

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 32BJ

AND

M&N CONTRACTORS LLC

START: March 1, 2024

EXPIRATION: February 28, 2028

LOCATION: DC COURT HOUSE

AGREEMENT

This Agreement, dated as of March 1, 2024 by and between Service Employees International Union, Local 32BJ, hereinafter called the "Union" and M&N Contractors LLC, hereinafter called the "Employer."

ARTICLE 1 RECOGNITION

The Employer recognizes the Union as the exclusive bargaining agent for all its hourly paid janitorial and maintenance employees excluding supervisors, clerical or guards employed at the locations listed in the attached Appendix A.

ARTICLE 2 WAGES

SECTION 1. The hourly wages for all employees covered by this Agreement shall be at the rates listed in the attached Appendix A.

SECTION 2. Nothing in this Agreement shall be construed to allow for the reduction of any rate or benefit currently enjoyed by the employees at the time they are recognized under this Agreement.

SECTION 3. The Employer agrees to correct any payroll error within 3 days of the day the employee reports the error if the error is the fault of the Employer. If the error is not the fault of the Employer, the error will be investigated promptly and the correction will be made in the next payroll check after the conclusion of the investigation.

All employees must report to and remain at work as scheduled during inclement weather or other emergency situations unless the Employer authorizes or instructs the employee not to report to work. If the Employer authorizes or instructs employees not to report to work and the Employer is subsequently compensated for this unworked time by the government-client, then the Employer shall compensate the employee for his or her scheduled shift. If the Employer is not compensated then the Employer will provide proper documentation to the Union representative upon request. The Employer will notify all employees 2 hours before the scheduled work time if the employees do not need to report to work. All employees have the responsibility to immediately advise the Employer of any change in a telephone number. If an employee is unable to work and is not otherwise entitled to wages for that day, he or she may request to use accrued sick or vacation leave, and the Employer shall not unreasonably deny the request.

SECTION 5. Living Wage Law Changes: In the event that the wage of any employee covered by this Agreement is subject to increase by operation of law, either party may reopen the Agreement upon 15 days' written notice and request renegotiation of the provisions of the Agreement directly affected by such action.

ARTICLE 3 HOURS OF WORK

SECTION 1. All work performed in excess of 40 hours in any workweek by employees shall be considered overtime and shall be compensated for at the rate of time and one-half of the prevailing rate of pay for such job.

SECTION 2. The hours of work, shift, and breaks will be specified in Appendix A. There will be a 6 minute grace period for employees to report at the start of a shift. Employees will not lose any pay for reporting after their shift starts but before the end of the 6 minute grace period, and employees will not be disciplined for lateness for reporting before the end of the grace period. However, employees may be disciplined for lateness and lose pay if the employee reports after the employee's scheduled start time more than twice per pay period or after the end of the grace period. Employees shall request approval from the Employer before performing any work in excess of their daily shift. If utilization of this grace period occurs more than twice in any one week, it shall constitute abuse and will be subjected to the Discipline Procedure set forth in ARTICLE 11 of this Agreement. An employee shall not clock out or otherwise leave his or her shift or the worksite other than at the employee's respective shift end time without prior authorization from the employee's supervisor. In the event of an emergency causing the employee to need to leave his or her shift early, the employee will give immediate notice to his or her shift supervisor prior to leaving.

SECTION 3. When overtime and extra hours are available due to employees taking vacation, sick leave, funeral leave and any other leave of absence, the Employer shall advise the employees of the type of work needed to be performed. Overtime and extra hours shall be offered to all employees qualified to perform the work for which overtime or extra hours are needed on a rotating basis by seniority. If overtime and extra hours requirements cannot be met on a voluntary basis, they shall be assigned in order of reverse seniority. If the Employer believes that an employee volunteering or assigned to perform the work is not qualified to do so, the Employer shall not be required to offer or assign the work to such employee. In such cases, the Employer shall notify the Union in writing of the location and date of the overtime or extra hours, the employee involved, and the reason why the employee was not qualified to perform the work. Employees must obtain prior approval from the Employer before performing any work in excess of 40 hours in a work week.

