

**Collective Bargaining Agreement**

**Between**

**JBT Aero Tech Corporation-  
Airport Services**

**And**

**International Brotherhood of Electrical Workers Union,  
Local #441**

THIS AGREEMENT is effective as of the 14<sup>th</sup> day of January, 2022, by and between JBT AERO TECH CORPORATION (hereinafter referred to as the “Employer”) and INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL UNION 441, AFL-CIO, CLC(hereinafter referred to as the “Union”).

## **ARTICLE I – Recognition and Scope**

**Section 1:** Employer recognizes the Union as the exclusive collective bargaining representative of all full-time and regular part-time employees, including those who hold the status of leads and apprentices, employed by the Employer and working at the John Wayne Airport located at 18601 Airport Way, Santa Ana, California (“Location”) in the classifications of work set forth in Appendix “A” and ARTICLE 8 of this Agreement with respect to wages, hours of work, benefits and all other terms or conditions of employment. All other employees are excluded from coverage of this Agreement, including all office clerical employees, confidential employees, guards and supervisors, as defined in the National Labor Relations Act.

## **ARTICLE II – Management Rights**

**Section 2.1:** The Employer retains, solely and exclusively, all the rights, powers and authority which it exercised or possessed prior to the execution of this Agreement, except as specifically abridged by an express provision of this Agreement.

**Section: 2.2:** Without limiting the generality of Section 2.1, it is expressly recognized that the Employer shall have the complete and exclusive right to manage and operate the business, functions and workforce at the Location, to maintain the efficiency of the business, and to make decisions on a continuing basis affecting the business without any interference whatsoever by the Union, including the right: to exercise all management and supervisory authority over the employees covered by this Agreement, including the assignment of and duties performed by Supervisors; establish, change, combine or eliminate jobs, to increase or decrease the number and types of job classifications, that are in accordance with prevailing wage determination scope of work; to compensate employees in excess of the minimum rates of pay set forth in this Agreement; to change materials,

products, processes, equipment and operations at the Location; to determine the means, methods and process by which its operations are carried out, and to introduce new or improved methods of operations, at the Location; to subcontract, reassign and/or discontinue any or all of the work currently performed by any employees covered by this Agreement; to determine staffing levels (including the number of employees and classifications necessary to perform any operation at the Location); to assign, reassign and schedule the work covered under the scope of work to be performed by any employee, including the days and number of hours to be worked; to determine the qualifications of employees for all employment purposes, including work assignments and rates of pay; to set and maintain work and production standards, schedules of operation and workloads; to hire, transfer, promote, demote, layoff, rehire, suspend, discipline, and discharge employees; to discontinue, reduce, transfer, merge, consolidate or sell all or any part of its operations; to modify, revoke or reinstate any action, decision or determination made hereunder; to improve the quality of work and reduce costs when and where necessary in its sole discretion; to determine the methods, processes, means and places of providing services; to determine the location and relocation of facilities; to introduce and implement new or improved procedures, methods, processes, machinery, equipment and technological changes; and all other things that the Employer deems necessary or desirable for the efficient and successful operation of its business.

**Section 2.3:** The Employer expressly reserves the right to establish, amend, maintain and enforce reasonable rules and regulations to assure orderly operations, efficiency and employee conduct at the Work Location; provided, however, that such rules and regulations shall not be inconsistent or in conflict with the express written provisions of this Agreement or applicable law. Such rules and regulations shall be posted by the Employer and provided to the Union. Any changes in the existing work rules, as well as any new rules or regulations promulgated by the Employer, shall become effective on the 10<sup>th</sup> calendar day after notification has been provided to the Union and posted by the Employer. The Union may challenge the reasonableness of any new or revised rule(s) or regulation(s) through the grievance-arbitration procedure set forth in Article VI of this Agreement only during said 10-day period. If the Union fails to file a grievance over

any such rule (s) or regulation(s) during said 10-day period, it shall waive the right to do so at any time thereafter. If the Union files a timely grievance with said 10-day period, the Employer may, at its option, elect to withdraw or delay the effective date of any such new or revised rule(s).

**Section 2.4:** The Employer shall have the exclusive right and sole discretion in the use, selection and demotion of leadmen and supervisors, and any dispute relating thereto shall not be subject to the grievance-arbitration procedure set forth in Article VI of this Agreement.

**Section 2.5:** The Employer may assign any Employee covered by this Agreement to perform work outside of his/her normal job duties as operating and/or business conditions require, provided the Employee is qualified to perform the work safely.

**Section 2.6:** It shall not be a violation of this Agreement for any member of management or supervisor to perform work regularly performed by any employees covered by this Agreement at any time for the purposes of training, inspection, instruction or in cases of emergency.

**Section 2.7:** The past or future exercise or non-exercise of any management rights retained by the Employer shall not be deemed a waiver of any such rights, or prevent the Employer from exercising such rights in any way at any time in the future.

### **ARTICLE III – WORK STOPPAGES**

**Section 3.1:** It is agreed that all grievances and disputes arising between the Parties over the interpretation or application of the terms of this Agreement, or any claimed breach or violation thereof, shall be resolved pursuant to the grievance and arbitration procedure set forth in Article VI of this Agreement.

**Section 3.2:** At all times during the Term of this Agreement, and any extension thereof, the Union agrees, on behalf of itself, its officers, agents and representatives, and on behalf of all employees covered by this Agreement, that there will be no strike, walk out, work interruption, slowdown, stoppage of work, refusal to perform work, sympathy strike, boycott, picketing, leafleting, or any

other action or conduct which interferes or impedes in any way with the operation or business of the Employer at any location owned or operated by the Company or the performance of work by employees during the Term of this Agreement (“collectively referred to as a “strike”).

**Section 3.3:** The Union also agrees that it will not instigate, sanction, authorize or in any manner support a strike or any such activities during the Term of this Agreement for any reason or in connection with any grievance or dispute, whether arbitral under this Agreement or not. The sanctioning by the Union of any picket line at the premises of the Employer shall constitute a violation of this Article, as well as any other concerted action by employees contrary to the instructions of the Employer. However, an Employee shall not be required to cross or work behind a picket line against the Employer at JWA that has been authorized and sanctioned by the Orange County Building Trades Council.

**Section 3.4:** Any Employee who participates in any activity prohibited by Section 3.2 shall be subject to discharge or such lesser discipline as the Employer in its sole discretion shall determine.

