

AGREEMENT

between

MANCHESTER CS INC.

and

COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

August 1, 2026 – July 31, 2030

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Agreement

Agreement entered into this 1st day of August 2026 by Manchester CS Inc. (hereinafter referred to as the "Company") and the Communications Workers of America, AFL-CIO (hereinafter referred to as the "Union"). Members of this Union will carry their membership card with them wherever they work as long as they remain a member in good standing.

Article 1 Recognition

The Company recognizes the Union as the sole representative for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment and other conditions of employment for all the full-time and part-time installation/repair employees employed by the employer.

Article 2 Amendments

Any provision of this agreement may be amended, modified or supplemented at any time in writing by mutual consent of the parties hereto, without in any way affecting any of the other provisions of this agreement.

Article 3 Union Security

It shall be a condition of employment that all Installation/Repair employees of the Company covered by this agreement who are members of the Union in good standing on the effective date of this agreement, shall remain members in good standing and those who are not members on the effective date of this agreement, not later than the 30th day following the effective date of this agreement, become and remain members in good standing in the Union. It shall also be a condition of employment that employees covered by this agreement and hired on or after its effective date shall not later than the 90th day following the beginning of such employment become and remain members in good standing in the Union.

Article 4

Payroll Deduction of Union Dues and Reports

The following guidelines will be followed in administering the deduction of Union fees under the Labor Agreement between the Management and the Union.

Section 1. Upon receipt of an individual written request on a payroll deduction authorization form (which is attached to and made part of the agreement as Appendix A) agreed upon by the parties and signed by an employee covered by this contract. The Company will deduct monthly from such employee's wages the amount specified in such request. The Company will forward the amount deducted to the Secretary-Treasurer of the Union or his authorized agent. The request may be revoked by the employee upon written request to the Company's manager of employee relations.

Section 2. Payroll deductions will be made in weekly pay periods for properly executed deduction authorization forms received at the Company headquarters on or before the fifth day of the preceding month. However, the Company assumes no responsibility either to the employee or to the Union for any failure to make or for any errors made in making such deductions, but will make such efforts as it deems appropriate in correcting any such errors or omissions.

Section 3. Deductions shall be remitted to the Secretary-Treasurer of the Union not later than twenty (20) days after the end of the preceding month during which deductions were made.

Section 4. The Company agrees to furnish the Secretary-Treasurer of the Union, at the same time of remitting the dues deduction, a roster of all employees' names, addresses, social security numbers, weekly rate of pay, date of employment, marital status, dependents, and dues deducted or if no deduction was made, the reason for not making the deductions.

Section 5. It is agreed that the payroll deduction for Union fees shall be in lieu of Union collection of dues, assessments, and contributions on Company premises where work operations are being performed and while Union representatives and/or the employees involved are on Company time.

Section 6. An employee's authorization shall be automatically canceled upon termination of employment. An employee's authorization shall be suspended upon leaves of absence in excess of thirty (30) calendar days.

Section 7. Upon return from leave of absence, the returning employee's deduction authorization shall be reinstated in accordance with the provisions of Section 2. of this Article.

Section 8. Any change in the amount of monthly Union dues will be certified to the Company by the Secretary-Treasurer of the Communications Workers of America. A certificate which changes the contributions due the Union shall become effective the first day of the month following the date the Company receives such certification.

Article 5 Union Representatives

Section 1. Any one employee designated by the Union will be granted such time off as is reasonably necessary for the purpose of adjusting grievances. Such employee must notify his supervisor before taking time off. Such time off shall be with pay and shall be considered as time worked for the purpose of determining seniority, wage increases, and other benefits.

Section 2. Any one employee designated by the Union will be granted the necessary time off spent in attendance at meetings with the Company in bargaining for the collective bargaining Agreement. Such time off shall be with pay, and shall be considered as time worked for the purpose of determining seniority, wage increases and other benefits. The Union will cooperate with the Company in attempting to schedule collective bargaining sessions.

Article 6 Seniority

Section 1. Seniority shall mean the time of continuous employment from last date of hire with the Company. Any employee who returns to work for the Company shall have his/her years of previous service added to his/her current service when rehired within one (1) year.

