available in arbitration as compared to other forums.

The time to seek arbitration under Article 27 shall be extended by forty-five (45) days to allow the employee to make an informed choice. During this forty-five-day period, the Union may request, and, if so requested, Employer will provide, information that is relevant to determine the strengths and weaknesses of the employee's discrimination claim. The Union will agree to maintain the confidentiality of such information, to the extent it contains personnel information that may be protected by privacy or other similar rights of employees. This forty-five-day period may be extended for up to an additional fifteen (15) days by agreement of the parties.

Nothing in this Article shall preclude the Union or employee from filing an unfair labor practice charge under the National Labor Relations Act.

Article 25 -- Employee Evaluations

1. Performance evaluation is a constructive process to acknowledge the performance of an employee. It is recognized that evaluation is a continuing process and takes place both formally and informally.

2. The performance of each employee shall be evaluated periodically, in accordance with a process established by the Employer. Nothing in this Article shall prohibit the written evaluation of any employee more than once a year.

3. Employees shall be evaluated in writing within forty-five (45) days after the end of each employment year or program year when applicable.

a. At the time of the evaluation, the employee shall be given a copy of the evaluation.

b. At the time of the evaluation, the employee shall have the opportunity to provide written comments regarding the evaluation. The comments, if any, shall be attached to the employee's evaluation and placed in the employee's personnel file.

4. Grievability

a. If demotion or dismissal results from the evaluation, the demoted or dismissed employee may file a grievance pursuant to the grievance procedures outlined in Article 27.

b. Disputes arising regarding the performance evaluation of employees, including but not limited to the form, substance, timing, procedure, impact and effects, shall not be subject to Article 27 (Grievance and Arbitration Procedures), with the exception of D.1. above.

5. When a supervisor or employee is on medical leave and the employee's evaluation is due during that time, the evaluation due date may be extended up to 30 days from the date the supervisor or employee returns from leave.

Article 26 -- Discipline and Dismissal

1. Discipline means warning notices, demotion, disciplinary transfer, suspension or dismissal. No action short of discipline is grievable or arbitrable. Warning notices are not arbitrable. No employee may be disciplined after the completion of his or her probationary period except for cause.

2. The Employer believes in the principle of progressive discipline. However, the Employer shall have discretion to decide when it is warranted to proceed directly to discipline instead of administering an oral or written warning or a non-disciplinary measure.

3. When Employer determines that it is in Employer's best interest that an employee be removed from his or her position immediately, Employer may suspend the employee without pay for up to a thirty (30) day period, while conducting an investigation. If Employer determines that the employee did not engage in the misconduct giving rise to the employee's removal or that the misconduct did not rise to the level necessitating removal, then Employer will pay the employee for wages unpaid during the investigation. If the employee's position is no longer vacant, then the employee shall be returned to work in a suitable vacant position.

Article 27 -- Grievance and Arbitration Procedures

A. General Provisions.

1. A Grievance is a claim by an individual employee, a group of employees, the Union or the Employer that a violation, misapplication, or misinterpretation of this Agreement has occurred during the term of this Agreement. Related grievances may be consolidated at the request of either party.

2. In the case of a grievance involving the imposition of discipline, neither the employee nor the Union may file a grievance regarding any document placed in the employee's personnel file unless such document is used to support: demotion, disciplinary transfer, suspension or dismissal.

3. An employee may choose to be represented by the Union at any step of the grievance procedure, and at any meeting or interview with the Employer at which the employee has reasonable cause to believe disciplinary action may result; however, the Employer shall not be required to reschedule any meeting or to grant any extension of time to permit participation by the representative of the employee's choice, so long as a representative is available. If the employee chooses not to be represented by the Union in the processing of a grievance, a representative of the Union shall have the right to be present as an observer at any formal meeting with said employee.

4. It is the parties' intention that serious, good faith attempts shall be made to resolve all disputes arising in connection with this Agreement on an informal basis. Therefore, the parties expect and encourage that before a written grievance is filed there shall be direct discussions between the employee and

his/her supervisor. Informal discussions should include all individuals thought by either party as necessary or useful to the resolution of the problem.

B. Formal Grievance Procedure

Step I

1. All grievances must be filed in writing with the other party within ten (10) working days of the time the grievant(s) knew or reasonably should have known of the occurrence which gave rise to the dispute, or the grievance shall be null and void. The written grievance shall state the specific provision(s) of this Agreement alleged to have been violated, misapplied, or misinterpreted, and the specific dates thereof, and the facts underlying the grievance, or the grievance shall be null and void. The Employer may elect, at its sole discretion, to return to the grievant a grievance that does not comply with the requirements of the immediately preceding sentence, and may allow the grievant(s) to correct the formal defects in the grievance. No such election by the Employer in any one instance shall constitute a waiver of the provisions of this paragraph, or of the right to enforce the formal requirements for grievances in any instance. No decision by the Employer not to provide a grievant with the opportunity to cure any formal defect in a grievance shall be grievable or arbitrable.

2. If the time limits for a grievance response are exceeded by the Employer, the grievance shall be considered denied on the last day the response could have been timely made. No extension of a deadline in this Article shall be enforceable against either party unless it is agreed to in writing (including email) by such party.

3. The Employer's designated representative shall serve as the recipient for all formal grievances filed by employees or by the Union. The Union and the employees shall be provided the name of each Employer's designated management representative within five (5) working days of ratification of this Agreement and thereafter whenever changes are made.

4. Within ten (10) working days of receipt of the grievance, the person(s) designated by the VP of Human Resources and/or the Department Manager shall meet with the grievant and/or the union steward or AFSCME representative to discuss the grievance. If the grievance is not settled at that time, the VP of Human Resources and/or Department Manager shall provide a response to the grievance in writing within five (5) working days.

Step II

If the employee or union is not satisfied with the response in Step 1 and wishes to pursue the grievance further it may appeal the decision in writing to the Chief Administrative Officer (CAO) within 5 working days from receipt of the Step 1 response. Within 10 working days the union through its designated representative shall meet with the CAO. The Employer shall respond within five (5) working days.

