

MEMORANDUM OF UNDERSTANDING BETWEEN INTER-CON SECURITY SYSTEMS, INC. AND INTERNATIONAL UNION, SECURITY, POLICE, AND FIRE PROFESSIONALS OF AMERICA (SPFPA) AND ITS LOCAL NOS. 644, 645, 646, and 647

INTER-CON SECURITY SYSTEMS, INC. (the “Company”) and INTERNATIONAL UNION, SECURITY, POLICE, AND FIRE PROFESSIONALS OF AMERICA (“SPFPA”) AND ITS AMALGAMATED LOCAL NOS. 644, 645, 646, and 647 (collectively the “Union” and jointly the “Parties”) agree to the following Memorandum of Understanding (“MOU”) modifying the Collective Bargaining Agreement currently in effect between the Parties.

WHEREAS, the Parties engaged in Collective Bargaining which concluded on August 5, 2022 modifying the present Collective Bargaining Agreement dated November 1, 2021 through October 31, 2024 (the “CBA”);

WHEREAS, the Parties desire to modify the following Sections and/or Articles of the CBA, as provided below:

- (i) ARTICLE XXIV – WAGE TABLE; and
- (ii) Sections 13.1 and 13.6 of ARTICLE 13 – WAGES AND BONUSES.

NOW, THEREFORE, IT IS HEREBY AGREED:

1. ARTICLE XXIV – WAGE TABLE is hereby deleted in its entirety and replaced with the following table:

	11/01/2021	11/01/2022	11/01/2023
NATIONAL CAPITAL REGION (DC, MD, VA)			
Armorer	\$27.15	\$32.00	\$33.28
Administrative Security Specialist	\$35.58	\$38.78	\$40.33
Complex Supervisor (LT)	\$48.09	\$52.41	\$54.50
Domestic Security Assistant	\$28.02	\$30.54	\$31.76
Site Supervisor (SGT)	\$42.85	\$46.70	\$48.56
Surveillance Detection Guard	\$36.30	\$39.56	\$41.14
EDD Trainer	\$44.74	\$48.76	\$50.71
EDD Supervisor	\$44.74	\$48.76	\$50.71
Dog Handler	\$37.41	\$40.77	\$42.40
Uniformed Protection Officer	\$35.83	\$39.05	\$40.61
NEW YORK, NY			
Complex Supervisor (LT)**	\$55.73	\$60.74	\$63.16
Site Supervisor (SGT)**	\$55.73	\$60.74	\$63.16
Site Supervisor (SGT)	\$49.58	\$54.04	\$56.20

Security Officer (Armed)	\$41.44	\$45.17	\$46.97
PORTSMOUTH, NH			
Complex Supervisor (LT)	\$40.14	\$43.75	\$45.50
Site Supervisor (SGT)	\$36.13	\$39.38	\$40.95
Security Officer (Armed)	\$30.77	\$33.54	\$34.88
LOS ANGELES, CA			
Site Supervisor (SGT)**	\$56.78	\$61.88	\$64.35
Site Supervisor (SGT)	\$50.47	\$55.01	\$57.20
Security Officer (Armed)	\$42.20	\$45.99	\$47.83
MIAMI, FL			
Site Supervisor (SGT)**	\$41.94	\$45.71	\$47.53
Site Supervisor (SGT)	\$37.37	\$40.73	\$42.36
Security Officer (Armed)	\$31.21	\$34.02	\$35.38
FORT LAUDERDALE, FL			
Site Supervisor (SGT)**	\$41.94	\$45.71	\$47.53
Site Supervisor (SGT)	\$37.32	\$40.68	\$42.30
Security Officer (Armed)	\$31.21	\$34.02	\$35.38
CHARLESTON, SC			
Complex Supervisor (LT)	\$36.53	\$39.81	\$41.40
Site Supervisor (SGT)	\$32.51	\$35.43	\$36.84
Security Officer (Armed)	\$27.21	\$29.66	\$30.84
SAN FRANCISCO, CA			
Site Supervisor (SGT)**	\$52.68	\$57.42	\$59.71
Site Supervisor (SGT)	\$45.80	\$49.92	\$51.91
Security Officer (Armed)	\$39.20	\$42.72	\$44.42
HOUSTON, TX			
Site Supervisor (SGT)**	\$56.67	\$61.76	\$64.22
Site Supervisor (SGT)	\$50.43	\$54.96	\$57.15
Security Officer (Armed)	\$42.13	\$45.92	\$47.75
BOSTON, MA			
Site Supervisor (SGT)**	\$47.36	\$51.62	\$53.68
Site Supervisor (SGT)	\$41.26	\$44.97	\$46.76
Security Officer (Armed)	\$34.50	\$37.60	\$39.10
SEATTLE, WA			
Site Supervisor (SGT)**	\$45.78	\$49.90	\$51.89
Site Supervisor (SGT)	\$39.97	\$43.56	\$45.30
Security Officer (Armed)	\$33.38	\$36.38	\$37.83

