COLLECTIVE BARGAINING AGREEMENT (DRAFT FOR LEGAL REVIEW)

By and Between

HANA SECURITY SERVICES (HHS)

and

PUBLIC SAFETY PROFESSIONALS UNITED, LOCAL 730

Unit: Naval Weapons Station Earle (Colts Neck, NJ)
Term: July 1, 2026 – June 30, 2029

ARTICLE 1 - PREAMBLE

THIS AGREEMENT is entered into effective July 1, 2026, between Hana Security Services (HHS) (hereinafter referred to as the "Company" or "Employer"), and Public Safety Professionals United, Local 730 (hereinafter collectively referred to as the "Union").

No changes, modifications, additions, or other agreements will take effect until and unless a specific written addendum or side-letter is signed by all parties and attached permanently to this document. All matters within the scope of bargaining have been negotiated and agreed upon in this document. The terms and conditions set forth in this AGREEMENT represent the full and complete understanding and commitment between Hana Security Services (HHS) and PSPU Local 730.

ARTICLE 2 - UNION RECOGNITION

Pursuant to the Certification of Representative issued by the National Labor Relations Board on May 28, 2026, the Company recognizes the Union as the sole and exclusive collective bargaining agent for all full-time and regular part-time armed and unarmed security officers, including Armed Security Officer I, Armed Security Officer II, Armed Security Officer III, Guard Specialist, Corporal, Sergeant, and Lieutenant, performing guard duties as defined in Section 9(b)(3) of the National Labor Relations Act employed by the Company at the Naval Weapons Station Earle located at 201 Route 34 South, Colts Neck, New Jersey.

This agreement excludes all office, clerical, professional employees, as well as all other non-guard / non-security officer employees.

ARTICLE 3 - UNION SECURITY

SECTION 1: All officers hereafter employed by the Employer in the classifications covered by this Agreement shall become members of the Union not later than the thirty-first (31st) day following the beginning of their employment, or the date of the signing of this Agreement, whichever is later, as a condition of continued employment.

ARTICLE 4 - DUES, CHECK-OFF AND AUTHORIZATION FORM

SECTION 1: The Employer agrees to deduct initiation fees and Union dues for proportionate share payments from the wages of officers who voluntarily authorize the Employer to do so on a properly executed payroll deduction card. Such deductions shall be made from the first paycheck of each month, or the first pay received in that month in which the officer has sufficient net earnings to cover the Union membership dues or payments.

SECTION 2: Funds deducted, along with a summary sheet including the names, addresses, personal email addresses, primary phone numbers, employer-issued identification numbers (excluding Social Security Numbers), and local union number of officers, and the amount of dues deducted from each, shall be remitted directly to the Secretary/Treasurer of Public Safety Professionals United, Local 730 within fifteen (15) days after the first regular payday of the month. The Employer will provide a monthly summary sheet describing gross amounts remitted and a schedule, by person and employer-issued identification number, indicating amounts withheld.

SECTION 3: The Employer will provide to Local 730 quarterly reports that will include officers' names, addresses, personal email addresses, primary phone numbers, city, state, zip code, and current wage rates. The Employer shall also inform the Local 730 Secretary/Treasurer, in writing, of the change of status of any bargaining unit employee (e.g., medical leave, military leave, promotion out of the bargaining unit, etc.).

ARTICLE 5 - NO STRIKES, NO LOCK-OUTS

Neither the Union nor any employee covered by this Agreement shall authorize, encourage, or engage in any strike, sympathy strike, stoppage of work, slowdown, or other interference with work or with the Company's business during the term of this Agreement. The Company shall not lock-out its employees during the term of this Agreement.

ARTICLE 6 - MANAGEMENT RIGHTS

SECTION 1: Subject to the terms of this Agreement, including the Grievance and Arbitration provisions herein contained, the operation of the business and direction of the employees, including the making and enforcing of reasonable rules that do not conflict with this Agreement, the right to hire, to transfer, to promote, to demote, to discipline, to discharge strictly for just cause, and to layoff for lack of work, are rights vested in the Management of the Company.

SECTION 2: Management shall have the right to discharge any employee who has been denied access to the premises by any government agency, provided such denial is final and the employee has been afforded all due process rights to appeal such denial.