Step III (Arbitration)

1. In the event of a grievance filed by employees or the Union, Union may, in writing, request arbitration within fifteen (15) working days of receipt of the decision rendered by the Employer's designee at Step II. In the event of a grievance filed by any employee or group of employees, only the Union may request arbitration. The Employer and the Union shall be the only parties to an arbitration. The Employer may commence any grievance at Step III and, in such event, shall provide the Union with copies of documents relevant and necessary to investigate the merits of the grievance.

2. Within ten (10) working days of the request to proceed to arbitration, the Union and the Employer's designated representatives will meet for purposes of selecting an arbitrator.

3. If the respective parties cannot mutually agree upon the selection of an arbitrator they will request a list of five arbitrators from the American Arbitration Association. Upon receipt of the list of five arbitrators the parties shall alternately each strike a name from the list until one (1) name remains. Said individual shall be selected as the impartial arbitrator. The party requesting arbitration shall strike first.

4. Seven (7) working days prior to a scheduled arbitration proceeding, the Parties may meet to discuss a proposed issue statement for the arbitration but shall share documents and witness lists relevant to the case. Documents not shared at that time or witnesses not noticed (other than for impeachment purposes and other than for rebuttal documents or witnesses) will be barred from the subsequent proceeding, except upon a showing that the document or testimony in question has been newly discovered or other good cause shown.

5. A demand for arbitration shall include a factual summary of the dispute, the provision(s) of this Agreement allegedly violated, and the remedy sought for resolving the dispute. If, at arbitration, the Union materially varies

from its demand for arbitration, then, upon the request of the Employer, the Arbitrator shall favor granting the Employer a continuance.

6. Failure of the Union to timely process any grievance or arbitration hereunder shall result in: a) the Employer not considering the grievance and deeming it denied, and b) the parties not proceeding with further processing thereof.

7. The arbitrator's decision shall be final and binding on the parties, and any affected employees whose job classification is covered by this Agreement. Said decision shall be issued in writing not more than thirty (30) calendar days after the close of the arbitration or the filing of briefs, if any, whichever is later.

8. The arbitrator shall have no authority to amend, modify, change, add to, or subtract from any of the terms and conditions of this Agreement.

9. The fees of the arbitrator shall be borne equally by the parties.

Article 28 -- Security, Health and Safety at Work Sites

The Union recognizes that Employer is not in control of the facilities where employees work and therefore cannot guarantee that all appropriate safety measures are taken. However, Employer recognizes the importance of employee safety – both their physical safety and the security of their personal belongings.

The parties agree to meet and discuss, upon request, worksite security issues that arise during the term of this Agreement.

Employer shall appoint a management official to receive reports of bargaining unit employee safety concerns. Safety issues shall be a regular agenda item at all Joint Labor Management Committee meetings.

If a recipient becomes violent or threatening towards an employee, the recipient will be seen by a supervisor on future visits, and the employees in the bargaining unit will not be assigned to meet with such recipient. Employees will not see GAIN recipients after 5:00 p.m.

Article 29 -- Probation

All newly-hired employees, all employees who transfer or promote to a higher-level position, and all employees demoted into a position they have not previously held shall serve a six-month probationary period. During an

employee's probationary period, the employee may be dismissed at any time within the probationary period, without cause, although when a probationary employee has a reasonable belief that an employee-employer conference or meeting may result in a termination of the employee's employment, the employee may request to be accompanied by a Union representative. Probationary employees shall not have access to the grievance or arbitration procedure set forth in Article 27. In the event an employee who is promoted to a higher level position does not pass his or her probation, the employee will have the right to return to his or her previous position, if vacant.

Employees shall be notified in writing of completion of their probationary period.

When a probationary employee is on approved medical leave and his/her probation end-date occurs during the approved leave, the length of probation may be extended for up to the length of the approved leave. Otherwise, the period of probation may be extended by the Employer, for a period up to thirty (30) days.

New hires shall not acquire seniority during their probationary period of employment, but once a new employee successfully completes his or her probationary period, the employee's seniority shall commence at his or her date of hire.

Notwithstanding anything to the contrary in this Article, in the event an employee is demoted pursuant to an arbitrator's decision reducing discipline imposed by Employer, the arbitrator will retain jurisdiction, and if the employee is released from probation the Union may request review by the arbitrator. Such review will be treated as a Step 3 proceeding under Article 27 Grievance and Arbitration Procedures.

Article 30 -- New Employee Training

New employees will be provided training with MAXIMUS and will also receive hands-on-training from their supervisors. New hires will be provided with a partial case load, with the full case load to be phased in within the probationary period. New employees shall receive feedback from their supervisor on their progress. New employees also will have the opportunity to shadow more experienced employees who have completed their probationary period.

Article 31 -- Temporary Employees

Temporary employees may be hired as needed, with prior notification to the Union, to substitute for regular employees on vacation, sick leave, or leave of absence, provided that any qualified regular employee on layoff shall be offered

the temporary work first. A temporary employee may work for no more than six (6) continuous months, except where the temporary employee is employed to staff an experimental program or a special program, or to fill in for a unit member who is on a leave of absence, in which event, the temporary employee may serve for the length of the program or the leave of absence, if it exceeds six (6) continuous months.

In order to create a disincentive to the use of temporary employees as an alternative to creating bargaining unit positions, a temporary employee hired in accordance with this Article 31, will be paid a wage that is no less than the new hire pay set forth in Article 40 for his/her job classification.

Temporary employees will not be entitled to any benefits such as paid health insurance (except to the extent required by the Affordable Care Act or other applicable law), sick leave (other than as required by applicable law) or vacation pay, nor shall they accrue seniority. Temporary employees may not file grievances or pursue arbitration, nor may the Union do so on their behalf. Nothing in the immediately preceding sentence will prevent the Union from filing a grievance or pursuing arbitration over an alleged violation of this Article 31.

A temporary employee who is hired into a full-time bargaining unit position and who successfully completes his or her probationary period shall have his or her seniority date be his or her first date of service as a temporary employee. The preceding sentence shall apply only to temporary employees hired on or after the effective date of this Agreement.