Section 2. Ability and seniority shall be the determining factors in matters affecting layoff, selection of vacations and promotions (when more than one person had the necessary qualifications to fill the job). In the event of layoff and promotions, if the ability to do the job is equal, seniority will be the determining factor.

Section 3. On layoffs, an employee shall reserve the option of bumping into an equal or lower job classification provided he/she can perform the required work in the judgment of the Company. Any employee exercising this option shall receive the wage rate for the job he occupies after bumping.

Section 4. Employees who are laid off shall retain their seniority and have recall rights for one (1) year from the date of layoff, from the date of layoff to any job opening in which the employee is qualified to perform in the judgment of the Company.

Section 5. If layoffs become necessary, the Company must give twenty-four (24) hours' notice prior to such layoff.

Section 6. When an employee has five (5) continuous years of service, after one or more breaks in the continuity of his previous service, all previous periods of service shall be bridged and credited to the employee's seniority, provided the break or breaks occurred following the completion of an initial period of at least six (6) months.

Article 7 Health and Safety

Section 1. The Company will provide a safe and healthy work environment for its employees.

Section 2. No employee shall be disciplined for refusing a work assignment when there is a reasonable basis for believing that such assignment is unsafe or hazardous to his health.

Section 3. Disputes arising out of such assignments will be referred to a joint Management/Union Safety Committee. The Union Representative will be a member of the bargaining unit.

Article 8 Discipline

Section 1. No regular employee covered by this Agreement shall be suspended, demoted or discharged or otherwise disciplined except for just cause.

Section 2. The Company shall give the employee involved and the "Local Office" notice of any suspension, demotion or discharge action at the time of such action in writing within three (3) days of such action.

Section 3. The question of whether a "JUST CAUSE" exists for the discipline shall be subject to the grievance and arbitration procedure provided herein.

Section 4. Unless there are reasons of severe misconduct, which shall include, but are not limited to: doing normal Manchester type work for anyone else i.e., other employers, individual customers etc., theft of Company property for any reason, releasing proprietary information to non-Manchester personnel, sabotage, physical assault on any person at any time on the job or on the property, the following schedule for discipline shall be followed.

- a. Verbal Warning
- b. Written Warning
- c. Suspension without pay for two (2) days
- d. Dismissal

Section 5. All employees shall be considered probationary employees for a period of three (3) months or until said employee amasses three (3) months seniority following engagement. Probationary employees may be terminated by the Company for any cause and such action shall not be subject to the arbitration procedure. Probationary employees are not covered by medical benefits.

Article 9

Grievance Procedure & Arbitration

Section 1. All questions, disputes or grievances as to the interpretation or performance of the terms of this agreement shall first be taken up between the Employer and the Union's stewards. In the event no satisfactory settlement of the issue is reached, such question, dispute or grievance shall be reduced to writing by the grievant within twenty (20) days and shall then be considered by the Employer and a representative designated by the Union.

Section 2. Should the Employer and the Union representative fail to reach a satisfactory adjustment of the matter, either party may require arbitration of same by giving written notice to the other within twenty (20) days from the date of their failure to agree.

Section 3. All grievances shall be presented to the other party as soon as practicable after the occurrence upon which the same is based. The Company recognizes the right of the Union to investigate the circumstances surrounding any grievance and will not interfere with such investigation.

Section 4. Any grievance not adjusted between the Employer and the Union as provided in Section 1 of this article shall upon written request of either party be referred for determination to an arbitrator selected by agreement of the parties. In the event the parties are unable to select an arbitrator who is mutually acceptable within twenty (20) days after the written notice to arbitrate has been given, the arbitrator shall be designated by the American Arbitration Association at the request of either of the parties.

Section 5. No grievance will be presented before an arbitrator any sooner than ninety (90) days from the original date of that grievance, unless mutually agreed by the Company and the Union.

Section 6. Each party to the agreement shall bear the expenses of preparing and presenting its own case. The fee and expenses of the arbitrator, together with any incidental expenses mutually agreed upon in advance, shall be borne equally by the parties hereto.