**Section 3.5:** The Employer agrees that, in consideration for the foregoing no-strike agreement by the Union, there shall be no lockout of any Employees, or group, covered by this Agreement at any time during the Term of this Agreement and any extension thereof. The term “lockout” is defined so as not to include the discharge, suspension, termination, layoff, failure to recall, or failure to return to work of Employees by the Employer in the exercise of its rights as set forth in any provision of this Agreement. In addition, the closing or cessation of any operations performed by the Employer, in whole or in part, layoffs or work reductions caused by economic conditions, business reasons, weather, governmental regulation or order, loss of or change in the scope of the Service Agreement, or any other circumstances beyond the control of the Employer, including any action of the Employer in response to a general strike, picketing or any other concerted action by any employees or the Union in violation of Sections 3.1 of this Article, a riot or civil disturbance for the protection of the Employer’s property, assets, operations, members of the public or other employees working on the premises, shall not be construed as a lockout by the Employer in violation of the terms of this Agreement.

**Section 3.6:** Any Employee who violates the provisions of Section 3.2 of this Article, or who fails to comply with the direction of the Union pursuant to Section 3.3, may, in the sole discretion of the Employer, be discharged or otherwise disciplined, and shall have no recourse through the grievance and arbitration procedure set forth in Article VI of this Agreement; however, the only matter which may be made the subject of the grievance and arbitration proceeding concerning any disciplinary action imposed for an alleged violation of this Article is whether or not the Employee actually engaged in conduct prohibited by Section 3.2

**Section 3.7:** For the purpose of strikes and lockouts the Employer and the Union specifically have the right to proceed directly to court for an injunction and all other legal relief for any violation of the provisions of this Article, without resort to the grievance and arbitration procedure set forth in Article VI of this Agreement.

#### **ARTICLE IV – JOB VACANCIES**

**Section 4.1:** When there is an opening for a job, as determined by the Employer, covered by this Agreement notice of the opening shall be provided to the Union of the position. However, the Employer is under no obligation whatsoever to hire any individual referred by the Union.

**Section 4.2:** The Employer shall be the sole judge of the testing, qualifications and acceptance procedures of all applicants for employment and promotion and the Employer retains the right to reject any applicants for employment.

**Section 4.3:** In the event of an airport emergency or system malfunction or disruption, qualified management employees of the Employer may be temporarily assigned to work in positions covered by this Agreement as necessary.

**Section 4.4:** The Employer shall furnish the Union, upon reasonable request, a list of all bargaining unit members hired or terminated from employment by the Employer during the preceding twelve (12) months.

**Section 4.5:** Employees hired for positions covered by this Agreement shall be subject to a period of probation consisting of 90 days of employment.

## **ARTICLE V – TERMINATION AND DISCIPLINE**

**Section 5.1:** Employees who have completed the 90-day probation period may be discharged or disciplined for just cause; provided, however, that probationary employees are employed “at will” by the Employer and may be discharged or disciplined at the Employer’s sole discretion at any time during the probation period, which shall not be subject to the grievance and arbitration procedure.

## **ARTICLE VI – GRIEVANCE AND ARBITRATION PROCEDURE**

**Section 6.1:** A grievance is defined as any complaint or dispute as to the interpretation or application of a specific provision of this Agreement. A “grievance”, as that term is used in this Agreement, means a claim by an employee or employees, or the Union, that the terms of this Agreement have been violated, or a question concerning the proper application or interpretation of this Agreement. Neither the Union, the Employer, nor any employee covered by this Agreement shall use or attempt to use the Grievance Procedure as a means of changing, amending, modifying, supplementing, or otherwise altering in any respect whatsoever this Agreement or any part or provision thereof.

**Section 6.2:** Any dispute, claim, grievance, or controversy or claim of breach or violation of this Agreement must be filed promptly, by either party, but in no event later than ten (10) calendar days from occurrence of the event giving rise to the grievance. No claim shall be made for retroactive adjustments or any grievance prior to ten (10) days from the date of filing of the written grievance. The Union has authority to process, abandon or settle grievances on behalf of employees covered by this Agreement.

**Section 6.3:** Should a grievance arise during the term of this Agreement, it shall be processed in accordance with the procedure set forth below:

### **STEP 1**

The grievance must first be presented orally to the employee’s immediate supervisor in an effort to resolve the grievance informally. Presentation to the immediate supervisor must occur prior to filing of a written grievance in Step 2,

except that in the case of an employee's discharge, Step 1 may be skipped.

The Company shall provide a written answer to the grievance no later than five (5) workdays after the date of the grievance being presented to the supervisor.

If the Company's answer is not given within the five (5) workdays specified, the grievance shall be considered granted in favor of the Union.

If the Company's answer is not appealed to Step 2 within five (5) workdays of the answer to Step 1, the grievance shall be considered settled on the basis of that answer and shall not be eligible for further appeal, grievance step or arbitration.

Where a grievance is presented on behalf of the Union body by the Local Union Representative, such grievance shall be presented in writing, specifically in the event of termination of employment for failure of the employee to join the union. Such grievance shall be presented at least fifteen (15) days prior to termination being conducted to allow the Company sufficient time to find replacement and allow the Company to conduct its business without interruption or by creating overtime.

## **STEP 2**

Any grievance not resolved at the Step 1 meeting must be presented in writing to the Employer's designated Human Resource and local management representatives within five (5) calendar days after Step 1 meeting or within ten (10) calendar days from the occurrence on which the grievance is based or the date the employee reasonably should have known of the occurrence, whichever date is earlier. The written grievance must allege the violation of a specific provision of this Agreement and set forth in detail all grounds upon which such allegation is based. The Union Local Representative, the appropriate Grievance Committee representative, the Operations Manager, and Human Resources and/or their representative(s) shall review the grievance within ten (10) work days. At this time, all the known facts supporting the grievance shall be presented verbally and/or in writing.

The Company shall provide the Union with its written answer to this Step 2 no later than ten (10) workdays after the Step 2 meeting is held.



If the Company fails to provide a written answer to this Step 2 grievance within ten (10) workdays after the Step 2 meeting is held, the grievance shall be considered granted in favor of the Union.

If the Company's answer is not appealed in writing to Step 3 within ten (10) workdays after its answer in Step 2, the grievance shall be considered settled on the basis of the Company's answer and shall not be eligible for further appeal, grievance step or arbitration.

### **STEP 3**

Representatives of the Local Union, the Grievance Committee and the Company shall meet within ten (10) workdays after the date of the grievance is advanced to Step 3, or such other mutually agreed upon time, to attempt resolution.

The Company shall provide its written answer to the grievance within ten (10) workdays of the date of the last meeting held in the Step 3 process.