Article 32 -- Outside Employment

An employee shall not engage in any outside employment or other activity which competes, directly or indirectly, with Employer, or which creates an actual or perceived conflict of interest with the performance of the employee's duties for Employer. Employees shall not solicit from among Employer, suppliers, clients, or recipients, for their own personal businesses or businesses of their family or friends. In addition, employees shall not solicit from among Employer employees in the workplace for their own personal businesses or businesses of their family or friends. Employees will notify Employer of any outside employment, including self-employment.

Article 33 -- Hours and Overtime

A. Regular Work Week; Rest Periods

The basic work day is eight (8.00) hours per day with an additional one hour for lunch, and the workweek shall be forty (40) hours.

All full-time employees shall be allowed two (2) fifteen-minute paid rest periods each day to be scheduled by Employer approximately in the middle of the morning and afternoon work periods, or other mid-points of the work period as appropriate.

B. Flex Schedules

Employees may request specific work hours in order to accommodate school schedules or child care needs. Such requests shall be considered in good faith.

C. Overtime.

1. Employer has the right to require that employees work overtime. In all other instances, overtime may only be worked with the prior approval of management.

2. All approved time worked beyond both eight (8) hours per day and forty (40) hours per week shall be considered overtime.

D. Mileage.

When an employee is required to use his or her own personal car for purposes as directed by Employer, Employer shall reimburse the employee for mileage at the standard mileage rate allowed by the Internal Revenue Service. No reimbursement shall be made for commuting between the employee's residence and his/her regular work location. Documents and requests for payment will be in accordance with Employer's expense reimbursement guidelines. Employees using their own vehicles in connection with their work must have adequate liability insurance as required by Sections 16430 et seq. of the California Vehicle Code, as it may be amended, and/or any successor law, and upon request furnish proof of compliance to Employer.

E. Keeping Accurate Time Sheets.

Employees must indicate any period of time out of the office on their timesheets. This includes sick leave, doctor/dentist appointments, vacation, seminars, conferences, telecommuting, etc. Any employee who fails to accurately report their time pursuant to this Article will be subject to discipline.

Article 34 -- Insurance

A. Hospital and Medical Insurance

1. All employees who desire hospital and medical insurance shall be covered by the Employer under an Employer plan upon the first day of the month following the completion of thirty (30) days of employment.

2. Employer shall contribute \$553.57 per month for hospital and medical insurance for each employee who participates in an Employer-sponsored health plan until January 30, 2022. In the event that the cost of health insurance exceeds \$553.57 per month, then Employer shall contribute 50% of the additional cost, with each employee being responsible for the remaining 50% of the increase.

3. Employer retains the right to change the plan description so as to minimize any increase in insurance premiums to both the employee and employer so long as it "meets and consults" with the union prior to any significant alteration in plan description.

4. Nothing herein shall preclude the parties from meeting and negotiating at the request of either party regarding changes to the dental and/or medical plan features including such issues as the provider/insurer, increases in deductibles or changes in co-payments in order to reduce future premium increases in advance of each plan year.

5. If an employee separates from service, the Employer shall not be required to make any additional payments for medical insurance beyond the month the separation is effective. The cost of coverage for members of the employee's family including domestic partner will be assumed entirely by the employee.

B. Dental Insurance

Employer shall pay the full cost of the employee-only premium for the Employer DHMO plan.

C. Vision Insurance

All eligible employees will be offered a vision insurance plan, the cost for which shall be borne by the employee.

D. Short and Long Term Disability Insurance

All employees will be covered under a disability insurance plan, and the full cost of the plan will be paid by the Employer. The Employer will pay such cost for the employee up to the amount of salary covered under the Employer plan.

E. Life Insurance

All employees will be covered for two and one-half times their annual salary under a Life Insurance policy. The Employer will pay such cost for the employee up to the amount of salary covered under the Employer plan.

Article 35 -- Holidays

A. Recognized Holidays

Holidays for employees shall be as follows, and employees shall be given the day off without deduction in pay on the following holidays:

- New Year's Day
- Martin Luther King Day
- President's Day
- Cesar Chavez Day
- Memorial Day
- July 4th
- Labor Day
- Columbus Day
- Veteran's Day
- Thanksgiving
- Day after Thanksgiving
- December 25th

Employees shall be entitled to additional days for observance of religious holidays. However, the time off will be unpaid unless the employee opts to use vacation time or personal time for these days off.

B. General Provisions

Except as otherwise provided in this Article, when the foregoing holidays are worked, the employee will be paid straight time plus time and one-half.

If any of the above-specified legal holidays fall on Saturday, a compensating day off with pay will be selected by management. If the holidays fall on Sunday, the

following Monday shall be considered as a holiday if thus publicly observed, in which case the above holiday provisions shall prevail.

In order to be eligible for holiday pay, the employee must work or be excused from work on the employee's last scheduled workday before and first scheduled workday after the holiday. Employees shall not be eligible for holiday pay for holidays which occur during an unpaid leave of absence.

Article 36 -- Vacations

A. Vacation Period

The vacation period shall be throughout the calendar year. Based upon the needs of the program or department, the Employer may deny all vacation requests during given periods, provided notice is given to the affected employees and the Union at least 6 months in advance, and any such non vacation period does not exceed 3 months. In emergency situations, the 6 month notice period and the 3 month limitation may be waived, with notification to the Union.

Each employee shall be given an annual statement of his or her accrued vacation time by no later than April 30th of each year. The scheduling of vacations shall be approved by the Employer in accordance with the following procedures: (1) Consideration will be given to employees' preference, and in cases of conflicts consideration will be given to senior employees, provided however, that once a vacation is scheduled by a less senior employee, the vacation period may not be bumped by a more senior employee and the employer need not allow both employees out on vacation at the same time; (2) If by action of the Employer, an employee cannot take his or her vacation during the vacation period and the Employer does not offer a reasonable alternative, the employee shall be entitled to vacation pay in lieu of a paid vacation.

B. Vacation Accrual

Employees shall accrue vacation on the following schedule:

Years 1	= 7 days
Years 2 – 4	= 11 days
Years 5 – 9	= 16 days
Years 10 – 14	= 18 days
Years 15+	= 21 days

A new employee will be eligible for vacation after three (3) months of service on a pro-rated basis; however, the Employer has the right to give vacations within the first three (3) months at its discretion.

