

**UNITED STATES AIR FORCE ACADEMY
COLLECTIVE BARGAINING AGREEMENT**

TERM: June 14, 2021 through January 18, 2024

Table of Contents

Article	Title	Page
1	Recognition	1
2	Union Shop and Checkoff	1
3	Union Visitation	2
4	Exchange Contract	2
5	Classification and Compensation	3
6	Hiring	4
7	Lay-Off and Seniority	4
8	Discipline and Discharge	5
9	Sick Leave/Sick Benefits	6
10	No Discrimination	6
11	Maintenance of Standards	6
12	Barbers' Responsibilities	6
13	Sanitation	7
14	No Strike and No Lockout Clause	7
15	Management Rights and Prerogatives	7
16	Grievance Procedure and Arbitration	8
17	Successorship	9
18	Qualifications	10
19	Waiver	10
20	Miscellaneous Provisions	10
21	Hours of Labor	11
22	Shop Stewards	12
23	Duration of Contract and Reopening	12
	Index	14

UNITED STATES AIR FORCE ACADEMY
COLLECTIVE BARGAINING AGREEMENT

THIS AGREEMENT is made and entered into as of **May 27, 2021**, by and between GINO MORENA ENTERPRISES, LLC (hereinafter referred to as the “Company”), and UNITED FOOD AND COMMERCIAL WORKERS UNION, LOCAL 7 (hereinafter referred to as the “Union”).

ARTICLE 1
RECOGNITION

Section 1. The Company recognized the Union as the exclusive bargaining agent with respect to issues involving pay, wages, hours of work and other conditions of employment for barbers employed at the Company’s barbershops at the United States Air Force Academy (the “USAFA”). No provision of this Agreement shall apply to or affect the operations of the Company at facilities other than the barbershops at the USAFA.

Section 2. The Company may, in its discretion, enter into collateral agreements with individual members of the bargaining unit regarding performance of duties other than or in addition to, the rendering of barber services (i.e., janitorial work, picking up shop receipts, and administrative paperwork) and in entering into such agreements, the Company shall not be obligated to negotiate with the Union regarding wages, hours, or other conditions of employment applicable to such other additional duties. No barber may be disciplined for refusing to enter into such a collateral agreement with the Company.

ARTICLE 2
UNION SHOP AND CHECKOFF

Section 1. It shall be a condition of employment that all employees of the Company covered by this Agreement who are members of the Union, in good standing, on the effective date of this Agreement, shall remain members in good standing, that those employees who are not members of the Union on the effective date of this Agreement shall, on or after the thirty-first (31st) calendar day following the effective date or the execution of this Agreement, whichever is later, become and remain members in good standing in the Union, or in any event, pay the Union dues which members in good standing are paying. It shall also be the condition of employment, that all employees covered by this Agreement and hired on or after its effective date or date of execution, whichever is later, shall, on or after the thirty-first (31st) calendar date following the beginning of such employment, become and remain members in good standing in the Union, or shall pay the same amount of dues as members in good standing do pay.

Section 2. The Company, within twenty (20) working days after receipt of a written notice by the Union, will discharge any employee who is not, or who does not become, during the twenty (20) working days, a member, in good standing in the Union or who does not pay the dues of a member in good standing in the Union to the extent required by the preceding Section 1.

Section 3. The Company agrees to deduct each month, from the pay checks of all employees who are covered by this Agreement all periodic dues and initiation fees owing to the Union by the employees; the Company also agrees to promptly remit said money to the Union, provided, however, that an employee shall have signed and submitted a written authorization for such action on the part of