Section 7. The decision of the arbitrator shall be final and binding upon both parties.

Section 8. The time limits provided above may be extended or waived by agreement of the parties in writing.

Article 10 Length of Tours

Section 1. Full Time Employees will be scheduled in the manner described below.

Day Tour: 8:00 a.m. – 5:00 p.m. — one-hour unpaid lunch

Day Tour: 8:00 a.m. – 4:30 p.m. — one-half hour unpaid lunch

Evening Tour: 4:00 p.m. – 12:30 a.m. — one-half hour unpaid lunch

Night Tour: 12:00 a.m. – 8:30 a.m. — one-half hour unpaid lunch

Part-time Employees will be scheduled as needed.

Section 2. Two (2) fifteen (15) minute paid relief periods will be granted during each tour of duty.

Section 3. Meal periods specified above shall be taken at a time near the midpoint of tours. Whenever an employee is required to work or remain on Company premises subject to call throughout his meal period in addition to working the number of hours in his normal tour, the meal period shall be treated as working time and any resulting working time in excess of the number of hours in the normal tour shall be treated as overtime in the manner prescribed in Article 12.

Article 11

Board and Lodging

Section 1. Any employee assigned to work outside a seventy-five (75) mile radius of his home will be eligible for board and lodging provisions at his option. However, board and lodging treatment may be denied by Employer if the travel and work assignment can be completed in a twelve (12) hour period in one day.

Section 2. The Company at its option may provide for lodging and reimburse employees forty dollars (\$40.00) per day for actual out-of-town expenses.

Section 3. The Company at its option may provide for board and lodging and reimburse employees up to ten dollars (\$10.00) per week for actual laundry expense beginning with the second consecutive week.

Section 4. Transportation will be provided at Company expense both at the beginning and end of a board and lodging assignment, providing the employee has personal transportation available. The Company may assign such employee to use his personal vehicle. During such an assignment the Company shall pay federal mileage reimbursement rate per mile plus tolls and any other related cost incurred in the performance of his job by employee during entire length of board and lodging assignment.

Section 5. Travel time to and from a work assignment will be considered worked time when reporting to a work location more than seventy-five (75) miles from employee's home.

Article 12

Work Schedules and Rates of Pay

Section 1. The normal work week for full-time employees shall consist of eight (8) consecutive hours per day (excluding the meal period) on five (5) days. There shall be one (1) fifteen (15) minute rest period in a.m. and one (1) in the p.m. each day. The normal workday will be scheduled by the Company. The normal workday will ordinarily be 8:00 a.m. to 5:00 p.m. The normal workday may be rescheduled upon twenty-four (24) hours' notice; however, it will commence no earlier than 6:00 a.m. or terminate no later than 8:00 p.m. Second shift between 4:00 p.m. and 12:30 a.m. Night shift between 12:00 a.m. and 8:30 a.m.

Section 2. Sunday will be treated as a premium day. The Sunday pay rate will be two (2) times the regular hourly rate when forty (40) hours have already been worked.

Section 3. All employees will be paid at one and one-half (1½) the regular hourly rate for all hours in excess of eight (8) hours in a day, or over forty (40) hours in a week.

Section 4. An employee assigned to emergency service will receive a flat thirty dollars (\$30.00) fee for the weekly responsibility plus time and one-half (1½) portal-to-portal pay for all service calls.

Section 5. Any hours worked on a holiday shall be paid at the applicable overtime rate of time and one-half (1½) plus Holiday pay.

Note: Per Section 2. above, all employees will be polled about their willingness to work Sundays. Only employees willing to work Sundays will be placed on the Sunday work list. If an employee works a straight time Sunday, he/she will work the next available double time Sunday.

Article 13

Job Descriptions, Wages and Progression

Section 1. Job Descriptions:

The following describes the three field roles that make up Manchester CS's installation crews. Forming a clear career path from entry-level Cabler through skilled Technician to crew-leading Tech Lead. Duties and qualifications reflect Manchester CS's current field structure; certification requirements are governed by company policy.

