

AGREEMENT

BETWEEN

Workers United

**WESTERN STATES REGIONAL JOINT BOARD,
SEIU**

LOCAL 75

AND

MISSION LINEN SUPPLY

PLANT 2500

CHICO, CALIFORNIA

May 1, 2021 – April 30, 2024

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This Agreement made and entered into this First day of May, 2021 by and between MISSION LINEN SUPPLY dba MISSION LINEN & UNIFORM SERVICE, Plant 2500, of Chico, California, Party of the First Part, hereinafter referred to as the "Employer", and Workers United, Western States Regional Joint Board, SEIU LOCAL 75, Party of the Second Part hereinafter referred to as the "Union";

WITNESSETH:

SECTION 1. RECOGNITION

The Employer recognizes the Union as the sole collective bargaining representative for all employees of the Employer with respect to rates of pay, hours of work and conditions of employment for all employees of the bargaining unit. Drivers, office employees, salespeople, engineers, superintendents, foremen and foreladies with the duty to hire and fire, and owners (not to exceed 2) are excluded from the above recognition. All references to gender shall be neutral throughout agreement.

SECTION 2. UNION MEMBERSHIP

A. Membership in the Union shall be a condition of employment on and after the 31st day following the beginning date of employment or the effective date of this Agreement, whichever is later, and continued membership in good standing shall also be a condition of employment. Newly hired employees who are not members of the Union shall complete membership within thirty-one (31) days from the beginning date of employment.

B. When new or additional employees are needed by the Employer, the Employer shall first notify the Union of the number of employees and classifications needed in order that they may be interviewed. If the Union is unable to furnish an applicant for the vacancy requested by the Employer, the Employer shall have the right to hire from outside sources.

C. Selection by the Union of applicants for referral to jobs shall be on a non-discriminatory basis and shall not be based on, or in any way affected by, non-membership in the Union, Union membership, By-Laws, rules, regulations, constitutional provisions or in other aspects or obligations of Union membership policies or requirements.

D. The Employer shall have the right to reject any applicant referred to him by the Union. The Employer, upon request from the Union, shall give his reasons for refusing to accept said applicants. The Union in referring applicants, and the Employer in hiring any employee, shall give preference of employment to applicants previously employed in this industry in the local area in which they apply for work.

E. The Employer agrees to notify the Union in writing, upon forms to be supplied by the Union, of all new employees hired within seven (7) days following the beginning date of employment, furnishing the Union with the employee's name, address, social security number, and the date of employment of each new employee.

The Employer will continue to recognize Union membership, dues deduction, and PAC/PSCEF contribution authorizations submitted to the Union on written membership application forms, also when the Company transitions to electronic onboarding they may accept forms through electronically recorded phone calls, online deduction authorization, or by any other means of indicating agreement allowable under state and federal law. The Union will continue to submit to the Employer a list of members who have authorized payroll deduction and shall provide the Employer with verification that payroll deduction and/or PAC/PSCEF contributions have been authorized by the employee only in the event a question arises about an employee's membership status.

F. The Employer also agrees that, upon notice in writing by the Union, any employee is not in good standing with the Union in accordance with this Section, he/she shall be removed from the Employer's payroll within seven (7) days from receipt of said notice.

G. The Union agrees to indemnify and to hold Employer harmless from any and all liability, including the payment of back wages, for any and all claims, demands, or suits that may arise out of the discharge of any employee under this section. In the event, however, that such cause of action arises by reason of Employer's acts, then and in such event the Employer shall in like manner indemnify and hold the Union harmless.

H. The parties to this Agreement will post, in places where notice to employees and applicants for employment are customarily posted, a copy of this section and any and all other provisions relating to this matter.

I. The Employer shall deduct from the first paycheck of the month issued to each employee covered by this Agreement, and each calendar month thereafter, the regular monthly dues owing to the Union by each employee employed by the Employer. The Employer shall also deduct initiation fees and special fees and assessments voted on and approved by the Union (fines are not included) for all employees. The Union shall furnish, on or before the first of each calendar month, a list of employees employed by the Employer for whom the Employer shall make deductions. The Employer shall make such deductions in accordance with such list provided the employees listed therein are in the employ of the Employer the last day of the previous calendar month and, provided further, that the Union shall have secured and furnished to the Employer written authorization for such deductions of each employee.

J. It is understood and agreed that the right of discharge shall rest in the discretion of the Employer provided the Employer shall not discharge or otherwise discriminate against any employee because of Union affiliation or activity where such activity does not interfere with the ordinary work of the employee. If any employee feels that he or she has been unjustly discharged, the employee may have his or her grievance brought to the Adjustment Board by the Union for consideration and final disposition.

K. New employees, non-members of the bargaining unit, shall be subject to a ninety (90) day introductory (probationary) period during which time said new employee may be terminated without cause and without recourse to the grievance procedure of this Agreement

if necessary, an additional ninety (90) may be added by mutual agreement of both the employer and the union.

L. Non bargaining unit employees will not perform bargaining unit work, except for emergencies and under circumstances where training is being conducted.

SECTION 3. HOURS OF WORK

A. The regular straight-time workweek shall be any five (5) consecutive days, or four (4) days within seven (7) consecutive days. Saturday and Sunday work shall be assigned to the least senior employees unless bid by the most senior employees. Those employees hired prior to July 1, 2003 will be guaranteed at least a Saturday or Sunday as one of the two off days.

1. Five (5) consecutive days, eight (8) hours a day exclusive of lunch, referred to as "5/8".
2. Four (4) ten (10) hour days exclusive of lunch within the seven (7) consecutive days, referred to as a "4/10" schedule the workweeks will vary but in all instance the employees will be off 2 consecutive days.

The Employer, at his sole discretion, may establish any of the above workweeks by giving Four (4) weeks advance notice to the union and the employees.

For 4/10 workweek, the fifth (5th), sixth (6th) and seventh (7th) days are the employee's regularly scheduled days off.

A straight time second shift, full or part-time may be scheduled Monday through Sunday.

Shifts: The first shift shall begin work between the hours of 5:00 a.m. to 11:00 a.m., and employees working such first shift shall be paid at the regular straight –time rate of pay. Any shift starting between the hours of 11:00 a.m. and 3:00 p.m. shall be designated the second shift, and employees working such second shift shall be paid a premium of five cents (\$.05) per hour for all work performed. Any shift starting between the hours of 3:00 p.m. and 7:00 p.m. shall be designated the third shift, and employees working such third shift shall be paid a premium of ten cents (\$.10) per hour for all work performed. Any shift starting between the 7:00 p.m. and 11:00 p.m. shall be designated the fourth shift, and employees working such fourth shift shall be paid a premium of fifteen cents (\$.15) per hour for all work performed.