If the Company does not give a written answer to the Step 3 within ten (10) workdays, the grievance shall be considered granted in favor of the Union.

If the Company's answer is not appealed in writing to arbitration within ten (10) workdays of its answer in Step 3, it shall be considered settled on the basis of the Company's answer and shall not be eligible for further appeal or arbitration.

### **STEP 4**

If the grievance is not resolved in Step 3, the Union shall have ten (10) calendar days after receipt of the Employer's Step 3 response in which to notify the Employer in writing that it intends to submit the grievance to arbitration.

For purposes of this Article only, a workday is any scheduled workday Monday through Friday, and excludes Saturday, Sunday and holidays.

**Section 6.4:** If the Employer wishes to file a grievance, it shall be mailed in writing to the Union within ten (10) workdays after the occurrence on which the grievance is based or when the events become known to the Company. Such written grievance shall describe the occurrence and set forth the specific provision of this Agreement upon which it is based. The grievance shall be considered under the same conditions and requirements as at the Step 2 of the grievance process.

The grievance process and time restrictions will be the same for the Union as for the Company with respect to resolution, and/or advancement to the next step in the grievance process as outlined in Step 2, Step 3 and Step 4 of this article.

**Section 6.5:** The following procedure shall apply if a grievance is taken to arbitration:

(a) If the parties are unable to agree on an impartial arbitrator, they shall, within ten (10) calendar days of mailing of the notice of intent to take the grievance to arbitration, jointly submit to the Federal Mediation and Conciliation Service a request for a list of seven (7) arbitrators. The parties shall meet within five (5) calendar days after receipt of said list for the purpose of attempting to select one of the individuals named therein. If they are unable to do so, the party which requested arbitration shall strike one (1) name from said list. The other party shall then strike one (1) name. The parties shall then continue to alternatively strike one (1) name until one (1) name remains of the individual who shall be the Arbitrator. The Parties shall jointly notify the Arbitrator of his or her selection and request a mutually convenient hearing date for the arbitration. In the event that the Arbitrator selected is unable or unwilling to serve for any reason, the Parties shall request a new list of potential arbitrators from FMCS and select another Arbitrator in accordance with the provisions of this Section.

(b) A hearing on the grievance shall be held at a time and place designated by the Arbitrator in Orange County, California, at which both parties shall be allowed to present their respective positions, evidence and arguments.

(c) The Union and the Employer both agree that the submission to the Arbitrator shall be based on the original written grievance submitted in the grievance procedure, which shall contain the nature of the grievance, act or acts grieved, date of occurrence, identity of employee or employees who claim to be aggrieved, provision of this Agreement allegedly violated, and the specific remedy sought. The scope of the grievance shall not be enlarged, expanded or revised in any respect during the arbitration hearing without the consent of both Parties.

(d) The Arbitrator may hear and determine only one grievance at a time without the express agreement of the Union and the Employer.

(e) The Arbitrator's decision shall be rendered in writing and shall be final and binding on the parties and on any affected bargaining unit employee. It shall be issued not more than thirty (30) calendar days after the close of the hearing or the filing of briefs, if any, whichever is later.

(f) The power and authority of the Arbitrator shall be strictly limited to determining the meaning and interpretation of the terms of this Agreement as herein expressly set forth and issuing an award in accordance therewith. The parties agree that the power and jurisdiction of any arbitrator chosen hereunder shall be limited to deciding whether there has been a violation of a provision of this Agreement.

(g) The Arbitrator shall have no authority to amend, modify, change, add to, or subtract from any provision of this Agreement; to base any decision on any practice or custom which is inconsistent with any provision of this Agreement; to establish or change any wage or rate of pay; to establish any new or different terms of conditions not specifically set forth in this Agreement; to impose or substitute his/her discretion for that of the Employer when such discretion has been vested with the Employer under the terms of this Agreement; to reduce the discharge of an employee for a proven violation of any Work Rules that provide for discharge; to frame any of the issues submitted to arbitration; to base his or her award on any alleged practice or oral understandings that are not incorporated in writing in this Agreement; or to render an award on any grievance not filed in the manner and within the time limits set forth in this Article, or for any occurrences arising before the effective date, or after the termination date, of this Agreement.

(h) The fees and expenses of the Arbitrator and the arbitration hearing, including a transcript of the proceedings, shall be borne equally by the parties. The expense of calling any witness or having any representative or employee present at the arbitration hearing shall be borne by the party calling such witness or requesting the representative or employee.

(i) This arbitration procedure shall only apply to matters that qualify as a "grievance" as the term is defined in Section 6.1 above.

**Section 6.6:** Written documentation of verbal warnings, written warnings and

other records of disciplinary action of which the employee has been made aware may be used by the Employer as a basis for further disciplinary action, and are admissible

**Section 6.7:** The time limits set forth in this Article may only be extended by mutual agreement in writing between the Union and the Employer.

## **ARTICLE VII – NONDISCRIMINATION AND HARASSMENT**

**Section 7.1:** Both the Union and the Employer are committed to an environment free from discrimination based on any characteristic protected by law, such as age, color, disability, national origin, religion, race, sex, sexual orientation, and Union membership or activities.

**Section 7.2:** The Employer and the Union shall adhere to all applicable federal, State and local laws and regulations prohibiting discrimination in employment, as such laws may be amended from time-to-time, and to the extent required by said laws and regulations they shall not discriminate against any employee or applicant for employment or Union membership based on race, color, creed, national origin, ancestry, religion, sex, gender, age, or category protected by applicable law. The Employer shall be permitted to take all actions reasonably necessary to comply with all applicable federal, State and local laws and regulations, and any new laws and/or regulations that may become effective during the term of this Agreement.

**Section 7.3:** Neither an employee nor management shall harass any other employee or group of employees or any other person(s) during working hours or on the premises of the Employer on the basis of sex, sexual orientation, gender, race, color, religion, national origin, ancestry, age, marital status, disability or any other reasons prohibited by law. Any violation of the terms of this Section or the policies by an employee shall result in appropriate discipline, up to and including discharge for the first offense.