SECTION 3: If any of the above rights have been expressly abridged by a specific provision of this Agreement, the specific provision of this Agreement shall exclusively apply. The Company agrees that it shall not unilaterally change any working conditions, post orders, or training requirements without first providing notice and an opportunity to bargain to the Union.

ARTICLE 7 - HOURS OF WORK, OVERTIME, AND CALL-IN

SECTION 1: For the purposes of this agreement, employees who work less than thirty-two (32) hours per week are considered part-time employees. Those employees who work thirty-two (32) hours per week, or greater, are considered full-time employees.

SECTION 2: The regular work week for all employees shall begin on Monday and end on Sunday, unless the government mandates changes as to the days of the week that work is performed by bargaining unit members at the Naval Weapons Station Earle facility.

SECTION 3: All hours worked in excess of eight (8) hours in a single workday, or forty (40) hours in a single workweek, shall be paid for at the rate of time and one-half the employee's base hourly salary.

SECTION 4: The Company shall distribute all overtime opportunities strictly based on classification seniority. All open shifts and overtime must be offered to bargaining unit employees in descending order of seniority. In the event all qualified employees reject the voluntary request to perform overtime, the overtime shall be mandatorily assigned to the qualified employee with the least classification seniority.

SECTION 5: Any employee called-in on any of his or her normal days off shall receive a minimum of six (6) hours of work, or be paid for the difference, if any, between the actual time worked and six (6) hours pay, if sent home.

ARTICLE 8 - HIRING, PROBATION, AND ORIENTATION

SECTION 1: Internal Hiring Preference. The Employer agrees that when vacancies occur within the bargaining unit, preference shall be given to current bargaining unit employees. The Employer must post all vacancies internally for a minimum of seven (7) calendar days before seeking external applicants.

SECTION 2: Probationary Period. All new employees shall be on probation for the first ninety (90) calendar days of their employment. During this probationary period, the Employer shall be the judge as to whether such new employee is qualified to continue employment, and the Employer may discharge such employee at its discretion. However, probationary employees shall immediately be covered by all economic provisions of this Agreement (wages, health and welfare, and retirement) and shall be entitled to Union representation during any investigatory interviews (Weingarten Rights).

SECTION 3: Union Notification and Orientation. The Employer shall notify the Secretary/Treasurer and the Chief Steward of Local 730 in writing of any new hire into the bargaining unit no later than forty-eight (48) hours prior to their official start date. Furthermore, the Employer shall grant a designated Local 730 Union Representative up to sixty (60) minutes of uninterrupted, paid time during the new employee's initial orientation and training period. This time shall be used to introduce the Union, explain the Collective Bargaining Agreement, and process Local 730 membership and dues authorization forms. Management shall not be present during this Union orientation block.

ARTICLE 9 - UNION REPRESENTATION

SECTION 1: Union Access. The Union's duly authorized agent or representative shall have the right to visit the premises of the Employer at the Naval Weapons Station Earle at reasonable intervals and times during work hours for the purposes of discussing grievances or conducting union business. The Union will attempt to schedule such visits to avoid interruption of normal activities.

SECTION 2: Steward Release Time. The Company shall permit the Chief Steward, or designated alternate, paid release time to handle Union business, investigate grievances, and represent employees during disciplinary or investigatory meetings. The forty-eight (48) hour advance notice requirement is hereby abolished for any investigatory or disciplinary meetings. For routine, non-urgent Union business, the Steward will provide reasonable advance notice to ensure operational coverage. Management shall not unreasonably deny release time.

ARTICLE 10 - UNION BULLETIN BOARD

The Employer agrees to provide a designated bulletin board in a mutually agreed-upon, accessible location (such as the guard mount or break area) for the posting of official Union notices, meeting announcements, and related informational material.

The Union assumes full responsibility for the maintenance and content of the bulletin board. In recognition of the facility's mission and the overarching authority of the United States Navy, the Union agrees that all posted materials shall remain professional in nature, will not contain inflammatory or derogatory content directed at the Employer or the Navy Command, and will strictly adhere to all applicable Naval Weapons Station Earle regulations and operational security (OPSEC) standards.