In the event the Employer desires to start a shift between the hours of 11:00 p.m. and 5:00 a.m. shall be designated the fifth shift and the employee working such fifth shift shall be paid a premium of twenty (0.20) cents per hour for all work performed.

The Employer may request the following classifications to start at four (4:00) AM – Wash House, Soil and Press room and will be considered as the 1st.shift.

In the event the Employer decides to implement a new shift, the Employer and the Union will meet to discuss the terms of said shift.

B. Holiday Weeks: The employer may require employees to work on other than consecutive days during a week in which a holiday falls.

C. If an employee, for reasons of their own (except for an illness for which the Employer may require medical certification) has not worked their full scheduled work week, although the Employer has made work available to them, then when requested by the employer to work on their regular day off, they shall do so at their regular straight-time rate of pay.

D. An unpaid meal period of not less than thirty (30) minutes not more than one (1) hour on the employee's own time shall be established at approximately midpoint of each shift.

E. All employees instructed to report for work, and who do report, shall be guaranteed four (4) Hours of work or pay for same. However, if due to breakdown and no work is performed by the employee shall receive only two (2) hours' straight time pay as "show-up pay".

(Breakdown shall be defined as the inability of an Employer to operate his plant because of any condition beyond the employer's control, such as, but not limited to: an act of God, public health emergency declared by government entity, flood, earthquake, equipment malfunction, or other similar causes. This paragraph shall only apply to the individual departments when only a portion of the complete operation is affected.)

F. UTILITY EMPLOYEES

Only employees spending all of their work time for the employer as Utility Employees shall be subject to the following:

a. The straight-time work day for Utility Employees shall consist of eight (8) consecutive hours, meal time excepted, worked at any time during the twenty-four (24) hour day to be designated by the Employer

b. The straight-time work week for Utility Employees shall consist of any five (5) working days during the calendar week. However, the employer shall designate two (2) regular days off, and if the Utility Employee is required to work on those days off they shall be paid for such work at one and one-half (1-1/2) the regular straight-time rate of pay for work on the sixth day and double (2x) the regular straight-time rate of pay for work on the seventh (7th) day.

G. APPOINTMENTS

The employee shall make all efforts to schedule all appointments during non-working hours. Employees shall notify the employer of all necessary appointments during work hours with reasonable advance notice.

H. PART TIME EMPLOYEES

Not more than one (1) part time employee shall be employed for every three (3) employees on a full time shift. The local locations will send via email to designated Union Representative each month, the names and jobs held by part-time employees. Any part-time employees not so filed shall be considered as a full-time employee.

I. The selection of employees to work overtime will be done using seniority within a department in which the overtime is to be worked. The most senior employee in the department will be given the first right of refusal to work overtime. If no employee volunteers for overtime work, it will be assigned by order of reverse seniority.

SECTION 4. INTERMITTENT PERIODS OF WORK

A. There shall be no intermittent periods of unemployment during any one day except for breakdown. In cases of breakdown, employees shall be paid during the day breakdown occurs unless ordered to punch out, and if ordered to return to work at a stated time and repairs are not ready, they shall be paid from the time they are ordered to work until actual work begins.

B. Employees required to remain on the premises of the Employer, or required to hold themselves in readiness to the extent that their time cannot be used as their own, shall be paid for such time.

C. If, because of a breakdown as defined in Section 3, the employer requires employees to work on a regularly scheduled day off to "catch up", such work shall be at straight time pay as long as the employee has not exceeded his forty hours worked.

SECTION 5. OVERTIME

A. Overtime at the rate of one and one-half (1-1/2) times the regular straight-time rate of pay shall be paid to all employees covered by this Agreement under the following conditions:

1. "5/8" work week - in excess of eight (8) hours per day, forty (40) hours per week;
2. "4/10" work week – in excess of ten (10) hours per day or forty (40) hours per week;
3. "4/10" work week – the regular scheduled days off, referred to as the fifth (5th), sixth (6th) days.

B. In the event the Employer wants the employees to work overtime the employees will be given notice before lunch that overtime is to be worked. In the event the Employer wants employees to work on a paid holiday, the employees shall be notified before the end of work three (3) working days preceding the holiday. If the employer complies with the notice requirements this paragraph, and an employee does not work, said employee shall be subject to disciplinary action; however, if the employer does not comply with the notice provisions

of this paragraph and an employee does not work, the employee shall not be subject to any disciplinary action. Only in cases of emergencies workers will be notified of overtime two (2) hours before the end of shift.

SECTION 6. WAGES

A. All employees covered by this Agreement shall be paid at not less than the scale of wages shown in Schedule "A" attached hereto and made a part hereof.

B. Wages shall be computed on an hourly basis and shall be paid not later than the quitting time of the employee's shift on Friday of the week following the week in which the work was performed; unless the Employer is physically unable to distribute checks due to circumstances beyond their control.

C. No employee shall suffer a reduction in wages through the adoption of this Agreement.

D. An employee temporarily changed from one job classification to another will be paid at the rate for the job performed for the hours actually worked in that classification.

E. Employees required to work on new types of equipment or new processing techniques shall be included in the bargaining unit. A representative of the Union and the Employer will meet to establish a rate for such work.

F. All regular employees with more than one (1) year of service shall be guaranteed a minimum of thirty six (36) hours of work at their hourly rate in any one week.

G. Hazard Pay. In the event of public emergency declared by local, state or federal government agencies, both sides will discuss hazard pay in the event workers must work during a stay at home order or business is deemed essential.

SECTION 7. TRAINEES

A. A Trainee is an employee who has less than ninety (90) days of experience in the industry. Trainees are on probation during the first ninety (90) days of employment and may be terminated without cause during that probationary period. By mutual agreement, the probationary period may be extended thirty (30) additional days. Requests for extension must be made by the Employer at least two (2) weeks before the expiration of the initial probationary period. If the Union fails to respond to the request before the expiration of the initial probationary period, the Employer's request will be considered agreed upon by the Union.

B. No journeyman shall be laid off and a beginner allowed to take his or her place, nor shall a beginner perform the duties of a journeyman who has been laid off.

SECTION 8. HOLIDAYS

A. The following holidays shall be recognized as paid holidays and paid for at eight (8) times the employee's straight-time hourly rate, regardless of the day of the week on which they fall: New Year's Day, Memorial Day (4th Monday of May), Fourth of July, Labor Day, Thanksgiving Day, Christmas Day, Floating Holiday and the Floating Holiday. Employees become eligible for the Floating holidays after the completion of one (1) year of employment.

The Company will respond in writing within seven (7) days after receipt of written request from the employee. Should no response be received the day shall be granted as requested. If the day is denied the Company must offer an alternate date. The Company shall not unreasonably deny when the employee has a legitimate reason.