## **ARTICLE VIII – WORK CLASSIFICATIONS AND WAGE RATES**

**Section 8.1:** The Employer shall determine the number and type of employees covered by this Agreement necessary to perform all repair and maintenance work

for the Passenger Loading Bridge and Baggage Handling System Maintenance at the Location under the terms of the Service Contract currently in effect between the County of Orange and the Employer. Accordingly, the following Functional Title and Work Classifications are hereby established:

<u>Functional Title</u>	<u>Work Classification</u>
Jam Clearer	Utility Engineer
Janitorial Specialist	Utility Engineer
Maintenance Repair Technician I	Stationary Engineer
Maintenance Repair Technician II	Stationary Engineer
Maintenance Repair Technician III	Stationary Engineer

**Stationary Engineer:** In a safe and efficient manner, operates and maintains equipment and systems associated with PLB(s) (Passenger Loading Bridges), BHS (Baggage Handling Systems and (AHU) Air Handling Unit Equipment. Assists with trash collection and patrols, inspects and maintains all mechanical, electrical, plumbing and structural systems associated with the above to include: HVAC and refrigeration equipment for AHU and PCA (Pre-conditioned Air) systems, generating and power conversion equipment and systems for 400 Hz and 28 V for aircraft power, plumbing equipment and systems for PWC (Potable Water Cabinets), all appurtenances for PLB that may include but not be limited to registers, fixtures, floors, walls and roofs and electrical control systems, BHS conveyance equipment including but not be limited to belts, motors, gearboxes, rollers and control systems and equipment including PLC and relay logic hardware and software. Enters and administrates data for the CMMS (Computerized Maintenance Management System) including work orders and parts information. When called for under BHS jam or outage situations, the Stationary Engineer may be required to clear baggage jams and/or to move baggage. The Stationary Engineer may also be required to monitor the BHS in the control room through the BHS Control Room monitors and provide dispatch activity.

**Utility Engineer:** In a safe and efficient manner, provides cleaning and painting of PLB (Passenger Loading Bridge) systems and equipment and of BHS (Baggage Handling Systems) and equipment which has been shut down, locked out and tagged by a Stationary Engineer according to OSHA approved LOTO procedures.

Changes air filters in non-operating equipment where air filters are located in equipment and systems associated with PLB, BHS and Air Handling equipment. Performs general laborer's work as assigned by a Stationary Engineer Lead such as clearing baggage jams, moving baggage, trash collection and or running errands required for the PLB and BHS operation. Enters and administrates data for the CMMS (Computerized Maintenance Management System) including work orders and parts information. Records data for Stationary Engineers on PM (Preventive Maintenance) inspection work and provides second man watch assistance on activities that requires two workers to perform for safety reasons. The Utility Engineer also provides the primary resource for monitoring the BHS in the control room through the BHS Control Room monitors and for providing dispatch activity for baggage jam clearance activities.

**Section 8.2:** The minimum wage rates for the two (2) classifications of work performed by Employees covered by this Agreement, which shall be effective during the Term of this Agreement and beginning with the first payroll period covering the January 14, 2022 effective date, are set forth in the Wage Determination issued by the Director of the Department of Industrial Relations and incorporated into the Wage and Benefits Schedule attached hereto as Appendix "A" and made a part hereof.

**Section 8.3:** Employees covered by this Agreement shall be paid the wage rate specified in the Wage Determination.

**Section 8.4:** Only Stationary Engineers who are qualified and have the requisite California General Electrician Certification may, at the sole discretion of the Employer, be assigned to perform electrical work at the site within the Scope of the Passenger Loading Bridge and Baggage Handling System Maintenance Contract.

**Section 8.5:** Any Electrical work performed at the Location covered by this Agreement outside the scope of work under Service Contract for the John Wayne Airport between the County of Orange and the Employer shall be performed by California General Certified Electricians as established in Labor Code section 108.2(b) and be paid at the prevailing wage rate established in Orange County, California, for Journeymen Wireman.

## **ARTICLE IX – Hours and Overtime**

**Section 9.1:** Nothing contained in this Article shall be construed as a guarantee of hours of work per day or per week, or specified days of work per week. No employee shall be paid for any time not worked except as expressly provided herein.

**Section 9.2:** For payroll purposes, the workweek shall commence on Sunday at 12:01 a.m. and end on Saturday at 12:00 midnight.

**Section 9.3:** Because of the nature of work performed by the Employer, specific work hours may vary between individual Employees. Each Employee's work schedule will be established and/or posted by his/her manager/supervisor. The Employer reserves the right to change the starting and ending times, the normal workday and/or workweek schedule upon written notification to the Union and posting a written notice to Employees at least 24 hours or one (1) workday in advance.

**Section 9.4:** All Employees are required to record the time they work each day and have it approved by their supervisor or manager. Employees may only record work time on their own timecard. Clocking in or out for another Employee is strictly prohibited and may be subject to discipline up to and including discharge.

**Section 9.5:** One and one-half (1½) times the basic straight time hourly rate set forth Appendix A shall be paid for the first four (4) daily overtime hours worked by an Employee covered by this Agreement, and the first ten (10) hours worked on the sixth (6th) day of any work week. All other overtime worked by an Employee covered by this Agreement shall be paid at two (2) times the basic straight time hourly rate, except work on a recognized Holiday, which shall be paid at two and one-half (2 ½) times the basic straight time hourly rate.

**Section 9.6:** In no event shall there be any pyramiding of overtime or premium rate.

**Section 9.7:** Employees are required to work scheduled overtime. Every reasonable attempt will be made to provide Employees as much advance notice as possible for unscheduled overtime. Any Employee who fails or refuses to work scheduled overtime shall be subject to discipline up to and including discharge. Overtime may only be worked when assigned/scheduled or with the prior approval of the Site

Manager.

**Section 9.8:** Any Employee who reports for scheduled work at the regular starting time and for whom no work is provided shall receive not less than one-half (½) day's pay at the employee's regular straight time hourly rate, unless: prevented from working for reasons beyond the control of the Employer, including but not limited to such factors as inclement weather, acts of God, a labor dispute, a power outage or equipment breakage; he has been notified before the end of his preceding shift not to report to work; or completion of a job assignment before the end of the day, during which time the Employees covered by this Agreement are not requested or required to remain on the job by the Employer.

**Section 9.9:** An Employee who is called to work outside of his normal working hours shall be given at least two (2) hours of work, or if no work is available not less than two (2) hours' pay at his or her regular straight-time hourly rate, whichever is greater.

## **ARTICLE X – WORKING CONDITIONS**

**Section 10.1:** The Employer agrees to furnish uniforms, including suitable raingear or other applicable safety equipment for Employees, without cost to the Employees. However, the Employer shall not be required to furnish Employees with hand tools or footwear. The Tool Policy as set forth in the Company's Employee Handbook, and which may be modified on occasion as business needs may require and at the sole discretion of the Company, with notification to the Union, is specifically incorporated by reference and made a part of this Agreement.