Accumulated vacation will be paid out at the conclusion of employment unless another arrangement has been agreed to by the Union, the Employee and the Employer.

C. Holiday During Vacation

If a paid holiday(s) occurs during an employee's vacation, the employee shall be entitled to an extra day of vacation for each such holiday.

D. General Vacation Provisions

1. Notice of Vacation

Employees shall request vacations in writing and vacations shall be approved or denied by the Employer in writing. Vacation requests shall be made at least thirty-five (35) calendar days in advance of the requested vacation date(s). Employees shall be given notice of approval or denial within fourteen (14) calendar days of the original request date or at least three (3) months prior to the requested vacation, whichever is later. Employer may establish an annual date by which vacation requests must be made. Scheduled vacations shall not be canceled or rescheduled by the Employer except in cases of emergencies or by mutual agreement. Any requirements under this section may be modified by mutual consent. Approval shall not be unreasonably denied, but any such decision shall be subject to grievance, but shall not be subject to arbitration. In the event the employer cancels an approved vacation due to an emergency and the employee incurs cancellation fees or the employee can neither obtain a refund nor apply amounts spent on existing reservations towards other travel at another time and/or to another location, then Employer will reimburse the employee for such cancellation fees and non-transferable and non-refundable travel expenses.

2. Maximum Vacation Accrual

The maximum vacation accrual shall be two (2) times the employee's vacation accrual. (For example, an employee who accrues 10-days per year will have an accrual cap of 20-days.) Once the employee reaches his/her maximum accrual, he/she shall not accrue additional vacation until the vacation balance is reduced.

3. Vacation Accrual Notifications

Each employee shall be given a monthly statement on his/her paycheck of accrued vacation time.

Article 37 -- Sick Leave

A. All Employees

1. All eligible employees will earn one (1) day per month of paid sick leave starting in the first month of the first year of employment, at the rate of one-half day earned per payroll period, with the maximum accrual of 240 hours. An employee is eligible to begin using accrued sick leave on the ninetieth (90th) day of employment. The Employer shall retain the discretion to grant sick leave, if at all, before the ninetieth (90th) day of employment.

2. Sick leave time shall be charged to the employee for the number of hours of sick leave actually paid to the employee.

3. An employee may use sick leave for his or her own illness or for the illness of family members as allowed under applicable law.

4. Each employee shall be given a statement at least once every six (6) months of accrued sick leave.

B. Procedures

1. Disability Claims and Paid Family Leave Claims Under California Law

Employees shall be required to make claims for disability benefits under the California Unemployment Insurance Code and paid Family Leave claims whenever applicable. If the employee has accumulated sick leave, he shall receive said pay from the Employer at full salary less State Disability and/or paid Family Leave under California law payments actually received by the employee

2. Intent to Return from Sick Leave

An employee on sick leave shall advise the Employer not later than one (1) day before the expiration of such leave of his/her intent to return to employment, unless he/she has obtained a written consent of the Employer for a leave of absence beyond expiration of said leave. Failure to return to employment or failure to negotiate a leave of absence in accordance with this Agreement shall be construed as a resignation to take effect at the end of the sick leave. In such event, the provisions of Article 42 on severance pay shall not apply.

3. Abuse of Sick Leave

The Employer may require a doctor's note from any employee it believes is abusing sick leave.

4. Medical Appointments

Sick leave may be used for doctor's or dentist's appointments that cannot be reasonably arranged for after working hours, provided that prior approval for the specific time is received from the employee's supervisor.

5. Illness During Vacation

Illness during vacation shall be counted as sick leave upon submission of proof of illness.

6. Family Illness (Family Medical Leave Act of 1993 and California Family Rights Act)

a. The Employer recognizes its duties and obligations under the FMLA and CFRA and it is agreed by and between the parties that to the extent any employee seeks to take a leave under either or both statutes and the employee has in excess of fourteen (14) days accumulated sick leave or vacation leave, the parties agree the first seven (7) days of the FMLA and/or CFRA Leave shall be debited to the accumulated leaves as herein set forth. Such leaves of absence may include but not be limited to serious health conditions of employees' parents, children, or spouse.

b. It is understood that when such a leave is applied for proof of illness and/or relationship may be required by the Employer.

c. With respect to the notice provision, each employee who chooses to take an FMLA leave if the reason for the leave is foreseeable, at least thirty (30) days advance notice should be given to the Employer. In any event, notice of FMLA leaves must be given as soon as practical.

d. All other provisions of the Federal Family and Medical Leave Act of 1993 shall apply. This section does not provide employees with any greater rights or benefits than required by the Act and this section shall be interpreted consistently with the definitions contained in the Act. The Employer reserves all rights granted by the Act even if not specifically set forth above.

C. Sick Pay Bonus

Employees may be eligible for a Sick Pay Bonus. Employees are considered eligible upon completion of the full calendar year of employment beginning January 1 and ending December 31 and each following calendar year thereafter. New employees hired before July of each year are considered eligible for the year of hire on a pro-rated basis, calculated in whole months. Sick Pay Bonuses are determined by the amount of sick leave used per calendar year and will be

calculated in the January following the end of each calendar year. Bonuses are determined as follows:

16 hours or less - \$300.00
16.25 – 24 hours - \$250.00
24.25 – 32 hours - \$200.00

Article 38 -- Leaves of Absence

Leaves of absence shall be in accordance with the Employer Handbook.

Article 39 -- Retirement Benefits

Employees shall be eligible to participate in the Employer 401(k) plan. The Employer shall match the Employee's contribution up to 3% of salary.

Article 40 -- Wages

A. GSW, JD and QA Employees with One Year of Service On Date of Ratification/Approval: Gain Service Workers ("GSW"), Job Developers ("JD"), and Quality Assurance ("QA") employees who already have completed one year of continuous service as of the ratification/approval of this Agreement shall receive a wage increase as follows:

1. Upon ratification/approval of this Agreement = 2.0% wage increase retroactive to July 1, 2020, with such retroactive pay based on the employee's regular and overtime hours worked (See attached wage chart, Appendix A.); and

2. On July 1, 2021 = 1.0% wage increase (See attached wage chart, Appendix A.).

B. For those GSW, JD and QA employees with less than one year of service upon ratification/approval of this Agreement, see attached wage chart, Appendix A.