Employees shall request floating holidays no less than fourteen (14) calendar days in advance of the desired day(s) to use such. Requests will be made via a written request form provided by the Company. There shall be no carryover of floating holidays.

B. However, the above holidays shall be paid provided the employee qualifies under the following conditions:

1. The employee has been a member of the bargaining unit and worked the first day in the calendar month in which the holiday falls.
2. The employee must have been on the payroll of the Employer for the thirty (30) day period immediately preceding the holiday. This sub-section shall not apply to employees transferring within the bargaining unit.
3. Any employee who qualifies in 1 above must work the full regular shift for the three days before, and the regular scheduled shifts three days following, a recognized paid holiday. The three-day provision, before and after, shall not apply to the Birthday Holiday.

C. The Union acknowledges the Company's obligation to provide service to certain businesses during the holidays. The Union further acknowledges that failure to provide service to these customers may result in economic sanctions, loss of business or other financial considerations. When employees are required to work on New Year's Day, Labor Day, Thanksgiving Day and Christmas Day, the Company will post a voluntary sign-up form, and the most senior employees in each job category will be selected. In the absence of volunteers, selection will be made by reverse seniority for each department. Every effort will be made to avoid operations on said holidays.

D. If work is scheduled on Presidents' Day, Memorial Day, or the Fourth of July, and the employee is ordered to report on these days and fails (except for an illness for which the Employer may require medical certification) or refuses to report for work on these days, then the Employer shall not be required to pay the employee for those holidays when no work is performed. However, if on the Friday before the holidays, the Monday after the holidays

(not to include the Monday following a Monday holiday), or during the holiday weeks, a regular employee is off work because of bonafide sickness or other reason including vacation approved by the Employer, then said employee shall be paid for the holidays.

E. When an employee has qualified for paid holidays as set forth above, and when work is performed on these holidays, the employee shall be paid time and one-half (1-1/2) the regular straight-time rate of pay for such hours as are worked plus eight (8) hours' pay for the holidays as provided for above, and the employee shall be paid at the rate of two and one-half (2-1/2) times the regular straight-time rate of pay for all work performed in excess of eight (8) hours on those holidays.

F. Where an employee has not qualified for pay on holidays as set forth immediately above, and where the employee is required to work on any of these holidays, he or she shall be paid at the rate of two (2) times the regular straight-time rate of pay for such time as the employee may work.

G. It is agreed that in cases of emergency or acts of God, the premium rates referred to in sub-sections "E" and "F" above shall be reduced by one-half (1/2) the straight-time rate of pay. As used in the sub-section, the word "emergency" shall be understood to mean an event or occurrence beyond the control of the Employer which affects an entire department or plant (not a single piece of equipment).

H. When any of the above-named holidays fall on Sunday, the following Monday shall be observed as the holiday.

SECTION 9. VACATIONS

A. Full-time employees begin earning vacation benefits from the date of employment. The benefit is based on continuous company service and is accrued weekly at a rate commensurate with the following anniversary intervals:

Upon hire	40 hours per year (.77 hrs/week)
After 2 Years of service	80 hours per year (1.54 hrs/week)
After 6 years of service	120 hours per year (2.31 hrs/week)
After 13 Years of service	160 hours per year (3.08 hrs/week)

Employees will be eligible to take vacation after their first full year of service. After the first full year of service, vacation may be taken based on the actual number of hours currently available; however, the Employee will not be permitted to use more vacation hours than what is currently accrued. Vacation will be paid at the employee's hourly rate times the number of hours being utilized for vacation.

A written response will be given within five (5) working days to an employee's request for vacation.

3. The rate of pay shall be the employee's straight-time rate of pay at the time of taking the vacation or, if the employee has been transferred from one job to another carrying different rates of pay in the ninety (90) day period immediately preceding the date of taking the vacation, the employee's rate of pay shall be the average straight-time rate of pay of that employee during the said ninety (90) day period.

B. Pay in lieu of vacations shall not be granted without mutual consent of the Union and the Employer. The Employer shall post a vacation schedule on or before November 1st for all employees, granting employees with the most seniority preference on a departmental basis. Employees must state their preference for vacation by December 1st or they shall lose their seniority preference for such vacation periods. The Employer will post the confirmed vacation schedule no later than January 15th. Any change in the vacation schedule as posted must be made with the Employer's consent.

C. Vacation pay shall be prorated for absences from work of more than thirty (30) working days in a year. Sick leave, vacation, jury duty will count as time worked for the purpose of computing vacation benefits.

The Employer will follow California state law for payment to employees for all accrued, unused vacation, recorded at the time of their termination.

D. If an employee requests it not less than five (5) working days before leaving on vacation, the employee shall be granted vacation pay allowance before leaving on vacation.

E. If the Employer instructs an employee to take his or her vacation at such time that one of the paid holidays provided for herein should occur during that vacation period, then the Employer shall pay to that employee the amount due for the paid holiday in addition to the vacation allowance. However, if the employee demands the vacation at such time that one of the paid holidays provided for herein occurs during such vacation period, then the employee will not be entitled to pay for that holiday as such.

F. Employees may accrue a maximum of two (2) times their annual vacation.

Example Accrual:

1 year x 2 = 2 weeks

2 years x 2 = 4 weeks

3 years x 2 = 6 weeks

4 years x 2 = 8 weeks

SECTION 10. UNION REPRESENTATIVES

A. An authorized representative of the Union shall be allowed to visit the Employer's plant during working hours and shall have the right, upon proper notice (24 business hours), to examine the timecards and paychecks for work performed by any employee of the bargaining

unit and sign up new employees for Union membership during working hours provided access to the plant is in compliance with the Company rules and, provided further, that such rules do not interfere or hamper the Union representative in his transaction of Union business. It is further agreed that all discussions between employees and the Union Representative will be conducted outside of the production area and in such a manner as not to conflict with the normal operation of the Employer's business. The representative will meet with employees only on non-working time. When necessary and appropriate, an additional union representative may accompany the designated individual. Union Representatives meeting with employees in the break room area during lunch periods are not required to give advance notice but must still sign in upon entry.

Electronic Communication. Both parties agree that electronic communications, including but not limited to emails, email attachments, faxes and texts will be accepted as formal notification. Likewise, upon mutual agreement, conferences, negotiations and other meetings previously executed in person, can be conducted by conference call, video conference or other current virtual meetings without loss of validity.

B. Two shop stewards will cover the bargaining unit. The Employer shall be given written notice of the names of said Stewards. The stewards shall be named by the Union from among employees working in said plants, shall be allowed to take applications for membership in the Union from new employees, investigate grievances, and act as Union representatives in grievance meetings and other meetings where the presence of "Union representatives" is authorized under this Agreement. They may be assisted in such activities by an authorized representative from the Union.

