

**BOSTON/CAMBRIDGE
“DOWNTOWN”
AGREEMENT**

**ALLIEDBARTON SECURITY SERVICES, LLC.,
NORTHEAST SECURITY, INC.,
PALLADION SERVICES, LLC.,
SECURAMERICA, LLC.,
SECURITAS SECURITY SERVICES USA, INC.,
and
UNITED SECURITY INC.**

AND

**SERVICE EMPLOYEES INTERNATIONAL UNION,
LOCAL 615**

**EFFECTIVE:
JULY 1, 2013 TO JUNE 30, 2018**

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PREAMBLE

The Employer, the Union and the Union members agree that they will endeavor to treat each other with dignity and respect. The Union and the Employers recognize that the single greatest threat to their continued success is the proliferation of non-union competition in the security industry. As such, it is imperative that the Union and the Employers work together to preserve union jobs by supplying clients with the best possible security services. To this end, the Union and the Employers agree to resolve their problems through the procedures provided for in this Agreement and not by taking internal disputes to the customer for resolution. Only by cooperation and understanding of each other's needs and the realities of the marketplace, can both the Union and the Employers prosper.

ARTICLE 1: RECOGNITION

The Employer recognizes the Union as the exclusive bargaining representative for all of its non-supervisory full time and regular part time Security Officers but excluding all other employees and individuals who qualify as supervisors under Section 2(11) of the National Labor Relations Act, as amended ("Act"). Within the geographic areas defined by the City of Boston and the City of Cambridge and employed for a majority of working hours in:

- a. Class A & B Multi-tenant Commercial Office Buildings with at least 75,000 square feet commercial office leased space.
- b. Class A & B Commercial buildings that are not multi-tenant in which the union represents employees who perform cleaning or other property services and;
- c. Public Facilities, Public Arenas, Public Convention Centers and similar facilities operated by State and Municipal Government and;
- d. Facilities covered by the Service Contract Act
- e. Private Higher Educational Institutions and Space Leased by a Private Higher Educational institution for Educational or Administrative purposes

Provided that:

Class B as defined above effective January 1, 2015 with a re-opener for economics for Class B no sooner than August 1, 2014.

Higher Education as defined above effective January 1, 2015 with a re-opener for economics for Private Higher Education, no sooner than August 1, 2014.

Notwithstanding anything to the contrary, if the Employer acquires a new account in a facility or building as described above, such shall be treated as an accretion to the bargaining unit. Upon the Union's demonstration that a majority of Security Officers at a new location have designated the Union as their bargaining representative by signing authorization cards or petitions, the Employer may recognize the Union as the exclusive collective bargaining representative for that location or locations.

Should there be any interruption of SEIU 615 representation for the Security Officers at any building or facility, the employer will remove that building or facility from inclusion and no longer be required to recognize the Union as the exclusive bargaining unit.

The Employer may hire or engage security personnel to perform specialized functions (such as, but not limited to, canine patrols, armed guards, and/or staffing relating to short terms events) for up to and including forty-five (45) days without such personnel being covered by the terms of this Agreement, subject to extension by mutual agreement. Consent shall not be unreasonably withheld.

Immediately upon notification that the Employer has become a service provider at a new location, the Employer shall notify the Union of the new location and the date on which it is to commence performing work at that location.

The Employer (and its agents) will not take any action or make any statements that will state or imply opposition to the employee selecting the Union as their collective bargaining agent.

ARTICLE 2: PROBATIONARY PERIOD

All new employees hired after the effective date of this Agreement shall not be considered regular employees of the Employer until after a probationary period of ninety (90) days. During the probationary period the employees will be represented by the Union and will be covered by all of the terms and conditions, unless otherwise noted herein, of this Agreement but may be discharged without recourse to the grievance procedure in this Agreement.

ARTICLE 3: NO DISCRIMINATION

The Union and the Employer agree they shall not discriminate against any applicant or employee in hiring, promotions, assignments, suspensions, discharge, terms and conditions of employment, wages, training, recall or lay-off status because of race, color, ancestry, religion, creed, national origin, age, sex, maternity status, sexual orientation, veteran status or against a qualified individual with a disability (defined by the Americans with Disabilities Act). No employee or applicant for employment covered by this Agreement shall be discriminated against because of membership in the Union or activities on behalf of the Union.

ARTICLE 4: UNION MEMBERSHIP

It shall be a condition of employment that all employees of the Employer 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 shall, on the thirtieth 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 all employees covered by this Agreement and hired on or after its effective date shall, on the thirtieth day following the beginning of such employment, become and remain members in good standing in the Union.

Membership in the Union shall be available to each employee on the same terms and conditions generally applicable to other members of the Union and shall not be denied or terminated for reasons other than the failure of such employee to tender the periodic dues or applicable agency fee, and the initiation fee uniformly required as a condition of acquiring or retaining membership.

The Employer shall make known to any new hire their obligations under this provision, and present such new hire at that time, union membership materials including a membership application and voluntary payroll deduction authorization.

On a monthly basis, the Employer shall electronically notify the Union of new hires and/or terminations and voluntary resignations providing name, Social Security number (or other unique nine digit identifying number), date of hire or termination, work location and address and telephone number.

The Employer agrees to deduct from the employee's paycheck all initiation fees and periodic dues as required by the Union and voluntary contributions to the Union's Committee on Political Education ("COPE") Fund upon presentation by the Union of individual authorizations as required by law, signed by the employees directing the Employer to make such deductions from the employee's paycheck each month and remit same to Union not later than the 20th of the month following the month in which such deductions were made.

The Union will furnish the forms to be used for authorization.

The Union will hold the Employer free and harmless against any and all claims, damages, suits or other forms of liability whatsoever that shall arise out of or by reason of action taken by the Employer for the purpose of complying with any of the provisions of this Article, including court costs and reasonable attorney fees.

ARTICLE 5: MANAGEMENT RIGHTS

Subject to the terms of this Agreement, the Employer shall have the exclusive right to manage and direct the workforce covered by this Agreement. Among the exclusive rights of management, but not intended as a wholly inclusive list of them, are the right: to plan, direct and control all operations performed at the various locations served by the Employer; to direct and schedule the workforce; to determine the methods, procedures, equipment, operations and/or services to be utilized and/or provided or to discontinue their performance by the employees of the Employer and/or subcontract the same; to transfer or relocate any or all of the operations of the business to any location or to discontinue such operations, by sale or otherwise in whole or in part at any time; to establish, increase or decrease the number and/or length of work shifts, their starting and ending times and determine the work duties of employees; to promulgate, post and enforce reasonable rules and regulations governing the conduct and actions of employees during working hours; to require the occasional de minimis performance of duties other than those normally assigned be performed; to select supervisory employees; to train employees; to discontinue or reorganize or combine any part of the organization; to promote and demote employees consistent with the needs of the business; to discipline, suspend and discharge for just

cause; to relieve employees from duty for lack of work or any other legitimate reason; to cease acting as a contractor at any location or cease performing certain functions at any location, even though employees at that location may be laid off or relieved from duty as a result. In no case will this Article be used for the purpose of unlawfully discriminating against any employees.

