

**July 28, 2015**

## **Letter of Understanding**

This is an Agreement by and between Vend Tech-SGI, LLC. (hereafter referred to as, ("the Company")) and The United Government Security Officers of America International Union and its Local 20, hereafter referred to as, ("the Union").

**WHEREAS**, Local 20 currently has a pending case against Vend Tech-SGI, LLC. Grievance #89, and

**WHEREAS**, Local 20, the International and the Company desire to settle fully and finally,

**NOW, THEREFORE**, in consideration of the mutual covenants and promises herein contained and to avoid unnecessary litigation, it is hereby agreed by and between the parties as follows:

**FIRST**: This Agreement and compliance with this Agreement shall not be construed as an admission by the Company of any liability whatsoever, or as an admission by the Company of any violation of any order, law, statute, duty, contract, collective bargaining agreement, or right of Local 20, the International or any other person.

**SECOND**: Except as specified in this Agreement, neither the Company nor Local 20 nor the International waives any rights that either party may have in regard to filing or defending against the filing of grievances in the future.

**THIRD**: the Company agrees that there will be no discipline administered to the Officers of Local 20 as a result of, or in relation to the comments, entries, and/or notes that may be logged into the Electronic Inspection Sheets System.

**FOURTH**: Except for the provisions of any collective bargaining agreement between the parties, this Agreement sets forth the entire agreement between the parties hereto and fully supersedes any and

all prior agreements or understandings, written or oral, between the parties hereto pertaining to the subject matter hereof.

\_\_\_\_\_  
Vend Tech-SGI, LLC.                      Date

\_\_\_\_\_  
UGSOA International Union                      Date