Shop stewards shall not be discriminated against in any manner by the Employer or his agent because of giving any information regarding violations of the Union Agreement or on account of his or her activities in presenting an adjustment or grievance or dispute to the Union. Should any dispute or grievance or misunderstanding arise and a satisfactory settlement between the parties fails, it then shall be adjusted as provided in Section 28.

New Hire Orientation. The Company will allow for all newly hired bargaining unit members to attend a Union orientation on Company premises, within two (2) weeks of each new employee's date of hire. Such orientation will be scheduled in consultation with the Union Representative and Shop Steward

SECTION 11. SENIORITY

A. The Employer and the Union recognize that job security in the event of job openings, decrease of forces and rehiring after layoffs, as well as other conditions of employment should be based upon length of continuous service and that the principle of seniority shall apply to layoffs, rehiring after layoffs, promotions, transfers and selections of vacation.

In recognition of the responsibility of Management for efficient operation and productivity, it is understood and agreed that in cases of promotions and transfers, ability to perform the work may be considered by the Employer.

B. Application of Seniority. It is understood and agreed that, seniority at each Employer's plant shall be based on the employee's hire date or assignment to that plant as recorded by Payroll. When questions arise as to the application of seniority when two or more employees are hired on the same day, the employee with the higher personnel number will be deemed lease senior . In the event of reduction of forces due to the slackness of work, including a reduction of hours, the last employee hired in the department shall be the first employee laid off; and in rehiring, the last employee laid off shall be the first employee hired until the list of former employees is exhausted. In the event of layoffs because of lack of work or in rehiring of employees laid off, length of service and ability to perform the work shall be considered. If ability and physical fitness to perform the work are relatively equal, then seniority shall govern. In the event of a dispute over this issue, it may be submitted to step two of the grievance procedure and a meeting will be held within three working (3) days.

Seniority shall be terminated by any of the following:

1. Resignation;
2. Discharge;
3. Failure to report on recall from layoff within five (5) days of notice sent by return-receipt-requested certified mail to the employee's last address;
4. Layoff or non-industrial sickness/leave in excess of six (6) months (180 days).
- 5 Failure to report without contacting a manager for three consecutive days. If the reason is due to physical inability or for good cause, a discharged employee may be reinstated and seniority restored. Disputes arising from this section are subject to the grievance procedure.

Employees laid off for lack of work will retain seniority as follows:

Up to 180 days employment:	90 days
180 days – 1 year employment:	180 days
1 year – 5 years employment:	270 days
Over 5 years employment:	365 days

In the event an employee's job is eliminated or suffers a reduction in hours the affected employee may bump the least senior employee in that classification. If there is not an employee with less seniority in the laid off employee's present classification, the laid off employee may bump the least senior employee in a classification in which the employee has experience and proven ability to perform the duties due to prior experience in the industry. The limit for the total number of employees bumped in the process will be the first person bumped by the laid off employee, and one (1) more person, provided all three of the employees involved in the process comply with the requirements as stated. An employee will be allowed a two (2) week trial period in which to perform the new duties according to job standards and the satisfaction of the Employer. If at the end of that time the employee is not performing satisfactorily, he/she will be laid off. Prior to such layoff, the Union will be notified.

Job Bidding. The Employer recognizes the desire of its employees to make promotion opportunity a matter of fair and equal treatment. To facilitate that desire, the Employer shall post on the Company bulletin board openings in permanent jobs which will be bid by an employee on a preference basis as follows:

Plant-wide seniority;
Layoff status seniority.

Jobs which are open because of the successful bidding of another job shall not be subject to bid; however, the Employer, whenever possible, will fill the job from present available employees who are qualified prior to bringing in a new hire. Temporary openings which occur because of seasonal fluctuations, vacations, leaves of absence or illness, shall not be subject to bid. All such first job bids will be posted for a period of three (3) days. Each such posting shall be accompanied by a list of the qualifications required to bid the job, as well as the job performance standards pertaining to that particular job. The successful bidder will be placed on the new job for a trial period of two (2) weeks. If, during the trial period, the employee does not perform the new job satisfactorily, he/she shall return to his/her prior job and the next person on the bidding list will receive a trial period of two (2) weeks in the new job under the same terms and conditions until the list is exhausted.

The above referenced bidding shall be limited to the two (2) most qualified applicants.

SECTION 12. LEAVE OF ABSENCE

A. No employee with more than thirty (30) days' employment will lose seniority because of absence due to sickness if said absence is not in excess of 180 calendar days and if said employee returns to work within seven (7) calendar days after receiving a doctor's release to work. The Employer must return the employee to work within seven (7) calendar days after he has been notified by the employee that said employee has been released to work by a doctor. Leaves of Absence for other proper purposes shall be granted in writing and shall not be unreasonably denied.

B. The Employer shall grant Employees excused absences where given one week's prior notice to attend any appointments scheduled by the Homeland Security or U.S. Department of State with respect to immigration or citizenship status of the employee, spouse, child or parent. The Employer may require proof of the appointment and proof of the family relationship.

If return to work from a leave of absence results in overstaffing in the affected department, the terms of Section 24 (Seniority) will apply.

The Employer also agrees to comply with any State and/or Federal regulations concerning the Family Medical Leave Act.

SECTION 13. PAID SICK LEAVE

Employees will be granted 40 hours of sick leave upon hire, which may be used starting their 91st day of employment. The first 24 hours of sick leave will be designated as protected under the Healthy Workplaces, Healthy Families Act of 2014 (AB1522). When an employee is absent for three consecutive days, a doctor's note will be required and the employee may be placed on family and medical leave in accordance with State and Federal law.

Except as it applies to protected state and federal family and medical leave, a doctor's note will be required under the following scenarios:

- After five collective days of absence in a 12 month period predicated by the employee's hire date.
- When an employee establishes a pattern of abuse, including but not limited to repeated absences before or after regularly scheduled days off (including holidays and vacation), absences occurring after disciplinary action, and absences occurring when a previous request for time off was denied.

Employees are responsible for providing advance notice when they will be absent from work. The Company will provide two (2) numbers, a primary and a back up number, for the employee to call in. If the employee is unable to contact a manager on the primary number, the employee must leave a voice message and call the back up number. If the employee is unable to reach a manager on the back up number, they must leave a voice message and will be considered as having fulfilled the notification requirement, provided the attempted contact was at least one (1) hour prior to their scheduled start time. Employees are responsible for obtaining the primary and back up numbers, which will be posted in the plant. Any other form of notification will not be acceptable. Failure to provide advance notice, except when such notice is not possible due to physical incapacitation, may result in denial of paid sick leave and possible corrective action.

The maximum accumulation of sick leave will be two hundred and forty (240) hours. A full bank will be one hundred sixty (160) hours.