CABLER / INSTALLER 1

Entry-level field role · Reports to Tech Lead · Field / install team

Department: Field Operations

Reports to: Tech Lead

Employment type: Full-time, non-exempt

Certification target: Industry and Manufacturer certifications (per company policy)

Career path: Cabler → Technician → Tech Lead

Position Summary

The Cabler (Installer 1) is an entry-level field position responsible for the physical installation of structured cabling systems under the direction of a Tech Lead. Industry certification requirements for this role are governed by Manchester CS company policy.

Key Responsibilities

- Pull copper and fiber cable through walls, ceilings, conduit, cable tray, and pathways per installation drawings and the Tech Lead's direction.

- Perform copper terminations, jacks, patch panels, and connector work to company and TIA/EIA standards.
- Label, dress, and bundle cabling neatly; maintain organized pathways and cable management.
- Support pathway and infrastructure work — mounting racks, ladder/cable tray, J-hooks, and sleeves.
- Set up, move, and safely operate ladders, lifts, and hand/power tools on the job site.
- Keep the work area clean and safe; assist with material staging, loading/unloading, and end-of-day cleanup.
- Follow all site safety rules and company procedures; report hazards and quality issues to the Tech Lead.

Qualifications & Experience

- High school diploma or GED.
- No prior cabling experience required — a strong work ethic, reliability, and willingness to learn are essential.
- Basic hand-tool competency and comfort working with your hands.
- Ability to read and follow instructions, labels, and installation drawings (or willingness to learn).
- Ability to effectively use a smart device for job tracking and documentation including but not limited to Jobber.
- Valid driver's license and reliable transportation to job sites.
- Dependable attendance and punctuality; team-oriented attitude.

Certifications

- Manufacturer certifications from, but not limited to, Corning, Leviton, CommScope, Ortronics, Siemon, and Panduit — obtained as directed and supported by the Company.
- All certification requirements for this role are governed by Manchester CS company policy.
- OSHA 10 required or to be obtained within 60 days of hire.

Physical Requirements & Work Environment

- Regularly lift and carry up to 50 lbs; occasionally more with assistance.
- Frequent standing, kneeling, bending, reaching, and working on ladders/lifts at height.
- Work in varied environments — active construction sites, occupied buildings, ceilings, and mechanical spaces.

As scheduled, after-hours or weekend work to meet project schedules.

TECHNICIAN

Skilled field role · Reports to Tech Lead · Field / install team

Department: Field Operations

Reports to: Tech Lead

Employment type: Full-time, non-exempt

Certification: Industry and Manufacturer certifications (per company policy)

Career path: Technician → Tech Lead

Position Summary

The Technician is a skilled field position responsible for the professional installation, termination, testing, and troubleshooting of copper and fiber structured cabling systems. Working as part of a crew under a Tech Lead, the Technician independently interprets installation drawings, executes quality terminations, and certifies work to a standard. This role suits an experienced installer who has moved beyond entry level and is capable in all forms of Fluke certified testing for both copper and fiber optics.

Key Responsibilities

- Interpret installation drawings, cut sheets, and specifications to execute copper and fiber installations accurately.
- Perform skilled copper terminations (jacks, patch panels, blocks) and fiber work including splicing, connectorization, and polishing.
- Capable in all forms of Fluke certified testing for both copper and fiber optics — perform, interpret, and certify link results, then document and correct any faults. Provide results electronically as required.
- Install and dress cabling, pathways, racks, grounding, and equipment to TIA/EIA standards and company quality expectations.
- Support retrofits and upgrades in occupied and live environments with minimal disruption to the client.
- Guide and check the work of Cablers on the crew; help maintain pace, quality, and safety.
- Complete as-built markups and test records, and provide closeout documentation electronically as directed by the Tech Lead.

Qualifications & Experience

- A minimum of 4 years of hands-on structured cabling / low-voltage installation experience.
- Proficient in copper terminations and fiber optic installation, splicing, and testing.
- Capable in all forms of Fluke certified testing for both copper and fiber optics; able to operate certification testers, interpret results, and troubleshoot effectively.
- Comfortable reading construction drawings and low-voltage specifications.
- Highly proficient in computer skills and programs including, but not limited to, Jobber, MS Word, MS Excel, and Adobe PDF.
- Valid driver's license and reliable transportation to job sites.