C. For those GSW, JD and QA employees who are hired after ratification/approval of this Agreement, see attached wage chart, Appendix A.

D. Unit Assistants shall receive the applicable L.A. County Living Wage Ordinance and shall otherwise be ineligible for any wage increase, except that any UA who, at time of ratification/approval of this Agreement, is earning more than LWO, shall receive a 2.0% wage increase retroactive to July 1, 2020, and shall receive a 1.0% wage increase on July 1, 2021.

All above-defined wage increases will be effective the first day of the pay period following each event.

No employee shall receive a reduction in his or her hourly rate of pay as a result of this Agreement.

As to any retroactive wage payments, such payments will be made only to bargaining-unit employees who are employed by the Employer on the date of ratification/approval of this contract, and such payment will be based on each such employee's regular and overtime hours worked from July 1, 2020, through date of ratification/approval, except as otherwise noted in the attached wage charts, Appendix A.

E. Acting Pay

When an Employee is assigned to an Acting supervisory position, the Employee shall be paid an additional \$1.00 per hour.

F. Lead Pay

When an Employee is assigned to a Lead position, the Employee shall be paid an additional \$.50 per hour.

G. E2 Lite GSW Pay

When an Employee is assigned to an E2 Lite GSW position, the Employee shall be paid an additional \$.50 per hour.

Article 41 -- Jury Pay

When an employee is called for jury duty, the employee shall receive full pay for up to ten (10) consecutive working days. Employees may keep jury pay received from the government. Employees must notify Employer as soon as possible, and in any event no later than five (5) working days after receipt of notice, when they are called for jury service. If the employee fails to give Employer prompt notice that he/she was called for jury service, the employee will not be entitled to jury pay under this provision. If the employee fails to give Employer proof of service of jury duty within three (3) working days after the end of jury service, the time taken will be considered leave without pay.

Article 42 -- Layoffs

Employer shall determine when layoffs shall occur. If, in the judgment of Employer, a layoff is necessary, staffing levels will be reduced in accordance with this Article.

Employer shall determine, at its sole, non-grievable discretion, which classifications are to be subject to layoff. Layoffs within the classification shall be on the basis of seniority within the Antelope Valley region or the San Fernando Valley region¹ (as applicable) with the least senior employee in the classification within the applicable region being laid off first, provided that the remaining employees within that region have the necessary qualifications and experience to perform Employer's obligations under the Subcontractor Agreement, or any successor agreement.

As work becomes available, at the discretion of the Employer, and qualified employees are to be recalled, those on layoff within the applicable region shall be recalled to work in the classification from which they were laid off on the basis of seniority and qualifications. A qualified, laid-off employee recalled to work shall be paid the same rate as their rate at the time of the layoff or the minimum contract rate, whichever is higher. No new employee shall be hired to perform work within the region that is within the classification of an employee on layoff from within that region, unless and until all qualified employees within the region with recall rights have first been offered the recall opportunity. Employees shall maintain recall rights for four months.

Due to the constraints imposed by the Subcontractor Agreement, time will be of the essence in completing any lay off. Therefore, employees shall not have any bumping rights.

Laid off employees may apply for positions for which they are qualified that may be vacant at other Employer facilities. Employer will consider all such applications in good faith. In the event a laid off employee is hired into another position in the bargaining unit with a break in service of fewer than four (4) months, the employee shall be deemed to have continuous service from his or her hire date into the bargaining unit position from which the employee was laid off.

Article 43 -- Severance

In the event that an employee is laid off due to loss of funds, loss of work, or reorganization, other than upon the modification of the scope of, or at the expiration or earlier termination of, the contract term between MAXIMUS, Inc. and Employer, then the employee shall be entitled to two (2) weeks of severance pay, conditioned upon the employee executing a limited release of claims against the Employer as set forth in a Side Letter agreed upon by the parties. Notwithstanding the foregoing, if Los Angeles County and/or MAXIMUS were to

¹ The San Fernando Valley region currently includes the GAIN offices in Chatsworth, Glendale and Santa Clarita.

expressly provide for and fund severance payments to bargaining-unit employees upon the modification of the scope of, the expiration of, or the early termination of the contract, then the Employer would provide such funds as severance pay to any such affected employee, conditioned upon the employee executing a limited release of claims against the Employer as set forth in the Side Letter.

Payment of this severance payment shall satisfy Employer's duty to bargain, and the Union hereby waives the right to request to bargain, over the decision to implement any reduction in force during the term of this Agreement. In addition, payment of this severance shall satisfy Employer's duty to bargain, and the Union hereby waives the right to request to bargain, over the effects of any such decision as to the employees selected for lay off in the reduction in force. The Union retains the right to request to bargain over the effects of the reduction in force as to employees not selected for lay-off.

Article 44 -- Duration

This Agreement is effective March 1, 2020, and shall remain in full force and effect through January 30, 2022, and shall annually thereafter be renewed automatically unless either party gives at least (60) days' written notice to the other party prior to the expiration date if there is a desire to change, modify or terminate the Agreement.

Article 45 -- No Lockouts/No Strikes

1. The parties to this Agreement intend to provide a stabilized relationship and to insure uninterrupted operations during the life of this Agreement. For that reason, it is agreed that during the term of this Agreement or any mutually agreed extension thereof:

- a. There shall be no lockouts by the Employer; and
- b. There shall be no strikes, including sympathy strikes, stoppages or interruptions of work, refusals to enter the Employer's workplace, or picketing, marching, hand billing, displaying of banners or demonstrating in any other matter at any place where Employer conducts its work, or other forms of job action by the Union or by any of the employees covered hereunder.

2. The Union, on behalf of its officers, agents, and members, agrees that it shall not in any way, authorize assist, encourage, participate in, sanction, ratify, condone, or lend support to any activities in violation of this Article. The Union shall immediately take whatever affirmative action is

necessary to prevent and bring about an end to any concerted activity in violation of this Article.

3. Nothing in this Article constitutes a waiver of the Employer's right to seek appropriate legal or equitable relief in the event of a violation of this Article.