ARTICLE 11 - CLOTHING AND EQUIPMENT

SECTION 1: Employer Provided Issue. The Employer shall provide, at no cost to the employee, all required uniform items, duty gear, and required safety equipment. Employees will inspect uniforms and equipment regularly and maintain them in good repair. Uniforms and equipment that are excessively worn, torn, or damaged through the course of duty shall be reported to the Security Supervisor and shall be replaced by the Employer within fourteen (14) calendar days of the report.

SECTION 2: Uniform Standards. The Union and the Employer recognize the importance of maintaining a professional appearance in accordance with Naval Weapons Station Earle standards. Long-sleeved or short-sleeved shirts will be worn at the direction of Management. Any future mandates by the Employer or the Navy that require a change in the uniform style, color, or required brand shall be fully funded by the Employer.

SECTION 3: Return of Equipment. All uniforms and Employer-issued equipment must be returned to the Employer, with allowance for reasonable wear and tear, upon termination of employment. The Employer is expressly prohibited from mandating that employees sign wage-deduction authorizations, and the Employer shall not withhold, deduct, or retain any portion of an employee's final paycheck for the cost of uniforms or equipment. If equipment is not returned, the Employer must utilize standard invoicing or civil processes rather than withholding earned wages.

ARTICLE 12 - SAFETY

SECTION 1: Commitment to Safety. The Employer and the Union are mutually committed to providing a safe and healthy working environment for all employees. The Employer shall maintain all equipment, vehicles, and posts in strict compliance with applicable local, state, federal, and Naval Weapons Station Earle security and safety standards.

SECTION 2: Joint Labor-Management Safety Committee. The Employer and the Union shall establish a Joint Labor-Management Safety Committee, consisting of up to two (2) representatives appointed by Local 730 and two (2) representatives appointed by the Employer. The Committee shall meet no less than quarterly, on paid Company time, to review safety protocols, vehicle maintenance logs, CBRNE readiness, and hazard reports.

SECTION 3: Safety Reporting. No employee shall be disciplined for reporting safety hazards or for reasonably refusing to operate a severely compromised vehicle or stand a post that lacks required, functioning life-safety equipment, provided such refusal is immediately reported to the Chain of Command and documented.

ARTICLE 13 - BARGAINING UNIT WORK

SECTION 1: Protection of Work. Guard and security duties covered by this Agreement shall exclusively be performed by bargaining unit members. Non-bargaining unit personnel (including management, supervisors, and unrepresented personnel) shall not perform bargaining unit work except in cases of bona fide, facility-wide emergencies declared by the Navy Command, or for the explicit purpose of conducting training.

SECTION 2: Overtime Integrity. The Employer is expressly prohibited from defining standard shift vacancies, sick call-outs, or routine scheduling shortages as "emergencies." All shift vacancies must be filled exclusively by utilizing the bargaining unit seniority-based overtime procedures established in Article 7.

ARTICLE 14 - REDUCTION IN FORCE

SECTION 1: Layoff Order. When it becomes necessary to reduce the working force, layoffs shall be conducted strictly by classification seniority. The least senior employee in the affected classification shall be the first laid off. If the working force is thereafter increased, employees shall be recalled in the reverse order in which they were laid off.

SECTION 2: Severance of Pay. When an employee is laid off, they shall be paid by direct deposit for any wages and accrued, unused leave owed on their next scheduled payday.

SECTION 3: Recall Rights. When the Employer recalls laid-off employees, it shall contact the employee by telephone and email, and shall send a certified letter to the employee's last known address. The employee shall have five (5) calendar days from the documented receipt of the notice to respond and accept the recall, and up to fourteen (14) calendar days to report for duty. All employees are required to keep the Employer informed of their current contact information.

ARTICLE 15 - SENIORITY

SECTION 1: Shift Bidding & Schedule Allocation. Shift preference, days off, and full-time hours shall be allocated strictly on the basis of classification seniority. The Employer shall conduct a quarterly shift-bidding process. Under no circumstances may the Employer reduce a senior full-time employee’s hours to circumvent benefits or operational costs.