Certifications

- Manufacturer certifications from, but not limited to, Corning, Leviton, CommScope, Ortronics, Siemon, and Panduit — obtained as directed and supported by the Company.
- Industry certification requirements for this role are governed by Manchester CS company policy.
- OSHA 10 required; OSHA 30 required or within 30 days in role.

Physical Requirements & Work Environment

- Regularly lift and carry up to 50 lbs; occasionally more with assistance.
- Frequent standing, kneeling, bending, reaching, and extended work on ladders/lifts at height.
- Work in active construction sites, occupied buildings, ceilings, and mechanical spaces.
- As scheduled, after-hours or weekend work to meet project schedules.

TECH LEAD (LEAD TECHNICIAN)

Crew leadership role · Reports to Operations Manager · Field / install team

Department: Field Operations

Reports to: Operations Manager

Direct reports: Technicians and Cablers on assigned crew

Employment type: Full-time, non-exempt

Certification: Industry and Manufacturer certifications (per company policy)

Position Summary

The Tech Lead runs a field crew on-site and is accountable for the quality, testing/certification, safety, and productivity of that crew's work. As the senior installer and on-site leader, the Tech Lead is proficient in training and mentoring the team and is able to handle job and customer issues with professionalism and resolve. The Tech Lead directs Technicians and Cablers, serves as the point of contact on the job, and ensures every installation meets TIA/EIA and company standards. This role requires advanced copper and fiber skills, strong leadership, and extensive field experience.

Key Responsibilities

- Lead and direct a field crew day to day — assign tasks, set pace, and ensure work is completed to schedule and specification.
- Own install quality on the job: verify terminations, dressing, labeling, and pathways meet TIA/EIA and company standards.
- Perform and oversee advanced copper and fiber testing, certification, and troubleshooting (e.g., Fluke DSX); resolve complex faults.
- Serve as the on-site point of contact for the general contractor, client, and other trades; coordinate access and sequencing.
- Enforce safety: conduct/participate in toolbox talks, ensure proper PPE and procedures, and stop work for any safety concern.

- Proficient in training and mentoring — develop Technicians and Cablers and build the next generation of skilled installers.
- Handle job-site and customer issues with professionalism and resolve, keeping the client informed and the project moving.
- Report progress, manpower needs, material shortages, and issues to the Operations Manager; support estimating with field feedback.
- Complete and hand off test results, as-builts, and closeout documentation for each project.

Qualifications & Experience

- High school diploma or GED; technical or trade training a plus.
- A minimum of 8 years of structured cabling / low-voltage field experience, including prior crew or lead responsibility.
- Expert-level copper and fiber installation, termination, splicing, testing, and certification skills.
- Capable in all forms of Fluke certified testing for both copper and fiber optics.
- Ability to create, edit, and manage documents in programs including, but not limited to, Jobber, MS Word, MS Excel, Adobe PDF, Bluebeam, and Fluke LinkWare.
- Proficient in training and mentoring a field crew, and able to handle job and customer issues with professionalism and resolve.
- Proficient in creating BOMs, ordering, and receiving/inventory of project materials.
- Proven ability to lead, schedule, and coordinate with other trades on active job sites.
- Strong reading of construction drawings, specifications, and RFIs; solid documentation habits.
- Valid driver's license and clean driving record; reliable transportation.

Certifications

- Manufacturer certifications from, but not limited to, Corning, Leviton, CommScope, Siemon, and Panduit — obtained as directed and supported by the Company.
- Industry certification requirements for this role are governed by Manchester CS company policy.
- OSHA 30 required or to be obtained after hire; OSHA 10 minimum.
- CPR / First Aid a plus.

Physical Requirements & Work Environment

- Regularly lift and carry up to 50 lbs; occasionally more with assistance.
- Frequent standing, kneeling, bending, reaching, and work on ladders/lifts at height.
- Work in active construction sites, occupied buildings, ceilings, and mechanical spaces.
- After-hours or weekend work as needed to meet project schedules and lead the crew.