The foregoing statements of management rights and Employer functions are not all inclusive, but indicate the type of matters or rights, which belong to and are inherent in management, and shall not be construed in any way to exclude other Employer functions and rights not specifically enumerated. Any of the rights, power or authority the Employer had when there was no Agreement are retained by the Employer and may be exercised without prior notice to or consultation with the Union except those specifically abridged or modified by this Agreement and any supplementary subsequent Agreement which may be made and executed by the parties. In any arbitration in which the Employer's rule or regulation is found to be unreasonable, the arbitrator may only order rescission of the rule or regulation, and may not modify or alter the rule or regulation in any manner.

The Union recognizes that the Employer provides a service of critical importance to the customer and that this Agreement shall be interpreted so as to give primary consideration to customer needs and preferences, provided that the foregoing will not be construed to abrogate any rights under this Agreement. If a customer demands that the Employer remove an employee from further employment at a location, the Employer shall have the right to comply with such demand. However, unless the Employer discharges the employee, the Employer will confer with the Union regarding the matter and use its best efforts to place him/her in a timely manner at another account or location covered by this Agreement and schedule said employee with no loss of wages, seniority or benefits and with the same shift.

If the Employer is unable to place the officer in a comparable position as listed above, the employee will be considered laid off for lack of work and the Employer will not challenge the employee's claim for unemployment. Time spent on such layoff shall not negatively affect the employee's eligibility for benefits upon his/her return to work.

If an employee who has been removed from a location declines a job offer with the Employer with the same wages, benefits, schedule, and at another location covered by this Agreement, as referenced above, the Employer shall have no further obligation toward the employee, and that employee shall be considered a voluntary quit.

ARTICLE 6: SENIORITY

Seniority shall be defined as an employee's length of continuous service with the Employer (or any predecessor acquired by the Employer) or facility, whichever is greater, regardless of whether there was a collective bargaining agreement covering the facility.

After completion of the probationary period described in Article 2, an employee shall attain seniority as of his/her original seniority date.

Seniority shall be broken by any of the following events:

- Resignation, retirement or voluntary termination;
- Discharge for just cause;
- Voluntary promotion into a non-bargaining unit position, unless an employee returns to the bargaining unit within six (6) months of the promotion in which case the employee's seniority shall be fully restored less any time spent in the non-bargaining unit position;
- Inactive employment for any reason other than authorized leaves of absence exceeding six (6) months or an employee's length of seniority, whichever is less;
- Failure to report to work within seven (7) calendar days from the date a recall notice is mailed to the employee's most recent address appearing in the employee's records unless prior written notice is received and approved by the Employer; or
- Failure to return to work after any leave of absence scheduled date for return unless prior written notice is received and approved by the Employer.

Seniority shall not be considered broken by virtue of military service leave regardless of length of absence.

To the extent practical, all employees who have at least six (6) months or more seniority shall receive two (2) weeks (ten [10] working days) notice from the Employer of the Employer's intention to lay them off. Laid off employees shall not be permitted to bump a less senior employee at another facility, but shall be permitted to apply for a vacant position at another site. If there are no such vacant positions, the employee shall be permitted to exercise his/her seniority for a position which becomes available consistent with the Job Vacancies, Transfers and Career Advancement Article 22. The Employer will give first consideration in filling vacancies to employees on the recall list who are qualified and available.

ARTICLE 7: WAGES

Effective July 1, 2013, the minimum hourly starting wage rate for employees covered by this Agreement shall be \$13.25 per hour.

Starting wage levels:

7-1-13	\$13.25
1-1-14	\$13.50
1-1-15	\$13.80
1-1-16	\$14.10
1-1-17	\$14.45
1-1-18	\$14.85

All existing employees covered by this Agreement as of July 1, 2013 will have a minimum wage of \$13.25 per hour.

* On July 1st, 2013 and January 1st of each year thereafter, employees covered by this Agreement with six (6) months or more of service shall receive the Annual Hourly Wage Rate increase or the Base Wage Rate, whichever is greater, as set forth below:

Annual Hourly Wage Rate increases and Base Wage Rates shall be as follows:

7-1-13	\$.25	\$15.00*
1-1-14	\$.25	\$15.25*
1-1-15	\$.30	\$15.55*
1-1-16	\$.30	\$15.85*
1-1-17	\$.35	\$16.20*
1-1-18	\$.40	\$16.60*

Employees called into work for any hours not consecutive with their regular schedule shall be paid for at least four (4) hours of work.

Whenever an employee reports for work on a scheduled shift or detail and that shift or detail has been cancelled without reasonable notice to the employee, he or she shall receive a minimum of four (4) hours pay.

ARTICLE 8: WORKWEEK- OVERTIME - BREAKS

The workweek shall be the Employer's established weekly pay period in accordance with Employer's payroll policy. This Section shall not be construed as a guarantee of any number of worked days per week or hours worked per day. An employee will be granted a minimum of one (1) day off in each workweek. All work performed in excess of forty (40) hours in one workweek shall constitute overtime and shall be paid for at the rate of time and one-half the employee's hourly rate.

Other than in extreme circumstances, no employee shall be required to work more than sixteen (16) hours in any twenty-four (24) hour period. If any employee is required to work beyond his or her regularly scheduled hours in any day, such employee shall be paid therefore and shall not be required to take compensatory time off.

Work schedules for the following week will be made available to employees by Wednesday of each week. The Employer may, with reasonable notice, change the schedule of an employee to provide coverage for call-offs, vacations, illness or other unforeseen situations. Other than in the case of formal disciplinary suspension, no employee shall have his/her schedule reduced as a form of discipline.

It shall be understood that, while the nature of security work may make direct relief by another individual impossible, employees shall have the opportunity for a half (1/2) hour paid lunch.

Where practicable such lunch shall be uninterrupted in, near or at the workstation. If free from duty, employees shall be afforded the opportunity for an unpaid, uninterrupted lunch.

Employees required to secure a standing post shall be permitted to sit down at reasonable intervals.

ARTICLE 9: HEALTH AND WELFARE

Full-time Employees will be eligible to participate in a medical insurance plan provided by the Employer. Employees may elect not to participate in said plan. For purposes of complying with this article each employer subject to this Agreement is free to provide and offer a plan (“Exhibit A”) of comparable terms and conditions offered by other Employers. For purposes of determining comparability the plan elements/components shall be “like or similar”. It is further understood and agreed that use of the terms “like or similar” shall not require the Employers to utilize the same carrier/provider for purposes of meeting its obligations pursuant to this article. A copy of the applicable medical/dental/vision summary plan design is attached as described in (“Exhibit A”).