If an employee holds a full bank on the date of the absence, they will be paid eight (8) hours of sick leave on the first day. If the employee holds less than a full bank, the employee will be paid according to the actual hours in the job classification for the days absent up to a maximum of eight (8) hours.

The Employer also agrees to comply with any State and/or Federal regulations concerning paid sick leave, school activities leave, pregnancy disability and family and medical leave.

SECTION 14. FUNERAL LEAVE

All employees who have been employed by the Employer one (1) year or more shall be entitled to three (3) days off with pay provided: (a) the deceased is a member of the immediate family (mother, father, brother, sister, present spouse, child, adopted child, mother-in-law, father-in-law, grandparents, grandchildren, registered domestic partner); (b) this provision will not apply if said death occurs during the employee's leave of absence, or

long term lay off or sick leave. The employee will be able to request vacation, floating holiday or unpaid personal leave in order to attend the funeral of an aunt, uncle, brother-in-law or sister-in-law.

Employees with less than one (1) year of service will be granted up to three (3) days unpaid leave in the event of a death in the immediate family.

The Company will extend further unpaid leave to all employees where extended travel is required to attend a funeral or memorial service for a member of the employee's immediate family, for up to two (2) weeks. In such cases, the union agrees that the Employer has the right to require the employee to provide proof of the need for such extended travel upon his /her return.

SECTION 15. DISCRIMINATION

The Employer provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, gender identity, or expression, national origin, age, disability, genetic information, marital status, amnesty, or status as a covered veteran in accordance with applicable federal, state and local laws. The Employer complies with applicable state and local laws governing non-discrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, and transfer, leaves of absence, compensation, and training. The Employer expressly prohibits any form of unlawful employee harassment based on race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, or veteran status. Improper interference with the ability of the Employer's employees to perform their expected job duties is absolutely not tolerated.

SECTION 16. CHARITY

The Union shall and hereby agrees to conduct and handle any and all campaigns and drives for charitable purposes among its membership in such instances as it deems advisable, but in no event shall the Employer carry on any charitable campaign among the employees without the approval of the Union.

SECTION 17. UNIFORMS

If the Employer requires an employee to wear a uniform or a specific type of clothing, including specific footwear, the Employer shall furnish such garments and launder or clean the same without cost to the employee. Newly hired employees will be provided uniforms after 90 days of employment. Garments provided will come from company stock and in good, used condition. All other clothing worn by the employee but not required by the Employer must comply with safety standards.

SECTION 18. WORKING RULES

Rules and regulations for the conduct of business, such as the Employer shall consider necessary and proper, which do not conflict with the terms of this Agreement, shall be observed by all employees. Such rules and regulations shall be posted by the Employer on a bulletin board located in such a position that all employees may become familiar with such regulations, or in writing and signed by the employees.

SECTION 19. BULLETIN BOARDS

It is agreed that suitable bulletin boards will be installed by the Employer near the time clock or another appropriate place. These bulletin boards are also for the use of the Union in posting notices and other official Union matter. The bulletin board will not be used for posting notices calling for a strike or posting notices that are disparaging to the Employer.

SECTION 20. TIME RECORDS

A. Time records shall be maintained by the Employer for all employees for the purpose of recording time worked. These records shall show the actual time the employment begins and ends each day, as well as the time out for meal periods, the hours worked in each day, and the total hours worked for the pay period.

B. Time clocks with suitable time cards or other adequate timekeeping records shall be provided by the Employer.

C. Where time clocks are installed and time cards are to be operated, they must be used by each individual employee in accordance with the Employer's instructions.

D. Pay stubs will include all information required by State and Federal law.

E. All records showing hours of employment, starting and quitting time and records of productivity where an incentive plan of compensation is in effect shall be made available to the accredited representative of the Union when requested by the Union during regular business hours.

F. The Employer shall furnish or make available to the Union representative a suitable place for the purpose of inspecting such records, and such records shall not be removed from the business establishment of the Employer.

SECTION 21. HEALTH INSURANCE PLAN

A. The Employer shall contribute to the Amalgamated National Health Fund for the purpose of providing health, prescription drug, vision and dental insurance for eligible employees.

B. Effective May 1, 2021 the Employer shall contribute to the Amalgamated National Health Fund the sum of \$688.00 per month per eligible employee for the purpose of providing medical, vision, dental and prescription insurance for eligible employees.

Effective May 1, 2022, this contribution shall be increased to \$722.00 per month per eligible employee. Effective May 1, 2023, this contribution shall be increased to \$758.00.

C. An eligible employee is one who is on the payroll of the Employer on the first day of each calendar month, provided, however, that where new employees are hired who are not members of the bargaining unit, the first payment due shall be on the first day of the first calendar month following the employee's first thirty (30) calendar days of employment.

D. All premiums due shall be payable not later than the tenth day of each calendar month.

E. The Employer shall be subject to the provisions of the presently existing Insurance Trust and the action of the Trustees in reviewing and/or amending the provisions of such Trust on all matters with the exception of contribution rates, which are covered above.

F. The Employer agrees that if it becomes necessary in the discretion of the Trustees to take any legal steps to collect the above referred-to subscription during the term of this Agreement for any reason whatsoever, the Trustees may collect from the Employer in any such legal proceedings, besides all amounts due hereunder, all costs involved in any such acts, and a reasonable amount for attorney's fees to be fixed by the appropriate court.

G. Effective May 1, 2021, the Employer requires each employee to contribute \$20.00 per week toward the cost for their medical benefits. Such contributions shall be required by payroll deduction. Effective May 1, 2022, employees will be required to contribute by payroll deduction \$21.50 per week. Effective May 1, 2023, employees will be required to contribute by payroll deduction \$23.50 per week.

SECTION 22. MAINTENANCE OF BENEFITS

The employer is obligated for contribution increases required by the Trustees of the Amalgamated National Health Fund to maintain benefits as described in Section 21, B.

SECTION 23. OPTIONAL MEDICAL-DENTAL SPOUSE/DEPENDENT COVERAGE

The employees in the bargaining unit shall have the option to buy additional coverage for dependents and/or spouse in addition to the benefits contained herein as noted in Section 21. Such additional coverage shall be paid by each individual employee and the premiums for same shall be deducted by the Employer and paid to the insurance company as per the direction of the employees.

SECTION 24. PENSION PLAN

The Employer has a Master Agreement covering all of its plants under contract with Local 75. The contribution rate is fixed by said agreement.

SECTION 25. GRIEVANCE PROCEDURE

This grievance procedure shall be applicable to all disputes between the parties.

A. The first step will be for the grievant and his/her supervisor to attempt to resolve the dispute with the assistance of the Union Representative if requested by the employee within one (1) week of the grieved incident except in item "I" below.

B. If the first step meeting fails to resolve the dispute, it will then be reduced to writing as a grievance and submitted to the Union within thirty (30) days of the occurrence. The Union Representative and the Plant Manager will then meet to attempt to resolve the dispute.