PHILADELPHIA, PA			
Site Supervisor (SGT)**	\$50.36	\$54.89	\$57.08
Site Supervisor (SGT)	\$44.78	\$48.81	\$50.76
Security Officer (Armed)	\$37.44	\$40.81	\$42.44
CHICAGO, IL			
Site Supervisor (SGT)**	\$51.18	\$55.78	\$58.01
Site Supervisor (SGT)	\$45.57	\$49.67	\$51.65
Security Officer (Armed)	\$38.06	\$41.48	\$43.14
NEW ORLEANS, LA			
Site Supervisor (SGT)**	\$35.89	\$39.12	\$40.68
Site Supervisor (SGT)	\$31.97	\$34.84	\$36.23
Security Officer (Armed)	\$26.73	\$29.13	\$30.29
HONOLULU, HI			
Site Supervisor (SGT)**	\$41.22	\$44.93	\$46.72
Site Supervisor (SGT)	\$35.90	\$39.13	\$40.69
Security Officer (Armed)	\$30.03	\$32.73	\$34.04
STAMFORD, CT			
Site Supervisor (SGT)**	\$41.67	\$45.42	\$47.23
Site Supervisor (SGT)	\$37.11	\$40.45	\$42.06
Security Officer (Armed)	\$31.03	\$33.82	\$35.17
GOLDBUG, KY			
Site Supervisor (SGT)**	\$33.66	\$36.69	\$38.15
Site Supervisor (SGT)	\$30.43	\$33.17	\$34.49
Security Officer (Armed)	\$26.06	\$28.40	\$29.53
DENVER, CO			
Site Supervisor (SGT)**	\$50.62	\$55.17	\$57.37
Site Supervisor (SGT)	\$45.02	\$49.07	\$51.03
Security Officer (Armed)	\$37.64	\$41.02	\$42.66
HOT SPRINGS, AR			
Site Supervisor (SGT)**	\$35.33	\$38.51	\$40.05
Site Supervisor (SGT)	\$31.46	\$34.29	\$35.66
Security Officer (Armed)	\$26.31	\$28.68	\$29.82
TUCSON, AZ			
Complex Supervisor (LT)	\$33.80	\$36.84	\$38.31
Site Supervisor (SGT)	\$30.13	\$32.84	\$34.15
Security Officer (Armed)	\$25.21	\$27.48	\$28.58
DALLAS, TX			

Site Supervisor (SGT)**	\$41.16	\$44.86	\$46.65
Site Supervisor (SGT)	\$36.66	\$39.96	\$41.55
Security Officer (Armed)	\$30.65	\$33.41	\$34.74
DETROIT, MI			
Site Supervisor (SGT)**	\$46.19	\$50.34	\$52.35
Site Supervisor (SGT)	\$41.11	\$44.81	\$46.60
Security Officer (Armed)	\$34.38	\$37.47	\$38.97
MINNEAPOLIS, MN			
Site Supervisor (SGT)**	\$45.33	\$49.41	\$51.38
Site Supervisor (SGT)	\$40.31	\$43.93	\$45.68
Security Officer (Armed)	\$33.71	\$36.74	\$38.21
SAN DIEGO, CA			
Site Supervisor (SGT)*	\$52.30	\$57.00	\$59.27
Site Supervisor (SGT)	\$46.52	\$50.70	\$52.72
Security Officer (Armed)	\$38.90	\$42.40	\$44.09
ST. ALBANS, VT			
Site Supervisor (SGT)**	\$36.82	\$40.13	\$41.73
Site Supervisor (SGT)	\$32.78	\$35.73	\$37.16
Security Officer (Armed)	\$27.41	\$29.87	\$31.06
EL PASO, TX			
Site Supervisor (SGT)**	\$33.25	\$36.24	\$37.69
Site Supervisor (SGT)	\$29.64	\$32.30	\$33.59
Security Officer (Armed)	\$24.79	\$27.02	\$28.10
BUFFALO, NY			
Site Supervisor (SGT)**	\$37.01	\$40.34	\$41.95
Site Supervisor (SGT)	\$33.98	\$37.03	\$38.51
Security Officer (Armed)	\$28.41	\$30.96	\$32.20
ATLANTA, GA			
Site Supervisor (SGT)**	\$36.75	\$40.05	\$41.65
Site Supervisor (SGT)	\$32.75	\$35.69	\$37.11
Security Officer (Armed)	\$27.38	\$29.84	\$31.03
PUERTO RICO (POLICE II RATE)			
Site Supervisor (SGT)**	\$33.01	\$35.98	\$37.42
Site Supervisor (SGT)	\$29.43	\$32.08	\$33.36
Security Officer (Armed)	\$24.61	\$26.82	\$27.89
BLACKSTONE, VA (FASTC)			
Complex Supervisor (LT)	\$34.79	\$37.92	\$39.43

