

MEMORANDUM OF AGREEMENT
BETWEEN
UNITED GOVERNMENT SECURITY OFFICERS OF
AMERICA
AND
VENDTECH-SGI, LLC (VT-SGI)

WHEREAS, the United Government Security Officers of America and its Local 20 (hereinafter the Unions) and VendTech-SGI, LLC (VT-SGI) (hereinafter the Company) are parties to a collective bargaining agreement covering a unit of Protective Security Officers (hereinafter PSOs); and

WHEREAS, the Union filed an unfair labor practice charge with the National Labor Relations Board (Case 14-CA-307605) against the Company over the Company's implementation of a form, entitled a "Pre-Program Waiver Statement of Physical Well-Being" without bargaining in advance with the Unions; and

WHEREAS, in subsequent discussions between the Unions and the Company, the Company agreed to revise the form, removing the language referring to waivers. In return, the Unions agreed to withdraw the NLRB charge. The Company distributed the revised form to all trainers on December 8, 2022, with instructions to begin using the revised form immediately and to destroy the old forms. A copy of the revised form was sent to the Union with a copy of the distribution email. On December 9, 2022, the NLRB notified us Case 14-CA-307605 had been withdrawn; and

WHEREAS, The Union then requested the reasonable accommodation language included in the Company's Federal Contract Number 70RFP421DE6000001 be incorporated into a memorandum of agreement, and the Company wishes to resolve the matter without further litigation;

NOW WHEREFORE, the Union and the Company agree to the following terms of settlement:

1. The Company has rescinded and discontinued use of the "Pre Program Waiver Statement of Physical Well Being" form.

2. The "Pre-Program Statement of Physical Well-Being" attached hereto as Exhibit A, is and will continue being used for completion and execution by bargaining unit PSOs.


3. The completion and execution of Exhibit A by PSOs shall not constitute a waiver of any rights they have under contract and law for any purpose, including but not limited to any reasonable accommodation for which any PSO may be eligible under state or federal discrimination law.

4. Upon execution of this MOA, the Unions agree not to refile NLRB Case 14 CA 307605.

Signed this 21st Day of December 2022 on Behalf of:

The Union:

The Company:

By: 
Desiree Chisholm
International President


By: 
Roger Bruley
Board Secretary

EXHIBIT A

Pre-Program

Pre-Program Statement of Physical Well-Being

In signing this form, I assert that:

1. I am signing in good physical health.
2. I have no reason to believe that I am not in good physical and mental health.
3. Please check all appropriate areas of known physical problems, which may impede your participation in this program:

<input type="checkbox"/> Back condition	<input type="checkbox"/> Shoulder condition	<input type="checkbox"/> Hip condition
<input type="checkbox"/> Heart condition	<input type="checkbox"/> Neck condition	<input type="checkbox"/> Joint condition
<input type="checkbox"/> Arthritis	<input type="checkbox"/> Nerve condition	<input type="checkbox"/> Arm condition
<input type="checkbox"/> Knee condition	<input type="checkbox"/> Elbow condition	<input type="checkbox"/> Other (specify)

Please Describe: _____

_____	_____	_____
Print Name	Signature	Date



Post Program Statement

Have you incurred any apparent injuries because of participating in the PPCT program?

NO YES

Describe: _____

_____	_____	_____
Signature	Date	Instructor Signature