

December 18, 2022

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 Grievance #171 pending against Vend Tech-SGI, LLC 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:

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.

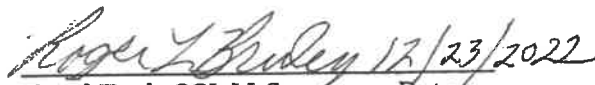
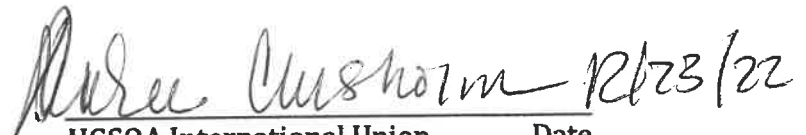

SECOND: Except as specified in this Agreement, neither the Company, nor Local 20, nor the International waives any rights that either party may have regarding filing or defending against the filing of grievances in the future.

THIRD: the Company and the Union agree all vacancies and new post locations, including posts with only part-time hours will be subject to the bidding process outlined in Article 6 Section 6.3 and Section 6.5 of the CBA.

FOURTH: the Company and the Union agree that if the part-time post is not staffed using the bidding process; the Company can then hire an applicant from outside the workforce for that post.

FIFTH: Part-time bid officers will only be required to work their set number of hours. These officers may choose to be added to the additional hours list and will be subject to Section 6.4(A), for the purpose of mandatory additional hours or temporary assignments.

SIXTH: 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
	 12-18-22 President, UGSOA Local 20 Date