Site Supervisor (SGT)	\$31.40	\$34.22	\$35.59
Security Officer (Armed)	\$26.87	\$29.29	\$30.46

**Incumbent personnel previously holding the rank of Lieutenant (LT) will enjoy the higher wage rate associated with the position. Newly promoted personnel after 11/1/21 will be paid the lower of the two Site Supervisor (SGT) wage rates.*

2. Section 13.1 of ARTICLE 13 – WAGES AND BONUSES is hereby amended to delete the first paragraph of the existing provision and to replace it with the paragraph below:

“Each Employee whose Date of Hire is October 31, 2022 or earlier will be paid at one hundred percent (100%) of the applicable wage rate set forth in ARTICLE XXIV for his or her labor category. Each Employee whose Date of Hire is November 1, 2022 or later (“New Employees”) may, at the discretion of the Company – until he or she completes one (1) year of continuous service as an Employee on the Contract (from his or her Date of Hire) -- be paid at the wage rate equal to eighty percent (80%) of the applicable wage rate set forth in ARTICLE XXIV for his or her labor category. New Employees who have completed one (1) year of continuous service as an Employee on the Contract (from his or her Date of Hire) will be paid at one hundred percent (100%) of the applicable wage rate set forth in ARTICLE XXIV for his or her labor category. Changes in pay rates as a result of promotions to the next classification will be effective on the date of promotion.”

add the paragraph below after the ARTICLE 13 Paragraph WAGES AND BONUSES is hereby amended to

“Notwithstanding the foregoing or anything to the contrary set forth herein, no Employee or member of the CBU shall be eligible to receive any Wellness Bonus, Clearance Bonus, or other bonus under or pursuant to the CBA until he or she has completed one (1) year of continuous service as an Employee on the Contract (from his or her Date of Hire), and Employer shall have no obligation to pay or provide any Wellness Bonus, Clearance Bonus, or other bonus under or pursuant to the CBA to any Employee who has not completed one (1) year of continuous service as an Employee on the Contract (from his or her Date of Hire).”

4. Section 13.6 of ARTICLE 13 – WAGES AND BONUSES is hereby deleted in its entirety and replaced with the following paragraph:

“Employees’ labor rate for virtual work not physically performed at a Client facility listed in ARTICLE XXIV of this Agreement will be the labor rate that corresponds to the Client location listed in ARTICLE XXIV to which the labor applies.”

5. By agreeing to this MOU and the conditions herein, the Parties do not intend to modify any other terms and conditions of the Parties’ CBA or to reopen the CBA for any other purpose.

[Signature Page Follows]

AGREED:

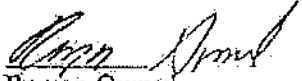
INTER-CON SECURITY SYSTEMS, INC.



Richard T. Stack
Chief Operating Officer

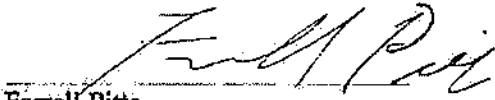
August 9, 2022
Date

**INTERNATIONAL UNION, SECURITY, POLICE, AND FIRE
PROFESSIONALS OF AMERICA (SPFPA)**



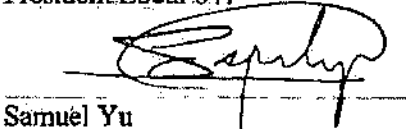
Roman Gumul
Director, SPFPA

08/10/22
Date



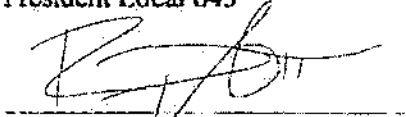
Farrell Pitts
President Local 647

08/10/22
Date



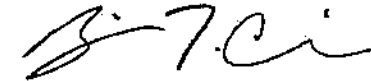
Samuel Yu
President Local 645

08/10/22
Date



Robert Dykes, II
President Local 644

8/10/22
Date



Brian Chinn
President Local 646

8/10/22
Date