Article 46 -- Savings Clause

Should any valid federal or state law or final determination of any administrative agency or court of competent jurisdiction affect any provision of this Agreement, the provision or provisions so affected shall be automatically conformed to the law or determination and otherwise this Agreement shall continue in full force and effect.

Article 47 -- Waiver

Employer and the Union acknowledge that during the negotiations which resulted in this Agreement, each party had the right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that this Agreement constitutes the entire contract arrived at by the parties after the exercise of that right and opportunity. Therefore, Employer and the Union, for the term of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter referred to, or covered in this Agreement, or with respect to any subject or matter not specifically referred to or covered by this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of the parties at the time they negotiated or signed this Agreement.

[Signature block on next page.]

IT IS SO AGREED:

AFSCME Local 800, AFL-CIO
Jewish Communal and Social Agency
Services



[Gary Guthman \(Mar 16, 2021 12:12 PDT\)](#)

Gary Guthman, Chief Negotiator
AFSCME District Council 36



[Georgino Ludwig \(Mar 15, 2021 22:13 PDT\)](#)

Georgino Ludwig
GAIN Bargaining Committee Member



[Lisa Thomas \(Mar 17, 2021 15:13 PDT\)](#)

Lisa Thomas
GAIN Bargaining Committee Member



[Larren McGee \(Mar 16, 2021 19:15 PDT\)](#)

Larren McGee
GAIN Bargaining Committee Member

JVS SoCal



Ted Feldman, Chief Administrative
Officer



[PM Robinson \(Mar 17, 2021 18:41 PDT\)](#)

Patricia Robinson
Vice President, Human Resources

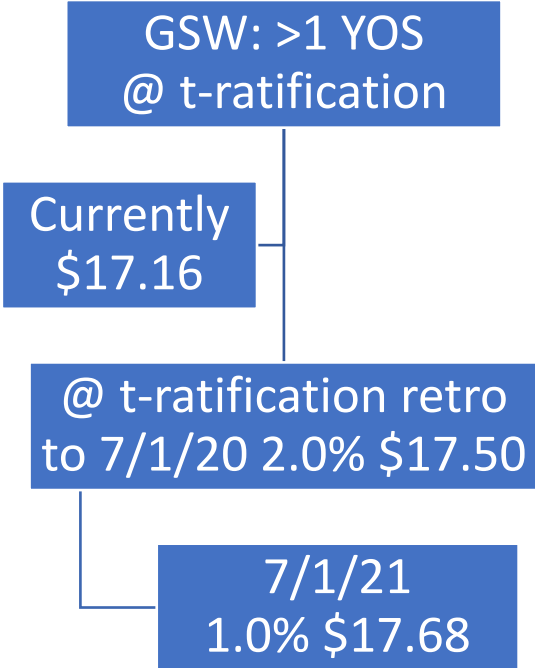


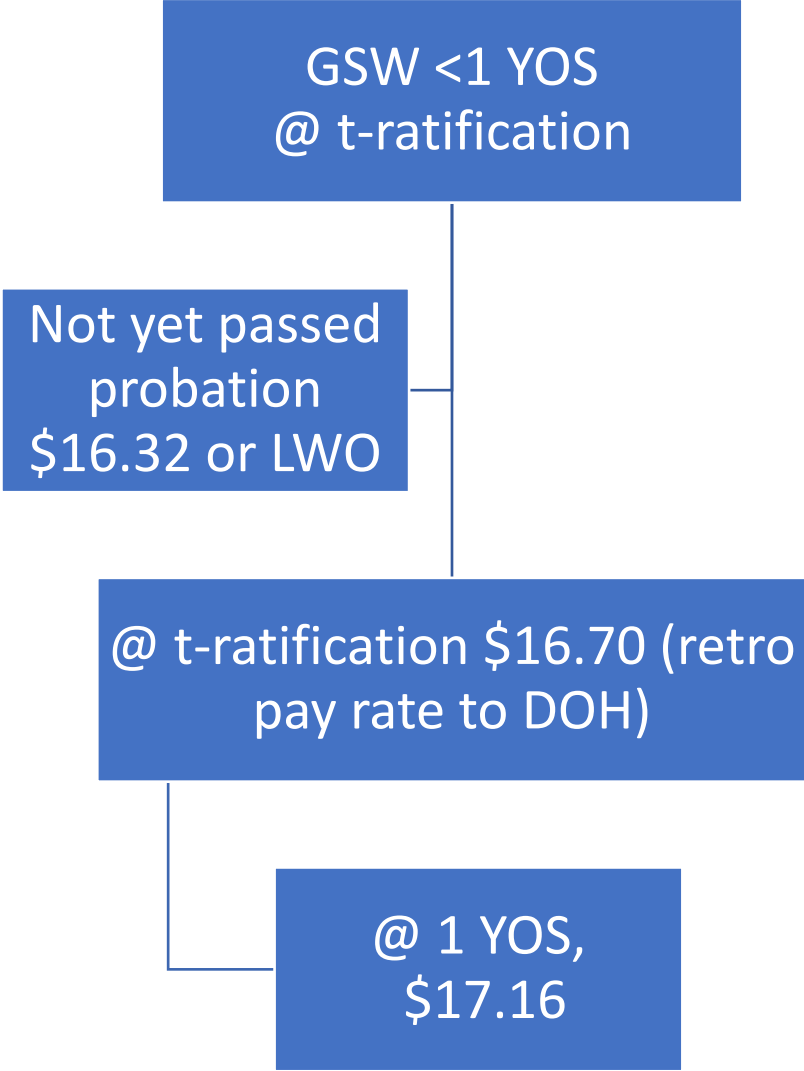
[David Wimmer \(Mar 15, 2021 18:36 PDT\)](#)

