

LETTER OF UNDERSTANDING
VALIANT GLOBAL DEFENSE SERVICES, INC
AND THE
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL NO. 925
NAS Whidbey Island CI Chapter
Part Time Vacation Pay

Whereas, the Valiant Global Defense Services, INC (herein Employer) and the Service Employees International Union, Local 925 (herein SEIU925) have previously agreed in bargaining the successor agreement to improve the vacation schedule at the '24+ years of service' tier by 20 hours per year, and

Whereas, the Employer and the SEIU925 intended to update the vacation pay portion of the part time pay function to incorporate the improvement in the 24+ year vacation tier.

Therefore, the Employer and the SEIU925 agree Section 9.3 Part Time Employees contained in the Collective Bargaining Agreement between the parties shall be updated as follows:


Section 9.3 Part-time Employees. Part-time employees are those who are scheduled for work on an as-required basis to meet the requirements of the daily schedule.

Part-time employees are compensated in accordance with the wages stipulated in the applicable table in Article 14, Compensation, and are paid for each hour worked. Part-time employees are paid on a pro-rata basis for holiday and vacation pay for each hour worked based on the formula specified below:

Years of Service	Holiday & Vacation (H/V) Pay Calculation
Date of Hire thru end of Year 4 (up to 48 months)	Hourly Base Rate x (200 / 2080) = H/V Pay Hourly Base Rate+ H/V Pay= Total Hourly Rate
4+ Years thru end of Year 9 (over 48 months to 108 months)	Hourly Base Rate x (240 / 2080) = H/V Pay Hourly Base Rate+ H/V Pay= Total Hourly Rate
9+ Years thru end of Year 14 (over 108 months to 168 months)	Hourly Base Rate x (260 / 2080) = H/V Pay Hourly Base Rate+ H/V Pay= Total Hourly Rate
14+ Years thru end of Year 24 (over 168 months to 288 months)	Hourly Base Rate x (280 / 2080) = H/V Pay Hourly Base Rate+ H/V Pay= Total Hourly Rate
24+ Years (over 288 months)	Hourly Base Rate x (320 / 2080) = H/V Pay Hourly Base Rate+ H/V Pay= Total Hourly Rate

This Agreement shall remain in full force and effect from the date of signature by the parties, retroactive to October 1, 2019, and shall be incorporated to the successor Collective Bargaining Agreement.

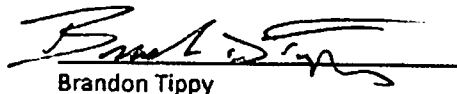
For the Employer


Eurt Goldacker

Director, Sea & Air LVC-G

Date: 7 OCT 19

For SEIU925



Brandon Tippy
Organizer Representative

Date: 10-4-2019

