AGREEMENT

between

INTERNATIONAL UNION OF
OPERATING ENGINEERS
LOCAL 99-99A, AFL-CIO

and

MERIDIAN MANAGEMENT CORPORATION

Employer At

DEFENSE LOGISTICS AGENCY HEADQUARTERS
FORT BELVOIR, VIRGINIA

AUGUST 15, 2006 - AUGUST 31, 2009

INDEX

Page No.

ARTICLE I UNION REPRESENTATION AND MEMBERSHIP 1
Section 1.1. Union Recognition 1
Section 1.2. Jurisdiction 1
Section 1.3. Union Membership 1
Section 1.4. Scope of Jurisdiction 2
Section 1.5. Duties/Classifications 3
Section 1.6. No Discrimination 3
Section 1.7. Union Access 4
Section 1.8. Employee Qualifications 4
Section 1.9. ADA Compliance 4
Section 1.10. Alcohol/Drug Free Workplace Policy 4
ARTICLE II WAGES, HOURS AND OVERTIME 4
Section 2.1. Wages 4
Section 2.2. Workday 5
Section 2.3. Days Off 5
Section 2.4. Work Schedule Posting 5
Section 2.5. Call Back 5
Section 2.6. No Reduction 5
ARTICLE III VACATIONS, HOLIDAYS & SICK LEAVE 5
Section 3.1. Vacation 6
Section 3.2. Holidays 7
Section 3.3. Sick Leave 7
ARTICLE IV MISCELLANEOUS 7
Section 4.1. Orders and Instructions 7
Section 4.2. Authorized/Qualified Employees 7
Section 4.3. Individual Agreements 8
Section 4.4. JAC Contribution 8
Section 4.5. Funeral Leave 8
Section 4.6. Union Dues 8
Section 4.7. Jury Duty 8
Section 4.8. Tools 8
Section 4.9. Uniforms 8
Section 4.10. Successorship 9
Section 4.11. Separability 9
Section 4.12. Shop Steward 9
Section 4.13. Higher Classification Work 9
Section 4.14. Seniority 10
Section 4.15. Job Vacancy 10
Section 4.16. Management Rights 11
ARTICLE V HEALTH, WELFARE & PENSION BENEFITS 11
Section 5.1. Health & Welfare Contribution 11
Section 5.2. Pension Contribution 11

ARTICLE VI GRIEVANCE AND ARBITRATION 12
Section 6.1. Grievances 12
Section 6.2. Processing of Grievances 12
Section 6.3. Arbitration 12
ARTICLE VII TERM OF AGREEMENT 14
EXHIBIT "A" (wages) 15

This Agreement, entered into this 15th day of August, 2006, is by and between Local 99-99A, International Union of Operating Engineers, affiliated with the Metropolitan Washington Council, AFL-CIO, the Maryland State and District of Columbia AFL-CIO and the Virginia State AFL-CIO, party of the first part (hereinafter referred to as the "Union") and

MERIDIAN MANAGEMENT CORPORATION
Employer at
DEFENSE LOGISTICS AGENCY HEADQUARTERS COMPLEX
FORT BELVOIR, VIRGINIA

party of the second part (hereinafter referred to as the "Employer").

That, for the purpose of mutual understanding, and in order that a harmonious relationship may exist between the Employer and the employees in the unit herein defined, and to the end that continuous and efficient service may be rendered by both parties for the mutual benefit of both, it is hereby agreed that:

ARTICLE I
UNION REPRESENTATION AND MEMBERSHIP

Section 1.1. Union Recognition: The Employer recognizes the Union as the exclusive representative for the purpose of collective bargaining with respect to rates of pay, hours of work and other conditions of employment for its employees employed at the Defense Logistics Agency Headquarters Complex in Fort Belvoir, Virginia.

Section 1.2. Jurisdiction: All employees in positions under the classifications as set forth in Exhibit "A" attached hereto and as further referred to in Article I, Section 5 of this Agreement. The first ninety (90) days of employment shall be considered a probationary period. Probationary employees shall have no seniority rights and the Employer may lay off such employees as it finds necessary, or discharge such employees as it finds necessary, and said employees will have no recourse to the grievance procedure outlined in this Agreement.

