

Memorandum of Understanding

One-time wage Increase

The following Agreement was reached between the management of Nuclear Waste Partnership, LLC (the company) and United Government Security Officers of America - Local 322 (the Union).

Proposal

- Wage Increase: One-time wage rate increase of 10 percent on the current UGSOA hourly rates effective the Monday following agreement and will not be retroactive.

<u>Current Wages</u>	<u>2018</u>
Security Officer	\$26.05
Security Police Officer	\$28.30
Sergeant (SGT)	\$30.78

<u>Proposed 2019 wages</u>	<u>10%</u>
Security Officer	\$28.66
Security Police Officer	\$31.13
Sergeant (SGT)	\$33.86

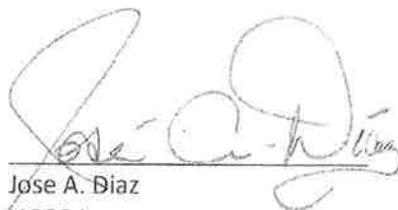
- Attendance guidelines: Attached
- Security Force personnel will not be allowed to bid out of the Security department into other NWP positions for one year after agreement of this MOU.



Dana Dorr, Manager
Human Resources

9-16-19

Date:



Jose A. Diaz
UGSOA, International Union
Regional Director

9-16-19

Date:

Attendance Policy

The following guidelines are established for the control of absenteeism and include the prescribed discipline as agreed to between the United Government Security Officers of America (UGSOA), Local 322 and the Nuclear Waste Partnership (NWP) LLC.

Upon execution of this Agreement, Employees that accrue hours of unpaid time not previously approved for absences from scheduled work will be subject to discipline as prescribed below:

ABSENTEEISM

- | | |
|--|-----------------------------------|
| • Hours absent greater/equal to 1 scheduled shift | Verbal Warning to Employee/UGSOA |
| • Hours absent greater/equal to 2 scheduled shifts | Letter of Reprimand |
| • Hours absent greater/equal to 3 scheduled shifts | Final Warning with 3 Day Furlough |
| • Hours absent greater/equal to 4 scheduled shifts | Termination |

* UGSOA employees must exhaust all Sick and Personal time prior to seeking unpaid time.

* Unpaid leave requests must be approved in accordance with Article 14.3e.

Hardship exceptions will be discussed between NWP Management and the UGSOA on a case-by-case basis.