Should any employee not be able to achieve the expected job performance level for his/her title as documented by the Company, he/she may be frozen at their current wage scale until such functional ability improves to fit the job description in the judgment of the Company, subject to the grievance and arbitration procedure.

Section 2. Wages

Annual Pay Progression (2026–2030)

2026: Bring to minimum; 2% for those currently at or above minimum.

Increases: 2.5% (2027) · 3% (2028) · 2.5% (2029) · 3% (2030). Cabler shows 1-mo & 3-mo onboarding bumps.

Cabler / Installer 1					
Level	2026	2027	2028	2029	2030
Hourly Rate	\$22.00	N/A	N/A	N/A	N/A
+ 1 month (onboarding)	\$23.00	N/A	N/A	N/A	N/A
+ 3 months (onboarding)	\$24.00	\$24.60	\$25.34	\$25.97	\$26.75

Note: 1-month is a one-time onboarding milestone. The 3-month rate becomes the Cabler's ongoing rate and carries the annual increases.

Technician					
Level	2026	2027	2028	2029	2030
Hourly Rate	\$25.00	\$25.63	\$26.39	\$27.05	\$27.87

Tech Lead					
Level	2026	2027	2028	2029	2030
Hourly Rate	\$29.00	\$29.73	\$30.62	\$31.38	\$32.32

Section 3. Progression

Employees hired as Cabler / Installer 1 (a) upon completion of probation will automatically progress to top wages for the Cabler / Installer 1 title in three (3) years.

Employees interested in promotion to Technician (b), after they have satisfactorily completed the job requirements of the Cabler / Installer 1 title, shall, upon request of the employee, progress to Technician (b) but shall be required to serve a three-month probation as a Technician. (Employees in this probation maintain their medical benefits.) Upon completion of probation the employee automatically progresses to top wages for the Technician title.

Employees interested in promotion to Tech Lead (c), after they have satisfactorily completed the job requirements of the Technician title, shall, upon request of the

employee, progress to Tech Lead (c) but shall be required to serve a three-month probation as a Tech Lead. (Employees in this probation maintain their medical benefits.) Upon completion of probation the employee automatically progresses to top wages for the Tech Lead title.

Section 4. Shift Differential

(a) Each evening and night tour employee shall receive an evening or night tour differential payment in their wage payments for time worked.

(b) The differential for each evening tour employee shall be twenty (20%) percent of the employee's base hourly wage rate for each hour worked within the evening tour.

(c) The differential for each night tour employee shall be twenty-five (25%) percent of the employee's base hourly wage rate for each hour worked within the night tour.

Section 5. 401K

All eligible employees will have three (3) percent of their gross salary contributed to a 401K plan at the Company's expense.

Article 14 Holidays

Section 1. All full-time employees will be granted the following Holidays:

- | | |
|--------------------------------|---------------------------------|
| (a) New Year's Day (January 1) | (b) Memorial Day |
| (c) Independence Day (July 4) | (d) Labor Day |
| (e) Thanksgiving Day | (f) Christmas Day (December 25) |

A full-time employee not required to work on a holiday will be paid for eight (8) hours at the basic wage rate. However, an employee who fails to work on the last scheduled day preceding or the first regularly scheduled workday following a holiday will receive no pay for such holiday unless his absence is due to medical reasons and certified by a physician.

Section 2. When a holiday falls on Saturday, the Friday preceding the holiday will be observed as the holiday.

Section 3. When a holiday falls on a Sunday, the Monday following the holiday will be observed as the holiday.

Article 15

Vacations

- 0–4 years: 80 hrs. (6.67 hrs. per month accrued)
- 5–10 years: 120 hrs. (10.00 hrs. per month accrued)
- 11–15 years: 140 hrs. (11.67 hrs. per month accrued)
- 16–20 years: 150 hrs. (12.50 hrs. per month accrued)
- 21–25 years: 160 hrs. (13.33 hrs. per month accrued)
- 25 years or more: 200 hrs. (16.67 hrs. per month accrued)
- No hours may be carried over. All accrued time is use-it-or-lose-it in the calendar year.