Section 1.3. Union Membership: In accordance with the provisions of the Labor-Management Relations Act, all employees shall, within thirty (30) days from the start of employment, become members of the Union, and retain such membership during the period of this Agreement. Subject to the provisions of the Act, the Employer will, within five (5) working days after receipt of written notice from the Union, discharge any employee who is not in good standing with the Union. This paragraph shall not apply in any jurisdiction where its application would be contrary to the law.

Section 1.4. Scope of Jurisdiction: The jurisdiction of the Union shall extend over those Union members who are responsible for the operation, maintenance and repair of:

a. All fired or unfired pressure vessels and vacuum systems.

b. All refrigeration and air conditioning machinery and their associated equipment.

c. All plumbing and piping including water, gas, heating, steam, and sanitation systems.

d. All machinery and equipment used in the production of and/or for the health and comfort of the Employer's business and personnel.

e. It is expressly agreed that the jurisdiction of the Union shall include any and all on-site monitoring, operation, or control of any of the equipment or systems listed above, including Energy Management Systems of any kind or description.

Employees, who are members of other unions, as well as specialty contractors who are both union and non-union members, will continue to do such work under this Agreement that has been performed in the past. If there are any part or parts of this Union's jurisdiction with which the Employer has a bona fide working agreement with another Union or Unions which pre-dates this Agreement, such part or parts shall automatically be deleted from this Agreement.

The Employer reserves the right, at its discretion, to contract or subcontract work to persons other than those covered by this Agreement. This assignment of work will be primarily for work beyond the scope and qualifications of the employees covered herein to perform and will not be used to undermine the Union or to discriminate against its members.

The Union, in the exercise of its rights, agrees to keep the equipment covered herein in a clean and orderly condition.

Section 1.5. Duties/Classifications: The scope of duties of the classifications as listed in Exhibit "A" of this Agreement shall be as follows:

a. Operating Engineer - Operates and maintains the assigned facility and all related systems/components. Performs tours of areas and/or equipment as directed by management and required under the contract specification. Performs preventative maintenance, service calls, diagnostic services, and incidental, minor, and major repairs as required. Performs scheduled and unscheduled maintenance and repairs of all equipment and systems outlined in the Employer's contract with the Government. D.C. First (1st) Class

Engineer License or comparable license is required. Performs other duties as required or directed by management.

b. Master Plumber (Master License Required) - Assembles, installs and repairs pipes, fittings, and fixtures of heating, water and drainage systems, according to specifications and plumbing codes. Performs other duties as required or directed by management.

c. General Worker - Assists operating engineers and master plumbers as directed. Performs other duties as required or directed by management.

d. General Maintenance Worker – Assists engineers as directed, performs general maintenance and repair of building surfaces, mechanical, electrical and sanitary systems. Performs other duties that pertain to their trade as required or directed by management or company designated authority.

All employees engaged in the activities outlined above must possess, for each activity they will be directly engaged in or supervise, valid certificates of training, licenses, permits, and bonding as required by the state, county, parish, city, or other local jurisdictions and as specified in the contract between the Employer and the Government.

It is recognized by both parties that the Employer may assign to an employee any work for which the Employer feels he/she is capable of performing, wherever and whenever it is reasonable to do so in the opinion of the Employer. The parties also agree that the Employer can direct employees to take any reasonable action required for the Employer to meet its obligations under its contract with the Government.

Section 1.6. No Discrimination: Should the Employer apply to the Union Business Office for new help, the Union agrees that it will make every effort to furnish competent help without discrimination because of race, creed, sex, age, national origin or membership or non-membership in the Union. The Employer agrees to notify the Union of the names and addresses of any new employees no later than fifteen (15) days from their dates of employment.

Section 1.7. Union Access: The Business Manager and/or Business Representative of the Union shall be permitted access to the engine room, boiler room or any section of the plant where employees covered by this Agreement may be working. In the exercise of this provision, the Union agrees to first notify the Employer of the intent and time to enter said premises. The Union acknowledges that any and all accesses to the various buildings covered by this Agreement shall be subject to all Federal Security requirements of this contract, and shall be upon the express authorization of the appropriate Government officials.