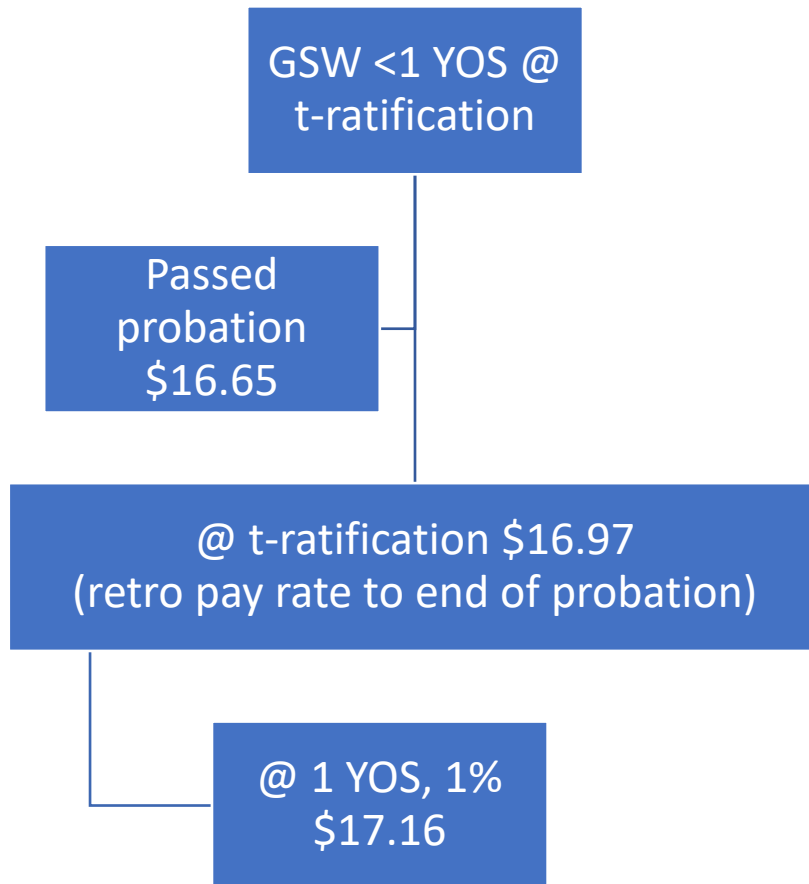
David A. Wimmer, Chief Negotiator,
Swerdlow Florence Sanchez Swerdlow
& Wimmer, A Law Corporation