**Section 10.2:** The Employer shall provide access to a restroom, a dressing room and a break area for use by Employees. Break areas are located in Terminals A, B and C.

**Section 10.3:** The Employer shall provide fresh drinking water, access to public restroom facilities in the public area for Employees.

**Section 10.4:** Employees shall be provided with a copy of the Airport Services Employee Handbook and shall adhere to all of the rules, policies, and procedures contained in it, unless this Agreement provides a different rule, in which case this



Agreement will prevail.

**Section 10.5:** The Employer may establish and maintain reasonable safety rules, performance and conduct standards. Employees shall comply with all such rules and standards, and are subject to discipline, including discharge for violating such rules and standards. Any violation by an Employee of the terms of this Section or the policies, rules and standards of the Employer shall result in appropriate discipline, up to and including discharge for the first offense.

**Section 10.6:** The Employer and the Union recognize that it must endeavor to provide safe and efficient operations for the protection and benefit of the general public, and its Employees. As part of its effort to achieve that goal, it must require that its work be performed by Employees who do not use illegal drugs or who report to work with unauthorized prescription medications, illegal drugs or alcohol in their systems. For the purpose of this Agreement, the terms “drugs” or “drug test” shall include illegal drugs, prescription medications and alcohol, as appropriate.

**Section 10.7:** All Employees covered by this Agreement will be subject to drug testing in accordance with the Employee Handbook.

**Section 10.8:** All employees covered by this Agreement are entitled to a ten (10) minute rest period with pay during each four (4) hours of work or major fraction thereof, which shall be scheduled by the Employer, for a total of two (2) 10- minute rest period during an eight hour shift of work. One 10-minute rest period during the first portion of the shift, and a second 10-minute rest period during the second portion of the shift, shall be provided by the Employer. An additional ten (10) minutes rest period shall be provided between the eighth (8th) and ninth (9th) hours of work when an Employee is required to work ten or more hours in a workday. Employees may not accumulate rest breaks or use rest breaks as a basis for starting work late, leaving work early, or extending a meal period. Rest breaks are measured from when an Employee stops work until an Employee resumes work.

**Section 10.9:** All employees shall be provided the opportunity to take an unpaid 30-minute meal period during their 8-hour shift, and a second 30-minute meal

period if required to work more than ten (10) hours in a workday. Employees must take their first meal period before the end of the fifth hour of work, and their second meal period before the end of the tenth hour of work. Meal periods cannot be taken at the beginning or end of shifts in order to arrive to work late or leave work early. Employees will be relieved of all of their duties during meal periods and may leave the premises if they so desire. Because the meal period is unpaid, employees must either punch out or record when they began and ended their meal period on each day of work.

**Section 10.10:** All Employees covered by this Agreement are expected to take their meal and rest breaks in accordance with the forgoing requirements. Meal and rest breaks will be scheduled and/or may be taken based on operational requirements and needs. Any Employee who fails to observe the foregoing meal and rest break policies will be subject to discipline, up to and including termination of employment.

## **ARTICLE XI – UNION SECURITY**

**Section 11.1:** When any new or additional employees are needed by the Employer to perform work covered by this Agreement, the Employer may recruit and obtain such employees from any source. Applicants for any new or additional positions of employment may be referred by the Union to the Employer for possible employment consideration on a non-discriminatory basis without reference to their Union membership or lack of such membership; provided, however, Employer is under no obligation to employ such persons or limited to referrals from the Union as a source for prospective new or additional employees. The Employer shall be the sole judge of competency and qualifications of all applicants for employment and reserves the right to reject any applicant, whether referred by the Union or otherwise, and to hire employees from any source.

**Section 11.2:** The Employer will provide the name, address, Social Security Number, date of hire, classification and pay rate of each new employee to the Union on the 1<sup>st</sup> working day of each month during the term of this Agreement.

**Section 11.3:** All Employees covered by the terms of this Agreement shall be

required to become and remain members of the Union or to pay working dues and initiation fees customarily required of members of the Union as a condition of employment from and after the thirtieth (30<sup>th</sup>) calendar day following the date of their employment or the Effective Date of this Agreement, whichever is later.

**Section 11.4:** The Employer shall not be required to collect or remit any union or working dues from any Employee covered by this Agreement unless specifically authorized in writing by the Employee.

**Section 11.5:** The Employer agrees to deduct, and to transmit to the Financial Secretary of the Union, 1.25% of the gross weekly pay of each Employee, as specified in the approved Union Bylaws, upon receipt of voluntary written authorization signed by the Employee, as additional working dues.

**Section 11.6:** The Union shall be privileged to change the amount of initiation fees and monthly dues upon at least sixty (60) calendar day's written notification to the Employer.

**Section 11.7:** The Union shall hold the Employer harmless on account of any liability, claim, suit or dispute arising out of the collection of monies under this Article, including the reasonable cost of any defense made necessary by such liability, claim, suit or dispute.

**Section 11.8:** The Employer shall notify candidates for employment in positions covered by this Agreement of the obligations under Section 11.3 above.

**Section 11.9:** If an Employee fails to comply with the requirements set forth in Section 11.3, above, the Union will notify the Employee in writing, with a copy to the Employer, and inform the Employee that his or her employment will be terminated by the Employer, within fifteen (15) days, if the Employee does not comply with the requirements of Section 11.3.

**Section 11.10:** Notwithstanding any other provisions contained herein, the provisions of this Article shall become inoperative and inapplicable as to any Employee who is transferred or promoted out of the bargaining unit covered by this Agreement.

## **ARTICLE XII – FRINGE BENEFITS**

**Section 12.1:** The Employer shall contribute the pension amounts shown in Appendix A to the existing JBT Fidelity 401k Plan for all hours worked by Employees covered by this Agreement during the Term of this Agreement, beginning with the first payroll period covering the January 14, 2022 Effective Date of this Agreement.

**Section 12.2:** The Employer shall make contributions in the amounts shown in Appendix A for the fringe benefits listed below for all hours worked by Employees covered by this Agreement during the Term of this Agreement beginning with the first payroll period covering the January 14, 2022 Effective Date of this Agreement:

NECA – IBEW Family Medical Care Plan  
Electrical Industry Administrative Maintenance Fund

**Section 12.3:** The Employer Contributions for the fringe benefits listed above shall be due and payable to the Orange County Electrical Industry on or before the fifteenth (15<sup>th</sup>) day of each month for all hours worked by each Employee covered by this Agreement through the last payroll period in the prior calendar month. The Employer shall file a monthly report in the form established for this Agreement, and such report shall be filed regardless of whether the Employer has employed any Employees in the month covered by the report. The first payment of Employer Contributions under this Agreement at the rates set forth in Appendix A shall be payable in March 2022.