The Parties agree that the Employer shall, with respect to eligible Employees, maintain Employer provided health care plans compliant to provisions above relative to (Exhibit ‘A’) and, in doing so, the Employer shall not materially alter said plans during the period in which said plans are in effect without notification to the Union for the purpose of compliance review of the foregoing provisions.

The weekly cost to the employee for health insurance shall be:

	2014	2015	2016	2017	2018
Single	\$30.25	\$30.25	\$32.67	\$35.28	\$38.11
Plus 1	\$75.00	\$75.00	\$81.00	\$87.48	\$94.84
Family	\$115.00	\$115.00	\$124.20	\$134.14	\$144.87

Employees classified as “full-time” and who continue to work a minimum of thirty-five (35) hours per week will be covered on the first of the month which follows completion of their 90-day probationary period described in Article 2 of this Agreement. To maintain eligibility, for purposes of this subsection, “full-time hours” means that an Employee’s hours worked shall average out to a minimum of thirty-five (35) hours per week, calculated over a ninety (90) day period. All hours for which pay is received and hours on approved leave of absence (not to exceed thirty (30) days) shall count toward the calculation of the average hours for the purpose of maintaining eligibility.

The Employer shall maintain its current definition of full-time until required to change its plan pursuant to this Article or as required by law, if earlier, at which time monthly eligibility shall be based on full-time status as defined by the PPACA (30 hours worked or paid per week / 130 hours worked or paid per month, with “look back” provisions).

The Employer shall not reduce scheduled hours of employees' work for the purpose of evading obligations under this Article.

Part-time Employees who are promoted to full-time will become eligible after consistently working full-time hours for 90 days. Upon termination of employment, coverage by Employer will cease on the day of separation. Following separation, former Employees may continue their coverage as provided by COBRA.

If any Federal or State statute, local ordinance or other legislation is enacted during the term of this Agreement which concerns or has reference to employee health insurance, the Employer or the Union may, at the discretion of either party, re-open the provisions of this Article in their entirety and commence bargaining in good faith in accordance with the National Labor Relations Act with the other party over new terms of this Article, with such re-opening becoming effective upon written notice from either party. In the event of such a re-opener, it is expressly agreed and understood that all provisions of the Agreement will remain in full force and effect and are unimpaired by any such meetings or re-opener. The foregoing re-opener provision shall also apply if, any Employer's health insurance premium costs increase by fifteen percent (15%) or more in any single year.

Nothing herein shall limit the right of the Company to unilaterally make any and all changes it deems necessary in its sole discretion to insure the insurance it provides pursuant to this Agreement complies with the Affordable Care Act, and other state, federal or local insurance and/or health care reform legislation, to avoid being subject to fees (including but not limited to the employer shared responsibility assessable payment), fines, taxes or penalties, including, but not limited to, taxes/fees because employees are eligible to obtain subsidized or discounted insurance through an insurance exchange; or to avoid the coverage being subject to "Cadillac" taxes (a.k.a. the excise tax on high cost employer-sponsored health coverage).

ARTICLE 10: VACATIONS

Standard vacation for full-time Employees will be accrued on a pay period basis on the following schedule:

Years of Service	Tier	Maximum Vacation allowance	<i>Maximum Vacation accrued/earned per pay week</i>
Less than one year	No vacation available	None	None
1 Year	One	5 days (40 hours)	.77 hours
3 Years	Two	10 days (80 hours)	1.53 hours
8 Years	Three	15 days (120 hours)	2.3 hours
- Upon reaching the next tier anniversary date, Employees will begin to accrue at the next higher rate.			

Employees shall be eligible to use vacation time upon the completion of one year of service.

Week shall mean the employee's regular workweek, and vacation pay shall be calculated on a pro rata basis (prorated based on 2080 hour work year) up to a maximum of forty (40) hours for each week.

Vacations will be paid at the employee's regular straight-time hourly rate. Employees may opt for payment in lieu of time off and will be paid within thirty (30) days of the employee's anniversary month. Employees will be paid vacation in accordance with the Employer's normal payroll procedures.

Vacations shall be scheduled subject to Employer approval and in accordance with Employer's vacation policy. When compatible with proper operation of the facility, selection and preference as to the time of taking of vacations shall be granted to employees on the basis of seniority.

ARTICLE 11: HOLIDAYS

The following days, or the days on which they are legally observed, shall be observed as holidays for all employees covered by this agreement:

New Year's Day
Dr. Martin Luther King, Jr.'s Birthday
Memorial Day
Fourth of July
Labor Day
Thanksgiving Day
Christmas Day

Employees who work on any holiday listed in Article 11 shall be paid holiday pay at one-and-half (1½) his/her hourly rate. For purposes of the holidays listed above, all employees who are scheduled to work that day of the week, but do not work due to their scheduled work location being closed or post unfilled will be paid at the regular straight-time pay for the number of hours for which they are scheduled. However, if the Employer is required to reduce staffing, yet still requires adequate staffing to meet operational needs on any of the holidays enumerated above, such reduction will be met by offering hours off on a voluntary basis to qualified employees in order of seniority. If such staffing needs cannot be met in a voluntary manner then the Employer may require the least senior qualified employees to work the holiday.

In order to qualify for holiday pay, employees must work their last scheduled shift before the holiday and their next scheduled shift following the holiday. There shall be no pyramiding of vacation, sick, and holiday pay.

The following dates are when Holiday premium pay shall be paid for hours worked.

2013

Fourth of July
Labor Day

Thursday, July 4th
Monday, September 2nd

Thanksgiving Day
Christmas Day

Thursday, November 28th
Wednesday, December 25th

2014

New Year's Day
Dr. Martin Luther King Jr's Birthday
Memorial Day
Fourth of July
Labor Day
Thanksgiving Day
Christmas Day

Wednesday, January 1st
Monday, January 20th
Monday, May 26th
Friday, July 4th
Monday, September 1st
Thursday, November 27th
Thursday, December 25th

2015

New Year's Day
Dr. Martin Luther King Jr's Birthday
Memorial Day
Fourth of July
Labor Day
Thanksgiving Day
Christmas Day

Thursday, January 1st
Monday, January 19th
Monday, May 25th
Saturday, July 4th
Monday, September 7th
Thursday, November 26th
Friday, December 25th

2016

New Year's Day
Dr. Martin Luther King Jr's Birthday
Memorial Day
Fourth of July
Labor Day
Thanksgiving Day
Christmas Day

Friday, January 1st
Monday, January 18th
Monday, May 30th
Monday, July 4th
Monday, September 5th
Thursday, November 24th
Sunday, December 25th

2017

New Year's Day
Dr. Martin Luther King Jr's Birthday
Memorial Day
Fourth of July
Labor Day
Thanksgiving Day
Christmas Day

Sunday, January 1st
Monday, January 16th
Monday, May 29th
Tuesday, July 4th
Monday, September 4th
Thursday, November 23rd
Monday, December 25th

2018

New Year's Day
Dr. Martin Luther King Jr's Birthday
Memorial Day

Monday, January 1st
Monday, January 15th
Monday, May 28th

ARTICLE 12: BEREAVEMENT LEAVE

The Employer agrees to pay employees covered by this Agreement for necessary absence on account of death in the immediate family up to three (3) scheduled workdays at straight time. The term "immediate family" shall mean: spouse, parent, child, brother, sister, father-in-law, mother-in-law, brother-in-law, sister-in-law, daughter-in-law or son-in-law, grandparent, grandchild, aunt or uncle or any relative residing with the employee or with whom the employee is residing or other significant relationship which, in the case of a relationship not listed above, may be granted at the employer's discretion. The Employer reserves the right to require proof of death.