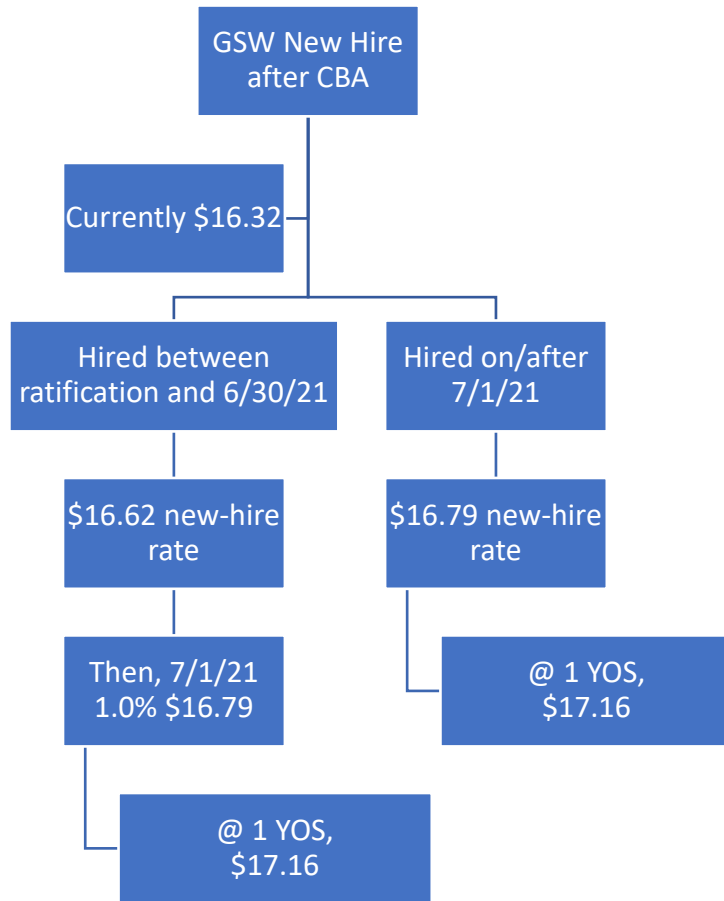
APPENDIX A -- WAGE CHARTS

GAIN SERVICE WORKER (“GSW”) MINIMUM RATE CHART

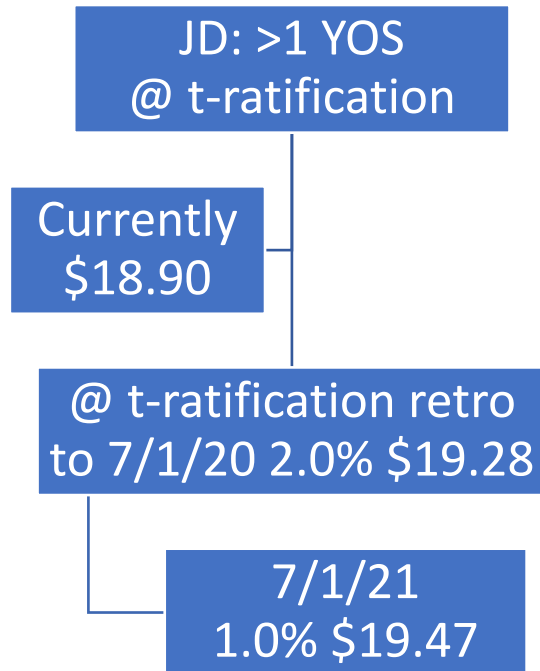


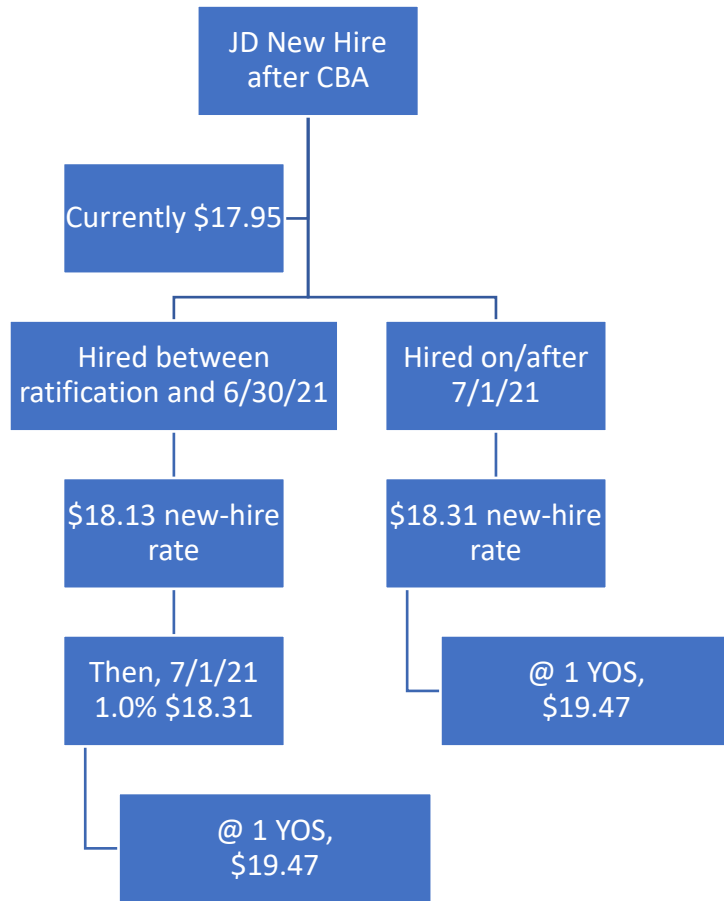




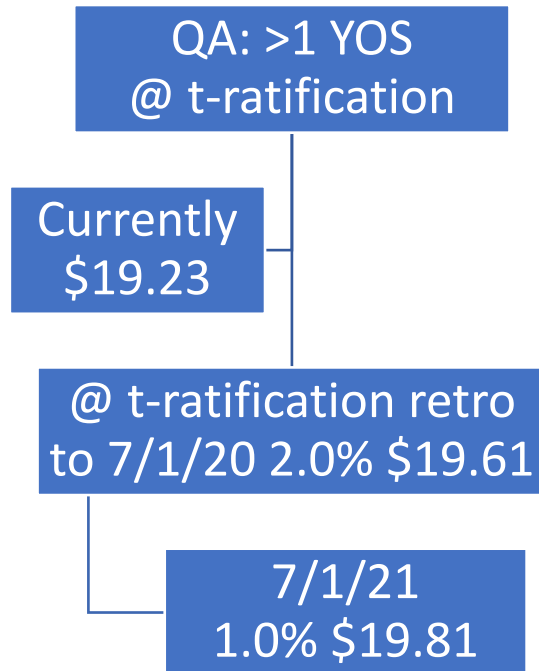


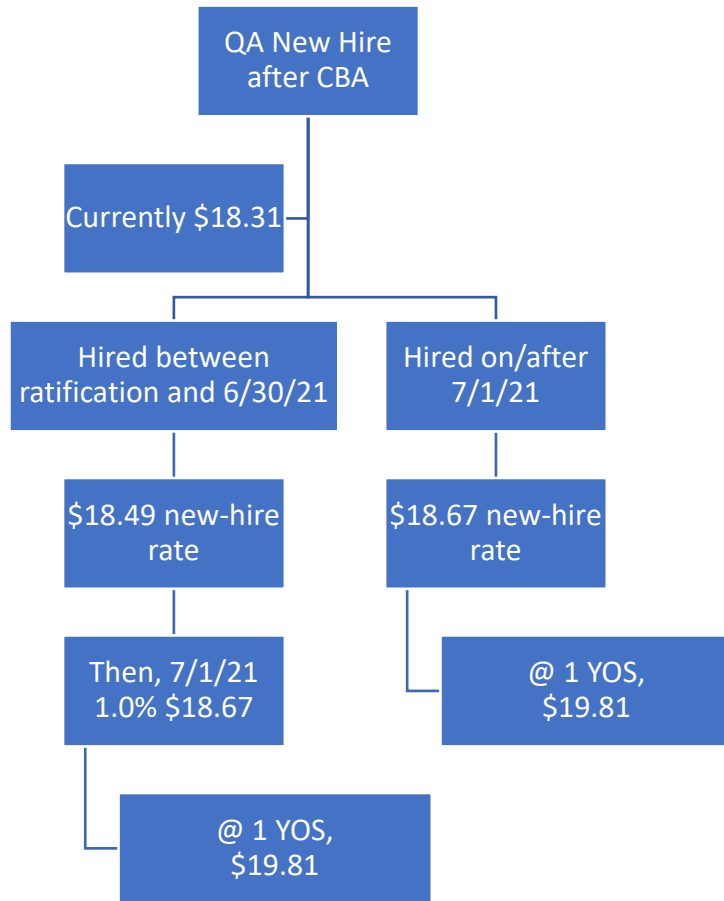
JOB DEVELOPER (“JD”) MINIMUM RATE CHART





QUALITY ASSURANCE (“QA”) MINIMUM RATE CHART





APPENDIX B -- SIDE LETTER RE: RETROACTIVITY

Dated February 8, 2021

This Agreement shall be dated as of March 1, 2020; however, it shall not have any retroactive effect other than as expressly agreed to regarding wages.

/s/ Gary Guthman for Union

/s/ Ted Feldman for Employer












GAIN CBA with Wage Charts - For Execution


Final Audit Report

2021-03-18

Created:	2021-03-16
By:	David Wimmer (dwimmer@swerdlowlaw.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAcC8CUhf1XQATlbg1sBcblMi3KXkr3RAD

"GAIN CBA with Wage Charts - For Execution" History


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-  Document emailed to Gary Guthman (gary@afscme36.org) for signature
2021-03-16 - 1:36:17 AM GMT
-  Document emailed to Georgino ludwig (gludwig777@gmail.com) for signature
2021-03-16 - 1:36:17 AM GMT
-  Document emailed to Lisa Thomas (lisathomas9966@gmail.com) for signature
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-  Document emailed to Larren McGee (larren.mcgee@yahoo.com) for signature
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 Agreement completed.

2021-03-18 - 1:41:47 AM GMT