SECTION 4. Any employee called in to work on a regularly scheduled day off shall be guaranteed a minimum of 4 hours pay.

ARTICLE 4 HEALTH AND WELFARE

SECTION 1. Effective March 1, 2024 , the employer will provide a Health Plan with Life Insurance and a Retirement Plan for all full and part time employees at no cost to any employee who has completed 30 days of continuous employment starting from the first

date of work. If an employee does not want to enroll in the provided Health Plan with Life Insurance Plan, the funds will be deposited by the Employer in the Retirement Plan of the respective employee. The Health Plan with Life Insurance and Retirement Plan covered by this Agreement shall be provided at the rates listed in the attached Appendix A.

SECTION 2. All employees employed by the Employer are eligible to be enrolled in the Plan upon completing 30 days of continuous employment starting from the first date of work.

SECTION 3. In the event of a change in the national health care program during the term of this Agreement, either party may re-open the Agreement upon 60 days' written notice and request renegotiation of the provisions of the Agreement directly affected by such action.

ARTICLE 5 PAID HOLIDAYS

SECTION 1. The Employer shall grant to all employees the following holidays off with pay:

New Year's Day	Labor Day
Martin L. King's Birthday	Indigenous Peoples' Day
Veteran's Day	Inauguration Day
George Washington Birthday	Thanksgiving Day
Memorial Day	Christmas Day
Independence Day	1 Personal Day
Emancipation Day	Juneteenth Day

The Employer shall grant all employees all future holidays declared as legal by the District Government, Federal Government, Executive Order or Proclamation and honored by the Executive Office of the District of Columbia Courts.

If Martin L. King's Birthday and Inauguration Day fall on the same day, employees will only be entitled to one paid holiday for the day on which both holidays fall.

SECTION 2. Employees scheduled to work on a holiday will receive pay for the regularly scheduled work hours at their normal rate of pay and will receive compensation for the holiday at the normal rate of pay, thereby constituting double time pay, except for weekend or holiday fill-in employees. Holidays shall not be used as a basis for calculating overtime.

SECTION 3. When a legal holiday covered by this Agreement falls on an employee's day off from his/her regularly scheduled shift, same shall be compensated for a straight time hourly rate of pay or in lieu thereof, the employee shall receive a day off with pay within a period two weeks before or after such holiday.

SECTION 4. In order to be eligible for holiday pay, an employee must work all his/her scheduled hours on the workday before and after the holiday unless he/she is on excused absence.

ARTICLE 6 VACATIONS

SECTION 1. All employees with 1 year or more of continuous service are entitled to 1 week of vacation with pay. With 2 or more years of continuous service, 2 weeks of vacation with pay. With 5 years or more of continuous service, 3 weeks of vacation with pay. With 10 years or more of continuous service, 4 weeks of vacation with pay. With 15 years of service, 5 weeks of vacation with pay. With 20 years of service, 6 weeks of vacation with pay.

SECTION 2. It is agreed that the employee's vacation shall be paid at the current rate of pay.

SECTION 3. When a holiday occurs during the employee's vacation, the employee shall be paid for the holiday and not paid vacation pay for that day.

SECTION 4. The Employer agrees that all employees shall be paid for all unused vacation time accrued on their anniversary date.

SECTION 5. The Employer agrees that all employees shall be paid for all unused vacation upon separation.

SECTION 6. The employee may use vacation leave in increments of less than one week for purposes of a personal emergency or extended sick leave. Vacation time can only be used for extended sick leave provided the employee has used up his/her accrued sick leave and provided he/she provides a doctors excuse when requested by the Employer. The employee's request for vacation leave shall not be unreasonably denied.

SECTION 7. Vacation requests will be received during the first week of the calendar year. All requests will be accepted and then approved in accordance with those having the most seniority and reasonably accommodated schedule. Vacation requests received after the first week of the calendar year will be handled on a first come first served basis.

ARTICLE 7 LENGTH OF SERVICE

SECTION 1. The employee's length of service shall be computed from the first day of work for the Employer, successor, or date of employment in the building, whichever is longer. Seniority within job classification shall not be the sole factor in determining the employees' layoff and recall order. Current facility requirements, ability and performance shall also be determining factors. In the event that ability and performance are equal,

seniority within job classification shall rule. The job classifications shall be Floor Maintenance Person and Janitor. One Shop Steward per shift shall have super seniority for the purposes of layoff and recall.

SECTION 2. New employees shall be on probation until the completion of 30 days of service from their first day of work. During this probationary period, employment shall be considered a trial period and employees shall be subject to dismissal at any time at the sole discretion of the Employer. Discharge during the probationary period shall not be subject to the grievance procedure provided herein. Upon completion of the 30 day probationary period, employees shall enjoy seniority status from their first day of work.

ARTICLE 8 SICK LEAVE

SECTION 1. All employees covered by this Agreement shall be granted sick leave with pay. The amount of days is specified in the applicable appendices. Employees are only eligible to use accrued leave after 30 days of work unless otherwise prohibited by law.

SECTION 2. All employees must give 2 hours notice before the beginning of the shift in order to claim sick leave benefits for each day the employee will be out sick, unless the employee has submitted a doctor's note establishing a date of return to work. In all cases of illness of 3 consecutive working days or more, a physician's note or other acceptable evidence of disability shall be submitted by the employee as a claim for sick leave benefits, if requested by the Employer.

SECTION 3. All unused sick leave shall be paid to the employees at the end of each contract year or upon separation. Employees may accrue a maximum of 12 days sick leave.

ARTICLE 9 UNION SECURITY AND CHECK-OFF

SECTION 1. All employees covered by this Agreement at the time it becomes effective and who are members of the Union at that time shall be required as a condition of employment to remain members by the timely payment of all dues and initiation fees to the Union. Employees covered by this Agreement who are not members of the Union shall be required as a condition of employment to become members of the Union within 30 days after the effective date of this Agreement or within 30 days after the start date of their employment and remain members by their timely payment of all dues and initiation fees as required herein, upon written notice to the Employer from the Union to such effect, shall obligate the Employer to discharge such person. However, each employee will be given a period of 15 days from the date of said written notice to pay and fully discharge his/her indebtedness to the Union. Failure to do so will result in the employee's termination by the Employer.

SECTION 2. The Employer shall notify the Shop Steward within 48 hours of the name, address, and occupation of new or additional employees hired outside the Union. In considering persons for employment, promotion or work assignment, no consideration shall be given as to race, creed, sex, age, Union status or national origin.

SECTION 3. The Employer shall check off initiation fees, American Dream Fund contributions (ADF) and monthly dues from the first paycheck of each month on the basis of individually signed voluntary authorization forms and remit to the Secretary-Treasurer of the Union by the end of the month in which they were deducted from the employee. The Union will send the Employer an alphabetical check-off list each month indicating the amount due for each employee. The Employer shall return a copy of this list or send a list to the Union of all employees for whom dues were deducted.

SECTION 4. The Union agrees to hold the Employer harmless and indemnified against any and all claims, liability or fault arising out of the Employer's compliance with this Article.

ARTICLE 10 FUNERAL LEAVE

SECTION 1. Effective on the date set forth in the applicable appendix, all employees shall be granted 3 days paid leave for the death of a spouse, father, mother, son, daughter, brother, sister, guardian, uncle, aunt, grandparents, grandchildren, stepparents and stepchildren. The Employer may request proof of death or funeral certificate.

SECTION 2. If the funeral in the above referenced paragraph is over 250 miles from the metropolitan area of the District of Columbia, the employee will be permitted 2 additional days off without pay. If the funeral is outside of the United States, the employee may apply for extended leave, without pay, of up to 4 weeks.

ARTICLE 11 DISCHARGE AND DISCIPLINE

SECTION 1. It is agreed that each party shall treat the other with mutual respect and dignity and that the Employer shall only discharge or discipline employees for just cause. The discipline will be corrective and the Employer agrees to use progressive discipline where warranted under the circumstances. Discipline must be given in writing within 2 working days of the Employer's knowledge of the offense. Copies of all warning or disciplinary notices will be given to the Shop Steward within 3 working days. Warning notices or other disciplinary action will be removed from the employees' files within a 1 year period of the date of issuance. Four reprimands may result in immediate dismissal.