ARTICLE 16 - GRIEVANCE AND ARBITRATION PROCEDURE

SECTION 1: Definition and Scope. The parties to this Agreement, in the interest of resolving all disputes arising out of the interpretation or application of this Agreement, agree to the following exclusive, final, and binding procedure. The Company shall not have the right to submit its own grievances to arbitration.

SECTION 2: Grievance Steps.

- **STEP 1:** An aggrieved employee and/or the Union Steward may discuss the grievance with the Site Manager or designee. The grievance must be brought forward within ten (10) calendar days after the incident giving rise to the grievance, or within ten (10) calendar days of when the employee or Union reasonably should have known of the incident.
- **STEP 2:** If not resolved, the specific facts and circumstances must be reduced to writing by the Union and submitted to the Project Manager within seven (7) calendar days of the Step 1 discussion. The Project Manager shall meet with the Union and provide a written response within seven (7) calendar days.
- **STEP 3:** If not resolved, the Union may submit the grievance to the Chief Operating Officer or designee within seven (7) calendar days. The COO shall meet with the Union Business Agent and provide a final written response within seven (7) calendar days.
- **STEP 4 (Arbitration):** If the grievance is not settled in Step 3, the Union may, within twenty-one (21) calendar days after the Step 3 response, refer the matter to arbitration using the Federal Mediation and

Conciliation Service (FMCS). The Union and the Company may mutually agree to non-binding mediation prior to arbitration. The fee of the arbitrator shall be borne equally by both parties.

ARTICLE 17 - NON-DISCRIMINATION

Neither the Company nor the Union shall discriminate against, or in favor of, any employee on the basis of race, color, national origin, religion, sex, age, non-job-related disability, veteran's status, or Union membership, affiliation, or protected concerted activity, as required by law.

ARTICLE 18 - VACATIONS

SECTION 1: Accrual. Each employee shall be entitled to a paid vacation according to the following schedule:

- 1 Year of Service = 2 Weeks
- 3 Years of Service = 3 Weeks
- 10 Years of Service = 4 Weeks
- 15 Years of Service = 5 Weeks
- 20+ Years of Service = 6 Weeks

SECTION 2: Rollover and Cash-Out. There shall be no carry-over of vacation from year to year. In the event any employee will lose their vested unused vacation time under the no carry-over rule, the employee will receive pay at their normal base hourly rate in lieu of the vested unused vacation. Employees may cash-out unused vacation at any point during the year.

SECTION 3: Vacation Scheduling Limits. To ensure employees can adequately utilize their earned leave while maintaining operational readiness, the Employer shall permit a minimum of two (2) bargaining unit employees to take vacation on any single day, provided that no more than one (1) employee per shift is on vacation simultaneously. Additional requests shall not be unreasonably denied if adequate staffing is available.

SECTION 4: Active-Duty Military. Employees deployed on active military duty in excess of ninety (90) consecutive days shall not be subject to the loss of any vacation time vested prior to deployment. Such vacation time will be available for twelve (12) months after return from active duty.

ARTICLE 19 - HOLIDAYS

SECTION 1: Recognized Holidays. Full-time employees shall receive eleven (11) paid holidays per year. Part-time employees shall receive pro-rated holiday pay based on their normal workweek. The recognized holidays are: New Year's Day, Martin Luther King Jr.'s Birthday, Good Friday, Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, and Christmas Day.

SECTION 2: Holiday Pay Eligibility. Employees must work their scheduled shift before and after the holiday to receive holiday pay unless the employee is on pre-approved vacation, or utilizes earned sick leave supported by a medical provider's note. The Employer shall not weaponize legitimate illness to deny earned holiday pay.

SECTION 3: Premium Pay. Employees who work on a recognized holiday shall receive time and one-half (1.5x) their base hourly rate for all hours worked that day, in addition to their straight-time holiday pay.

ARTICLE 20 - PERSONAL/SICK DAYS

SECTION 1: Accrual and Cap. Employees shall earn paid sick leave at the rate of .0333333 hours for every hour worked commencing from their date of employment, subject to an increased maximum of seventy-two (72) hours at any given time. All earned, but unused, sick leave at the end of an employment year will be carried over into the next employment year.