The Employer shall file a monthly payroll report for all funds using the NECA-STAR reporting system. Reports shall be filed with the Orange County Electrical Industry accounts department of the Orange County Chapter of NECA (“Chapter”).

**Section 12.4:** The Employer shall be considered delinquent if it fails to report or to make contributions due to any of the Trust Funds listed above before the twentieth (20<sup>th</sup>) day of the month in which they are due, and the Trust Funds may be entitled to collect from the delinquent employer Liquidated Damages in the amount of 1.5% of any amounts delinquent for 1-31 calendar days. Liquidated Damages shall accrue thereafter at 1.5% of the principal amount per month past due. The Trust Funds

may also be entitled to recover reasonable collection costs, attorneys' fees, and interest. Notwithstanding the foregoing, enforcement for delinquent payments to the AMF under this Section of the Agreement shall be the sole responsibility of the Chapter and not the Union.

**Section 12.5:** The Employer shall deduct five cents (5¢) per hour from the wages of each Employee who voluntarily authorizes such contribution on the forms provided for that purpose. This amount of this deduction shall be transmitted monthly to the IBEW Education Fund and shall be accompanied by a list of names of those Employees for whom such deductions have been made and the amount deducted for each such Employee. Enforcement of the obligations under this Section of the Agreement shall be the sole responsibility of the IBEW Education Fund and not the Union.

**Section 12.6:** The Employer shall contribute the amounts shown in Appendix A to the Orange County Electrical Training Trust for all hours worked by Employees covered by this Agreement during the Term of this Agreement. Although the Wage Determination applicable to the work performed by the Employer and its Employees at the Location provides that one of the two Classifications listed therein is an apprenticeable trade or craft, it is understood and agreed that no apprentices can or will be provided to the Employer by the Union or the Orange County Joint Apprenticeship and Training Committee.

### **ARTICLE XIII – HOLIDAYS AND PAID TIME OFF**

**Section 13.1:** The following shall be observed as recognized Holidays:

New Year's Day	Martin Luther King, Jr. Day	Presidents Day
Memorial Day	Independence Day	Labor Day
Veteran's Day	Thanksgiving Day	Christmas Day
	Employee's Birthday*	

\*The Employee's Birthday must be scheduled within one month of the Employee's actual birthday, subject to prior approval by the Employer.

**Section 13.2:** Employees may be permitted to take time off from work for illness,

vacation, or any other reason upon approval by the Employer. Employees with one or more years of seniority with the Employer are entitled to two (2) weeks or 80 hours of time off annually; Employees with 5 or more years of seniority with the Employer are entitled to three (3) work weeks or 120 hours of time off annually; Employees with 10 or more years of seniority with the Employer are entitled to four (4) work weeks or 160 hours of time off annually; and Employees with 20 or more years of seniority with the Employer are entitled to five (5) work weeks or 200 hours of time off annually.

A request for Time Off is to be submitted to the Site Manager or his designee with as much advance notice as possible using every reasonable effort available before the time off is to be taken. A request for Time Off can be submitted in full or half day increments (not less than 4 hours). A request for Time Off for a single day or half day, other than for illness of the Employee or a members of his immediate family, must be submitted in writing to the Site Manager or designee at least 48 hours before the scheduled start of the shift the Employee is requesting to not work, and Time Off request for more than 2 or more consecutive days, other than for illness of the Employee or a member if his immediate family, is to be submitted in writing at least two (2) weeks in advance. Time Off requests submitted for non-emergency, unscheduled absences with less than 24 hour notice will be considered unexcused absences for the purpose of the Employer's Attendance Policy. The approval of Time Off is within the discretion and management rights of the Employer and may depend on operational needs and subject to blackout dates around holidays, heavy travel periods or as otherwise determined by the Employee in its sole discretion.

**Section 13.3:** The Employer shall pay the amount shown in Appendix A for Vacation and Holiday to Employees for all hours worked by such Employees covered by this Agreement as part of their regular payroll check each pay period.

**Section 13.4:** The Employer's sole responsibility under this Article shall be to pay the amounts specified in Appendix A to Employees. Employees shall not accrue, vest, or have the right to receive any vacation, sick or holiday pay from the Employer under this Agreement or the Employee Handbook for any hours worked during the Term of this Agreement except as specified in this Section 13.3. The

Employer shall have no obligation to pay, and Employees shall not be entitled to receive any compensation from the Employer, for any approved Time Off.

**Section 13.5:** It is expressly understood and agreed by the Employer and the Union, on behalf of and as the exclusive and lawful bargaining representative of the Employees covered by this Agreement, that: (i) the foregoing provisions of this Agreement are intended to comply with Healthy Workplaces, Healthy Families Act of 2014 codified in California Labor Code section 245.5, or in the alternative that the Employees are exempt from and/or unequivocally, specifically, expressly, and knowingly waive the requirements of the Act and the entitlement to any additional compensation from the Employer for sick leave under California law; and (ii) no vacation or sick pay shall be accrued or payable by the Employer to any Employees covered by this Agreement.

#### **ARTICLE XIV — LEAVE OF ABSENCE**

**Section 14.1:** Employee shall be granted leaves of absence as provided in the Leave of Absence Policy set forth in the Employee Handbook.

**Section 14.2:** While on an approved leave of absence, an Employee shall not accrue any fringe benefits except as may be required by law.

**Section 14.3:** The re-employment rights of Employees who enter service in the Armed Forces of the United States will be determined on the basis of applicable federal and State laws and regulations.

**Section 14.4:** The Employer may grant a reasonable leave of absence to an eligible Employee for a qualifying reason covered by the Leave of Absence Policy upon written application, subject to the terms and conditions of any leave of absence that may be granted.

**Section 14.5:** Any Employee who undertakes or continues other work or employment during any leave of absence without first securing permission in writing from the Employer automatically cancels such leave of absence and will be considered to have voluntarily terminated and abandoned his employment with the Employer.

**Section 14.6:** Full-time Employees who have completed one (1) year of continuous service with the Employer shall be allowed up to three (3) days of unpaid leave for a death in the immediate family if such Employee was in attendance at the funeral. Immediate family shall be defined as the employee's spouse, domestic partner, parents, children, brother, sister, grandparents, step- children and grandchildren ("immediate family"). An additional two (2) days of unpaid leave will be allowed if the Employee attends the funeral of an immediate family member that is conducted at a distance greater than five hundred (500) miles. The Employee must provide evidence that the deceased person is a member of the Employee's immediate family and that the employee actually attended the funeral or similar ceremony. Funeral/Bereavement Leave is unpaid leave.

