



International Union  
 United Government Security Officers of America  
 UGSOA



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February 19, 2016

**Memorandum of Understanding**

This is a Memorandum of Understanding ("MOU") 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 pending against Vend Tech-SGI, LLC. a Grievance #90, and

**WHEREAS**, the company denies Local 20's allegations as contained in the Grievance; and

**WHEREAS**, Local 20, the International and the Company desire to settle fully and finally, without admission of liability, the Grievance;

**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:

1. Except as specified in this Agreement, neither the Company, nor Local 20, nor the International waive any rights that any party may have in regard to filing, or defending against the filing of, grievances in the future.
2. The Union hereby withdraws Grievance #90.
3. The Company hereby agrees that ~~all~~ <sup>anticipated</sup> additional hours, including temporary assignments that are ~~reasonably deemed~~ not to extend more than 30 calendar days, shall be filled using the provisions of Section 6.4.
4. ~~The Company further agrees that, when filling assignments which fall under Section 6.4(A) and (B) of the CBA, the provisions of those sections take priority over any conflicting provisions within the CBA.~~
4. The Company further agrees that when filling assignments under Section 6.4(A) or (B), it will ~~not~~ use considerations outside these Sections, such as ~~priority for senior officers not already provided in the Sections or the equalization of hours for operational needs.~~ *Sec. 7.2.*

6. 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

\_\_\_\_\_  
President, UGSOA Local 20                      Date