Article 16

Medical Benefits

Section 1. The Company will provide medical, hospital and surgical insurance for each full-time employee and his/her immediate family on a co-pay basis with the Company paying fifty-five percent (55%) of such coverage and the employee paying forty-five percent (45%) of such coverage.

Section 2. The Company and the Union shall meet for the purpose of reviewing health insurance options. It shall be the goal of such discussion to determine if there is comparable health insurance coverage for employees at a lower cost. The current health insurance coverage and/or carrier can only be changed by the mutual agreement of the Company and the Union.

Article 17

Leaves of Absence

Section 1. Any employee who is a member of a military reserve component and has a mandatory training obligation shall be granted a maximum of fifteen (15)

days leave each calendar year when ordered to short tours of active duty for such purpose.

Section 2. Leaves of absence for personal reasons will be granted at the Company's discretion.

Section 3. In the event of a death of any family member of his or her immediate family as hereinafter defined. Any full-time employee covered by this Agreement shall be granted a leave of absence, with pay, to discharge his or her funeral obligations, not exceeding three (3) days. In the case of other relatives of the second degree, where a definite funeral obligation exists, one day with pay shall be granted. Any additional absence from duty in the event of the death of any member of his or her immediate family shall be deducted from any accrued vacation period or taken without pay.

Section 4. For the purpose of this Agreement, the immediate family shall consist of wife, husband, children, parents, parents-in-law, brothers or sisters.

Section 5. The Company agrees that regular employees who are required by law to serve on juries, and who actually serve shall be excused for their entire tours during the period of jury service without pay.

Article 18 Management Doing Bargaining Unit Work

Management shall not do bargaining unit work except when:

- a. All qualified bargaining unit employees were unavailable or had refused to do the work, and the work to be done is of an emergent nature; or
- b. They are quality checking or instructing bargaining unit employees.

Article 19 Contracting of Bargaining Unit Work

Section 1. The Company shall not contract out any bargaining unit work when any bargaining unit employees are either laid off or part-timed.

Section 2. If contracting exceeds twenty-five percent (25%) of bargaining unit work, the work will be contracted only to AFL-CIO affiliated Union contractors. If available, on local area basis and within any time constraints, as to when the work must be completed.

Section 3. The Company will give the Union steward seven (7) days' notice and will discuss the reason for contracting before contracting out any bargaining unit work, if seven (7) days' notice is possible. In any event, work will not be contracted without notification to the Union.

Article 20 Separability

Should any part hereof or any provision(s) herein contained be rendered or declared invalid by reason of any existing or subsequently enacted legislation or by decree of a court of competent jurisdiction, such invalidation of such part or portion of this agreement shall not invalidate the remaining portions hereof it shall remain in full force and effect. If any provision(s) are declared to be in conflict with law, the parties agree to meet within a reasonable period of time to negotiate a substitute provision(s).

Article 21 Duration of Agreement

This Agreement shall be effective August 1, 2026 and shall remain in effect for four (4) years, up to and including July 31, 2030, and shall continue in effect thereafter until terminated by written notice by either party stating its intention to terminate this Agreement, in which case it shall terminate sixty (60) days following receipt of such notice. Within thirty (30) days of receipt of such notice to terminate this Agreement, the Union and the Company shall commence collective bargaining with respect to a new Agreement.

Kimberly A. Standish,
President/CEO
Manchester CS Inc.

Tom Antonio,
President
CWA Local 1122

Justin Herkey,
Area VP South
CWA Local 1122

Appendix A
Dues Deduction Authorization Form

COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO
REQUEST FOR PAYROLL DEDUCTION OF DUES

I hereby authorize Manchester CS Inc. to deduct from my wages an amount equal to my regular weekly dues. Including initiation fee in Communications Workers of America, as certified to the Company from time to time by the Secretary-Treasurer of CWA or his duly authorized agent; the amount so deducted to be paid by the Company for me on my behalf to the Secretary-Treasurer of said CWA.

The effective date of this authorization shall be the first day of the month following the date this authorization is received by the Company.

This authorization may be revoked by me at any time by written notice to the Company and shall terminate when I cease to be represented by the Union.

X _____ DATE _____