Section 1.8. Employee Qualifications: In determining the qualifications of new employees, the Employer will require the applicants to be mentally and physically capable and competent to protect the best interests of the Employer. The Employer shall be the sole judge of the qualifications of all applicants and retains the rights to reject any applicant for employment.

Section 1.9. ADA Compliance: Both the Union and the Employer agree to cooperate in complying with the provisions of the American Disabilities Act (ADA).

Section 1.10. Alcohol/Drug Free Workplace Policy: The Company's Alcohol/Drug Free Workplace Policy does not preempt any collectively bargained rights of the employees covered by this Agreement including the right to arbitrate any dispute arising out of the interpretation or application of this Agreement. No employee represented by the Union will be required to sign any waiver limiting the liability of the Company, the testing facility, or any other person implementing the Alcohol/Drug Free Workplace Policy for violations of the law. The Union is not responsible for ascertaining or monitoring the alcohol or drug status of any employee, or for implementing or enforcing any aspect of the Alcohol/Drug Free Workplace Policy and accepts no liability therefore. The Company will notify the Union prior to implementing any changes in the alcohol or drug testing provisions of its Alcohol/Drug Free Workplace Policy or any other provision which is subject to mandatory bargaining and will, upon request, negotiate with the Union at reasonable times and places regarding such proposed changes. The Company will inform the Union of other material changes made in this policy as appropriate.

ARTICLE II
WAGES, HOURS AND OVERTIME

Section 2.1. Wages: Wages and classifications of positions shall be as shown in Exhibit "A". All wages are to be paid bi-weekly.

Section 2.2. Workday:

a. Definition: A standard workday for a full-time employee shall consist of eight (8) consecutive hours, exclusive of a one-half (1/2) hour unpaid lunch period, for all employees, except for Operating Engineers. Operating Engineers shifts shall be eight (8) hours and their work days shall consist of eight (8) consecutive hours with no prescribed lunch period

In order to fulfill its obligations under its contract with the Government, the Employer has the right to change the days and/or hours a person will work during a work week provided that the employee is given at least one (1) week's advance notice of the change.

b. Alternative: An alternate work week for full-time employees may be formed to include forty (40) hours divided into four (4) days of ten (10) consecutive hours per day. When an employee works this work week, all time worked in excess of ten (10) hours in one (1) day or forty (40) hours in one (1) week shall constitute overtime.

c. Overtime: Any work exceeding forty (40) hours divided into five (5) days of eight (8) consecutive hours, exclusive of a one-half (1/2) hour unpaid lunch period where applicable, in any one (1) day or forty (40) hours in any one (1) week (but not both) shall constitute overtime and shall be paid for at one and one-half (1 1/2) times the basic rate. Work performed on the seventh (7th) consecutive day shall be paid for at double or two times (2x) the basic rate.

Section 2.3. Days Off: Each full-time employee shall have two (2) regularly assigned days off in each forty (40) hour week and, where practicable, these days shall be consecutive. Should an employee be assigned to work on either of his/her assigned days off, or both, he/she shall be paid accordingly. He/she shall not be assigned off on any of his/her regular working days.

Section 2.4. Work Schedule Posting: The On-Site Supervisor shall post a work schedule in the engine room at least one (1) week in advance.

Section 2.5. Call Back: In the event that an employee is called back to work in an emergency or for any other reason (other than negligence on his/her part) after completing his/her regular work day and leaving the premises, he/she shall receive the appropriate overtime rate for all hours worked or he/she shall be paid a minimum of four (4) hours, which shall be paid at one and one-half (1 1/2) times the basic rate.

Section 2.6. No Reduction: No employee shall suffer a reduction in salary, adverse change in working conditions or the loss of any benefit now enjoyed by him/her as a result of this Agreement, but this shall not be held to apply to the result of any rearrangement or reorganization of personnel, and it is agreed that this section is limited to the understanding that an employee, now enjoying a benefit greater than one expressly provided in this Agreement, shall continue to receive the benefit so enjoyed and not be reduced to such lesser benefit provided herein.