All part-time employees will be eligible for bereavement pay if arranging and/or attending the funeral occurs during their normal scheduled work day for relatives listed above, not to exceed the full-time benefit. Employees will be paid only for normal scheduled work hours missed.

ARTICLE 13: SICK DAYS

Upon ratification (June 29, 2013), full-time employees with one (1) year of seniority shall be granted one (1) paid sick day per calendar year; full-time employees with two (2) years of seniority shall be granted two (2) paid sick days per calendar year and full-time employees with four (4) years of seniority shall be granted three (3) paid sick days for use due to *bona fide* illness or injury or to attend a doctor's appointment, or to care for a sick child.

Effective January 1, 2014 full-time employees with one (1) year of seniority shall be granted one (1) paid sick day per calendar year; full-time employees with two (2) years of seniority shall be granted two (2) paid sick days per calendar year; full-time employees with three (3) years of seniority shall be granted three (3) paid sick days per calendar year and full-time employees with four (4) years of seniority shall be granted four (4) paid sick days per calendar year for use due to *bona fide* illness or injury or to attend a doctor's appointment, or to care for a sick child.

Employees shall be credited with their regularly scheduled hours at straight time.

To use a sick day for unanticipated illness or injury, the employee must notify his/her supervisor of the inability to report to work as scheduled at least four (4) hours prior to the employee's starting time.

Paid sick hours shall not be calculated for the purposes of determining overtime. Sick leave shall only be paid for regularly scheduled shifts. Sick leave accumulation is not eligible for cash out, nor can it be carried forward from year to year.

ARTICLE 14: FAMILY AND MEDICAL LEAVE ACT

The Employer and the Union acknowledge that the provisions of the Federal Family and Medical Leave Act of 1993 ("FMLA") apply to the employees working under this Agreement. The Employer will comply with the provisions of the FMLA. Employees may be entitled to up to 12 weeks of leave based upon meeting certain eligibility requirements and with proper submission

of documented evidence of specific circumstances as set forth in the FMLA. Under the Family and Medical Leave Act of 1993 (FMLA) eligible employees may receive up to twelve (12) weeks of unpaid leave during a twelve (12) month period for:

- a. The birth of a child;
- b. The placement of a child with an employee for adoption or foster care;
- c. Caring for a spouse, son, daughter or parent with a serious health condition; and
- d. An employee's own serious health condition.

In order to be eligible for leave under FMLA an employee must:

- a. Have been employed for at least twelve (12) months before applying for the FMLA leave;
- b. Have worked at least 1,250 hours during the twelve (12) months prior to requesting the leave;
- c. Provide medical certification issued by a health care provider of the employee or the employee's covered ill family member on Form WH-380 (available from the Employer); and
- d. Failure to submit the requested medical certification may delay the leave or preclude it from qualifying as FMLA leave. If the FMLA leave is foreseeable then an employee is required to give the Employer no less than thirty (30) calendar day's prior notice. After notice is given, the Employer will request the medical certification described above and provide the employee with the necessary paperwork. Employees requesting leave are required to furnish the Employer with the requested medical certification within fifteen (15) calendar days. No employee should depart on a foreseeable FMLA leave without having submitted the required medical certification.

In the case of an emergency or other circumstance that results in an unexpected need for FMLA leave, an employee should notify the Employer as soon as practicable. Under no circumstances should an employee wait longer than two (2) working days to give notice. If an employee is incapacitated, this notice may be given by a family member or other responsible party. As with foreseeable FMLA leave, the Employer will request medical certification and the employee is required to provide it within fifteen (15) calendar days.

If this procedure is followed and an employee's leave is granted, the employee may be required to update the Employer regarding his/her condition and/or be asked to submit medical recertifications to the extent permissible under applicable law. Additionally, employees returning from FMLA leave may be asked to provide a "fitness-for-duty" report before returning to work.

ARTICLE 15: LEAVES OF ABSENCE

Personal or Emergency Leave: Employees may request an unpaid personal or emergency leave of absence of up to thirty (30) days, provided they have at least one (1) year seniority. The Employer shall not unreasonably withhold approval of such leave provided it is compatible with the proper operation of the location. Emergency leave may be requested on an emergency basis, provided that upon the employee's return to work the Employer may request documentation of the emergency. The Employer further agrees that the employee shall be returned to his/her former shift, work hours and job classification subject to operational needs.

Union Leave: Subject to operational needs, the Employer agrees to release up to three (3) Chief Stewards for Union Leave from work up to a maximum of twenty-one (21) days once per year without pay but without loss of seniority. Requests for such leave will not be unreasonably denied. The Employer further agrees that the released employee(s) shall be returned to their former shift, work hours and job classification. The Union shall provide thirty (30) days' notice to the Employer for such leave request.

Subject to operational needs, the Employer agrees to release employees for Union Leave from work up to fourteen (14) days without pay but without loss of seniority. Requests for such leave will not be unreasonably denied. The Employer further agrees that the released employee(s) shall be returned to their former shift, work hours and job classification.

Military Leave: Employees who are serving in the Military Reserve or National Guard shall be granted unpaid leave to attend training exercises. All statutes and valid regulations in regard to the reinstatement and employment of military veterans shall be observed.

Small Necessities Leave: The Employer will comply with the provisions of the Massachusetts Small Necessities Leave Act. Employees may request up to twenty-four (24) hours leave within each calendar year to participate in school activities directly related to the educational advancement of a son or daughter under age eighteen (18) or to accompany a son or daughter under age eighteen (18) or an elderly relative over age sixty (60) to routine medical or dental appointments.

ARTICLE 16: JURY DUTY

The Employer shall compensate the employee for the difference between the pay which such employee would normally receive, excluding overtime, and the amount received for jury service up to a period of 30 days in any year. It shall be the employee's responsibility to present evidence to the Employer of his or her notice of jury duty and the length of time he or she served on such jury prior to being compensated.

ARTICLE 17: UNIFORMS

The Employer shall provide appropriate uniforms to Employees. The Employer may require a deposit of up to \$125.00, which shall be deducted in no less than three (3) installments, for

employees hired after this Agreement becomes effective. The Employer shall continue current deposit policy for Employees employed prior to the effective date of this Agreement.