SECTION 2: Annual Cash-Out. During the month of November each year, employees shall have the option to request a cash payment for any unused sick leave in their bank. The Company shall remit these payments on the first full pay period of December. Furthermore, any accrued, unused sick leave shall be paid out in full upon an employee's separation from the Company.

SECTION 3: Notification. A leave request must be made at least seven (7) calendar days in advance where the need for the leave is foreseeable. For unforeseeable illnesses or emergencies, the employee must notify the Employer as soon as practicable, but not less than two (2) hours prior to the start of their scheduled shift.

ARTICLE 21 - LEAVE OF ABSENCE

SECTION 1: Personal Leave. A leave of absence without pay may be granted for a period of up to thirty (30) days, with written approval of the Company. Such approval shall not be unreasonably withheld. Employees on an approved leave of absence shall retain all previously accrued seniority.

SECTION 2: Union Leave. Upon written request from the Union at least fourteen (14) days in advance, the Employer shall grant an unpaid leave of absence for up to one (1) bargaining unit employee at a time to accept a full-time position with Local 730 or to attend official Union conventions/training. During such Union Leave, the employee shall continue to accrue facility and classification seniority as if they were continually employed on-site.

ARTICLE 22 - BEREAVEMENT LEAVE

SECTION 1: Leave Grant. An employee who has completed their probationary period shall be entitled to a leave of absence with pay at their regular base rate for a maximum of three (3) regular scheduled workdays in the event of a death in their immediate family.

SECTION 2: Immediate Family Defined. Immediate family is defined as: parent, step-parent, spouse, domestic partner, child, step-child, sibling, step-sibling, mother-in-law, father-in-law, grandparents, grandchildren, or legal guardian.

SECTION 3: Flexible Utilization. The Employer recognizes that memorial services may be delayed. Employees may utilize these three (3) paid days consecutively or non-consecutively within ninety (90) days of the passing, or later if required to attend delayed memorial or military interment services.

ARTICLE 23 - JURY DUTY

SECTION 1: Compensation. An employee who has completed their probationary period and who serves on jury duty shall be compensated by the Employer for the difference between their regular scheduled wages lost and the amount received as jurors' fees, up to a maximum of two (2) weeks.

SECTION 2: Civic Protection. The Employer is expressly prohibited from attempting to exempt, excuse, or pressure an employee into deferring jury duty by claiming their services are "essential." Shift coverage for jury duty absences shall be handled via the standard seniority-based overtime procedures.

ARTICLE 24 - WAGES

SECTION 1: Base Wage Scale. Effective upon ratification (July 1, 2026), the straight-time hourly rate of pay shall be strictly enforced as outlined in the "Year 1" column below.

General Wage Increases: Effective July 1, 2027, and July 1, 2028, all wage tiers shall receive an across-the-board increase of $1.50 per hour.

Automatic Tenure Progression: Progression from Armed Security Officer I through Corporal shall be automatic and take effect on the first full pay period following the employee's anniversary date of entering the bargaining unit.

Classification / Step	Year 1 (Effective 7/1/26)	Year 2 (Effective 7/1/27)	Year 3 (Effective 7/1/28)
Year 1 (ASO I)	$36.50	$38.00	$39.50
Year 2 (ASO II)	$39.00	$40.50	$42.00

Classification / Step	Year 1 (Effective 7/1/26)	Year 2 (Effective 7/1/27)	Year 3 (Effective 7/1/28)
Year 3 (ASO III)	$41.50	$43.00	$44.50
Year 4 (Specialist)	$43.50	$45.00	$46.50
Year 5+ (Corporal)	$45.00	$46.50	$48.00
Sergeant (Appointed)	$48.50	$50.00	$51.50
Lieutenant (Appointed)	$52.00	$53.50	$55.00

SECTION 2: Tactical Gear & Readiness Stipend. In recognition of the mandatory bi-annual live-fire tactical qualifications and CBRNE response drills, the Employer shall provide an annual tactical gear and maintenance stipend of $750.00 to all bargaining unit employees, payable on the first full pay period of January each year.

ARTICLE 25 - HEALTH AND WELFARE

SECTION 1: Trust Fund Participation. The Employer agrees to participate in the United Employees Health Plans (hereinafter referred to as the "Welfare Fund") for the purpose of providing medical, prescription, dental, and vision benefits to all eligible bargaining unit employees and their dependents. The Employer agrees to execute any standard Participation Agreements or Trust Documents reasonably required by the Fund’s Board of Trustees to effectuate this coverage.

SECTION 2: Employer Contribution Rate. Effective upon ratification (July 1, 2026), the Employer shall contribute $6.50 per hour to the Welfare Fund for all hours paid to each bargaining unit employee. "Hours paid" shall include all straight-time hours worked, overtime hours worked, and all paid leave time (including vacations, holidays, sick leave, and bereavement), up to a maximum of forty (40) hours per week, per employee.

SECTION 3: Locked Rate & Elimination of Reopeners. The $6.50 per hour contribution rate shall remain locked and fully enforceable for the entire three-year duration of this Agreement. Any and all previous "reopener" clauses regarding Health and Welfare allowances are hereby permanently stricken from this Agreement.

SECTION 4: Remittance Schedule. The Employer shall remit all required contributions to the Welfare Fund no later than the fifteenth (15th) day of the month following the month in which the hours were worked or paid. The Employer shall submit a monthly remittance report detailing the names, hours paid, and total contribution amounts for each bargaining unit employee in a format approved by the Fund.

SECTION 5: ACA Compliance. The parties acknowledge that the United Employees Health Plans meets or exceeds all minimum essential coverage and minimum value requirements under the Affordable Care Act (ACA). The Employer's contributions to the Welfare Fund shall completely satisfy the Employer's obligations under the Service Contract Act (SCA) and the ACA regarding health and welfare provisions.

ARTICLE 26 - RETIREMENT BENEFIT AND 401(k) PLAN

SECTION 1: Guaranteed Employer Contribution. The Employer agrees to provide a retirement benefit contribution for all bargaining unit employees. Effective upon ratification (July 1, 2026), the Employer shall contribute $2.50 per hour for all hours worked or paid (including vacations, holidays, and paid sick leave), up to a maximum of 2,080 hours per calendar year.

SECTION 2: Elimination of Reopeners. The $2.50 per hour contribution rate shall remain locked and fully enforceable for the entire three-year duration of this Agreement. Any and all previous annual "reopener" clauses regarding retirement benefits are hereby permanently stricken from this Agreement.

SECTION 3: Vesting and Administration. All Employer contributions mandated by this Article shall be deposited into the employee's designated 401(k) retirement account no later than the fifteenth (15th) day of the month following the month in which the hours were worked or paid. Employees shall be 100% immediately vested in all Employer contributions made pursuant to this Collective Bargaining Agreement.

ARTICLE 27 - GOVERNMENTAL REGULATIONS

Any rules, regulations, or directives imposed by the United States Government shall apply to the employees covered under this Agreement. However, while the Employer must comply with Government mandates, the effects and implementation of those regulations upon the bargaining unit (including schedule changes, training burdens, physical standards, or clearance requirements) shall be subject to mandatory effects bargaining with the Union, and any disputes regarding implementation shall remain fully subject to the Grievance and Arbitration Procedure.

ARTICLE 28 - DISCIPLINE AND DISCHARGE

SECTION 1: Just Cause. No employee shall be discharged, suspended, or otherwise disciplined except for strict just cause.

SECTION 2: Investigatory Representation. The Employer shall affirmatively inform an employee of their right to Union Representation prior to initiating any investigatory interview that the Employer knows, or reasonably should know, may lead to disciplinary action.

SECTION 3: Progressive Discipline and Purge. The Employer agrees to adhere to the principles of progressive discipline. Any verbal or written disciplinary actions shall automatically be purged from the employee's personnel file after twelve (12) months from the date of issuance, and may not be referenced or utilized in any future disciplinary proceedings.

ARTICLE 29 - TERM OF AGREEMENT

This Agreement shall become effective on July 1, 2026, and shall continue in full force and effect through June 30, 2029.

This Agreement shall automatically renew itself from year to year thereafter, unless either the Employer or the Union notifies the other party in writing at least sixty (60) days, but not more than ninety (90) days, prior to the expiration date of its desire to modify, amend, or terminate this Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be signed by their duly authorized representatives.