ARTICLE III
VACATIONS, HOLIDAYS & SICK LEAVE

Section 3.1. Vacation: Full-time employees covered by the terms of this Agreement who have worked continuously in the employ of the Employer for the following periods shall be entitled to vacations as shown below:

After one (1) year's service	two (2) weeks' vacation
After five (5) years' service	three (3) weeks' vacation
After ten (10) years' service	four (4) weeks' vacation

Vacation pay shall be forty (40) hours straight time pay per week of vacation at the rate in effect on his/her anniversary date. Employees shall be paid their vacation pay on the regularly scheduled pay day prior to the approved vacation period, providing two (2) weeks advance written notice is given to the Employer. Time for taking said vacations shall be at the discretion of the Employer. Should a recognized holiday occur during an employee's vacation, he/she shall receive an additional day's vacation with pay.

Upon completion of one (1) year's service, should an employee's services be terminated for any reason, he/she shall receive pay in lieu of all unused accumulated vacation. Vacation time may be carried over to the next year subject to approval of the Employer. After the first year of service, all vacation will be accrued.

Section 3.2. Holidays: The following holidays shall be recognized and full-time employees shall receive a day's pay for same:

New Year's Day	Columbus Day
Martin Luther King's Birthday	Veteran's Day
President's Day	Thanksgiving Day
Memorial Day	Christmas Day
Independence Day	Inauguration Day
Labor Day	

Any holidays or portions thereof declared legal by the President of the United States.

a. In weeks during which a holiday occurs on a scheduled work day and an employee is assigned off duty, he/she shall receive a day's pay for same. During such week(s) all work performed in excess of thirty-two (32) hours shall be paid for at one and one-half (1 1/2) times the basic rate.

b. If an employee works on any of these holidays, he/she shall be paid at one and one-half (1 1/2) times the basic rate for all hours worked, in addition to holiday pay. No employee shall be assigned to work less than eight (8) hours on a holiday.

c. If a holiday falls on an employee's regularly scheduled day off, and he/she is not required to work, he/she shall receive a day's pay for same.

d. If any of these holidays fall on a weekend, the day designated by the Government shall be observed as the holiday.

e. Employees on leave of absence, disability, or workers' compensation shall not be eligible for holiday pay unless the holiday occurred within seven (7) days of the commencement of the absence.

f. It is understood and agreed that in no event shall sub-sections (a), (b) or (c) of this section be combined or pyramided, nor shall this section be combined with Article II, Section 2.2 of this Agreement.

Section 3.3. Sick Leave: After completion of his/her probationary period, each full-time employee covered under the terms of this Agreement shall be entitled to sixty-four (64) hours sick leave annually, based on his/her anniversary date, the sixty-four (64) hours will be earned on a proportionate basis each month of the year in the amount of 5.33 hours per month. Employees will be paid for any sick leave earned but not taken during the year. There will be no accumulation of sick leave. Pay for sick leave shall be based on the employee's base rate of pay. It is agreed and understood that sick leave is intended for an employee's illnesses only. After two (2) single days of sick leave have been used in one (1) calendar year, the Employer may request that proof of illness or incapacitation be furnished by the employee's licensed physician for the third (3rd) sick leave day used and for any sick leave used after that point during the term of this Agreement.

ARTICLE IV
MISCELLANEOUS

Section 4.1. Orders and Instructions: Subject to the approval of the Employer's Project Manager, Assistant Project Manager, or other Employer-designated individual, all orders and instructions for engine room, boiler room, mechanical repairs, and maintenance work shall be issued through the On-Site Supervisor.

Section 4.2. Authorized/Qualified Employees: It is expressly agreed that this Agreement covers only those employees authorized and qualified to operate and maintain the equipment and provide building maintenance and repairs required by the Employer's contract with the Government and as set forth in Article I, Section 4 and Article I, Section 5 of this Agreement, and that the term "maintenance man" does not and is not intended to include custodial and janitorial employees such as charmen, charwomen, janitors, porters, elevator operators, and similar employees.

Section 4.3. Individual Agreements: The Employer shall not enter into any agreement with any employee covered by this Agreement, the terms of which conflict with the terms of this Agreement.