**Section 14.7:** Failure of an Employee to return to work in accordance with the terms of a leave of absence shall constitute cause for immediate termination.

## **ARTICLE XV – UNION BUSINESS**

**Section 15.1:** A duly authorized representative of the Union shall be permitted reasonable access to the Location during working hours in order to transact business in connection with the administration of this Agreement only under the following conditions:

- (a) That such representative has been authorized by the Union in writing on file with the Employer, executed by an Executive Officer of the Union;
- (b) That the business of such representative be transacted in a manner and place designated by the Employer so as not to interfere with or interrupt the work of any Employee;
- (c) That the Union Representative shall conduct such visit by appointment only and after providing twenty-four (24) hours advance notification to the Site Manager or Assistant Site Manager;
- (d) The Union Representative shall notify the Site Manager or Assistant Site Manager immediately upon arrival and departure from the premises;



- (e) Upon entering the Location, and at all times while on the Location, the Union Representatives shall be escorted at all times by a badged Employee designated by the Employer; and
- (f) The Union Representative shall not contact any employee during the employee's working time without the prior permission of the Site Manager or Assistant Site Manager.

**Section 15.2:** The failure or refusal of a Union Representative to comply with all of the foregoing conditions at any time shall, upon written notification by the Employer, constitute grounds for the termination of such Union Representative's right of access for the duration of this Agreement.

**Section 15.3:** The authority of Shop Stewards, so designated by the Union, shall be limited to, and shall not exceed the following duties and activities:

- (a) The investigation and presentation of grievances in accordance with the provisions of this Agreement;
- (b) The transmission of such messages and information which shall originate with, and are authorized by the local Union or its officers, provided such messages and information:
  1. Have been reduced to writing; or
  2. If not reduced to writing, are of a routine nature and not involve work stoppages, slowdowns, refusal to work, or any other interference with the Employer's business.
- (c) The Business Manager of the Union may appoint a maximum of one Shop Steward per shift.

**Section 15.4:** Any duties performed by a Shop Steward, except for those specifically involving and reporting of safety issues and including attending any meetings with Management of the Employer to discuss employee grievances, discipline or termination, shall be conducted on the employee's own time, not during work time or while "on the clock," and such duties shall be conducted by the Shop Steward outside the secured work area. The Shop Steward shall clock out in the event it is necessary to perform his duties during working hours, including attending any

meetings with Management of the Employer. In the event it is necessary to perform shop steward duties during working hours, he shall first obtain the permission of the Site Manager or Assistant Site Manager, which shall not be unreasonably withheld and shall not be unreasonably requested by the Shop Steward. The permissible activities of the Shop Steward set forth in Section 15.3 hereinabove shall be kept to the minimum time required, and at all other times the Shop Steward shall continue to perform his assigned job and duties.

**Section 15.5:** A Shop Steward has no authority to, and shall not, instigate, encourage or sanction any action in violation of Article III, Sections 3.1 and/or 3.2 of this Agreement, or any other action interrupting the Employer's business in the manner prohibited by Article III of this Agreement.

**Section 15.6:** The Employer and Union recognize the foregoing limitations upon the authority of Shop Stewards and agree that the Employer shall have the authority to impose proper discipline, including discharge, in the event the Shop Steward has taken, initiated, instigated, encouraged, condoned or otherwise caused any unauthorized strike action, slowdown or work stoppage in violation of Article III of this Agreement.

**Section 15.7:** The Employer shall provide a bulletin board or specified location to be used exclusively for appropriate Union Notices. Such bulletin board and appropriate Union Notices shall be posted in a location that may be viewed and read by the employees covered by this Agreement. The Union shall provide the Employer an opportunity to review the contents of any Member Notices to be posted.

**Section 15.8:** There shall be no distribution of handbills or other Union materials during working time or in working areas.

## **ARTICLE XVI – BARGAINING OBLIGATIONS**

**Section 16.1:** The Parties acknowledge that, during the negotiations which resulted in this Agreement, each of them had the unlimited 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 the understanding and agreements

arrived at by the Parties after the exercise of such rights and opportunities are fully set forth in this Agreement. Accordingly, the Employer and the Union, for the duration of this Agreement, each agree, voluntarily and unequivocally, waive the right, and agree that the other shall not be obligated in any way, to bargain with respect to any subject or matter referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the Parties at the time they negotiated, agreed to and/or signed this Agreement.

**Section 16.2:** The Employer and the Union, as the exclusive bargaining representative of all Employees covered by this Agreement, acknowledge and agree that: (i) any and all disputes that may have existed prior to the date of this Agreement were discussed during the negotiations which resulted in this Agreement and have been resolved and/or addressed in this Agreement; (ii) no such disputes(s) may be presented in any grievance or other action by the Union or any Employee covered by this Agreement at any time hereafter; and (iii) any and all such disputes prior to the date of this Agreement are expressly, specifically, clearly and unequivocally waived and forever barred.

**Section 16.3:** The individuals executing this Agreement on behalf of the Union and the Employer warrant and guarantee that they have the authority to act for and bind the Parties hereto, including all Employees covered by this Agreement.

## **ARTICLE XVII – ENTIRE AGREEMENT**

**Section 17.1:** This Agreement constitutes the full and entire agreement between the parties, and supersedes any prior Agreement, commitments, understandings or practices, whether oral or written, between the Employer and the Union or the employees covered, hereunder, and it expresses all obligations of, and restrictions imposed upon, the Employer.

**Section 17.2:** Except as otherwise specifically provided herein, the terms and provisions of this Agreement shall prevail if any conflict exists between this Agreement and the Employer's Handbook, Policies and Procedures.

## **ARTICLE XVIII – SAVINGS CLAUSE**

The terms and provisions set forth in this Agreement are intended to be in conformity with all applicable laws of the United States and the State of California. However, should any term provision or portion of this Agreement be determined to be invalid, illegal, or contrary to a State or federal statute by a court or governmental agency, then such provision shall continue in effect only to the extent permitted and all other provisions of this Agreement shall remain in full force and effect, and the Parties shall, upon request, meet and confer in an attempt to renegotiate any such term or provision of this Agreement for the sole purpose of conforming it with applicable law or regulation.