SECTION 2. Cause for immediate discharge or suspension shall include, but not be limited to:

A. Leaving work before the end of a workday or not being ready to work at the start of a workday without approval of your supervisor; stopping work

before specified time; failure to properly communicate with supervisor regarding absences, late arrivals, etc.

B. Violation of security or safety rules or failure to observe safety rules or Employer safety practices.

C. Possession of firearms, weapons or explosives on Employer property or while on duty.

D. Engaging in criminal or unethical conduct.

E. Insubordination or refusing to obey management instructions.

F. Theft or unauthorized possession of Employer property or the property of fellow employees; unauthorized possession or removal of any Employer property; unauthorized use of Employer equipment or property for personal reasons; using Employer equipment for personal profit.

G. Dishonesty; falsification or misrepresentation on work records; falsifying data requested by the Employer; alteration of Employer records or other Employer documents.

H. Unauthorized posting, removing or altering of information on Employer bulletin boards.

I. Using abusive, vulgar or obscene language toward any employee, visitor, client or other person with whom the Employer does business.

J. Being rude to or threatening, intimidating or harassing fellow employees, visitors, clients or other persons with whom the Employer does business.

K. Acts or threats of violence, including:

- fighting or provoking a fight, on Employer property or while on Employer business;
- hitting or shoving an individual;
- intentional destruction or threatening to destroy Employer property;
- making harassing or threatening phone calls;
- horseplay.

SECTION 4. The Shop Steward or designated co-worker shall be present at all disciplinary and/or investigatory meetings which the employee reasonably believes might lead to discipline. In the investigatory meetings, the employee must request the Shop Steward to be present.

ARTICLE 12 GRIEVANCE PROCEDURE

It is agreed that any dispute arising out of this Agreement between an employee and the Employer or the Union and the Employer shall be resolved using the procedure set out below.

Step 1. The employee, the shop steward and the immediate supervisor shall attempt to resolve any differences at the time they arise. Within 5 working days of the employee's reasonable knowledge of the events constituting the grievance, the employee shall

request a meeting with his or her immediate supervisor and the Shop Steward. If they are unable to resolve the issue, the grievance shall be reduced to writing by the Union and submitted to the Employer within 5 working days.

Step 2. The General Manager, the Union Representative and the employee shall meet within 5 working days to attempt to resolve the issue. If they are unable to resolve the issue, the grievance will be moved to Step 3.

Step 3. Within 5 working days after the meeting in Step 2, the Union Representative and the employee shall meet with the Company president in the case of a discharge of an employee. For all other grievances, the Union representative and the company President shall select one day each month at a mutually convenient time to meet with employees regarding such grievances. All unresolved grievances will proceed to Step 4.

Step 4. If the grievance is not resolved at Step 3, within 10 working days after the meeting in Step 3, it may be submitted at the request of either party to arbitration by an Arbitrator designated by the Federal Mediation and Conciliation Service (FMCS), whose decision shall be final, provided that the Arbitrator shall not have the power to alter this Agreement, or any of its terms, in any way. All expenses shall be equally borne by both parties.

ARTICLE 13 NO STRIKE AND NO LOCKOUT

The Company agrees there will be no lockout of the employees and the Union agrees there will be no strikes for the duration of this Agreement.

ARTICLE 14 LAY-OFF AND RECALL

SECTION 1. If it is reasonably possible to do so, the Employer shall notify the union at least 5 calendar days prior to any reduction in force, including such details with respect thereto as are available. When an employee is discharged or laid-off, he or she shall be paid by check at the time of lay-off, mailed by registered letter to his last known address, at the next scheduled pay date, provided however, the company may deduct any union dues that are owing as of the time of separation.

SECTION 2. If the Employer wishes to recall laid-off workers, the Employer shall use the following procedure: the Employer will call the most senior person on the recall list. If the Employer is able to contact that person by phone, the employee then has 3 day from the date of the phone contact to make arrangements to return to work. All employees have a responsibility to inform the Employer of any change in address or telephone number. The Employer shall maintain a log book for all lay offs and recalls, noting the name of the employee, the building and shift from which he/she was laid off, the seniority date, and the date(s) contacted for recall, the building/shift that was offered to

the employee, the date the employee was actually recalled and the building/shift to which the employee was recalled.

SECTION 3. All employees laid off shall remain on the lay off list for up to 6 months. However, if the employee fails to return to work after proper notice, that person will no longer be considered on the lay off list. An employee will have the right to refuse a position that is not within the same basic schedule of the position from which they were laid off.

ARTICLE 15 SHOP STEWARD AND UNION REPRESENTATIVES

SECTION 1. The Employer agrees to recognize stewards as designated by the Union. There shall be one steward per shift who shall have super seniority for purposes of layoff and recall. Should the identity of a shop steward change, the Union shall promptly inform the Employer in writing of the name of the newly designated steward. The stewards may assist in the investigation of grievances. Stewards shall not be discriminated against in discharging duties assigned them by the Union and shall be given reasonable unpaid time to adjust grievances.

SECTION 2. A duly authorized representative of the Union will be permitted to visit the location covered by this Agreement at reasonable times for the purpose of transacting business for the Union and to insure compliance with this Agreement, provided that 2 business days advance notice of the proposed on-site meeting is provided to the Shift Supervisor or Project Manager. Upon arriving at the facility, the representative shall first make his or her presence known to the Shift Supervisor or Project Manager. The Union representative will be escorted into the secure corridors of the location covered by this Agreement by the Shift Supervisor or Project Manager. No employee may grant Union representatives access into the secure corridors of the location covered by this Agreement. Meetings with employees shall be in the employees' break room in the building location covered by this Agreement on non-work time.

ARTICLE 16 UNION RIGHTS

SECTION 1. The Union shall have the right to confer with Union members and investigate working conditions.

SECTION 2. The Employer shall provide space for Union literature in a place convenient for employee use.

SECTION 3. The Union shall have the right to inspect the Employer's records necessary to enforce this agreement.

SECTION 4. The employee shall have the right to inspect their personnel file.

SECTION 5. An employee may request a leave of absence for serving the Union.

ARTICLE 17
UNPAID LEAVE OF ABSENCE

SECTION 1. The Employer agrees to provide the following leaves of absence for all employees when requested. Such requests shall not be unreasonably denied. The employee shall return to their original or equivalent position without loss of seniority.

Medical/Compassionate leave:	Up to 6 months.
Personal leave: emergency	Up to 30 days for personal reasons. The employee may request an extension of 30 days in cases of and the Employer may request documentation of the emergency.
Union Leave:	Up to one year for service with the Union, upon agreement of both the union and the employer.
Military leave:	As required by federal law.
Civic leave:	For any employee who is required to report for jury service or to testify in any legal proceeding as a result of a subpoena, a copy of which shall be supplied to the Employer upon request.

SECTION 2. An employee shall be entitled to take medical/compassionate leave under the circumstances provided for by the Federal Family and Medical Leave Act of 1993, or under applicable state or local laws. The payment of the health insurance contributions shall be made by the Employer only as required by the Family and Medical Leave Act of 1993 or other applicable state or local laws. Medical/compassionate leave is unpaid leave. If an employee requests medical/compassionate leave, the Employer has the right to require the employee to substitute all of the employee's accrued vacation and sick leave for leave available under the Family and Medical Leave Act, or applicable state or local laws. In the District of Columbia, the employee will have the option of choosing to substitute any accrued vacation or sick leave. Where the Employer designates leave taken by an employee as leave under the Family and Medical Leave Act, or other applicable state or local laws, the Employer shall notify the employee of that designation at the time the Employer determines that the leave qualifies as leave under the applicable act. Vacation, sick leave, or other employment benefits shall not accrue during the time that an employee is on medical/compassionate, personal, union or military leave, unless otherwise required by law.

ARTICLE 18 UNIFORMS

The Employer agrees to provide each employee with 3 uniforms free of charge and employees will not be responsible for normal wear and tear. The Employer also agrees to keep at least 10 uniforms in the office for emergency use. The employee must keep his or her issued uniforms clean and presentable.

ARTICLE 19 EQUIPMENT AND SUPPLIES

The Employer agrees to provide, repair and maintain all equipment and supplies needed to perform the tasks of the job in a safe and efficient manner.

ARTICLE 20 HEALTH AND SAFETY

SECTION 1. The Employer agrees to provide a safe and healthful workplace for all employees and shall comply with all federal, state and local laws relating to health and safety. The Employer will keep and make available MSDS sheets for all chemicals used.

SECTION 2. The Employer shall provide an annual right to know training in English and Spanish for every employee including, but not limited to training on infectious and hazardous waste, hazardous substances used or present in the workplace and proper safety procedures for all employees. The Union will assist the Employer in securing translation services.

SECTION 3. The Employer shall maintain workers compensation coverage for all employees. The Employer shall post the required notice of workers compensation in the languages understood by the employees in a prominent and visible location to employees containing the name of the insurance company, its address and phone number. In the event an employee is injured on the job, or suspects a job-related illness, the employee will inform the supervisor for that location, who then will report the injury or illness to the Employer immediately and the Employer will file the necessary reports to the insurance carrier within 24 hours.

ARTICLE 21 DISCRIMINATION

SECTION 1. The Employer and the Union agree not to discriminate against any individual with respect to employment, hiring, compensation, promotion, training or work assignment, or any terms or conditions of employment on the basis of an individual's race, creed, color, national origin, age, sex, sexual orientation, religion, , Pregnancy or related conditions (including birth, pre-and post-birth conditions) Union membership or Union activity. This article shall also apply to individuals with a qualified disability under the Americans with Disabilities Act.

SECTION 2. Nothing in this Agreement shall be construed or applied to deny to any employee the employment opportunities set forth above.

SECTION 3. Any disputes involving this Article shall be subject to the grievance procedure.

ARTICLE 22 MANAGEMENT RIGHTS

The management of the Company's affairs and the direction of its working force, including but not limited to the right to establish new jobs, abolish or change existing jobs, change materials, processes, products, equipment and operations, schedule and assign work, establish and enforce rules for employee conduct, hire and discharge for cause, transfer or layoff employees because of the lack of work, shall be vested exclusively in the Company, as long as the exercise of these rights does not conflict with the provisions of this agreement.

ARTICLE 23 SAVING CLAUSE

Should any court find any part of this Agreement to be invalid, it shall not invalidate remaining provisions.

ARTICLE 24 SUCCESSORSHIP

The Employer will furnish the Union notice of termination of any of its cleaning contract within 24 hours of the time the Employer receives notice of such termination, and will promptly thereafter meet with the Union to negotiate the effects of such termination on bargaining unit employees.

ARTICLE 25 SUBCONTRACTING

There shall be no subcontracting of bargaining unit work being performed by the Employer's employees beginning on the date the employees are covered by this agreement.

ARTICLE 26 LABOR-MANAGEMENT COMMITTEE

The Union and the Employer both agree that in the interest of efficient management and harmonious employee relations, it is desirable that meetings be held between representatives of the employee and management when requested by either party to discuss such issues as attendance and tardiness, shift lengths, safety and equipment, the

method of assigning work and any other issues affecting relations between the employees and the Employer. Such meetings shall be exclusive of the grievance procedure and grievances shall not be considered at such meetings, nor shall negotiations for the purposes of altering the terms of this agreement be held at such meetings.

The committee shall be made up of no more than 3 representatives of management and 1 employee representative from each shift. The committee shall meet for up to 2 hours on an as needed basis, but not less than once per contract year. All meetings shall occur during non-working hours and employees shall not be compensated by the Employer for attending such meetings unless otherwise agreed.

The date and time and place of such meetings shall be mutually agreed upon by the parties. The meetings will take place at the Location covered under this Agreement. Either party may request a Labor Management Committee meeting. The parties agree to schedule a committee meeting within 10 days of the meeting request.

ARTICLE 27 VACANCIES, JOB POSTINGS & TRANSFERS

SECTION 1. When a regularly scheduled full time position or any other position which the Employer intends to fill on a permanent transfer basis for more than 5 days becomes available at any work location covered by this agreement, the Employer will post a job announcement for that position for 5 working days in all work locations covered by this agreement. The job announcement shall list the work location, hours, wage, qualifications for the job and any other requirements. If a qualified employee is interested in applying for that position, the employee shall complete and turn in a form supplied by the Employer requesting consideration for that position. The Employer shall review such request for transfers and select the most senior qualified applicant for that position. If there are no qualified applicants for the position, the Employer shall be free to hire from any source.