Section 4.4. JAC Contribution: The Employer agrees to pay the sums listed below per employee per quarter for each full-time employee covered herein to the Treasurer of the Local 99, I.U.O.E. Joint Apprenticeship Trust.

Effective September 1, 2006	Effective September 1, 2007	Effective September 1, 2008
$55.00 per quarter	$60.00 per quarter	$60.00 per quarter

Section 4.5. Funeral Leave: It is recognized by the Employer and the Union that five (5) consecutive calendar days may be needed by a full-time employee to attend a funeral service. If any of these days are working days, the employee shall suffer no loss in pay. Funeral leave shall be operative for the following relatives: spouse, child, sister, brother, parent, parent-in-law, grandparent, and grandchildren. No employee shall receive any part of funeral leave that occurs during previously scheduled or regular time off, or when the employee is absent from work for other reasons. In no event shall pay for funeral leave be in excess of eight (8) hours per day at straight time.

Section 4.6. Union Dues: The Employer will deduct from the pay of the employee the Union dues for all employees, upon signing of an individual dues deduction authorization card in the form agreed to between the Employer and the duly designated officer of the Union.

Section 4.7. Jury Duty: Full-time employees actually serving on juries shall receive the difference between their straight-time weekly basic pay and the amount received while on jury duty. They will be expected to work their regularly posted schedule on days when the jury is not in session. The Employer will not be obligated for more than thirty (30) days of pay for those full-time employees serving on jury duty.

Section 4.8. Tools: The Employer agrees to furnish all major tools and equipment for the safe and efficient performance of the employees' duties. Since each employee has the normal tools of the trade pertaining to his/her classification, in the event an employee's own personal hand tool is broken during the course of performing his/her duties, the Employer agrees to furnish a replacement tool of equal value to the employee.

Section 4.9. Uniforms: The Employer agrees to furnish the employees sufficient work uniforms to be worn during working hours while on duty. Maintenance of uniforms will be the responsibility of the employee, if the Employer requires that safety footwear be worn by the employees, the Employer shall provide sixty dollars ($60.00) towards their purchase.

Section 4.10. Successorship: This Agreement embodies the entire Agreement between the Employer and the Union and shall inure to the benefit of and shall be binding on the heirs, executors, administrators, successors and assigns of the parties hereto.

No provision shall be construed in any manner so as to restrict the Employer from the complete operation and management of its business and plants or in the direction of the working forces. The Employer has to exercise its own discretion in determining whom to employ, the number of employees that may be assigned to any shift or job, or to determine the type or types of equipment to be employed in the performance of such work, and to supplement the full-time work force with part-time employees [thirty (30) hours or less], temporary employees [normally not more than ninety (90) days] and casual laborers as it deems necessary. The use of part-time and temporary employees, as well as casual laborers, will only be required if the additional work load, as directed by the Federal Government, dictates their use.

a. In lieu of benefits, part-time employees will be paid one dollar and fifty cents($1.50) per hour worked.

b. Part-time workers shall be paid the pension rate into the Fund as set forth in this Agreement for all hours worked.

Section 4.11. Separability: In the event any article, section or provision of this Agreement is held improper or invalid by any civil authority, agency or court, such article, section or provision shall not invalidate other portions of this Agreement, and if any part of this Agreement is in conflict with or not in compliance with the Labor-Management Relations Act, 1947, any amendments or additions thereto, such parts of this Agreement shall automatically be deleted from this Agreement.

Section 4.12. Shop Steward: The Shop Steward shall be afforded a reasonable period of time (as determined by the Employer) to conduct Union business during working hours as long as such action does not interrupt operations.

Section 4.13. Higher Classification Work: Work performed by an employee in a higher rated job classification in this Agreement shall be paid for at the higher rate when the Employer expressly reassigns such employee to the work in the higher rated classification and the reassignment is for a substantial duration of time due to temporary changes in personnel or extended absences. Such difference will not be paid, nor will this section be applicable, to vacation relief, sick relief, absenteeism, bereavement or other short term situations with a fixed duration.

Section 4.14. Seniority: Upon completion of the probationary period, employees shall be placed on the seniority list dating from the first (1st) day of employment.