C. If the Plant Manager and the Union Representative fail to resolve the dispute within thirty (30) days of the filing of the grievance, it will then be submitted to Human Resources in an attempt to resolve the dispute.

D. If Human Resources and the Union Representative fail to resolve the dispute, it may then be submitted to the Federal Mediation and Conciliation Service within sixty (60) days of the filing of the grievance. At an informal hearing, the Mediator will attempt to resolve the issues, following a presentation of each party's case.

E. If the grievance is not disposed of at the hearing with the Mediator, then the matter shall be submitted to arbitration within thirty (30) days of the conclusion of the hearing with the Mediator. When a grievance is submitted to arbitration the Employer and the Union will jointly request a list of seven (7) arbitrators from the Federal Mediation and Conciliation Services and alternately scratch names until one (1) arbitrator remains.

F. The decision of the designated arbiter shall be final and binding upon both parties. Should either party refuse to accept such decision, and then the other party may take whatever action they deem necessary to force compliance with said decision.

G. It is hereby agreed that the cost of the arbiter through the Federal Mediation and Conciliation Service and the incidental costs added thereto shall be borne equally by the Union and the Company.

H. It is hereby agreed that the limitation as to time as set forth in this clause shall not be applicable if a delay is occasioned by reasonable inability by either one of the parties to meet within the prescribed time limits.

I. It is further agreed that any dispute involving wage rates, overtime or other matters involving the pay of employees must be filed in writing within thirty (30) days of the act or

omission which is grieved and retroactive compensation shall be limited to three (3) months preceding the date of filing.

SECTION 26. WARNING NOTICE

No employee shall be discharged for poor production without having previously received appropriate progressive discipline. To include, 1) verbal counseling meaning the manager has discussed the issue with the employee and a note to file has been completed 2) written notice 3) suspension and 4) termination. If a suspension occurs, a meeting of the Union, the Employer, and the employee must take place if requested by either party.

Where possible, discipline of employees shall not be administered in front other bargaining unit employees, except in those cases (i) where the employee requests a witness or Union representative or (ii) where reasonable to protect the immediate personal safety or property of employees or the Employer or (iii) where another employee is present for translation purposes with the permission of the individual receiving the discipline. Discipline shall be administered in a professional manner. A copy of such warning notice shall be forwarded to the Union within 5 working days. The Union and the Company agree that for the purposes of forwarding counseling reports, filing and responding to grievances, and other official correspondence, electronic communication such as e-mails satisfy the requirement of this contract.

Formal counseling will remain active for period of twelve (12) months except for discipline that is legally defensible issues such as harassment, hostile work environment, discrimination and retaliation. This discipline will remain in the employees file for the purpose of progressive discipline for a period of three (3) years.

SECTION 27. SUCCESSORS

This Agreement shall be binding on parties, their successors and assigns. The Employer shall give notice of the existence of this Agreement to any purchaser, transferee, lessee or assignee of the operations covered by this Agreement or any part thereof. Such notice shall be in writing with a copy to the Union not later than the effective date of sale, transfer, lease or assignment.

SECTION 28. SAVINGS CLAUSE

In the event any section, clause or provision of this Agreement be declared illegal by final judgment of a court of competent jurisdiction, such invalidation of such section, clause or provision shall not invalidate the remaining portion hereof, and such remaining portions shall remain in full force and effect for the duration of this Agreement.

SECTION 29. MEAL AND REST PERIODS

Mission Linen authorizes and permits all employees to take rest periods, which insofar as practicable shall be in the middle of each work period. The authorized and permitted rest period time shall be based on the total hours worked daily at the rate of ten (10) minutes net rest time per four (4) hours or major fraction thereof. However, a rest period need not be authorized for employees whose total daily work time is less than three and one-half (3 1/2) hours. Rest period time shall be counted as hours worked for which there shall be no deduction from wages.

The following table illustrates the rest periods employees are authorized and permitted to take:

Length of Shift	# of Rest Periods	Timing of Rest Periods
Less than 3.5 hours	None	N/A
3.5 to 6 hours	One 10-minute rest period	As close to the middle of the work period as is practicable
Over 6 hours and up to and including 10 hours	Two 10-minute rest periods	As close to the middle of each work period as is practicable
Over 10 hours and up to and including 14 hours	Three 10-minute rest breaks	As close to the middle of each work period as is practicable
Over 14 hours	Four 10-minute rest breaks	As close to the middle of each work period as is practicable

During rest periods, employees are entirely free from labor, work, or any other employment-related duties. Employees shall not be "on-call" or be subject to any control by Mission Linen during their rest periods. If a rest break is ever interrupted or if an employee is unable to take a required rest break, the employee shall immediately report it to his/her immediate supervisor or the Human Resources department and all efforts will be made to reschedule the rest break.

Meal Periods

Mission Linen will not employ an employee for a work period of five or more hours per day without providing the employee with a meal period of not less than 30 minutes, except that if the total work period per day of the employee is no more than six hours, the meal period may be waived by mutual consent of both Mission Linen and the employee. Mission Linen will not employ an employee for a work period of ten or more hours per day without providing the employee with a second meal period of not less than 30 minutes, except that if the total hours worked is no more than 12 hours, the second meal period may be waived by

mutual consent of Mission Linen and the employee only if the first meal period was not waived. Employees may be required to document waiver of meal periods in writing.

Managers and co-workers are responsible for ensuring that meal periods are planned and taken appropriately in the event of changes to work schedules. Co-workers must clock out for meal periods, which are unpaid. Co-workers will not be required to perform any work during meal periods and may use the time at their sole discretion, meaning they are entirely relieved of all labor, work, and all other employment-related duties and are free to leave all work areas. Co-workers who do not have access to a time clock will be provided a Meal Period Time sheet and are required to accurately record and sign for meal periods taken.

Employees shall not be "on-call" or be subject to any control by Mission Linen during their meal periods. If a meal period is ever interrupted or if an employee is unable to take a required meal period, the employee shall immediately report it to his/her immediate supervisor or the Human Resources department and all efforts will be made to reschedule the meal period, if possible.

Meal/Rest Period Premiums

Unless employees are exempt from applicable legal requirements, Mission Linen pays meal and rest period premiums as required by applicable law. Non-exempt Co-workers who are not provided with a meal period in accordance with this policy, or who are not relieved of duty during or otherwise prevented from taking an uninterrupted meal period of not less than 30 minutes, will be paid for all time worked, plus the applicable meal period premium. Co-workers who are not authorized and permitted to take a rest period in accordance with this policy, or who are not relieved of duty or otherwise prevented from taking an uninterrupted rest period of not less than 10 minutes, will be paid the applicable rest period premium.