Only where the uniforms issued to the Employee required dry-cleaning or other unique care, shall the Employer be responsible for the cost of such care. In the case of dry cleaning, the Employer shall establish the frequency and schedule regarding dry cleaning.

All uniforms and other equipment furnished by the Employer shall be returned at the time of separation from employment. At such time, the Employer shall return any uniform deposit, if applicable, to the employee with interest.

The Employee shall be held financially responsible for failure to return all items issued upon termination and for any damage other than normal wear and tear.

ARTICLE 18: SAFETY

The Employer recognizes the importance of maintaining a safe and healthy work environment. To that end, any protective devices, foul weather gear, or other safety equipment and/or supplies necessary for a work assignment, as determined by the Employer or required by applicable law, shall be provided to the employees at no cost and shall be worn and/or utilized by the employees in the performance of their work assignments. Furthermore any communication devices provided to employees and required for the performance of their duties shall be maintained in good repair or replaced by the Employer. The Employer shall not require an employee to reimburse the Employer for property loss or damage without legitimate reason.

The Employer shall maintain Workers' Compensation coverage for all employees. Pursuant to applicable law, the Employer shall post the required notice of Workers' Compensation in a prominent and visible location to employees containing the name of the insurance company, its address and phone number.

A joint Employer/Union committee shall be formed to discuss issues regarding training, safety, recruitment and retention of officers and communication of the quality services provided by the Employer to the community at large. This committee may meet by mutual consent but shall not meet any less than once a year. The committee shall be made up of up to three (3) officers from the Union and up to three (3) representatives from the Employer.

ARTICLE 19: UNION ACTIVITY IN BUILDINGS

Official representatives of the Union shall be allowed to visit locations served by the Employer, and to visit with the employees on the job for the purposes of determining that this Agreement is being carried out, provided that there shall be no interference of any type or manner with the conduct of the client's business, Employer's operation, or the employee's performance of work, and there is no objection by the Employer's client. Any Union official who wishes to visit or contact employees while on the job shall provide advance notification to the Employer's management of his/her intention to do so prior to their anticipated arrival on the job site or the

Employer's office with two (2) business days notification and specify the property he or she wants to visit. This rule shall not apply to public areas.

Union Shop Stewards shall have reasonable freedom to perform their duties during non-working time, provided that there shall be no interference of any type or manner with the conduct of the client's business, Employer's operation or the employee's performance of work, and there is no objection by the Employer's client. The Union shall notify the Employer in writing of the names of all Stewards at the time of selection. Any change in Shop Stewards will also be communicated in writing to the Employer.

The Union shall select up to three (3) Chief Shop Stewards for each employer. The Chief Steward shall have reasonable freedom to perform their duties during non-working time, provided that there shall be no interference of any type or manner with the conduct of the client's business, Employer's operation or the employee's performance of work, and there is no objection by the Employer's client.

All employees shall have the right to request the presence of a Union Steward during any investigatory meeting which the employee reasonably believes might result in discipline.

The Employer shall permit the posting of Union bulletins in designated areas, provided that such bulletins do not disparage the Employer or the client.

ARTICLE 20: NO STRIKES/NO LOCKOUTS

There shall be no strikes (including economic, unfair labor practice or sympathy strikes), picketing, work stoppages or job actions by employees or the Union relating to this bargaining unit, or lockouts, during the term of this Agreement. At any location covered by this Agreement, the Union shall not engage in any handbilling, leafleting, distribution of literature, public appeals (except in cases where the Employer refuses to abide by an arbitration award made under this agreement within the time specified by the award), or demonstrations directed at non-bargaining unit members, involving matters or disputes regarding the terms and conditions of this Agreement.

In the event of a strike by another labor group or the Union involving the customer's property or operations, the employees will remain on the job for protection of life, limb, and property, and shall not be required to assume duties normally outside the scope of this Agreement.

The Union acknowledges that employees' duties may include the apprehension, identification and reporting of and giving evidence against any persons who perform or conduct themselves in violation of work rules or applicable laws while on the Employer's or the customer's premises, and that the performance of such duties shall not subject the employees to punishment, discipline or charges by the Union.

ARTICLE 21: IMMIGRATION

Recognizing that questions involving an employee's immigration/work status or personal information may arise during the course of his/her employment, and that errors in an employee's documentation may be due to mistake or circumstances beyond an employee's control, the Employer agrees to the following procedure:

- a. In the event an issue or inquiry arises involving the immigration status or employment eligibility of a non-probationary employee, the Employer shall promptly notify the employee of the nature of the issue/problem and reference the employee's rights under this Article.
- b. If permissible under applicable law and/or regulations, the affected bargaining unit member shall be afforded reasonable opportunity to remedy the identified problem or secure acceptable documentation demonstrating that the identified problem is in the process of review or correction before adverse action is taken. Any lawful changes in the employee's documentation or lawful correction in his/her social security number shall not be considered new employment unless there is a break in service. If the bargaining unit member does not remedy the issue or provide valid documentation, as referenced above within thirty (30) calendar days, the bargaining unit member may be discharged and the Employer shall have no further obligation to hold a bargaining unit member's position. An employee who does remedy the issue, provides valid documentation and is rehired by the Employer within six (6) months of his/her discharge will not lose their seniority.
- c. If the bargaining unit member obtains the valid documentation as referenced in sub-paragraph "b" above, when necessary, he/she will, consistent with the operational needs of the Employer, be permitted reasonable unpaid time off to attend relevant proceedings or visit pertinent agencies, for the purposes of correcting the identified problem, provided the Employer is given adequate notice of planned absences and verification of the appointments, hearings or other proceedings for which the time off is requested.

Upon request, the Employer agrees to meet with the Union and discuss the employee's issue/problem. When practicable and permissible under applicable law and/or regulations, this meeting will take place before the Employer initiates any adverse employment action.

ARTICLE 22: JOB VACANCIES, TRANSFERS AND CAREER ADVANCEMENT

The Employer shall maintain a current posting of permanent bargaining unit job openings at its branch office showing all opening in the locations covered by this Agreement, and shall provide, upon written request by the Union, a copy of such posting or otherwise make it available to the Union.

The Employer shall also maintain a bargaining unit Job Vacancy/Transfer/Advancement list at its branch office and shall provide a copy of the appropriate updated list to the Union upon written request by the Union. An employee who desires to change site location, work assignment or shift shall put his/her name on this list indicating his/her desired shift, work assignment, location or geographic area, and/or wage rate, as appropriate.

When a permanent position arises at a location covered under this Agreement, the Employer shall give first consideration to the employees on the bargaining unit Job Vacancy/Transfer/Advancement list in order of seniority whose requests match the vacant position.

An employee who is placed in a permanent position pursuant to this procedure shall be listed on the next updated bargaining unit Job Vacancy/Transfer/Advancement list with the information on his/her placement, and shall be removed from the following updated list and shall not be eligible to put his/her name on the list for a period of six (6) months.

In the event a bargaining unit promotional opportunity arises at the job site, in deciding on the employee to be promoted, all employees steadily employed at the job site will be considered along with other persons, with respect to the following factors:

- a. Seniority;
- b. Qualifications;
- c. Availability;
- d. Prior work record;
- e. Leadership skills; if required and,
- f. Supervisory skills, as required.

Where all factors other than seniority are equal, an employee with the greatest seniority employed on the job site shall be selected over all others.

ARTICLE 23: GRIEVANCE PROCEDURE AND ARBITRATION

1. Grievance Procedure

For the purpose of this Agreement, a grievance is any difference or dispute between the Employer and the Union, an employee or group of employees concerning the interpretation or application of this Agreement. The parties agree to make prompt and earnest efforts to resolve such matters.

The procedure for handling a grievance pertaining to any such difference or dispute which may arise under this Agreement, shall be as follows, except that grievances involving disciplinary suspensions, transfers or terminations may be taken directly to Step 2.

STEP 1. Since it is in the best interest of all concerned that a grievance be promptly and expeditiously resolved, an aggrieved employee(s), and if the employee desires the Union Steward and/or Union Representative, shall present such grievance within ten (10) calendar days

after the grievant(s) knew or had reason to know of the event giving rise to the grievance. The Account Manager/Employer designee shall respond within ten (10) calendar days.

STEP II. If the matter is not settled in the first step, and the Union wishes to further pursue it, the grievance shall be reduced to writing and presented to the responsible Human Resources Manager or other management employee designated by the Employer within ten (10) calendar days following response at the first step or the date on which it was due whichever is earlier. The aggrieved employee, the Union Steward, and a Union Representative may request a meeting to discuss the grievance with the Human Resources Manager; such meeting shall be scheduled within ten (10) calendar days of this request. The Human Resources Manager shall give his or her written response within ten (10) calendar days after the second step meeting.

STEP III. If the matter is not settled in the second step, and the Union wishes to further pursue it, the grievance shall be presented to the Employer's Principal Officer or other management employee designated by the Employer within ten (10) calendar days following response at the second step, or the date on which it was due, whichever is earlier. The aggrieved employee, the Union Steward, and a Union Representative may request a meeting to discuss the grievance with the Principal Officer or other management employee designated by the Employer; such meeting shall be scheduled within ten (10) calendar days of this request. The Principal Officer shall give his or her written response within ten (10) calendar days after the third step meeting.

2. Arbitration

If the grievance is not resolved at the third step, it may be referred to arbitration by the Union within thirty (30) calendar days after receipt of the Employer's third step response or date on which that response was due, whichever is earlier. A demand for arbitration must be served in writing by the Union to the Employer within this period as a condition for processing the demand, and must specify the specific contract Article(s) and paragraph(s) allegedly violated.

For purposes of this Grievance and Arbitration Procedure, the Union and the Employer will establish a panel of five (5) permanent mutually agreed upon arbitrators. At the commencement of each calendar year, the Employer and the Union shall meet to determine whether the list of five (5) arbitrators who served for the previous year will be retained for the subsequent year. If there is not such mutual agreement, the parties shall select a new panel of five (5) arbitrators which may include arbitrators from the previous panel(s).

The Union shall maintain a list of the panel Arbitrators selected by mutual agreement of the parties. The arbitrators on the list will be appointed to hear cases on a rotating, next available basis, with the initial order being alphabetical by last name. When a demand is made for Arbitration, the moving party shall request date(s) for arbitration from the Arbitrator whose name appears on the top of the list. If the Arbitrator is not able to schedule a hearing on date(s) when the parties are available, within a reasonable period of time from the date of the demand, the moving party shall request date(s) for arbitration from the Arbitrator whose name next appears on the list. Once a hearing has been scheduled with an Arbitrator, that Arbitrator's name shall be moved to the bottom of the list.

The parties will make every effort to have the arbitration scheduled as soon as practicable. The time limits in this Article may be mutually extended by the parties.

The Arbitrator shall have the authority only to settle disputes arising under this Agreement concerning the interpretation and application of specific contract Article(s) and paragraph(s) allegedly violated and involving the facts of the particular grievance presented to him or her. The Arbitrator cannot amend, alter or modify the Agreement. The Arbitrator shall have no power to engage in any form of interest arbitration unless mutually agreed in writing. Only one (1) grievance may be submitted to and decided during a particular arbitration, unless mutually agreed in writing. The Arbitrator must render his or her decision within thirty (30) calendar days after the conclusion of the hearing or the submission of briefs, whichever is later. The decision of the Arbitrator shall be final and binding upon the grievant, the Employer and the Union. The cost of the arbitration and the fees of the Arbitrator shall be shared equally by the parties.

Should a dispute arise between the Employer and the Union that both parties mutually agree to expedite the arbitration process, said dispute may be referred directly to expedited arbitration. Union referrals to expedited arbitration under this provision may only be made by the Union President or his/her designee. Employer referrals to expedited arbitration under this Article may be made by the Employer's Principal Officer or his/her designated representative.

Failure of an employee or the Union to meet any time deadline at any step of this Grievance Procedure shall constitute a waiver of the grievance and no further action may be taken on it. Time is of the essence, but any time limits can be mutually extended in writing. If the Employer misses a response deadline set forth in this Agreement, the Grievance shall automatically move to the next Step, provided that the Union has otherwise complied with this Article.

Should either party fail to abide by an arbitration award within two (2) weeks after such award is sent by registered or certified mail to the parties, either party may, in its sole and absolute discretion, take any legal action necessary to secure such award including but not limited to suits at law.

3. Employer Initiated Grievances

The Employer shall have the right to initiate grievances at Step 3 and those grievances must be submitted in writing to the Union within fifteen (15) business days after the Employer knew or should have known of the incident or occurrence giving rise to the grievance.

4. Wage and Hour Disputes

- a. The Union and the Employer intend that the grievance and arbitration provisions in the Collective Bargaining Agreement shall be the exclusive method of resolving all disputes between the Employer and the Union and the employees covered by this agreement unless otherwise set forth or required under applicable law. Such disputes include "wage and hour claims or disputes," which shall include statutory claims over the payment of wages for all time worked, uniform maintenance, training time, rest and meal periods, overtime pay, vacation

pay, and all other wage hour related matters. The parties agree that any employee's or employees' wage and hour claims or disputes relative to a violation of wage and hour law shall be resolved through the arbitration process provided for in this Agreement to the extent permitted by law and the employees (by and through the union) shall have access to the arbitration provision in this Agreement for the purpose of resolving any wage and hour claims or disputes.

- b. Regarding wage and hour claims or disputes:
 - i. The Union has the exclusive right to assert collective or class action grievances or grievances on behalf of more than one employee. All such grievances shall be initiated and processed in accordance with the standard provisions of the grievance and arbitration procedure, including the standard deadline by which such grievances must be initiated. The employees (by and through the union) shall be provided all substantive rights and remedies available under applicable law.
 - ii. Where the Union chooses not to assert a grievance under Section (a) above, an employee may assert claims or disputes to the department of labor or through a civil action on behalf of himself or herself individually concerning a wage and hour claim or dispute and the employee shall be provided all substantive rights and remedies that they would otherwise be entitled to under applicable law. As set forth in paragraph 6a an individual cannot pursue class and/or collective wage and hour claims or disputes to the department of labor or through civil litigation.

5. These provisions are not intended to limit or curtail employees' individual rights. To the contrary, it is the goal of the Company to swiftly and fairly address and resolve employee concerns. In no event shall this Article or this agreement be read to construe a waiver of individual rights to pursue discrimination claims through administrative proceedings or civil actions.

6. The employer and the union agree to work swiftly and cooperatively to resolve and remediate, if necessary, any disputes that arise.

ARTICLE 24: BIDDING PROCEDURE

Whenever the Employer takes over the servicing of any job location, building or establishment covered by this Agreement, the Employer agrees to retain all permanent employees at the job location, building or establishment, including those who might be on vacation or off work because of illness, injury or authorized leaves of absence, provided that employment will be offered to those employees who satisfy the hiring and employment standards of the Employer. In the event Employer elects to retain said employee, the Employer agrees to honor seniority for wage and benefit purposes, and shall not require the employee to serve a probationary period as described in Article 2.

In order to facilitate the bidding of buildings with the best possible information, union signatories who can demonstrate they have been extended an invitation to participate in the rebidding of a covered account may request the seniority list(s) from the union for that account. The union shall provide such lists as they are available and with the best information at the time of the request.

The outgoing Employer will be responsible to pay all wages and vacation accrued for each employee to the date of the takeover.

When an incumbent officer is not hired by the new contractor, and the outgoing Employer is unable to place the officer in a comparable position, the employee will be considered as laid off and placed on the layoff list of the outgoing Employer.

The Employer shall notify the Union, as soon as practicable, once it has knowledge that a non-union security contractor is bidding on a covered account currently serviced by the Employer.

The Employer shall notify the Union as soon as practicable once it receives written cancellation of a covered account or job location.

The Employer shall notify the Union as soon as practicable after it receives notice that it has been awarded a new covered account or job location.

ARTICLE 25: NO LOWERING OF STANDARDS

There shall be no lowering of any standards of working conditions (with the exception of Health & Welfare) of any employees in the employ of the Employer as a result of this Agreement. All employees enjoying higher wages or better working conditions than provided for herein shall continue to enjoy at least the same.

ARTICLE 26: MOST FAVORED NATIONS

If during the term of this Agreement, the Union enters into or honors an agreement or understanding with another Employer or group of Employers employing security officers working in similar facilities as covered by this Agreement that provides for more favorable hours, wages and/or terms and conditions of employment (as that phrase has been defined under the National Labor Relations Act, as amended) than those set forth in this Master Agreement, any Employer bound by this Master Agreement shall be entitled to said more favorable hours, wages and/or terms and conditions upon request. To effectuate this Article of the parties' Master Agreement, the Union agrees to disclose the existence of any written or oral agreement or understanding it has or may have with any other Employer or group of Employers. (and to provide copies of any such agreement or detailed summary of any oral agreement within five business days after the Union enters into same.)

The provisions of the foregoing paragraph will not be deemed to prohibit the Union from offering more favorable terms and conditions to another Employer with respect to individual accounts as part of an appropriate transitional process of such account to unionization not to

exceed a period of 6 months; provided however, that any Employer bound by this Master Agreement shall be entitled to said more favorable terms and conditions in respect of such account; and provided further, that any Employer who becomes signatory to this agreement after the effective date will be required to immediately bid all new accounts within the scope of the Recognition article in compliance with all terms and conditions of this Agreement in their entirety, unless otherwise provided for herein.

If the Employer believes that the Union has entered into or is honoring an agreement or understanding that is more favorable as defined herein, the Employer shall notify the Union and the parties shall meet and confer to discuss such within the next 72 hours.

If the matter has not been resolved within 72 hours of notification to the Union, the Employer may submit the matter for arbitration pursuant to the arbitration process set forth in Article 23 of this Agreement.

The arbitrator shall decide the issue of whether or not the Union has entered into or is honoring an agreement or understanding with another Employer or group of Employers employing security officers working in similar facilities as covered by this Agreement that would allow the Employer to be granted similar conditions as defined above.

ARTICLE 27: SAVINGS CLAUSE

Should any part of this Agreement or any provisions herein contained be rendered invalid by reason of any existing or subsequently-enacted legislation or act of any authorized agency of government or by the decree of a court of competent jurisdiction, such will not invalidate the remaining portions thereof and they shall remain in full force and effect.

ARTICLE 28 PARTICIPATION FUND

The Employer agrees to honor and transmit to the Union, contribution deductions to the Service Employees' International Union, Local 615 COPE Fund or Civic Participation Fund or any other authorized Political Action Fund from employees who are union members and who sign deduction authorization card. The deductions shall be made in accordance with the Employer's normal payroll practices/policies.

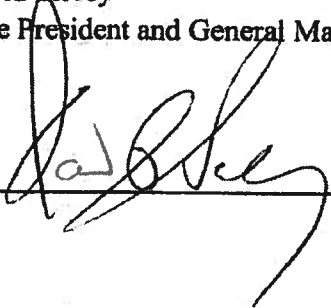
ARTICLE 29: DURATION

This Agreement shall be in full force and effect from July 1, 2013, to and including June 30, 2018, and from year-to-year thereafter, unless terminated as follows: Either party may terminate this agreement or request amendments thereto by serving sixty (60) days written notice to the other party prior to June 30, 2013 or June 30th of any year thereafter, in which termination or amendment is requested.

SIGNATURE PAGE TO FOLLOW

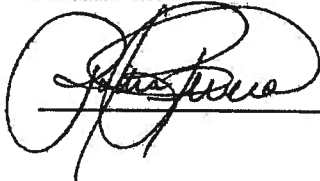
This contract is signed in witness between AlliedBarton Security Services, LLC and SEIU 32BJ District 615.

For and on behalf of AlliedBarton Security Services, LLC
David Silvey
Vice President and General Manager



DATE: 10/15/13

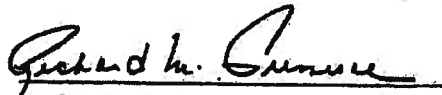
For and on behalf of
Service Employees International Union, 32BJ District 615
(formerly SEIU Local 615)
Roxana Rivera
District Leader



DATE: 10/11/13

In Witness, we have hereunto severally set our hands and seals this 31st day of November, 2013.

For and on behalf of
Palladion Services, LLC.