Seniority shall be by job classification for the purposes of layoff and recall; however, all other benefits provided for in this Agreement shall accrue from the employee's date of hire

on site. An employee shall lose his/her seniority for any of the following reasons: discharge for just cause; layoffs in excess of twelve (12) months; or the employee quits or retires.

When an employee is promoted to a higher classification he/she shall carry all previous classification seniority to the new classification within that trade. In the event it becomes necessary to lay off employees for lack of work the least senior employee within the classification within that trade shall be laid off first.

In recalling employees after layoff, the Employer agrees to offer re-employment, to the extent that additional help is needed, to employees in the reverse order in which such employees were laid off again within their classification, provided, however, that the period of layoff does not exceed twelve (12) months. An employee, who accepts recall after layoff, will be credited with seniority held at time of such layoff.

Section 4.15. Job Vacancies: It is the intent of this article to establish a procedure to consider and offer employment to the most qualified applicant in situations where a permanent vacancy, other than a temporary vacancy, occurs within the bargaining unit.

When a permanent vacancy occurs within one of the positions contained in the bargaining unit, a bulletin shall be posted in the headquarters of each unit for a period of fourteen (14) calendar days during which time eligible employees will have an opportunity to submit written bids for the vacancy.

An applicant, who does not bid for a job, for reasons including absence from work during the posting period, shall lose all rights to the job; however, shop stewards may bid for job vacancies for employees on vacation, absent due to illness, or other justifiable reasons subject to his/her availability for that position if that employee so desires.

New hires, promotions or transfers will be based on the applicant's qualifications for that particular job. The Employer agrees to give each applicant consideration. In consideration of each applicant, the Employer will rate each applicant on a factor basis to determine his/her level of qualifications for that particular vacancy.

In the event that two (2) or more applicants are measured to having the same relative qualifications, then seniority within the bargaining unit will be the determining factor.

There will be a sixty (60) working days trial period for applicants who are awarded new positions. In the event that their performance is unacceptable, they may be returned to their old positions and pay rates within this trial period.

Section 4.16. Management Rights: The Employer shall have the right to establish, maintain and enforce Work Rules and Disciplinary Procedures, and other regulations to

assure order and safe company operations, it being understood and agreed that such Work Rules and Regulations shall not be inconsistent or in conflict with any specific provisions of this Agreement. If there is a specific conflict with this Agreement, the Agreement will govern. The Employer will maintain on its bulletin board and furnish the Union with a printed copy of the current edition of the Work Rules and Regulations. Changes in existing Work Rules and Regulations, as well as new Work Rules and Regulations promulgated by the Employer, will not become effective until it is presented to the Union and the unit members.

ARTICLE V
HEALTH, WELFARE & PENSION BENEFITS

Section 5.1. **Health & Welfare Contribution:** The Employer agrees to make contributions, as listed below, for all full-time employees and their dependents covered herein to the Health and Welfare Trust Fund of the International Union of Operating Engineers, Local 99-99A.

COVERAGE	Effective 9/1/2006	Effective 1/1/2007	Effective 1/1/2008	Effective 1/1/2009
Family	$800.00	$868.00	$942.00	$1022.00
Single	$362.00	$393.00	$426.00	$462.00

In the event the contribution by the employer is less than the required contribution rate, as determined from time to time by the Trustees of Local 99-99A, the employer and the Union agree to meet to negotiate this adjustment on behalf of the members.

The contribution by the Employer together with the amount withheld from the employees pay shall be paid to the Plan Administrator no later than the twentieth (20th) of the month following the month in which the deductions were made.

In the event that there is a decrease in the premium of the Health and Welfare Plan during the term of this Agreement, the Employer agrees to contribute the difference in savings to the Central Pension Fund.

Section 5.2. **Pension Contribution:** For each full-time employee covered herein, the Employer agrees to contribute the following amounts per hour [up to a maximum of two thousand and eighty (2,080) hours per year] to the Central Pension Fund of the International Union of Operating Engineers and Participating Employers. Contributions shall not be made until an employee has completed his/her probationary period.