Co-Worker Responsibilities

Co-workers are expected to take meal and rest periods in accordance with this policy. If a co-worker believes that business conditions will not allow them to take a meal or rest period in accordance with this policy, he/she must notify their supervisor in advance of the meal or rest period, or as soon as he/she is able to do so. Any co-worker who is unable to take meal or rest periods in accordance with this policy must immediately notify management, and must submit a Meal/Rest Period Discrepancy form so that the appropriate premium can be paid if applicable. Failure to take meal and rest periods in accordance with this policy, or failure to notify management of an inability to take meal or rest periods, may subject co-workers to disciplinary action.

SECTION 30. MANAGEMENT PREROGATIVES

A. Except as limited by the specific provisions expressed in this Agreement, the Employer shall continue to have the right to take any action it deems appropriate in the management of the business and in the direction of its working force in accordance with its judgement, including but not limited to: (a) the right to control, plan, direct, expand, change, reduce and terminate the operations and/or job classifications; (b) to hire, assign and transfer employees; (c) to relieve employees from duty because of lack of work or for other reasons;

(d) to suspend, discharge, or otherwise discipline employees for just cause; (e) to introduce any new or improved methods or facilities; (f) to make reasonable rules and regulations to govern employees and for the operation of its business.

B. It is expressly understood and agreed that all rights, prerogatives and privileges which the Employer had prior to the execution of this Agreement, except only those which are expressly relinquished herein by the Employer, are hereby expressly reserved and retained by the Employer and shall continue to be vested exclusively in the Employer.

SECTION 31. NO STRIKE / NO LOCKOUT

A. There shall be no lockouts, strikes, slow downs, work stoppages or interference with production, including sympathy strikes, picketing, or boycotts, for any reason whatsoever during the period of this Agreement.

B. The Union, its officers, agents, and members agree that they will not authorize, ratify, permit, aid, assist, or participate in any strike, slow down, work stoppage or interference with the operations, including sympathy strikes, picketing or boycotts, for any reason whatsoever.

C. If any unauthorized strike, slow down, work stoppage or interference with production, including sympathy strike, picketing or boycott occurs or is threatened the Union agrees to use every means at its disposal to disavow, prevent and terminate such unauthorized action and to maintain full operations.

D. Notwithstanding the foregoing, employees may honor a picket line at a Mission facility where such a picket line has been established by employees represented by the International Brotherhood of Teamsters who are on an authorized and legal strike at that facility and where there is no collective bargaining agreement in effect between the International Brotherhood of Teamsters and Mission Linen at that facility or where struck work from another facility has been moved to the facility covered by this agreement.

SECTION 32. JOINT LABOR – MANAGEMENT COMMITTEE

There will be established a Joint Labor-Management Committee. The committee shall be called to order by either the Union or the employer, at minimum, one time annually or as necessary. The permanent members of the committee shall be the representatives of the Local Union and the Employer. It is agreed and understood that this committee acts in an advisory capacity only, and does not have the authority to change, modify, or add to the Collective Bargaining Agreement, nor are any of their decisions binding on the parties covered by the CBA. Subjects that can be discussed include but are not limited to health issues, safety issues, and respect and dignity issues.

SECTION 33. GUIDING PRINCIPLES

The Company reaffirms its commitment to the following Guiding Principles by including them as part of this Agreement:

Our Guiding Principles

- We achieve our common objectives through cooperation and teamwork.
- We conduct our business with uncompromising integrity.
- We focus on a high level of contribution and achievement.
- We combine common sense with creativity to find solutions.
- We trust and respect all individuals.

SECTION 34. ETHNIC AND CULTURAL DIVERSITY

In the event that an employee expresses that he or she is experiencing difficulty understanding English in a situation involving a dispute on the shop floor, a possible grievance, possible confusion about work duties and responsibilities, or necessary clarification of questions arising out of this Agreement, he or she may request the assistance of a translator of his or her choice, as long as such translator is on the premises.

SECTION 35. HEALTH AND SAFETY

A. General

The Employer shall make reasonable provisions to assure the safety and health of its employees during their hours of work. The Union agrees to cooperate with the Employer to ensure that all supervisors and employees comply with such reasonable rules, regulations and practices as may be necessary to provide safe, sanitary and healthful working conditions.

Both the Union and the Employer recognize that there are specific obligations under Federal, State and local standards or guidelines including those addressing hazard communications, lockout/tag-out, and blood-borne pathogens. Employees shall be provided with applicable safety and health information.

B. Protection from Heat Stress

The Employer shall provide an adequate number of clean drinking fountains or bottles with cool water and clean cups to allow easy access by employees for frequent drinking. The Employer shall take all reasonable measures to reduce heat exposure and will consider any recommendations provided by the Safety and Health Committee.

C. Sanitation

Restrooms shall include appropriate lighting and mirrors, and will be stocked with all necessities. The restrooms will be kept free of clutter and maintained in a sanitary condition. The restrooms will be open during working hours, lunch and rest periods, unless temporarily closing is necessary for repair, cleaning or remodeling. Hand washing facilities will be made accessible to employees.

D. Protection from Blood-borne Pathogens:

a) Protective Equipment: For employees with potential occupational exposure, such as skin contact, to blood or other potentially infectious materials, the Employer shall provide appropriate personal protective equipment. Personal protective equipment will be considered "appropriate" only if it does not permit blood or other potentially infectious materials to pass through to or reach the employees' clothes, skin, eyes or mouth, under normal conditions of use. The Employer shall repair or replace personal protective equipment as needed to maintain its effectiveness, at no cost to the employee, except in cases of intentional damage or negligence. Disposable (single use) gloves such as surgical or examination gloves, shall be replaced as soon as practical when contaminated or as soon as feasible if they are torn, punctured, or when their ability to function as a barrier is compromised.

b) Vaccinations: The Company shall offer the Hepatitis B vaccination series to all employees with potential occupational exposure to blood within ten (10) working days of initial assignment, unless the employee has previously received the complete Hepatitis B vaccination series, antibody testing has revealed that the employee is immune, or the vaccine is contraindicated for medical reasons.

E. Joint Safety and Health Committee.

A Joint Safety and Health Committee ("Committee") will be established by the Employer and the Union, composed of up to three (3) members of the bargaining unit selected by the Union and up to (3) members of management selected by the Employer. The Committee shall be organized to provide assistance in identifying and eliminating potential hazards throughout the facility. The General Manager or his/her designee will coordinate the meetings of the Committee; set agenda with input from members; assist with resources and technical assistance; and closely monitor all documentation including meeting minutes, activities and committee recommendations to ensure appropriateness, effective resolution, and compliance with applicable laws, regulations, code provisions, policies and / or procedures. This Committee shall meet at least once a month and will make a monthly plant safety tour. Additionally, members shall become familiar with management to improve safety and health in the workplace. The Employer will consider all the recommendations from the Committee in good faith.