PRESIDENT
PALLADION SERVICES, LLC

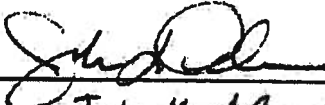
For and on behalf of
Service Employees International
Union, (SEIU) 32BJ
District 615 New England



Roxana Rivera
District Leader


In Witness, we have hereunto severally set our hands and seals this 4th day of November, 2013.

For and on behalf of
SecurAmerica, LLC



John K. Adams
President : C.O.O.

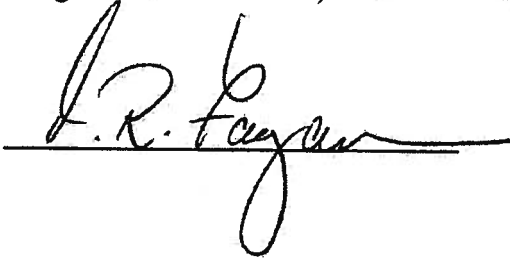
For and on behalf of
Service Employees International
Union, (SEIU) 32BJ
District 615 New England



Roxana Rivera
District Leader

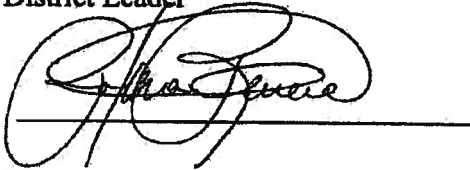
This contract is signed in witness between Securitas Security Services, USA and SEIU 32BJ District 615.

For and on behalf of Securitas Security Services USA, Inc,
Thomas R. Fagan
Regional Vice President, HR-Administration

Handwritten signature of Thomas R. Fagan in black ink, written over a horizontal line.

DATE: 10-15-13

For and on behalf of
Service Employees International Union, 32BJ District 615
(formerly SEIU Local 615)
Roxana Rivera
District Leader

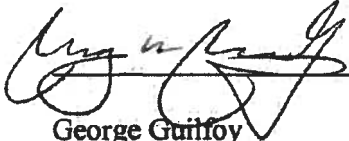
Handwritten signature of Roxana Rivera in black ink, written over a horizontal line.

DATE: 10-15-13

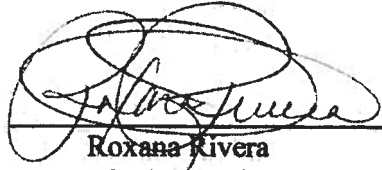
In Witness, we have hereunto severally set our hands and seals this 10-25, 2013

For and on behalf of United Security Inc.

For and on behalf of
Service Employees International
Union, (SEIU) 32BJ
District 615 New England



George Guilfooy
President of Operations



Roxana Rivera
District Leader

EXHIBIT A

Medical	In Network	Out of Network
	Annual Deductible Annual Fund Coinsurance Out-of-pocket Maximum Lifetime Maximum	\$1,000 Indiv/\$2,000 Family (INN/OON Combined) 100% \$4,000 Indiv/\$8,000 Family (IIN/OON Combined) \$1,000,000 per person
Doctor's Services Office Visits – Illness/Injury Hospital Visits Maternity Surgery Anesthesia Emergency Room Physician	\$20 Copay 100% 100% 100% 100% 100%	20% after Deductible 20% after Deductible 20% after Deductible 20% after Deductible 20% after Deductible 20% after Deductible
Hospital Services <i>In-Patient</i> Room & Board Miscellaneous Hospital Charges <i>Out-Patient</i> Pre-Admission Testing Surgical Facility & Supplies Out-Patient / Emergency Room Out-Patient Clinic Services	100% after Deductible 100% after Deductible 100% after Deductible 100% after Deductible \$100 Copayment (Waived if admitted), then 100% after Deductible 100% after Deductible	20% after Deductible 20% after Deductible 20% after Deductible 20% after Deductible \$100 Copayment (Waived if admitted), then 20% after Deductible 20% after Deductible
Psychiatric Care <i>In-Patient</i> Hospital Services Max In-Patient Days/Cal Year <i>Out-Patient</i> Doctor's Visits Max Visits Per Cal Year	100% after Deductible 60 Days per Member \$10 Copayment for Group Therapy/\$20 Copayment for individual Therapy 24 Visits per Member for Individual Therapy, 25 Visits per Member for Group Therapy, not to exceed a combined maximum of 25 Visits per Member.	20% after Deductible 60 Days per Member 20% after Deductible 24 Visits per Member for Individual Therapy, 25 Visits per Member for Group Therapy, not to exceed a combined maximum of 25 Visits per Member.
Alcohol & Drug Abuse <i>In-Person</i> Hospital Services Max In-Person Days/Cal Year <i>Out-Patient Rehab</i> Cal Year Max	100% after Deductible 30 Days per Member \$10 Copayment Greater of 20 Visits per Member or \$500	20% after Deductible 30 Days per Member 20% after Deductible Greater of 20 Visits per Member or \$500
Medical Services Skilled Nursing/Rehab Facility Diagnostic X-Ray & Lab Second/Third Surgical Opinion Chemo/Radiation Therapy Physical/Speech/Occupational Therapy Durable Medical Equipment Cal Year Max	100% after Deductible (100 day maximum for Skilled Nursing Care / 60 day maximum for Rehab Facility) 100% after Deductible 100% after Deductible 100% after Deductible 100% after Deductible (up to 60 consecutive days per condition) 100% after Deductible \$1,500 Per Member (Wigs have \$350 max)	20% after Deductible (100 day maximum for Skilled Nursing Care / 60 day maximum for Rehab Facility) 20% after Deductible 20% after Deductible 20% after Deductible 20% after Deductible (up to 60 consecutive days per condition) 20% after Deductible \$1,500 Per Member (Wigs have \$350 max)
Preventive Care Routine Physical Exams Well Child Exams Routine Mammogram	100% 100% 100%	20% after Deductible 20% after Deductible 20% after Deductible
Miscellaneous Chiropractic Cal Year Limitations	N/A N/A	N/A N/A
Hearing Benefit Routine Exam Hearing Aids Lifetime Max	\$20 Copayment N/A N/A	20% after Deductible N/A N/A
Prescription Drugs Network Pharmacy Mail Service Benefit	\$15/\$30/\$50 Copay \$30/\$60/\$150 Copay	None None

EXHIBIT A – Continued

Vision Plan	In Network	Out of Network
1 exam per calendar year	\$10 Copay	Up to \$45 per calendar Year
Lenses	\$10 Copay/year	Up to \$85
Frames	Available every year	Up to \$47
Contact Lenses	Up to \$150 every 12 months	Up to \$150 every 12 months

Dental	In Network
Diagnostics & Preventive (such as exams, x-rays & cleaning)	100% no deductible
Basic Services (such as fillings, repair of bridges)	80% of In-Network
Major Services (such as crowns, periodontics, root canal, oral surgery)	50% of In-Network
Annual Deductible (Basic and Major Services only)	\$25 individual / \$75 family