Classification	Effective September 1, 2006	Effective September 1, 2007	Effective September 1, 2008
Operating Engineer	3.75 per hour	4.00 per hour	4.25 per hour
Master Plumber	3.50 per hour	4.00 per hour	4.25 per hour
General Maintenance Worker	3.50 per hour	4.00 per hour	4.25 per hour
General Helper	2.25 per hour	2.25 per hour	2.50 per hour

All part time employees shall have pension contributions made for hours worked.

ARTICLE VI
GRIEVANCE AND ARBITRATION

Section 6.1. Grievances: In the event any grievance or dispute arises as to the interpretation, application, or any claimed violation of this Agreement, the Union and the Company shall meet in an effort to reach an amicable settlement. Specifically, the matter shall be pursued as follows:

Section 6.2. Processing of Grievances: All grievances shall be presented as soon as practical after the occurrence upon which the same is based, but in no event later than five (5) working days if the same is a dismissal grievance, or later than thirty (30) calendar days from the date of the issue being grieved.

Step 1: Between the Employee's direct Supervisor and the Shop Steward. The first step meeting shall be held within seventy-two (72) hours from the date the grievance is filed with the Company unless another date is set by mutual agreement. The Company shall provide the Shop Steward a written reply to the grievance within five (5) working days after the meeting with the Shop Steward. If this reply is unsatisfactory, the Shop Steward may appeal the decision to Step 2, provided such appeal is made within ten (10) working days after the receipt of the Company's reply.

Step 2: A meeting in Step 2 between the Company Representative or his designee and the Business Representative or a designated representative of the Union shall be held within ten (10) working days after receipt by the Company of Notice of Appeal, unless another date is jointly agreed to by the Company and the Union. The Company Representative shall make a reply to the Union in writing no later than ten (10) working days after meeting with the Business Representative.

Section 6.3. Arbitration: In the event that the matter remains unresolved after the second step, either party may, within a reasonable time and upon written notice to the other party, refer the matter to binding arbitration. The parties shall choose an arbitrator from a panel to

be proposed by the American Arbitration Association. The arbitration shall proceed in accordance with the Rules of Labor Arbitration of the American Arbitration Association.

The Union agrees not to engage in any strike, slow-down, or interruption of work while the grievance resolution process continues. There shall be no strike, work stoppage, or interruption in protest of any decision of the arbitrator.

There shall be no lockout by the Employer and no strike or stoppage of work called by or approved by the Union during the entire period of this Agreement.

The parties agree that the decision or award of such Arbitrator shall be final and binding on each of the parties and that they will abide thereby. The Arbitrator shall have no authority to add to, subtract from, or to change any of the terms of the Agreement, to change an existing salary rate or to establish a new salary rate.

If it is determined under the grievance procedure, including Arbitration, that any adjustment in salaries is appropriate, such adjustment shall be based upon existing salary rates and shall be applied retroactively to the date of occurrence.

Each party shall bear its expenses in preparing and presenting its own case. The cost of the Arbitrator's services and any other expenses incidental to the Arbitration, shall be borne equally by the parties.

ARTICLE VII

TERM OF AGREEMENT

This Agreement shall be in full force and effect from the **15th day of August 2006 to and including the 31st day of August 2009** and shall renew from year to year unless not less than sixty (60) days prior to an anniversary date of this Agreement written notice to the contrary be given. Both parties understand that in the event the Employer's contract with the Government is canceled or terminated for any reason, this Agreement will be terminated.

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

Meridian Management Corporation
Defense Logistics Agency Headquarters
Fort Belvoir, Virginia

By: _____
T.R. BROWNFIELD
VICE PRESIDENT
8/16/06

International Union of
Operating Engineers
Local 99-99A, AFL-CIO

By: _____
Business Manager

Approved: 8-8-2006

By: _____
President

By: _____
Recording Corresponding Secretary

EXHIBIT "A"

The wages for the following classifications shall not be less than the amounts listed below:

Classification	Effective September 1, 2006	Effective September 1, 2007	Effective September 1, 2008
Operating Engineer	$29.80 per hour	$31.14 per hour	$32.55 per hour
Master Plumber	$28.45 per hour	$29.73 per hour	$31.07 per hour
General Maintenance Worker	$21.00 per hour	$21.95 per hour	$22.93 per hour
General Worker	$16.20 per hour	$16.93 per hour	$17.69 per hour