SECTION 2. The Employer may transfer an employee or employees on a temporary basis for 10 days or less in the event of an emergency without posting the job. The Employer may use temporary employees to temporarily replace employees who are out on sick leave, funeral leave, vacation, or other leaves of absence for 10 days or less.

ARTICLE 28 LEGAL FUND

Effective March 1, 2020 the Employer shall make contributions to the Building Service 32BJ Legal Services Fund (“legal fund”) to for all employees as indicted below, covered by this Agreement under the terms of the Legal Fund.

The Employer shall contribute per paid hour as follow: (

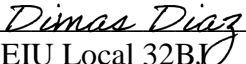
Years	2024	2025	2026	2027
Legal	\$0.10	\$0.11	\$0.11	\$0.11

By agreeing to make the required payments into the Funds, the Employer hereby adopts and shall be bound by the Agreement and Declaration of Trust as it may be amended and the rules and regulations adopted or hereafter adopted by the Trustees of each Fund in connection with the provision and administration of benefits and the collection of contributions. The Trustees of the Funds shall make such amendments to the Trust Agreements, and shall adopt such regulations as may be required to conform to applicable law.

Unless otherwise specified in this Agreement, newly hired employees shall have a waiting period of one (1) month before becoming eligible to be participants in the Fund, and no contributions shall be made on behalf of newly hired employees over the one (1) month period.

ARTICLE 29 DURATION OF AGREEMENT

This Agreement will become effective March 1, 2024 through February 28, 2028 and may be extended upon agreement by both parties.



SEIU Local 32BJ
Dimas Diaz
CAD Employer Relations Director

01/06/2024

Date



M&N Contractors LLC.
Mauricio Navarrete
President

01/08/2024

Date

APPENDIX "A"
DISTRICT OF COLUMBIA COURT HOUSE

WAGES - ARTICLE 2

Job Classification	3/1/2024	3/1/2025	3/1/2026	3/1/2027
Janitor	\$20.50	\$21.42	\$22.39	\$23.39
Floor Maintenance	\$21.20	\$22.15	\$23.15	\$24.19

HOURS OF WORK - SHIFTS - BREAKS - ARTICLE 3

The regular work week shall be Monday through Friday. The regular part-time shifts shall consist of 4 or 5 hours, the regular full-time shifts shall consist of 8 hours. All employees working a full-time shift shall receive a 1 hour unpaid break in the middle of their shift. There shall also be a regular Saturday, Sunday and Holiday full-time shift.

HEALTH AND WELFARE - ARTICLE 4

The Employer shall contribute the rates specified below in accordance with Article 4 effective on the date below. Contributions to the Health Plan shall be made on hours paid, up to 40 hours in any workweek. If the employee instead elects to have the contributions deposited into the Retirement Plan, the contributions shall be paid on hours paid, up to 40 hours in any workweek.


3/1/2024	3/1/2025	3/1/2026	3/1/2027
\$5.10	\$5.25	\$5.41	\$5.57

Included in the Health & Welfare Benefits is the provision of a Retirement Plan. Contribution to the Retirement Plan, per hour paid up to 40 hours in any workweek, shall be as described below:

RETIREMENT (hourly):	3/1/2024	3/1/2025	3/1/2026	3/1/2027
Regular Full-Time	\$1.50	\$1.61	\$1.72	\$1.84
Regular Part-Time	\$1.50	\$1.61	\$1.72	\$1.84

SICK LEAVE - ARTICLE 8

All employees covered by this Agreement shall be eligible for 12 paid sick days per year earned at the rate of 1 day per month. Accrued but unused sick leave shall be paid at the end of each contract year.


SEIU Local 32BJ
Dimas Diaz
Employer Relations Director

01/06/2024
Date


M&N Contractors LLC
Mauricio Navarrete
President

01/08/2024
Date