F. Safety and Health Related Training.

The Employer shall provide job safety and health related training as required by Federal, State and Local regulations. Such training shall take place at intervals that comply with the applicable regulation or standard.

G. It shall be the obligation of all employees to wear and / or utilize appropriate protective equipment provided hereunder when there is a bonafide health and safety requirement that such equipment be worn and provided there is no bonafide medical reason that the employee cannot wear or utilize such equipment.

SECTION 36. PRODUCTIVITY

The Union recognizes that continuing large scale employment at a fair wage can continue only as long as a high level of productivity is maintained within the Employer's operation. The parties agree that this result is dependent upon achieving a high quality of individual employee performance and efficiency and the Union shall undertake to encourage its members in the attainment of this objective. Increased productivity can be achieved by reducing damage, good care of tools and equipment, a minimum amount of wasted time, careful and economical use of supplies, and in general a positive attitude by each employee. Efficiency of production requires co-operative effort towards finding easier, better and faster ways of performing operations and the ready acceptance of higher productivity bases due to improvement in operations or methods.

SECTION 37. WAIVER CLAUSE

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Employer and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject matter referred to or covered in this Agreement, or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

SECTION 38. SAFETY COMMITTEE

The Employer shall establish a safety committee which shall include members of the bargaining unit for the purpose of meeting periodically in the interest of plant safety. The Employer shall notify the Union in writing of those employees who are serving on the safety committee. In the event any employee violates the safety rules and regulations established by said committee, said employee shall be subject to suspension or discharge.

SECTION 39. LITIGATION

A. In the event any action at law or equity is required to enforce this Agreement or any provision thereof, the non-prevailing party to this Agreement hereby agrees to pay reasonable attorney's fees and cost of suit.

B. The parties further stipulate that this Agreement has been entered into in the County of Sacramento and any litigation involving said Agreement or arising out of said Agreement shall be brought in said County of Sacramento.

SECTION 40. USSERA

The Employer agrees to abide by USSERA

SECTION 41. RESPECT AND DIGNITY

The Employer and the Union agree that each employee and representative of the Employer should be treated with respect and dignity. Verbal abuse, threats, or harassment by any employee or supervisors will not be tolerated. Discipline of employees shall not be administered in front of other bargaining unit employees, except in those cases (i) where the employee requests a witness or Union representative or (ii) where necessary to protect the immediate personal safety or property of employees or the Employer or (iii) where another employee is present for translation purposes with the permission of the individual receiving the discipline. Discipline shall be administered in a professional manner. Disputes between fellow co-workers will be addressed in private and in a respectful and professional manner. All acts of disrespect shall be subject to the grievance and arbitration procedure.

SECTION 42. CHANGES IN THE LAW

The Parties agree that, in the event of a change in local, city, state or federal law that modifies, changes or otherwise may affect the terms or conditions of employment as set forth in this collective bargaining agreement, the Parties will meet to discuss how the change affects the terms or conditions of the Agreement. It is intended that, in no event, shall any such change in the law be permitted to add to, or take away from rights and privileges afforded under this Agreement and that the parties will make appropriate adjustments in the terms of this Agreement to achieve that result. Either party may re-open the Agreement for negotiations only on such terms affected by the change in local, city, state or federal law. Additional language from Union. The strike clause shall remain in effect during the negotiations.

SECTION 43. GENERAL SAVINGS CLAUSE

It is the intent of the parties to abide by all applicable Federal and State statutes covering the subject matter of this Agreement. Should any provision of this Agreement be determined to be contrary to any Federal or State law, all other provisions of this Agreement shall remain in force and effect, and substitutions for the invalid provision or provisions shall be immediately negotiated.

SECTION 44. TERM OF AGREEMENT

This Agreement shall be effective on May 1, 2021 and shall remain in full force and effect until April 30, 2024, and shall be considered as renewed from year to year thereafter unless either party hereto shall give written notice to the other of their desire to have the same modified or terminated, and such notice must be given at least sixty (60) days prior to April 30, 2021. If such notice is not given, then this Agreement is to stand as renewed for the following year. Irrespective of the above, the agreement will be reopened in year 3 for the purpose of negotiating wages.

IN WITNESS WHEREOF, the parties hereto have set their hands the day and year first above written.

MISSION LINEN SUPPLY dba
MISSION LINEN & UNIFORM SERVICE
Plant 2500, Chico, CA

WESTERN STATES REGIONAL
JOINT BOARD, SEIU Local 75

By: Sean Hearn
Sean Hearn
Director, Employee Relations

By: María Rivera
María Rivera,
Regional Manager

Date: 9/02/2021

Date: 9/9/21

SCHEDULE "A"

Laundry Workers

Classification:	Current 1/01/21	\$0.80 5/1/21	\$0.40 12/1/21	\$0.35 5/1/22	TBD 5/01/23
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GROUP I

Count-In Motel & Linen Supply/ Route Auditor/FWI Feeder/Shaker/ Tie-Out/Counter/Folder/Loader/ Unloader/Towel Fold Machine - Hand/ Dust Control/Mats/Mops/Roll Towels	\$14.02	\$14.82	\$15.22	\$15.57
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GROUP II

Count-In Heavy Soil/Mender/ Tie-Out - General/Hanger-Dust Tunnel Operator	\$14.07	\$14.87	\$15.27	\$15.62
Hospital Sorters	\$14.07	\$15.27	\$15.67	\$16.02

GROUP III

Off-Service/Makeup	\$14.11	\$14.91	\$15.31	\$15.66
Head Washer	\$15.02	\$15.82	\$16.22	\$16.57
Washroom/Extracting	\$14.77	\$15.57	\$15.97	\$16.32
Tumbler	\$14.50	\$15.30	\$15.70	\$16.05
Press Operator	\$14.22	\$15.02	\$15.42	\$15.77
Utility (one who cleans up, sweeps out and wipes machinery)	\$14.20	\$15.00	\$15.40	\$15.75

All increases shall be across-the-board (May 1, 2021...\$0.80/hour. Effective Dec. 1, 2021... \$0.40/hour. Effective May 1, 2022... \$0.35/hour Effective May 1, 2023... will meet to negotiate increase)

All lead personnel shall be paid fifteen cents (\$.15) per hour above all employees in the department in which the employee is designated as the lead person.

Trainees:

Newly hired employees will earn the greater of state minimum wage or 80% of the contracted tier rate for the first 90 days worked. At their discretion, the Company may waive the trainee rate.

Employees shall receive the following non-cumulative compensation based on years of service:

Over fifteen (15) years continuous employment:	\$0.10 per hour
Over twenty (20) years continuous employment:	\$0.15 per hour
Over twenty- five (25) years continuous employment:	\$0.20 per hour