## **ARTICLE XIX – NOTICES**

**Section 19.1:** Notices by the Union to the Employer shall be mailed or delivered to the following address:

Human Resources Manager  
John Bean Technologies Corporation d/b/a JBT AeroTech Airport Services  
1805 W 2550 South  
Ogden, UT 84401

**Section 19.2:** Notices by the Employer to the Union shall be mailed or delivered to the following address:

Business Manager and President  
IBEW – Orange County  
309 N. Rampart, Suite M  
Orange, Ca. 92868

**ARTICLE XX – DURATION AND TERMINATION**

This Agreement shall be and remain in effect for a period of one (1) full year from January 14, 2022, to and including the 13<sup>th</sup> day of January, 2023, and from year-to-year thereafter; provided, that should either party desire to terminate this Agreement or to modify any portion of any of the terms hereof, it shall notify the other party in writing not less than sixty (60) days prior to the aforesaid termination date.

JBT AeroTech Corporation  
d/b/a JBT AeroTech Airport Services

International Brotherhood of  
Electrical Workers Union #441

By: Frank Moore  
March 17, 2022

By: [Signature]  
3/23/2022

**JBT AERO TECH WAGE AND BENEFIT SCHEDULE\*****APPENDIX A****1/14/22 - 1/13/23****Stationary Engineer****0-1 Year**

Wage	\$	44.99
Health**	\$	11.24
Vacation	\$	-
Holiday	\$	1.73
AMF	\$	0.17
Training	\$	0.45
401(k)	\$	11.25
<b>Total</b>	<b>\$</b>	<b>69.83</b>

**1-5 Years**

Wage	\$	44.99
Health**	\$	11.24
Vacation	\$	1.73
Holiday	\$	1.73
AMF	\$	0.17
Training	\$	0.45
401(k)	\$	11.25
<b>Total</b>	<b>\$</b>	<b>71.56</b>

**5-10 Years**

Wage	\$	44.99
Health**	\$	11.24
Vacation	\$	2.60
Holiday	\$	1.73
AMF	\$	0.17
Training	\$	0.45
401(k)	\$	11.25
<b>Total</b>	<b>\$</b>	<b>72.43</b>

**10-20 Years**

Wage	\$	44.99
Health**	\$	11.24
Vacation	\$	3.46
Holiday	\$	1.73
AMF	\$	0.17
Training	\$	0.45
401(k)	\$	11.25
<b>Total</b>	<b>\$</b>	<b>73.29</b>

**20+ Years**

Wage	\$	44.99
Health**	\$	11.24
Vacation	\$	4.33
Holiday	\$	1.73
AMF	\$	0.17
Training	\$	0.45
401(k)	\$	11.25
<b>Total</b>	<b>\$</b>	<b>74.16</b>

**Utility Engineer****0-1 Year**

Wage	\$	19.50
Health**	\$	11.24
Vacation	\$	-
Holiday	\$	0.75
AMF	\$	0.17
Training	\$	0.45
401(k)	\$	6.25
<b>Total</b>	<b>\$</b>	<b>38.36</b>

**1-5 Years**

Wage	\$	19.50
Health**	\$	11.24
Vacation	\$	0.75
Holiday	\$	0.75
AMF	\$	0.17
Training	\$	0.45
401(k)	\$	6.25
<b>Total</b>	<b>\$</b>	<b>39.11</b>

**5-10 Years**

Wage	\$	19.50
Health**	\$	11.24
Vacation	\$	1.13
Holiday	\$	0.75
AMF	\$	0.17
Training	\$	0.45
401(k)	\$	6.25
<b>Total</b>	<b>\$</b>	<b>39.49</b>

**10-20 Years**

Wage	\$	19.50
Health**	\$	11.24
Vacation	\$	1.50
Holiday	\$	0.75
AMF	\$	0.17
Training	\$	0.45
401(k)	\$	6.25
<b>Total</b>	<b>\$</b>	<b>39.86</b>

**20+ Years**

Wage	\$	19.50
Health**	\$	11.24
Vacation	\$	1.88
Holiday	\$	0.75
AMF	\$	0.17
Training	\$	0.45
401(k)	\$	6.25
<b>Total</b>	<b>\$</b>	<b>40.24</b>

\*Dictated by applicable Special Prevailing Wage Determination S-2021-5A (excluding AMF)

\*\*2022 FMCP amount is \$6.56; the difference shall be paid to Employees as additional wages and treated as taxable income

# Memorandum of Understanding

JBT AERO TECH AIRPORT SERVICES

and

IBEW LOCAL UNION 441

## Re: Vacation, Holiday

This Memorandum of Understanding is between JBT AeroTech-Airport Services and IBEW Local 441. It is intended as a supplement to the current agreement between the parties, and effective January 14, 2022.

Both parties understand the practice of paying vacation and holiday as additional wages (as outlined in Section 13.3) is a temporary measure and that JBT reserves the right to establish a vacation and holiday policy using the amounts specified in Appendix A for Vacation and Holiday to fund/provide vacation and holiday benefits to employees.

It is further understood the amounts paid under Section 13.3 will not be included in the computation of overtime compensation.

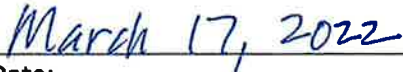
Signed for parties by:



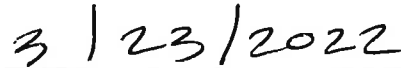
Frank Moore  
President  
JBT AeroTech Corporation-Airport Services  
John Bean Technologies Corporation



Neal H. Lauzon  
Business Manager  
IBEW Local 441



Date:



Date:

# Memorandum of Understanding

JBT AERO TECH AIRPORT SERVICES

and

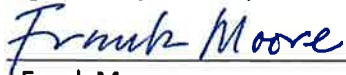
IBEW LOCAL UNION 441

## Re: Training

This Memorandum of Understanding is between JBT AeroTech-Airport Services and IBEW Local 441. It is intended as a supplement to the current agreement between the parties, and effective January 14, 2022.

It is understood that both parties agree to meet and confer with regards to training for JBT employees by June 1, 2022.

Signed for parties by:

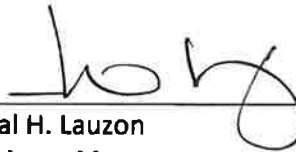


Frank Moore

President

JBT AeroTech Corporation-Airport Services

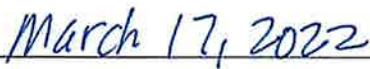
John Bean Technologies Corporation



Neal H. Lauzon

Business Manager

IBEW Local 441



Date:



Date: