

REGISTER OF WAGE DETERMINATION UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary
of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane Koplewski Division of
Director Wage Determinations

Wage Determination No.: CBA-2009-2987
Revision No.: 5
Date of Last Revision: 11/17/2014

State: Alaska

Area: Anchorage

Employed on Puget Sound VA Healthcare Administration, Dupont, WA contract for
Janitorial Services.

Collective Bargaining Agreement between contractor: PHI Group LLC and NMI Alaska, Inc
and union: OPEIU AFL-CIO local 4873 effective 11/20/2013 through 11/19/2016 and
amended on 11/20/2013.

In accordance with Section 2(a) and 4(c) of the Service Contract Act, as amended,
employees employed by the contractor(s) in performing services covered by
the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits
set forth in the current collective bargaining agreement and modified extension
agreement(s).

SUPPLEMENTAL AGREEMENT

Agreement made this 22nd day of October, 2015, by and between **Industrial, Technical and Professional Employees Union, OPEIU Local 4873, AFL-CIO**, hereinafter referred to as the "Union", and **PHI Group, LLC. and NMI Alaska Inc.**, hereinafter referred to as the "Employer".

Whereas, the parties have entered into a Collective Bargaining Agreement effective November 20, 2013 covering wages, hours and working conditions of the non-supervisory Housekeeping Services Employees employed by the Company at The Veterans Administration Alaska Healthcare center, VA Alaska Domiciliary Facility and VA Alaska Northway Mall Facilities Anchorage AK, and

Whereas, the said Agreement provides that the parties shall meet on or about September 1st for the purpose of negotiating changes in wages and fringe benefits.

Now, therefore, it is hereby agreed as follows:

WAGES

	<u>Current:</u>	<u>Effective January 01, 2016:</u>
Housekeeper	\$15.14	\$15.64
Dayshift Group Leader	\$16.50	\$17.00
Second Shift Group Leader	\$17.05	\$17.55

HEALTH AND WELFARE

Current:

The Employer shall contribute to the ITPEU Health and Welfare Fund, the sum of **four dollars and sixty cents (\$4.60) per hour** for all straight time hours worked plus all hours paid for vacation, holiday, and sick leave for each and every employee covered by this agreement, not to exceed forty (40) hours in any one week.

In executing this Agreement, the Employer agrees to be bound by the terms and conditions of the Agreement and Declaration of the Trust establishing the ITPEU Health and Welfare Plan and any amendments duly adopted thereto.

The Employer further agrees to be bound by any other actions taken by the Board of Trustees of the ITPEU Health and Welfare Fund.

HEALTH AND WELFARE *(continued)*

Effective January 01, 2016:

The Employer shall contribute to the ITPEU Health and Welfare Fund, the sum of **four dollars and seventy-five cents (\$4.75) per hour**, for all straight time hours worked plus all hours paid for vacation, holiday, and sick leave for each and every employee covered by this agreement, not to exceed forty (40) hours in any one week.

In executing this Agreement, the Employer agrees to be bound by the terms and conditions of the Agreement and Declaration of Trust establishing the ITPEU Health and Welfare Plan and any amendments duly adopted thereto.

The Employer further agrees to be bound by all resolutions and other actions taken by the Board of Trustees of the ITPEU Health and Welfare Fund.

VACATIONS

Current and Effective January 01, 2016:

- One (1) week paid vacation after one (1) year of service with a contractor or successor.
- Two (2) weeks paid vacation after two (2) years of service with a contractor or successor.
- Three (3) weeks paid vacation after five (5) years of service with a contractor or successor.
- Four (4) weeks paid vacation after ten (10) years of service with a contractor or successor.

Length of service includes the whole span of continuous service with the present (successor) contractor, wherever employed, and with predecessor contractors in the performance of similar work at the same Federal facility.

All vacations will be paid out to all employees in the pay period in which the vacation is earned.

HOLIDAYS

Current and Effective January 01, 2016:

The Employer shall provide the following **eleven (11)** paid holidays per year:

- | | |
|------------------------------------|-----------------------|
| 1. New Year's Day | 7. Columbus Day |
| 2. Martin Luther King Jr. Birthday | 8. Veterans Day |
| 3. Presidents Day | 9. Thanksgiving Day |
| 4. Memorial Day | 10. Christmas Day |
| 5. Independence Day | 11. Employee Birthday |
| 6. Labor Day | |

SICK LEAVE

Current and Effective January 01, 2016:

Sick leave shall accrue at the rate of three-fourths (3/4) paid sick day per month, up to a maximum of 120 hours. There will be no cash payment for unused sick leave.

PENSION

Current:

The Company shall contribute to the ITPEU Pension Fund the sum of **eighty cents (\$0.80)** per hour for all straight time hours worked plus all hours paid for vacation, holiday, and sick leave for each and every employee covered by this agreement, not to exceed forty (40) hours in any one week.

In executing this Agreement, the Company agrees to be bound by the terms and conditions of the Agreement and Declaration of the Trust establishing the ITPEU Pension Plan and any amendments duly adopted thereto of the ITPEU Pension Fund.

The Company further agrees to be bound by any other actions taken by the Board of Trustees of the ITPEU Pension Fund.

Effective January 01, 2016:

The Company shall contribute to the ITPEU Pension Fund the sum of **eighty five cents (\$0.85)** per hour for all straight time hours worked plus all hours paid for vacation, holiday, and sick leave for each and every employee covered by this agreement, not to exceed forty (40) hours in any one week.

In executing this Agreement, the Company agrees to be bound by the terms and conditions of the Agreement and Declaration of the Trust establishing the ITPEU Pension Plan and any amendments duly adopted thereto of the ITPEU Pension Fund.

The Company further agrees to be bound by any other actions taken by the Board of Trustees of the ITPEU Pension Fund.

BEREAVEMENT LEAVE

Current and Effective January 01, 2016:

The Employer shall pay up to three (3) days pay at his/her regular rate of pay for time missed, within one week of an immediate family member's funeral.

JURY DUTY

Current and Effective January 01, 2016:

In the event an employee is called for jury duty or jury qualification, the Employer will grant court leave not to exceed eight (8) hours per day. If called, the employee shall notify the Employer promptly and submit a true copy of the summons for jury service. Upon completion of service, the employee shall present to the Employer evidence of time spent on such duty, together with any jury fees received. The Employer will pay the difference between the jury fees received and the employee's daily earnings up to ten (10) days, provided they have passed their probationary period.

To be eligible for jury duty payment, the employee must:

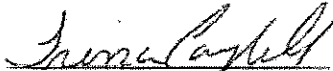
- (a) Give notice of his summons to the Employer as soon as possible
- (b) Provide adequate proof of dates and time served and compensation received
- (c) State that he/she did not volunteer for jury service

In no event will payment be made for jury duty performed on a contract holiday or on Saturday or Sunday of an employee's regular assigned work week, nor will the Employer pay an employee for time lost in court when the employee is a party to the action or for Union business.

APPROVAL SIGNATURES

FOR THE UNION:

Industrial, Technical, and
Professional Employees
Union, OPEIU Local 4873, AFL-CIO

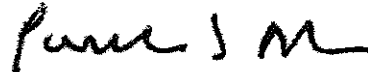


Ms. Trina Campbell
Representative

FOR THE EMPLOYER:



Mr. Richard Gingras
President
PHI Group, LLC



Mr. Paul S. Morgan
President
NMI Alaska, Inc.